

PHILLIPS 66

FORM 8-K (Current report filing)

Filed 11/08/13 for the Period Ending 10/01/13

Address	3010 BRIARPARK DRIVE HOUSTON, TX 77042
Telephone	281-293-6600
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Sector	Energy
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**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

Form 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): 10/01/2013

Phillips 66

(Exact name of registrant as specified in its charter)

Commission File Number: 001-35349

Delaware

(State or other jurisdiction of
incorporation)

45-3779385

(IRS Employer
Identification No.)

**3010 Briarpark Drive
Houston, TX 77042**

(Address of principal executive offices, including zip code)

(281) 293-6600

(Registrant's telephone number, including area code)

(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
 - ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
 - ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
 - ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
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Item 8.01. Other Events

On October 1, 2013, the Human Resources and Compensation Committee of the Board of Directors of Phillips 66 (the "Company") approved an amendment to the Phillips 66 Key Employee Change in Control Severance Plan (the "CIC Severance Plan"), to ensure equity awards granted under the Company's long-term incentive plans are subject to a double trigger consistent with eligibility requirements for severance benefits. The amendment would apply to future equity awards, and pursuant to the terms of the CIC Severance Plan regarding amendments, become effective two years after approval.

A copy of the amendment is an exhibit to this Form 8-K and is incorporated herein by reference.

Item 9.01. Financial Statements and Exhibits

(d) Exhibits

10.1 - First Amendment to the Phillips 66 Key Employee Change in Control Severance Plan, Effective October 2, 2015

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Phillips 66

Date: November 08, 2013

By: /s/ Paula A. Johnson

Paula A. Johnson
Executive Vice President, Legal, General Counsel
and Corporate Secretary

EXHIBIT INDEX

Exhibit No.	Description
EX-10.1	First Amendment to the Phillips 66 Key Employee Change in Control Severance Plan, Effective October 2, 2015

First Amendment
to the
Phillips 66 Key Employee Change in Control Severance Plan
Effective October 2, 2015

The Phillips 66 Key Employee Change in Control Severance Plan, as amended and restated effective as of July 11, 2012 (Plan) is further amended effective October 2, 2015 as provided below:

1. Section 2.4 is amended and restated in its entirety to provide as follows:

"2.4 Each Severed Employee shall immediately become fully vested in all outstanding equity awards which shall not thereafter be forfeitable for any reason (except that options shall expire and be cancelled ten years from the date of their grant). Any options granted to the Severed Employee shall be exercisable at the times set forth in the applicable award documents. Each such option shall remain outstanding until ten years from the date of grant, notwithstanding any provision of the option grant or any plan under which the option may have been granted to the contrary. The date of distribution of any stock or other value from such awards shall be as set forth in the applicable terms and conditions of the award. "