

# Executive Compensation

## Pay at some of the biggest U.S. companies, grouped by industry

COMPANY	EXECUTIVE	2003 COMPENSATION					WEALTH	2001-03 PAY PERFORMANCE		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG- TERM COMP. \$000	TOTAL COMP. \$000		PAY VS. SHAREHOLDER RETURN		
TOTAL ANNUAL COMPENSATION	VALUE OF REMAINING OPTIONS						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING	
<b>1 AEROSPACE (INDUSTRIAL: HIGH TECH)</b>										
Boeing	P.M. Condit, chmn. & CEO†*	2437	621	593	160	3811	3171	11885	67	③
	H.C. Stonecipher, pres. & CEO**	256	190	0	3	449	32814	6034		③
*Left office 12/1/03. **Became CEO 12/1/03.										
General Dynamics	N.D. Chabreja, chmn. & CEO	3901	2772	2897	0	9570	35062	30533	121	③
Goodrich	M.O. Larsen, chmn., pres. & CEO*	1436	0	52	116	1604	3406	4934	95	④
	D.L. Burner, chmn. & CEO†	1920	0	65	213	2198	3386	6680		③
*Became CEO 4/1/03.										
Lockheed Martin	V.D. Coffman, chmn. & CEO	5186	0	0	8510	13696	13690	55589	156	②
Raytheon	W.H. Swanson, chmn. & CEO*	2359	3939	0	38	6336	2440	12215	104	③
	D.P. Burnham, chmn. & CEO	1653	0	0	41	1694	4162	13204		③
*Became CEO 7/1/03.										
Rockwell Collins	C.M. Jones, chmn., pres. & CEO	1258	0	45	2475	3778	3845	5723	NA	NA
United Technologies	G. David, chmn. & CEO	4226	0	66227	0	70452	210016	102753	126	②
<b>2 APPLIANCES (CONSUMER PRODUCTS)</b>										
Harman Intl. Industries	B.A. Girod, vice-chmn. & CEO	2300	0	179	0	2479	24527	5945	408	⑤
Leggett & Platt	F.E. Wright, chmn. & CEO	3	0	0	0	3	15304	1839	123	⑤
Whirlpool	D.R. Whitwam, chmn. & CEO	2541	0	2053	1772	6366	14413	14947	163	④
<b>3 AUTOMOTIVE (CONSUMER PRODUCTS)</b>										
Dana	J.M. Magliochetti, pres., CEO & COO*	1503	166	0	0	1669	1908	5137	127	⑤
	*Passed away 9/22/03.									
Delphi	J.T. Battenberg III, chmn., pres. & CEO	1782	1214	0	732	3728	1708	13398	98	③
Eaton	A.M. Cutler, chmn., pres. & CEO	2548	932	2840	1844	8165	32591	17628	177	③
Navistar International	D.C. Ustian, pres. & CEO*	742	48	225	0	1014	3514	3197	183	⑤
	*Became CEO 2/18/03.									
Paccar	M.C. Pigott, chmn. & CEO	2156	0	0	1069	3225	38393	9294	283	⑤
<b>4 BANKS &amp; BANK HOLDING COMPANIES (FINANCIAL SERVICES)</b>										
AmSouth Bancorporation	C.D. Ritter, chmn., pres. & CEO	3071	0	2864	0	5935	14582	18332	183	④
Bank of New York	T.A. Renyi, chmn. & CEO	10883	2870	845	0	14598	26380	38290	64	①
Banknorth Group	W.J. Ryan, chmn., pres. & CEO	1030	0	0	1125	2155	14901	7046	176	⑤
BB&T	J.A. Allison IV, chmn. & CEO	887	0	672	688	2248	11797	10426	114	④
Charter One Financial	C.J. Koch, CEO	1957	0	3427	0	5384	26731	11009	144	④
Compass Bancshares	D.P. Jones Jr., chmn. & CEO	1971	1877	132	0	3981	10857	10782	182	④
Fifth Third Bancorp	G.A. Schaefer, Jr., pres. & CEO	2076	860	8747	0	11683	63415	17371	104	③
First Tennessee National	J.K. Glass, chmn., pres. & CEO	2049	2076	318	16	4459	10425	8613	166	④
FleetBoston Financial	C.K. Gifford, chmn. & CEO	7099	3783	0	0	10882	20428	15226	132	③
Huntington Bancshares	T.E. Hoaglin, chmn., pres. & CEO	1612	0	0	0	1612	5192	3825	155	⑤
KeyCorp	H.L. Meyer III, chmn., pres. & CEO	1561	1034	1601	0	4196	6439	10705	120	④
M&T Bank	R.G. Wilmers, chmn., pres. & CEO	931	0	13873	0	14803	68537	40175	151	②
Marshall & Ilsley	D.J. Kuester, pres. & CEO	2065	783	1013	1125	4985	14131	13420	160	④
MBNA	C.M. Cawley, pres. & CEO	7500	27294	0	63	34857	36746	127421	105	①
	B.L. Hammonds, pres. & CEO*	4625	5741	10870	0	21236	59041	72278		①
*Became CEO 12/30/03.										
Mellon Financial	M.G. McGuinn, chmn. & CEO	2031*	6970	0	4	9006	2581	32262	69	②
*Excludes 25% of bonus paid in restricted stock.										
National City	D.A. Daberko, chmn. & CEO	2262	1794	1471	780	6306	14843	18044	133	③
National Commerce Financial	W.R. Reed, Jr., pres. & CEO*	419	0	516	1	936	2623	4363	119	⑤
	E.C. Roessler, pres. & CEO†	439	0	4675	9714**	14828	2727	19814		②
*Became CEO 5/29/03. **Includes \$9.7 mil. payment related to termination. (Left office 5/29/03.)										
North Fork Bancorporation	J.A. Kanas, chmn., pres. & CEO	4651	5216	384	0	10251	3395	30654	180	③
Northern Trust	W.A. Osborn, chmn., pres. & CEO	975	489	951	1863	4277	15155	14637	59	②

# CORPORATE SCOREBOARD

COMPANY	EXECUTIVE	2003 COMPENSATION					WEALTH VALUE OF REMAINING OPTIONS	2001-03 PAY PERFORMANCE PAY VS. SHAREHOLDER RETURN		
		TOTAL ANNUAL COMPENSATION						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG- TERM COMP. \$000	TOTAL COMP. \$000				
<b>PNC Financial Services Group</b>	<b>J.E. Rohr, chmn. &amp; CEO</b>	2763	<b>4537</b>	2930	<b>0</b>	10229	<b>4227</b>	20598	<b>84</b>	<b>2</b>
<b>Popular</b>	<b>R.L. Carrion, chmn., pres. &amp; CEO</b>	637	<b>0</b>	0	<b>0</b>	637	<b>0</b>	1912	<b>184</b>	<b>5</b>
<b>Provident Financial</b>	<b>J.W. Saunders, chmn., pres. &amp; CEO</b>	2748	<b>226</b>	0	<b>0</b>	2975	<b>16598</b>	8919	<b>20</b>	<b>2</b>
<b>Regions Financial</b>	<b>C.E. Jones, Jr., chmn., pres. &amp; CEO</b>	2000	<b>1014</b>	277	<b>0</b>	3290	<b>6391</b>	10411	<b>152</b>	<b>4</b>
	May contain preliminary data.									
<b>SouthTrust</b>	<b>W.D. Malone, Jr., chmn., pres. &amp; CEO</b>	5998	<b>0</b>	0	<b>3332</b>	9330	<b>57956</b>	20418	<b>174</b>	<b>3</b>
<b>State Street</b>	<b>D.A. Spina, chmn. &amp; CEO</b>	2254	<b>0</b>	4852	<b>0</b>	7105	<b>37963</b>	16241	<b>87</b>	<b>3</b>
<b>SunTrust Banks</b>	<b>L.P. Humann, chmn., pres. &amp; CEO</b>	1955	<b>360</b>	130	<b>0</b>	2444	<b>6815</b>	6104	<b>123</b>	<b>4</b>
<b>Synovus Financial</b>	<b>J.H. Blanchard, CEO</b>	770	<b>0</b>	3118	<b>74</b>	3963	<b>33527</b>	8336	<b>115</b>	<b>4</b>
<b>U.S. Bancorp</b>	<b>J.A. Grundhofer, chmn., pres. &amp; CEO</b>	3687	<b>0</b>	13079	<b>0</b>	16765	<b>86277</b>	39382	<b>142</b>	<b>2</b>
<b>UnionBanCal</b>	<b>N. Kanari, pres. &amp; CEO</b>	544	<b>0</b>	0	<b>0</b>	544	<b>0</b>	1683	<b>259</b>	<b>5</b>
<b>Wachovia</b>	<b>G.K. Thompson, chmn., pres. &amp; CEO</b>	6427	<b>3143</b>	0	<b>0</b>	9570	<b>36774</b>	21159	<b>183</b>	<b>3</b>
<b>Wells Fargo</b>	<b>R.M. Kovacevich, chmn., pres. &amp; CEO</b>	8497	<b>0</b>	27412	<b>0</b>	35908	<b>76501</b>	62270	<b>114</b>	<b>2</b>
<b>Zions Bancorporation</b>	<b>H.H. Simmons, chmn., pres. &amp; CEO</b>	1075	<b>0</b>	379	<b>0</b>	1454	<b>3557</b>	4263	<b>103</b>	<b>5</b>
<b>5 BEVERAGES (CONSUMER PRODUCTS)</b>										
<b>Anheuser-Busch</b>	<b>P.T. Stokes, pres. &amp; CEO</b>	4907	<b>0</b>	6563	<b>1</b>	11472	<b>46208</b>	39109	<b>121</b>	<b>2</b>
<b>Coca-Cola</b>	<b>D.N. Daft, chmn. &amp; CEO</b>	5700	<b>0</b>	672	<b>0</b>	6372	<b>4489</b>	67057	<b>88</b>	<b>1</b>
<b>Coca-Cola Enterprises</b>	<b>L.F. Kline, chmn. &amp; CEO</b>	2043	<b>3285</b>	0	<b>9</b>	5337	<b>3806</b>	8918	<b>118</b>	<b>4</b>
	<b>J.R. Alm, pres. &amp; COO*</b>	1953	<b>3066</b>	0	<b>6</b>	5025	<b>5479</b>	9298	<b>3</b>	<b>3</b>
	*Became CEO 1/1/04.									
<b>Pepsi Bottling Group</b>	<b>J.T. Cahill, chmn. &amp; CEO</b>	1360	<b>1500</b>	0	<b>0</b>	2860	<b>15109</b>	6256	<b>122</b>	<b>4</b>
<b>PepsiCo</b>	<b>S.S. Reinemund, chmn. &amp; CEO</b>	4949	<b>0</b>	11657	<b>809</b>	17415	<b>48934</b>	39112	<b>98</b>	<b>1</b>
<b>6 BUILDING (INDUSTRIAL: LOW TECH)</b>										
<b>American Standard</b>	<b>F.M. Poses, chmn. &amp; CEO</b>	2775	<b>0</b>	0	<b>1475</b>	4250	<b>124620</b>	10312	<b>204</b>	<b>4</b>
<b>PPG Industries</b>	<b>R.W. LeBoeuf, chmn. &amp; CEO</b>	2359	<b>0</b>	1036	<b>5698</b>	9093	<b>8493</b>	14764	<b>152</b>	<b>3</b>
<b>7 CHEMICALS (INDUSTRIAL: LOW TECH)</b>										
<b>Air Products &amp; Chemicals</b>	<b>J.P. Jones III, chmn., pres. &amp; CEO</b>	1594	<b>0</b>	956	<b>325</b>	2875	<b>12112</b>	7984	<b>136</b>	<b>3</b>
<b>Dow Chemical</b>	<b>W.S. Stavropoulos, chmn. &amp; CEO†</b>	3763	<b>6518</b>	5510	<b>1004</b>	16795	<b>23301</b>	23845	<b>128</b>	<b>2</b>
<b>DuPont</b>	<b>C.O. Holliday, Jr., chmn. &amp; CEO</b>	2418	<b>0</b>	64	<b>0</b>	2482	<b>81</b>	6852	<b>105</b>	<b>3</b>
<b>Eastman Chemical</b>	<b>J.B. Ferguson, chmn. &amp; CEO</b>	1095	<b>0</b>	0	<b>184</b>	1279	<b>1963</b>	4088	<b>93</b>	<b>4</b>
<b>Intl. Flavors &amp; Fragrances</b>	<b>R.A. Goldstein, chmn. &amp; CEO</b>	1502	<b>0</b>	0	<b>3389</b>	4891	<b>2217</b>	26849	<b>183</b>	<b>2</b>
<b>Monsanto</b>	<b>F.V. AtLee III, pres. &amp; CEO†</b>	474*	<b>0</b>	0	<b>0</b>	474	<b>1423</b>	1293	<b>113</b>	<b>5</b>
	<b>H. Grant, chmn., pres. &amp; CEO**</b>	449**	<b>0</b>	0	<b>0</b>	449	<b>5404</b>	4539	<b>3</b>	<b>3</b>
	Compensation for both is for an 8-month period. *Includes \$233,333 in consulting fees. **Became CEO 5/29/03.									
<b>Praxair</b>	<b>D.H. Reilley, chmn., pres. &amp; CEO</b>	2405	<b>0</b>	0	<b>0</b>	2405	<b>29576</b>	6244	<b>180</b>	<b>5</b>
<b>Rohm &amp; Haas</b>	<b>R.L. Gupta, chmn. &amp; CEO</b>	1352	<b>1400</b>	0	<b>374</b>	3126	<b>7757</b>	5845	<b>126</b>	<b>4</b>
<b>8 CONGLOMERATES (INDUSTRIAL: LOW TECH)</b>										
<b>General Electric</b>	<b>J.R. Immelt, chmn. &amp; CEO</b>	7403	<b>0</b>	4177	<b>0</b>	11580	<b>16062</b>	33061	<b>69</b>	<b>1</b>
<b>Honeywell International</b>	<b>D.M. Cote, chmn. &amp; CEO</b>	4197	<b>0</b>	0	<b>2291*</b>	6487	<b>5810</b>	NA	<b>76</b>	NA
	*Includes \$2.25 mil. sign-on bonus.									
<b>Pall</b>	<b>E. Krasnoff, chmn. &amp; CEO</b>	1700	<b>21</b>	137	<b>1</b>	1859	<b>2167</b>	3988	<b>135</b>	<b>5</b>
<b>Textron</b>	<b>L.B. Campbell, chmn., pres. &amp; CEO</b>	3176	<b>1454</b>	1238	<b>2135</b>	8004	<b>9327</b>	20333	<b>135</b>	<b>2</b>
<b>Tyco International</b>	<b>E.D. Breen, chmn. &amp; CEO</b>	3196	<b>0</b>	0	<b>0</b>	3196	<b>77726</b>	NA	<b>48</b>	NA
<b>9 CONTAINERS (INDUSTRIAL: LOW TECH)</b>										
<b>Ball</b>	<b>R.D. Hoover, chmn., pres. &amp; CEO</b>	2262	<b>1126</b>	1592	<b>1512</b>	6493	<b>16553</b>	18196	<b>266</b>	<b>3</b>
<b>MeadWestvaco</b>	<b>J.A. Luke, Jr., pres. &amp; CEO</b>	1325	<b>0</b>	256	<b>168</b>	1749	<b>1770</b>	4603	<b>113</b>	<b>4</b>
<b>Pactiv</b>	<b>R.L. Wambold, chmn. &amp; CEO</b>	1778	<b>0</b>	0	<b>299</b>	2077	<b>14914</b>	8073	<b>193</b>	<b>4</b>
<b>Sealed Air</b>	<b>W.V. Hickey, pres. &amp; CEO</b>	855	<b>1196</b>	0	<b>0</b>	2051	<b>0</b>	4650	<b>178</b>	<b>5</b>
<b>Temple-Inland</b>	<b>K.M. Jastrow II, chmn. &amp; CEO</b>	1094	<b>681</b>	0	<b>0</b>	1775	<b>3761</b>	5085	<b>126</b>	<b>4</b>
<b>10 DRUGS (CONSUMER PRODUCTS)</b>										
<b>Abbott Laboratories</b>	<b>M.D. White, chmn. &amp; CEO</b>	3399	<b>0</b>	0	<b>0</b>	3399	<b>13507</b>	28276	<b>102</b>	<b>2</b>
<b>Allergan</b>	<b>D.E. Pyott, chmn., pres. &amp; CEO</b>	2176	<b>0</b>	6657	<b>0</b>	8833	<b>33019</b>	12645	<b>84</b>	<b>3</b>
<b>Amgen</b>	<b>K.W. Sharer, chmn., pres. &amp; CEO</b>	3791	<b>0</b>	5358	<b>0</b>	9149	<b>11011</b>	35048	<b>97</b>	<b>2</b>
<b>Bard (C.R.)</b>	<b>W.H. Longfield, chmn. &amp; CEO*</b>	2059	<b>0</b>	0	<b>13883</b>	15942	<b>26502</b>	32499	<b>183</b>	<b>3</b>
	<b>T.M. Ring, chmn. &amp; CEO**</b>	1918	<b>0</b>	0	<b>377</b>	2294	<b>10989</b>	6606	<b>4</b>	<b>4</b>
	*Left office 8/8/03. **Became CEO 8/8/03.									
<b>Barr Pharmaceuticals</b>	<b>B.L. Downey, chmn. &amp; CEO</b>	1346	<b>0</b>	0	<b>21</b>	1367	<b>54364</b>	3660	<b>158</b>	<b>5</b>
<b>Baxter International</b>	<b>H.M. Jansen Kraemer, Jr., chmn. &amp; CEO</b>	1750	<b>0</b>	233	<b>0</b>	1983	<b>5497</b>	5426	<b>73</b>	<b>4</b>
<b>Becton, Dickinson</b>	<b>E.J. Ludwig, chmn., pres. &amp; CEO</b>	1687	<b>0</b>	1233	<b>0</b>	2920	<b>13469</b>	6916	<b>123</b>	<b>4</b>
<b>Biomet</b>	<b>D.A. Miller, pres. &amp; CEO</b>	529	<b>0</b>	0	<b>3</b>	532	<b>0</b>	1478	<b>139</b>	<b>5</b>
<b>Bristol-Myers Squibb</b>	<b>P.R. Dolan, chmn. &amp; CEO</b>	3225	<b>2644</b>	0	<b>0</b>	5869	<b>3367</b>	11094	<b>45</b>	<b>2</b>

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		TOTAL ANNUAL COMPENSATION						VALUE OF REMAINING OPTIONS	PAY VS. SHAREHOLDER RETURN		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG-TERM COMP. \$000	TOTAL COMP. \$000			TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING
Genentech	A.D. Levinson, chmn., pres. & CEO	2064	0	21015	0	23079	156161	27299	115	2	
Guidant	R.W. Dollens, pres. & CEO	1148	2501	0	0	3648	63841	14522	112	3	
Johnson & Johnson	W.C. Weldon, chmn. & CEO	4409	0	2159	0	6567	4461	13452	103	3	
King Pharmaceuticals	J.J. Gregory, chmn. & CEO	594	0	0	0	594	794	1645	39	5	
Lilly (Eli)	S. Taurel, chmn., pres. & CEO	2753	0	4445	0	7199	30579	11540	80	3	
Merck	R.V. Gilmartin, chmn., pres. & CEO	2958	0	0	0	2958	47951	8825	56	3	
Millennium Pharmaceuticals	M.J. Levin, chmn., pres. & CEO	750	0	0	0	750	19199	2004	30	4	
Pfizer	H.A. McKinnell, chmn. & CEO	6670	0	0	2787	9457	30629	43423	80	1	
Schering-Plough	F. Hassan, chmn., pres. & CEO*	1395	3486	0	0	4881	0	NA	33	NA	
	*Became CEO 4/20/03.										
Sigma-Aldrich	D.R. Harvey, chmn., pres. & CEO	1146	0	1176	195	2518	2753	5403	149	5	
St. Jude Medical	T.L. Shepherd, chmn. & CEO†	1439	0	0	0	1439	70297	4116	200	5	
Stryker	J.W. Brown, chmn. & CEO	1925	0	0	0	1925	54242	10521	169	4	
Wyeth	R. Essner, chmn., pres. & CEO	3516	0	0	52	3569	3023	15381	71	2	
Zimmer Holdings	J.R. Elliott, chmn., pres. & CEO	1709	0	0	0	1709	56221	5484	NA	NA	
<b>11</b>	<b>ELECTRICAL &amp; ELECTRONICS (INDUSTRIAL: HIGH TECH)</b>										
Advanced Micro Devices	H.d. Ruiz, pres. & CEO	1025	0	0	3	1028	2671	5566	108	4	
Agere Systems	J.T. Dickson, pres. & CEO	1284	0	0	568	1852	4150	7071	NA	NA	
Analog Devices	J.G. Fishman, pres. & CEO	3410	0	11523	0	14933	79082	41896	89	2	
Avaya	D.K. Peterson, chmn., pres. & CEO	2070	442	0	0	2512	12816	9015	125	4	
Broadcom	A.E. Ross, pres. & CEO**†	946	0	2104	0	3050	7970	NA	41	NA	
	*Became CEO 1/23/03.										
Cooper Industries	H.J. Riley, Jr., chmn., pres. & CEO	2655	963	0	0	3619	21501	9284	140	4	
Emerson Electric	D.N. Farr, CEO	2057	2251	0	0	4308	862	16510	89	3	
Intel	C.R. Barrett, CEO	2122	0	7002	0	9124	78552	47287	108	2	
Jabil Circuit	T.L. Main, CEO & pres.	959	0	0	0	959	13479	2595	112	5	
JDS Uniphase	J. Straus, co-chmn. & CEO	544	0	0	0	544	113	151868	9	1	
L-3 Communications Holdings	F.C. Lanza, chmn. & CEO	1850	0	10484	0	12334	73980	15509	133	3	
Linear Technology	R.H. Swanson, Jr., chmn. & CEO	1926	0	1534	0	3460	19615	10506	92	4	
LSI Logic	W.J. Corrigan, chmn. & CEO	1360	0	0	0	1360	4069	2948	52	4	
Maxim Integrated Products	J.F. Gifford, chmn., pres. & CEO	81*	0	0	0	81	34822	77248	105	2	
	*2003 bonus not yet determined.										
Micron Technology	S.R. Appleton, chmn., pres. & CEO	0*	0	48	0	48	437	1136	38	5	
	*Salary voluntarily forgone.										
Molex	J.J. King, vice-chmn. & CEO	598	0	316	0	914	6503	2967	99	5	
Motorola	C.B. Galvin, chmn. & CEO†	2529	4300	0	0	6829	5870	14361	72	3	
National Semiconductor	B.L. Halla, chmn., pres. & CEO	1287	0	0	0	1287	13248	5860	196	5	
Qualcomm	I.M. Jacobs, chmn. & CEO	2478	0	16159	19	18656	199345	83530	66	1	
Rockwell Automation	D.H. Davis, Jr., chmn. & CEO*	1978	0	3459	0	5437	25247	8086	201	4	
	*Left office 2/4/04.										
Sanmina-SCI	J. Sola, co-chmn. & CEO	1000	0	0	0	1000	50248	2097	33	4	
Solectron	M.R. Cannon, pres. & CEO*	2605	4143	0	0	6747	8730	NA	17	NA	
	*Joined company 1/6/03 and became CEO 1/10/03.										
SPX	J.B. Blystone, chmn., pres. & CEO	8230	134	0	0	8364	60859	71243	109	2	
Texas Instruments	T.J. Engibous, chmn., pres. & CEO	1850	0	23581	0	25431	38976	27703	63	2	
Varian Medical Systems	R.M. Levy, pres. & CEO	2484	0	9658	0	12142	59273	30966	203	3	
<b>12</b>	<b>FOOD PROCESSING (CONSUMER PRODUCTS)</b>										
Archer Daniels Midland	G.A. Andreas, chmn. & CEO	2950	2315	0	0	5265	1685	10431	112	3	
Campbell Soup	D.R. Conant, pres. & CEO	2761	1644	0	0	4405	741	9305	84	3	
ConAgra Foods	B.C. Rohde, chmn. & CEO	3516	2324	0	2324	8163	2116	16895	115	3	
General Mills	S.W. Sanger, chmn. & CEO	2605	609	579	0	3793	60670	14296	110	3	
Hershey Foods	R.H. Lenny, chmn., pres. & CEO	2708	0	0	879	3588	8056	12276	127	3	
Kellogg	C.M. Gutierrez, chmn. & CEO	2690	0	1950	4586	9227	9087	17764	160	3	
Kraft Foods	R.K. Deromedi, co-CEO	1839	2009	1624	3700	9172	12765	14483	NA	NA	
	B.D. Holden, co-CEO*	1763	2009	1004	3500	8275	3647	14129	NA	NA	
	*Left office 12/16/03.										
McCormick	R.J. Lawless, chmn., pres. & CEO	2276	0	0	0	2276	15243	9554	176	4	
Sara Lee	C.S. McMillan, chmn., pres. & CEO	5040	1545	1459	0	8044	0	19511	97	2	
Starbucks	O.C. Smith, pres. & CEO	2550	0	0	0	2550	38882	43467	150	2	
Sysco	R.J. Schnieders, chmn. & CEO*	2278**	1311	0	0	3589	2813	9544	129	4	
	C.H. Cotros, chmn. & CEO†	1841	0	94	0	1935	2106	10888		3	
	*Became CEO 1/1/03. **Excludes portion of bonus paid in restricted stock.										

# CORPORATE SCOREBOARD

COMPANY	EXECUTIVE	2003 COMPENSATION						2001-03 PAY PERFORMANCE		
		TOTAL ANNUAL COMPENSATION					WEALTH	PAY VS. SHAREHOLDER RETURN		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG-TERM COMP. \$000	TOTAL COMP. \$000		VALUE OF REMAINING OPTIONS	TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED
<b>Tyson Foods</b>	<b>J. Tyson, chmn. &amp; CEO</b>	3819	<b>16867</b>	0	0	20686	<b>4028</b>	31034	<b>108</b>	<b>2</b>
<b>Wrigley (Wm.) Jr.</b>	<b>W. Wrigley, Jr., pres. &amp; CEO</b>	985*	0	0	0	985	<b>5130</b>	6383	<b>123</b>	<b>4</b>
*2003 bonus and restricted stock grant not yet determined.										
<b>13 FOOD &amp; LODGING (SERVICE)</b>										
<b>Aramark</b>	<b>J. Neubauer, chmn. &amp; CEO</b>	2697	0	1938	0	4635	<b>15582</b>	11331	NA	NA
	<b>W. Leonard, pres. &amp; COO*</b>	1490	0	1623	0	3113	<b>3957</b>	9853		NA
*Became CEO 1/1/04.										
<b>Darden Restaurants</b>	<b>J.R. Lee, chmn. &amp; CEO</b>	1299	0	2546	0	3845	<b>28820</b>	13007	<b>139</b>	<b>3</b>
<b>Marriott International</b>	<b>J.W. Marriott, Jr., chmn. &amp; CEO</b>	2224	0	0	0	2224	<b>99102</b>	5405	<b>112</b>	<b>4</b>
<b>Wendy's International</b>	<b>J.T. Schuessler, chmn., pres. &amp; CEO</b>	2601	0	0	0	2601	<b>9262</b>	9743	<b>153</b>	<b>4</b>
<b>YUM! Brands</b>	<b>D.C. Novak, chmn., pres. &amp; CEO</b>	3057	0	5774	0	8831	<b>81853</b>	17625	<b>208</b>	<b>3</b>
<b>14 GENERAL &amp; SPECIAL MACHINERY (INDUSTRIAL: LOW TECH)</b>										
<b>Applied Materials</b>	<b>J.C. Morgan, chmn.*</b>	685	0	4824	0	5509	<b>23195</b>	7173	<b>118</b>	<b>3</b>
	<b>M.R. Splinter, pres. &amp; CEO**</b>	443	<b>4125</b>	0	0	4568	<b>5916</b>	NA		NA
*Left office 4/30/03. **Became CEO 4/30/03.										
<b>Black &amp; Decker</b>	<b>N.D. Archibald, chmn., pres. &amp; CEO</b>	4363	0	0	<b>7275</b>	11638	<b>14747</b>	48899	<b>130</b>	<b>1</b>
<b>Caterpillar</b>	<b>G.A. Barton, chmn. &amp; CEO†</b>	2881	0	2755	0	5636	<b>31647</b>	10833	<b>191</b>	<b>4</b>
<b>Deere</b>	<b>R.W. Lane, chmn., pres. &amp; CEO</b>	2369	<b>2620</b>	0	0	4989	<b>21228</b>	7774	<b>151</b>	<b>4</b>
<b>Dover</b>	<b>T.L. Reece, chmn. &amp; CEO</b>	2350	0	900	0	3250	<b>13353</b>	6958	<b>103</b>	<b>3</b>
<b>Illinois Tool Works</b>	<b>W.J. Farrell, chmn. &amp; CEO</b>	3210	<b>9288</b>	0	0	12498	<b>48174</b>	28450	<b>147</b>	<b>1</b>
<b>Ingersoll-Rand</b>	<b>H.L. Henkel, chmn., pres. &amp; CEO</b>	7506	<b>83</b>	0	0	7588	<b>21483</b>	14521	<b>170</b>	<b>3</b>
<b>ITT Industries</b>	<b>L.J. Giuliano, chmn., pres. &amp; CEO</b>	2851	0	8968	<b>2909</b>	14728	<b>29090</b>	30246	<b>198</b>	<b>2</b>
<b>Novellus Systems</b>	<b>R.S. Hill, chmn. &amp; CEO</b>	750	0	6221	<b>26</b>	6996	<b>13139</b>	34625	<b>117</b>	<b>1</b>
<b>15 INSTRUMENTS (INDUSTRIAL: HIGH TECH)</b>										
<b>Agilent Technologies</b>	<b>E.W. Barnholt, chmn., pres. &amp; CEO</b>	1333	0	588	0	1922	<b>6257</b>	3788	<b>53</b>	<b>4</b>
<b>Applied Biosystems Group</b>	<b>T.L. White, chmn., pres. &amp; CEO</b>	2403	0	0	<b>250</b>	2653	<b>6689</b>	72546	<b>23</b>	<b>1</b>
<b>Danaher</b>	<b>H.L. Culp, Jr., pres. &amp; CEO</b>	3767	<b>27299</b>	928	0	31994	<b>73341</b>	40041	<b>135</b>	<b>3</b>
<b>KLA-Tencor</b>	<b>K.L. Schroeder, CEO</b>	777	0	1464	0	2241	<b>29394</b>	16116	<b>174</b>	<b>4</b>
<b>Waters</b>	<b>D.A. Berthiaume, chmn., pres. &amp; CEO</b>	1184	0	32229	0	33413	<b>95136</b>	38161	<b>40</b>	<b>2</b>
<b>16 LEISURE TIME INDUSTRIES (CONSUMER PRODUCTS)</b>										
<b>Brunswick</b>	<b>G.W. Buckley, chmn. &amp; CEO</b>	3487	<b>1586</b>	2349	<b>1450</b>	8871	<b>11135</b>	15596	<b>206</b>	<b>4</b>
<b>Carnival</b>	<b>M. Arison, chmn. &amp; CEO</b>	2276	<b>2654</b>	0	0	4930	<b>4826</b>	49266	<b>135</b>	<b>1</b>
<b>Harley-Davidson</b>	<b>J.L. Bleustein, chmn. &amp; CEO</b>	4430	0	0	0	4430	<b>37445</b>	21891	<b>121</b>	<b>3</b>
<b>Harrah's Entertainment</b>	<b>G.W. Loveman, pres. &amp; CEO</b>	2094	0	987	0	3080	<b>20425</b>	24824	<b>191</b>	<b>3</b>
<b>International Game Technology</b>	<b>G.T. Baker, president &amp; CEO*</b>	3079	0	13843	0	16922	<b>37896</b>	32421	<b>300</b>	<b>3</b>
	<b>T.J. Matthews, COO**</b>	2004	0	0	0	2004	<b>31950</b>	NA		NA
*Left Office 10/30/03. **Became CEO 10/30/03.										
<b>Time Warner</b>	<b>R.D. Parsons, chmn. &amp; CEO</b>	9768	<b>2106</b>	0	0	11874	<b>7327</b>	41178	<b>52</b>	<b>1</b>
<b>17 METALS &amp; MINING (RESOURCES)</b>										
<b>Alcoa</b>	<b>A.J. Belda, chmn. &amp; CEO</b>	2638	0	2488	0	5126	<b>12913</b>	23267	<b>120</b>	<b>2</b>
<b>Engelhard</b>	<b>B.W. Perry, chmn. &amp; CEO</b>	3142	<b>1000</b>	230	<b>375</b>	4747	<b>15325</b>	11286	<b>154</b>	<b>3</b>
<b>Freeport-McMoRan Copper &amp; Gold</b>	<b>J.R. Moffett, chmn.*</b>	11365	0	20988	<b>878</b>	33231	<b>80039</b>	48774	<b>497</b>	<b>3</b>
	<b>R.C. Adkerson, pres. &amp; CEO**</b>	1325	<b>6435</b>	10404	<b>649</b>	18812	<b>50451</b>	25687		<b>3</b>
*Left office 12/10/03. **Became CEO 12/10/03.										
<b>Newmont Mining</b>	<b>W.W. Murdy, CEO</b>	1976	<b>1792</b>	968	<b>565</b>	5302	<b>16820</b>	10614	<b>289</b>	<b>5</b>
<b>18 MISCELLANEOUS MANUFACTURING (INDUSTRIAL: LOW TECH)</b>										
<b>3M</b>	<b>W.J. McNerney, Jr., chmn. &amp; CEO</b>	4925	0	714	0	5639	<b>67687</b>	14703	<b>150</b>	<b>2</b>
<b>Avery Dennison</b>	<b>P.M. Neal, chmn. &amp; CEO</b>	1546	0	0	<b>656</b>	2202	<b>7591</b>	9107	<b>110</b>	<b>3</b>
<b>Coach</b>	<b>L. Frankfort, chmn. &amp; CEO</b>	1938	<b>932</b>	42883	0	45752	<b>41987</b>	65204	<b>525</b>	<b>2</b>
<b>Fortune Brands</b>	<b>N.H. Wesley, chmn. &amp; CEO</b>	2527	0	1798	<b>3876</b>	8202	<b>31719</b>	19858	<b>255</b>	<b>3</b>
<b>Johnson Controls</b>	<b>J.M. Barth, pres. &amp; CEO</b>	2941	0	7239	<b>2243</b>	12423	<b>6611</b>	23954	<b>235</b>	<b>2</b>
<b>Newell Rubbermaid</b>	<b>J. Galli, Jr., pres. &amp; CEO</b>	1603	0	0	0	1603	0	6226	<b>110</b>	<b>4</b>
<b>Parker Hannifin</b>	<b>D.E. Washkewicz, pres. &amp; CEO</b>	1441	0	215	<b>425</b>	2081	<b>1149</b>	4824	<b>142</b>	<b>5</b>
<b>19 NATURAL RESOURCES (RESOURCES)</b>										
<b>Amerada Hess</b>	<b>J.B. Hess, chmn. &amp; CEO</b>	3250	0	0	0	3250	<b>582</b>	12778	<b>77</b>	<b>3</b>
<b>Anadarko Petroleum</b>	<b>R.J. Allison, Jr., chmn., pres. &amp; CEO†</b>	3042	0	0	<b>1680*</b>	4722	<b>34028</b>	14207	<b>73</b>	<b>2</b>
	<b>J.T. Hackett, president &amp; CEO**</b>	84	<b>9324</b>	0	0	9408	<b>1094</b>			
*Includes special bonus of \$1.5 mil. **Became CEO 12/3/03.										
<b>Apache</b>	<b>G.S. Farris, pres., CEO &amp; COO</b>	2011	<b>449</b>	0	0	2460	<b>10543</b>	9203	<b>136</b>	<b>4</b>
<b>Ashland</b>	<b>J.J. O'Brien, chmn. &amp; CEO‡</b>	1154	0	0	<b>166</b>	1320	<b>623</b>	5249	<b>135</b>	<b>5</b>
<b>Burlington Resources</b>	<b>B.S. Shackouls, chmn., pres. &amp; CEO</b>	2174*	<b>1281</b>	4130	<b>2054</b>	9639	<b>3763</b>	18366	<b>114</b>	<b>3</b>
*May contain preliminary data.										

COMPANY	EXECUTIVE	2003 COMPENSATION					WEALTH	2001-03 PAY PERFORMANCE			
		TOTAL ANNUAL COMPENSATION						VALUE OF REMAINING OPTIONS	PAY VS. SHAREHOLDER RETURN		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG-TERM COMP. \$000	TOTAL COMP. \$000			TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING
<b>ChevronTexaco</b>	<b>D.J. O'Reilly, chmn. &amp; CEO</b>	4463	0	633	3255	8351	5640	20087	114	2	
<b>ConocoPhillips</b>	<b>J.J. Mulva, pres. &amp; CEO</b>	5121	0	1372	1632	8126	34644	47867	125	1	
<b>EOG Resources</b>	<b>M.G. Papa, chmn. &amp; CEO</b>	1388	5443	839	0	7669	17827	13760	86	3	
<b>Kerr-McGee</b>	<b>L.R. Corbett, chmn. &amp; CEO</b>	2481	1978	0	0	4459	929	12728	77	3	
<b>Marathon Oil</b>	<b>C.P. Cazalot, Jr., pres. &amp; CEO</b>	2811	0	315	999	4125	7586	11710	132	4	
<b>Murphy Oil</b>	<b>C.P. Deming, pres. &amp; CEO</b>	1796	423	0	635	2854	19411	7351	228	5	
<b>Occidental Petroleum</b>	<b>R.R. Irani, chmn. &amp; CEO</b>	4805	11357	8054	7729	31945	94047	63941	193	1	
<b>Sunoco</b>	<b>J.G. Drosdick, chmn., pres. &amp; CEO</b>	2798	0	2190	4080	9067	18233	13751	165	4	
<b>Valero Energy</b>	<b>W.E. Greehey, chmn. &amp; CEO</b>	3800	0	1683	14943*	20427	68167	44201	128	1	
		*Includes \$10.8 mil. restricted stock award payable in cash.									
<b>20 NONBANK FINANCIAL (FINANCIAL SERVICES)</b>											
<b>AFLAC</b>	<b>D.P. Amos, chmn. &amp; CEO</b>	3307	0	15888	0	19195	76976	50386	103	2	
<b>Allstate</b>	<b>E.M. Liddy, chmn., pres. &amp; CEO</b>	4963	2256	45	4807	12071	34020	18380	106	3	
<b>Ambac Financial Group</b>	<b>P.B. Lassiter, chmn. &amp; CEO†</b>	2660	1965	8218	0	12843	10003	28964	121	3	
<b>American Express</b>	<b>K.I. Chenault, chmn. &amp; CEO</b>	4744	887	3431	2484	11546	39955	53161	90	2	
<b>Ameritrade Holding</b>	<b>J.H. Moglia, CEO</b>	5013	0	0	9	5022	63499	21364	202	4	
<b>Bear Stearns</b>	<b>J.E. Cayne, chmn. &amp; CEO</b>	11209	10420	0	12296	33925	5979	77481	163	2	
<b>Berkshire Hathaway</b>	<b>W.E. Buffett, chmn. &amp; CEO</b>	100	0	0	208*	308	0	960	119	5	
		*Includes \$208,000 in director fees from related companies.									
<b>Capital One Financial</b>	<b>R.D. Fairbank, chmn., pres. &amp; CEO</b>	61*	0	0	0	61	356847	142389	94	1	
		*Excludes portion of salary & bonus paid in stock options.									
<b>Chubb</b>	<b>J.D. Finnegan, chmn., pres. &amp; CEO</b>	3465	1440	0	2161*	7066	3720	NA	84	NA	
		*Includes \$2.2 mil. payment made per employee agreement.									
<b>Cigna</b>	<b>H.E. Hanway, chmn. &amp; CEO</b>	3130	5425	0	0	8555	3895	36042	46	1	
<b>Cincinnati Financial</b>	<b>J.J. Schiff, Jr., pres. &amp; CEO</b>	934	0	0	0	934	2184	2980	113	5	
<b>Citigroup</b>	<b>S.I. Weill, chairman*</b>	30670	0	23389	0	54060	35710	110037	108	1	
	<b>C. Prince, CEO**‡</b>	7604	19208	4588	0	31399	6328	46277		1	
		*Left office 10/1/03. **Became CEO 10/1/03.									
<b>CNA Financial</b>	<b>S.W. Lilienthal, CEO</b>	2887	0	0	0	2887	0	6996	64	3	
<b>Equifax</b>	<b>T.F. Chapman, chmn. &amp; CEO</b>	1443	866	3476	221	6006	10012	15662	141	3	
<b>Franklin Resources</b>	<b>C.B. Johnson, chmn. &amp; CEO</b>	2670	0	0	0	2670	502	4079	140	5	
<b>Golden West Financial</b>	<b>M.O. Sandler, chmn. &amp; CEO</b>	1382	0	0	0	1382	45246	9027	155	4	
	<b>H.M. Sandler, chmn. &amp; CEO</b>	1383	0	3071	0	4454	45246	10920		3	
<b>Goldman Sachs Group</b>	<b>H.M. Paulson, Jr., chmn. &amp; CEO</b>	600	20754	0	0	21354	4541	42962	94	2	
<b>GreenPoint Financial</b>	<b>T.S. Johnson, chmn. &amp; CEO</b>	5191	0	0	0	5191	54900	23927	140	3	
<b>Hartford Financial Svcs. Group</b>	<b>R. Ayer, chmn., pres. &amp; CEO</b>	3300	0	0	18	3318	27608	16064	89	3	
<b>Jefferson-Pilot</b>	<b>D.A. Stonecipher, chmn., &amp; CEO</b>	3385	0	7405	718	11507	38746	20934	110	3	
	<b>D.R. Glass, pres.*</b>	1262	0	1346	307	2915	9674	5614		4	
		*Became CEO 3/1/04.									
<b>John Hancock Financial Svcs.</b>	<b>D.F. D'Alessandro, chmn., pres. &amp; CEO</b>	3840	13012	0	0	16852	2561	46540	102	2	
<b>Lehman Brothers Holdings</b>	<b>R.S. Fuld, Jr., chmn. &amp; CEO</b>	7400	8000	37540	0	52940	65875	186819	116	1	
<b>Lincoln National</b>	<b>J.A. Boscia, chmn. &amp; CEO</b>	5098	0	328	1954	7380	7128	18231	94	3	
<b>Loews</b>	<b>J.S. Tisch, CEO</b>	1359*	0	0	33	1392	480	4813	99	4	
		*Includes \$300,000 paid by Diamond Offshore Drilling.									
<b>Marsh &amp; McLennan</b>	<b>J.W. Greenberg, chmn. &amp; CEO</b>	4700	9118	0	542	14360	27558	29158	88	2	
<b>Merrill Lynch</b>	<b>E.S. O'Neal, chmn., pres., CEO &amp; COO</b>	14131	11200	0	0	25331	37165	47516	90	2	
<b>MetLife</b>	<b>R.H. Benmosche, chmn. &amp; CEO</b>	4578	0	0	2888	7466	6395	24103	98	3	
<b>Moody's</b>	<b>J. Rutherford, Jr., chmn. &amp; CEO</b>	2793	0	410	0	3203	24355	8698	239	5	
<b>Morgan Stanley</b>	<b>P.J. Purcell, chmn. &amp; CEO</b>	8044	4063	11200	0	23307	38717	67412	77	1	
<b>Nationwide Financial Services</b>	<b>W.G. Jurgensen, CEO</b>	1072	0	0	40	1112	3352	3154	73	4	
<b>Old Republic International</b>	<b>A.C. Zucaro, pres. &amp; CEO</b>	1698	0	0	0	1698	5938	15225	130	3	
<b>Price (T. Rowe) Group</b>	<b>G.A. Roche, chmn. &amp; pres.</b>	2300	0	2931	2	5232	15053	12018	119	4	
<b>Progressive</b>	<b>G.M. Renwick, pres. &amp; CEO</b>	3000	4500	3147	0	10648	35028	17931	243	4	
		May contain preliminary data.									
<b>Radian Group</b>	<b>F.P. Filippis, chmn. &amp; CEO</b>	1060	165	610	1	1836	10262	15439	131	3	
		May contain preliminary data.									
<b>Safeco</b>	<b>M.S. McGavick, chmn., pres. &amp; CEO</b>	2994	639	0	603	4235	8127	12883	128	4	
<b>Schwab (Charles)</b>	<b>D.S. Pottruck, CEO</b>	1122	2500	0	0	3622	51250	9491	42	3	
<b>Sovereign Bancorp</b>	<b>J.S. Sidhu, chmn., pres. &amp; CEO</b>	1550	0	4098	0	5648	17343	9440	299	5	
<b>St. Paul</b>	<b>J.S. Fishman, chmn., pres. &amp; CEO</b>	3404	741	0	0	4145	5226	16632	80	3	
<b>Torchmark</b>	<b>C.B. Hudson, chmn. &amp; CEO</b>	800	0	0	0	800	13500	8769	122	4	

# CORPORATE SCOREBOARD

COMPANY	EXECUTIVE	2003 COMPENSATION					WEALTH	2001-03 PAY PERFORMANCE			
		TOTAL ANNUAL COMPENSATION						VALUE OF REMAINING OPTIONS	PAY VS. SHAREHOLDER RETURN		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG-TERM COMP. \$000	TOTAL COMP. \$000			TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING
Travelers Property Casualty	R.I. Lipp, chmn. & CEO‡	2271	667	0	0	2938	0	5341	NA	NA	
Washington Mutual	K.K. Killinger, chmn., pres. & CEO	4019	0	2687	0	6706	72745	22670	124	③	
XL Capital	B.M. O'Hara, pres. & CEO	1134	0	1534	0	2668	25073	10589	95	③	
<b>21 OFFICE EQUIPMENT &amp; COMPUTERS (INDUSTRIAL: HIGH TECH)</b>											
Adobe Systems	B.R. Chizen, pres. & CEO	1842	0	4246	0	6088	20637	16095	67	③	
Affiliated Computer Services	J.A. Rich, CEO	2314	0	7928	0	10242	28641	35411	179	③	
Apple Computer	S.P. Jobs, CEO	0	74750	0	0	74750	551	162318	144	①	
Automatic Data Processing	A.F. Weinbach, chmn. & CEO	927	844	1209	0	2980	11322	12725	65	③	
Cisco Systems	J.T. Chambers, pres. & CEO	0	0	0	0	0	214089	268	63	⑤	
DST Systems	T.A. McDonnell, pres. & CEO	1568	428	0	0	1996	4425	43285	62	②	
eBay	M.C. Whitman, pres. & CEO	2189	0	0	0	2189	110846	3372	392	⑤	
Electronic Data Systems	M.H. Jordan, chmn. & CEO*	1391	2337	0	0	3728	6986	NA	45	NA	
	*Became CEO 3/20/03.										
EMC	J.M. Tucci, pres. & CEO	2834	3690	535	0	7059	17820	10561	20	②	
Fiserv	L.M. Muma, pres. & CEO	1648	0	11011	0	12659	32523	22569	125	③	
Hewlett-Packard	C.S. Fiorina, chmn. & CEO	3426	0	0	0	3426	5072	8782	77	③	
IBM	S.J. Palmisano, chmn., pres. & CEO	6961	0	0	769	7730	32781	20929	111	③	
Intuit	S.M. Bennett, pres. & CEO	4336	17965	0	0	22301	5253	29529	134	③	
Lexmark International	P.J. Curlander, chmn. & CEO	2505	0	9040	0	11545	38738	31629	177	③	
Mercury Interactive	A. Landan, chmn., pres. & CEO	1150	0	0	0	1150	77813	11469	54	③	
Microsoft	S.A. Ballmer, CEO	865	0	0	0	865	0	2284	127	⑤	
NCR	M. Hurd, pres. & CEO*	1519	0	0	0	1519	3170	4541	79	④	
	*Became CEO 3/14/03.										
Novell	J.L. Messman, chmn., pres. & CEO	1017	0	0	0	1017	5258	6960	202	④	
Oracle	L.J. Ellison, chmn. & CEO	59	0	40530	0	40589	587854	746748	46	①	
PeopleSoft	C.A. Conway, pres. & CEO	3325	0	1773	0	5098	29275	43654	61	②	
Pitney Bowes	M.J. Critelli, chmn. & CEO	2108	1849	0	1510	5466	6751	12021	138	④	
Seagate Technology	S.J. Luczo, CEO‡	3300	0	1279	0	4579	4393	13835	NA	NA	
Sun Microsystems	S.G. McNealy, chmn., pres. & CEO	100	0	6616	0	6716	30984	34944	16	①	
Symbol Technologies	R. Bravman, vice-chmn. & CEO‡	1312	0	0	0	1312	6961	2283	71	⑤	
	W. Nuti, pres. & CEO*	1050	0	0	0	1050	6750	NA	NA	NA	
	*Became CEO 12/30/03.										
Synopsys	A.J. De Geus, chmn. & CEO	1005	0	0	0	1005	39381	2915	143	⑤	
Unisys	L.A. Weinbach, chmn., pres. & CEO	2361	0	0	0	2361	6372	6516	102	④	
<b>22 OIL SERVICE &amp; SUPPLY (RESOURCES)</b>											
Baker Hughes	M.E. Wiley, chmn. & CEO	2060	0	0	0	2060	635	6118	81	④	
BJ Services	J.W. Stewart, pres. & CEO	1575	0	0	2264	3839	27354	32118	104	②	
ENSCO International	C.F. Thorne, CEO	1281	4037	3910	0	9229	0	12772	81	③	
Halliburton	D.J. Lesar, chmn., pres. & CEO	2208	0	0	1957	4165	276	18149	77	②	
	May contain preliminary data.										
Noble	J.C. Day, chmn. & CEO‡	1333	0	0	2049	3381	3708	16012	82	②	
Schlumberger	A. Gould, chmn. & CEO*	2625	0	1638	0	4263	6153	7449	72	③	
	*Became CEO 2/1/03.										
Smith International	D.L. Rock, chmn., pres., CEO & COO	1561	0	598	0	2159	22406	5091	111	④	
Transocean	R.L. Long, pres. & CEO	627	2061*	0	769	3458	868	7963	52	③	
	*Includes \$769,298 change in control payment.										
<b>23 PAPER &amp; FOREST PRODUCTS (RESOURCES)</b>											
Georgia-Pacific	A.D. Correll, chmn. & CEO	2389	0	0	0	2389	17926	5168	105	④	
Plum Creek Timber	R.R. Holley, pres. & CEO	1619	0	0	1580	3199	1832	6042	145	⑤	
Weyerhaeuser	S.R. Rogel, chmn., pres. & CEO	2648	0	36	0	2684	10085	6307	138	④	
	May contain preliminary data.										
<b>24 PERSONAL CARE PRODUCTS (CONSUMER PRODUCTS)</b>											
Avon Products	A. Jung, chmn. & CEO	2518	0	0	0	2518	24587	12140	148	④	
Clorox	G.C. Sullivan, chmn.*	2871	0	13750	2490	19112	30517	28130	146	②	
	G.E. Johnston, pres. & CEO**	1488	0	750	1140	3378	6691	5991		④	
	*Left office as CEO 7/1/03. **Became CEO 7/1/03.										
Colgate-Palmolive	R. Mark, chmn. & CEO	5050	5037	131000	0	141088	24716	162819	81	①	
Ecolab	A.L. Schuman, chmn. & CEO	2750	0	4139	0	6889	16687	38623	131	②	
Estee Lauder	F.H. Langhammer, pres. & CEO	4800	2000	10223	0	17023	9064	32428	92	②	
Kimberly-Clark	T.J. Falk, chmn. & CEO	1894	0	0	729	2623	10408	15463	89	③	
Procter & Gamble	A.G. Lafley, chmn., pres. & CEO	4600	4525	0	2757	11882	19356	22837	136	③	

COMPANY	EXECUTIVE	2003 COMPENSATION					WEALTH	2001-03 PAY PERFORMANCE			
		TOTAL ANNUAL COMPENSATION						VALUE OF REMAINING OPTIONS	PAY VS. SHAREHOLDER RETURN		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG-TERM COMP. \$000	TOTAL COMP. \$000			TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING
<b>25 PUBLISHING, RADIO &amp; TV BROADCAST (SERVICE)</b>											
Clear Channel Communications	L.L. Mays, chmn. & CEO	2013	916	0	0	2928	11376	6923	97	③	
Comcast	B.L. Roberts, pres. & CEO May contain preliminary data.	8367	0	22593	0	30960	79591	48156	79	①	
Disney (Walt)	M.D. Eisner, chmn. & CEO	7314	0	0	0	7314	0	14402	83	②	
Dow Jones	P.R. Kann, chmn. & CEO	1470	0	110	517	2097	1376	6072	94	④	
Gannett	D.H. McCorkindale, chmn., pres. & CEO	3921	0	10667	0	14589	47835	39223	147	②	
Knight-Ridder	P.A. Ridder, chmn. & CEO	1428	0	2487	2219	6134	17215	13711	143	③	
McGraw-Hill	H.W. McGraw III, chmn., pres. & CEO	2113	0	0	816	2929	12466	18326	125	②	
New York Times	R.T. Lewis, pres. & CEO†	1770	0	0	0	1770	3047	12367	124	③	
Scripps (E.W.)	K.W. Lowe, pres. & CEO	1729	155	1211	0	3096	18207	10976	153	③	
Univision Communications	A.J. Perenchio, chmn. & CEO *Serves as CEO without remuneration.	0*	0	0	0	0	0	0	97	NA	
Washington Post	D.E. Graham, CEO	400	0	0	400	800	0	2216	132	⑤	
<b>26 RAILROADS (TRANSPORTATION)</b>											
Burlington Northern Santa Fe	M.K. Rose, chmn., pres. & CEO	1268	1840	0	0	3107	6396	8222	121	③	
CSX	M.J. Ward, chmn., pres. & CEO	950	0	0	0	950	2075	8314	145	④	
Norfolk Southern	D.R. Goode, chmn., pres. & CEO	3165	3142	0	1459	7766	10359	14750	185	③	
Union Pacific	R.K. Davidson, chmn. & CEO	1470	4500	1052	7999	15021	34410	35431	143	②	
<b>27 RETAILING (FOOD)</b>											
Safeway	S.A. Burd, chmn., pres. & CEO	1000	0	13041	0	14041	60097	28476	35	①	
<b>28 RETAILING (NONFOOD)</b>											
Alberto-Culver	H.B. Bernick, pres. & CEO	3422	0	0	2179	5601	18328	27393	151	②	
AmerisourceBergen	R.D. Yost, CEO	1955	0	1595	0	3550	7436	7370	112	④	
AutoZone	S. Odland, chmn., pres. & CEO	2646	0	0	0	2646	29214	6451	299	⑤	
Cardinal Health	R.D. Walter, chmn. & CEO	3239	0	11720	0	14959	72272	35635	93	①	
Costco Wholesale	J.D. Sinegal, pres. & CEO	350	0	1504	0	1854	14092	8263	93	③	
CVS	T.M. Ryan, chmn., pres. & CEO *Includes \$1.5 mil. long-term performance payment.	4500	1552	0	1616*	7668	23277	18020	62	②	
Family Dollar Stores	H.R. Levine, chmn. & CEO	1183	0	1781	0	2964	9416	12329	172	③	
Gap	P.S. Pressler, pres. & CEO	5022	0	0	0	5022	37395	NA	93	NA	
Kohl's	R.L. Montgomery, CEO	1015	0	29209	0	30224	53355	52847	74	①	
Office Depot	B. Nelson, chmn. & CEO *Includes \$750,000 for deferred bonus and \$816,250 for vesting of restricted stock.	1074	0	0	796*	1870	11391	13556	235	④	
Sears, Roebuck	A.J. Lacy, chmn. & CEO	1990	0	2163	0	4153	16052	9209	141	④	
Sherwin-Williams	C.M. Connor, chmn. & CEO	2040	2990	0	0	5030	14236	9775	141	④	
Walgreen	D.W. Bernauer, chmn. & CEO	1448	380	804	380	3011	5531	7465	88	③	
<b>29 SERVICE INDUSTRIES (SERVICE)</b>											
Accenture	J.W. Forehand, chmn. & CEO	2206	0	0	0	2206	0	9653	NA	NA	
Aetna	J.W. Rowe, chmn. & CEO	3452	0	7589	7000	18042	67170	30233	165	②	
Apartment Investment & Mgmt.	T. Considine, chmn. & CEO	29	0	0	0	29	0	1754	87	⑤	
Apollo Group	T.S. Nelson, pres. & CEO	4529	0	28282	0	32811	21748	56969	310	②	
Boston Properties	E.H. Linde, pres. & CEO	1589	1500	0	0	3089	27306	5089	132	④	
Career Education	J.M. Larson, chmn., pres. & CEO May contain preliminary data.	1513	0	20412	0	21925	64864	47132	412	③	
Cendant	H.R. Silverman, chmn., pres. & CEO	17259	0	37160	0	54418	287194	102176	231	①	
Cintas	R.J. Kohlhepp, CEO* S.D. Farmer, pres. & COO** *Left office 7/10/03. **Became CEO 7/10/03.	611 500	0 0	991 902	0 0	1603 1401	4314 2036	3001 4222	96 3	⑤ ③	
Donnelley (R.R.)	W.L. Davis, chmn., pres. & CEO†	1052	0	0	3451	4503	7314	9975	125	③	
Duke Realty	T.L. Hefner, chmn. & CEO	620	0	42	206	868	1418	2678	155	⑤	
Equity Residential	B.W. Duncan, pres. & CEO* May contain preliminary data. *Became CEO 1/1/03.	1510	839	0	0	2349	1030	NA	129	NA	
FedEx	F.W. Smith, chmn., pres. & CEO	2665	0	0	0	2665	85342	7739	170	④	
Genuine Parts	L.L. Prince, chmn. & CEO	1401	0	917	0	2318	2414	5722	141	④	
Grainger (W.W.)	R.L. Keyser, chmn. & CEO	1686	0	0	0	1686	3659	8089	136	④	
Health Management Associates	J.V. Vumbacco, pres. & CEO	1518	813	4545	0	6875	14521	13133	116	③	
Horton (D.R.)	D.J. Tomnitz, vice-chmn., pres. & CEO‡	5799	0	988	0	6787	15869	12653	303	④	
Humana	M.B. McCallister, pres. & CEO	1849	0	344	63	2256	14854	5260	150	④	

# CORPORATE SCOREBOARD

COMPANY	EXECUTIVE	2003 COMPENSATION					WEALTH VALUE OF REMAINING OPTIONS	2001-03 PAY PERFORMANCE PAY VS. SHAREHOLDER RETURN		
		TOTAL ANNUAL COMPENSATION						TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED	RATING
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG- TERM COMP. \$000	TOTAL COMP. \$000				
<b>IMS Health</b>	<b>D.M. Thomas, chmn. &amp; CEO</b>	1903	<b>984</b>	0	<b>0</b>	2887	<b>5151</b>	9633	<b>93</b>	<a href="#">3</a>
<b>Kimco Realty</b>	<b>M. Cooper, chmn. &amp; CEO</b>	1009	<b>0</b>	92	<b>0</b>	1101	<b>7138</b>	4311	<b>182</b>	<a href="#">5</a>
<b>Lennar</b>	<b>S.A. Miller, pres. &amp; CEO</b>	13071	<b>0</b>	0	<b>0</b>	13071	<b>18736</b>	45069	<b>292</b>	<a href="#">2</a>
<b>Manor Care</b>	<b>P.A. Ormond, chmn., pres. &amp; CEO</b>	2559	<b>1406</b>	10810	<b>693</b>	15468	<b>22802</b>	47122	<b>169</b>	<a href="#">2</a>
<b>Paychex</b>	<b>B.T. Golisano, chmn., pres. &amp; CEO</b>	1086	<b>0</b>	0	<b>0</b>	1086	<b>0</b>	2767	<b>80</b>	<a href="#">4</a>
<b>ProLogis</b>	<b>K.D. Brooksher, chmn. &amp; CEO</b>	1675	<b>3915</b>	0	<b>1311*</b>	6901	<b>13392</b>	13121	<b>172</b>	<a href="#">3</a>
	*Includes \$245,394 dividend payment on restricted share units.									
<b>Pulte Homes</b>	<b>M.J. O'Brien, pres. &amp; CEO†</b>	4053	<b>0</b>	3442	<b>3005*</b>	10500	<b>43106</b>	25024	<b>224</b>	<a href="#">3</a>
	<b>R.J. Dugas, Jr., pres. &amp; CEO†**</b>	3649	<b>2164</b>	213	<b>240</b>	6266	<b>6716</b>	9169		<a href="#">4</a>
	*Includes \$1.9 mil. in lieu of long-term incentive plan payments. **Became CEO 7/1/03.									
<b>Robert Half International</b>	<b>H.M. Messmer, Jr., chmn. &amp; CEO</b>	2039	<b>5999</b>	0	<b>0</b>	8038	<b>72014</b>	23088	<b>88</b>	<a href="#">2</a>
<b>Rouse</b>	<b>A.W. Deering, chmn., pres. &amp; CEO</b>	2005*	<b>0</b>	18975	<b>0</b>	20979	<b>24133</b>	29252	<b>213</b>	<a href="#">3</a>
	*May contain preliminary data.									
<b>Total System Services</b>	<b>P.W. Tomlinson, CEO</b>	786	<b>0</b>	878	<b>0</b>	1664	<b>10454</b>	4715	<b>141</b>	<a href="#">5</a>
<b>Weight Watchers International</b>	<b>L. Huett, pres. &amp; CEO</b>	499	<b>0</b>	4106	<b>0</b>	4605	<b>11738</b>	5961	<b>NA</b>	NA
<b>30 STEEL (INDUSTRIAL: LOW TECH)</b>										
<b>Nucor</b>	<b>D.R. DiMico, vice-chmn., pres. &amp; CEO</b>	1097	<b>155</b>	106	<b>154</b>	1512	<b>434</b>	2775	<b>148</b>	<a href="#">5</a>
<b>United States Steel</b>	<b>T.J. Usher, chmn. &amp; CEO</b>	2368	<b>0</b>	0	<b>0</b>	2368	<b>34636</b>	13758	<b>206</b>	<a href="#">3</a>
<b>31 TELECOMMUNICATIONS (TELECOMMUNICATIONS)</b>										
<b>Alltel</b>	<b>S.T. Ford, pres. &amp; CEO</b>	2802	<b>0</b>	0	<b>1530</b>	4332	<b>7133</b>	10767	<b>81</b>	<a href="#">4</a>
<b>AT&amp;T</b>	<b>D.W. Dorman, chmn. &amp; CEO</b>	4826	<b>2853</b>	0	<b>3883</b>	11562	<b>3134</b>	25475	<b>81</b>	<a href="#">3</a>
	*Includes \$3.0 mil. payment to replace long-term incentive plan.									
<b>AT&amp;T Wireless Services</b>	<b>J.D. Zeglis, chmn., pres. &amp; CEO</b>	3173	<b>1000</b>	1712	<b>0</b>	5886	<b>1109</b>	12406	<b>46</b>	<a href="#">4</a>
<b>BellSouth</b>	<b>F.D. Ackerman, chmn., pres. &amp; CEO</b>	4548	<b>2590</b>	3956	<b>0</b>	11094	<b>9010</b>	19512	<b>75</b>	<a href="#">4</a>
<b>CenturyTel</b>	<b>G.F. Post III, chmn. &amp; CEO</b>	1969*	<b>0</b>	1703	<b>178</b>	3850	<b>10033</b>	9499	<b>93</b>	<a href="#">5</a>
	*Excludes portion of bonus paid in restricted stock.									
<b>Ciena</b>	<b>G.B. Smith, pres. &amp; CEO</b>	650	<b>0</b>	0	<b>0</b>	650	<b>1322</b>	9027	<b>8</b>	<a href="#">1</a>
<b>Corning</b>	<b>J.R. Houghton, chmn. &amp; CEO</b>	3340	<b>0</b>	479	<b>0</b>	3819	<b>13653</b>	NA	<b>20</b>	NA
<b>Lucent Technologies</b>	<b>P.F. Russo, chmn. &amp; CEO</b>	4481	<b>0</b>	0	<b>0</b>	4481	<b>1850</b>	NA	<b>32</b>	NA
<b>SBC Communications</b>	<b>E.E. Whitacre, Jr., chmn. &amp; CEO</b>	8666	<b>7198</b>	0	<b>2444</b>	18308	<b>4006</b>	51627	<b>61</b>	<a href="#">2</a>
<b>Scientific-Atlanta</b>	<b>J.F. McDonald, chmn., pres. &amp; CEO</b>	1736	<b>0</b>	0	<b>0</b>	1736	<b>8339</b>	89978	<b>84</b>	<a href="#">2</a>
<b>Sprint</b>	<b>G.D. Forsee, chmn. &amp; CEO*</b>	3508**	<b>12845</b>	0	<b>93</b>	16446	<b>8307</b>	NA	<b>89</b>	NA
	<b>W.T. Esrey, chmn. &amp; CEO</b>	3758	<b>0</b>	0	<b>4971</b>	8729	<b>3096</b>	12363		<a href="#">3</a>
	*Became CEO 3/19/03. **Includes \$500,000 sign-on bonus.									
<b>Tellabs</b>	<b>M.J. Birck, chmn. &amp; CEO*</b>	534	<b>0</b>	0	<b>0</b>	534	<b>584</b>	1443	<b>15</b>	<a href="#">5</a>
	*Left office 2/12/04.									
<b>Verizon Communications</b>	<b>I.G. Seidenberg, chmn. &amp; CEO</b>	4464	<b>4201</b>	0	<b>2515</b>	11180	<b>1585</b>	28174	<b>78</b>	<a href="#">3</a>
<b>32 TEXTILES, APPAREL (CONSUMER PRODUCTS)</b>										
<b>Nike</b>	<b>P.H. Knight, chmn., pres. &amp; CEO</b>	2472	<b>0</b>	0	<b>320</b>	2792	<b>0</b>	7574	<b>127</b>	<a href="#">4</a>
<b>VF</b>	<b>M.J. McDonald, chmn., pres. &amp; CEO</b>	2030	<b>0</b>	2109	<b>170</b>	4308	<b>8348</b>	10679	<b>129</b>	<a href="#">4</a>
<b>33 TOBACCO (CONSUMER PRODUCTS)</b>										
<b>Altria Group</b>	<b>L.C. Camilleri, chmn. &amp; CEO</b>	4329	<b>12961</b>	4236	<b>6350</b>	27875	<b>26794</b>	34543	<b>146</b>	<a href="#">2</a>
<b>R.J. Reynolds Tobacco Holdings</b>	<b>A.J. Schindler, chmn., pres. &amp; CEO</b>	2444	<b>1637</b>	0	<b>2579*</b>	6660	<b>12452</b>	19464	<b>150</b>	<a href="#">3</a>
	*Includes \$3.6 mil. retention bonus.									
<b>UST</b>	<b>V.A. Gierer, Jr., chmn., pres. &amp; CEO</b>	2339	<b>442</b>	5	<b>0</b>	2786	<b>4845</b>	8479	<b>152</b>	<a href="#">4</a>
<b>34 TRUCKING (TRANSPORTATION)</b>										
<b>United Parcel Service</b>	<b>M.L. Eskew, chmn. &amp; CEO</b>	1214	<b>0</b>	1814	<b>0</b>	3028	<b>2472</b>	6525	<b>132</b>	<a href="#">5</a>
<b>35 UTILITIES (UTILITIES)</b>										
<b>AES</b>	<b>P.T. Hanrahan, pres. &amp; CEO</b>	2162	<b>0</b>	0	<b>0</b>	2162	<b>11482</b>	4469	<b>17</b>	<a href="#">1</a>
<b>Ameren</b>	<b>C.W. Mueller, chmn. &amp; CEO</b>	1418	<b>621</b>	0	<b>0</b>	2039	<b>3138</b>	5312	<b>119</b>	<a href="#">5</a>
<b>American Electric Power</b>	<b>E.L. Draper, Jr., chmn., pres. &amp; CEO</b>	2074	<b>0</b>	0	<b>18</b>	2093	<b>1208</b>	5079	<b>79</b>	<a href="#">4</a>
<b>CINergy</b>	<b>J.E. Rogers, chmn., pres. &amp; CEO</b>	3237	<b>0</b>	4368	<b>4609</b>	12214	<b>11687</b>	26569	<b>130</b>	<a href="#">2</a>
<b>Dominion Resources</b>	<b>T.E. Capps, chmn. &amp; CEO*</b>	2757	<b>3995</b>	3383	<b>0</b>	10135	<b>22462</b>	22394	<b>108</b>	<a href="#">2</a>
	*Left office 12/31/03.									
<b>DTE Energy</b>	<b>A.F. Earley, Jr., chmn., pres., CEO &amp; COO</b>	1241	<b>1034</b>	0	<b>974</b>	3249	<b>1544</b>	9775	<b>117</b>	<a href="#">4</a>
<b>Duke Energy</b>	<b>R.B. Priory, chmn. &amp; CEO</b>	2559	<b>2144</b>	0	<b>0</b>	4703	<b>3279</b>	19113	<b>55</b>	<a href="#">1</a>
	<b>P.M. Anderson, chmn. &amp; CEO*</b>	0**	<b>11225**</b>	39	<b>0</b>	11264	<b>3300</b>	NA	<b>55</b>	NA
	*Became CEO 11/1/03. **Restricted stock award represents full compensation through 2006.									
<b>Entergy</b>	<b>J.W. Leonard, CEO</b>	2262	<b>0</b>	0	<b>2945</b>	5207	<b>32450</b>	19983	<b>148</b>	<a href="#">3</a>

# CORPORATE SCOREBOARD

COMPANY	EXECUTIVE	2003 COMPENSATION						2001-03 PAY PERFORMANCE		
		TOTAL ANNUAL COMPENSATION					WEALTH	PAY VS. SHAREHOLDER RETURN		
		SALARY & BONUS \$000	RESTRICTED STOCK AWARDS \$000	OPTIONS EXERCISED \$000	OTHER LONG-TERM COMP. \$000	TOTAL COMP. \$000		VALUE OF REMAINING OPTIONS	TOTAL COMP. \$000	\$ VALUE OF \$100 INVESTED
<b>Exelon</b>	<b>J.W. Rowe, chmn. &amp; CEO</b>	2928	2733	0	0	5661	19538	17366	105	3
<b>FirstEnergy</b>	<b>H.P. Burg, chmn. &amp; CEO</b>	1075	0	0	1553*	2629	5726	7831	128	5
	<b>A.J. Alexander, pres. &amp; COO**</b>	737	0	0	372	1109	3078	4571		4
*Includes \$777,685 paid after Mr. Burg's death. (Passed away 1/13/04.) **Became CEO 12/22/03.										
<b>FPL Group</b>	<b>L. Hay III, chmn., pres. &amp; CEO</b>	2288	3502	0	550	6340	2790	12476	103	3
<b>KeySpan</b>	<b>R.B. Catell, chmn. &amp; CEO</b>	2027	0	0	0	2027	16724	5445	101	5
<b>PG&amp;E</b>	<b>R.D. Glynn, Jr., chmn., pres. &amp; CEO</b>	4204*	2170	0	10480	16854	18027	29569	139	2
*Includes \$3.0 mil. tax restoration payment.										
<b>PPL</b>	<b>W.F. Hecht, chmn., pres. &amp; CEO</b>	989	1537	5052	0	7578	6204	14461	108	3
<b>Progress Energy</b>	<b>W. Cavanaugh III, chmn. &amp; CEO†</b>	2658	1884	0	2125	6667	1239	19289	107	2
<b>Public Service Enterprise Group</b>	<b>E.J. Ferland, chmn., pres. &amp; CEO</b>	2446	0	0	0	2446	9779	8853	106	4
<b>Sempra Energy</b>	<b>S.L. Baum, chmn., pres. &amp; CEO</b>	3213	0	0	23	3236	24616	9627	146	4
<b>Xcel Energy</b>	<b>W.H. Brunetti, chmn. &amp; CEO</b>	2244	0	0	0	2244	0	6296	71	4

## Alphabetical List Of Companies

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

<b>A</b>	Abbott Laboratories 10 Accenture 29 Adobe Systems 21 Advanced Micro 11 AES 35 Aetna 29 Affiliated Computer Svcs. 21 AFLAC 20 Agere Systems 11 Agilent Technologies 15 Air Products & Chemicals 7 Alberto-Culver 28 Alcoa 17 Allergan 10 Allstate 20 Alltel 31 Altria Group 33 Ambac Financial 20 Amerada Hess 19 Ameren 35 American Electric 35 American Express 20 American Standard 6 AmerisourceBergen 28 Ameritrade Holding 20 Amgen 10 AmSouth Bancorporation 4 Anadarko Petroleum 19 Analog Devices 11 Anheuser-Busch 5 Apache 19 Apartment Investment 29 Apollo Group 29 Apple Computer 21 Applied Biosystems 15 Applied Materials 14 Aramark 13 Archer Daniels 12 Ashland 19 AT&T 31 AT&T Wireless 31 Automatic Data 21 AutoZone 28 Avaya 11 Avery Dennison 18 Avon Products 24	Becton, Dickinson 10 BellSouth 31 Berkshire Hathaway 20 Biomet 10 BJ Services 22 Black & Decker 14 Boeing 1 Boston Properties 29 Bristol-Myers Squibb 10 Broadcom 11 Brunswick 16 Burlington Northern Santa Fe 26 Burlington Resources 19	<b>C</b>	Campbell Soup 12 Capital One Financial 20 Cardinal Health 28 Career Education 29 Carnival 16 Caterpillar 14 Cendant 29 CenturyTel 31 Charter One Finl. 4 Chevron Texaco 19 Chubb 20 Ciena 31 Cigna 20 Cincinnati Financial 20 CINergy 35 Cintas 29 Cisco Systems 21 Citigroup 20 Clear Channel Commun. 25 Clorox 24 CNA Financial 20 Coach 18 Coca-Cola 5 Coca-Cola Enterprises 5 Colgate-Palmolive 24 Comcast 25 Compass Bancshares 4 ConAgra Foods 12 ConocoPhillips 19 Cooper Industries 11 Corning 31 Costco Wholesale 28 CSX 26 CVS 28	<b>D</b>	Dana 3 Danaher 15 Darden Restaurants 13 Deere 14 Delphi 3 Disney (Walt) 25 Dominion Resources 35 Donnelley (R.R.) 29	<b>E</b>	Eastman Chemical 7 Eaton 3 eBay 21 Ecolab 24 Electronic Data Systems 21 EMC 21 Emerson Electric 11 Engelhard 17 ENSCO International 22 Entergy 35 EOG Resources 19 Equifax 20 Equity Residential 29 Estee Lauder 24 Exelon 35	<b>F</b>	Family Dollar Stores 28 FedEx 29 Fifth Third Bancorp 4 First Tennessee Natl. 4 FirstEnergy 35 Flserv 21 FleetBoston Financial 4 Fortune Brands 18 FPL Group 35 Franklin Resources 20 Freeport-McMoRan C&G 17	<b>G</b>	Gannett 25 Gap 28 Genentech 10 General Dynamics 1 General Electric 8 General Mills 12 Genuine Parts 29 Georgia-Pacific 23 Golden West 20 Goldman Sachs Group 20 Goodrich 1 Grainger (WW) 29 GreenPoint Financial 20 Guidant 10	<b>H</b>	Halliburton 22 Harley-Davidson 16 Harman International 2	<b>I</b>	IBM 21 Illinois Tool Works 14 IMS Health 29 Ingersoll-Rand 14 Intel 11 International Flavors 7 International Game Tech. 16 Intuit 21 ITT Industries 14	<b>J</b>	Jabil Circuit 11 JDS Uniphase 11 Jefferson-Pilot 20 John Hancock Financial 20 Johnson & Johnson 10 Johnson Controls 18	<b>K</b>	Kellogg 12 Kerr-McGee 19 KeyCorp 4 KeySpan 35 Kimberly-Clark 24 Kimco Realty 29 King Pharm. 10 KLA-Tencor 15 Knight-Ridder 25 Kohl's 28 Kraft Foods 12	<b>L</b>	L-3 Communications 11 Leggett & Platt 2 Lehman Brothers Holdings 20 Lennar 29 Lexmark Intl. 21 Lilly (Eli) 10 Lincoln National 20 Linear Technology 11 Lockheed Martin 1 Loews 20 LSI Logic 11 Lucent Technologies 31	<b>M</b>	M&T Bank 4 Manor Care 29	<b>N</b>	National City 4 National Commerce Finl. 4 National Semicond. 11 Nationwide Financial Svcs. 20 Navistar International 3 NCR 21 New York Times 25 Newell Rubbermaid 18 Newmont Mining 17 Nike 32 Noble 22 Norfolk Southern 26 North Fork Bancorp. 4 Northern Trust 4 Novell 21 Novellus Systems 14 Nucor 30	<b>O,P</b>	Occidental Pet. 19 Office Depot 28 Old Republic Intl. 20 Oracle 21 Paccar 3 Pactiv 9 Pall 8 Parker Hannifin 18 Paychex 29 PeopleSoft 21 Pepsi Bottling Group 5 PepsiCo 5 Pfizer 10 PG&E 35 Pitney Bowes 21	<b>Q,R</b>	Qualcomm 11 R.J. Reynolds Tobacco 33 Radian Group 20 Raytheon 1 Regions Financial 4 Robert Half International 29 Rockwell Automation 11 Rockwell Collins 1 Rohm & Haas 7 Rouse 29	<b>S</b>	Safeco 20 Safeway 27 Sanmina-SCI 11 Sara Lee 12 SBC Communications 31 Schering-Plough 11 Schlumberger 22 Schwab (Charles) 20 Scientific-Atlanta 31 Scripps (EW) 25 Seagate Technology 21 Sealed Air 9 Sears, Roebuck 28 Sempra Energy 35 Sherwin-Williams 28 Sigma-Aldrich 10 Smith International 22 Soletron 11 SouthTrust 4 Sovereign Bancorp 20 Sprint FON Group 31 SPX 11 St. Jude Medical 10 St. Paul 20 Starbucks 12 State Street 4 Stryker 10 Sun Microsystems 21 Sunoco 19 SunTrust Banks 4 Symbol Technologies 21	<b>T</b>	Tellabs 31 Temple-Inland 9 Texas Instruments 11 Textron 8 3M 18 Time Warner 16 Torchmark 20 Total System Services 29 Transocean 22 Travelers Property Casualty 20 Tyco Intl. 8 Tyson Foods 12	<b>U</b>	U.S. Bancorp 4 Union Pacific 26 UnionBanCal 4 Unisys 21 United Parcel Service 34 United States Steel 30 United Technologies 1 Univision Commun. 25 UST 33	<b>V</b>	Valero Energy 19 Varian Medical 11 Verizon Communications 31 VF 32	<b>W</b>	Wachovia 4 Walgreen 28 Washington Mutual 20 Washington Post 25 Waters 15 Weight Watchers 29 Wells Fargo 4 Wendy's Intl. 13 Weyerhaeuser 23 Whirlpool 2 Wrigley (Wm.) Jr. 12 Wyeth 10	<b>X,Y,Z</b>	Xcel Energy 35 XL Capital 20 YUM! Brands 13 Zimmer Holdings 10 Zions Bancorporation 4
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