

KASSOUF THOMAS L.  
Form 4  
February 13, 2009

**FORM 4** UNITED STATES SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

OMB APPROVAL

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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

**STATEMENT OF CHANGES IN 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)

1. Name and Address of Reporting Person \*  
KASSOUF THOMAS L.

2. Issuer Name and Ticker or Trading Symbol  
SNAP-ON Inc [SNA]

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)

SNAP-ON INCORPORATED, 2801  
80TH STREET

3. Date of Earliest Transaction  
(Month/Day/Year)

02/11/2009

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)

SVP & Pres - Commercial Div

(Street)

4. If Amendment, Date Original Filed(Month/Day/Year)

6. Individual or Joint/Group Filing(Check Applicable Line)

Form filed by One Reporting Person

\_\_\_\_ Form filed by More than One Reporting Person

KENOSHA, WI 53143

(City) (State) (Zip)

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)	4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Ownership (Instr. 4)
			Code	V	Amount	(D)	Price
Common Stock	02/11/2009		M <sup>(1)</sup>		3,600	A	Ⓛ
Common Stock					3,623.727	I	Ⓛ

By 401(k) Plan

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

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SEC 1474 (9-02)

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

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)	6. Date Exercisable and Expiration Date (Month/Day/Year)	7. Title and Underlying Security (Instr. 3 and 4)	
				Code	V (A) (D)	Date Exercisable	Expiration Date	Title
Stock Option (Right to Buy)	\$ 39.35					02/16/2008	02/16/2016	Common Stock
Stock Option (Right to Buy)	\$ 50.22					(3)	02/15/2017	Common Stock
Stock Option (Right to Buy)	\$ 54.5					(4)	04/30/2017	Common Stock
Stock Option (Right to Buy)	\$ 51.75					(5)	02/13/2018	Common Stock
Stock Option (Right to Buy)	\$ 29.69	02/11/2009		A	22,500	(6)	02/11/2019	Common Stock
Restricted Stock	(8)	02/11/2009		M <sup>(1)</sup>	3,600	(1)	(1)	Common Stock
Restricted Stock	(8)					(9)	(9)	Common Stock
Restricted Stock	(8)					(10)	(10)	Common Stock
Restricted Stock Units	(8)	02/11/2009		A	5,348	(11)	(11)	Common Stock
Performance Units	(8)	02/11/2009		A	5,349	(12)	(12)	Common Stock
Deferred Stock Units	(8)					(13)	(13)	Common Stock

## Reporting Owners

Reporting Owner Name / Address

Relationships

Director      10% Owner      Officer      Other

KASSOUF THOMAS L.  
SNAP-ON INCORPORATED  
2801 80TH STREET  
KENOSHA, WI 53143

SVP & Pres -  
Commercial Div

## Signatures

Kenneth V. Hallett under Power of Attorney for Thomas L.  
Kassouf

02/13/2009

\_\_Signature of Reporting Person

Date

## Explanation of Responses:

- \* If the form is filed by more than one reporting person, *see* Instruction 4(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) Vesting of restricted stock based on the achievement of certain company initiatives over the 2006-2008 period; 100% of the stock vested.
- (2) This information is based on a plan statement dated December 31, 2008.
- (3) One third of the option vested on 2/15/2008, and one third will vest on each of 2/15/2009 and 2/15/2010.
- (4) One third of the option vested on 4/30/2008, and one third will vest on each of 4/30/2009, and 4/30/2010.
- (5) One third of the option vests on each of 2/13/2009, 2/13/2010, and 2/13/2011.
- (6) One third of the option vests on each of 2/11/2010, 2/11/2011, and 2/11/2012.
- (7) This transaction was an option grant. Accordingly, the reporting person did not pay a price to obtain the option.
- (8) 1 for 1.
- (9) The stock vests on the achievement of certain company initiatives over the 2007-2009 period.
- (10) The stock vests on the achievement of certain company initiatives over the 2008-2010 period.

- The restricted stock units may be earned based on the achievement of certain company goals during 2009. Assuming continued employment on the payment date, which will occur within 30 days after the end of fiscal 2011, the units will then vest in one installment and shares will be issued.
- (11) If the company achieves certain goals over the 2009-2011 period, the performance units will vest and stock will be awarded.
  - (12) Payment will begin within 30 days first beginning after the earliest of the date specified in advance of the deferral by the reporting person, death, disability, retirement or termination of employment.

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.