

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	1999 SALES: \$ MILLIONS ROE: %	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG- TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
1 AEROSPACE (INDUSTRIAL: HIGH TECH)											
BOEING	57993.0 20.2	P.M. Condit, chmn. & CEO H.C. Stonecipher, pres. & COO	2994 2372	200 128	1432 1217	11129 20911	81	4 5	9.3	101.3	3 4
GENERAL DYNAMICS	8959.0 29.1	N.D. Chabraja, chmn. & CEO J.E. Turner, Jr., pres. & COO†	2711 1181	17 4	10149 1306	26358 11417	159	4 4	20.7	84.6	3 3
LOCKHEED MARTIN	25530.0 11.6	V.D. Coffman, chmn., pres. & CEO F.H. Menaker, Jr., sr. v-p†	1355 894	-45 5	0 477	6298 3074	51	4 4	5.6	-47.3	3 2
RAYTHEON	19841.0 4.2	D.P. Burnham, chmn. & CEO W.H. Swanson, exec. v-p	1883 893	-2 -30	14 1014	NA 5762	58	NA 4	5.7	-74.8	NA 3
UNITED TECHNOLOGIES	24127.0 11.4	G. David, chmn. & CEO K.J. Krapek, pres. & COO	3509 2095	11 9	13266 22285	40809 32126	205	5 5	21.6	-44.2	4 4
2 AIRLINES (TRANSPORTATION)											
DELTA AIR LINES	15051.0 25.5	L.F. Mullin, pres. & CEO M.W. Worth, COO	1742 1171	-2 14	142 0	NA 3387	141	NA 1	26.1	776.5	NA 1
3 APPLIANCES (CONSUMER PRODUCTS)											
BEST BUY	11535.4 25.2	R.M. Schulze, chmn. & CEO B.H. Anderson, pres. & COO	2461 1731	55 58	7555 9753	17759 19133	1892	1 1	21.0	6222.4	3 3
CIRCUIT CITY GROUP	10152.6 13.4	R.L. Sharp, chmn. & CEO W.A. McCollough, pres. & COO	2180 1279	47 50	9722 1379	18196 6923	302	2 2	9.4	49.7	3 2
TANDY	4126.2 38.6	L.H. Roberts, pres. & CEO D.H. Hughes, sr. v-p & CFO	1700 720	39 13	9827 2998	18546 6662	459	2 1	21.3	NM	2 1
WHIRLPOOL	10511.0 18.6	D.R. Whitwam, chmn. & CEO P. Periquito, exec. v-p† *Includes \$100,000 increased living-cost compensation.	2990 1320*	25 -7	1614 532	11716 3870	150	3 2	10.5	129.5	3 2
4 AUTOMOTIVE (CONSUMER PRODUCTS)											
DANA	13270.0 17.4	J.M. Magliochetti, pres. & CEO* S.J. Morcott, chmn.† *Became CEO 2/8/99.	1421 2606	9 3	1131 0	6723 14425	100	2 4	19.1	-19.0	2 3
DELPHI AUTOMOTIVE SYSTEMS	29192.0 33.8	J.T. Battenberg III, chmn., pres. & CEO† D.L. Runkle, exec. v-p†	3408 1231	127 78	8496 2444	18196 5393	NA	NA NA	NA	NA	NA NA
GENERAL MOTORS	176558.0 26.6	J.F. Smith, Jr, chmn. & CEO H.J. Pearce, vice-chmn. May include preliminary data.	6895 3947	123 141	11291 2933	33905 13265	182	4 3	27.9	28.0	4 3
5 BANKS & BANK HOLDING COMPANIES (FINANCIAL SERVICES)											
AMSOUTH BANCORPORATION	3780.3 11.5	C.D. Ritter, chmn., pres. & CEO S.D. Gibson IV, sr. exec. v-p	2128 974	8 48	2469 215	8621 2367	146	2 1	15.4	-12.1	2 1
BANK OF AMERICA	51392.0 17.8	H.L. McColl, Jr., chmn. & CEO K.D. Lewis, pres. & COO	3750 2500	7 5	44700 22350	56450 40988	111	5 5	14.5	2.2	4 4
BANK OF NEW YORK	6966.0 33.8	T.A. Renyi, chmn. & CEO G.L. Hassell, pres.	6581 4076	-11 30	7595 2689	30763 14666	251	3 3	25.9	67.9	3 3
BB&T	3877.1 19.2	J.A. Allison IV, chmn. & CEO H.G. Williamson, Jr., COO	1365 892	11 9	916 1109	6541 5736	161	2 2	17.8	17.0	1 2
CHASE MANHATTAN	33710.0 23.7	W.B. Harrison, Jr., chmn. & CEO* J.B. Lee, Jr., vice-chmn. *Became CEO 6/1/99.	6212 12581	6 NA	4725 5939	32515 NA	186	4 NA	19.2	93.8	3 NA
FIFTH THIRD BANCORP	3615.8 16.4	G.A. Schaefer, Jr., pres. & CEO S.J. Schrantz, exec. v-p	2093 822	16 9	4983 1668	15167 5889	273	2 1	16.3	4.9	3 2
FIRST UNION	22084.0 19.3	E.E. Crutchfield, chmn. & CEO J.R. Georgius, pres. & COO* *Resigned 7/29/99.	1296 856	-63 -64	3568 2344	33603 25086	98	5 4	17.3	29.6	4 3
FIRSTSTAR	6424.3 13.9	J.A. Grundhofer, pres. & CEO M.C. Wheeler, Jr., vice-chmn.* *Joined company 5/3/99. **Includes \$205,000 lump sum payment.	2550 985**	42 NA	415 196	19498 NA	219	3 NA	15.9	-25.1	3 NA
FLEETBOSTON FINANCIAL	20026.0 13.6	T. Murray, chmn. & CEO C.K. Gifford, pres. & COO	5066 4473	13 NA	14800 11100	41949 NA	152	4 NA	15.8	-17.7	4 NA

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					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
HUNTINGTON BANCSHARES	2599.6 19.3 F.G. Wobst, chmn. & CEO P.E. Geier, pres. & COO	2230 943	69 111	1900 95	7490 2057	130	2 1	15.9	11.5	2 1
MARSHALL & ILSLEY	2342.4 16.5 J.B. Wigdale, chmn. & CEO D.J. Kuester, pres.	1451 1177	13 6	5371 4279	12033 10953	191	2 3	14.0	3.9	2 3
MBNA	6470.1 24.1 A. Lerner, chmn. & CEO C.M. Cawley, pres.	5000 5235	11 8	5794 44165	22613 130165	229	3 5	28.9	-11.0	3 5
MELLON FINANCIAL	5986.0 24.6 M.G. McGuinn, chmn. & CEO* C.M. Condron, pres. & COO	1939** 1751**	12 8	4810 4940	18907 16135	206	3 3	21.4	23.5	3 3
MORGAN (J.P.)	18110.0 18.8 D.A. Warner III, chmn. W.A. Gubert, vice-chmn.	5300 4575	183 205	4600 3375	27067 NA	143	4 NA	13.6	31.0	3 NA
NATIONAL CITY	8293.4 24.7 D.A. Daberkó, chmn. & CEO V.A. DiGirolamo, vice-chmn.	1483* 1540	6 86	3807 1278	16648 11401	116	3 3	19.6	49.2	3 3
NORTHERN TRUST	2803.8 19.5 W.A. Osborn, chmn. & CEO B.G. Hastings, pres. & COO	2338 1526	19 15	3711 4675	12325 11022	303	2 2	19.2	9.2	2 3
PNC BANK	7666.0 21.0 T.H. O'Brien, chmn. & CEO J.E. Rohr, pres. & COO*	4394 2567	25 35	3680 2366	31874 12950	130	4 3	19.4	24.7	3 3
PROVIDIAN FINANCIAL	4036.8 41.3 S.J. Mehta, chmn., pres. & CEO S.A. Barad, pres.-sub.	2941 809	27 31	4427 776	50358 4498	NA	NA NA	36.7	NA	NA NA
STATE STREET	4974.0 23.3 M.N. Carter, chmn. & CEO N.A. Lopardo, vice-chmn.	2231 1967	19 65	7922 3212	30835 14581	232	3 3	20.4	41.4	3 3
SUMMIT BANCORP.	2753.3 15.8 T.J. Semrod, chmn. & CEO R.G. Cox, pres.	1545 905	-10 -14	2815 1717	17292 8739	114	3 3	15.7	34.3	3 3
SUNTRUST BANKS	7620.2 14.7 L.P. Humann, chmn., pres. & CEO R.G. Tilghman, vice-chmn.	1240 1510	31 2	727 0	5505 NA	147	1 NA	13.1	16.6	1 NA
SYNOVUS FINANCIAL	1627.8 18.4 J.H. Blanchard, chmn. & CEO J.D. Yancey, pres. & COO	1150 811	3 -14	55 57	3512 2819	146	1 1	18.0	3.1	1 1
U.S. BANCORP	8435.4 19.7 J.F. Grundhofer, chmn. & CEO A.S. Duff, vice-chmn.†	1816 1848	-28 64	9677 49	49533 NA	112	5 NA	18.7	-17.9	4 NA
UNION PLANTERS	2810.6 14.8 B.W. Rawlins, Jr., chmn. & CEO J.W. Moore, pres. & COO	778 804	-45 -28	903 646	18841 15217	113	3 4	11.5	48.3	3 3
WACHOVIA	6287.8 17.9 L.M. Baker, Jr., chmn. & CEO G.J. Prendergast, pres. & COO	2466 1608	38 41	2145 2179	10668 7990	130	3 3	15.2	4.3	2 2
WELLS FARGO	21795.0 17.0 R.M. Kovacevich, pres. & CEO P. Hazen, chmn.†	6268* 5505	57 42	20598 12740	43788 35770	197	4 4	15.3	-12.2	4 4
*Includes \$698,871 related to sale and purchase of primary residence.										
6 BEVERAGES (CONSUMER PRODUCTS)										
ANHEUSER-BUSCH	11703.7 35.8 A.A. Busch III, chmn., pres. & CEO P.T. Stokes, v-p & group exec.	3403 1992	18 36	10812 317	33288 11793	188	4 3	31.4	24.6	3 3
COCA-COLA	19805.0 25.6 M.D. Ivester, chmn. & CEO† J.L. Stahl, sr. v-p	1354 485	-51 -34	17687* 0	89139 21011	114	5 4	41.4	-55.0	5 4
*Includes accruals of \$17 mil. per separation arrangement.										
COCA-COLA ENTERPRISES	14406.0 2.0 H.A. Schimberg, pres. & CEO S.K. Johnston, Jr., chmn.	1616 851	-18 -43	1286 1158*	8358 7425	126	2 2	5.8	-74.0	3 3
*Includes 888,343 options granted in 1999 for FY 2000 compensation.										
PEPSICO	20367.0 29.8 R.A. Enrico, chmn. & CEO S.S. Reinemund, pres. & COO	2417* 2210	12 46	271 5387	20241 12948	137	3 3	27.5	71.7	3 3
*Annual salary decreased from \$900,000 to \$1 at Mr. Enrico's request.										
7 BUILDING (INDUSTRIAL: LOW TECH)										
PPG INDUSTRIES	7757.0 18.3 R.W. LeBoeuf, chmn. & CEO F.A. Archinaco, exec. v-p	1709 806	-2 3	1919 105	10762 4705	120	3 3	24.9	-39.0	2 2
VULCAN MATERIALS	2355.8 18.1 D.M. James, chmn. & CEO P.J. Clemens III, exec. v-p	1525 706	14 8	413 460	4752 2870	209	1 1	20.5	-15.2	1 1
8 CHEMICALS (INDUSTRIAL: LOW TECH)										
AIR PRODUCTS & CHEMICALS	5009.9 12.8 H.A. Wagner, chmn. & CEO J.P. Jones III, pres. & COO	1376 912	-24 19	0 363	8916 3803	102	3 2	16.5	-20.9	2 2
DOW CHEMICAL	18974.0 15.9 W.S. Stavropoulos, pres. & CEO A.J. Carbone, exec. v-p	2547 1306	61 39	7905 1502	17061 6031	189	3 2	19.0	-33.3	4 3
DUPONT	26918.0 1.7 C.O. Holliday, Jr., chmn. & CEO K.M. Landgraf, exec. v-p & COO	2800 1138	5 0	1761 0	16210 3613	150	3 2	11.8	-95.2	4 3
MONSANTO	9146.0 9.4 R.B. Shapiro, chmn. & CEO P. Needleman, sr. v-p†	2351 1650	47 38	8077 0	79396 8566	102	5 4	4.6	-9.9	5 4
PRAXAIR	4639.0 19.3 H.W. Lichtenberger, chmn. & CEO* J.A. Clerico, exec. v-p, & CFO	1688 741	16 16	4205 1057	14195 5137	113	4 3	19.0	31.4	3 2
*Left office 3/15/00.										

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ROHM & HAAS	R.L. Gupta, chmn. & CEO*	5339.0	1793	133	519	4022	159	1	20.4	-68.1	1
	J.L. Wilson, chmn. & CEO† *Became CEO 10/1/99.	7.1	1791	-24	2755	12519		4			4
UNION CARBIDE	W.H. Joyce, chmn., pres. & CEO	5870.0	1926	19	0	6862	172	1	18.9	-56.7	2
	L.P. McMaster, v-p	11.9	640	19	667	2454		1			1
9 CONGLOMERATES (INDUSTRIAL: LOW TECH)											
GENERAL ELECTRIC	J.F. Welch, Jr., chmn. & CEO	110832.0	13325	32	79813	216695	327	5	24.3	7.7	5
	D.D. Dammerman, vice-chmn.	25.2	4200	35	15010	56962		5			5
HONEYWELL INTERNATIONAL	L.A. Bossidy, chmn.†	23735.0	7000	17	40879**	90260	179	4	23.2	-26.6	4
	M.R. Bonsignore, CEO* *Became CEO 12/1/99. **Incl. \$1 mil. award for merger of AlliedSignal and Honeywell.	17.9	3088		9068**	NA		NA			NA
TEXTRON	L.B. Campbell, chmn. & CEO	11579.0	2400	29	20087	30012	171	4	15.5	-6.1	4
	J.A. Janitz, pres. & COO†	14.3	1306	55	11647	16336		4			4
TRW	J.T. Gorman, chmn. & CEO	16969.4	4335	47	2535	18721	113	4	13.2	108.8	3
	P.S. Hellman, pres. & COO* *Resigned 2/28/99.	17.3	1765	5	5006	11988		5			3
10 CONTAINERS (INDUSTRIAL: LOW TECH)											
AVERY DENNISON	P.M. Neal, pres. & CEO	3768.2	1680	15	6676	20235	217	3	26.0	25.8	3
	K.A. Caldwell, exec. v-p	26.6	855	16	4467	10535		3			3
11 DRUGS (CONSUMER PRODUCTS)											
ABBOTT LABORATORIES	M.D. White, chmn. & CEO*	13177.6	2147	27	3822	14418	150	3	38.6	-15.7	3
	R.L. Parkinson, Jr., pres. & COO *Became CEO 1/1/99.	32.9	1569	18	3119	16218		3			3
ALLERGAN	D.E. Pyott, pres. & CEO	1452.4	1378	6	0	NA	292	NA	10.7	188.5	NA
	L.J. Kaplan, corp. v-p	29.7	568	4	1799	4202		1			1
AMERICAN HOME PRODUCTS	J.R. Stafford, chmn., pres. & CEO	13550.2	2262	-18	849	38698	142	4	10.3	-173.0	5
	R.G. Blount, sr. exec. v-p†	-19.8	1596	7	7898	26467		5			5
AMGEN	G.M. Binder, chmn. & CEO	3340.1	2753	56	45245	97484	442	4	33.4	1.7	4
	K.W. Sharer, pres. & COO May include preliminary data.	36.3	1756	21	9906	29998		3			4
BAXTER INTERNATIONAL	H.M. Jansen Kraemer, Jr., chmn. & CEO*2098	6380.0	2098	54	1057	7071	163	2	15.3	1.3	2
	V.R. Loucks, Jr., chmn. & CEO† *Became CEO 1/1/99.	23.3	1870	-29	10694	27439		4			4
BECTON, DICKINSON	C. Castellini, chmn. & CEO†	3508.6	922	-47	0	11631	128	3	17.2	-28.8	3
	J.W. Galiardo, vice-chmn.	15.3	486	-37	2056	9405		3			3
BRISTOL-MYERS SQUIBB	C.A. Heimbald, Jr., chmn. & CEO	20222.0	3889	22	40088	129468	246	5	44.7	11.1	5
	K.E. Weg, vice-chmn.	48.2	1832	30	900	31419		4			4
FOREST LABORATORIES	H. Solomon, chmn. & CEO	788.9	768	13	23087	31692	375	3	10.3	NM	4
	K.E. Goodman, pres. & COO	14.6	519	12	0	4905		1			2
GUIDANT	R.W. Dollens, pres. & CEO	2352.3	941	-15	6125	8934	330	2	21.7	170.6	2
	J.M. Cornelius, chmn.	39.7	1313	-33	24537	31742		3			4
IMMUNEX	E.V. Fritzy, CEO	541.7	1162	11	7574	10664	2246	1	1.3	NM	1
	P.V. Phillips, exec. v-p & COO	12.5	878	51	2269	4170		1			1
JOHNSON & JOHNSON	R.S. Larsen, chmn. & CEO	27471.0	4212*	8	29520	52892	195	4	25.0	-3.5	4
	R.N. Wilson, vice-chmn. *Includes \$1,437,529 dividend equivalents. **Includes \$1,168,656 dividend equivalents.	25.7	3022**	7	13488	31564		4			4
LILLY (ELI)	S. Taurel, chmn. & CEO	10002.9	3382	20	30139	49761	189	4	29.9	103.9	4
	A.M. Watanabe, exec. v-p	50.8	1529	-1	6678	28096		4			3
MEDIMMUNE	W.T. Hockmeyer, chmn. & CEO	383.4	1285	64	22086	30856	1951	1	-15.6	NM	3
	M.D. Booth, pres. & COO May include preliminary data.	17.4	968	174	0	NA		NA			NA
MEDTRONIC	W.W. George, chmn. & CEO	4701.4	1129*	20	25841*	59267	217	4	19.3	-25.3	4
	A.D. Collins, Jr., pres. & COO *Excludes \$200,000 bonus and \$1.4 mil. Long-term comp. paid as options. **Excludes \$892,044 Long term comp. paid as options.	22.7	1130	21	0**	11530		2			3
MERCK	R.V. Gilmartin, chmn., pres. & CEO	32714.0	2683	5	3431*	11265	177	2	40.7	37.2	2
	E.M. Scolnick, exec. v-p *Includes \$3.4 million of restricted stock which vested 6/16/99.	44.5	1584	3	14207	23112		4			3
MILLENNIUM PHARMACEUTICALS	M.J. Levin, chmn. & CEO	183.7	509	5	0	1440	702	1	-56.7	NM	5
	S.H. Holtzman, chief business officer	-86.5	339	8	40	969		1			5
PFIZER	W.C. Steere, Jr., chmn. & CEO	16204.0	4322	2	31357	102044	241	5	28.7	29.8	5
	H.A. McKinnell, Jr., pres. & COO	36.0	1990	4	25177	51711		5			5
PHARMACIA & UPJOHN	F. Hassan, pres. & CEO	7253.0	3027	30	12013	28771	122	4	10.9	68.4	4
	T.G. Rothwell, exec. v-p	14.9	1519	-5	851	NA		NA			NA
SCHERING-PLOUGH	R.J. Kogan, chmn. & CEO	9176.0	3274	19	33439	79781	271	4	45.3	-30.6	4
	R.E. Cesan, pres. & COO	40.9	2007	57	21539	30123		3			4
STRYKER	J.W. Brown, chmn., pres. & CEO	2103.7	1400	8	0	5655	235	1	9.8	-85.3	3
	R.A. Elenbaas, v-p	2.9	750	-7	0	3345		1			2
WARNER-LAMBERT	L.J. de Vink, chmn., pres. & CEO*	12928.9	2513	34	0	34567	340	3	33.1	11.6	4
	M.R. Goodes, chmn. & CEO† Became CEO 5/1/99. **Includes \$9.5 mil. payments for cash awards.	34.0	1412	-57	60442**	88691		5			5

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12 ELECTRICAL & ELECTRONICS (INDUSTRIAL: HIGH TECH)											
ADVANCED MICRO DEVICES	2857.6 -4.5	W.J. Sanders III, chmn. & CEO R. Previte, vice-chmn. <i>*Includes \$400,000 in deferred retirement compensation.</i>	3258 1285	153 65	0* 250	22274 3482	112	5 3	-3.6	NM	4 2
ALTERA	836.6 20.0	R. Smith, pres. & CEO D.M. Berlan, exec. v-p & COO	1480 925	124 120	27016 4112	29966 6515	273	4 3	21.9	-32.0	4 3
ANALOG DEVICES	1640.2 14.9	J.G. Fishman, pres. & CEO B.P. McAloon, v-p	1808 677	58 47	8987 836	20671 4487	366	3 2	14.0	-25.3	3 2
ATMEL	1330.2 10.3	G. Perlegos, pres. & CEO G. Perlegos, exec. v-p	405 353	21 21	0 0	1171 1022	178	2 2	1.2	-59.7	2 1
BROADCOM	518.2 16.7	H.T. Nicholas III, co-chmn., pres. & CEO† H. Samueli, co-chmn.†	110 110	-2 -2	31653 32781	32041 33169	NA NA	NA NA	3.1	-79.6	5 5
CONEXANT SYSTEMS	1659.4 10.3	D.W. Decker, chmn. & CEO*† B.S. Iyer, sr. v-p & CFO** <i>*Became CEO 11/1/98. **Joined company 10/1/98. Sales and bonuses includes \$250,000 hiring bonus.</i>	828 680	121 NA	0 0	2865 NA	NA NA	NA NA	-1.4	NA	NA NA
CREE	77.7 12.6	F.N. Hunter, chmn. & CEO C.M. Swoboda, pres. & COO†	193 207	23 52	2057 305	2553 794	1821	1 1	10.6	2007.9	1 1
CYPRESS SEMICONDUCTOR	705.5 13.1	T.J. Rodgers, pres. & CEO J.D. McCranie, v-p <i>May include preliminary data. *Includes \$335,075 one-time retention bonus.</i>	744 624	84 65	839 4665*	2909 6921	229	2 3	-2.3	25.6	2 3
EATON	8402.0 23.5	S.R. Hardis, chmn. & CEO A.M. Cutler, pres. & COO	2292 1609	19 19	1833 1050	11069 7474	111	4 4	21.0	45.5	3 2
EMERSON ELECTRIC	14386.1 21.6	C.F. Knight, chmn. & CEO G.W. Tamke, vice-chmn. & co-CEO	4271 1650	24 43	2371 523	24037 7219	126	5 4	21.2	13.5	3 3
E-TEK DYNAMICS	233.8 8.9	M.J. Fitzpatrick, chmn., pres. & CEO† M. Shih, sr. v-p†	822 390	10 -36	0 0	NA 4114	NA NA	NA NA	NM	NA	NA NA
INKTOMI	96.5 -3.8	D.C. Peterschmidt, chmn., pres. & CEO† V. Vannelli, v-p	509 387	85 13	5991 0	12108 NA	NA NA	NA NA	-90.1	NM	NA NA
JABIL CIRCUIT	2242.2 16.3	W.D. Morean, chmn. & CEO T.A. Sansone, vice-chmn.	749 749	12 12	0 0	2044 1920	730	1 1	22.7	-16.7	1 1
JDS UNIPHASE	673.4 -9.2	K.N. Kalkhoven, co-chmn. & CEO D.E. Pettit, sr. v-p	487 323	8 32	205 0	9975 6095	2458	1 1	-19.7	-602.4	4 4
LINEAR TECHNOLOGY	580.4 21.1	R.H. Swanson, Jr., chmn. & CEO C.B. Davies, pres.	1624 1318	5 8	8992 5920	18008 14981	330	3 3	22.6	-30.6	3 3
LSI LOGIC	2089.4 8.6	W.J. Corrigan, chmn. & CEO J.M. Zelayeta, exec. v-p	2188 881	95 79	0 1957	4386 3814	252	2 3	3.4	-23.4	2 2
MAXIM INTEGRATED PRODUCTS	688.4 22.6	J.F. Gifford, chmn., pres. & CEO F.G. Beck, v-p <i>*1999 bonus has not yet been determined.</i>	264* 170*	-87 -64	9472 4362	62917 8906	436	4 3	26.7	-40.5	5 3
MICREL	195.1 24.7	R.D. Zinn, chmn., pres. & CEO R. Whelton, exec. v-p† <i>May include preliminary data.</i>	695 304	20 -7	0 1266	1847 1895	720	1 1	22.1	26.4	1 1
MICROCHIP TECHNOLOGY	457.9 16.0	S. Sanghi, pres. & CEO T.B. Billington, v-p	394 234	-3 -3	0 675	2765 3628	202	2 3	15.8	-0.8	1 2
MICRON TECHNOLOGY	4554.8 7.3	S.R. Appleton, chmn., pres. & CEO W.G. Stover, Jr., v-p & CFO	2087 1233	215 214	8496 3805	17443 8165	267	3 3	3.4	-69.4	4 4
MOLEX	1906.9 11.4	F.A. Krehbiel, chmn. & CEO J.H. Krehbiel Jr., pres. & COO†	701 595	-28 -31	103 0	3035 2302	228	2 2	13.1	-11.2	2 1
MOTOROLA	30931.0 5.0	C.B. Galvin, chmn. & CEO R.L. Growney, pres. & COO	3183 2182	76 59	13153 13485	20605 23143	246	4 4	2.0	-48.9	4 4
NATIONAL SEMICONDUCTOR	1972.8 -51.6	B.L. Halla, chmn., pres. & CEO D. Macleod, exec. v-p	1053 497	21 10	0 39	3560 1676	175	3 2	-56.3	-3382.1	5 5
QLOGIC	178.1 23.3	H.K. Desai, chmn., pres. & CEO T.R. Anderson, v-p & CFO	650 299	36 28	13571 3293	15498 4241	2483	2 1	17.2	-2.9	3 2
QUALCOMM	4116.1 8.9	I.M. Jacobs, chmn. & CEO R. Sulpizio, pres. & COO	1748 1077	44 55	0 17728	4003 21705	3617	1 2	9.7	258.9	2 4
ROCKWELL INTERNATIONAL	7095.0 22.6	D.H. Davis, Jr., chmn. & CEO W.M. Barnes, sr. v-p & CFO	2551 1059	220 128	2962 253	7852 4385	115	3 3	10.5	73.2	2 2
SANMINA	1398.9 19.6	J. Sola, chmn. & CEO R. Furr, pres. & COO	955 725	13 11	0 1826	5554 5438	354	2 3	21.2	-27.8	2 2
SCI SYSTEMS	7224.7 13.1	O.B. King, chmn. & CEO A.E. Sapp, Jr., pres. & COO** <i>*1999 bonus estimated. **Became CEO 7/1/99.</i>	2142* 1398*	-1 -2	0 0	6027 7840	368	2 3	17.2	-23.5	2 3
SDL	187.0 6.0	D.R. Scifres, chmn., pres. & CEO G.P. Dougherty, COO† <i>May include preliminary data.</i>	550 445	135 102	27163 2587	29097 3485	1661	2 1	-4.2	-16.4	4 2
SOLETRON	9473.6 12.3	K. Nishimura, chmn., pres. & CEO S. Zohouri, sr. v-p & COO	1600 1307	32 51	8065 2907	18152 7358	713	3 2	15.4	-24.6	3 3
TEXAS INSTRUMENTS	9468.0 15.2	T.J. Engibous, chmn., pres. & CEO R.K. Templeton, exec. v-p	2944 1958	19 22	7451 7509	15019 12533	615	3 3	8.8	NM	3 3

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS						
		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG-TERM COMP. \$000	TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
VITESSE SEMICONDUCTOR	L.R. Tomasetta, pres. & CEO E.F. Hovanec, v-p & CFO	310.0 14.9	480 370	41 27	12920 3950	28889 10122	692	3 2	14.3	3.9	3 3
XILINX	W.P. Roelandts, pres. & CEO R. Sevcik, sr. v-p	898.7 18.0	583 639	6 27	0 0	1983 NA	494	1 NA	18.6	-19.8	1 NA
13 FOOD PROCESSING (CONSUMER PRODUCTS)											
ARCHER DANIELS MIDLAND	G.A. Andreas, chmn. & CEO B.D. Kraft, sr. v-p	13211.7 3.1	2438 948	15 10	28 55	5397 2630	66	3 2	5.2	-72.5	2 2
BESTFOODS	C.R. Shoemate, chmn., pres. & CEO R.J. Gillespie, exec. v-p	8637.0 83.1	3175 1543	26 16	5328 1990	21074 10307	155	3 3	65.5	193.3	2 2
CAMPBELL SOUP	D.F. Morrison, pres. & CEO F.M. Thrasher, sr. v-p †	6472.0 285.7	883 526	-53 -32	7800 2495	16082 5851	106	3 2	138.2	876.7	1 1
CONAGRA	B.C. Rohde, pres. & CEO T.L. Manuel, pres. & COO-sub.	24903.0 10.5	1874 901	71 -10	831 277	11898 5238	98	3 2	15.1	-57.9	3 2
GENERAL MILLS	S.W. Sanger, chmn. & CEO C.W. Gaillard, pres. †	6486.4 233.0	1740 1264	8 3	3398 1746	12014 9400	123	3 3	260.1	158.7	1 1
HEINZ (H.J.)	W.R. Johnson, pres. & CEO* W.C. Springer, exec. v-p *Became CEO 5/1/98.	9286.6 36.5	3013 1643	32 33	1532 6131	16652 18392	121	3 4	33.0	195.4	3 3
HERSHEY FOODS	K.L. Wolfe, chmn. & CEO J.P. Viviano, vice-chmn. †	3970.9 41.9	775 644	-29 -21	3618 63	11270 6619	114	3 2	38.0	78.1	2 2
HORMEL FOODS	D.W. Johnson, chmn., pres. & CEO D.J. Hodapp, exec. v-p & CFO	3462.7 19.5	1676 860	26 17	3954 1673	7924 3874	160	2 2	16.8	92.7	2 1
KELLOGG	C.M. Gutierrez, pres. & CEO* J.D. Cook, exec. v-p *Became CEO 4/23/99. **Includes \$500,000 lump-sum bonus payment.	6984.2 41.6	1100 1605**	109 NA	5 0	4624 NA	101	2 NA	51.5	0.5	1 NA
NABISCO HOLDINGS	J.M. Kilts, pres. & CEO R.H. Lenny, pres.-sub.	8268.0 9.2	1008 1199	-44 56	7293 571	NA NA	86	NA NA	5.9	2099.5	NA NA
RALSTON PURINA	W.P. McGinnis, CEO & pres. J.P. Mulcahy, chmn. & CEO-sub.	4843.2 43.6	1493 1312	15 2	671 415	10750 10719	123	3 3	38.3	-13.6	2 2
SARA LEE	J.H. Bryan, chmn. & CEO C.S. McMillan, pres. & COO	20146.0 67.2	2715 1771	-6 2	11490 4421	42675 19313	126	5 4	20.1	230.3	3 3
STARBUCKS	H.D. Schultz, chmn. & CEO O.C. Smith, pres. & COO	1801.5 10.8	779 623	-34 -39	7670 8148	28747 20100	169	4 4	10.1	15.5	4 4
SYSCO	B.M. Lindig, chmn. & CEO C.H. Cotros, pres. & COO *Excludes portion of bonus paid in restricted stock.	18292.1 26.4	1703* 1325*	20 20	872 722	6395 5036	253	2 2	24.0	40.8	2 2
WRIGLEY (WM.) JR.	W. Wrigley, Jr., pres. & CEO* † D.S. Barrie, pres.-International † *Became CEO 3/8/99. **1999 bonus & restricted stock awards not yet determined.	2061.6 27.1	487** 470**	43 -35	20 104	1469 2825	155	1 2	27.0	5.5	1 1
14 FOOD & LODGING (SERVICE)											
MARRIOTT INTERNATIONAL	J.W. Marriott, Jr., chmn. & CEO W.J. Shaw, pres. & COO	8739.0 13.8	1974 1238	1 0	6796 1921	16502 11297	137	4 4	17.3	-43.4	3 3
TRICON GLOBAL RESTAURANTS	A.E. Pearson, chmn. & CEO D.C. Novak, vice-chmn. & pres.* *Became CEO 1/1/00.	7822.0 NM	3346 3033	-9 6	0 0	8917 8279	NA NA	NA NA	NM	NM	NA NA
15 GENERAL & SPECIAL MACHINERY (INDUSTRIAL: LOW TECH)											
APPLIED MATERIALS	J.C. Morgan, chmn. & CEO D. Maydan, pres.	5783.6 21.0	2047 1643	102 112	16092 18144	31801 33654	705	2 3	15.7	-17.1	4 5
CATERPILLAR	G.A. Barton, chmn. & CEO* G.S. Flaherty, group pres. *Became CEO 2/1/99.	19702.0 17.3	1378 875	42 4	2015 1718	6616 5100	133	2 3	27.5	-47.7	1 2
DEERE	H.W. Becherer, chmn. & CEO B.L. Hardiek, pres.-sub.	11631.0 5.5	1030 411	-59 -56	1501 515	10989 3534	114	3 2	17.9	-75.9	3 2
DOVER	T.L. Reece, chmn., pres. & CEO J.E. Pomeroy, v-p; pres.-sub.	4446.4 19.9	1950 960	16 15	427 547	10786 6451	186	2 2	20.2	-24.2	2 3
ILLINOIS TOOL WORKS	W.J. Farrell, chmn. & CEO J.M. Ringler, vice-chmn. † *Includes \$7.1 mil. from noncompetition agreement.	9333.2 17.5	2046 1838	38 11	1055 8004*	8115 13534	174	2 4	19.5	-13.9	2 4
INGERSOLL-RAND	J.E. Perella, chmn. H.L. Henkel, pres. & CEO* *Joined company 4/1/99; became CEO 10/1/99.	7666.7 17.7	2550 1759	4 NA	5939 3865	14168 NA	193	3 NA	17.6	3.2	3 NA
TYCO INTERNATIONAL	L.D. Kozlowski, chmn. & CEO R.J. Meelia, pres.-sub. †	23921.8 14.7	4550 6434	21 136	165446 0	244639 10056	297	5 2	3.7	-8.3	5 4

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS					
		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG- TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT	
					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
16 INSTRUMENTS (INDUSTRIAL: HIGH TECH)										
AGILENT TECHNOLOGIES	8791.0 12.7	E.W. Barnholt, pres. & CEO* J.E. Scruggs, sr. v-p <small>*Became CEO 5/1/99. **Compensation paid by Hewlett-Packard</small>	1395** 609**	NA NA	7474 1448	NA NA	NA NA	NA NA	NA NA	NA NA
KLA-TENCOR	1048.3 9.9	K. Levy, chmn. & CEO K.L. Schroeder, pres. & COO* <small>*Became CEO 7/1/99.</small>	886 866	21 22	2013 1121	4365 5946	314 [2] [3]	10.5	-56.0	[2] [3]
PE BIOSYSTEMS GROUP	1302.5 26.5	T.L. White, chmn. & CEO M.W. Hunkapiller, sr. v-p	2575 1076	53 76	2264 0	10243 2283	419 [2]	20.9	513.8	[2] [1]
TERADYNE	1790.9 16.6	G.W. Chamillard, pres. & CEO E. Rogas, Jr., sr. v-p <small>May include preliminary data.</small>	1215 655	54 40	5828 3922	10462 7439	542 [3] [2]	13.4	49.6	[3] [3]
WATERS	704.4 41.7	D.A. Berthiaume, chmn., pres. & CEO J.R. Nelson, sr. v-p	1135 505	4 0	12197 2294	19084 10742	349 [3] [3]	25.3	27.3	[3] [3]
17 LEISURE TIME INDUSTRIES (CONSUMER PRODUCTS)										
CARNIVAL	3497.5 17.3	M.M. Arison, chmn. & CEO H.S. Frank, vice-chmn. & COO	2130 1886	1 10	2636 9591	12906 23797	299 [3]	18.4	-7.3	[3] [4]
EASTMAN KODAK	14089.0 35.6	G.M. Fisher, chmn. & CEO D.A. Carp, pres. & COO* <small>*Became CEO 11/1/00.</small>	4520 1837	22 40	0 0	27014 5720	89 [4] [3]	23.5	66.6	[3] [2]
HARLEY-DAVIDSON	2480.6 23.0	J.L. Bleustein, chmn. & CEO D.F. Zarcone, pres. & COO	2002 687	11 NA	0 1052	4979 NA	276 [1] NA	21.6	6.3	[1] NA
18 METALS & MINING (RESOURCES)										
ALCOA	16323.0 16.8	A.J. Belda, pres. & CEO* P.H. O'Neill, chmn. <small>*Became CEO 5/6/99.</small>	2377 2958	35 20	15915 33122	31104 47171	274 [3] [5]	16.5	44.4	[4] [5]
19 MISCELLANEOUS MANUFACTURING (INDUSTRIAL: LOW TECH)										
CORNING	4338.1 21.4	R.G. Ackerman, chmn. & CEO N.E. Garrity, pres.-sub.	2352 1478	93 83	3980 4488	13906 11470	346 [2] [2]	25.2	-39.8	[3] [4]
DANAHER	3197.2 15.3	G.M. Sherman, pres. & CEO P.W. Allender, exec. v-p & CFO	2225 794	-3 14	0 376	6658 2488	208 [1] [1]	15.2	-4.2	[1] [1]
JOHNSON CONTROLS	16584.6 19.1	J.H. Keyes, chmn. & CEO J.M. Barth, pres. & COO	2860 1516	60 52	864 378	8611 6784	145 [3] [3]	16.3	25.8	[2] [3]
MINNESOTA MINING & MFG.	15659.0 28.0	L.D. DeSimone, chmn. & CEO R.O. Baukol, exec. v-p	2076 946	17 15	3172 1175	19666 6517	127 [4] [4]	28.1	16.2	[3] [2]
PARKER HANNIFIN	5022.6 16.1	D.E. Collins, pres. & CEO D.W. Sullivan, exec. v-p	1708 992	-5 -1	1908 4147	11827 9893	208 [2] [3]	17.7	-6.9	[3] [3]
20 NATURAL RESOURCES (RESOURCES)										
AMERADA HESS	7039.1 14.4	J.B. Hess, chmn. & CEO W.S. Laidlaw, pres. & COO	2150 1965	65 71	0 375	7688 6980	101 [2] [4]	-0.9	-26.2	[3] [4]
ANADARKO PETROLEUM	701.1 2.4	R.J. Allison, Jr., chmn. & CEO J.N. Seitz, pres. & COO	3000 1275	28 55	10343 630	18899 4013	107 [4] [3]	2.4	-76.1	[4] [3]
ATLANTIC RICHFIELD	12501.0 15.5	M.R. Bowlin, chmn. & CEO M.E. Wiley, pres. & COO	2552 1501	35 66	31 27	6891 3413	147 [2] [2]	9.5	-27.4	[2] [2]
BURLINGTON RESOURCES	2065.0 0.0	B.S. Shackouls, chmn., pres. & CEO H.L. Steward, vice-chmn.	1553 975	14 -15	353 105	5248 5802	68 [3] [4]	4.5	-99.7	[2] [4]
CHEVRON	35448.0 11.7	K.T. Derr, chmn. & CEO† J.N. Sullivan, vice-chmn.	3315 1450	35 13	5632 5275	23411 12832	146 [4] [4]	12.7	-30.1	[4] [4]
COASTAL	8197.2 12.7	D.A. Arledge, chmn., pres., CEO C.C. Hesse, sr. exec. v-p	1198 560	7 14	4742 2168	9219 4325	148 [2] [2]	12.6	-20.4	[3] [3]
CONOCO	20547.0 16.3	A.W. Dunham, chmn., pres. & CEO† G.W. Edwards, sr. exec. v-p†	4748 1875	113 114	2340 0	12570 3930	NA NA NA	13.5	24.5	[3] [2]
KERR-McGEE	2696.1 10.0	L.R. Corbett, chmn. & CEO T.J. McDaniel, vice-chmn. <small>*Bonus not yet determined.</small>	718* 337*	-17 -11	40 0	2793 1158	95 [1] [1]	2.1	-38.1	[1] [1]
OCCIDENTAL PETROLEUM	7610.0 16.0	R.R. Irani, chmn. & CEO D.R. Laurance, pres.	3457 2065	188 102	2180 1446	109579 24091	105 [5] [5]	10.0	0.4	[5] [5]
TEXACO	35698.0 9.8	P.I. Bijur, chmn. & CEO J.J. O'Connor, sr. v-p	1969 824	29 21	5075 656	18738 NA	122 [3] NA	11.9	-50.2	[4] NA
USX-MARATHON GROUP	24212.0 13.6	T.J. Usher, chmn. & CEO-USX Corp. V.G. Beghini, vice-chmn.†	2655 1691	9 1	332 5	9822 5738	112 [3] [3]	11.1	-32.2	[3] [3]

EXECUTIVE COMPENSATION SCOREBOARD

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		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
21 NONBANK FINANCIAL (FINANCIAL SERVICES)											
AETNA	26347.0 6.4	R.L. Huber, chmn., pres. & CEO* A.J. Weber, vice-chmn. *Resigned 2/25/00. Excludes 100,000 stock options granted in 2000 in lieu of 1999 bonus.	1681* 1500	24 395	0 0	5025 NA	72 NA	2 NA	7.4	257.6	1 NA
AFLAC	8640.0 14.8	D.P. Amos, pres. & CEO P.S. Amos, chmn.	2760 3611	30 40	15082 7186	56285 18988	226	4 3	14.9	-20.4	5 3
ALLSTATE	26959.0 16.4	E.M. Liddy, chmn., pres. & CEO* C.J. Sylla, chief investment officer† *Became CEO 1/1/99.	1442 908	-42 21	2468 1188	20918 4464	87	4 2	18.5	6.2	3 2
AMERICAN EXPRESS	19483.0 24.5	H. Golub, chmn. & CEO K.I. Chenault, pres. & COO	3684 2743	-1 1	41678 9324	85294 38007	302	4 4	22.5	10.3	5 4
AMERICAN GENERAL	10679.0 17.8	R.M. Devlin, chmn., pres. & CEO R.O. Martin, Jr., vice-chmn.	4980 1343	55 46	10191 768	26156 5764	200	3 2	11.2	71.9	3 2
AMERICAN INTERNATIONAL GROUP	37725.7 15.2	M.R. Greenberg, chmn. & CEO E.G. Greenberg, pres. & COO	6000 1234	0 50	0 415	49209 6623	283	4 2	14.3	15.5	4 2
AON	7070.0 11.4	P.G. Ryan, chmn. & CEO M.D. O'Halleran, pres. & COO	2283 1900	-30 -5	0 840	7556 8698	154	2 3	13.1	18.5	2 3
ASSOCIATES FIRST CAPITAL	12131.2 15.2	K.W. Hughes, chmn. & CEO R.A. Guthrie, sr. exec. v-p & CFO†	2122 826	17 21	3118 1024	12220 4156	127	3 2	15.3	-3.5	2 2
AXA FINANCIAL	13370.6 18.8	E.D. Miller, pres. & CEO M. Hegarty, sr. vice-chmn. & COO	7180 3573	25 10	1500 0	17484 NA	279	2 NA	15.1	275.8	3 NA
BEAR STEARNS	7882.0 15.3	J.E. Cayne, pres. & CEO A.C. Greenberg, chmn.	11072 9849	7 -29	10312 3213	61359 50563	186	5 5	18.0	-24.0	5 5
BERKSHIRE HATHAWAY	24028.0 2.7	W.E. Buffett, chmn. & CEO M.D. Hamburg, v-p & CFO *Includes \$237,750 in director fees from a nonsubsidiary.	100 331	0 8	238* 0	912 919	165	1 1	4.6	-74.6	1 1
BLOCK (H&R)	2041.0 22.6	F.L. Salizzoni, pres. & CEO M.A. Ernst, exec. v-p & COO	1142 748	9 NA	0 1418	3144 NA	161	1 NA	19.3	373.6	1 NA
CAPITAL ONE FINANCIAL	3965.8 24.0	R.D. Fairbank, chmn. & CEO J.G. Finneran, Jr., sr. v-p *Elected to forego salary & bonus for stock option grants.	0* 537	NM 52	0 1289	676 5632	407	1 1	22.3	14.2	1 2
CHUBB	6715.9 9.9	D.R. O'Hare, chmn. & CEO T.F. Motamed, exec. v-p†	1791 748	1 4	592 249	8900 3049	111	3 2	12.0	11.3	2 1
CIGNA	18781.0 11.4	W.H. Taylor, chmn. & CEO H.E. Hanway, pres. & COO* *Became CEO 1/26/00.	5200 3212	7 124	19234 7251	53366 22655	186	5 3	13.6	-22.4	5 3
CINCINNATI FINANCIAL	2128.2 4.7	J.J. Schiff, Jr., pres. & CEO* R.B. Morgan, pres. & CEO† *Became CEO 4/3/99.	505 642	-24 -53	0 1531	4359 12352	152	1 3	5.1	-33.6	1 3
CITIGROUP	82005.0 20.6	J.S. Reed, chmn. & co-CEO† S.I. Weill, chmn. & co-CEO	9842 10181	3 37	3251 80049	26686 488049	285	3 5	16.6	15.9	3 5
CNA FINANCIAL	16403.0 0.4	B.L. Hengesbaugh, chmn. & CEO† P.L. Engel, pres.†	1916 1356	34 69	0 0	4451 3756	109	2 2	5.1	-97.3	2 2
DONALDSON, LUFKIN & JENRETTE	10395.8 16.4	J.L. Roby, pres. & CEO J.S. Chalsty, chmn.	12804 10353	46 20	0 0	36485 32168	274	3 3	17.1	-12.9	4 4
DUN & BRADSTREET	1971.8 NM	V. Taylor, chmn. & CEO C.L. Alexander, chmn. & CEO* *Became CEO 10/25/99.	1100 281	-35 NA	1564 0	6925 NA	150	2 NA	NM	NM	NA NA
E*TRADE GROUP	751.5 -3.3	C.M. Cotsakos, chmn. & CEO K. Levinson, pres. & COO	1679 925	161 157	7917 15760	17383 21162	909	1 1	0.5	NM	3 4
FRANKLIN RESOURCES	2260.5 18.2	C.B. Johnson, pres. & CEO M.L. Flanagan, sr. v-p & CFO	1124 1341	0 -1	0 0	3488 4938	143	1 2	21.2	-19.0	1 2
GOLDEN WEST FINANCIAL	2969.1 15.0	H.M. Sandler, co-chmn. & co-CEO M.O. Sandler, co-chmn. & co-CEO	1152 1147	6 5	10533 10237	36223 40051	162	4 4	14.2	-4.5	4 4
GOLDMAN SACHS GROUP	25363.0 26.7	H.M. Paulson, Jr., chmn. & CEO* J.A. Thain, pres. & co-CEO *Became CEO 5/1/99.	16362 14056	NA NA	8829 7514	NA NA	NA	NA NA	35.6	NA	NA NA
HOUSEHOLD INTERNATIONAL	9499.1 22.9	W.F. Aldinger, chmn. & CEO L.N. Bangs, vice-chmn.	4108 1888	26 33	0 710	9859 5529	127	2 2	15.3	29.0	2 2
JEFFERSON-PILOT	2561.0 17.1	D.A. Stonecipher, chmn., pres. & CEO K.C. Mlekush, exec. v-p	2264 978	15 29	578 215	7775 2987	192	1 1	14.8	34.8	2 1
LEHMAN BROTHERS HOLDINGS	18989.0 18.5	R.S. Fuld, Jr., chmn. & CEO J.L. Cecil, CFO	5250 4000	69 45	14054 4286	38883 38303	275	3 4	15.7	65.0	4 4
LOEWS	20952.6 5.2	J.S. Tisch, pres. & CEO* A.L. Rebell, sr. v-p † *Became CEO 1/1/99. Includes compensation paid by Diamond Offshore Drilling.	1648* 1476	19 126	33 0	3987 NA	67	2 NA	6.0	-67.1	2 NA
MARSH & McLENNAN	9157.0 17.4	A.J. Smith, chmn.* L.J. Lasser, pres. *Left office 11/1/99.	6500 27000	141 50	11359 8159	28745 93961	298	3 5	17.5	-28.4	4 5

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS						
		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
MBIA	J.W. Brown, Jr., chmn. & CEO*	964.4	739	NA	0	NA	109	NA	10.9	-29.8	NA
	N.G. Budnick, v-p & CFO	9.1	743**	23	672	2988		2			1
*Became CEO 1/7/99. **Excludes \$441,000 bonus paid in restricted stock.											
MERRILL LYNCH	D.H. Komansky, chmn. & CEO	34879.0	8934	71	2101	55215	213	4	19.0	-18.2	4
	J.L. Steffens, vice-chmn.	20.9	6165	63	23634	40530		4			4
MGIC INVESTMENT	W.H. Lacy, chmn. & CEO†	996.8	1286	20	367	11980	159	2	23.9	40.2	2
	C.S. Culver, pres.*	26.5	987	51	283	5627		2			2
*Became CEO 1/1/00.											
MORGAN STANLEY DEAN WITTER	P.J. Purcell, chmn. & CEO	33928.0	12888	45	19580	136649	426	5	24.3	62.1	5
	J.J. Mack, pres. & COO	29.0	12888	45	9962	64753		4			4
PAINWEBBER GROUP	D.B. Marron, chmn. & CEO	7822.8	11463	42	3474	36773	215	3	19.2	1.1	4
	J.J. Grano, Jr., pres.-PWI	20.8	7813	42	2394	28508		4			4
PRICE (T. ROWE) ASSOCIATES	G.A. Roche, chmn. & pres.	1036.4	2800	10	163	8978	176	2	29.7	9.1	2
	J.S. Riepe, vice-chmn.	31.1	2800	10	1360	12095		3			3
PROGRESSIVE	P.B. Lewis, chmn., pres. & CEO	6124.2	1897	-30	8345	15865	109	3	15.8	-42.0	3
	C.B. Chokel, CEO-sub.*	10.7	1203	17	0	6391		3			2
*Became CEO 1/1/99.											
SCHWAB (CHARLES)	C.R. Schwab, chmn. & co-CEO	4713.2	9000	30	60096	115175	544	4	24.6	-5.3	5
	D.S. Pottruck, pres. & co-CEO	25.9	9000	30	118900	139860		4			5
ST. PAUL	D.W. Leatherdale, chmn. & CEO	7569.0	3241	279	1132	7901	125	2	9.9	-13.2	2
	J.E. Gustafson, pres. & COO*	12.0	3290	NA	3789	NA		NA			NA
*Joined company 1/1/99.											
TRAVELERS PROPERTY CASUALTY	J.S. Fishman, pres. & CEO	10571.8	2072*	17	7398	21097	100	4	15.5	163.9	3
	C.J. Clarke, vice-chmn.	15.8	816	10	2476	11688		3			3
*Approximately 20% of compensation paid by Citigroup.											
WASHINGTON MUTUAL	K.K. Killinger, chmn., pres. & CEO	13571.2	2551	56	1494	10138	95	3	14.9	402.1	2
	C.E. Tall, vice-chmn.	20.1	905	40	1748	5280		2			1

22 OFFICE EQUIPMENT & COMPUTERS (INDUSTRIAL: HIGH TECH)

ADAPTEC	L.B. Boucher, CEO*†	782.1	624	2130	32	708	125	2	13.1	33.1	1
	F.G. Saviers, CEO**†	20.8	705	18	6601	12917		5			3
*Became CEO 7/30/98. **Resigned 7/30/98.											
ADOBE SYSTEMS	J.E. Warnock, chmn. & CEO	1015.4	1235	39	52	11752	369	3	31.0	114.0	2
	C.M. Geschke, chmn. & pres.	46.4	1235	41	11046	21337		4			3
AETHER SYSTEMS	D.S. Oros, chmn., pres. & CEO†	6.3	450	29	0	NA	NA	NA	NA	NA	NA
	G.M. Davis, pres.†	-31.2	182	-4	0	NA	NA	NA	NA	NA	NA
AKAMAI TECHNOLOGIES	G.H. Conrades, chmn. & CEO*	4.0	260	NA	0	NA	NA	NA	NM	NA	NA
	D. Goodtree, v-p**	-20.0	215	NA	0	NA	NA	NA	NA	NA	NA
*Joined company and became CEO 4/1/99. **Joined company 3/1/99.											
AMERICA ONLINE	S.M. Case, chmn. & CEO	5718.0	1575	34	115510	303231	3651	4	-119.4	182.1	5
	R.W. Pittman, pres. & COO	16.4	1672	18	21746	29298		2			5
APPLE COMPUTER	S.P. Jobs, CEO	6767.0	0	0	0	0	493	1	-21.3	NM	1
	F.D. Anderson, Jr., exec. v-p & CFO	14.8	605	0	2737	7916		3			2
ARIBA	K.J. Krach, chmn., pres. & CEO†	62.0	167	20	0	NA	NA	NA	-58.1	NA	NA
	R.J. DeSantis, v-p†	-31.9	618	237	841	NA	NA	NA	NA	NA	NA
AUTOMATIC DATA PROCESSING	A.F. Weinbach, chmn. & CEO	5828.4	1144	10	6969	15794	257	3	18.2	-10.1	3
	G.C. Butler, pres. & COO	17.7	890	7	4522	10434		3			3
BMC SOFTWARE	M.P. Watson, Jr., chmn., pres. & CEO	1629.3	2309	111	17370	41872	386	4	21.7	-51.0	4
	R.E. Beauchamp, sr. v-p†	14.7	1065	105	1528	5198		2			2
BROCADE COMMUNICATIONS SYS.	G.L. Reyes, pres. & CEO†	103.4	350	478	0	NA	NA	NA	NM	NA	NA
	V.M. Rinkle, v-p†	12.5	192	24	0	NA	NA	NA	NA	NA	NA
CABLETRON SYSTEMS	C.R. Benson, chmn., pres. & CEO*	1422.9	52	0	0	156	78	1	-8.0	-91.4	2
	J. d'Auguste, pres.-operations	1.8	428	NA	22	NA		NA			NA
*Became CEO 5/1/98. Resigned 6/3/99.											
CISCO SYSTEMS	J.T. Chambers, pres. & CEO	14977.0	943	6	120757	123149	758	4	19.6	-52.7	5
	D.J. Listwin, exec. v-p†	15.3	1041	9	46464	57332		4			5
CITRIX SYSTEMS	M.B. Templeton, pres. & CEO*	403.3	489	43	6975	13525	945	2	21.2	66.4	3
	E.E. Iacobucci, chmn., sr. v-p	21.9	323	7	9261	12487		2			3
May include preliminary data. *Became CEO 1/1/99.											
COMDISCO	N.K. Pontikes, pres. & CEO*	4115.0	531	-18	170	2735	359	2	11.8	-71.6	2
	T. Flohr, sr. v-p†	4.2	600	14	151	1942		2			1
*Became CEO 1/12/99.											
COMPAQ COMPUTER	M.D. Capellas, pres. & CEO*†	38525.0	1850	208	4988	NA	183	NA	-0.2	-82.1	NA
	E. Pfeiffer, pres. & CEO	3.8	1600	-64	10212**	20791		5			4
*Became CEO 7/1/99. **Includes \$6.4 mil. separation payment & \$3.4 mil. long-term bonus. Resigned 4/18/99.											
COMPUTER ASSOCIATES INTERNATIONAL	C.B. Wang, chmn. & CEO	6269.0	4600	-34	650824*	702822	212	5	31.7	2.3	5
	S. Kumar, pres. & COO	24.9	3300	-36	355870*	390052		5			5
*Based on the restricted stock award listed in the 7/99 proxy statement.											
COMPUTER SCIENCES	V.B. Honeycutt, chmn., pres. & CEO	8925.8	981*	-46	0	4524	230	3	13.4	13.2	2
	R.W. Mackintosh, corp. v-p	13.1	893	8	1954	4766		3			2
*Excludes bonus paid in the form of 35,522 options in 1999.											
COMPUWARE	P. Karmanos Jr., chmn. & CEO	2148.7	2200	0	85321	113456	594	5	32.5	73.0	5
	J.A. Nathan, pres. & COO	37.8	1833	0	21760	34185		4			4

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS					
		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT	
					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
DIGEX	N.G. Faigen, CEO† M.K. Shull, pres. & CEO* *Became CEO 7/1/99.	59.8 -22.4	450 125	636 NA	0 0	NA NA	NA NA	NA NA	NA NA	NA NA
ELECTRONIC ARTS	L.F. Probst III, chmn. & CEO J. Riccitiello, pres. & COO	1403.4 15.6	1095 869	16 38	200 0	3063 NA	281 2	13.2	14.8	2 NA
EMC	M.C. Ruettgens, CEO R.M. Dutkowsky, pres.-sub.†	6715.6 20.4	2193 1053	21 -14	13366 819	39223 3846	1319 1	22.3	-13.5	4 2
EMULEX	P.F. Folino, pres. & CEO R.P. Quagliara, sr. v-p	101.2 11.3	429 253	30 29	0 0	1177 645	2857 1	-20.6	NM	1 1
ENGAGE TECHNOLOGIES	P.L. Schaut, pres. & CEO† D.A. Fish, COO†	32.8 -21.9	228 205	55 261	4644 0	NA NA	NA NA	NM	NA	NA NA
ENTRUST TECHNOLOGIES	J.A. Ryan, pres. & CEO† R.D. Spurr, exec. v-p†	85.2 5.7	405 304	86 30	6022 3115	6910 3764	NA NA	-6.0	NM	NA NA
EXTREME NETWORKS	G.L. Stiitt, chmn., pres. & CEO† H. Silverglide, v-p†	169.4 4.2	164 313	27 62	0 0	NA NA	NA NA	-56.4	NA	NA NA
FIRST DATA	H.C. Duques, chmn. & CEO C.T. Fote, pres & COO	5539.8 30.7	1589 1310	92 61	2701 2004	9948 6114	136 3	17.6	78.9	3 2
FISERV	L.M. Muma, vice-chmn., pres. & CEO* G.D. Dalton, chmn. *Became CEO 3/25/99.	1407.5 12.6	940 975	11 3	0 0	2473 2695	235 2	12.4	3.9	1 1
HEWLETT-PACKARD	L.E. Platt, chmn., pres. & CEO* C.S. Fiorina, pres. & CEO** *Resigned 12/31/99. **Became CEO 7/17/99. Includes \$3 mil. signing bonus.	43808.0 15.6	4115 654	115 NA	28805 68781**	45866 NA	232 NA	17.4	-18.8	4 NA
INTERNAP NETWORK SERVICES	A.C. Naughtin, pres. & CEO† P.E. McBride, v-p & CFO†	12.5 -23.7	230 192	86 69	0 0	478 421	NA NA	NM	NA	NA NA
IBM	L.V. Gerstner, Jr., chmn. & CEO J.M. Thompson, sr. v-p	87548.0 38.0	9266 1568	-1 -3	92983 11980	163389 34517	291 5	34.0	50.0	5 4
INTUIT	W.H. Harris, Jr., pres. & CEO* W.V. Campbell, chmn. *Became CEO 8/1/98.	992.1 15.9	974 854	59 -15	10750 12279	21007 18176	571 3	4.7	NM	3 3
JUNIPER NETWORKS	S.G. Kriens, chmn., pres. & CEO† S. Haley, v-p† May include preliminary data.	102.6 -2.0	175 175	2 -21	0 489	516 946	NA NA	-68.7	NA	NA NA
KANA COMMUNICATIONS	M.S. Gainey, chmn. & pres.† M.J. McCloskey, CEO* *Joined company 6/1/99 and became CEO 6/17/99.	14.1 -244.8	123 81	69 NA	0 0	NA NA	NA NA	NA	NA	NA NA
LEXMARK INTERNATIONAL GROUP	P.J. Curlander, chmn. & CEO A.A. Traversi, exec. v-p†	3452.3 48.3	1643 674	3 2	0 713	4289 2592	655 1	41.0	104.3	1 1
LYCOS	R.J. Davis, pres. & CEO E.M. Philip, COO & CFO	204.6 -7.0	250 243	0 14	6100 5929	17344 9625	3031 1	-27.3	NM	4 4
MICROMUSE	G.Q. Brown, chmn. & CEO* M.S. Donohue, sr. v-p** *Joined company and became CEO 2/17/99. **Joined company 10/22/98.	69.6 -1.9	435 623	NA NA	0 0	NA NA	NA NA	NM	NA	NA NA
MICROSOFT	W.H. Gates III, chmn. & CEO R.J. Herbold, exec. v-p & COO	21855.0 25.2	623 926	15 -16	0 6188	1757 12443	565 3	29.6	-20.7	1 3
MICROSTRATEGY	M.J. Saylor, chmn., pres. & CEO† S.K. Bansal, exec. v-p & COO† May include preliminary data.	205.3 9.5	190 145	52 30	0 0	468 418	NA NA	NM	NM	NA NA
NETWORK APPLIANCE	D.J. Warmenhoven, pres. & CEO J.R. Allen, sr. v-p, CFO	470.1 14.4	573 333	45 35	7100 1473	8441 2126	1306 1	16.9	3019.3	2 1
NETWORK SOLUTIONS	J.P. Rutt, CEO* R.J. Korzeniewski, CFO *Became CEO 5/1/99.	220.8 15.3	559 292	NA 14	448 8380	NA 10505	NA NA	13.0	NM	NA 5
NOVELL	E.E. Schmidt, chmn. & CEO D.R. Raney, sr. v-p & CFO†	1303.1 12.9	1203 659	-2 105	0 0	10851 NA	422 NA	4.9	65.5	3 NA
ORACLE	L.J. Ellison, chmn. & CEO R.J. Lane, pres. & COO	9328.6 42.4	3752 3250	145 175	10032 18645	18164 38918	604 4	34.9	22.3	3 4
PARAMETRIC TECHNOLOGY	S.C. Walske, chmn. & CEO C.R. Harrison, pres. & COO	1046.5 16.6	575 575	67 67	0 0	15080 11579	105 5	27.6	-38.2	3 3
PHONE.COM	A. Rossmann, chmn. & CEO† M. Jeffery, v-p†	31.6 -5.4	200 632	27 261	0 0	NA NA	NA NA	-47.1	NA	NA NA
PITNEY BOWES	M.J. Critelli, chmn. & CEO M.C. Breslawsky, pres. & COO	4432.6 40.6	1776 1533	-11 -8	2803 2591	12938 11748	187 4	34.4	93.5	2 3
PRICELINE.COM	R.S. Braddock, chmn. & CEO† M.M. Taub, pres. & gen. couns.† *Resigned 12/16/99.	482.4 -264.1	300 269	167 327	0 4173	NA NA	NA NA	NM	NA	NA NA
PSINET	W.L. Schrader, chmn. & CEO H.S. Wills, pres. & COO May include preliminary data.	554.7 -124.8	841 736	62 42	13935 2679	15707 4298	568 2	NM	NM	NA NA
RATIONAL SOFTWARE	P.D. Levy, chmn. & CEO M.T. Devlin, pres.* *Became CEO 4/1/99.	516.8 22.9	582 582	-4 -4	2013 4257	7582 10040	124 4	9.9	NM	2 2

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	1999 SALES: \$ MILLIONS ROE: %	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG- TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
REDBACK NETWORKS	64.3	D.L. Barsema, pres. & CEO†	325	20	0	NA	NA	NA	NM	NA	NA
	-12.0	R.J. Kruep, v-p†	420	86	0	NA	NA	NA	NA	NA	NA
SABRE HOLDINGS	2434.6	M.J. Durham, pres. & CEO	892	-11	8613*	13080	184	4	25.7	-19.7	3
	26.3	J.M. Jackson, exec. v-p & CFO†	474	170	734	NA	NA	NA	NA	NA	NA
		May include preliminary data. *Includes \$889,400 severance payment.									
SAFEGUARD SCIENTIFICS	2944.1	W.V. Musser, chmn. & CEO	1295	93	0	2608	567	2	22.7	118.1	1
	25.7	H. Wallaesa, pres. & COO	1717	NA	0	NA	NA	NA	NA	NA	NA
SANDISK	247.0	E. Harari, pres. & CEO†	698	130	0	1484	987	1	6.9	-71.9	2
	4.6	R. Hudson, sr. v-p†	336	84	0	NA	NA	NA	NA	NA	NA
		May include preliminary data.									
SEAGATE TECHNOLOGY	6775.0	S.J. Luczo, chmn., pres. & CEO*	1932	203	7907	18685	118	4	11.8	297.8	3
	34.4	W.D. Watkins, exec. v-p & COO†	1242	142	3512	6877	6877	4	NA	NA	2
		*Became CEO 7/1/98.									
SUN MICROSYSTEMS	13150.2	S.G. McNealy, chmn. & CEO	3739	120	0	69294	1206	3	23.7	2.0	4
	21.6	E.J. Zander, pres. & COO	2380	100	10151	22246	22246	3	NA	NA	4
SUNGARD DATA SYSTEMS	1444.5	J.L. Mann, chmn. & CEO	1296	-2	3830	14094	120	4	11.8	-19.6	3
	6.0	M.K. Muratore, sr. v-p†	1773	269	446	4313	4313	3	NA	NA	2
3COM	5688.5	E.A. Benhamou, chmn. & CEO	750	-8	8625	29370	64	5	9.2	-43.2	4
	14.0	B.L. Clafin, pres. & COO	849*	NA	0	NA	NA	NA	NA	NA	NA
		*Includes \$294,632 relocation expense.									
TIBCO SOFTWARE	96.4	V.Y. Ranadive, pres. & CEO†	578	-12	250	NA	NA	NA	NA	NA	NA
	-14.1	R.U. Mashruwala, exec. v-p†	457	53	1070	NA	NA	NA	NA	NA	NA
UNISYS	7544.6	L.A. Weinbach, chmn., pres. & CEO	4633	7	0	14110	473	3	NM	NM	NA
	24.9	G.R. Gazerwitz, exec. v-p	742	-3	0	4718	4718	2	NA	NA	NA
VERITAS SOFTWARE	596.1	M. Leslie, chmn. & CEO	1278	83	8321	12691	1942	2	12.5	-163.4	4
	-14.8	P.A. Sallaberry, exec. v-p	728	83	11603	15856	15856	2	NA	NA	4
		May include preliminary data.									
YAHOO	588.6	T. Koogle, chmn. & CEO	295	51	12725	33189	15268	1	-3.3	NM	4
	4.9	J. Mallett, pres. & COO	260	41	103391	123011	123011	2	NA	NA	5
		May include preliminary data.									
23 OIL SERVICE & SUPPLY (RESOURCES)											
BAKER HUGHES	4546.7	M.L. Lukens, chmn., pres. & CEO*	831	4	0	5223	64	3	-1.1	-83.7	2
	1.7	T.R. Bates, Jr., sr. v-p**	525	45	1694	NA	NA	NA	NA	NA	NA
		*Resigned 1/28/00. **Resigned 1/29/00.									
BJ SERVICES	1191.7	J.W. Stewart, chmn., pres. & CEO	610	-24	2633	9596	164	2	8.0	-104.4	3
	-0.2	M. McShane, sr. v-p & CFO	273	-20	315	4266	4266	2	NA	NA	3
DIAMOND OFFSHORE DRILLING	821.0	J.S. Tisch, chmn. & CEO*	300**	-24	0	NA	111	NA	16.2	-30.9	NA
	8.5	L.R. Dickerson, pres. & COO	395**	-22	0	1347	1347	1	NA	NA	1
		*Compensation also listed under Loews **Bonus not yet determined.									
ENSCO INTERNATIONAL	363.7	C.F. Thorne, pres. & CEO	513	-40	0	4385	96	2	14.3	-95.2	2
	0.5	R.A. Wilson, sr. v-p & COO	298	-27	66	3288	3288	2	NA	NA	2
NOBLE DRILLING	705.9	J.C. Day, chmn. & CEO	1220	129	6381	14624	165	3	14.0	-13.9	3
	6.8	R.D. Campbell, pres.	608	NA	1232	NA	NA	NA	NA	NA	NA
SCHLUMBERGER	8394.9	D.E. Baird, chmn. & CEO	2500	19	11284	31109	130	5	12.0	-71.8	5
	4.3	V.E. Grijalva, vice-chmn.	1220	17	0	7352	7352	3	NA	NA	4
24 PAPER & FOREST PRODUCTS (RESOURCES)											
FORT JAMES	6827.4	M.L. Marsh, chmn. & CEO	1817	-29	2913	15495	87	4	34.9	392.2	2
	31.0	E.A. Haberli, pres.-sub.	745	-22	0	4943	4943	4	NA	NA	1
KIMBERLY-CLARK	13006.8	W.R. Sanders, chmn. & CEO	2853	116	12435	29918	146	4	27.3	4.6	3
	32.8	T.J. Falk, pres. & COO	1142	60	3459	7198	7198	3	NA	NA	3
WEYERHAEUSER	12262.0	S.R. Rogel, chmn., pres. & CEO	2487	45	0	4233	166	1	7.5	-14.6	1
	8.6	R.C. Gozon, exec. v-p	969	33	768	2912	2912	1	NA	NA	2
WILLAMETTE INDUSTRIES	4078.0	D.C. McDougall, pres. & CEO	867	65	426	2168	141	1	6.6	21.6	1
	11.8	W.P. Kinnune, exec. v-p	498	4	1204	2642	2642	2	NA	NA	2
25 PERSONAL CARE PRODUCTS (CONSUMER PRODUCTS)											
AVON PRODUCTS	5289.1	C.R. Perrin, CEO†	1638	-9	1401	NA	122	NA	NM	NM	NA
	NM	A. Jung, pres. & CEO*	1183	0	1171	7902	7902	3	NA	NA	NA
		*Became CEO 11/4/99.									
CLOROX	3988.0	G.C. Sullivan, chmn. & CEO	2061	9	14955	22951	211	3	21.7	-43.4	3
	13.5	G.E. Johnston, pres. & COO	830	27	3835	6132	6132	2	NA	NA	2
COLGATE-PALMOLIVE	9118.2	R. Mark, chmn. & CEO	4200	22	81117	163412	294	5	41.3	65.5	5
	50.5	W.S. Shanahan, pres. & COO	2531	12	6441	55698	55698	5	NA	NA	5
ECOLAB	2080.0	A.L. Schuman, chmn., pres. & CEO	2031	11	1655	8637	216	2	23.2	6.0	2
	23.1	M.E. Shannon, chmn. & CAO†	1014	5	1137	6884	6884	2	NA	NA	2
ESTEE LAUDER	4202.3	L.A. Lauder, chmn. & CEO	5845	4	0	15916	202	3	29.3	-2.6	3
	25.4	F.H. Langhammer, pres. & COO*	3450	5	10132	23032	23032	3	NA	NA	4
		*Became CEO 1/1/00.									

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	1999 SALES: \$ MILLIONS ROE: %	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG- TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
GILLETTE	9897.0	M.C. Hawley, chmn. & CEO*	1453	17	0	4056	109	2	32.1	97.4	1
	42.2	A.M. Zeien, chmn. & CEO†	875	-71	4525**	22956		5			3
*Became CEO 4/15/99. **Includes \$2.5 mil. related to Duracell merger & \$500,000 incentive bonus.											
PROCTER & GAMBLE	39188.0	D.I. Jager, pres. & CEO*	1318**	11	1988	9679	212	2	29.2	13.3	2
	29.0	J.E. Pepper, chmn.	1250**	0	9297	16612		3			3
*Became CEO 1/1/99. **Excludes bonus paid in restricted stock granted in 1999.											
26 PUBLISHING, RADIO & TV BROADCAST (SERVICE)											
AMFM	1977.9	T.O. Hicks, chmn. & CEO*	0*	NA	0	NA	626	NA	-3.7	NM	NA
	-3.8	J.E. de Castro, vice-chmn. & pres.†	3012	-23	12941	42337		4			5
*Became CEO 3/15/99. Received no compensation in conjunction with service.											
CLEAR CHANNEL COMMUNICATIONS	2678.2	L.L. Mays, chmn. & CEO	3722	14	29106	66506	494	4	1.9	-88.4	4
	0.9	R. Michaels, pres.-sub.	1330		24417	NA		NA			NA
COX COMMUNICATIONS	2318.1	J.O. Robbins, pres. & CEO	1512	109	0	6003	445	2	8.5	NM	2
	7.7	M.A. Bellville, exec. v-p	707	70	0	1614		1			1
May include preliminary data.											
DISNEY (WALT)	23745.0	M.D. Eisner, chmn. & CEO	750	-87	49907	636899	128	5	8.4	-42.8	5
	4.3	L.M. Meisinger, exec. v-p†	1000	142	0	NA		NA			NA
DOW JONES	2001.8	P.R. Kann, chmn. & CEO	1444	25	764	5004	213	2	-17.3	326.0	1
	49.2	P.G. Skinner, exec. v-p	886	26	560	3129		2			1
May include preliminary data.											
EHOSTAR COMMUNICATIONS	1602.8	C.W. Ergen, chmn., pres. & CEO	750	202	4241	5429	1773	1	NM	NM	NA
	NM	D.K. Moskowitz, sr. v-p	695	1	5273	6813		1			NA
May include preliminary data.											
GANNETT	5260.2	J.J. Curley, chmn. & CEO	3005	25	8103	23070	226	3	21.8	-6.7	4
	19.9	D.H. McCorkindale, vice-chmn. & pres.	2634	18	5481	16394		4			4
INFINITY BROADCASTING	2449.1	M. Karmazin, chmn., pres. & CEO†	6500	63	3500*	215859	NA	NA	2.6	116.9	5
	2.4	W. Apfelbaum, chmn. & CEO-sub.†	2950	20	0	7350		NA			3
*Includes \$3.5 mil. special bonus award.											
MCGRAW-HILL	3992.0	H.W. McGraw III, chmn., pres. & CEO	2064	36	7744	16080	284	3	22.5	-30.9	3
	25.2	R.J. Bahash, exec. v-p & CFO	1299	30	10899	17086		3			4
NEW YORK TIMES	3130.6	R.T. Lewis, pres. & CEO	2044	88	2496	8664	268	2	18.4	311.6	2
	21.4	A.O. Sulzberger Jr., chmn.	1440	30	0	6861		2			2
May include preliminary data.											
TIME WARNER	27333.0	G.M. Levin, chmn. & CEO	10218	14	3091	36944	391	3	5.1	NM	4
	19.7	R.E. Turner, vice-chmn.	7600	13	0	20000		3			4
TRIBUNE	3221.9	J.W. Madigan, chmn., pres. & CEO	2585	49	10900	33329	289	4	28.0	140.5	3
	44.2	J.C. Dowdle, exec v-p.	1316	17	8631	23353		4			4
TV GUIDE	1135.3	J. Kiener, chmn. & CEO*	1149*	NA	0	NA	983	NA	24.4	-99.3	NA
	0.3	P.C. Boylan III, pres. & COO†	1203	64	518	3436		1			3
*Became CEO 7/1/99. Except \$475,000 bonus comp. paid by News Corp., then reimbursed by TV Guide.											
UNIVISION COMMUNICATIONS	693.1	A.J. Perenchio, chmn. & CEO	0*	NM	0	300	552	1	14.1	127.8	1
	16.2	R. Rodriguez, pres. & COO-sub.	1400	-70	0	7207		2			3
*Serves as CEO without remuneration.											
USA NETWORKS	3235.8	B. Diller, chmn. & CEO	500	294	22158*	38112	465	3	1.0	NM	4
	-1.0	B. Baker, pres. & COO**	2030	NA	5517	NA		NA			NA
*Includes \$630,912 in amortized unearned compensation & \$286,368 imputed interest. **Joined company 2/8/99.											
27 RAILROADS (TRANSPORTATION)											
BURLINGTON NORTHERN SANTA FE	9100.0	R.D. Krebs, chmn. & CEO	503*	-11	5221	19019	88	3	13.9	-6.7	3
	13.9	C.L. Schultz, exec. v-p	594	42	1469	4937		3			3
*Excludes portion of bonus paid in restricted stock.											
CSX	10811.0	J.W. Snow, chmn., pres. & CEO	1524	10	5602	20035	80	4	8.0	-94.8	4
	0.9	A.R. Carpenter, vice-chmn.	1196	14	360	7909		4			5
NORFOLK SOUTHERN	5254.0	D.R. Goode, chmn., pres. & CEO	1287	-49	597	11141	76	2	9.2	-74.0	3
	4.0	S.C. Tobias, vice-chmn. & COO	747	-31	394	4490		3			4
UNION PACIFIC	11273.0	R.K. Davidson, chmn. & CEO	969	8	4422	7715	77	1	2.2	9.8	2
	9.8	C.W. von Bernuth, sr. v-p	1007	164	1331	3079		2			2
28 RETAILING: FOOD (SERVICE)											
SAFEWAY	28859.9	S.A. Burd, chmn., pres. & CEO	1761	-6	0	17931	167	3	25.7	-43.2	3
	22.0	K.W. Oder, exec. v-p	1024	-7	9443	24165		5			4
29 RETAILING: NONFOOD (SERVICE)											
AMAZON.COM	1639.8	J.P. Bezos, chmn. & CEO	82	0	1	244	NA	NA	-152.3	NM	1
	-270.4	J. Galli, Jr., pres. & COO*	3002***	NA	132	NA		NA			NA
*Joined company 6/24/99. Includes \$2.9 mil. signing bonus.											
CARDINAL HEALTH	27166.7	R.D. Walter, chmn. & CEO	2619	72	2858	11306	124	3	14.2	13.5	3
	13.6	J.C. Kane, pres. & COO	1543	58	0	3619		3			2
COSTCO WHOLESALE	28401.5	J.D. Sinegal, pres. & CEO	550	3	0	1583	363	1	14.2	4.3	1
	14.6	J.H. Brotman, chmn.	550	3	1152	2735		2			1
CVS	18098.3	T.M. Ryan, chmn. & CEO	2806	40	86	12213	196	3	10.8	-23.4	3
	18.2	C.C. Conaway, pres. & COO	1633	29	553	7967		3			3

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS						
		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
GAP	M.S. Drexler, pres. & CEO	11635.4	7840	7	6541	30020	522	3	45.5	84.4	3
	J.B. Wilson, COO	50.5	3069	36	17442	33362		4			4
LIBERTY MEDIA GROUP	R.R. Bennett, pres. & CEO†	NA	1000	79	54066	NA	895	NA	NA	NA	NA
	G.S. Howard, exec. v-p & COO†	NA	773	45	20473	NA		NA			NA
LOWE'S	R.L. Tillman, chmn., pres. & CEO	15905.6	2957	40	0	7790	339	2	14.5	8.8	2
	L.D. Stone, exec. v-p & COO May include preliminary data.	14.3	1722	60	0	4024		2			2
SEARS, ROEBUCK	A.C. Martinez, chmn., pres. & CEO	41071.0	3661	54	456	8901	70	4	19.7	-15.7	2
	A.J. Lacy, pres.-services†	21.3	1398	27	1299	6739		4			3
STAPLES	T.G. Stemberg, chmn. & CEO	8936.8	1207	-9	10373	91451	258	5	14.0	23.3	4
	R.L. Sargent, pres. & COO	17.2	845	6	4474	18426		4			4
TIFFANY	M.J. Kowalski, pres. & CEO*	1461.9	1498	86	1328	5660	496	2	17.7	24.6	2
	J.E. Quinn, vice-chmn. May include preliminary data. *Became CEO 2/1/99.	19.2	949	49	991	3707		1			2
WALGREEN	L.D. Jornødt, chmn. & CEO	18645.6	1601	12	3897	15690	297	2	18.4	-1.1	3
	V.A. Brunner, exec. v-p	18.0	787	7	221	3715		2			2

30 SERVICE INDUSTRIES (SERVICE)

CENDANT	H.R. Silverman, chmn., pres. & CEO	5384.0	7250	157	4745	106879	110	5	-1.9	-179.4	5
	S.P. Holmes, vice-chmn.†	-10.4	1322	28	0	3157		2			3
CINTAS	R.J. Kohlhepp, CEO	1811.9	688	14	1923	3745	183	2	16.7	-12.9	1
	R.T. Farmer, chmn.	15.5	576	23	564	2799		2			1
CMGI	D.S. Wetherell, chmn. & CEO	376.5	559	119	2474	3544	14048	1	-19.9	-96.1	5
	A.J. Hajducky III, exec. v-p & CFO	1.0	381	86	15778	17688		1			5
CONVERGYS	J.F. Orr, pres. & CEO†	1762.9	1275	41	755	8955	NA	NA	15.3	-31.0	3
	D.F. Dougherty, pres.-sub.†	14.8	495	44	542	2784		NA			1
ENRON	K.L. Lay, chmn. & CEO	40112.0	5407	18	43845	74149	218	4	7.6	-28.3	4
	J.K. Skilling, chmn. & COO	11.4	3902	26	46360	69456		5			5
EQUITY OFFICE PROPERTIES TRUST	T.H. Callahan, pres. & CEO	1956.1	1900	9	0	12917	NA	NA	4.6	48.7	3
	R.D. Kincaid, exec. v-p & CFO	6.3	775	1	0	4963		NA			2
FEDEX	F.W. Smith, chmn., pres. & CEO	17372.0	2399	18	1750	24395	184	4	13.2	11.2	4
	K.R. Masterson, exec. v-p.	13.6	1199	-23	791	8556		3			3
FREEMARKETS	G.T. Meakem, chmn., pres. & CEO	20.9	308	NA	0	NA	NA	NA	NA	NA	NA
	S.E. Kinney, Jr., exec. v-p May include preliminary data.	-10.0	257	NA	0	NA		NA			NA
GRAINGER (W.W.)	R.L. Keyser, chmn. & CEO	4533.9	914	-33	471	5172	124	2	16.3	-14.4	2
	J.D. Fluno, vice-chmn.	12.2	673	-32	1124	5000		3			2
IMS HEALTH	V.R. Fash, pres. & CEO*	1398.0	1528	23	728	11936	198	3	37.1	126.4	2
	R.E. Weissman, chmn. *Became CEO 3/19/99.	50.7	1751	-8	0	32508		5			4
OMNICOM GROUP	J.D. Wren, pres. & CEO	5130.5	3425*	0	0	10275	451	2	25.1	6.1	2
	T.L. Harrison, chmn. & CEO-sub. May include preliminary data.	23.4	3325*	NA	0	NA		NA			NA
PAYCHEX	B.T. Golisano, chmn., pres. & CEO	1272.5	834	20	0	2171	268	1	31.9	10.0	1
	W. Turek, v-p-sales	32.9	387	14	11849	13123		3			3
RAMBUS	G. Tate, CEO	44.7	334	18	1522	7208	NA	NA	12.6	NM	NA
	D. Mooring, pres.	14.0	299	21	0	1922		NA			NA
TENET HEALTHCARE	J.C. Barbakow, chmn. & CEO	11417.0	1822	-35	0	6939	107	3	7.7	NM	2
	M.H. Focht, pres. & COO†	6.1	1163	-39	0	4622		3			2
WELLPOINT HEALTH NETWORKS	L.D. Schaeffer, chmn. & CEO	7485.4	3205	50	5964	13527	192	3	21.8	-2.4	3
	R.A. Williams, exec. v-p	22.6	1099	34	2420	7254		3			3

31 STEEL (INDUSTRIAL: LOW TECH)

NUCOR	H.D. Aycock, chmn., pres. & CEO*	4009.3	645	NA	212	NA	111	NA	13.1	-29.9	NA
	S. Siegel, vice-chmn. & CFO† *Became CEO 6/3/99.	10.8	508	-7	209	2442		1			1

32 TELECOMMUNICATIONS (TELECOMMUNICATIONS)

ADC TELECOMMUNICATIONS	W.J. Cadogan, chmn., pres., CEO & COO	2067.3	1096*	73	0	8309	233	2	13.9	-22.3	2
	L.J. Davis, sr. v-p & pres.-sub. *Excludes portion of bonus paid in 314,338 options. **Excludes portion of bonus paid in 196,819 options.	11.0	716**	67	4559	9617		3			3
ALLTEL	J.T. Ford, chmn. & CEO	6302.3	1763	23	1131	8668	283	2	19.2	33.7	2
	D.E. Foster, vice-chmn. *Includes \$2 mil. additional bonus and \$939,110 excise tax reimbursement.	18.6	3430*	75	5024*	NA		NA			NA
AT&T	C.M. Armstrong, chmn. & CEO	62391.0	4341	14	2459	25827	198	3	14.9	-84.3	4
	J.D. Zeglis, chmn. & CEO-sub.	4.3	3385	53	7144	22763		5			4
BELLSOUTH	F.D. Ackerman, chmn., pres. & CEO	25224.0	3592	20	1249	17275	248	3	22.2	7.7	3
	J.A. Drummond, vice-chmn.	23.3	1671	12	543	5816		2			2

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	1999 SALES: \$ MILLIONS ROE: %	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS						
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG- TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT			
						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
CENTURYTEL	1676.7 13.0	G.F. Post III, vice-chmn., pres. & CEO C.M. Williams, chmn.	1030* 1084*	5 3	5349 15375	10443 20009	352	2 3	15.9	2.9	2 4	
		*Excludes portion of bonus paid in restricted stock.										
CIENA	533.9 1.3	P.H. Nettles, pres. & CEO G.B. Smith, sr. v-p & COO†	711 493	58 97	0 0	1583 NA	NA NA	NA NA	14.5	-99.6	5 NA	
EFFICIENT NETWORKS	51.6 -8.9	M.A. Floyd, pres. & CEO† D.B. Stefan, v-p-sales†	280 238	41 84	0 0	NA NA	NA NA	NA NA	NM	NA	NA NA	
FOCAL COMMUNICATIONS	126.9 -15.7	R.C. Taylor, Jr., CEO† J.R. Barnicle, COO†	392 322	57 50	0 0	812 704	NA NA	NA NA	NM	NA	NA NA	
GLOBAL CROSSING	1664.8 -0.8	R. Annunziata, CEO†* J.A. Scarpati, CAO	11465* 2036**	NA NA	2243 0	NA NA	NA NA	NA NA	-11.0	NA	NA NA	
		*Became CEO 2/1/99. Includes \$10 mil. signing bonus. Resigned 3/2/2000. **Includes \$2 mil. signing bonus.										
GTE	25336.0 37.5	C.R. Lee, chmn. & CEO K.B. Foster, pres.†	2969 2055	18 9	10159 6277	24049 15123	172	4 4	33.6	-1.6	3 3	
LUCENT TECHNOLOGIES	38467.0 21.6	R.A. McGinn, chmn. & CEO D.C. Stanzione, exec. v-p & COO	6387 3948	-51 22	2166 1479	46926 23629	654	3 2	18.4	159.3	3 3	
QWEST COMMUNICATIONS INTL.	3927.6 6.6	J.P. Nacchio, chmn. & CEO A. Mohebbi, pres. & COO**	1543 913**	29 NA	67560* 0	96581 NA	NA NA	NA NA	-3.2	NM	3 NA	
		*Includes \$2.0 mil. equalization payment. **Joined company 5/1/99. Incl. \$168,000 transition payment, \$100,000 forgiveness of loan.										
SBC COMMUNICATIONS	49489.0 24.6	E.E. Whitacre, Jr., chmn. & CEO R.C. Notebaert, CEO-Ameritech	8031 7413	20 NA	28253* 16448**	74482 NA	202	5 NA	23.8	-20.0	4 NA	
		**Includes \$250,000 Special Performance Award. **Includes \$13.2 mil. change-in-control agreement with Ameritech.										
SCIENTIFIC-ATLANTA	1397.3 14.7	J.F. McDonald, pres. & CEO C.J. Wredberg, sr. v-p & COO	1400 721	14 26	3243 1385	7552 3420	375	1 1	13.0	852.1	1 1	
SPRINT FON GROUP	17016.0 16.6	W.T. Esrey, chmn. & CEO R.T. LeMay, pres. & COO	2456 1701	27 18	74524 21722	111313 45206	397	4 4	14.7	18.7	4 5	
TELLABS	2319.5 27.3	M.J. Birck, chmn. & CEO B.J. Jackman, pres.-sub.	667 456	-10 -8	0 7122	1987 12629	341	1 3	28.2	36.8	1 2	
WILLIAMS COMMUNICATIONS GRP.	2023.0 -17.0	H.E. Janzen, pres. & CEO† F.M. Semple, sr. v-p & COO†	678* 346	29 4	2331 35	6594 1737	NA NA	NA NA	NA	NA	NA NA	
		*Compensation is also included in Williams Companies.										
33 TEXTILES, APPAREL (CONSUMER PRODUCTS)												
NIKE	8919.9 16.4	P.H. Knight, chmn. & CEO I.T. Todd, v-p	2007 3600*	82 NA	542 78	5770 NA	85	3 NA	14.1	-35.0	2 NA	
		*Includes \$2 mil. signing bonus.										
34 TOBACCO (CONSUMER PRODUCTS)												
PHILIP MORRIS	61751.0 50.2	G.C. Bible, chmn. & CEO W.H. Webb, COO	6319 2768	18 37	13260 2283	56134 12903	70	5 4	41.9	13.1	4 3	
35 TRUCKING (TRANSPORTATION)												
UNITED PARCEL SERVICE	27052.0 7.1	J.P. Kelly, chmn. & CEO J.W. Alden, vice-chmn., sr. v-pt	1497 1059	37 26	462 385	4287 3281	NA NA	NA NA	15.4	-63.6	1 2	
36 UTILITIES (UTILITIES)												
AES	3253.0 9.3	D.W. Bakke, pres. & CEO B.J. Sharp, sr. v-p & CFO	18* 590	-96 -19	1964 435	5832 4325	322	2 2	13.0	-46.4	3 4	
		*Compensation granted exclusively in stock options.										
CALPINE	811.1 10.0	P. Cartwright, chmn., pres. & CEO A.B. Curtis, exec. v-p & CFO	1409 663	41 41	1868 1297	6237 2793	640	1 1	13.5	8.4	2 3	
		May include preliminary data.										
CAROLINA POWER & LIGHT	3357.6 11.1	W. Cavanaugh III, chmn., pres. & CEO C.S. Orser, exec. v-p	1466 658	23 17	304 122	8185 3535	97	4 4	12.7	-21.7	4 3	
CONSTELLATION ENERGY GROUP	3786.2 10.9	C.H. Poindexter, chmn., pres. & CEO E.A. Croke, vice-chmn.†	1227 783	50 38	583 404	3661 2472	128	2 3	10.0	14.4	2 2	
DOMINION RESOURCES	5520.0 11.6	T.E. Capps, chmn., pres. & CEO J.P. O'Hanlon, exec. v-pt	1325 538	-41 5	1094 538*	7696 2138	123	3 2	9.9	20.9	3 2	
		*Includes \$351,000 in settlement for employment agreement.										
DTE ENERGY	4728.0 12.4	A.F. Earley, Jr., chmn. & CEO G.M. Anderson, pres. & COO-sub.	1200 551	38 31	128 88	4108 1515	116	2 2	12.0	37.4	2 1	
DUKE ENERGY	21742.0 9.2	R.B. Priory, chmn., pres. & CEO H.J. Padewer, group pres.*	2002 720	15 NA	0 443	6073 NA	122	3 NA	12.1	-34.5	3 NA	
		*Joined company 1/1/99.										
EDISON INTERNATIONAL	9670.1 12.0	J.E. Bryson, chmn. & CEO S.E. Frank, pres. & COO-SCE	2238 1306	16 16	346 1	6700 3412	147	3 3	12.6	6.7	3 3	
EL PASO ENERGY	10581.0 -8.2	W.A. Wise, pres. & CEO H.B. Austin, exec. v-p & CFO	4214* 1499*	140 102	42609* 8409*	52589 13330	165	5 5	4.0	-454.0	5 5	
		*Unspecified portion of bonus paid in restricted stock—included under both columns.										

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE	1999 COMPENSATION			1997-99 PAY-PERFORMANCE ANALYSIS						
		1999 SALES: \$ MILLIONS ROE: %	TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1998	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT		
					TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
ENTERGY	J.W. Leonard, CEO*	8773.2	1615	-1	0	NA	110	NA	7.3	22.7	NA
	D.C. Hintz, pres. *Became CEO 1/1/99.	7.8	1107	45	4	2257		3			2
FIRSTENERGY	H.P. Burg, chmn. & CEO*	6319.6	986	66	81	2506	118	2	9.9	3.0	1
	W.R. Holland, chmn. & CEO† *Became CEO 4/29/99.	12.5	1185	32	672	4833		4			4
FPL GROUP	J.L. Broadhead, chmn. & CEO	6438.0	1970	-2	3707	12971	104	5	12.9	2.9	4
	P.J. Evanson, pres.-FPL	13.0	1254	10	1738	6135		5			4
MONTANA POWER	R.P. Gannon, chmn., pres. & CEO	1342.3	672*	41	313	2601	388	1	13.9	27.2	1
	M.J. Meldahl, exec. v-p† *1999 Interim Bonus Plan amount not yet determined.	14.5	372*	85	460	1170		1			1
PG&E	R.D. Glynn, Jr., chmn., pres. & CEO	20820.0	2047	22	176	5548	111	3	5.7	-97.8	3
	G.R. Smith, sr. v-p; pres. & CEO-sub.	0.2	1020	20	74	2709		3			3
PUBLIC SERVICE ENTERPRISE GROUP	E.J. Ferland, chmn., pres. & CEO	6497.0	1549	12	355	9873	155	4	13.8	60.6	4
TEXAS UTILITIES	L.R. Codey, pres. & COO-PSE&G†	17117.9	768	5	164	2459		2			2
	E. Nye, chmn. & CEO	11.8	1383	18	750	5471	103	3	10.1	-5.4	2
WILLIAMS	D.W. Biegler, pres. & COO†	11.8	806	12	310	2640		3			3
	K.E. Bailey, chmn., pres. & CEO	8593.1	903	-7	663	19581	173	4	5.4	-73.6	5
	H.E. Janzen, pres. & CEO-sub.† *Compensation also included in Williams Communications Group.	2.9	678*	29	2331	7754		4			5

ALPHABETICAL LIST OF COMPANIES

The number following each company name identifies the Scoreboard category under which it is listed

Abbott Laboratories 11	Best Buy 3	Cox Communications 26	Forest Laboratories 11	Loews 21	PepsiCo 6	SunTrust Banks 5
Adaptec 22	Bestfoods 13	Cree 12	Fort James 24	Lowe's 29	Pfizer 11	Synovus Financial 5
ADC Telecomm. 32	BJ Services 23	CSX 27	FPL Group 36	LSI Logic 12	PG&E 36	Sysco 13
Adobe Systems 22	Block (H&R) 21	CVS 29	Franklin Resources 21	Lucent Technologies 32	Pharmacia & Upjohn 11	Tandy 3
Advanced Micro 12	BMC Software 22	Cypress Semiconductor 12	FreeMarkets 30	Lycos 22	Philip Morris 34	Tellabs 32
AES 36	Boeing 1	Dana 4	Gannett 26	Marriott Intl. 14	Phone.com 22	Tenet Healthcare 30
Aether Systems 22	Bristol-Myers Squibb 11	Danaher 19	Gap 29	Marsh & McLennan 21	Pitney Bowes 22	Teradyne 16
Aetna 21	Broadcom 12	Deere 15	General Dynamics 1	Marshall & Ilsley 5	PNC Bank 5	Texaco 20
AFLAC 21	Brocade Communications 22	Delphi Automotive Systems 4	General Electric 9	Maxim Integrated Prods. 12	PPG Industries 7	Texas Instruments 12
Agilent Technologies 16	Burlington Northern Santa Fe 27	Delta Air Lines 2	General Mills 13	MBIA 21	Praxair 8	Texas Utilities 36
Air Products & Chemicals 8	Burlington Resources 20	Diamond Offshore 23	General Motors 4	MBNA 5	Price (T. Rowe) 21	Textron 9
Akamai Technologies 22	Cabletron Systems 22	Digex 22	Gillette 25	McGraw-Hill 26	Priceline.com 22	3Com 22
Alcoa 18	Calpine 36	Disney (Walt) 26	Global Crossing 32	MedImmune 11	Procter & Gamble 25	TIBCO Software 22
Allergan 11	Campbell Soup 13	Domination Resources 36	Golden West 21	Melltronix 11	Progressive 21	Tiffany 29
Allstate 21	Capital One Financial 21	Donaldson, Lufkin & Jenrette 21	Goldman Sachs Group 21	Mellon Financial 5	Provident Financial 5	Time Warner 26
Alltel 32	Cardinal Health 29	Dover 15	Grainger (W.W.) 30	Merck 11	PSINet 22	Travelers Property Casualty 21
Altera 12	Carnival 17	Dow Chemical 8	GTE 32	Merrill Lynch 21	Public Service Ent. 36	Tribune 26
Amazon.com 29	Carolina Power 36	Dow Jones 26	Guidant 11	MGIC Investment 21	Ologic 12	Tricon Global Restaurants 14
Amerada Hess 20	Caterpillar 15	DTE Energy 36	Harley-Davidson 17	Micrel 12	Qualcomm 12	TRW 9
America Online 22	Cendant 30	Duke Energy 36	Heinz (H.J.) 13	Microchip Technology 12	Qwest Communications 32	TV Guide 26
Agilent Express 21	CenturyTel 32	Dun & Bradstreet 21	Hershey Foods 13	Micromuse 22	Ralston Purina 13	Tyco International 12
American General 21	Chase Manhattan 5	DuPont 8	Hewlett-Packard 22	Micron Technology 12	Rambus 30	U.S. Bancorp 5
American Home 11	Chevron 20	E*Trade Group 21	Honeywell Intl. 9	Microsoft 22	Rational Software 22	Union Carbide 8
American Intl. Group 21	Chubb 21	Eastman Kodak 17	Hormel Foods 13	MicroStrategy 22	Raytheon 1	Union Pacific 27
AMFM 26	Ciena 32	Eaton 12	Household Intl. 21	Millennium Pharm. 11	Redback Networks 22	Union Planters 5
Amgen 11	Cigna 21	EchoStar Communications 26	Huntington Bancshares 5	Minnesota Mining 19	Rockwell International 12	Unisys 22
AmSouth Bancorporation 5	Cincinnati Financial 21	Ecolab 25	IBM 22	Molex 12	Rohm & Haas 8	United Parcel Service 35
Anadarko Petroleum 20	Cintas 30	Edison International 36	Illinois Tool Works 15	Monsanto 8	Sabre Holdings 22	United Technologies 1
Analog Devices 12	Circuit City Group 3	Efficient Networks 32	Immunex 11	Montana Power 36	Safeguard Scientifics 22	Univision Commun. 26
Anheuser-Busch 6	Cisco Systems 22	El Paso Energy 36	IMS Health 30	Morgan (J.P.) 5	Safeway 28	USA Networks 26
Aon 21	Citigroup 21	Electronic Arts 22	Infinity Broadcasting 26	Morgan Stanley Dean Witter 21	SanDisk 22	USX-Marathon 20
Apple Computer 22	Citrix Systems 22	EMC 22	Ingersoll-Rand 15	Motorola 12	Sanmina 12	Veritas Software 22
Applied Materials 15	Clear Channel Comms. 26	Emerson Electric 12	Inktomi 12	Nabisco Holdings 13	Sara Lee 13	Vitesse Semiconductor 12
Archer Daniels 13	Clorox 25	Emulex 22	InterNAP Network Svcs. 22	National City 5	SBC Communications 32	Vulcan Materials 7
Ariba 22	CMGI 30	Engage Technologies 22	Intuit 22	National Semicond. 12	Schering-Plough 11	Wachovia 5
Associates First Capital 21	CNA Financial 21	Enron 30	Jabil Circuit 12	Network Appliance 22	Schlumberger 23	Walgreen 29
AT&T 32	Coastal 20	ENSCO International 23	JDS Uniphase 12	Network Solutions 22	Schwab (Charles) 21	Warner-Lambert 11
Atlantic Richfield 20	Coca-Cola 6	Entergy 36	Jefferson-Pilot 21	New York Times 26	SCI Systems 12	Washington Mutual 21
Atmel 12	Coca-Cola Enterprises 6	Entrust Technologies 22	Johnson & Johnson 11	Nike 33	Scientific-Atlanta 32	Waters 16
Automatic Data 22	Colgate-Palmolive 25	Equity Office Properties 30	Johnson Controls 19	Noble Drilling 23	SDL 12	WellPoint Health 30
Avery Dennison 10	Comdisco 22	Estee Lauder 25	Juniper Networks 22	Norfolk Southern 27	Seagate Technology 22	Wells Fargo 5
Avon Products 25	Compaq Computer 22	E-TEK Dynamics 12	Kana Comms. 22	Northern Trust 5	Sears, Roebuck 29	Weyerhaeuser 24
AXA Financial 21	Computer Associates 22	Extreme Networks 22	Kellogg 13	Novell 22	Soletron 12	Whirlpool 3
Baker Hughes 23	Computer Sciences 22	FedEx 30	Kerr-McGee 20	Nucor 31	Sprint FON Group 32	Williams Communications 24
Bank of America 5	Compuware 22	Fifth Third Bancorp 5	Kimberly-Clark 24	Occidental Pet. 20	St. Paul 21	Williams Communications 32
Bank of New York 5	ConAgra 13	First Data 22	KLA-Tencor 16	Omnicom Group 30	Staples 29	Wrigley (Wm.) Jr. 13
Baxter International 11	Conaxant Systems 12	First Union 5	Lehman Brothers Holdings 21	Oracle 22	Starbucks 13	Sun Microsystems 22
BB&T 5	Cococo 20	First Star 5	Lexmark International 22	Parker Hannifin 19	State Street 5	SunGard Data Systems 22
Bear Stearns 21	Constellation Energy 36	FirstEnergy 36	Liberty Media 29	Parametric Technology 22	Stryker 11	
Becton, Dickinson 11	Convergys 30	Fiserv 22	Lilly (Eli) 11	Parker Hannifin 19	Summit Bancorp. 5	
BellSouth 32	Corning 19	FleetBoston Financial 5	Linear Technology 12	Paychex 30	Sun Microsystems 22	
Berkshire Hathaway 21	Costco Wholesale 29	Focal Communications 32	Lockheed Martin 1	PE Biosystems 16	SunGard Data Systems 22	