

The Business Week

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	1996 SALES: \$ MILLIONS ROE: %	EXECUTIVE	1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	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	22681.0	F. Shrontz, chmn.	1848	12	6132	16707	259	3	7.6	-27.7	4
	10.0	P. M. Condit, pres. & CEO* *Became CEO 4/29/96.	1334	43	2791	7158		3			
GENERAL DYNAMICS	3581.0	J. R. Mellor, chmn. & CEO	2617	-1	198	18850	167	4	16.2	-31.3	3
	15.8	N. D. Chabraja, vice-chmn.	1396	7	133	5409		3			
LOCKHEED MARTIN	26875.0	N. R. Augustine, chmn. & CEO*†	2781	20	20324	35531	236	5	17.6	26.9	3
	21.9	F. C. Lanza, exec. v-p *Became CEO 1/1/96. **Includes \$41 mil. payout from Loral options. Joined company 4/1/96.	1947	NA	48918**	NA		NA			
MCDONNELL DOUGLAS	13814.0	H. C. Stonecipher, pres. & CEO	1843	-9	0	12313	380	2	9.2	146.6	3
	25.9	J. F. McDonnell, chmn.	932	-13	3308	8916		2			
NORTHROP GRUMMAN	8071.0	K. Kresa, chmn., pres. & CEO	2094	21	0	5910	243	2	10.3	51.4	2
	11.0	G. L. Williams, v-p† *Includes \$936,269 tax reimbursement.	2034*	77	0	4181		2			
UNITED TECHNOLOGIES	23434.0	G. David, pres. & CEO	2466	25	4222	12173	230	3	17.8	64.9	2
	20.3	R. F. Daniell, chmn.†	1875	20	0	21560		5			
2 AIRLINES (TRANSPORTATION)											
DELTA AIR LINES	12952.0	R. W. Allen, chmn., pres. & CEO	1020	-3	1244	4185	131	2	-5.2	NM	1
	8.4	H. C. Alger, exec. v-p	545	9	1505	2963		2			
NORTHWEST AIRLINES	9880.5	J. H. Dasburg, pres. & CEO	911	3	5790	17133	NA	NA	NM	NM	NA
	NM	M. E. Levine, exec. v-p	599	-1	4600	8043		NA			
SOUTHWEST AIRLINES	3406.2	H. D. Kelleher, chmn., pres. & CEO	567	0	4055	7507	59	4	13.3	-14.1	3
	12.6	G. A. Barron, exec. v-p	374	13	0	1027		2			
UAL	16362.0	G. Greenwald, chmn. & CEO	1486	2	0	11059	238	2	NM	NM	NA
	54.3	J. A. Edwardson, pres. & COO	939	2	0	7696		3			
3 APPLIANCES (CONSUMER PRODUCTS)											
LEGGETT & PLATT	2466.2	H. M. Cornell Jr., chmn. & CEO	582	-46	488	3372	146	1	18.3	8.3	2
	18.1	F. E. Wright, pres. & COO	501	6	0	1619		1			
TANDY	6285.5	J. V. Roach, chmn. & CEO	770	-16	87	3967	93	3	6.6	NM	5
	-6.9	L. H. Roberts, pres.	550	-21	0	2394		3			
WHIRLPOOL	8696.0	D. R. Whitwam, chmn. & CEO	1400	-3	82	6932	75	4	9.5	-42.2	4
	8.1	W. D. Marohn, pres. & COO	760	11	40	3075		4			
4 AUTOMOTIVE (CONSUMER PRODUCTS)											
DANA	7889.5	S. J. Morcott, chmn. & CEO	1997	-24	606	7593	120	3	23.5	33.6	3
	21.4	J. M. Magliochetti, pres.	973	-17	310	3476		3			
FORD MOTOR	146991.0	A. J. Trotman, chmn., pres. & CEO	4920	1	2028*	23931	113	5	18.4	13.8	4
	16.4	E. E. Hagenlocker, vice-chmn. *1996 long-term incentive plan payout has not been determined.	2156	-3	649*	10270		5			
5 BANKS & BANK HOLDING COMPANIES (FINANCIAL SERVICES)											
BANC ONE	10272.4	J. B. McCoy, chmn. & CEO	2580	8	1018	7783	149	3	15.4	2.8	2
	16.7	R. J. Lehmann, pres.	1450	21	613	4669		3			
BANK OF BOSTON	6237.0	C. K. Gifford, CEO	2990	35	3949	14128	309	3	14.9	38.6	3
	13.8	H. D. Meirelles, pres. & COO†	2130	22	487	5787		2			
BANK OF NEW YORK	5713.0	J. C. Bacot, chmn. & CEO	5344	13	2442	17606	263	3	18.5	42.5	3
	20.1	T. A. Renyi, pres.	3170	32	0	7244		3			
BANKAMERICA	22071.0	D. A. Coulter, chmn. & CEO*	3542	99	1413	10021	237	3	13.5	20.3	3
	14.6	T. E. Peterson, vice-chmn. *Became CEO 1/1/96.	1700	23	1413	7719		3			
BANKERS TRUST NEW YORK	9565.0	F. N. Newman, chmn. & CEO*	8925	584	1131**	NA	130	NA	10.1	-48.1	NA
	12.7	J. E. Virtue, sr. v-p *Became CEO 1/1/96. **Includes \$1.1 mil in relocation expenses.	11803	NA	60	NA		NA			

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						TOTAL COMP \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING
BARNETT BANKS	3816.3	C. E. Rice, chmn. & CEO	4308*	87	4063	14836	220	3	16.4	10.1	3
	16.7	A. L. Lastinger Jr., pres. & COO	1682**	15	1744	7362		3			3
*Includes \$1.7 mil tax reimbursement for options exercise. **Includes \$376,274 tax reimbursement for options exercise.											
CHASE MANHATTAN	27421.0	W. V. Shipley, chmn. & CEO	5664	90	3723	18618	247	4	13.3	-17.8	4
	12.2	T. G. Labrecque, pres. & COO†	5211	50	2070	18812		4			5
CITICORP	32605.0	J. S. Reed, chmn. & CEO	3467	-19	40143	56924	295	5	20.3	22.4	4
	19.5	W. I. Campbell, exec. v-p*	1337	NA	0	NA		NA			NA
*Joined company 1/1/96.											
CORESTATES FINANCIAL	4197.3	T. A. Larsen, chmn. & CEO	1094	-14	11820	16134	225	4	15.7	5.0	4
	17.6	R. B. Greco, pres.	671	-3	2669	5321		3			3
CRESTAR FINANCIAL	1899.7	R. G. Tilghman, chmn. & CEO	1392	21	700	6096	197	2	13.2	-5.7	2
	12.3	J. M. Wells III, pres. & COO*	841	15	156	3105		2			2
*Passed away 10/1/96.											
FIFTH THIRD BANCORP	1753.5	G. A. Schaefer Jr., pres. & CEO	1392	23	1162	4840	195	2	16.6	-4.7	2
	15.6	S. J. Schrantz, exec. v-p	651	13	393	2201		1			1
FIRST BANK SYSTEM	3839.6	J. F. Grundhofer, chmn., pres. & CEO	2066	13	12925	28024	243	4	19.2	76.0	4
	24.0	R. A. Zona, vice-chmn.	1084	15	4319	11853		4			3
FIRST CHICAGO NBD	10117.0	V. G. Istock, pres. & CEO	2072	52	1945	8460	204	3	15.7	10.6	2
	16.4	D. J. Vitale, vice-chmn.†	1177	0	2754	9075		4			4
FIRST OF AMERICA BANK	2082.9	R. F. Chormann, chmn., pres. & CEO*	787	58	0	1896	174	1	13.8	-9.1	1
	14.4	W. R. Cole, chmn. & CEO-sub.†	410	24	0	1128		1			1
*Became CEO 5/1/96.											
FIRST TENNESSEE NATIONAL	1467.7	R. Horn, pres. & CEO	732*	4	117	4032	218	1	19.1	6.1	1
	18.8	J. K. Glass, pres.-sub.	446	25	670	1815		1			1
*Excludes \$100,000 salary paid in form of 21,692 options.											
FIRST UNION	11985.0	E. E. Crutchfield, chmn. & CEO	3114	20	4924	15375	201	4	15.8	-2.8	4
	14.9	J. R. Georgius, vice-chmn.	2155	28	1729	8972		4			4
FIRSTSTAR	1823.5	R. L. Fitzsimonds, chmn.	806	-17	596	3834	190	1	15.2	-15.3	2
	14.7	J. A. Becker, pres.	581	-16	406	2698		2			2
FLEET FINANCIAL GROUP	8043.0	T. Murray, chmn., pres. & CEO	3229	12	2379	12055	169	3	14.5	11.2	3
	16.5	J. B. Alvord, chmn.†	3040	-25	19409*	NA		NA			NA
*Includes \$12.1 mil in aggregate retirement payment.											
HUNTINGTON BANCSHARES	1783.5	F. G. Wobst, chmn. & CEO	1502	18	1444	6156	180	2	16.9	-3.0	2
	17.3	W. L. Hoskins, chmn. & CEO-sub.	829	17	2250	4819		3			2
KEYCORP	6038.0	R. W. Gillespie, chmn., pres. & CEO	1422	23	1268	6367	192	2	16.6	-2.8	2
	15.9	H. L. Meyer III, vice-chmn., COO	685	10	342	2986		2			2
May contain data from a preliminary source.											
MARSHALL & ILSLEY	1474.8	J. B. Wigdale, chmn. & CEO	950	15	555	3449	159	1	13.2	-4.5	1
	15.8	D. J. Kuester, pres.	778	12	550	3014		2			2
MBNA	3279.2	A. Lerner, chmn. & CEO	4515	62	1585	13580	303	3	28.5	6.7	2
	28.8	C. M. Cawley, pres.	4586	59	6088	21359		4			4
MELLON BANK	4762.0	F. V. Cahouet, chmn., pres. & CEO	2024	33	4170	14083	229	3	15.9	82.0	3
	19.9	C. M. Condron, vice-chmn.†	880	-3	1097	4511		2			2
MORGAN (J. P.)	15866.0	D. A. Warner III, chmn.	3234	34	6787	19500	160	4	13.4	-21.2	4
	14.4	K. F. Viermetz, vice-chmn.	2634	25	7242	17004		5			5
NATIONAL CITY	4928.4	D. A. Daberko, chmn. & CEO	966	21	3357	6852	208	2	16.7	9.3	2
	16.5	W. R. Robertson, pres.	842	23	3993	7147		3			3
NATIONSBANK	17509.0	H. L. McColl, Jr., CEO	4056	16	0	21281	220	4	16.4	43.1	4
	18.6	K. D. Lewis, pres.	2600	30	0	6543		3			3
NORTHERN TRUST	1929.4	W. A. Osborn, chmn. & CEO	1000	51	1014	4930	196	2	16.7	8.3	1
	17.8	B. G. Hastings, pres. & COO	775	25	698	4540		2			2
NORWEST	8882.9	R. M. Kovacevich, pres. & CEO	3139	3	4855	16901	195	4	20.3	-0.3	4
	19.3	L. S. Biller, exec. v-p	1543	1	1680	6806		3			3
PNC BANK	6333.8	T. H. O'Brien, chmn. & CEO	2102	34	2137	7131	151	3	12.6	-1.7	3
	16.9	J. E. Rohr, pres.	1353	38	1436	4405		3			3
REGIONS FINANCIAL	1606.9	J. S. Mackin, chmn. & CEO	1330	15	2538	8335	176	3	14.7	9.1	3
	14.4	R. D. Horsley, vice-chmn.	428	4	1293	2700		2			2
May contain data from a preliminary source.											
REPUBLIC NEW YORK	3279.2	W. H. Weiner, chmn. & CEO	1550	61	472	4657	189	2	13.3	13.1	2
	14.1	D. C. Schlein, vice-chmn.	1510	99	463	4881		3			3
SOUTHTRUST	2059.0	W. D. Malone Jr., chmn. & CEO	1660	44	1572	5396	203	2	14.6	2.6	2
	14.7	J. W. Banton, pres. & CEO-sub.	501	0	625	2167		1			1
STAR BANC	906.1	J. A. Grundhofer, chmn., pres. & CEO	1575	6	0	6302	288	1	17.1	23.4	2
	18.5	D. M. Moffett, exec. v-p & CFO	556	10	0	1592		1			1
STATE STREET BOSTON	2744.4	M. N. Carter, chmn. & CEO	1502	25	5403	10317	181	3	16.8	10.9	3
	18.0	N. A. Lopardo, exec. v-p	1659	18	591	5056		3			2
SUMMIT BANCORP.	1798.3	T. J. Semrod, chmn. & CEO	1469	16	592	5393	201	2	12.4	53.6	2
	11.8	R. G. Cox, pres.	920	NA	1297	NA		NA			NA
SUNTRUST BANKS	4064.0	J. B. Williams, chmn. & CEO	1125	9	5085	9943	235	3	13.7	-3.7	3
	12.6	L. P. Humann, pres.	664	7	3584	6849		3			4

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ROCKWELL INTERNATIONAL	10596.0	D. R. Beall, chmn. & CEO	3007	5	324	8323	176	3	16.4	-44.1	4
	10.6	D. H. Davis Jr., pres. & COO	1395	-14	0	4997		3			4
TENNECO	6572.0	D. G. Mead, chmn. & CEO	2706	31	2500	9848	111	4	15.0	-51.1	4
	8.2	P. T. Stecko, COO†	909	29	1200	3802		3			4
TEXTRON	9274.0	J. F. Hardyman, chmn. & CEO	2663	11	1970	11008	174	4	14.8	10.8	4
	15.2	L. B. Campbell, pres. & COO	1200	11	1114	8589		4			4
TRW	9857.0	J. T. Gorman, chmn. & CEO	5052	3	0	15419	155	4	15.7	-42.1	5
	8.3	P. S. Hellman, pres. & COO	2810	8	0	7505		4			4

10 CONTAINERS (INDUSTRIAL: LOW TECH)

CROWN CORK & SEAL	8331.9	W. J. Avery, chmn. & CEO	1000	10	0	4710	133	2	7.7	-42.0	5
	8.4	A. W. Rutherford, exec. v-p & CFO	419	24	147	1601		1			4
TEMPLE-INLAND	3460.0	C. J. Grum, chmn. & CEO	900	-17	104	3310	115	2	9.4	66.6	2
	6.6	K. M. Jastrow II, group v-p & CFO	725	5	7	1871		1			2
UNION CAMP	4013.2	W. C. McClelland, chmn. & CEO	773	-37	36	3596	111	2	10.6	47.9	3
	4.1	J. H. Ballengee, pres. & COO	512	-33	93	2567		2			3

11 DRUGS (CONSUMER PRODUCTS)

ABBOTT LABORATORIES	11013.5	D. L. Burnham, chmn. & CEO	2421	8	1311	7765	183	2	38.3	2.6	2	
	39.0	T. R. Hodgson, pres. & COO	1510	6	734	5141		3			2	
AMERICAN HOME PRODUCTS	14088.3	J. R. Stafford, chmn., pres. & CEO	2460	4	15937	25572	203	4	31.7	-23.9	4	
	28.9	R. G. Blount, sr. exec. v-p	1300	3	5234	13268		4			4	
AMGEN	2239.8	G. M. Binder, chmn. & CEO	1624	7	10672	35057	220	4	31.0	11.6	4	
	35.7	K. W. Sharer, pres. & COO	1205	15	3392	8191		3			3	
BAXTER INTERNATIONAL	5438.0	V. R. Loucks Jr., chmn. & CEO	1877	0	0	5343	201	2	16.3	NM	1	
	23.0	H. M. Jansen Kraemer Jr., sr. v-p & CFO	680	27	0	1951		1			1	
BECTON, DICKINSON	2785.6	C. Castellini, chmn., pres. & CEO	1354	18	397	4038	253	1	18.7	58.0	1	
	22.9	J. W. Galiardo, vice-chmn.	730	10	453	3170		1			2	
BOSTON SCIENTIFIC	1462.0	P. M. Nicholas, chmn., pres. & CEO	1150	9	2628	5883	480	1	14.3	-35.4	4	
	18.2	J. E. Abele, director	715	4	1865	4011		1			4	
BRISTOL-MYERS SQUIBB	15065.0	C. A. Heimbald Jr., chmn., pres. & CEO	2322	-2	4259	11181	215	3	35.6	31.5	3	
	43.4	M. E. Autera, exec. v-p	1120	-2	1765	6010		3			2	
GENENTECH	846.4	A. D. Levinson, pres. & CEO	800	19	0	2167	106	1	8.3	24.6	2	
	6.6	W. D. Young, exec. v-p	580	8	1628	3235		3			3	
GUIDANT	1048.5	J. M. Cornelius, chmn.†	1188	12	753	5195			25.3	193.7	1	
	14.7	R. W. Dollens, pres. & CEO†	585	21	749	3010					2	
JOHNSON & JOHNSON	21620.0	R. S. Larsen, chmn. & CEO	2846*	6	2649	10064	235	3	27.1	-17.0	3	
	26.6	R. N. Wilson, vice-chmn.	2339**	8	1964	10139		4			4	
		*Includes \$774,221 dividend equivalents. **Includes \$787,782 dividend equivalents.										
LILLY (ELI)	7346.6	R. L. Tobias, chmn. & CEO	2401	20	4209	13139	271	3	23.7	131.8	3	
	24.9	C. E. Golden, exec. v-p & CFO*	1628	NA	802	NA		NA			NA	
		*Joined company 3/4/96.										
MALLINCKRODT	2302.4	C. R. Holman, chmn. & CEO	1194	10	0	4124	138	2	14.0	NM	1	
	15.6	M. G. Nichols, pres. & COO	652	5	127	2156		2			1	
MEDTRONIC	2393.9	W. W. George, pres. & CEO	1015*	22	1296	5334	338	1	23.9	13.7	2	
	25.1	A. D. Collins Jr., COO	784**	27	702	3188		1			2	
		*Excludes \$200,000 bonus paid as 15,059 stock options. **Excludes \$75,000 bonus paid as 5,648 stock options.										
MERCK	19828.7	R. V. Gilmartin, chmn., pres. & CEO	2300	10	0	6720	251	2	29.2	50.0	2	
	32.4	E. M. Scolnick, exec. v-p	1463	12	1007	10467		4			3	
PFIZER	11306.0	W. C. Steere, Jr., chmn. & CEO	3511	13	9759	25436	257	4	29.2	72.7	3	
	29.4	H. A. McKinnell Jr., exec. v-p & CFO	1531	14	2168	8234		3			3	
PHARMACIA & UPJOHN	7285.7	J. L. Zabriskie, pres. & CEO*	1594	-23	427	6455	222	2	13.5	-52.4	4	
	9.0	L. S. Smith, exec. v-p	839	-25	7182	10453		4			5	
		*Resigned 1/20/97.										
SCHERING-PLOUGH	5655.8	R. J. Kogan, pres. & CEO*	1980	33	7023	18288	204	4	60.8	12.9	3	
	58.9	R. P. Luciano, chmn.	2427	-1	8029	25085		5			3	
		*Became CEO 1/1/96.										
SIGMA-ALDRICH	1034.6	C. T. Cori, chmn. & CEO	825	-4	205	3505	133	2	16.0	-10.6	3	
	16.2	D. R. Harvey, pres. & COO	546	2	101	2025		2			2	
WARNER-LAMBERT	7231.4	M. R. Goodes, chmn. & CEO	2362	37	0	10173	243	2	33.9	48.6	2	
	30.5	L. J. de Vink, pres. & COO	1367	21	1154	6177		3			2	

12 ELECTRICAL & ELECTRONICS (INDUSTRIAL: HIGH TECH)

ADVANCED MICRO DEVICES	1953.0	W. J. Sanders III, chmn. & CEO	3256*	-1	0	15577	145	4	9.3	NM	4	
	-3.4	R. Preville, pres. & COO	1268*	-37	882	11272		4			5	
		*Represents 54 weeks of salary.										
AMP	5468.0	W. J. Hudson Jr., pres. & CEO	843	-27	1952	6039	131	3	13.8	-28.7	3	
	10.3	J. E. Marley, chmn.	674	-24	1544	4942		4			3	

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ANALOG DEVICES	1205.1	R. Stata, chmn. & CEO	1276	7	0	3841	310	1	17.1	83.4	1
	18.9	J. G. Fishman, pres. & COO* *Became CEO 11/3/96.	1385	19	3684	8162		3			3
ANDREW	847.3	F. L. English, chmn., pres. & CEO	1286	-26	0	23861	465	3	18.6	58.9	3
	20.2	C. R. Nicholas, exec. v-p & CFO	565	-8	0	9457		2			3
COOPER INDUSTRIES	5283.7	H. J. Riley Jr., chmn., pres. & CEO	1494	89	0	2950	96	2	14.0	56.8	1
	16.7	R. E. Jackson Jr., exec. v-p	735	66	0	1553		1			1
EATON	6961.0	S. R. Hardis, chmn. & CEO	1746	21	740	6660	149	3	18.7	-0.8	2
	16.2	A. M. Cutler, pres. & COO	1212	10	755	5203		3			2
EMERSON ELECTRIC	11414.7	C. F. Knight, chmn., pres. & CEO	2037	0	0	15837	173	4	19.6	4.9	3
	19.0	A. E. Suter, sr. vice-chmn. & COO	1000	1	0	2965		2			2
HARRIS	3717.2	P. W. Farmer, chmn., pres. & CEO	1123	21	1362	5888	164	2	11.8	30.4	2
	12.7	W. E. Cantrell, pres.-Lanier Worldwide	677	6	679	3217		2			2
INTEL	20847.0	A. S. Grove, pres. & CEO	3003	9	94586	107873	426	NA	28.2	-0.1	NA
	30.6	C. R. Barrett, exec. v-p & COO May contain data from a preliminary source.	2297	11	13942	19861		NA			NA
LINEAR TECHNOLOGY	374.9	R. H. Swanson Jr., pres. & CEO	1192	31	671	3660	230	1	26.6	19.5	1
	26.8	C. B. Davies, v-p & COO	993	32	1844	5439		2			2
LSI LOGIC	1238.7	W. J. Corrigan, chmn. & CEO	696	-48	0	8210	337	2	16.9	-39.2	3
	11.2	W. R. Marz, exec. v-p†	371	79	0						
MICRON TECHNOLOGY	3196.1	S. R. Appleton, chmn., pres. & CEO*	2079	23	2739	12217	317	3	31.3	-30.6	2
	11.3	T. A. Lowrey, vice-chmn. & COO** *Resigned on 1/18/96; rehired as CEO on 1/26/96. **Became CEO 1/18/96 and served as CEO from 1/18/96 through 1/26/96.	2057	21	2303	9159		3			3
MOLEX	1436.6	F. A. Krehbiel, chmn. & CEO	930	-4	232	2849	173	1	11.6	29.7	2
	12.9	J. H. Krehbiel Jr., pres. & COO	753	-10	153	2470		1			2
MOTOROLA	27973.0	G. L. Tooker, vice-chmn. & CEO	1847	-9	0**	16684	136	4	14.4	-38.6	3
	9.8	C. B. Galvin, pres. & COO* *Became CEO 1/1/97. **1996 long-term awards have not yet been determined.	1432	-9	0**	15585		5			4
NATIONAL SEMICONDUCTOR	2440.3	G. F. Amelio, chmn., pres. & CEO*	586	-59	2863	10860	151	3	6.4	-147.2	5
	-10.3	K. P. Pond, exec. v-p *Resigned 2/1/96.	561	-25	905	4234		3			5
QUALCOMM	1056.2	I. M. Jacobs, chmn. & CEO	676	6	3294	20653	150	5	4.0	-54.0	4
	2.3	H. P. White, pres.	455	2	637	4685		3			4
RAYCHEM	1721.4	R. A. Kashnow, chmn., pres. & CEO*	686	NA	2515*	NA	218	NA	7.1	1976.5	NA
	23.9	R. J. Saldich, pres. & CEO *Joined company as CEO 10/1/95. Includes \$865,000 reimbursement of lost compensation from previous employer. **Includes \$243,784 related to retirement & consulting agreement.	441	-45	3139**	5158		2			2
RAYTHEON	12260.9	D. J. Picard, chmn. & CEO	2885	54	700*	8933	154	3	16.9	6.1	2
	17.1	A. L. Lawson, exec. v-p *Includes \$700,000 strategic accomplishment award.	1025	3	0	NA		NA			NA
TEXAS INSTRUMENTS	9940.0	T. J. Engibous, pres. & CEO*	510	-63	875	6356	208	2	16.1	NM	4
	-1.1	W. P. Weber, vice-chmn.** *Became CEO 6/20/96. **Became CEO 5/29/96 and left office 6/20/96.	424	-63	0	10543		4			4
WESTINGHOUSE ELECTRIC	8449.0	M. H. Jordan, chmn. & CEO	2000*	-20	273	6334	146	3	-6.1	NM	4
	-14.6	P. A. Lund, pres. & CEO-CBS Inc.‡ *Excludes \$272,813 bonus paid in restricted stock.	2694	NM	0	NA		NA			NA

13 FOOD PROCESSING (CONSUMER PRODUCTS)

ARCHER DANIELS MIDLAND	13715.7	D. O. Andreas, chmn. & CEO	3909	4	0	11043	171	3	10.4	-26.6	4
	8.0	J. R. Randall, pres.	1869	11	911	5952		3			4
CAMPBELL SOUP	7840.0	D. W. Johnson, chmn., pres. & CEO	2148	-3	0	9090	211	3	33.6	170.8	2
	40.9	F. E. Weise III, sr. v-p* *Resigned 1/1/97.	644	-11	0	2710		2			1
CONAGRA	24924.3	P. B. Fletcher, chmn. & CEO	2251	19	2201	13002	203	3	12.0	-50.2	5
	9.2	A. J. Crosson, pres. & COO-division	924	-8	734	5362		3			5
CPC INTERNATIONAL	9844.0	C. R. Shoemate, chmn., pres. & CEO	1471	8	5216	12992	175	4	24.7	10.3	3
	28.3	R. J. Gillespie, exec. v-p	827	8	2272	6944		4			3
GENERAL MILLS	5567.0	S. W. Sanger, chmn. & CEO	1410	198	203	2696	141	1	175.1	356.6	1
	186.3	C. W. Gaillard, pres.	1183	171	1194	3511		2			1
HEINZ (H.J.)	9446.9	A. J. O'Reilly, chmn. & CEO	2736	39	61500	68179	166	5	24.7	0.5	5
	25.9	W. R. Johnson, pres. & COO	1198	52	215	3282		2			2
HERSHEY FOODS	3989.3	K. L. Wolfe, chmn. & CEO	1398	30	1370	6006	191	2	20.8	11.8	3
	23.5	J. P. Viviano, pres. & COO	1024	22	869	4251		2			3
KELLOGG	6676.6	A. G. Langbo, chmn. & CEO	1248	-24	1460	8234	124	3	37.1	4.2	2
	41.4	T. A. Knowlton, exec. v-p	658	-22	318	3184		3			1
NABISCO HOLDINGS	8889.0	H. J. Greeniaus, chmn., pres. & CEO†	1965	-43	661	10737	NA	NA	5.7	-66.0	5
	0.4	J. J. Postl, pres.-Nabisco Biscuit Co.‡	838	7	1139	3616		NA			4
PIONEER HI-BRED INTERNATIONAL	1719.0	C. S. Johnson, pres. & CEO	1688	134	1040	5119	189	2	22.7	42.9	2
	23.8	J. L. Chicoine, sr. v-p & CFO	809	76	462	2820		2			2

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS						
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT			
	1996 SALES: \$ MILLIONS	ROE: %				TOTAL COMP \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
QUAKER OATS	5199.0		W. D. Smithburg, chmn., pres. & CEO	880	-32	1723	5884	119	3	47.3	-61.3	2
	19.9		J. F. Doyle, exec. v-p	736	2	268	2409		2			2
RALSTON PURINA	6235.3		W. P. Stiritz, chmn., pres. & CEO	2151	8	4792	10291	227	3	54.2	-29.0	2
	43.1		J. P. Mulcahy, v-p	625	9	0	1648		1			1
SARA LEE	19225.0		J. H. Bryan, chmn. & CEO	2299	3	4327	11509	161	4	15.6	12.7	3
	21.2		M. E. Murphy, vice-chmn.	1199	-5	2317	6049		3			3
SYSCO	14091.2		B. M. Lindig, pres. & CEO	1055	1	413	4363	117	2	18.4	11.2	2
	19.7		J. F. Woodhouse, chmn.	1045	-5	380	4489		3			3
TYSON FOODS	6434.9		L. E. Tollett, chmn. & CEO	608	1	0	2830	144	1	6.8	-58.0	5
	5.6		D. Tyson, sr. chmn.	1700*	0	0	5539		4			5
			*Includes \$696,839 related to travel & entertainment.									
WRIGLEY (WM.) JR.	1836.0		W. Wrigley, pres. & CEO	500*	-32	25*	3671	135	2	29.1	-15.6	1
	25.7		D. S. Barrie, group v-p	383*	-33	989*	3257		2			2
			*1996 bonus & restricted stock awards not yet determined.									
14 FOOD & LODGING (SERVICE)												
HILTON HOTELS	3940.0		S. F. Bollenbach, pres. & CEO*†	1058	NA	0	NA	181	NA	9.8	-49.7	NA
	4.9		B. Hilton, chmn.	610	-39	0	2610		2			4
			*Became CEO and joined company 2/2/96.									
MARRIOTT INTERNATIONAL	10172.0		J. W. Marriott Jr., chmn., pres. & CEO	1651*	10	162	5016	195	2	24.6	6.3	2
	24.3		W. J. Shaw, exec. v-p	971*	13	1246	5856		3			3
			*Represents 53 weeks of salary.									
15 GENERAL & SPECIAL MACHINERY (INDUSTRIAL: LOW TECH)												
APPLIED MATERIALS	3940.0		J. C. Morgan, chmn. & CEO	1564	-7	0	19498	185	4	22.1	13.0	4
	18.8		D. Maydan, pres.	1160	-1	0	17758		5			5
BLACK & DECKER	4914.4		N. D. Archibald, chmn., pres. & CEO	5216*	103	4238	16141	160	4	12.2	-1.1	4
	9.2		D. G. Heiner, exec. v-p†	620	15	1428	3704		2			3
			*Includes \$2.8 mil to cover tax liability related to options exercise.									
CATERPILLAR	16522.0		D. V. Fites, chmn. & CEO	2301	47	1001	8157	178	3	33.1	6.8	2
	33.1		G. S. Flaherty, group pres.	772	31	326	5273		3			2
DEERE	11307.9		H. W. Becherer, chmn. & CEO	2119	17	2073	10496	177	3	23.2	161.9	3
	23.2		E. L. Schotanus, exec. v-p	836	5	1206	4601		3			1
DOVER	4076.3		T. L. Reece, pres. & CEO	1630	25	2100	6854	174	2	23.1	44.0	2
	26.2		L. E. Burns, v-p	790	4	950	4201		2			2
DRESSER INDUSTRIES	6774.2		W. E. Bradford, chmn. & CEO	1402	63	0	3536	163	1	17.2	23.9	1
	16.6		J. J. Murphy, chmn.†	1876	20	1630	6942		4			4
INGERSOLL-RAND	6647.9		J. E. Perella, chmn., pres. & CEO	1788	15	1371	7291	123	3	15.3	41.3	3
	17.1		J. F. Travis, vice-chmn.	847	10	948	3839		3			3
STANLEY WORKS	2670.8		R. H. Ayers, chmn. & CEO*	1031	30	1500	4272	133	2	12.4	-8.7	3
	12.4		R. A. Hunter, pres. & COO	620	29	40	1699		1			2
			*CEO left office 12/31/96.									
TYCO INTERNATIONAL	5721.8		L. D. Kozlowski, chmn. & CEO	2183	5	6579	13840	209	4	13.5	98.5	3
	15.6		R. J. Meelia, v-p	1980	NA	0	NA		NA			NA
16 INSTRUMENTS (INDUSTRIAL: HIGH TECH)												
HONEYWELL	7311.6		M. R. Bonsignore, chmn. & CEO	1571	25	2117	6115	206	2	16.6	0.5	2
	18.3		D. L. Moore, pres. & COO	1247	15	3115	7170		3			3
PERKIN-ELMER	1211.0		T. L. White, chmn., pres. & CEO*	1538	NA	4207*	NA	162	NA	21.2	101.7	NA
	16.1		G. N. Kelley, chmn., pres. & CEO**	816	35	528	2824		2			1
			*Became CEO 9/12/95 and includes \$1.6 mil reimbursement of lost compensation from previous employer. **Resigned 6/1/96.									
17 LEISURE TIME INDUSTRIES (CONSUMER PRODUCTS)												
CARNIVAL	2212.6		M. M. Arison, chmn. & CEO	1211	0	0	3336	145	1	19.2	-4.4	2
	18.7		A. K. Lanterman, pres.	1020	-5	0	3133		2			3
DISNEY (WALT)	21180.0		M. D. Eisner, chmn. & CEO	8650	-1	0	34078	167	5	16.5	-34.5	5
	8.7		S. M. Litvack, sr. exec. v-p	1750	-22	3244	9341		4			4
EASTMAN KODAK	15968.0		G. M. Fisher, chmn., pres. & CEO	3987	-7	3397*	24625	196	4	19.9	50.9	4
	21.4		W. J. Prezzano, vice-chmn.	1181	-8	665	8539		4			3
			*Includes \$1.9 mil loan forgiveness.									
MATTEL	3786.0		J. W. Amerman, chmn. & CEO	3732*	-12	18923	37045	202	5	25.7	62.8	4
	26.1		B. L. Stein, pres.-Mattel Worldwide	1231**	NA	240	NA		NA			NA
			*Includes \$2.3 mil in exchange for canceled SARs. **Includes \$1 mil signing bonus. Joined company 8/1/96.									
18 METALS & MINING (RESOURCES)												
ALUMINUM CO. OF AMERICA	13061.0		P. H. O'Neill, chmn. & CEO	1560	-22	6114	21164	195	4	13.6	NM	4
	11.6		A. J. Belda, vice-chmn.	1066	2	611	4070		3			2
FREEPORT-McMORAN COPPER & GOLD	1905.0		J. R. Moffett, chmn. & CEO	6956	282	26776	NA	130	NA	45.7	532.2	NA
	53.7		R. C. Adkerson, exec. v-p	2909	242	5083	NA		NA			NA

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	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
PHELPS DODGE	3786.6	D. C. Yearley, chmn., pres. & CEO	1406	6	1501	9620	151	3	19.0	80.3	3
	16.8	J. S. Whisler, sr. v-p	670	9	791	7180		4			3
REYNOLDS METALS	6972.0	R. G. Holder, chmn. & CEO	647	-61	311	3954	133	2	8.1	NM	1
	2.6	J. J. Sheehan, chmn. & CEO*	511	-45	8	2022		2			1
*Became CEO 10/1/96.											
19 MISCELLANEOUS MANUFACTURING (INDUSTRIAL: LOW TECH)											
AVERY DENNISON	3222.5	C. D. Miller, chmn. & CEO	1877	8	4897	11524	261	3	17.9	82.5	3
	21.1	P. M. Neal, pres. & COO	1169	9	1628	5749		2			3
CORNING	3684.5	R. G. Ackerman, chmn. & CEO*	1505	59	3323	8639	176	3	15.1	NM	1
	35.5	V. C. Campbell, vice-chmn.	1184	50	2972	6825		4			2
*Became CEO 4/25/96.											
ILLINOIS TOOL WORKS	4996.7	W. J. Farrell, chmn. & CEO	954	39	23	3724	213	1	19.5	23.7	1
	20.3	F. S. Ptak, vice-chmn.	530	21	0	2955		1			2
JOHNSON CONTROLS	10584.4	J. H. Keyes, chmn. & CEO	1363	2	450	6207	169	2	14.3	29.9	3
	15.7	J. M. Barth, exec. v-p	701	4	834	3415		2			3
MINNESOTA MINING & MFG.	14236.0	L. D. DeSimone, chmn. & CEO	1533	15	2641	9748	174	3	20.9	24.4	3
	24.1	R. A. Mitsch, vice chmn. & exec. v-p	935	31	1303	4831		3			3
NEWELL	2872.8	W. P. Sovey, vice-chmn. & CEO	1284	8	0	3578	165	1	17.2	1.8	2
	17.2	T. A. Ferguson Jr., pres. & COO	966	8	0	3320		2			3
PARKER HANNIFIN	3851.9	D. E. Collins, pres. & CEO	1414	5	988	5420	164	2	13.3	133.1	2
	16.3	D. W. Sullivan, exec. v-p	856	-7	652	4093		2			3
RUBBERMAID	2355.0	W. R. Schmitt, chmn. & CEO	1354*	11	867	6557	69	4	12.7	-19.6	4
	15.0	C. A. Carroll, pres. & COO	741	19	542	3475		4			4
*Includes \$471,333 awarded for exceeding stock performance objectives.											
20 NATURAL RESOURCES (RESOURCES)											
AMERADA HESS	8929.7	J. B. Hess, chmn. & CEO	1000	11	0	3625	133	2	2.7	NM	1
	20.6	W. S. Laidlaw, pres. & COO	939	-40	0	4281		3			2
AMOCO	32150.0	H. L. Fuller, chmn. & CEO	1900	11	956	7208	170	3	14.1	29.7	3
	17.3	W. G. Lowrie, pres.	1187	58	0	2870		2			2
ANADARKO PETROLEUM	569.0	R. J. Allison Jr., chmn., pres. & CEO	2088	14	5985	11609	145	4	5.6	114.5	4
	9.9	J. N. Seitz, sr. v-p	490	16	11	1454		1			2
APACHE	877.2	R. Plank, chmn. & CEO	1156	38	578	3874	155	2	5.1	73.3	3
	8.2	G. S. Farris, pres. & COO	694	54	721	2307		2			3
ATLANTIC RICHFIELD	18592.0	M. R. Bowlin, chmn., pres. & CEO	2047	31	1027	6095	146	2	18.7	390.4	2
	21.3	R. J. Arnault, exec. v-p†	1197	3	1505	6964		4			3
BURLINGTON RESOURCES	1293.0	B. S. Shackouls, pres. & CEO	1219	40	5581	8454	124	4	1.4	11.7	5
	10.9	T. H. O'Leary, chmn.	1293	-9	7423	12204		5			5
CHEVRON	37580.0	K. T. Derr, chmn. & CEO	2354	37	1159	10296	168	3	11.6	84.6	3
	16.7	J. N. Sullivan, vice-chmn.	1225	31	636	5577		4			4
COASTAL	11894.6	D. A. Arledge, pres., CEO	1007	9	1119	3839	179	1	11.7	261.9	2
	17.0	O. S. Wyatt Jr., chmn.	1149	0	0	3347		2			2
ENRON OIL & GAS	710.3	F. E. Høglund, chmn. & CEO	691	8	7232	29839	132	5	12.5	-25.2	5
	11.1	M. G. Papa, pres.	413	3	1076	2637		3			3
EXXON	116728.0	L. R. Raymond, chmn. & CEO	2820	13	7321	20682	176	5	15.5	14.4	4
	17.2	R. E. Wilhelm, sr. v-p	1166	10	1404	7862		4			4
KERR-McGEE	1931.1	F. A. McPherson, chmn. & CEO†	1498	4	878	4558	174	2	6.8	219.9	2
	16.3	L. R. Corbett, pres. & COO*	889	8	367	2503		2			2
*Became CEO 2/1/97.											
MOBIL	71129.0	L. A. Noto, chmn. & CEO	1573	-2	2023	9604	173	3	12.9	30.4	3
	15.5	P. J. Hoenmans, exec. v-p	1172	-6	2964	11497		5			5
OCCIDENTAL PETROLEUM	10557.0	R. R. Irani, chmn. & CEO	3987	6	2719	18854	158	5	8.3	1435.2	4
	15.9	D. R. Laurance, pres.	1560	8	223	5246		4			3
PHILLIPS PETROLEUM	15731.0	W. W. Allen, chmn. & CEO	1955	58	1617	7780	169	3	20.6	236.3	2
	30.7	J. J. Mulva, pres. & COO	1326	89	609	4051		3			1
TEXACO	45500.0	P. I. Bijur, chmn. & CEO*	1583	140	2941	6490	173	2	12.3	56.8	2
	19.9	A. J. Krowe, vice-chmn.	1479	19	5358	11027		5			4
*Became CEO 7/1/96.											
USX-MARATHON GROUP	13564.0	T. J. Usher, chmn. & CEO-USX Corp.	2055	30	58	6640	161	2	9.0	NM	2
	20.1	V. G. Beghini, vice-chmn.	1543	19	107	5007		3			3
21 NONBANK FINANCIAL (FINANCIAL SERVICES)											
AETNA	15163.2	R. E. Compton, chmn. & CEO	2589	23	3183	13446	150	4	5.6	NM	3
	1.8	R. L. Huber, vice-chmn.	1533	22	3245	NA		NA			NA
AFLAC	7039.9	D. P. Amos, pres. & CEO	2101	18	6158	13706	234	3	17.2	3.9	3
	18.6	P. S. Amos, chmn.	2296	19	6328	14777		4			4
AHMANSON (H.F.)	3719.9	C. R. Rinehart, chmn. & CEO	1652	3	778	6977	187	2	7.8	NM	2
	4.1	K. M. Twomey, sr. exec. v-p & CFO	853	20	425	3261		2			2

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS						
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT			
	1996 SALES: \$ MILLIONS	ROE: %				TOTAL COMP \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
ALLSTATE	24299.0		J. D. Choate, chmn. & CEO	1181	-19	0	3712	211	[1]	12.4	29.0	[1]
	16.3		E. M. Liddy, pres. & COO	1003	-20	0	3209		[2]			[2]
AMERICAN EXPRESS	17280.0		H. Golub, chmn. & CEO	3127	5	7198	23095	224	[4]	21.2	19.5	[4]
	22.3		K. I. Chenault, vice-chmn.	1728	4	3519	11946		[4]			[3]
AMERICAN GENERAL	6847.0		H. S. Hook, chmn.	2480	27	562	10680	160	[3]	11.6	114.2	[3]
	10.4		R. M. Devlin, pres. & CEO*	1365	59	123	3263		[2]			[2]
			*Became CEO 10/24/96.									
AMERICAN INTERNATIONAL GROUP	25862.5		M. R. Greenberg, chmn. & CEO	4150	0	15852*	43066	187	[5]	13.0	4.6	[5]
	13.2		E. E. Matthews, vice-chmn.	987	5	4607*	11616		[4]			[4]
			*Includes long-term awards from a holding company.									
AON	3888.2		P. G. Ryan, chmn., pres. & CEO	2756	54	0	5934	213	[2]	11.7	-21.2	[3]
	10.1		M. D. O'Halleran, pres. & COO-Aon Group	1903	NA	1876	NA		NA			NA
BEAR STEARNS	5492.0		J. E. Cayne, pres. & CEO	9173	117	8413	40772	161	[5]	18.3	-8.8	[5]
	22.5		A. C. Greenberg, chmn.	13240	127	4347	40499		[5]			[5]
BERKSHIRE HATHAWAY	9545.7		W. E. Buffett, chmn. & CEO	100	0	167*	904	209	[1]	6.7	61.3	[1]
	11.7		M. D. Hamburg, v-p & CFO	256	13	0	689		[1]			[1]
			*Includes \$167,300 in director fees from non-subsiidiary.									
CHUBB	5668.1		D. R. O'Hare, chmn. & CEO	2106	4	1829	7991	148	[3]	11.5	8.5	[3]
	8.9		P. Chubb III, vice-chmn.	889	-5	602	3262		[2]			[2]
CIGNA	18950.0		W. H. Taylor, chmn. & CEO	3518	44	7961	18019	243	[4]	9.0	311.7	[4]
	14.7		J. G. Stewart, exec. v-p & CFO	1182	-9	3599	8198		[3]			[3]
CINCINNATI FINANCIAL	1808.7		R. B. Morgan, pres. & CEO	1119	15	0	3285	144	[2]	8.7	-31.9	[3]
	7.1		J. J. Schiff Jr., chmn.	574	12	335	1954		[1]			[3]
CNA FINANCIAL	16987.8		D. H. Chookaszian, chmn. & CEO	950	-40	1450	5235	138	[3]	8.9	190.0	[1]
	14.6		C. L. Murphy, sr. v-p	917	19	0	2417		[2]			[1]
CONSECO	3035.0		S. C. Hilbert, chmn., pres. & CEO	13962	79	23450	165223	233	[5]	21.0	-73.5	[5]
	8.9		L. W. Inlow, exec. v-p	4964	76	7035	37239		[5]			[5]
			May contain data from a preliminary source.									
EQUIFAX	1811.0		D. W. McGlaughlin, pres. & CEO	1252	137	1557	6443	236	[2]	38.9	67.2	[1]
	41.8		T. F. Chapman, exec. v-p	838	113	585	3216		[2]			[1]
EQUITABLE	8304.9		J. J. Melone, CEO*	3075	14	0	9842	94	[4]	8.0	-30.6	[4]
	5.2		J. M. Benson, sr. exec. v-p & COO	2583	23	0	7933		[4]			[4]
			May contain data from a preliminary source. *Became CEO 2/1/96.									
FIRST USA	1745.1		J. C. Tolleson, chmn. & CEO	1798	38	10323	16814	196	[4]	22.0	20.1	[3]
	22.4		R. W. Vague, pres.	1423	58	10174	17252		[5]			[4]
FRANKLIN RESOURCES	1736.1		C. B. Johnson, pres. & CEO	945	21	0	2467	153	[1]	24.0	-10.7	[1]
	21.8		M. L. Flanagan, sr. v-p & CFO	2197	103	720	6349		[4]			[2]
GENERAL RE	8296.0		R. E. Ferguson, chmn. & CEO	1783*	16	2358	10560	154	[3]	12.6	-16.3	[4]
	12.1		J. E. Gustafson, pres. & COO	1040*	10	1060	NA		NA			NA
			*Excludes portion of bonus paid in restricted stock.									
GOLDEN WEST FINANCIAL	2620.1		M. O. Sandler, co-chmn. & co-CEO*	981	4	3479	7552	166	[3]	12.5	18.7	[3]
	15.7		H. M. Sandler, co-chmn. & co-CEO*	981	4	2148	10735		[4]			[4]
			*Both executives hold the title of CEO.									
GREEN TREE FINANCIAL	1275.9		L. M. Coss, chmn. & CEO	102449	56	0	197007	330	[5]	25.7	17.0	[5]
	24.8		R. D. Potts, pres. & COO	1633	38	0	3697		[1]			[1]
HOUSEHOLD INTERNATIONAL	5058.8		W. F. Aldinger, chmn. & CEO	2344	26	0	6848	306	[1]	16.7	45.6	[2]
	18.7		D. C. Clark, chmn.†	1197*	-23	4357	10300		[3]			[3]
			May contain data from a preliminary source. *Includes \$3.3 mil retirement pay.									
ITT HARTFORD GROUP	12473.0		D. R. Frahm, chmn., pres. & CEO†	1200	38	0	5163	NA	NA	9.8	NA	NA
	-2.2		L. A. Smith, exec. v-p†	835	27	3	3524		NA			NA
LOEWS	20085.6		L. A. Tisch, co-chmn. & co-CEO	1828	112	26	3369	210	[1]	14.3	70.4	[1]
	16.5		P. R. Tisch, co-chmn. & co-CEO	2239	3	26	6422		[3]			[3]
MARSH & McLENNAN	4149.0		A. J. Smith, chmn. & CEO	2425	8	2232	11485	142	[4]	25.6	8.5	[2]
	26.4		L. J. Lasser, pres.-Putnam Investments	10370	64	1027	33943		[5]			[4]
			May contain data from a preliminary source.									
MERRILL LYNCH	24856.0		D. P. Tully, chmn. & CEO†	7201	40	6128	25584	206	[4]	21.6	0.7	[4]
	25.5		D. H. Komansky, pres. & COO*	5701	42	1250	15762		[4]			[4]
			*Became CEO 12/28/96.									
MGIC INVESTMENT	749.7		W. H. Lacy, pres. & CEO	902	2	2880	7218	263	[2]	18.8	5.7	[2]
	18.9		C. S. Culver, exec v-p	517	28	1010	2832		[1]			[1]
MORGAN STANLEY GROUP	13144.0		R. B. Fisher, chmn.	6331	36	7602	28486	169	[5]	12.9	-8.2	[5]
	17.9		J. J. Mack, pres.	6322	38	11985	30452		[5]			[5]
PAINWEBBER GROUP	5706.0		D. B. Marron, chmn. & CEO	7013	86	13313	31621	169	[5]	8.9	4.7	[5]
	21.3		J. J. Grano Jr., pres.	5513	150	2321	13555		[4]			[4]
PROGRESSIVE	3317.5		P. B. Lewis, chmn., pres. & CEO	2272	32	0	6346	169	[2]	20.2	-35.6	[3]
	18.3		C. B. Chokel, treas. & CFO	819	40	164	2683		[2]			[2]
SAFECO	3965.4		R. H. Eigsti, chmn. & CEO	733	3	743	3893	159	[2]	10.6	-30.5	[3]
	10.7		B. A. Dickey, pres. & COO	501	17	446	2362		[2]			[3]
SCHWAB (CHARLES)	2276.8		C. R. Schwab, chmn. & CEO	10187	8	0	22866	304	[4]	28.3	-12.4	[4]
	28.7		D. S. Pottruck, pres. & COO	7131	8	0	22026		[4]			[4]

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	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
ST. PAUL	1996 SALES: \$ MILLIONS	D. W. Leatherdale, chmn., pres. & CEO	987	-28	204	4487	144	2	14.6	0.8	2
	ROE: %	P. A. Thiele, exec. v-p	603	-21	57	2862		2			2
SUNAMERICA	1598.0	E. Broad, pres. & CEO	3023	36	9376	26876	320	4	19.9	31.0	4
	19.4	M. Fowler, v-p	2926	-4	0	8464		3			3
TORCHMARK	2186.0	R. K. Richey, chmn. & CEO	1482	-20	0	5267	123	3	19.6	3.5	1
	20.2	C. B. Hudson, chmn. & CEO-sub.	835	-7	0	2948		3			2
TRANSAMERICA	6227.6	F. C. Herringer, chmn., pres. & CEO	1731	3	1890	7499	153	3	13.1	-21.0	3
	11.5	R. H. Finn, exec. v-p	970	-4	644	4119		3			3
TRAVELERS GROUP	21345.4	S. I. Weill, chmn. & CEO	6330	13	87828	156166	246	5	16.3	75.3	5
	19.0	J. Dimon, pres. & COO	4501	26	14758	33557		5			5
TRAVELERS PROPERTY CASUALTY	8197.8	R. I. Lipp, chmn., pres. & CEO*†	3290	19	10109	NA	NA	NA	NA	NA	NA
	6.4	J. S. Fishman, vice-chmn.†	1249	17	2564	NA	NA	NA	NA	NA	NA
UNUM	4043.5	J. F. Orr III, chmn. & CEO	1480	57	913	4798	146	2	10.2	-29.8	3
	10.4	R. W. Crispin, exec. v-p	863	18	708	NA		NA			NA
WASHINGTON MUTUAL	3346.5	K. K. Killinger, chmn., pres. & CEO	933	17	120	2745	198	1	8.9	-70.6	5
	4.0	C. E. Tall, exec. v-p	390	14	35	1119		1			5
22 OFFICE EQUIPMENT & COMPUTERS (INDUSTRIAL: HIGH TECH)											
AMERICA ONLINE	1406.2	S. M. Case, chmn., pres. & CEO	200	0	27439	33460	455	3	-413.2	NM	5
	-1230.4	T. J. Leonsis, sr. v-p	205	8	3704	NA		NA			NA
AUTOMATIC DATA PROCESSING	3906.1	J. S. Weston, chmn. & CEO	1234	3	3948	16235	160	4	19.3	-2.5	3
	19.2	A. F. Weinbach, pres. & COO*	710	4	1101	5786		3			3
BAY NETWORKS	2094.5	A. K. Ludwick, pres. & CEO	609	38	0	1512	98	1	14.0	NM	5
	-7.4	R. V. Schmidt, exec. v-p†	522	20	11188	12619		5			5
CISCO SYSTEMS	5406.4	J. T. Chambers, pres. & CEO	619	57	32594	57122	394	5	32.2	-19.6	4
	29.1	D. A. LeBeau, sr. v-p	514	49	12404	21361		4			3
COMPAQ COMPUTER	18109.0	E. Pfeiffer, pres. & CEO	4250	17	23546	58606	302	5	20.7	22.8	4
	21.4	J. T. Rose, sr. v-p†	1005	19	2420	5012		1			2
COMPUTER ASSOCIATES INTERNATIONAL	3945.4	C. B. Wang, chmn. & CEO	6000	7	5012	26402	282	4	14.4	-39.5	4
	19.5	S. Kumar, pres. & COO	3900	18	12613	27738		5			4
DIGITAL EQUIPMENT	13609.7	R. B. Palmer, chmn., pres. & CEO	900	-29	366*	3840	106	2	-24.8	NM	5
	-10.5	E. Pesatori, v-p	682	-24	612	3390		3			5
EMC	2273.7	M. C. Ruetters, pres. & CEO	1059	65	4488	18348	201	4	28.9	-22.2	3
	23.6	R. T. O'Connell, sr. v-p†	695	217	0	NA		NA			NA
FIRST DATA	4934.1	H. C. Duques, chmn. & CEO	612	22	3316	4849	180	2	11.7	-5.4	2
	17.2	C. T. Fote, exec. v-p	520	14	0	1234		1			2
HEWLETT-PACKARD	39427.0	L. E. Platt, chmn., pres. & CEO	1822	19	4899	13696	263	3	18.6	38.8	3
	19.2	R. P. Wayman, exec. v-p & CFO	939	16	2749	7597		3			3
IBM	75947.0	L. V. Gerstner Jr., chmn. & CEO	4770	0	5562	35912	278	4	19.1	NM	2
	25.6	G. R. Thoman, sr. v-p & CFO†	1181	5	2287	7011		2			1
MICROSOFT	9435.0	W. H. Gates III, chmn. & CEO	563	35	0	1436	410	1	27.2	-2.8	1
	28.6	R. J. Herbold, exec. v-p & COO	1080*	46	0	NA		NA			NA
NCR	6963.0	L. Nyberg, chmn., pres. & CEO†	1561	33	3568*	NA	NA	NA	NA	NA	NA
	-7.8	J. L. Giering, sr. v-p & CFO†	580	42	5117**	7176		NA			NA
NOVELL	1311.8	R. J. Frankenberg, chmn., pres. & CEO*	641	-21	0	2901	46	3	12.7	NM	1
	6.8	J. A. Marengi, pres. & COO	598	8	363	2472		4			1
ORACLE	4848.0	L. J. Ellison, chmn., pres. & CEO	2331	-30	16743	35627	327	4	33.9	-13.9	3
	33.0	R. J. Lane, exec. v-p	1525	-28	18390	29202		4			3
PARAMETRIC TECHNOLOGY	658.2	S. C. Walske, chmn. & CEO	1030	29	19663	35789	265	5	25.7	-2.2	3
	28.6	C. R. Harrison, pres. & COO	975	30	12540	24621		4			4
PAYCHEX	506.4	B. T. Golisano, chmn., pres. & CEO	537	7	0	1475	338	1	28.0	11.1	1
	28.7	J. T. Carlen, exec. v-p	311	10	0	803		1			1
PITNEY BOWES	3858.6	G. B. Harvey, chmn.†	2104	10	1264	12884	144	3	20.2	11.0	3
	21.0	M. J. Critelli, vice-chmn. & CEO*	1323	26	1025	4636		3			2
SEAGATE TECHNOLOGY	8568.8	A. F. Shugart, chmn., pres., & CEO	1440	-4	14995	28278	333	3	14.0	-56.5	4
	8.1	B. C. Hegarty, exec. v-p	1131	9	4785	12012		3			4
SILICON GRAPHICS	3245.2	E. R. McCracken, chmn. & CEO	798	-45	0	3500	103	2	10.3	NM	5
	-1.8	T. A. Jermoluk, pres. & COO	722	-42	0*	9528		4			4
SUN MICROSYSTEMS	7798.7	S. G. McNealy, chmn., pres. & CEO	2298	-23	4903	12561	353	2	17.8	158.1	2
	24.6	E. J. Zander, pres.-sub.	800	-11	4578	7681		2			2

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS						
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT			
	1996 SALES: \$ MILLIONS	ROE: %				TOTAL COMP \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
3COM	2796.7		E. A. Benhamou, pres. & CEO	624	20	11386	20416	624	2	22.9	NM	2
	23.6		R. J. Finocchio Jr., exec. v-p	418	12	3666	15522		2			2
TOTAL SYSTEM SERVICES	311.6		R. W. Ussery, chmn. & CEO	883	65	316	2454	415	1	19.8	11.5	1
	22.0		P. W. Tomlinson, pres.	721	62	224	1954		1			1
23 OIL SERVICE & SUPPLY (RESOURCES)												
BAKER HUGHES	3141.7		J. D. Woods, chmn. & CEO†	1714	10	3980	10090	183	3	8.7	286.6	3
	11.3		M. L. Lukens, pres. & COO* *Became CEO 10/1/96.	1159	28	856	5279		3			4
DIAMOND OFFSHORE DRILLING	611.4		R. E. Rose, pres. & CEO‡	798	29	0	1781	NA	NA	-5.7	NA	NA
	12.3		L. R. Dickerson, sr. v-p & CFO‡	335	13	0	800		NA			NA
ENSCO INTERNATIONAL	468.8		C. F. Thorne, pres. & CEO	814	45	0	2450	359	1	8.8	247.8	2
	11.3		R. A. Wilson, sr. v-p & COO	400	57	188	1797		1			2
GLOBAL MARINE	680.7		C. R. Luigs, chmn., pres. & CEO	750	7	1556	4851	500	1	20.3	NM	1
	39.2		J. G. Ryan, secy.	412	16	2397	4866		1			1
HALLIBURTON	7241.2		R. B. Cheney, chmn., pres. & CEO	2125	431	0	NA	212	NA	13.0	NM	NA
	16.3		D. P. Jones, vice-chmn. May contain data from a preliminary source.	1040	0	358	3188		2			1
SCHLUMBERGER	8956.1		D. E. Baird, chmn. & CEO	2200	5	10225	17713	180	4	13.3	14.4	4
	15.1		V. E. Grijalva, exec. v-p	1025	4	1059	4478		3			4
WESTERN ATLAS	2582.8		A. J. Brann, chmn. & CEO	1615	22	510	7488	NA	NA	7.3	9.3	4
	8.4		J. R. Russell, exec. v-p	864	1	123	4542		NA			4
24 PAPER & FOREST PRODUCTS (RESOURCES)												
GEORGIA-PACIFIC	13024.0		A. D. Correll, chmn., pres. & CEO	1259	-49	0	7878	113	4	15.3	NM	3
	4.6		D. K. Mortensen, exec. v-p	800	-21	0	4937		4			3
INTERNATIONAL PAPER	20099.0		J. T. Dillon, CEO*	713	-35	4681	10223	128	4	8.2	-30.7	5
	3.2		J. P. Melican, exec. v-p *Became CEO 4/1/96.	472	-45	486	4210		3			5
KIMBERLY-CLARK	13149.1		W. R. Sanders, chmn. & CEO	1697	3	5997	10962	205	3	17.6	50.6	3
	31.3		T. J. Falk, group pres.	745	25	421	2243		1			1
WEYERHAEUSER	11114.0		J. W. Creighton Jr., pres. & CEO	1251	-20	527	5517	117	3	13.9	-24.4	3
	10.1		R. C. Gozon, exec. v-p‡	539	-26	0	1576		2			2
WILLAMETTE INDUSTRIES	3425.2		S. R. Rogel, pres. & CEO	783	26	120	2269	149	1	16.8	10.5	1
	9.7		W. P. Kinnune, exec. v-p	429	4	65	2880		3			3
25 PERSONAL-CARE PRODUCTS (CONSUMER PRODUCTS)												
AVON PRODUCTS	4814.2		J. E. Preston, chmn. & CEO	1172	18	4694	7907	257	2	140.9	65.5	1
	131.5		E. J. Robinson, pres. & COO	1285	28	2200	5527		2			1
CLOROX	2353.6		G. C. Sullivan, chmn. & CEO	1245	8	224	5213	203	2	21.5	23.1	2
	23.5		N. P. DeFeo, group v-p* *Left company 7/1/96.	674	0	9	2599		1			2
COLGATE-PALMOLIVE	8749.0		R. Mark, chmn. & CEO	2677	35	3842	37358	160	5	23.5	7.2	4
	30.5		W. S. Shanahan, pres. & COO	1576	34	1054	12155		4			4
ESTEE LAUDER	3314.9		L. A. Lauder, chmn. & CEO‡	3301	43	0	NA	NA	NA	NA	NA	NA
	31.8		F. H. Langhammer, pres. & COO‡	3000	-33	1501	NA		NA			NA
GILLETTE	9697.7		A. M. Zeien, chmn. & CEO	2975	23	3607	16573	271	3	30.0	-27.5	3
	21.4		M. C. Hawley, pres. & COO	1142	26	1012	4934		2			3
PROCTER & GAMBLE	35212.0		J. E. Pepper, chmn. & CEO*	1110*	16	2364	8756	201	3	24.9	1035.1	2
	25.9		H. Einsmann, exec. v-p *Became CEO 7/1/95. Excludes bonus paid in restricted stock & options granted in '96 & '97. **Excludes \$297,000 bonus paid in form of options.	1495**	-9	300	5402		3			2
26 PUBLISHING, RADIO & TV BROADCAST (SERVICE)												
CLEAR CHANNEL COMMUNICATIONS	351.7		L. L. Mays, chmn. & CEO	2602	24	0	6277	393	1	14.6	-20.9	3
	7.3		M. P. Mays, pres. & COO‡	346	102	0	681		1			1
COX COMMUNICATIONS	1460.3		J. O. Robbins, pres. & CEO	600*	-20	514	3991	NA	NA	1.8	-121.2	5
	-2.3		B. R. Elson, exec. v-p** *Excludes bonus paid in restricted stock in 1997. **Resigned 12/31/96.	502	6	0	1653		NA			5
DOW JONES	2481.6		P. R. Kann, chmn. & CEO	1095	-3	259	5157	102	3	11.8	14.2	3
	11.3		K. L. Burenga, pres. & COO	820	-1	211	3769		3			3
DUN & BRADSTREET	2252.3		R. E. Weissman, chmn. & CEO*	2608	60	4432	13370	114	4	31.2	-51.8	3
	18.6		V. Taylor, chmn. & CEO** *Resigned 11/1/96. **Became CEO 11/1/96.	1463	83	2115	6619		5			3
GANNETT	4421.1		J. J. Curley, chmn., pres. & CEO	1754	6	2461	8634	140	4	23.0	2.1	3
	21.3		D. H. McCorkindale, vice-chmn. & CFO	1540	7	1024	5815		4			3
KNIGHT-RIDDER	2774.8		P. A. Ridder, chmn. & CEO	1403	76	692	4294	137	2	17.6	98.7	1
	23.7		J. C. Fontaine, pres.	942	53	289	2540		2			2
McGRAW-HILL	3074.7		J. L. Dionne, chmn. & CEO	1913	20	1473	9043	150	4	26.9	2522.6	1
	36.4		H. W. McGraw III, pres. & COO	1171	19	800	5152		3			1
READER'S DIGEST ASSOCIATION	2967.6		J. P. Schadt, chmn. & CEO	1490	-3	0	5522	100	3	29.8	-66.9	3
	11.0		K. A. Gordon, pres. & COO†	921	20	0	2897		3			3

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS						
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	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	
	1996 SALES: \$ MILLIONS	ROE: %										
TIME WARNER	10064.0	-11.7	G. M. Levin, chmn. & CEO	5260	1	1004	16648	87	5	-8.5	NM	4
			R. D. Parsons, pres.	2999	3	0	NA	NA	NA			NA
TIMES MIRROR	3401.0	17.6	M. H. Willes, chmn., pres. & CEO	2151	130	1181	NA	231	NA	-3.5	104.3	NA
			R. T. Schlosberg III, exec. v-p	1201	30	881	4195		2			4
TRIBUNE	2405.7	20.4	J. W. Madigan, chmn., pres. & CEO	1454	21	4094	11436	138	4	18.5	24.9	3
			J. C. Dowdle, exec. v-p	930	8	3554	9918		5			4
WASHINGTON POST	1853.4	16.6	D. E. Graham, chmn. & CEO	400	0	0	1784	138	1	15.9	17.6	1
			A. G. Spoon, pres. & COO	846	2	0	3067		3			2
27 RAILROADS (TRANSPORTATION)												
BURLINGTON NORTHERN SANTA FE	8187.0	14.9	R. D. Krebs, pres. & CEO†	560*	-29	5075	14427	158	3	13.2	-14.2	4
			D. G. McInnes, sr. v-p & COO‡	648**	56	2770	5767		4			4
			*Excludes bonus paid in restricted stock. Excludes portion of salary paid in options. **Excludes portion of salary paid in options.									
CONRAIL	3714.0	10.4	D. M. LeVan, chmn., pres. & CEO	595	10	0	2253	161	1	9.7	33.9	2
			R. J. Conway, sr. v-p‡	257	-21	0	865		1			2
CSX	10536.0	17.1	J. W. Snow, chmn., pres. & CEO	1321	-5	4336	13883	110	4	16.4	51.6	3
			J. P. Clancey, pres. & CEO-Sea-Land	1006	39	554	4736		4			3
NORFOLK SOUTHERN	4770.0	15.5	D. R. Goode, chmn., pres. & CEO	1870	-29	0*	8507	136	3	14.8	30.3	2
			D. H. Watts, vice-chmn.	1077	-16	0*	4257		3			3
			*1996 performance share awards not yet reported.									
UNION PACIFIC	8786.0	8.9	D. Lewis, chmn. & CEO†	3131	16	18320*	26684	150	5	12.4	-38.2	5
			R. K. Davidson, pres. & COO	1863	17	79	6846		5			5
			*Includes \$4 mil performance award related to Southern Pacific merger.									
28 RETAILING (FOOD)												
ALBERTSON'S	13776.7	22.0	G. G. Michael, chmn. & CEO	1093	8	906	5173	140	3	23.5	-10.1	2
			R. L. King, pres. & COO‡	563	68	0	1159		1			1
SAFEWAY	17269.0	40.5	S. A. Burd, pres. & CEO	1365	1	3864	7848	402	2	40.2	25.9	2
			K. W. Oder, exec. v-p	850	-4	0	2601		1			1
WINN-DIXIE STORES	13090.8	17.5	A. D. Davis, chmn. & CEO	754	5	0	2189	128	1	18.9	-26.9	2
			J. Kufeldt, pres.	754	5	316	2994		3			2
29 RETAILING (NONFOOD)												
AUTOZONE	2348.7	18.8	J. R. Hyde III, chmn. & CEO	1133	8	0	3349	96	2	20.4	-14.3	2
			T. S. Hanemann, pres.†	613	0	0	1857		2			2
CARDINAL HEALTH	9694.0	12.0	R. D. Walter, chmn. & CEO	930	-1	0	3192	232	1	12.2	NA	NA
			J. C. Kane, pres. & COO	705	-3	0	2447		2			NA
COSTCO	20066.3	12.6	J. D. Sinegal, pres. & CEO	450	47	0	1056	131	1	11.1	1.6	1
			J. H. Brotman, chmn.	450	47	0	1056		1			2
LOWE'S	8600.2	13.5	L. G. Herring, pres & CEO†	1444	64	18	4776	122	3	14.3	-10.8	3
			R. L. Strickland, chmn.	1304	58	432	5268		4			3
			May contain data from a preliminary source.									
NORDSTROM	4579.4	10.1	J. J. Whitacre, chmn.	371	7	38	1386	111	1	12.3	-16.2	1
			J. F. Irving, exec. v-p	404	14	81	1453		2			2
SEARS, ROEBUCK	38236.0	25.1	A. C. Martinez, chmn., pres. & CEO	3414	55	0	10724	183	4	20.9	7.0	3
			R. L. Mettler, pres.-merchandising	1551	65	364						
WALGREEN	12139.6	18.4	C. R. Walgreen III, chmn. & CEO	1490	5	480	5380	206	2	18.1	3.4	2
			L. D. Jorndt, pres. & COO	1004	-3	351	3799		2			2
30 SERVICE INDUSTRIES (SERVICE)												
BROWNING-FERRIS INDUSTRIES	5843.6	-3.9	B. E. Ranck, pres. & CEO*	600	-41	0	2929	109	2	7.3	NM	5
			N. A. Myers, vice-chmn.	508	-29	0	2749		3			5
			*Became CEO 10/1/95.									
COLUMBIA/HCA HEALTHCARE	19909.0	18.3	R. L. Scott, chmn. & CEO	900	-26	960	5171	186	2	16.0	10.6	2
			D. T. Vandewater, pres. & COO	791	-12	1535	7655		4			3
DONNELLEY (R.R.) & SONS	6599.0	-9.7	J. R. Walter, chmn. & CEO*	1040	-30	2795	10449	107	4	5.9	NM	5
			J. P. Ward, exec. v-p	442	-24	207	2768		3			5
			*Resigned 10/23/96.									
ENRON	13289.1	16.4	K. L. Lay, chmn. & CEO	2889	9	4409	25446	160	5	16.4	28.9	4
			R. D. Kinder, pres. & COO	2458	34	35238*	44604		5			4
			*Includes \$3.8 mil loan forgiveness & \$1.1 mil severance payment. Resigned 12/31/96.									
FEDERAL EXPRESS	10817.9	11.2	F. W. Smith, chmn., pres. & CEO	878	-33	1200	4594	126	3	12.1	5.5	2
			T. L. Weise, exec. v-p	1462*	120	1788	5282		4			3
			*Includes \$974,734 for tax reimbursement.									
FLUOR	12046.8	15.8	L. G. McCraw, chmn. & CEO	2024	15	1368	8003	160	3	15.9	-1.0	3
			H. K. Coble, vice-chmn.	859	8	1577	5244		2			3
GENUINE PARTS	5720.5	19.1	L. L. Prince, chmn. & CEO	1121	11	792	4736	130	2	18.9	6.4	2
			T. C. Gallagher, pres. & COO	786	11	555	3209		3			2
GRAINGER (W.W.)	3537.2	16.1	R. L. Keyser, pres. & CEO	1164	-2	4208	7706	145	3	14.8	1.6	3
			J. D. Fluno, vice-chmn.	979	-3	3040	7943		4			4

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS						
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	LONG-TERM COMP. \$000	PAY VS. SHAREHOLDER RETURN			PAY VS. CORPORATE PROFIT			
	1996 SALES: \$ MILLIONS	ROE: %				TOTAL COMP \$000	\$ VALUE OF \$100 INVESTED	RATING	ROE %	CHANGE IN ROE %	RATING	
HEALTHSOUTH	2436.5		R. M. Scruschy, chmn. & CEO	11380	69	16197	38174	306	5	12.3	597.1	4
	15.8		J. P. Bennett, pres. & COO	1285	32	1210	4526		2			2
HFS	799.0		H. R. Silverman, chmn. & CEO	3752	162	19990	26547	483	3	14.1	-30.6	4
	8.9		J. D. Snodgrass, vice-chmn., pres. & COO	1129	3	0	3333		1			3
HUMANA	6788.0		D. A. Jones, chmn. & CEO	1122	-27	0	5285	107	3	10.8	-90.7	4
	0.9		G. H. Wolf, pres. & COO‡	894	1585	100	NA	NA	NA			NA
MANPOWER	5856.9		M. S. Fromstein, chmn., pres. & CEO	4079	9	0	10415	187	3	32.1	NM	1
	26.9		J. F. Chait, exec. v-p, CFO, secy.	1215	14	0	3071		2			1
OXFORD HEALTH PLANS	3075.2		S. F. Wiggins, chmn. & CEO‡	1738	115	27270	32455	442	4	20.8	1.7	4
	16.7		W. M. Sullivan, pres. & COO‡	542	59	7279	9047		3			3
			May contain data from a preliminary source.									
REPUBLIC INDUSTRIES	2365.5		S. R. Berrard, pres. & co-CEO*	2	NA	0	NA	2177	NA	4.3	NM	NA
	-2.2		H. W. Hudson, vice-chmn.	277	147	0	NA	NA	NA			NA
			May contain data from a preliminary source. *Joined company 5/1/96.									
TENET HEALTHCARE	5818.9		J. C. Barbakow, chmn. & CEO	2173	36	0	5626	156	2	11.2	-47.2	4
	8.6		M. H. Focht, pres. & COO	1402	39	3779	8771		4			4
UNITED HEALTHCARE	10073.8		W. W. McGuire, CEO	1151	-37	0	16693	119	5	9.3	-56.6	5
	8.8		T. H. Wills, COO	475	-24	0	5712		4			5
WMX TECHNOLOGIES	9187.0		P. B. Rooney, pres. & CEO*	1810	-25	0	6242	131	3	13.2	-16.8	3
	9.1		D. L. Buntrock, chmn. & acting CEO	1339	-63	1395	8961		5			4
			*Became CEO 6/1/96 and resigned 2/18/97.									
31 STEEL (INDUSTRIAL: LOW TECH)												
NUCOR	3647.0		J. D. Correnti, vice-chmn, pres. & CEO*	689	-21	303	3873	98	3	18.8	18.5	2
	16.2		F. K. Iverson, chmn.	819	-30	360	5068		4			3
			*Became CEO 1/1/96.									
32 TELECOMMUNICATIONS (TELECOMMUNICATIONS)												
ADC TELECOMMUNICATIONS	922.2		W. J. Cadogan, chmn., pres., CEO & COO	708*	-11	3519	8863	349	1	13.0	-9.8	4
	12.9		L. J. Davis, sr. v-p	369*	-11	3107	4318		2			4
			*Excludes portion of bonus paid respectively in 183,755 and 93,287 stock options.									
ALLTEL	3192.4		J. T. Ford, chmn. & CEO	1333	8	390	4804	118	2	16.3	-17.4	3
	13.9		S. T. Ford, exec. v-p	700	NA	0	NA	NA	NA			NA
AMERITECH	14917.0		R. C. Notebaert, chmn., pres. & CEO	2004	2	693	6913	180	2	25.2	44.0	2
	27.8		W. P. Campbell, exec. v-p	808	9	0	3352		2			2
AT&T	52184.0		R. E. Allen, chmn. & CEO	3222	-1	3521	18272	127	5	17.9	-7.2	4
	26.6		L. Nyberg, chmn. & CEO-NCR‡	1561	33	2863*	NA	NA	NA			NA
			*Includes \$1.9 mil cash payment in lieu of pension benefits. Compensation also listed under NCR.									
BELL ATLANTIC	13081.4		R. W. Smith, chmn. & CEO	2105	10	0	6293	126	3	24.9	32.4	2
	23.9		J. G. Cullen, vice-chmn.	1358	43	263	3789		2			3
BELLSOUTH	19040.0		J. L. Clendenin, chmn., pres. & CEO	1909	22	2493**	10511	158	3	16.6	182.0	3
	21.6		F. D. Ackerman, vice-chmn. & COO*	1414	37	750	5376		3			3
			*Became CEO 12/31/96. **Includes \$2.1 mil cash payment related to retirement.									
CINCINNATI BELL	1573.7		J. T. LaMacchia, pres. & CEO	998	-3	761	3784	374	1	12.5	NM	1
	29.2		J. F. Orr, COO‡	720	193	340	2153		1			1
FRONTIER	2575.6		R. L. Bittner, chmn. & CEO	700	-43	0	3120	111	2	16.7	63.0	2
	20.4		L. L. Massaro, exec. v-p	285	-38	0	1185		2			1
GTE	21339.0		C. R. Lee, chmn. & CEO	2528	10	3292	12538	151	4	33.5	292.3	2
	40.2		K. B. Foster, pres.	1825	6	1955	8268		4			3
LUCENT TECHNOLOGIES	23797.0		H. B. Schacht, chmn. & CEO*	620**	NA	1301**	NA	NA	NA	NA	NA	NA
	30.8		R. A. McGinn, pres. & COO‡	1065**	1	1105**	5026		NA			NA
			*Became CEO 2/1/96. **Represents nine-months' compensation—has new fiscal year after spin-off.									
MCI COMMUNICATIONS	18494.0		G. H. Taylor, CEO	565	-60	5185	8964	116	4	8.6	-15.1	4
	11.3		B. C. Roberts Jr., chmn.	960	-60	7205	13302		5			5
NYNEX	13508.8		I. G. Seidenberg, chmn. & CEO	1799	17	1624	6701	140	3	15.6	NM	2
	19.9		F. V. Salerno, vice-chmn.	1176	-8	340	4531		3			2
PACIFIC TELESIS GROUP	9594.0		P. J. Quigley, chmn., pres. & CEO	2007	42	526*	6114	138	2	36.6	1542.7	1
	40.3		D. W. Dorman, chmn., pres. & CEO-sub.	1077	-1	312	4735		3			2
			*Excludes \$497,824 on exercise of AirTouch stock options.									
SBC COMMUNICATIONS	13898.0		E. E. Whitacre Jr., chmn. & CEO	3659	40	2877	15508	139	5	26.9	63.0	3
	30.7		R. S. Caldwell, pres.-sub.	1381	50	615	4506		3			2
SPRINT	14044.7		W. T. Esrey, chmn. & CEO	3344	115	1515	11099	150	4	17.9	14.5	4
	14.0		R. T. LeMay, pres. & COO	2456	154	2897	8235		4			4
TELLABS	869.0		M. J. Birck, pres. & CEO	573	12	0	3369	637	1	23.8	35.6	1
	20.0		B. J. Jackman, pres.-sub.	398	11	2444	5308		1			3
U.S. ROBOTICS	2258.1		C. G. Cowell, chmn., pres. & CEO	3430	23	30522	53977	832	3	20.0	60.7	5
	25.8		J. McCartney, pres. & COO	2245	29	19883	45632		4			5
US WEST (CONSOLIDATED)	12911.0		R. D. McCormick, chmn., pres. & CEO	1879	52	2101	8584	NA	NA	15.6	31.5	3
	10.7		C. M. Lillis, exec. v-p; pres. & CEO-Media	1008	16	0	4859		NA			4

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	1996 SALES: \$ MILLIONS ROE: %	EXECUTIVE	1996 COMPENSATION			1994-96 PAY-PERFORMANCE ANALYSIS					
			TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1995	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
WORLD.COM	4485.1	B. J. Ebberts, pres. & CEO	3273*	10	0	14267	216	3	-4.5	NM	5
	-16.9	J. Q. Crowe, CEO-MFS Communs.	1497	NA	34280	NA	NA	NA			NA
*Includes \$1,687,500 & \$650,000 paid under performance bonus plans.											
33 TEXTILES, APPAREL (CONSUMER PRODUCTS)											
LIZ CLAIBORNE	2217.5	P. R. Charron, chmn. & CEO	2170	-3	0	9517	180	3	12.3	23.2	3
	15.8	D. V. Seegal, pres.	996*	NA	438	NA	NA	NA			NA
*Includes \$218,750 in connection with employment agreement.											
NIKE	7892.3	P. H. Knight, chmn. & CEO	1855	12	0	4475	535	1	22.6	43.3	1
	24.6	T. E. Clarke, pres. & COO	1275	12	2102	5287		1			3
VF	5137.2	M. J. McDonald, pres. & CEO*	2237	150	439	5128	158	2	13.1	-4.9	3
	15.0	J. P. Schamberger, vice-chmn.†	990	29	137	2658		2			3
*Became CEO 1/1/96.											
34 TIRE & RUBBER (INDUSTRIAL: LOW TECH)											
GOODYEAR TIRE & RUBBER	13112.8	S. F. Gibara, chmn., pres. & CEO*	1580	84	814	4384	120	2	14.0	-85.4	5
	3.1	S. C. Gault, chmn. & CEO†	1309	-41	8813	29876		5			5
*Became CEO 1/1/96.											
35 TOBACCO (CONSUMER PRODUCTS)											
AMERICAN BRANDS	5776.3	T. C. Hays, chmn. & CEO	2367*	23	1526	7604	174	3	15.5	-13.8	3
	13.5	J. T. Ludes, pres. & COO	1323*	21	226	3714		2			3
*Includes \$522,168 and \$294,839 (respectively) for tax reimbursement related to funding retirement benefits.											
PHILIP MORRIS	54553.0	G. C. Bible, chmn. & CEO	2852	14	5700	18513	235	4	40.2	44.5	3
	44.3	M. H. Bring, exec. v-p	1517	17	957	9402		4			3
RJR NABISCO HOLDINGS	17063.0	S. F. Goldstone, chmn. & CEO	6772	388	0	NA	119	NA	5.9	NM	NA
	5.9	H. J. Greeniaus, chmn. & CEO-sub.	1965	-43	661*	10737		5			4
*Compensation also listed under Nabisco Holdings.											
UST	1396.8	V. A. Gierer Jr., chmn., pres. & CEO	2722	1	5166	12986	133	4	139.4	106.5	1
	164.5	J. J. Buccignano, exec. v-p & CFO	1323	7	210	4005		3			1
36 UTILITIES (UTILITIES)											
AES	835.0	D. W. Bakke, pres. & CEO	1161	39	0	4208	205	2	20.7	-21.3	2
	18.1	T. A. Tribone, sr. v-p	685	115	276	1963		2			2
AMERICAN ELECTRIC POWER	5849.2	E. L. Draper Jr., chmn., pres. & CEO	1002*	9	686	3932	135	3	12.4	52.9	2
	13.0	G. P. Maloney, v-p	501*	13	297	1863		2			2
*1996 bonus estimated.											
CAROLINA POWER & LIGHT	2995.7	S. H. Smith Jr., chmn. & CEO	1114	12	31	3008	144	2	13.3	10.8	2
	14.2	W. Cavanaugh III, pres. & CEO*	847	21	22	2181		3			2
*Became CEO 10/1/96.											
CENTRAL & SOUTH WEST	5155.0	E. R. Brooks, chmn., pres. & CEO	1054	29	418	2909	104	3	11.1	-12.4	3
	7.8	T. V. Shockley III, exec. v-p	689	32	249	1863		3			3
CINERGY	3242.7	J. E. Rogers, vice-chmn., pres. & CEO	1236	42	3078	7296	147	4	11.5	NM	3
	13.0	J. H. Randolph, chmn.	867	0	661	3229		4			2
CONSOLIDATED NATURAL GAS	3794.3	G. A. Davidson Jr., chmn. & CEO	969	23	84	2415	135	2	7.7	56.2	1
	13.5	R. W. Best, sr. v-p*	586	NA	41	NA		NA			NA
*Resigned 3/8/97.											
DOMINION RESOURCES	4842.3	T. E. Capps, chmn., pres. & CEO	1014	8	409	3342	104	3	9.7	-17.7	4
	9.6	J. T. Rhodes, pres. & CEO-Virginia Power	658	-3	76	2139		4			4
DTE ENERGY	3645.4	J. E. Lobbia, chmn. & CEO	637	0	87	1931	133	1	10.9	-39.8	3
	9.0	A. F. Earley Jr., pres. & COO	455	-5	48	1397		2			3
DUKE POWER	4758.0	W. H. Grigg, chmn. & CEO	971	-3	229	3389	126	3	13.6	6.0	2
	14.0	W. A. Coley, pres.-sub.	723	21	145	2172		3			2
EDISON INTERNATIONAL	8544.5	J. E. Bryson, chmn. & CEO	1642	17	0	3713	120	3	11.3	4.5	3
	11.2	S. E. Frank, pres. & COO-SCE	941	88	0	NA		NA			NA
EL PASO NATURAL GAS	3010.0	W. A. Wise, chmn., pres. & CEO	1400*	19	4277*	9817	158	3	9.0	-82.1	5
	2.3	H. B. Austin, exec. v-p & CFO	678**	46	528**	2473		5			5
*Salary replaced with stock awards; portion of bonus also under restricted stock. **Unspecified portion of bonus paid in restricted stock.—included under both columns.											
ENTERGY	7163.5	E. Lupberger, chmn., pres. & CEO	1308	-4	0	4597	94	4	6.4	-9.8	4
	6.3	J. L. Maulden, vice-chmn.	722	-11	0	2665		5			4
FPL GROUP	6036.8	J. L. Broadhead, chmn. & CEO	1552	0	990	7490	136	4	12.5	20.7	4
	12.6	P. J. Evanson, pres.	883	9	197	2581		3			3
GPU	3918.1	J. R. Leva, chmn. & CEO	1033	12	82	3062	131	3	10.3	-13.5	3
	9.8	F. D. Hafer, pres. & COO	557	48	61	1426		2			5
HOUSTON INDUSTRIES	4095.3	D. D. Jordan, chmn. & CEO	2026	13	767	7256	119	5	10.6	-20.9	3
	10.1	R. S. Letbetter, v-p	747	15	139	2336		4			4
OHIO EDISON	2469.8	W. R. Holland, CEO	730	7	62	2057	124	1	12.2	NM	1
	12.2	H. P. Burg, pres., COO & CFO	318	12	45	970		1			1
PACIFICORP	4293.8	F. W. Buckman, pres. & CEO	1077	64	498	4209	126	4	12.3	0.3	4
	11.8	C. E. Robinson, chmn.-Pacific Telecom	721	2	213	2736		4			3
PANENERGY	7536.8	P. M. Anderson, pres. & CEO	1215	54	1028	3584	210	1	13.2	68.9	1
	15.0	J. T. Hackett, exec. v-p	792	NA	2091	NA		NA			NA

EXECUTIVE COMPENSATION SCOREBOARD

COMPANY	EXECUTIVE		1995 COMPENSATION			1993-95 PAY-PERFORMANCE ANALYSIS						
	1995 SALES: \$ MILLIONS ROE: %		TOTAL ANNUAL COMP. SALARY & BONUS \$000	% CHANGE FROM 1994	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	
PECO ENERGY	4283.6	C. A. McNeill Jr., pres. & CEO	724	1	0	2111	101	2	10.9	-15.4	2	
	10.7	J. F. Paquette Jr., chmn.	813	-9	315	3651		5			4	
PG&E	9610.0	S. T. Skinner, chmn. & CEO	677	-37	0	2718	75	4	11.5	-27.2	3	
	8.6	R. D. Glynn Jr., pres. & COO	463	-21	7	1437		3			3	
PP&L RESOURCES	2910.0	W. F. Hecht, chmn., pres. & CEO	670	37	139	2152	107	2	11.1	-7.5	2	
	12.0	F. A. Long, exec. v-p	465	30	83	1512		2			2	
PUBLIC SERVICE ENTERPRISE GROUP	6041.2	E. J. Ferland, chmn., pres. & CEO	712*	-22	171	3088	108	3	12.1	-2.9	3	
	11.3	L. R. Eliason, pres.†	437**	-21	35	1126		2			1	
		*1996 bonus has not been determined. **Entire 1996 bonus has not been determined.										
SONAT	3394.9	R. L. Kuehn Jr., chmn., pres. & CEO	3691*	153	3877	11388	196	5	12.1	-32.7	5	
	13.1	D. G. Russell, exec. v-p	951	46	468	3189		3			5	
		*Includes \$2,154,978 tax reimbursement upon exercise of stock options.										
UNION ELECTRIC	2260.4	C. W. Mueller, pres. & CEO	606	5	0	1703	119	1	13.0	-3.5	1	
	12.4	C. J. Schukai, sr. v-p	334	5	0	941		1			1	
WILLIAMS	3531.2	K. E. Bailey, chmn., pres. & CEO	950*	16	1467	5890	252	2	10.5	-18.4	4	
	11.1	L. A. Hightower, pres.-sub.†	527	15	0	1469		1			3	

ALPHABETICAL LIST OF COMPANIES

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

Abbott Laboratories 11	Berkshire Hathaway 21	Dominion Resources 36	Golden West 21	MBNA 5	Philip Morris 35	Temple-Inland 10
ADC Telecommuns. 32	Black & Decker 15	Donnelley (R.R.) 30	Goodyear Tire & Rubber 34	McDonnell Douglas 1	Phillips Petroleum 20	Tenet Healthcare 30
Advanced Micro 12	Boeing 1	Dover 15	GPU 36	McGraw-Hill 26	Pioneer Hi-Bred 13	Tenneco 9
AES 36	Boston Scientific 11	Dow Chemical 8	Grainger (W.W.) 30	MCI Communications 32	Pitney Bowes 22	Texaco 20
Aetna 21	Bristol-Myers Squibb 11	Dow Jones 26	Green Tree Financial 21	Medtronic 11	PNC Bank 5	Texas Instruments 12
AFLAC 21	Browning-Ferris 30	Dresser Industries 15	GTE 32	Mellon Bank 5	PP&L Resources 36	Textron 9
Ahmanson (H.F.) 21	Burlington Northern Santa Fe 27	DTE Energy 36	Guidant 11	Merck 11	PPG Industries 7	3Com 22
Air Products & Chemicals 8	Burlington Resources 20	Duke Power 36	Halliburton 23	Merrill Lynch 21	Praxair 8	Time Warner 26
Albertson's 28	Campbell Soup 13	Dun & Bradstreet 26	Harcourt General 9	MGIC Investment 21	Procter & Gamble 25	Times Mirror 26
Alcoa 18	Cardinal Health 29	DuPont 8	Harris 12	Micron Technology 12	Progressive 21	Torchmark 21
Allegheny Teledyne 9	Carnival 17	Eastman Chemical 8	Healthsouth 30	Microsoft 22	Public Service Ent. 36	Total System Services 22
AlliedSignal 9	Carolina Power 36	Eastman Kodak 17	Heinz (H.J.) 13	Minnesota Mining 19	Quaker Oats 13	Transamerica 21
Allstate 21	Caterpillar 15	Eaton 12	Hercules 8	Mobil 20	Qualcomm 12	Travelers Group 21
Alltel 32	Central & South West 36	Edison International 36	Hershey Foods 13	Molex 12	Ralston Purina 13	Travelers Property Casualty 21
Amerada Hess 20	Chase Manhattan 5	El Paso Natural Gas 36	Hewlett-Packard 22	Monsanto 8	Raychem 12	Tribune 26
America Online 22	Chevron 20	EMC 22	HFS 30	Morgan (J.P.) 5	Raytheon 12	TRW 9
American Brands 35	Chubb 21	Emerson Electric 12	Hilton Hotels 14	Morgan Stanley 21	Reader's Digest 26	U.S. Bancorp 5
American Electric 36	Cigna 21	Engelhard 8	Household Intl. 21	Morton International 8	Regions Financial 5	U.S. Robotics 32
American Express 21	Cincinnati Bell 32	Enron 30	Houston Industries 36	Motorola 12	Republic Industries 30	US West (Consolidated) 32
American General 21	Cincinnati Financial 21	Enron Oil & Gas 20	Humana 30	Nabisco Holdings 13	Republic New York 5	UAL 2
American Home 11	CINergy 36	ENSCO International 23	Huntington Bancshares 5	National City 5	Reynolds Metals 18	Union Camp 10
American Intl. Group 21	Cisco Systems 22	Entergy 36	IBM 22	National Semicond. 12	RJR Nabisco 35	Union Carbide 8
Ameritech 32	Citigroup 5	Equifax 21	IBM 22	NationsBank 5	Rockwell International 9	Union Electric 36
Amgen 11	Clear Channel Communs. 26	Equitable 21	IKON Office Solutions 9	NCR 22	Rohm & Haas 8	Union Pacific 27
Amoco 20	Clorox 25	Estée Lauder 25	Illinois Tool Works 19	Newell 19	Rubbermaid 19	United HealthCare 30
AMP 12	CNA Financial 21	Exxon 20	IMC Global 8	Nike 33	Safeco 21	United Technologies 1
Anadarko Petroleum 20	Coastal 20	Federal Express 30	Ingersoll-Rand 15	Nordstrom 29	Safeway 28	UNUM 21
Analog Devices 12	Coca-Cola 6	Fifth Third Bancorp 5	Intel 12	Norfolk Southern 27	Sara Lee 13	USX-Marathon 20
Andrew 12	Coca-Cola Enterprises 6	First Bank System 5	International Flavors 8	Northern Trust 5	SBC Communications 32	VF 33
Anheuser-Busch 6	Colgate-Palmolive 25	First Chicago NBD 5	International Paper 24	Northrop Grumman 1	Schering-Plough 11	Wachovia 5
Aon 21	Colgate-Palmolive 25	First Data 22	ITT Hartford Group 21	Northwest Airlines 2	Schlumberger 23	Walgreen 29
Apache 20	Columbia/HCA Healthcare 30	First America Bank 5	Johnson & Johnson 11	Norwest 5	Schwab (Charles) 21	Warner-Lambert 11
Applied Materials 15	Compaq Computer 22	First Tennessee Natl. 5	Johnson Controls 19	Novell 22	Seagate Technology 22	Washington Mutual 21
Archer Daniels 13	Computer Associates 22	First Union 5	Kellogg 13	Nucor 31	Sears, Roebuck 29	Washington Post 26
AT&T 32	ConAgra 13	First USA 21	Kerr-McGee 20	Nynex 32	Sherwin-Williams 7	Wells Fargo 5
Atlantic Richfield 20	Conrail 27	Firststar 5	KeyCorp 5	Occidental Pet. 20	Sigma-Aldrich 11	Western Atlas 23
Automatic Data 22	Conseco 21	Fleet Financial Group 5	Kimberly-Clark 24	Ohio Edison 36	Silicon Graphics 22	Westinghouse Electric 12
AutoZone 29	Cons. Natural Gas 36	Fluor 30	Knight-Ridder 26	Oracle 22	Sonata 36	Weyerhaeuser 24
Avery Dennison 19	Cooper Industries 12	Ford Motor 4	Leggett & Platt 3	Oxford Health Plans 30	SouthTrust 5	Whirlpool 3
Avon Products 25	CoreStates Financial 5	FPL Group 36	Lilly (Eli) 11	Pacific Telesis Group 32	Southwest Airlines 2	Williams 36
Baker Hughes 23	Corning 19	Franklin Resources 21	Linear Technology 12	PacificCorp 36	Spring 32	Winn-Dixie Stores 28
Banc One 5	Costco 29	Freeport-McMoRan C&G 18	Liz Claiborne 33	PaineWebber Group 21	St. Paul 21	WMX Technologies 30
Bank of Boston 5	Cox Communications 26	Frontier 32	Lockheed Martin 1	PanEnergy 36	Stanley Works 15	WorldCom 32
Bank of New York 5	CPC International 13	Gannett 26	Loews 21	Parametric Technology 22	Star Banc 5	Wrigley (Wm.) Jr. 13
BankAmerica 5	Crestar Financial 5	Genentech 11	Lowe's 29	Parker Hannifin 19	State Street Boston 5	
Bankers Trust 5	Crown Cork & Seal 10	General Dynamics 1	LSI Logic 12	Paychex 22	Summit Bancorp. 5	
Barnett Banks 5	CSX 27	General Electric 9	Lucent Technologies 32	PECO Energy 36	Sun Microsystems 22	
Baxter International 11	Dana 4	General Mills 13	Mallinckrodt 11	PepsiCo 6	SunAmerica 21	
Bay Networks 22	Deere 15	General Re 21	Manpower 30	Perkin-Elmer 16	SunTrust Banks 5	
Bear Stearns 21	Delta Air Lines 2	Genuine Parts 30	Marriott Intl. 14	Pfizer 11	Synovus Financial 5	
Becton, Dickinson 11	Diamond Offshore Drilling 23	Georgia-Pacific 24	Marsh & McLennan 21	PG&E 36	Sysco 13	
Bell Atlantic 32	Digital Equipment 22	Gillette 25	Marshall & Ilsley 5	Pharmacia & Upjohn 11	Tandy 3	
BellSouth 32	Disney (Walt) 17	Global Marine 23	Mattel 17	Phelps Dodge 18	Tellabs 32	