

COCA COLA ENTERPRISES INC  
Form 11-K  
June 28, 2004  
Table of Contents

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# SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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Annual Report Pursuant to Section 15(d) of the  
Securities Exchange Act of 1934

## FORM 11-K

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

For the fiscal year ended December 31, 2003

OR

.. TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT  
OF 1934 [NO FEE REQUIRED]

Commission file number 1-9300

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

COCA-COLA ENTERPRISES INC. SAVINGS AND INVESTMENT PLAN  
FOR CERTAIN BARGAINING EMPLOYEES

2500 Windy Ridge Parkway, Atlanta, Georgia 30339

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

**COCA-COLA ENTERPRISES INC.**

**2500 Windy Ridge Parkway, Atlanta, Georgia 30339**

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Page 1 of 20 pages

Exhibit Index: Page 4

**Table of Contents**

The Coca-Cola Enterprises Inc. Savings And Investment Plan for Certain Bargaining Employees (the Plan ) is a plan which is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Accordingly, the following items are filed herewith as part of this annual report:

Audited financial statements:

Report of Ernst & Young LLP, Independent Registered Public Accounting Firm

Statements of Net Assets Available for Benefits at December 31, 2003 and 2002

Statement of Change in Net Assets Available for Benefits for the Year Ended December 31, 2003

Notes to Financial Statements

Schedule of Assets at December 31, 2003

Signature

Exhibit 23 Consent of Ernst & Young LLP, Independent Registered Public Accounting Firm

**Table of Contents**

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**SIGNATURES**

*The Plan.* Pursuant to the requirements of the Securities Exchange Act of 1934, the Global Retirement Programs Committee, which Committee administers the employee benefit plan, has duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

**COCA-COLA ENTERPRISES INC. SAVINGS AND  
INVESTMENT PLAN FOR CERTAIN BARGAINING  
EMPLOYEES**  
(Name of Plan)

By /s/ Joyce King-Lavinder  
Joyce King-Lavinder

Member, Global Retirement Programs Committee

Date: June 25, 2004

Page 3

**Table of Contents**

**Exhibit Index**

| <b><u>Exhibit Number</u></b> | <b><u>Description</u></b>   |
|------------------------------|---|
| Exhibit 23 -                 | Consent of Ernst & Young LLP, Independent Registered Public Accounting Firm |

**Table of Contents**

AUDITED FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

Coca-Cola Enterprises Inc. Savings and Investment Plan

for Certain Bargaining Employees

*Year ended December 31, 2003 and as of December 31, 2002*

*with Report of Independent Registered Public Accounting Firm*

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Audited Financial Statements  
and Supplemental Schedules

Year ended December 31, 2003 and as of December 31, 2002

**Contents**

|  |    |
|--|----|
| <u>Report of Independent Registered Public Accounting Firm</u>   | 1  |
| Audited Financial Statements                                     |    |
| <u>Statements of Net Assets Available for Benefits</u>           | 2  |
| <u>Statement of Changes in Net Assets Available for Benefits</u> | 3  |
| <u>Notes to Audited Financial Statements</u>                     | 4  |
| Supplemental Schedules   |    |
| <u>Schedule of Assets (Held at End of Year)</u>                  | 10 |
| <u>Schedule of Nonexempt Transactions</u>                        | 12 |

**Table of Contents**

Report of Independent Registered Public Accounting Firm

Global Retirement Programs Committee

Coca-Cola Enterprises Inc.

We have audited the accompanying statements of net assets available for benefits of the Coca-Cola Enterprises Inc. Savings and Investment Plan for Certain Bargaining Employees as of December 31, 2003 and 2002, and the related statement of changes in net assets available for benefits for the year ended December 31, 2003. 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 the 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. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes 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, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2003 and 2002, and the changes in its net assets available for benefits for the year ended December 31, 2003, in conformity with U.S. generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplemental schedules of assets (held at end of year) as of December 31, 2003, and nonexempt transactions for the year then ended, are presented for purposes of additional analysis and are not a required part of the financial statements, but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. These supplemental schedules are the responsibility of the Plan's management. The supplemental schedules have been subjected to the auditing procedures applied in our audits of the financial statements and, in our opinion, are fairly stated in all material respects in relation to the financial statements taken as a whole.

/s/ Ernst & Young LLP

Atlanta, Georgia

June 18, 2004



**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Statements of Net Assets Available for Benefits

|                                   | <b>December 31</b>  |              |
|-----------------------------------|---------------------|--------------|
|                                   | <b>2003</b>         | <b>2002</b>  |
| <b>Assets</b>                     |                     |              |
| Investments, at fair value        | <b>\$ 7,847,051</b> | \$ 6,237,883 |
| Net assets available for benefits | <b>\$ 7,847,051</b> | \$ 6,237,883 |

*See accompanying notes.*

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2003

|   |              |
|---|--------------|
| Additions to net assets attributed to:                                |              |
| Investment income:  |              |
| Interest and dividends  | \$ 133,431   |
| Net realized and unrealized appreciation in fair value of investments | 688,164      |
|   | <hr/>        |
|   | 821,595      |
| Participant contributions   | 751,148      |
| Transfer from related trust (Note 6)                                  | 219,626      |
|   | <hr/>        |
| Total additions   | 1,792,369    |
| Deductions from net assets attributed to:                             |              |
| Distributions to participants   | 181,456      |
| Administrative expenses   | 1,745        |
|   | <hr/>        |
| Total deductions  | 183,201      |
|   | <hr/>        |
| Net increase  | 1,609,168    |
| Net assets available for benefits:                                    |              |
| Beginning of year   | 6,237,883    |
|   | <hr/>        |
| End of year   | \$ 7,847,051 |
|   | <hr/>        |

*See accompanying notes.*

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Notes to Audited Financial Statements

December 31, 2003

**1. Description of the Plan**

The following description of the Coca-Cola Enterprises Inc. Savings and Investment Plan for Certain Bargaining Employees (the Plan ) provides only general information. Participants should refer to the Summary Plan Description for a more complete description of the Plan s provisions.

**General**

The Plan was formed effective March 4, 1994 and restated effective January 1, 1997. The Plan is a defined contribution plan, sponsored by Coca-Cola Enterprises Inc. (the Company ), covering certain employees of the Company.

Several investment options are available to Plan participants. Participants may change the selection of investment options for future contributions and their allocation of participant investment accounts among the options through the Plan s service provider.

**Eligibility**

Each employee who has completed ninety days of service and is eligible for the Plan under the terms of a collective bargaining agreement negotiated between the Company and such bargaining unit, shall become a participant on the entry date (first day of the calendar quarter coincident with or next following employment as an eligible employee) at which time the participant may elect to begin compensation deferrals.

**Contributions**

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The Plan allows a participant to contribute up to 17% of base compensation, as defined, subject to the maximum allowed by the Internal Revenue Code (the IRC). A participant may elect to change the rate of pre-tax contributions or suspend all pre-tax contributions at any time. The Company may elect to contribute an amount determined annually by the Company. The Company made no contributions during 2003.

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Notes to Audited Financial Statements (continued)

**1. Description of the Plan (continued)**

**Participant Accounts**

Each participant's account is credited with the participant's contributions, rollover contributions, if any, and allocations of the Plan's earnings and losses. The allocation of earnings and losses is based on participant account balances as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Withdrawals and Payments of Benefits**

Distributions of a participant's fully vested account balance shall be made during the period following his or her retirement, total disability, death or termination of employment.

Distributions to participants shall be made in a single lump sum payment. The amount of distribution under the Plan shall be equal to the participant's vested interest. If the participant has any loan balance at the time of distribution, the amount of cash available to the participant or beneficiary shall be reduced by the outstanding principal balance of the loan.

Voluntary withdrawals from the balance of the participant's pre-tax contribution account become available after the participant attains age 59½. Prior to the attainment of age 59½, a withdrawal from these accounts would be available only for a financial hardship.

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Notes to Audited Financial Statements (continued)

**1. Description of the Plan (continued)**

**Vesting**

Each participant shall always be 100% vested in his or her pre-tax contributions, rollover contributions and earnings thereon.

**Loans to Participants**

Participants who are employed at the time of the loan request, including an employee on leave, may borrow from their accounts a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested account balances. Loan terms range from 6 to 60 months and from 6 to 180 months for the purchase of a primary residence. The balance in the participant's account secures the loan and the loan bears interest at the prime rate as published in the Wall Street Journal on the second business day of the month preceding the date the loan is issued. Principal and interest are generally repaid in equal installments by a payroll deduction each paycheck and applied directly to the participant's account.

**Plan Termination**

The Company expects to continue the Plan indefinitely but has the right under the Plan agreement to terminate the Plan. In the event of Plan termination, all participants become fully vested and shall receive a full distribution of their account balances.

**2. Summary of Significant Accounting Policies**

**Basis of Presentation**

The financial statements of the Plan are prepared using the accrual method of accounting.



**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Notes to Audited Financial Statements (continued)

**2. Summary of Significant Accounting Policies (continued)**

**Valuation of Investments**

The Stable Value Fund, a common collective trust fund, is valued at fair value, which approximates cost. Other common collective trust funds are valued at fair value as determined by the Plan's trustee based on the market values of the underlying assets comprising the fund. Mutual funds and the common stock of Coca-Cola Enterprises Inc. are valued based on quoted market prices on national exchanges on the last business day of the Plan year. Participant loans are valued at their outstanding balances, which approximate fair value.

**Administrative Expenses**

Certain administrative expenses are paid by the Plan, as permitted by the Plan document. All other expenses are paid by the Company.

**Use of Estimates**

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.



**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Notes to Audited Financial Statements (continued)

**3. Investments**

During 2003, the Plan's investments (including investments purchased, sold, as well as held during the year) appreciated in fair value as determined by quoted market prices as follows:

|  | Year ended<br>December 31,<br>2003 |
|--|------------------------------------|
| Common stock of Coca-Cola Enterprises Inc. | \$ 70,583                          |
| Collective trust funds                     | 383,851                            |
| Mutual funds                               | 233,730                            |
| <b>Total</b>                               | <b>\$ 688,164</b>                  |

Individual investments that represent 5% or more of the fair value of the Plan's net assets are as follows:

|  | December 31         |              |
|--|---------------------|--------------|
|  | 2003                | 2002         |
| Common stock of Coca-Cola Enterprises Inc. | <b>\$ 2,185,675</b> | \$ 1,834,332 |
| Putnam S&P 500 Index Fund                  | <b>1,670,577</b>    | 1,278,287    |
| Putnam Stable Value Fund                   | <b>1,966,171</b>    | 1,832,416    |

**4. Transactions with Party-in-Interest**

During 2003, the Plan purchased 27,317 common shares of Coca-Cola Enterprises Inc. with a fair value of \$523,260 and sold 11,832 common shares for proceeds of \$271,594 resulting in a gain of \$29,093. During 2003, the Plan received cash dividends from investments in Coca-Cola Enterprises Inc. common stock of approximately \$15,300. As of December 31, 2003 and 2002, the Plan held 99,939 and 84,454 common shares

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of Coca-Cola Enterprises Inc. stock with a fair value of \$2,185,675 and \$1,834,332, respectively.

**Table of Contents**

Coca-Cola Enterprises, Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

Notes to Audited Financial Statements (continued)

**5. Income Tax Status**

The Plan has received a determination letter from the Internal Revenue Service dated May 19, 2003, stating that the Plan is qualified under Section 401(a) of the IRC and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the Internal Revenue Service, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

**6. Transfer from related trust**

Effective August 1, 2001, the Midwest Coca-Cola Bottling Company Retirement Income Plan for Bargaining Employees at Eau Claire and Wausau (the Midwest Plan ) merged into the Plan. Participants who previously were members of the Midwest Plan were awarded demutualization compensation as a result of that plan's trustee, Principal Mutual Insurance Company, demutualizing to form Principal Financial Group, Inc. effective October 26, 2001. The demutualization compensation was received by the predecessor trust in two forms, namely cash and shares of the successor company's stock. This compensation was transferred to the Plan during 2003 and was allocated to the appropriate participant accounts during 2004.

Table of Contents

## **Supplemental Schedules**

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

EIN: 58-0503352 Plan Number: 016

Schedule H, Line 4i

Schedule of Assets (Held at End of Year)

December 31, 2003

| (a)                      | (b)                                | (c)  | (e)              |
|--------------------------|------------------------------------|--|------------------|
| Lessor, or Similar Party | Identity of Issue, Borrower,       | Description of Investment Including<br>Maturity Date, Rate of Interest,<br>Collateral, Par or Maturity Value | Current<br>Value |
|                          | AIM Investments                    | Invesco Energy Fund  | \$ 2,317         |
|                          | American Century Investments       | International Growth Fund  | 5,009            |
|                          | Barclays Global Investors          | Lifepath 2010 Fund   | 18,858           |
|                          | Barclays Global Investors          | Lifepath 2020 Fund   | 22,409           |
|                          | Barclays Global Investors          | Lifepath 2030 Fund   | 21,740           |
|                          | Barclays Global Investors          | Lifepath 2040 Fund   | 2,816            |
|                          | Barclays Global Investors          | Lifepath Retirement Portfolio  | 4,387            |
|                          | Franklin Templeton Investments     | Growth Fund  | 28,955           |
|                          | Janus Capital Corporation          | Worldwide Fund   | 3,735            |
|                          | Morgan Stanley Institutional Funds | Equity Growth Portfolio  | 19,188           |
|                          | Morgan Stanley Institutional Funds | Small Company Growth Portfolio   | 7,801            |
|                          | Morgan Stanley Institutional Funds | Technology Portfolio   | 16,344           |
|                          | Morgan Stanley Institutional Funds | U.S. Real Estate Portfolio   | 126,491          |
|                          | Oppenheimer Funds                  | Quest International Value Fund   | 31,784           |
|                          | Pimco Funds                        | High Yield Fund  | 29,113           |
| *                        | Putnam Fiduciary Trust Company     | Asset Allocation: Balanced Portfolio   | 315,705          |
| *                        | Putnam Fiduciary Trust Company     | Bond Index Fund  | 160,555          |
| *                        | Putnam Fiduciary Trust Company     | Capital Opportunities Fund   | 2,407            |
| *                        | Putnam Fiduciary Trust Company     | Fund for Growth and Income   | 123,478          |
| *                        | Putnam Fiduciary Trust Company     | Health Sciences Fund   | 3,307            |
| *                        | Putnam Fiduciary Trust Company     | International Equity Fund  | 223,249          |
| *                        | Putnam Fiduciary Trust Company     | International Growth and Income Fund   | 2,721            |
| *                        | Putnam Fiduciary Trust Company     | International Capital Opportunities Fund   | 53,081           |

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

EIN: 58-0503352 Plan Number: 016

Schedule H, Line 4i

Schedule of Assets (Held at End of Year) (continued)

December 31, 2003

|     | (b)                            | (c)   | (e)                 |
|-----|--------------------------------|---|---------------------|
|     | Identity of Issue, Borrower,   | Description of Investment Including   | Current             |
| (a) | Lessor, or Similar Party       | Maturity Date, Rate of Interest,<br>Collateral, Par or Maturity Value         | Value               |
| *   | Putnam Fiduciary Trust Company | Investors Fund  | 6,404               |
| *   | Putnam Fiduciary Trust Company | Mid-Cap Value Fund  | 26,622              |
| *   | Putnam Fiduciary Trust Company | Money Market Fund   | 220,316             |
| *   | Putnam Fiduciary Trust Company | OTC & Emerging Growth Fund  | 11,332              |
| *   | Putnam Fiduciary Trust Company | Research Fund   | 177,416             |
| *   | Putnam Fiduciary Trust Company | S&P 500 Index Fund  | 1,670,577           |
| *   | Putnam Fiduciary Trust Company | Stable Value Fund   | 1,966,171           |
| *   | Putnam Fiduciary Trust Company | Vista Fund  | 48,026              |
|     | SunTrust Institutional         | Classic Small Cap Value Equity Fund   | 14,818              |
|     | Van Kampen Investments         | Utility Fund  | 4,401               |
| *   | Coca-Cola Enterprises Inc.     | Common Stock  | 2,185,675           |
| *   | Participants                   | Loans with interest rates ranging from 4.0% to 9.5%,<br>maturing through 2008 | 289,843             |
|     |                                |   | <b>\$ 7,847,051</b> |

\* Indicates a party-in-interest to the Plan.

Note: Cost information has not been included in column (d) because all investments are participant directed.

**Table of Contents**

Coca-Cola Enterprises Inc.  
Savings and Investment Plan  
for Certain Bargaining Employees

EIN: 58-0503352 Plan Number: 016

Schedule G, Part III

Schedule of Nonexempt Transactions

Year ended December 31, 2003

| (a)<br>Identity of Party<br>Involved | (b)<br>Relationship to Plan,<br>Employer or Other<br>Party-in-Interest | (c)<br>Description of Investment Including<br>Maturity Date, Rate of Interest,<br>Collateral, Par or Maturity Value   |
|--------------------------------------|--|---|
| Coca-Cola Enterprises Inc.           | Plan Sponsor   | Certain investment income (dividend income on shares received as demutualization compensation) received by a predecessor plan's trust was not received by the Plan and allocated to participant accounts upon receipt in 2001. Funds and related lost earnings totaling \$1,654 were transferred to the Plan during 2003. Allocation of this income and the related earnings thereon was completed in 2004. |
| Coca-Cola Enterprises Inc.           | Plan Sponsor   | A predecessor plan's trust received shares related to the demutualization. Proceeds of \$217,972 from the sale of the stock received from the demutualization were transferred to the Plan during 2003. Allocation of this income and the related earnings thereon was completed in 2004.   |

Note Columns (d) through (j) are not applicable.