

BP PLC  
Form 11-K  
June 25, 2003

**SECURITIES AND EXCHANGE COMMISSION**

**Washington, D.C. 20549**

**FORM 11-K**

(Mark One)

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

For fiscal year ended **December 31, 2002**

OR

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

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission file number 1-6262

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

**BP EMPLOYEE SAVINGS PLAN**

4101 Winfield Road  
Warrenville, IL 60555

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

**BP p.l.c.**  
1 St. James's Square  
London SW1Y 4PD England

**REPORT OF INDEPENDENT AUDITORS**

To the Investment Committee of BP Corporation North America Inc.

We have audited the accompanying statements of assets available for benefits of the BP Employee Savings Plan as of December 31, 2002 and 2001, and the related statement of changes in assets available for benefits for the year ended December 31, 2002. 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 auditing standards generally accepted in the 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 assets available for benefits of the Plan at December 31, 2002 and 2001, and the changes in its assets available for benefits for the year ended December 31, 2002, in conformity with accounting principles generally accepted in the United States.

Our audits were performed for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplemental schedule of nonexempt transactions for the year ended December 31, 2002, is presented for purposes of additional analysis and is not a required part of the 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 supplemental schedule is the responsibility of the Plan's management. The supplemental schedule has been subjected to the auditing procedures applied in our audits of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

**Ernst & Young LLP**

Chicago, Illinois  
June 24, 2003

EIN 36-1812780  
Plan No. 001

**BP EMPLOYEE SAVINGS PLAN**

---

**STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS**

(thousands of dollars)

	December 31,	
	2002	2001

Investment in the BP Master Trust

Edgar Filing: BP PLC - Form 11-K

for Employee Savings Plans	\$ 6,739,519	\$ 7,731,640
Assets available for benefits	\$ 6,739,519	\$ 7,731,640

The accompanying notes are an integral part of these statements.

EIN 36-1812780  
Plan No. 001

**BP EMPLOYEE SAVINGS PLAN**

---

**STATEMENT OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS  
FOR THE YEAR ENDED DECEMBER 31, 2002**

(thousands of dollars)

Additions of assets attributed to:

Participant contributions	\$	191,369
Rollover contributions		86,752
Company contributions		121,941
Transfer of assets from other BP sponsored savings plans		72,938
Transfer of assets from savings plans sponsored by other entities:		
Solvay America Inc.		3,345
Tesoro Petroleum Corporation		34
Total additions		476,379

Deductions of assets attributed to:

Net investment loss – BP Master Trust for Employee Savings Plans		(661,384)
Distributions to participants		(805,236)
Transfer of assets to other BP sponsored plans		(57)
Transfer of assets to savings plans sponsored by other entities:		
Giant Industries, Inc.		(101)
Administrative expenses		(1,722)
Total deductions		(1,468,500)

Net decrease in assets during the year (992,121)

Assets available for benefits:

Beginning of year		7,731,640
-------------------	--	-----------

End of year	\$	6,739,519
-------------	----	-----------

The accompanying notes are an integral part of this statement.

**BP EMPLOYEE SAVINGS PLAN**

---

**NOTES TO FINANCIAL STATEMENTS**

**1. DESCRIPTION OF THE PLAN**

BP Corporation North America Inc. (the “Company”) established the Amoco Employee Savings Plan (the “Plan”) effective July 1, 1955. The Company is an indirect wholly owned subsidiary of BP p.l.c. (“BP”). The Plan was amended and restated effective April 7, 2000 and its name was changed to the BP Amoco Employee Savings Plan. In October 2000, the name was changed to the BP Employee Savings Plan. Effective January 1, 2002, the Plan was amended and restated to conform to changes in the Internal Revenue Code (“IRC”).

The following brief description of the Plan is provided for general information only. Unless otherwise indicated, all descriptions in these notes relate to the Plan as it existed in 2002. Participants should refer to the Plan document for more complete information. The Plan is a defined contribution plan, which is subject to and complies with the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Company reserves the right to amend or terminate the Plan at any time.

The purpose of the Plan is to encourage eligible employees to regularly save part of their earnings and to assist them in accumulating additional security for their retirement. The Plan provides that both participant contributions and Company matching contributions be held in a trust by an independent trustee for the benefit of participating employees. Plan assets are held in the BP Master Trust for Employee Savings Plans (the “Master Trust”). The trustee of the Master Trust is State Street Bank and Trust Company.

Fidelity Investments Institutional Services Company, Inc. is the Plan’s recordkeeper. The Company is the Plan sponsor and the Company’s Senior Vice President, Human Resources is the Plan administrator.

Generally, an employee of any participating affiliated company who is not eligible to participate in a separate Company-sponsored defined contribution plan, or who is represented by a labor organization that has bargained for and agreed to the provisions of the Plan, is eligible to participate in the Plan.

Under the Plan, participating employees may contribute up to a 100% of their qualified pay on a pre-tax and/or after tax basis, not to exceed Internal Revenue Service (“IRS”) limits. Participants, who attain age 50 before the end of the applicable plan year, are eligible to make additional elective deferrals as catch-up contribution, subject to IRS limits. Participants may elect to invest in numerous investment fund options offered under the Plan. A specified portion of the employee contribution, up to a maximum of 7 percent of compensation, as defined, is matched by the Company in the form of cash contributions, which are initially invested in the BP Stock Fund. Participants may also rollover amounts representing distributions from other qualified plans. Participants may elect to sell any portion of their investment fund(s) and reinvest the proceeds in one or more of the other available investment alternatives. There are no restrictions on the number of transactions a participant may authorize during the year.

**BP EMPLOYEE SAVINGS PLAN**

---

**NOTES TO FINANCIAL STATEMENTS (continued)**

**1. DESCRIPTION OF THE PLAN (continued)**

The benefit to which a participant is entitled is the benefit which can be provided by the participant's vested account balance. Participants are fully vested in their participant contribution accounts. Vesting in Company matching contribution accounts is dependent upon specific criteria as described in the Plan document. Forfeitures of Company contributions by participants who withdrew from the Plan before vesting amounted to (in thousands of dollars) \$251 and \$289 for the years ended December 31, 2002 and 2001, respectively. The Plan uses forfeitures to pay certain administrative expenses and to reduce future Company contributions.

All reasonable and necessary Plan administrative expenses are paid out of the Master Trust or paid by the Company. Generally, fees and expenses related to investment management of each investment option are paid out of the respective funds. As a result, the returns on those investments are net of the fees and expenses of the managers of those investment options and certain other brokerage commissions and other fees and expenses incurred in connection with those investment options.

The BP Savings & Investment Plan and the Prestige Stations Inc. 401(k) Plan were merged into the Plan effective July 1, 2002 and December 2, 2002, respectively. As a result of these mergers, net assets totaling \$73 million were transferred to the Plan during 2002.

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Method of Accounting.** The financial statements of the Plan are prepared under the accrual method of accounting.

**Estimates.** The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires estimates and assumptions that affect certain reported amounts. Actual results may differ in some cases from the estimates.

**Investment Valuation.** All investments of the Master Trust, except as noted below, are stated at fair value generally as determined by quoted closing market prices, if available. Investments in guaranteed investment contracts and synthetic guaranteed investment contracts are valued at contract value because they are fully benefit responsive. The Master Trust's interest in the guaranteed investment contract and synthetic guaranteed investment contracts with managed portfolio companies and insurance companies represents the maximum potential credit loss from concentrations of credit risk associated with its investment in these contracts. Money market investments and loans to participants are valued at cost which approximates fair value. Other investments for which no quoted market prices are available are valued at fair value as determined by the trustee based on the advice of its investment consultants.

**BP EMPLOYEE SAVINGS PLAN**

---

**NOTES TO FINANCIAL STATEMENTS (continued)**

**3. PARTICIPANT LOANS**

Participants are eligible to borrow from their account balances in the Plan. Loans are made in the form of cash and the amount may not exceed the lesser of 50 percent of the market value of the total vested participant's accounts or \$50,000 less the highest loan balance outstanding during the preceding twelve months. Interest rates are fixed for the duration of the loan and charged on the unpaid balance. The interest rate charged is one percent plus the prime rate as reported by The Wall Street Journal, on the last business day of the calendar quarter immediately preceding the calendar quarter in which the participant applies for the loan. A processing fee of \$35 is charged for each new loan. Repayment of loan principal and interest is generally made by payroll deductions and credited to the participant's accounts.

**4. INCOME TAX STATUS**

The Plan has received a determination letter from the IRS dated April 17, 2000, with respect to its qualified status under Section 401(a) of the IRC and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended and restated since receiving the determination letter. However, the Plan administrator and the Company's tax counsel believe the Plan continues to meet the applicable tax qualification requirements of the IRC. The Plan sponsor reserves the right to make any amendments necessary to maintain the qualification of the Plan and trust.

**5. MASTER TRUST**

All investment assets of the Plan are held in the Master Trust with the assets of other BP sponsored savings plans.

The beneficial interest of the plans in the Master Trust is adjusted daily to reflect the effect of income collected and accrued, realized and unrealized gains and losses, contributions and withdrawals, and all other transactions. The Master Trust constitutes a single investment account as defined in the master trust reporting and disclosure rules and regulations of the Department of Labor.

As of December 31, 2002 and December 31, 2001 the Plan's percentage interest in the Master Trust was 98.26% and 98.03%, respectively. The net assets of the Master Trust as of December 31, 2002 and December 31, 2001, and changes in net assets of the Master Trust for the year ended December 31, 2002 are as follows:

**BP EMPLOYEE SAVINGS PLAN**

**NOTES TO FINANCIAL STATEMENTS (continued)**

**5. MASTER TRUST (continued)**

**NET ASSETS**  
(thousands of dollars)

	December 31,	
	2002	2001
Investments		
BP p.l.c. American Depository		

Edgar Filing: BP PLC - Form 11-K

Shares ("BP ADSs")	\$	2,745,112	\$	3,418,625
Registered investment companies		1,443,097		1,474,857
Common collective trust funds		936,387		1,234,037
Money market and short-term investment funds		936,526		952,589
Synthetic guaranteed investment contracts		621,923		589,923
Guaranteed investment contracts		74,302		92,876
Loans to participants		107,181		119,675
Total investments		6,864,528		7,882,582
Dividends and interest receivable		2,991		5,612
Contributions receivable		-		190
Total assets		6,867,519		7,888,384
Accrued liabilities				
Securities purchased		(7,223)		-
Accrued fees and expenses		(1,381)		(1,304)
Total liabilities		(8,604)		(1,304)
Net assets	\$	6,858,915	\$	7,887,080

**BP EMPLOYEE SAVINGS PLAN**

**NOTES TO FINANCIAL STATEMENTS (continued)**

**5. MASTER TRUST (continued)**

**CHANGES IN NET ASSETS  
FOR THE YEAR ENDED DECEMBER 31, 2002**

(thousands of dollars)

Additions of assets attributed to:

Participant contributions	\$	198,193
Rollover contributions		86,790
Company contributions		125,660
Interest and dividends		195,607
Transfer of assets from other BP sponsored savings plans:		
Amoco Fabrics and Fibers Company		

Edgar Filing: BP PLC - Form 11-K

Master Trust	36,318
Prestige Stations, Inc. 401(k) Plan	3,512
Transfer of assets from savings plans sponsored by other entities:	
Solvay America, Inc.	3,345
Tesoro Petroleum Corporation	34
Total additions	649,459
Deductions of assets attributed to:	
Net realized and unrealized depreciation in fair value of investments:	
BP ADSs	(345,340)
Registered investment companies	(329,855)
Common collective trust funds	(187,212)
Distributions to participants	(812,018)
Administrative expenses	(3,098)
Transfer of assets to savings plans sponsored by other entities:	
Giant Industries, Inc.	(101)
Total deductions	(1,677,624)
Net decrease in assets during the year	(1,028,165)
Net assets	
Beginning of year	7,887,080
End of year	\$ 6,858,915

EIN 36-1812780  
Plan No. 001

**BP EMPLOYEE SAVINGS PLAN**

**Schedule G, Part III – Schedule of Nonexempt Transactions**

For the year ended December 31, 2002

<b>Relationship to Plan</b>	<b>Description of Transactions, Including Maturity Date, Rate of Interest,</b>
-----------------------------	--



<b>Identify of Party Involved</b>	<b>Employer or Other Party In Interest</b>	<b>Collateral, Par, or Maturity</b>
BP Corporation North America Inc.	Employer/Sponsor	Participant contributions of \$1,976 and \$2,527 were deposited 371 and 385 days, respectively past the prescribed time frame
BP Corporation North America Inc.	Employer/Sponsor	Certain participant loan repayments withheld by the employer during plan years 2000 through 2002 were not deposited with the trustee. The amount of these withholdings, estimated to be approximately \$20,000 is currently being determined.

**SIGNATURE**

The Plan.

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 its behalf by the undersigned hereunto duly authorized.

BP EMPLOYEE SAVINGS PLAN

By Plan Administrator

Date: June 25, 2003

/s/ Donald Packham  
Donald E. Packham  
Senior Vice President, Human Resources  
BP Corporation North America Inc.

**BP EMPLOYEE SAVINGS PLAN**

---

**EXHIBITS**

Exhibit No.

Description

23

Consent of Independent Auditors

99

Additional Exhibit – Certification Pursuant  
to 18 U.S.C. Section 1350