

MCCORMICK & CO INC  
Form S-8  
March 31, 2004

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As filed with the Securities and Exchange Commission on March 31, 2004

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

**FORM S-8**  
**REGISTRATION STATEMENT**  
**UNDER**  
**THE SECURITIES ACT OF 1933**

**McCORMICK & COMPANY, INCORPORATED**

(Exact name of registrant as specified in its charter)

**Maryland**  
(State or other jurisdiction of  
incorporation or organization)

**52-0408290**  
(I.R.S. Employer  
Identification No.)

**18 Loveton Circle**  
**Sparks, Maryland**  
(Address of Principal Executive Offices)

**21152**  
(Zip Code)

**2004 LONG-TERM INCENTIVE PLAN**  
**DIRECTORS' SHARE OWNERSHIP PROGRAM**  
**2004 DIRECTORS' NON-QUALIFIED STOCK OPTION PLAN**  
**MOJAVE FOODS CORPORATION 401(k) RETIREMENT PLAN**  
**ZATARAIN'S 401(k) SAVINGS PLAN**

(Full title of plans)

**Robert W. Skelton**  
**Senior Vice President, General Counsel & Secretary**  
**McCormick & Company, Incorporated**  
**18 Loveton Circle**  
**Sparks, Maryland 21152**  
**(410) 771-7563**

(Name, address and telephone of agent for service)

**CALCULATION OF REGISTRATION FEE**

<b>Title of Securities to be Registered</b>	<b>Amount to be Registered*</b>	<b>Proposed Maximum Offering Price Per Share*</b>	<b>Proposed Maximum Aggregate Offering Price</b>	<b>Amount of Registration Fee</b>
Common Stock (no par value)	5,050,000 shares	\$32.47	\$163,973,500	
Common Stock Non-Voting (no par value)	1,750,000 shares	\$32.47	\$ 56,822,500	\$27,974.85

**Notes:**

\* Represents the aggregate number of shares available at March 31, 2004 for issuance under the Plans with the estimated offering price and registration fee calculated in accordance with Rule 457 (c) and (h), based upon the average of the high and low prices reported on the New York Stock Exchange for the Common Stock of the Registrant on March 26, 2004 (\$32.47). In addition, pursuant to Rule 416(c) under the Securities Act of 1933, as amended, this registration statement also covers an indeterminate amount of interests to be offered or sold pursuant to the employee benefit plans described herein. The number of shares registered for each plan is as follows:

<b>Plan</b>	<b>Total Shares</b>	<b>Common</b>	<b>Common NV</b>
2004 Long-Term Incentive Plan	6,500,000	4,875,000	1,625,000
Directors' Share Ownership	30,000	30,000	0
2004 Directors' Non-Qualified Stock Option Plan	250,000	125,000	125,000
Mojave Foods Corporation 401(k) Plan	10,000	10,000	0
Zatarain's 401(k) Savings Plan	10,000	10,000	0

**PART I**

**INFORMATION REQUIRED IN THE SECTION 10(a) PROSPECTUS**

**EXPLANATORY NOTE**

As permitted by the rules of the Securities and Exchange Commission (the "Commission"), this registration statement omits the information specified in Part I of Form S-8. The documents containing the information specified in Part I will be delivered to the participants in the plans as required by Rule 428(b)(1) under the Securities Act of 1933. Such documents are not being filed with the Commission as part of this registration statement or as prospectuses or prospectus supplements pursuant to Rule 424. These documents and the documents incorporated by reference in this registration statement pursuant to Item 3 of Part II hereof, taken together, constitute a prospectus that meets the requirements of Section 10(a) of the Securities Act of 1933.

**PART II**

**INFORMATION REQUIRED IN THE REGISTRATION STATEMENT**

**Item 3. Incorporation of Documents by Reference**

The following documents or designated portions thereof are incorporated herein by reference in this registration statement:

- (a) The Company's Annual Report on Form 10-K for the fiscal year ended November 30, 2003;
- (b) Not applicable;
- (c) The Company's Form 10 Registration Statement dated April 29, 1965 (Registration Statement File Number 0-748) registering stock pursuant to Section 12(g) of the Securities and Exchange Act of 1934, as amended by Form 8 filed on August 16, 1988 with the Commission, which describes the Company's securities.

All documents subsequently filed by the Company pursuant to Sections 13(a), 13(c), 14 and 15(d) of the Securities Exchange Act of 1934, prior to the filing of a post-effective amendment to this Registration Statement which indicates that all securities offered have been sold, or which deregisters all securities remaining unsold, shall be deemed to be incorporated by reference in this Registration Statement and to be a part hereof from the date of filing of such documents.

**Item 4. Description of Securities**

Not applicable.

**Item 5. Interests of Named Experts and Counsel**

The legal validity of the issuance of the shares of Common Stock offered by the Prospectus has been passed upon by Robert W. Skelton, Senior Vice President, General Counsel and Secretary of the Company. As of January 29, 2004, Mr. Skelton owned 196,315 shares of the Company's Common Stock and 83,902 shares of Common Stock Non-Voting, which includes 65,645 shares of Common Stock and 43,977 shares of Common Stock Non-Voting beneficially owned by Mr. Skelton alone or jointly with his spouse and children who have the same home as Mr. Skelton. It also includes 10,895 shares of Common Stock beneficially owned by virtue of his participation in the McCormick 401(k) Retirement Plan and 119,775 shares of Common Stock and 39,925 shares of Common Stock Non-Voting that could be acquired within 60 days of January 29, 2004 pursuant to the exercise of stock options. Ernst & Young LLP, independent auditors, have no reportable interest in the Company.

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**Item 6. Indemnification of Directors and Officers**

Under the Company's By-Laws and the Maryland General Corporation Law, the directors and officers of the Company may be entitled to indemnification in respect to threatened, pending or completed actions, suits or proceedings, whether civil, criminal, administrative or investigative ("proceedings") to which they are made a party by reason of their position as a director or officer of the Company. In the case of conduct in their official capacity with the Company, directors and officers will be entitled to indemnification so long as they acted in good faith and in a manner which they reasonably believed was in the best interests of the Company, and in all other cases they will be entitled to indemnification so long as they acted in good faith and in a manner that was at least not opposed to the best interests of the Company. In the case of criminal proceedings, the director or the officer also must have had no reasonable cause to believe that the conduct was unlawful.

If the director or officer is successful on the merits or otherwise in the defense of any proceedings, the director or officer will be entitled to indemnification against reasonable expenses incurred in connection with the proceedings regardless of whether the foregoing standards are met. In addition, a court of competent jurisdiction may order indemnification if it determines that the director or officer has met the foregoing standards, or even if not, if it determines that the director or officer is entitled to indemnification in view of all the relevant circumstances.

Any indemnification required or permitted by the Company's By-Laws and the Maryland General Corporation Law may be against judgments, penalties, fines, settlements and reasonable expenses actually incurred by the director or officer in connection with the proceeding. However, if the proceeding is by or in the right of the Company, indemnification may be made only against expenses and may not be made in respect of any proceeding in which the director or officer is adjudged to be liable to the Company.

Under the Company's Charter, the monetary liability of directors and officers to the Company or its stockholders is eliminated except for, and to the extent of, actual receipt of an improper benefit in money, property or services, or in respect to an adjudication based upon a finding of active and deliberate dishonesty material to the cause of action adjudicated.

The Company also maintains for the benefit of its directors and officers insurance covering certain liabilities asserted against or incurred by such persons in their capacity as, or as a result of their position of, director or officer of the Company. This insurance may afford protection for liabilities not subject to indemnification under the Company's By-Laws and the Maryland General Corporation Law.

**Item 7. Exemption from Registration Claimed**

Not Applicable.

**Item 8. Exhibits**

See Exhibit Index.



Principal Executive Officer:

/s/ ROBERT J. LAWLESS Chairman, President & Chief Executive Officer March 31, 2004

Robert J. Lawless

Principal Financial Officer:

/s/ FRANCIS A. CONTINO Executive Vice President, Chief Financial Officer & Supply Chain March 31, 2004

Francis A. Contino

Principal Accounting Officer:

/s/ KENNETH A. KELLY, JR. Vice President & Controller March 31, 2004

Kenneth A. Kelly, Jr.

A majority of the Board of Directors:

BARRY H. BERACHA, JAMES T. BRADY, FRANCIS A. CONTINO, ROBERT G. DAVEY, EDWARD S. DUNN, JR., J. MICHAEL FITZPATRICK, FREEMAN A. HRABOWSKI, III, ROBERT J. LAWLESS, MARGARET M.V. PRESTON, WILLIAM E. STEVENS AND KAREN D. WEATHERHOLTZ.

By: /s/ ROBERT W. SKELTON Attorney-in-fact March 31, 2004

Robert W. Skelton

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**2004 Long-Term Incentive Plan.** Pursuant to the requirements of the Securities Act of 1933, as amended, the 2004 Long-Term Incentive Plan has duly caused this registration statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the County of Baltimore, and the State of Maryland, on the 31st day of March, 2004.

**2004 LONG-TERM INCENTIVE PLAN**

By:

By: /s/ ROBERT W. SKELTON

Robert W. Skelton  
Attorney-in-fact

**Directors' Share Ownership Program.** Pursuant to the requirements of the Securities Act of 1933, as amended, the Directors' Share Ownership Program has duly caused this registration statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the County of Baltimore, and the State of Maryland, on the 31st day of March, 2004.

**DIRECTORS' SHARE OWNERSHIP PROGRAM**

By:

By: /s/ ROBERT W. SKELTON

Robert W. Skelton  
Attorney-in-fact

**2004 Directors' Non-Qualified Stock Option Plan.** Pursuant to the requirements of the Securities Act of 1933, as amended, the 2004 Directors' Non-Qualified Stock Option Plan has duly caused this registration statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the County of Baltimore, and the State of Maryland, on the 31st day of March, 2004.

**2004 DIRECTORS' NON-QUALIFIED STOCK OPTION PLAN**

By:

By: /s/ ROBERT W. SKELTON

Robert W. Skelton  
Attorney-in-fact

**Zatarain's 401(k) Savings Plan.** Pursuant to the requirements of the Securities Act of 1933, as amended, the Zatarain's 401(k) Savings Plan has duly caused this registration statement to be signed on

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its behalf by the undersigned, thereunto duly authorized, in the County of Baltimore, and the State of Maryland, on the 31st day of March, 2004.

**ZATARAIN'S 401(K) SAVINGS PLAN**

By:

By: /s/ ROBERT W. SKELTON

Robert W. Skelton  
Attorney-in-fact

**Mojave Foods Corporation 401(k) Retirement Plan.** Pursuant to the requirements of the Securities Act of 1933, as amended, the Mojave Foods Corporation 401(k) Retirement Plan has duly caused this registration statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the County of Baltimore, and the State of Maryland, on the 31st day of March, 2004.

**MOJAVE FOODS CORPORATION  
401(k) RETIREMENT PLAN**

By:

By: /s/ ROBERT W. SKELTON

Robert W. Skelton  
Attorney-in-fact

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**Exhibit Index**

**Exhibit**

**References**

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(4)	Instruments defining the rights of security holders, including	Restatement of Charter of McCormick & Company, Incorporated dated April 16, 1990, (See Exhibit #4, Registration Statement on S-8, Registration No. 33-39582 filed March 25, 1991), as amended by Articles of Amendment dated April 1, 1992 (See Exhibit #4, Registration Statement on Form S-8, Registration No. 33-59842
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## Edgar Filing: MCCORMICK & CO INC - Form S-8

### Exhibit

### References

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		filed March 19, 1993), as further amended by the Articles of Amendment dated March 27, 2003, a copy of which is attached to this registration statement as Exhibit 4. No instrument of Registrant with respect to long-term debt involves an amount of authorized securities which exceeds 10 percent of the total assets of the Registrant and its subsidiaries on a consolidated basis. Registrant agrees to furnish a copy of any such instrument upon request of the Commission.
(5)	Opinion re: legality	Opinion of Robert W. Skelton, Esquire, attached.
(15)	Letter re: unaudited, interim financial information	Not applicable.
(23)	Consents of experts and counsel	See "Consent of Independent Auditors" and Exhibit #5
(24)	Power of Attorney	Attached.

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