

Hertzmark Hudis Jane  
 Form 3  
 July 20, 2018

**FORM 3 UNITED STATES SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

OMB APPROVAL

OMB Number: 3235-0104  
 Expires: January 31, 2005  
 Estimated average burden hours per response... 0.5

**INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934,  
 Section 17(a) of the Public Utility Holding Company Act of 1935 or Section  
 30(h) of the Investment Company Act of 1940

(Print or Type Responses)

<p>1. Name and Address of Reporting Person *</p> <p>Â Hertzmark Hudis Jane</p> <p>(Last) (First) (Middle)</p> <p>THE ESTEE LAUDER COMPANIES INC.,Â 767 FIFTH AVENUE</p> <p>(Street)</p> <p>NEW YORK,Â NYÂ 10153</p> <p>(City) (State) (Zip)</p>	<p>2. Date of Event Requiring Statement</p> <p>(Month/Day/Year)</p> <p>07/12/2018</p>	<p>3. Issuer Name and Ticker or Trading Symbol</p> <p>ESTEE LAUDER COMPANIES INC [EL]</p>	<p>4. Relationship of Reporting Person(s) to Issuer</p> <p>(Check all applicable)</p> <p><input type="checkbox"/> Director <input type="checkbox"/> 10% Owner</p> <p><input checked="" type="checkbox"/> Officer <input type="checkbox"/> Other</p> <p>(give title below) (specify below)</p> <p>Group President</p>	<p>5. If Amendment, Date Original Filed(Month/Day/Year)</p>	<p>6. Individual or Joint/Group Filing(Check Applicable Line)</p> <p><input checked="" type="checkbox"/> Form filed by One Reporting Person</p> <p><input type="checkbox"/> Form filed by More than One Reporting Person</p>
---	---	---	--	---	--

**Table I - Non-Derivative Securities Beneficially Owned**

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
Class A Common Stock	41,645	D	Â

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

SEC 1473 (7-02)

**Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.**

**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)	3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)	4. Conversion or Exercise Price of Derivative	5. Ownership Form of Derivative Security:	6. Nature of Indirect Beneficial Ownership (Instr. 5)
---	---	--	---	---	--

Edgar Filing: Hertzmark Hudis Jane - Form 3

	Date Exercisable	Expiration Date	Title	Amount or Number of Shares	Security	Direct (D) or Indirect (I) (Instr. 5)	
Option (Right to Buy)	Â (1)	09/03/2024	Class A Common Stock	20,925 (1)	\$ 76.23	D	Â
Option (Right to Buy)	Â (2)	09/04/2025	Class A Common Stock	22,666 (2)	\$ 77.35	D	Â
Option (Right to Buy)	Â (3)	09/06/2026	Class A Common Stock	26,764 (3)	\$ 89.47	D	Â
Option (Right to Buy)	Â (4)	09/05/2027	Class A Common Stock	31,604 (4)	\$ 107.95	D	Â
Restricted Stock Units (Share Payout)	Â (5)(6)	Â (5)(6)	Class A Common Stock	2,128 (5) (6)	\$ (7)	D	Â
Restricted Stock Units (Share Payout)	Â (6)(8)	Â (6)(8)	Class A Common Stock	11,949 (6) (8)	\$ (7)	D	Â
Restricted Stock Units (Share Payout)	Â (6)(9)	Â (6)(9)	Class A Common Stock	4,575 (6) (9)	\$ (7)	D	Â
Restricted Stock Units (Share Payout)	Â (6)(10)	Â (6)(10)	Class A Common Stock	8,011 (6) (10)	\$ (7)	D	Â

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Hertzmark Hudis Jane THE ESTEE LAUDER COMPANIES INC. 767 FIFTH AVENUE NEW YORK, NY 10153	Â	Â	Â Group President	Â

## Signatures

Jane Hertzmark Hudis, by Spencer G. Smul,  
attorney-in-fact

07/20/2018

\*\*Signature of Reporting Person

Date

## Explanation of Responses:

- \* If the form is filed by more than one reporting person, *see* Instruction 5(b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).
- (1) Stock options granted pursuant to Fiscal 2002 Share Incentive Plan in respect of: 6,975 shares exercisable from and after January 1, 2016; 6,975 shares exercisable from and after January 1, 2017; and 6,975 shares exercisable from and after January 1, 2018.
- (2) Stock options granted pursuant to Fiscal 2002 Share Incentive Plan in respect of: 7,555 shares exercisable from and after January 1, 2017; 7,555 shares exercisable from and after January 1, 2018; and 7,556 shares exercisable from and after January 1, 2019.
- (3) Stock options granted pursuant to Fiscal 2002 Share Incentive Plan in respect of: 8,921 shares exercisable from and after January 1, 2018; 8,921 shares exercisable from and after January 1, 2019; and 8,922 shares exercisable from and after January 1, 2020.
- (4) Stock options granted pursuant to Fiscal 2002 Share Incentive Plan in respect of: 10,534 shares exercisable from and after January 1, 2019; 10,535 shares exercisable from and after January 1, 2020; and 10,535 shares exercisable from and after January 1, 2021.
- (5) Assuming continued employment, Restricted Stock Units ("RSUs") will vest and be paid out as follows: 2,128 on October 31, 2018.  
RSUs vest and are paid out in shares of Class A Common Stock on a one-to-one basis on the applicable vesting date. Upon payout,  
(6) shares will be withheld to cover statutory tax obligations. RSUs are accompanied by dividend equivalent rights that are payable in cash at the time of payout of the related shares.
- (7) Not applicable.
- (8) Assuming continued employment, RSUs will vest and be paid out as follows: 11,949 on January 29, 2019.
- (9) Assuming continued employment, RSUs will vest and be paid out as follows: 2,287 on October 31, 2018; 2,288 on October 31, 2019.
- (10) Assuming continued employment, RSUs will vest and be paid out as follows: 2,670 on October 31, 2018; 2,670 on October 31, 2019; and 2,671 on November 2, 2020.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *See* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.