

Johnson David TX  
Form 4  
February 11, 2010

**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 \*  
Johnson David TX

2. Issuer Name and Ticker or Trading Symbol  
Nalco Holding CO [NLC]

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)  
1601 WEST DIEHL ROAD  
  
(Street)

3. Date of Earliest Transaction (Month/Day/Year)  
02/09/2010

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

NAPERVILLE, IL 60563-1198  
  
(City) (State) (Zip)

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

**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 Indirect Beneficial Ownership (Instr. 4) |
|-----------------------------------|--------------------------------------|--|--------------------------------|---|---|--|---|
|                                   |                                      |  | Code                           | V Amount (D) Price  |   |  |   |
| Performance Shares <sup>(1)</sup> | 02/09/2010                           |  | A                              | 297 A \$ 0  | 100,995   | D  |   |
| Restricted Shares <sup>(2)</sup>  | 02/09/2010                           |  | A                              | 3,767 A \$ 0  | 104,762   | D  |   |

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

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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 Amount of Underlying Securities (Instr. 3 and 4) | 8. Amount or Number of Shares |
|--|--|--------------------------------------|--|--------------------------------|---|--|---|-------------------------------|
| Stock Options (3)                          | \$ 21.98   | 02/09/2010                           |  | A                              | 2,530   | 12/31/2010 02/09/2020                                    | Common Stock  | 2,530                         |
| Stock Options (3)                          | \$ 21.98   | 02/09/2010                           |  | A                              | 2,530   | 12/31/2011 02/09/2020                                    | Common Stock  | 2,530                         |
| Stock Options (3)                          | \$ 21.98   | 02/09/2010                           |  | A                              | 2,531   | 12/31/2012 02/09/2020                                    | Common Stock  | 2,531                         |
| Stock Options (3)                          | \$ 21.98   | 02/09/2010                           |  | A                              | 2,531   | 12/31/2013 02/09/2020                                    | Common Stock  | 2,531                         |

## Reporting Owners

| Reporting Owner Name / Address  | Relationships |           |           |       |
|---|---------------|-----------|-----------|-------|
|   | Director      | 10% Owner | Officer   | Other |
| Johnson David TX<br>1601 WEST DIEHL ROAD<br>NAPERVILLE, IL 60563-1198 |               |           | President | EAME  |

## Signatures

/s/ R. Tor Liimatainen, as Attorney in Fact  
Date: 02/11/2010

\*\*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) Shares earned upon partial satisfaction of the performance criteria for the Performance Share Program 2008-2010 cycle of the Nalco Holding Company 2004 Stock Incentive Plan which will vest on 12/31/2010, subject to continued employment at vest date.

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- (2) Granted pursuant to the Amended and Restated Nalco Holding Company 2004 Stock Incentive Plan. The shares will vest on 2/28/2013, subject to continued employment at vesting date.
- (3) Granted pursuant to the Amended and Restated Nalco Holding Company 2004 Stock Incentive Plan, 2010 Stock Option Award.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

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