

POTASH CORP OF SASKATCHEWAN INC  
Form 11-K  
June 26, 2012  
Table of Contents

## Form 11-K

ANNUAL REPORT PURSUANT  
TO SECTION 15(d) OF THE  
SECURITIES EXCHANGE ACT OF 1934

(Mark One)

ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF  
1934

For the fiscal year ended December 31, 2011

OR

TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT  
OF 1934

Commission file number 001-10351

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

**PCS U.S. Employees Savings Plan for Collectively Bargained Employees**

**(Formerly White Springs Agricultural Chemicals, Inc. Savings and Investment Plan**

**for Collective Bargaining Employees)**

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

**Potash Corporation of Saskatchewan Inc.**

**122 - 1<sup>st</sup> Avenue South**

**Saskatoon, Saskatchewan, Canada S7K 7G3**

**Table of Contents**

**PCS U.S. EMPLOYEES SAVINGS PLAN FOR COLLECTIVELY**

**BARGAINED EMPLOYEES**

**(Formerly White Springs Agricultural Chemicals, Inc. Savings and**

**Investment Plan for Collective Bargaining Employees)**

**TABLE OF CONTENTS**

	<b>Page</b>
REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM	1
FINANCIAL STATEMENTS:	
<u>Statements of Net Assets Available for Benefits as of December 31, 2011 and 2010</u>	2
<u>Statement of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2011</u>	3
<u>Notes to Financial Statements as of December 31, 2011 and 2010, and for the Year Ended December 31, 2011</u>	4 13
<u>SUPPLEMENTAL SCHEDULE</u>	14
<u>Form 5500 Schedule H, Part IV, Line 4i Schedule of Assets (Held at End of Year) as of December 31, 2011</u>	15
NOTE: All schedules required by Section 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

**Table of Contents**

**REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

To the Plan Administrator and Participants of the

PCS U.S. Employees Savings Plan for Collectively Bargained Employees:

We have audited the accompanying statements of net assets available for benefits of PCS U.S. Employees Savings Plan for Collectively Bargained Employees (formerly White Springs Agricultural Chemicals, Inc. Savings and Investment Plan for Collective Bargaining Employees) (the Plan) as of December 31, 2011 and 2010, and the related statement of changes in net assets available for benefits for the year ended December 31, 2011. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. The Plan is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, such financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2011 and 2010, and the changes in net assets available for benefits for the year ended December 31, 2011, in conformity with accounting principles generally accepted in the United States of America.

As discussed in Note 1 to the financial statements, on December 31, 2011, the Plan assets from the PCS Nitrogen 401(k) Savings Plan were transferred into the Plan.

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2011, is presented for the purpose of additional analysis and is not a required part of the basic financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. This schedule is the responsibility of the Plan's management. Such schedule has been subjected to the auditing procedures applied in our audit of the basic 2011 financial statements and, in our opinion, is fairly stated in all material respects when considered in relation to the basic financial statements taken as a whole.

/s/ Deloitte & Touche LLP

Chicago, Illinois

June 26, 2012

**Table of Contents**

**PCS U.S. EMPLOYEES SAVINGS PLAN FOR COLLECTIVELY**

**BARGAINED EMPLOYEES**

**(Formerly White Springs Agricultural Chemicals, Inc. Savings and**

**Investment Plan for Collective Bargaining Employees)**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

**AS OF DECEMBER 31, 2011 AND 2010**

	2011	2010
<b>ASSETS:</b>		
Participant-directed investments at fair value (Note 4)	\$ 32,660,436	\$ 26,207,780
<b>Receivables:</b>		
Notes receivable from participants	2,037,544	1,635,752
Company performance contribution	855,615	660,167
Company matching contributions	889	
Participant contributions	2,050	
Receivables for securities sold		130,288
<b>Total receivables</b>	<b>2,896,098</b>	<b>2,426,207</b>
<b>NET ASSETS REFLECTING ALL INVESTMENTS AT FAIR VALUE</b>	<b>35,556,534</b>	<b>28,633,987</b>
<b>ADJUSTMENT FROM FAIR VALUE TO CONTRACT VALUE FOR FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACTS</b>	<b>(73,811)</b>	<b>(30,291)</b>
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<b>\$ 35,482,723</b>	<b>\$ 28,603,696</b>

See notes to financial statements.

**Table of Contents**

**PCS U.S. EMPLOYEES SAVINGS PLAN FOR COLLECTIVELY**

**BARGAINED EMPLOYEES**

(Formerly White Springs Agricultural Chemicals, Inc. Savings and

Investment Plan for Collective Bargaining Employees)

**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

**FOR THE YEAR ENDED DECEMBER 31, 2011**

<b>ADDITIONS:</b>	
Company matching contributions	\$ 588,851
Company performance contributions	685,543
Participant contributions	1,555,835
<b>Total contributions</b>	<b>2,830,229</b>
<b>DEDUCTIONS:</b>	
Investment loss:	
Net depreciation in fair value of investments (Note 4)	(2,435,594)
Interest and dividends	382,999
<b>Net investment loss</b>	<b>(2,052,595)</b>
Benefits paid to participants	(1,760,438)
Administrative expenses	(11,907)
<b>Total deductions</b>	<b>(3,824,940)</b>
<b>DECREASE IN NET ASSETS BEFORE PLAN TRANSFER</b>	<b>(994,711)</b>
<b>TRANSFER IN OF NET ASSETS FROM PCS NITROGEN 401(K) SAVINGS PLAN (NOTE 1)</b>	<b>7,873,738</b>
<b>INCREASE IN NET ASSETS</b>	<b>6,879,027</b>
<b>NET ASSETS AVAILABLE FOR BENEFITS:</b>	
Beginning of year	28,603,696
<b>End of year</b>	<b>\$ 35,482,723</b>

See notes to financial statements.

**Table of Contents**

**PCS U.S. EMPLOYEES SAVINGS PLAN FOR COLLECTIVELY**

**BARGAINED EMPLOYEES**

**(Formerly White Springs Agricultural Chemicals, Inc. Savings and**

**Investment Plan for Collective Bargaining Employees)**

**NOTES TO FINANCIAL STATEMENTS**

**AS OF DECEMBER 31, 2011 AND 2010, AND FOR THE YEAR ENDED DECEMBER 31, 2011**

**1. DESCRIPTION OF PLAN**

The following description of the PCS U.S. Employees Savings Plan for Collectively Bargained Employees (formerly White Springs Agricultural Chemicals, Inc. Savings and Investment Plan for Collective Bargaining Employees) (the Plan) is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

**Plan Merger and Amendments** In 2011, the Plan was amended to provide for (i) the transfer of sponsorship of the Plan to PCS Administration (USA), Inc. (the Company) from White Springs Agricultural Chemicals, Inc. (WS) and (ii) the merger of the PCS Nitrogen 401(k) Savings Plan (the Nitrogen Plan) with and into this Plan. Effective December 31, 2011, participants in the Nitrogen Plan were merged with and into the White Springs Agricultural Chemicals, Inc. Savings and Investment Plan for Collectively Bargaining Employees. In connection with the merger, the Plan was renamed the PCS U.S. Employees Savings Plan for Collectively Bargained Employees. The net assets of the Nitrogen Plan were merged into the Plan effective December 31, 2011. The transfer of assets from the investment options under the Nitrogen Plan to the options under the Plan are included in Transfer in of net assets from the Nitrogen Plan in the Statement of Changes in Net Assets Available for Plan Benefits.

**General** The Plan is a defined contribution plan sponsored and administered by the Company, covering all eligible employees of PCS Purified Phosphates, PCS Nitrogen Ohio, L.P. (Lima), and White Springs Agricultural Chemicals, Inc., who are represented by a collective bargaining agreement, as defined in the Plan. The Employee Benefits Committee of PCS Administration (USA), Inc., controls and manages the operation and administration of the Plan. Fidelity Management Trust Company (Fidelity) serves as the trustee of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Prior to December 31, 2011, the Plan was a defined contribution plan sponsored by WS, covering all employees of WS who are represented by a collective bargaining agreement between WS and the International Chemical Workers Union Council of the United Food and Commercial Workers Union, Local 784C.

**Contributions** Participants may contribute up to 50% of base compensation each year, as defined in the Plan, subject to certain Internal Revenue Code (IRC) limitations. These contributions may be pretax contributions and/or after-tax contributions. Participants who are age 50 and over may also make catch-up contributions. The Plan has an automatic enrollment provision under which new participants are provided with a 3% pretax deferral, unless they formally waive participation or elect a different participation level. The automatic enrollment provision does not apply to Lima employees who are covered under this Plan.

The Company matches 100% of the first 3% of base compensation that participants contribute. Catch-up contributions are not eligible for the Company match. Participants may also rollover amounts representing distributions from other qualified defined benefit or contribution plans, which are not eligible for the Company match.

## **Table of Contents**

The Company may also make a discretionary Company performance contribution ranging from 0% to 3% of each eligible participant's base pay. The 2011 and 2010 Company performance contributions were each 3% of each eligible participant's base pay.

Effective December 31, 2011, the Company also contributes a basic contribution of 5% of base compensation on behalf of each eligible employee of Lima, as defined in the Plan. This contribution was previously made to each eligible employee of the Company's Lima facility under the Nitrogen Plan.

**Participant Accounts** Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's contribution, the Company's matching contribution, the Company performance contribution when applicable, the Company basic contribution, if applicable, and allocations of Plan earnings and is charged with withdrawals and an allocation of Plan losses and administrative expenses. Allocations are based on participant earnings or account balances, as defined in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Investments** Participants direct the investment of their account balances and contributions into various investment options offered by the Plan. The Plan currently offers Potash Corporation of Saskatchewan Inc. (PCS) common stock, a selection of mutual funds, and one pooled investment stable value fund. The U.S. Government Reserves Fund is used to maintain dividends distributed by a participant's investment in PCS common stock and is not available as a participant-directed investment option. The PCS stock purchase account is a money market fund that is used in the recordkeeping of the purchases and sales of fractional shares of PCS stock and is not available as a participant-directed investment option.

Participants who have not otherwise made an investment election will have their contributions and the employer contributions invested in the Plan's default fund, which has been designated as the Fidelity Freedom Funds, specifically the Freedom Fund that has a target retirement date closest to the year that the participant might retire, based on the participant's current age and assuming a normal retirement age of 65.

During 2011, balances in Fidelity Growth and Freedom Funds and the Fidelity Spartan 500 Index Institutional Fund were moved to fund classes, which are available to institutional investors and incur lower fees.

**Vesting** Participants are immediately vested in their own contributions and in the Company performance contribution, plus actual earnings thereon. Vesting in the Company's matching contribution is based on years of continuous service. Participants vest 20% per year of credited service and are 100% vested after five years of credited service. Participants are fully vested in the Company's basic contribution after a five-year period of service, although no partial vesting shall apply (i.e., five-year cliff vesting). Forfeited balances of terminated participants are used to reduce future Company contributions.

**Participant Loans** Participants may borrow from their fund accounts up to a maximum amount equal to the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to five years, or up to 20 years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at two percentage points above the rate for five-year U.S. Treasury notes on the last day of the preceding calendar quarter in which the funds are borrowed. Loans for the purchase of a primary residence bear interest at the standard lending rate for 20-year fixed rate home mortgage loans. Principal and interest are paid ratably through payroll deductions. As of December 31, 2011, participant loans have maturities through 2031 at interest rates ranging from 3.00% to 7.00%.



## **Table of Contents**

**Payment of Benefits** On termination of service, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or in installment payments to the extent permitted by other Plan provisions. A participant may elect to receive payment of benefits prior to termination of service, as defined in the Plan. Participants may elect to receive their investment in the PCS stock fund in cash or in whole shares of PCS common stock. The Plan has a dividend payout program whereby participants may elect to receive as distributions dividends paid on their vested shares of PCS common stock in the PCS stock fund.

**Forfeited Accounts** At December 31, 2011 and 2010, there were no forfeited nonvested accounts. Accounts forfeited during the year ended December 31, 2011, totaling \$2,375, were used to reduce employer contributions to the Plan.

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting** The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

**Use of Estimates** The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

**Risks and Uncertainties** The Plan utilizes various investment instruments, including mutual funds, a pooled investment stable value fund, and common stock. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

**Investment Valuation and Income Recognition** The Plan's investments are stated at fair value. Fair value of a financial instrument is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Shares of mutual funds are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year-end. The PCS common stock is valued at the closing price on the New York Stock Exchange and Toronto Stock Exchange on which the individual securities are traded on the last business day of the Plan year. The Fidelity Managed Income Portfolio II (the Portfolio) is stated at fair value and then adjusted to contract value, as the Portfolio's investment contracts are fully benefit-responsive. Fair value of the Portfolio is the sum of the fair value of the underlying investments. Contract value of the Portfolio is the sum of participant and Company contributions, plus accrued interest thereon, less withdrawals. In accordance with GAAP, the Portfolio is presented at fair value in participant-directed investments in the statements of net assets available for benefits and an additional line item is presented showing the adjustment from fair value to contract value. The statement of changes in net assets available for benefits is presented on a contract value basis.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Management fees and operating expenses charged to the Plan for investments in the mutual funds and pooled investment stable value fund are deducted from income earned on a daily basis and are not separately charged to an expense. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

---

**Table of Contents**

**The Fidelity Managed Income Portfolio II** The Portfolio is a stable value fund that is a commingled pool of the Fidelity Group Trust for Employee Benefit Plans. The Portfolio may invest in fixed interest insurance company investment contracts, money market funds, corporate and government bonds, mortgage-backed securities, bond funds, and other fixed income securities, with the objective of providing a high level of return that is consistent with also providing stability of investment return, preservation of capital, and liquidity to pay plan benefits of its retirement plan investors. Fair value of the Portfolio is the net asset value of its holdings at year-end. Underlying securities for which quotations are readily available are valued at their most recent bid prices or are valued on the basis of information provided by a pricing service. Fair value of the underlying investment contracts is estimated using a discounted cash flow model.

Certain events limit the ability of the Plan to transact at contract value with the Portfolio issuer. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan); (b) changes to Plan's prohibition on competing investment options or deletion of equity wash provisions; (c) bankruptcy of the Plan sponsor or other Plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan administrator does not believe the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment in the Portfolio at contract value. The crediting interest rates were 1.60% and 1.82% at December 31, 2011 and 2010, respectively, which were based on the interest rates of the underlying portfolio of assets. The average yield for the year ended December 31, 2011, was 1.92%. The participants in the Plan are able to redeem from the Portfolio immediately. The Portfolio has no redemption restrictions and there is no redemption notice period required for participants.

**Notes Receivable from Participants** Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are recorded as distributions based on the terms of the Plan document.

**Administrative Expenses** Administrative expenses of the Plan are paid by the Plan or the Plan sponsor, as provided in the Plan.

**Payment of Benefits** Benefit payments to participants are recorded upon distribution. There were no amounts allocated to accounts of participants who had elected to withdraw from the Plan, but had not yet been paid at December 31, 2011 and 2010.

**New Accounting Standards Not Yet Effective** In May 2011, the Financial Accounting Standards Board issued Accounting Standards Update (ASU) No. 2011-04, *Amendments to Achieve Common Fair Value Measurement and Disclosure Requirements in U.S. GAAP and IFRSs*, which amends Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*. ASU No. 2011-04 requires the categorization by level for items that are only required to be disclosed at fair value and information about transfers between Level 1 and Level 2. In addition, the ASU provides guidance on measuring the fair value of financial instruments managed within a portfolio and the application of premiums and discounts on fair value measurements. The ASU requires additional disclosure for Level 3 measurements regarding the sensitivity of fair value to changes in unobservable inputs and any interrelationships between those inputs. The new guidance is effective for the Plan's year ending December 31, 2012. The adoption will not have a material effect on the statement of net assets available for benefits and statement of changes in net assets available for benefits. Plan management has not determined the impact on the disclosures in the financial statements.

## **Table of Contents**

### **3. FAIR VALUE MEASUREMENTS**

Fair value is defined under GAAP as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Depending on the nature of the asset or liability, various techniques and assumptions can be used to estimate fair value. Fair value measurements establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of inputs within the fair value hierarchy are described below:

*Level 1* Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

*Level 2* Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly. Level 2 inputs may also include pricing models whose inputs are observable or derived principally from or corroborated by observable market data.

*Level 3* Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

The following descriptions of the valuation methods and assumptions used by the Plan to estimate the fair values of the investments apply to the investments held.

*Common Stock* Common stocks are valued using quoted prices listed on nationally recognized securities exchanges (Level 1 inputs).

*Mutual Funds* Shares of registered investment companies are valued at quoted market prices that represent the net asset value of shares held at the Plan year-end (Level 1 inputs).

*Stable Value Fund* The fair values of participation units in stable value funds are based upon the net asset values of such fund, after adjustments to reflect all fund investments at fair value, including direct and indirect interests in fully benefit-responsive contracts, as reported in the audited financial statements of the fund (Level 2 inputs).

**Table of Contents**

The Plan's investment assets at fair value, set forth by level within the fair value hierarchy, as of December 31, 2011 and 2010, were as follows:

	Investment Assets			Total
	at Fair Value as of December 31, 2011			
	Level 1	Level 2	Level 3	
PCS common stock	\$ 11,639,782	\$	\$	\$ 11,639,782
Mutual funds:				
Balanced funds	5,822,066			5,822,066
Large cap equity funds	8,979,210			8,979,210
Mid cap equity funds	577,949			577,949
Small cap equity funds	264,407			264,407
International equity funds	496,564			496,564
Bond fund	281,113			281,113
Short term funds	1,561,454			1,561,454
Stable value fund		3,037,891		3,037,891
<b>Total investment assets at fair value</b>	<b>\$ 29,622,545</b>	<b>\$ 3,037,891</b>	<b>\$</b>	<b>\$ 32,660,436</b>

	Investment Assets			Total
	at Fair Value as of December 31, 2010			
	Level 1	Level 2	Level 3	
PCS common stock	\$ 6,172,137	\$	\$	\$ 6,172,137
Mutual funds:				
Balanced funds	4,162,187			4,162,187
Large cap equity funds	8,922,417			8,922,417
Mid cap equity funds	668,289			668,289
Small cap equity funds	352,884			352,884
International equity funds	428,140			428,140
Bond fund	40,051			40,051
Short term funds	2,394,015			2,394,015
Stable value fund		3,067,660		3,067,660
<b>Total investment assets at fair value</b>	<b>\$ 23,140,120</b>	<b>\$ 3,067,660</b>	<b>\$</b>	<b>\$ 26,207,780</b>

For the year ended December 31, 2011, there were no significant transfers in or out of Levels 1, 2, or 3.

**Table of Contents****4. INVESTMENTS**

The Plan's investments are shown below. Investments marked with a K were moved, during 2011, to a comparable fund in an investment class available to institutional investors, which incurs lower fees. Investments that represented 5% or more of the Plan's net assets available for benefits as of December 31, 2011 and 2010, are marked with an asterisk:

	2011		2010	
Fixed income and bond funds:				
Fidelity Managed Income Portfolio II	\$ 3,037,891	*	\$ 3,067,660	*
Fidelity Retirement Money Market Portfolio	1,558,693		2,392,191	*
Fidelity Institutional Short-Intermediate Government Fund	281,113		40,051	
Equity funds:				
Davis NY Venture A			66,942	
Harbor International Fund Investor Class	496,564		428,140	
T. Rowe Price Dividend Growth Fund	1,620,173		1,575,831	*
ABF Large Cap Value Institutional	87,057		47,353	
Fidelity Puritan Fund	2,920,750	*	2,648,813	*
Fidelity Growth Company K	324,601	K		
Fidelity OTC Portfolio	3,358,047	*	3,948,834	*
Fidelity Mid-Cap Stock Fund	577,949		668,289	
Fidelity Small Cap Stock Fund	264,407		352,884	
Fidelity Freedom K Income	70,074	K	16,555	
Fidelity Freedom K 2000	5,601	K	5,428	
Fidelity Freedom K 2005	4,531	K	3,750	
Fidelity Freedom K 2010	19,758	K	56,576	
Fidelity Freedom K 2015	628,364	K	348,738	
Fidelity Freedom K 2020	818,965	K	494,798	
Fidelity Freedom K 2025	486,126	K	200,477	
Fidelity Freedom K 2030	137,972	K	107,004	
Fidelity Freedom K 2035	124,566	K	52,409	
Fidelity Freedom K 2040	208,114	K	100,215	
Fidelity Freedom K 2045	196,545	K	58,252	
Fidelity Freedom K 2050	199,174	K	69,172	
Fidelity Freedom K 2055	1,526			
Fidelity Spartan 500 Index Institutional Fund	3,589,332	K *	3,283,457	*
PCS common stock	11,639,782	*	6,172,137	*
PCS stock purchase account	2,761		1,824	
<b>Total at fair value</b>	<b>\$ 32,660,436</b>		<b>\$ 26,207,780</b>	

**Table of Contents**

The Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated (depreciated) in value during the year ended December 31, 2011, as follows:

Fixed income and bond funds:	
Fidelity Institutional Short-Intermediate Government Fund	\$ 165
Equity funds:	
Davis NY Venture A	(5,676)
Harbor International Fund Investor Class	(50,693)
T. Rowe Price Dividend Growth Fund	38,129
ABF Large Cap Value Institutional	(2,243)
Fidelity Growth Company K	(1,666)
Fidelity Puritan Fund	(28,026)
Fidelity OTC Portfolio	30,537
Fidelity Mid-Cap Stock Fund	(32,088)
Fidelity Small Cap Stock Fund	(26,570)
Fidelity Freedom K Income	(471)
Fidelity Freedom K 2000	(36)
Fidelity Freedom K 2005	(144)
Fidelity Freedom K 2010	(1,502)
Fidelity Freedom K 2015	(18,134)
Fidelity Freedom K 2020	(27,675)
Fidelity Freedom K 2025	(21,948)
Fidelity Freedom K 2030	(5,694)
Fidelity Freedom K 2035	(3,552)
Fidelity Freedom K 2040	(9,727)
Fidelity Freedom K 2045	(6,214)
Fidelity Freedom K 2050	(7,275)
Fidelity Freedom K 2055	(11)
Fidelity Spartan 500 Index Institutional Fund	3,647
PCS common stock	(2,258,727)
 Net depreciation of investments	 \$ (2,435,594)

**5. EXEMPT PARTY-IN-INTEREST TRANSACTIONS**

Certain Plan investments are shares of mutual funds and a commingled pool managed by Fidelity. Fidelity serves as the trustee of the Plan, and therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for the investment management services were included as a reduction of the return earned on each fund.

At December 31, 2011 and 2010, the Plan held approximately 281,971 and 119,592 shares, respectively, of PCS common stock, with a cost basis of \$11,587,159 and \$4,705,711, respectively. Shares held at December 31, 2010 give effect to PCS's three-to-one stock split in February 2011. During the year ended December 31, 2011, the Plan recorded dividend income of \$41,714.

**6. PLAN TERMINATION**

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts.



**Table of Contents****7. FEDERAL INCOME TAX STATUS**

The Internal Revenue Service (IRS) has determined and informed the Company by a letter, dated December 19, 2008, that the predecessor Plan was designed in accordance with applicable IRC regulations. Although the Plan merged and has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2011, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the Plan's financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2008.

**8. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500**

The following is a reconciliation of the financial statements as of December 31, 2011 and 2010, to the Form 5500:

	2011	2010
Statements of net assets available for benefits:		
Net assets available for benefits per the financial statements	\$ 35,482,723	\$ 28,603,696
Company performance contribution receivable	(855,615)	(660,167)
Company match receivable	(889)	
Employee receivable	(2,050)	
Adjustment from fair value to contract value for fully benefit-responsive investment contracts	73,811	30,291
<b>Net assets available for benefits per the Form 5500</b>	<b>\$ 34,697,980</b>	<b>\$ 27,973,820</b>
Statement of changes in net assets available for benefits:		
Increase in net assets per the financial statements	\$ 6,879,027	
Increase in Company performance contribution receivable	(195,448)	
Increase in Company contribution receivable	(889)	
Increase in employee receivable	(2,050)	
Net change in adjustment from fair value to contract value	43,520	
<b>Changes in net assets available for benefits per the Form 5500</b>	<b>\$ 6,724,160</b>	

**9. SUBSEQUENT EVENTS**

In anticipation of the merger of the Plan and the Nitrogen Plan, and as part of preparation for the required IRS determination letter filing every five years, the Plan document was restated effective January 1, 2012. The Plan restatement recognized all previously adopted Plan amendments and combined the documents for the Plan and the Nitrogen Plan. This restated Plan document was submitted to the IRS in January 2012 with a request for the issuance of a favorable determination letter.



**Table of Contents**

Effective January 1, 2012, as a part of the Plan restatement, the interest rates for Plan loans to participants will be set at the prime rate, plus 200 basis points for both primary residence loans and general loans. Rates will be set at the beginning of each month and will apply to new loans only.

\*\*\*\*\*

- 13 -

**Table of Contents**

**SUPPLEMENTAL SCHEDULE**

- 14 -

**Table of Contents****PCS U.S. EMPLOYEES SAVINGS PLAN FOR COLLECTIVELY****BARGAINED EMPLOYEES**

(formerly White Springs Agricultural Chemicals, Inc. Savings and

Investment Plan for Collective Bargaining Employees)

Employer ID No: 56211626

Plan No: 007

FORM 5500 SCHEDULE H, PART IV, LINE 4i SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2011

Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including		Current	
	Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	Cost**	Value	
<b>SHARES OF REGISTERED INVESTMENT COMPANIES:</b>				
American Beacon Advisors, Inc.	ABF Large Cap Value Institutional	\$	\$	87,057
Harbor International Fund	Institutional Class			496,564
T. Rowe Price Investment Services, Inc.	TRP Dividend Growth Fund			1,620,173
* Fidelity Management Trust Company	Puritan Fund			2,920,750
* Fidelity Management Trust Company	Growth Company K			324,601
* Fidelity Management Trust Company	OTC Portfolio			3,358,047
* Fidelity Management Trust Company	Mid-Cap Stock Fund			577,949
* Fidelity Management Trust Company	Small Cap Stock Fund			264,407
* Fidelity Management Trust Company	Freedom K Income			70,074
* Fidelity Management Trust Company	Freedom K 2000			5,601
* Fidelity Management Trust Company	Freedom K 2005			4,531
* Fidelity Management Trust Company	Freedom K 2010			19,758
* Fidelity Management Trust Company	Freedom K 2015			628,364
* Fidelity Management Trust Company	Freedom K 2020			818,965
* Fidelity Management Trust Company	Freedom K 2025			486,126
* Fidelity Management Trust Company	Freedom K 2030			137,972
* Fidelity Management Trust Company	Freedom K 2035			124,566
* Fidelity Management Trust Company	Freedom K 2040			208,114
* Fidelity Management Trust Company	Freedom K 2045			196,545
* Fidelity Management Trust Company	Freedom K 2050			199,174
* Fidelity Management Trust Company	Freedom K 2055			1,526
* Fidelity Management Trust Company	Retirement Money Market Portfolio			1,558,693
* Fidelity Management Trust Company	Spartan 500 Index Institutional			3,589,332
* Fidelity Management Trust Company	Institutional Short-Intermediate Government Fund			281,113
* COMMINGLED POOL Fidelity Management Trust Company	Managed Income Portfolio II			3,037,891

Edgar Filing: POTASH CORP OF SASKATCHEWAN INC - Form 11-K

* POTASH CORPORATION OF SASKATCHEWAN	PCS common stock, 281,971.455 shares		11,639,782
* PCS STOCK PURCHASE ACCOUNT	Money market	2,761	2,761
PARTICIPANT-DIRECTED INVESTMENTS			32,660,436
* PARTICIPANT LOANS	Due 2012 through 2031; interest rates ranging from 3% to 7%		2,037,544
TOTAL ASSETS HELD FOR INVESTMENT			\$ 34,697,980

\* Party-in-interest.

\*\* Cost information is not required for participant-directed investments and, therefore, is not included.

Table of Contents

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on their behalf by the undersigned hereunto duly authorized.

**PCS U.S. Employees Savings Plan for Collectively Bargained Employees, (Formerly the White Springs Agricultural Chemicals, Inc. Savings And Investment Plan For Collective Bargaining Employees)**

(Name of Plan)

Date: June 26, 2012

/s/ David R. Haverick  
Name: David R. Haverick  
Title: Senior Director, Corporate Benefits &  
HR Finance

PCS Administration (USA), Inc.,

as Plan Administrator

**Table of Contents**

**EXHIBIT INDEX**

Exhibit Number	Description of Exhibit
23.1	Consent of Deloitte & Touche LLP