

CEO COMPENSATION SURVEY/2003

COMPANY	EXECUTIVE	2003 SALARY (000)	2003 BONUS (000)	2003 SALARY + BONUS (000)	PERCENT CHANGE FROM 2002		LONG-TERM COMPENSATION (000)			TOTAL DIRECT COMPENSATION (000)		STOCK OWNERSHIP VALUE (000)	TOTAL SHARE™ VALUE (000)	PERCENT CHANGE FROM 2002			TOTAL SHAREHOLDER RETURN:			
					SALARY + BONUS	COMPANY NET INCOME	REALIZED OPTION GAINS	UNREALIZED OPTION GAINS	OTHER	REALIZED	POTENTIAL			REALIZED TDC	POTENTIAL TDC	TOTAL SHARE™ VALUE	COMPANY		INDUSTRY PEERS	
Marathon Oil	Clarence P. Cazalot Jr.	\$ 900.0	\$1,600.0 ⁷	\$2,500.0 ⁷	48.5%	156.0%	\$ 314.5	\$ 7,586.0	\$ 998.9 ⁷	\$ 3,813.4 ⁷	\$ 11,399.4 ⁷	\$ 5,657.6	\$ 17,057.1 ⁷	59.7%	377.4%	278.5%	61.1%	5.4%	N/A ⁴	N/A ⁴
Occidental	Ray R. Irani	1,300.0	3,120.0	4,420.0	3.0	54.4	8,054.4	94,046.8	18,993.5	31,467.9 ⁸	125,514.7 ⁸	20,874.9	135,032.5 ⁸	42.3	166.6	125.2	53.3	25.0	25.8%	10.7%
Sunoco	John G. Drosdick	960.0	1,798.9	2,758.9	140.9	763.8	2,190.0	18,233.4	4,079.6	9,028.6	27,261.9	6,487.7	33,749.6	411.2	396.4	300.6	58.7	10.5	50.6	5.5
Valero Energy	William E. Greehey	1,350.0	2,450.0	3,800.0	65.2	579.2	1,683.4	68,166.9	14,943.3	20,426.7	88,593.6	65,666.4	143,452.5	139.9	69.5	51.0	26.9	18.2	27.2	5.5
ENERGY MEDIANS		\$1,073.5	\$2,024.5	\$3,004.5	35.4%	279.7%	\$1,683.4	\$ 6,613.0	\$ 3,295.0	\$ 8,167.2	\$ 13,631.8	\$ 8,808.2	\$ 25,701.2	59.7%	105.1%	85.8%	33.1%	10.5%	25.8%	6.0%
INDUSTRIAL																				
Acuity Brands	James S. Balloun	\$ 850.0	\$ 612.0	\$1,462.0	N/A ⁴	-8.2%	\$ 0.0	\$ 2,239.7	\$ 111.9	\$ 1,573.9	\$ 3,813.7	\$ 3,040.5	\$ 6,742.3	N/A ⁴	N/A ⁴	N/A ⁴	32.0%	N/A ⁴	N/A ⁴	N/A ⁴
Agilent Technologies	Edward W. Barnholt	1,000.0	333.5	1,333.5	44.2%	-99.4	588.2	6,256.7	0.0	1,921.6	8,178.4	1,359.3	9,537.6	107.7%	576.6%	392.9%	81.3	N/A ⁴	41.4%	N/A ⁴
American Standard	Frederic M. Poses	1,000.0	1,680.0	2,680.0	11.7	9.2	0.0	74,620.0	1,475.0	4,155.0	78,775.0	18,188.5	96,963.5	23.3	46.4	39.8	41.6	22.8%	36.5	-2.4%
Applera	Tony L. White	1,000.0	1,300.0	2,300.0	7.7	351.5	0.0	6,688.7	250.0	2,550.0	9,238.7	14,529.5	23,768.1	1.5	8.2	30.9	-3.6	7.0	34.3	9.8
Armstrong Holdings	Michael D. Lockhart	905.0	0.0	905.0	-52.7	98.2	0.0	0.0	1,359.2	2,264.2	2,264.2	109.1	2,373.3	-45.5	-45.5	-43.5	197.1	-54.0	N/A ⁴	N/A ⁴
Ashland	James J. O'Brien ¹	797.3	341.7	1,138.9	N/A ⁴	-35.9	0.0	623.2	165.7	1,304.7	1,927.9	3,151.0	5,078.9	N/A ⁴	N/A ⁴	N/A ⁴	26.1	-2.7	22.5	8.0
Automatic Data Processing	Arthur F. Weinbach	759.4	167.5	926.9	2.0	-7.5	1,208.7	11,321.9	844.2	2,979.9	14,301.7	20,590.0	34,047.5	-27.9	-44.3	-28.7	-21.2	-0.6	-9.2	9.4
Avnet	Roy Vallee	825.0	190.0	1,015.0	1.5	93.1	0.0	0.0	0.0	1,015.0	1,015.0	1,443.2	2,458.2	-54.5	-84.7	-70.9	-43.7	-13.9	-25.3	-11.3
Ball	R. David Hoover	792.1	1,469.7	2,261.8	11.0	47.3	1,592.4	16,552.8	2,562.5	6,416.7	22,969.5	19,372.7	41,216.0	-3.9	12.3	19.2	17.4	22.6	19.1	1.2
Bemis	Jeffrey H. Curler	820.0	0.0	820.0	-54.3	-11.1	0.0	5,293.2	1,654.5	2,474.5	7,767.6	25,307.4	31,523.0	-18.1	-0.7	6.8	3.3	8.4	8.5	-0.6
Boeing	Harry C. Stonecipher ¹	109.6 ²	152.6 ²	262.2 ²	N/A ⁴	45.9	0.0 ²	32,814.1 ²	129.6 ²	391.8 ^{2,9}	33,205.8 ^{2,9}	7,253.1	40,268.5 ^{2,9}	N/A ⁴	N/A ⁴	N/A ⁴	30.4	6.9	23.1	4.1
Briggs & Stratton	John S. Shiely	695.5	682.4	1,377.9	68.5	51.8	65.1	652.5	0.0	1,443.0	2,095.5	2,437.7	4,533.2	34.2	94.9	83.8	35.8	9.2	-1.4	2.6
Brink's	Michael T. Dan	915.8	750.0	1,665.8	8.0	12.6	0.0	2,849.5	166.6	1,832.4	4,681.9	628.2	5,143.6	8.0	93.4	87.1	23.7	-6.1	25.0	9.2
CNF	Gregory L. Quesnel	748.2	0.0	748.2	-73.7	-9.6	0.0	7,531.1	986.1	1,734.3	9,265.3	2,607.9	10,887.2	-62.7	-19.1	-16.9	3.3	-0.8	31.7	0.3
CSX	Michael J. Ward ¹	808.3	0.0	808.3	N/A ⁴	-42.0	0.0	2,075.4	0.0	808.3	2,883.7	8,881.2	11,764.9	N/A ⁴	N/A ⁴	N/A ⁴	28.6	-0.4	31.8	0.3
Carlisle Cos.	Richmond D. McKinnish	725.0	800.0	1,525.0	18.7	210.6	429.0	5,592.2	0.0	1,954.0	7,546.2	5,796.5	13,342.7	51.4	287.6	128.5	48.4	4.8	37.6	4.5
Caterpillar	Glen A. Barton	1,250.0	1,628.4	2,878.4	37.5	37.7	2,755.0	31,647.0	0.0	5,633.4	37,280.5	11,152.9	48,433.4	150.3	752.1	424.1	84.7	15.4	50.4	12.6
Cooper Industries	H. John Riley Jr.	970.0	1,685.0	2,655.0	38.8	-30.6	0.0	21,501.2	963.2	3,618.2	25,119.4	13,784.8	37,941.0	-23.0	392.7	243.5	63.6	7.6	31.4	6.0
Corning	James R. Houghton	950.0	2,338.0	3,288.0	N/A ⁴	82.9	479.2	13,652.6	0.0	3,767.3	17,419.8	12,171.4	28,926.3	N/A ⁴	N/A ⁴	N/A ⁴	222.7	-6.6	68.8	-23.0
Crane	Eric C. Fast	816.0	546.3	1,362.3	5.4	1,011.1	0.0	8,726.3	625.2	1,987.5	10,713.7	7,232.7	17,321.3	N/A ⁴	N/A ⁴	N/A ⁴	57.0	3.0	38.4	14.6
Crown Holdings	John W. Conway	900.0	1,282.5	2,182.5	37.2	97.3	0.0	3,905.6	0.0	2,182.5	6,088.1	865.9	6,954.0	37.2	40.3	40.8	13.3	-19.4	19.0	0.0
Deere	Robert W. Lane	1,022.8	1,346.1	2,368.9	37.8	101.5	0.0	23,227.5	2,620.2	4,989.1	28,216.6	3,339.9	28,936.2	190.2	361.7	233.9	33.2	13.7	67.2	16.0
Donnelley (R.R.)	William L. Davis	900.0	37.9	937.9	4.2	24.1	0.0	7,314.0	3,450.7	4,388.6	11,702.6	12,140.7	23,843.3	240.9	702.9	211.8	44.6	-3.8	24.6	7.6
Dover	Thomas L. Reece	1,000.0	1,350.0	2,350.0	59.6	341.6	900.5	13,352.7	0.0	3,250.5	16,603.2	12,461.6	29,064.8	120.8	331.3	146.0	38.8	3.0	42.9	7.4
Eaton	Alexander M. Cutler	950.0	1,504.8	2,454.8	-8.9	37.4	2,840.4	32,591.5	2,758.3	8,053.5	40,645.0	8,248.1	47,961.4	40.4	157.6	146.7	41.4	14.6	11.3	3.4
Electronic Data Systems	Michael H. Jordan ¹	780.8 ²	1,350.0 ¹⁰	2,130.8 ^{2,10}	N/A ⁴	-252.2	0.0	6,985.9	2,372.7	4,503.4 ^{2,10}	11,489.3 ^{2,10}	778.4	9,895.0 ^{2,10}	N/A ⁴	N/A ⁴	N/A ⁴	35.9	-11.9	23.7	-1.2
Emerson Electric	David N. Farr	1,000.0	1,000.0	2,000.0	40.4	792.6	0.0	861.7	2,251.0	4,251.0	5,112.7	15,108.8	17,970.5	0.7	15.2	43.0	23.1	-0.8	56.8	-7.2
FedEx	Frederick W. Smith	1,195.3	1,031.2	2,226.5	-9.8	16.9	0.0	85,342.0	0.0	2,226.5	87,568.5	1,247,947.2	1,335,515.7	-9.8	45.8	17.6	19.0	14.9	-8.1	-4.6
Fluor	Alan L. Boeckmann	926.9	1,175.0	2,101.9	N/A ⁴	-3.8	0.0	4,924.7	2,588.4 ¹¹	4,690.4 ¹¹	9,615.1 ¹¹	10,309.3	17,873.6 ¹¹	N/A ⁴	N/A ⁴	N/A ⁴	44.2	18.6	47.2	6.7
GATX	Ronald H. Zech	775.0	0.0	775.0	-39.5	N/A ⁴	0.0	880.7	0.0	775.0	1,655.7	1,899.9	3,555.6	-76.0	-48.8	-3.4	28.2	-2.2	30.0	4.3
GenCorp	Terry L. Hall	526.6	618.8	1,145.4	N/A ⁴	-26.7	0.0	310.5	350.0	1,495.4	1,805.9	2,301.7	4,107.6	N/A ⁴	N/A ⁴	N/A ⁴	25.4	-5.3	13.3	-0.1
General Electric	Jeffrey R. Immelt	3,000.0	4,325.0	7,325.0	6.2	6.3	4,176.6	16,062.3	0.0	11,501.6	27,563.9	19,762.8	47,326.6	-23.7	11.3	57.5	30.6	0.0	28.3	4.6
Goodrich	Marshall O. Larsen ¹	742.8	592.2	1,335.0	N/A ⁴	-14.8	52.2	3,405.9	115.6	1,502.9	4,908.8	2,356.6	7,265.4	N/A ⁴	N/A ⁴	N/A ⁴	68.5	0.6	23.1	4.1
Grainger (W.W.)	Richard L. Keyser	1,000.0	686.0	1,686.1	6.7	7.3	0.0	3,658.9	0.0	1,686.1	5,345.0	7,515.1	12,860.1	-51.5	-37.8	-39.9	-6.8	4.2	22.2	-5.1
Honeywell International	David M. Cote	1,500.0	2,100.0 ¹²	3,600.0 ¹²	N/A ⁴	701.8	0.0	5,810.1	0.0	3,600.0 ¹²	9,410.1 ¹²	3,517.2	12,927.3 ¹²	N/A ⁴	N/A ⁴	N/A ⁴	43.1	-3.7	29.3	3.5
Ikon	Matthew J. Espe	725.0	543.8 ¹³	1,268.8 ¹³	N/A ⁴	-22.8	0.0	0.0	0.0	1,268.8 ¹³	1,268.8 ¹³	2.3	1,271.0 ¹³	N/A ⁴	N/A ⁴	N/A ⁴	-5.8	2.5	63.5	-3.2
ITT Industries	Louis J. Giuliano	945.6	1,900.0	2,845.6	2.7	6.3	8,968.2	29,090.4	2,908.8	14,722.5	43,813.0	5,056.6	48,869.6	17.6	8.3	9.7	23.5	14.9	28.2	-1.9

CEO COMPENSATION SURVEY/2003

COMPANY	EXECUTIVE	2003 SALARY (000)	2003 BONUS (000)	2003 SALARY + BONUS (000)	PERCENT CHANGE FROM 2002		LONG-TERM COMPENSATION (000)			TOTAL DIRECT COMPENSATION (000)		STOCK OWNERSHIP VALUE (000)	TOTAL SHARE VALUE (000)	PERCENT CHANGE FROM 2002			TOTAL SHAREHOLDER RETURN:			
					SALARY	COMPANY + BONUS NET INCOME	REALIZED OPTION GAINS	UNREALIZED OPTION GAINS	OTHER	REALIZED	POTENTIAL			REALIZED TDC	POTENTIAL TDC	TOTAL SHARE	1 YEAR	5 YEARS	1 YEAR	5 YEARS
Illinois Tool Works	W. James Farrell	\$1,098.1	\$2,112.0	\$3,210.1	10.1%	43.7%	\$ 0.0	\$48,173.9	\$9,287.6	\$12,497.7	\$60,671.6	\$12,757.5	\$64,141.5	-9.9%	92.3%	87.3%	31.1%	9.1%	34.9%	0.9%
Jabil Circuit	Timothy L. Main	736.9	222.0	958.9	5.4	23.9	0.0	13,478.5	0.0	958.9	14,437.4	1,586.8	16,024.2	5.4	200.3	140.1	50.4	36.8	40.3	4.6
Jacobs Engineering	Noel G. Watson	946.7	883.1	1,829.8	4.5	16.7	0.0	12,636.3	0.0	1,829.8	14,466.1	23,202.4	37,668.5	-69.7	43.8	45.0	46.0	23.8	41.6	9.2
Jacuzzi Brands	David H. Clarke	750.0	750.0	1,500.0	0.0	-176.0	0.0	325.9	225.0	1,725.0	2,050.9	5,551.9	7,377.8	-8.8	8.4	105.6	163.9	-15.7	11.2	4.0
Joy Global	John Nils Hanson	747.4	681.1	1,428.5	99.6	166.1	0.0	2,683.4	0.0	1,428.5	4,111.9	674.1	4,786.0	99.6	474.5	522.6	78.8	N/A	58.2	N/A
Kennametal	Markos I. Tambakeras	634.5	167.7	802.2	-13.9	108.6	0.0	1,644.6	0.0	802.2	2,446.8	9,757.5	12,204.3	-89.3	-74.8	-10.9	-5.6	-1.9	N/A	N/A
Lockheed Martin	Vance D. Coffman	1,684.6	3,300.0	4,984.6	20.0	110.6	0.0	13,689.9	8,510.0	13,494.6	27,184.5	24,408.8	46,083.3	-46.1	-44.4	-31.4	-9.7	5.5	23.2	4.1
Manpower	Jeffrey A. Joerres	840.0	1,264.0	2,104.0	110.4	21.6	610.5	10,929.8	1,090.6	3,805.1	14,734.9	17,944.1	31,588.4	280.5	336.7	453.3	47.7	13.9	50.0	-8.8
Molex	J. Joseph King	597.9	0.0	597.9	36.9	11.0	315.9	6,502.8	1,504.6	2,418.4	8,921.1	5,285.7	12,702.2	46.1	-4.9	-9.0	-21.9	6.5	-8.8	-1.0
Nacco Industries	Alfred M. Rankin Jr.	854.9	507.7	1,362.6	-15.0	24.5	0.0	0.0	337.7	1,700.3	1,700.3	32,979.1	34,460.0	6.1	6.1	101.0	108.5	1.2	60.4	12.1
Navistar International	Daniel C. Ustian	741.7	0.0	741.7	N/A	96.6	224.9	3,514.1	47.6	1,014.2	4,528.3	2,746.3	7,272.0	N/A	N/A	N/A	80.4	14.1	63.4	13.1
Norfolk Southern	David R. Goode	1,000.0	1,672.0	2,672.0	44.1	16.3	0.0	10,359.0	4,601.0	7,273.0	17,632.0	14,663.8	29,153.4	106.2	143.1	68.5	20.0	-3.4	22.6	5.4
PPG Industries	Raymond W. LeBoeuf	950.0	1,400.0	2,350.0	13.0	815.9	1,035.7	8,493.4	5,698.2	9,083.9	17,577.2	12,905.8	30,483.0	197.4	442.8	193.5	31.6	5.2	38.8	7.4
Paccar	Mark C. Pigott	1,100.0	1,056.0	2,156.0	0.0	41.5	0.0	38,393.2	1,068.8	3,224.8	41,618.0	61,416.7	103,033.7	0.0	203.7	119.4	89.5	30.2	64.5	11.9
Parker-Hannifin	Donald E. Washkewicz	903.0	454.1	1,357.2	15.8	50.8	214.6	1,149.2	425.1	1,996.9	3,146.1	1,536.3	4,682.4	47.8	-18.2	-12.5	-10.4	3.7	-0.9	2.7
Pentair	Randall J. Hogan	755.0	1,119.0	1,874.0	31.7	8.8	0.0	7,244.6	1,233.6	3,107.6	10,352.2	9,734.6	19,052.5	83.6	180.3	99.0	35.1	4.8	35.6	9.2
Rockwell Automation	Don H. Davis Jr.	927.0	1,000.0	1,927.0	15.4	136.4	3,459.3	26,423.3	0.0	5,386.3	31,809.7	2,641.5	34,451.1	222.5	267.9	240.5	66.1	19.1	38.1	11.2
Ryder System	Gregory T. Swinton	633.8	616.3	1,250.1	-8.1	40.3	464.0	11,606.9	1,019.9	2,733.9	14,340.8	1,063.7	15,183.5	76.0	331.3	250.4	53.9	8.7	28.4	0.4
Sanmina-SCI	Jure Sola	550.0	450.0	1,000.0	81.8	94.9	0.0	50,248.1	0.0	1,000.0	51,248.1	14,980.0	66,228.1	81.8	1,022.7	854.6	248.7	6.6	93.1	5.4
Shaw Group	J.M. Bernhard Jr.	950.0	0.0	950.0	-51.4	-78.8	0.0	1,869.0	0.0	950.0	2,819.0	12,956.6	15,775.6	-51.4	-59.6	-47.2	-47.1	17.1	11.6	14.7
Sherwin-Williams	Christopher M. Connor	992.0	1,045.0	2,037.0	7.3	160.3	0.0	14,235.5	2,989.8	5,026.8	19,262.3	8,393.0	24,655.6	164.9	143.3	104.0	25.7	5.7	37.3	2.7
Smith (A.O.)	Robert J. O'Toole	804.0	650.0	1,454.0	-3.6	1.7	0.0	16,768.3	617.7	2,071.7	18,840.0	13,010.2	31,232.5	-55.9	43.2	41.8	32.2	9.9	26.1	4.2
Solotron	Michael R. Cannon	604.8 ²	0.0 ^{2,14}	604.8 ^{2,14}	N/A	-11.3	0.0 ²	8,730.0 ²	7,142.7 ²	7,747.5 ^{2,14,15}	16,477.5 ^{2,14,15}	6,156.9	15,491.7 ^{2,14,15}	N/A	N/A	N/A	59.4	-10.5	N/A	N/A
Sonoco Products	Harris E. DeLoach Jr.	839.6	660.6	1,500.2	-12.7	2.7	0.0	1,558.8	0.0	1,500.2	3,059.0	11,321.1	14,380.0	-12.7	37.3	13.9	11.7	-0.2	19.1	0.0
Tecumseh Products	Todd W. Herrick	475.0	0.0	475.0	-6.3	-99.8	0.0	0.0	0.0	475.0	475.0	1,027.4	1,502.4	-6.3	-6.3	7.3	15.2	3.7	30.6	7.0
Temple-Inland	Kenneth M. Jastrow II	844.2	250.0	1,094.2	2.0	81.1	0.0	3,760.5	704.5	1,798.8	5,559.3	9,637.9	14,492.4	6.1	225.9	249.1	43.8	3.6	34.8	4.1
Textron	Lewis B. Campbell	1,100.0	1,900.0	3,000.0	15.4	308.9	1,238.2	9,326.9	3,589.2	7,827.4	17,154.3	2,451.8	18,152.1	73.6	117.4	97.0	37.2	-3.1	32.2	3.8
Thomas & Betts	T. Kevin Dunnigan	849.7	764.8	1,614.5	-3.1	180.7	0.0	1,246.2	894.9	2,509.4	3,755.5	1,451.5	4,312.1	-0.9	48.3	-40.4	34.1	-10.0	56.5	14.2
3M	W. James McNerney Jr.	1,540.0	3,222.5	4,762.5	1.1	21.7	713.6	67,687.4	0.0	5,476.1	73,163.5	19,021.5	92,184.9	16.2	307.6	190.5	40.1	21.4	27.9	4.5
Timken	W.R. Timken Jr.	1,050.0	650.0 ¹⁶	1,700.0 ¹⁶	N/A	-5.9	0.0	1,775.3	0.0	1,700.0 ¹⁶	3,475.3 ¹⁶	148,750.8	152,226.1 ¹⁶	N/A	N/A	N/A	8.4	5.0	45.3	8.6
Toro	Kendrick B. Melrose	711.6	613.2	1,324.8	7.1	131.1	0.0	14,203.3	2,100.3	3,425.2	17,628.5	32,020.9	49,649.4	14.8	103.7	76.9	56.6	36.6	31.4	8.0
Tyco International	Edward D. Breen	1,500.0	1,500.0	3,000.0	N/A	110.7	0.0	77,726.3	0.0	3,000.0	80,726.3	7,082.6	87,808.8	N/A	N/A	N/A	45.3	-5.7	26.2	3.7
UPS	Michael L. Eskew	863.0	351.4	1,214.4	8.2	-8.9	1,813.5	2,472.4	0.0	3,027.9	5,500.3	17,668.2	23,168.5	56.3	-5.6	14.3	19.9	32.0	31.8	-0.5
URS	Martin M. Koffel	857.7	0.0	857.7	7.2	5.3	0.0	4,288.6	2,212.0	3,069.7	7,358.3	7,128.2	12,274.5	17.9	41.5	31.0	15.5	5.3	37.7	-11.0
Union Pacific	Richard K. Davidson	1,258.3	3,000.0	4,258.3	-17.9	18.2	1,052.2	34,410.5	9,499.1	14,809.6	49,220.1	28,768.5	73,488.5	4.1	67.1	66.4	18.0	10.8	N/A	N/A
United Technologies	George David	1,200.0	2,800.0	4,000.0	11.1	5.6	66,226.6	210,016.1	0.0	70,226.6	280,242.7	73,975.0	354,217.7	643.1	87.7	92.9	55.4	13.3	28.0	4.5
Yellow Roadway	William D. Zollars	818.0	556.9	1,374.9	52.0	143.3	895.1	7,562.8	1,730.1	4,000.1	11,563.0	1,082.1	12,645.0	24.3	60.5	73.7	43.1	17.0	20.4	2.3
INDUSTRIAL MEDIANS		\$ 900.0	\$ 718.0	\$1,525.0	7.2%	24.0%	\$ 900.5	\$ 7,422.6	\$1,359.2	\$ 2,509.4	\$ 9,615.1	\$ 8,320.5	\$18,152.1	11.4%	54.4%	71.1%	33.7%	5.0%	31.4%	4.1%
CYCLICAL																				
AmerisourceBergen	R. David Yost	\$ 960.4	\$ 995.0	\$1,955.4	44.1%	27.9%	\$1,594.7	\$ 7,435.8	\$ 0.0	\$ 3,550.0	\$10,985.9	\$20,322.8	\$31,308.7	161.6%	-36.6%	-29.1%	-24.2%	N/A	-0.5%	N/A
ArvinMeritor	Larry D. Yost	988.7	0.0	988.7	-59.2	27.1	0.0	1,000.0	1,164.3	2,153.0	3,153.0	7,183.6	9,172.2	-11.2	4.0	-12.3	-2.5	1.2%	23.2	-10%
AutoZone	Steve Odland	946.2	1,561.2	2,507.3	-8.9	20.9	0.0	29,214.0	0.0	2,507.3	31,721.3	6,461.0	38,182.3	N/A	N/A	N/A	22.8	27.7	15.3	6.4
Beazer Homes USA	Ian J. McCarthy	850.0	2,404.2	3,254.2	16.2	40.9	7,254.8	13,822.6	2,817.1	13,326.1	27,148.8	16,144.5	40,115.5	42.8	21.4	46.4	38.2	32.6	54.9	19.4
Black & Decker	Nolan D. Archibald	1,375.0	2,750.0	4,125.0	2.6	27.6	0.0	14,746.6	7,275.0	11,400.0	26,146.6	15,996.5	42,143.1	-15.6	56.8	37.8	16.7	-1.3	N/A	N/A
Brinker International	Ronald A. McDougall	1,096.9	1,110.1	2,207.0	5.1	10.4	10,802.3	5,303.4	1,290.2	14,299.6	19,603.0	2,055.8	20,853.3	-34.5	-41.6	-41.4	11.8	22.3	-15.8	-2.1
Brunswick	George W. Buckley	1,000.0	2,130.0	3,130.0	7.5	72.4	2,348.6	11,135.0	3,035.7	8,514.2	19,649.2	3,237.7	21,301.3	72.3	279.2	300.5	63.4	7.6	37.4	1.5
Burlington Coat Factory	Monroe G. Milstein	322.4	0.0	322.4	0.0	-2.9	0.0	0.0	0.0	322.4	322.4	123,034.7	123,357.1	0.0	0.0	-71.0	-25.5	-3.1	-14.3	5.3
CVS	Thomas M. Ryan	1,000.0	3,500.0	4,500.0	63.6	18.2	0.0	23,277.1	3,145.4	7,645.4	30,922.5	25,634.5	56,515.0	38.5	210.5	165.4	44.7	-7.4	-1.6	-9.7
Cardinal Health	Robert D. Walter	1,015.1	2,112.1	3,127.3	-15.5	33.1	11,719.9	72,272.4	0.0	14,847.2	87,119.6	289,300.4	376,420.0	-15.4	-9.3	4.0	4.9	9.3	4.8	2.9
Champion Enterprises	Albert A. Koch	28.8 ^{2,17}	0.0 ^{2,17}	28.8 ^{2,17}	N/A	59.7	0.0	363.8	0.0	28.8 ^{2,17}	392.6 ^{2,17}	105.2	497.7 ^{2,17}	N/A	N/A	N/A	140.9	-23.8	15.5	-16.6
Clear Channel	L. Lowry Mays</																			

CEO COMPENSATION SURVEY/2003

COMPANY	EXECUTIVE	2003 SALARY (000)	2003 BONUS (000)	2003 SALARY + BONUS (000)	PERCENT CHANGE FROM 2002		LONG-TERM COMPENSATION (000)			TOTAL DIRECT COMPENSATION (000)		STOCK OWNERSHIP VALUE (000)	TOTAL SHARE VALUE (000)	PERCENT CHANGE FROM 2002			TOTAL SHAREHOLDER RETURN:			
					SALARY	COMPANY NET INCOME	REALIZED	UNREALIZED	OTHER	REALIZED	POTENTIAL			REALIZED TDC	POTENTIAL TDC	TOTAL SHARE	COMPANY	INDUSTRY PEERS	1 YEAR	5 YEARS
NONCYCLICAL																				
Alberto-Culver	Howard B. Bernick	\$1,525.0	\$1,897.0	\$3,422.0	3.8%	17.8%	\$ 0.0	\$18,328.5	\$ 2,175.0	\$ 5,597.0	\$23,925.5	\$50,568.7	\$74,494.2	-66.0%	-11.7%	-1.7%	20.6%	21.3%	25.6%	9.4%
Altria	Louis C. Camilleri	1,415.4	2,750.0	4,165.4	N/A ⁴	-17.1	4,235.5	26,793.9	19,310.5	27,711.4	54,505.3	32,667.5	74,212.2	N/A ⁴	N/A ⁴	N/A ⁴	43.0	6.4	16.4	1.3
Anheuser-Busch	Patrick T. Stokes	1,391.3	3,500.0	4,891.3	N/A ⁴	7.3	6,563.2	46,208.3	0.0	11,454.5	57,662.8	22,314.5	79,977.3	N/A ⁴	N/A ⁴	N/A ⁴	10.7	11.7	26.7	-2.3
Archer-Daniels-Midland	G. Allen Andreas	2,795.8	0.0	2,795.8	9.3	-11.7	0.0	1,685.0	2,314.8	5,110.6	6,795.6	55,887.2	60,368.0	99.8	87.2	2.9	2.6	-2.7	-2.1	0.8
Avon	Andrea Jung	1,213.4	1,304.8	2,518.2	-6.3	24.4	0.0	24,586.6	0.0	2,518.2	27,104.8	17,026.0	44,130.8	-51.3	88.3	79.3	26.9	10.7	20.4	2.0
Block (H&R)	Mark A. Ernst	741.7	734.1	1,475.7	-10.0	33.5	0.0	11,584.9	0.0	1,475.7	13,060.6	4,128.6	17,189.2	-10.0	-7.7	-4.2	-2.1	13.8	-7.9	-3.6
Campbell Soup	Douglas R. Conant	950.0	1,679.8	2,629.8	-10.2	13.3	0.0	740.6	1,644.5	4,274.3	5,014.9	252.4	3,622.8	45.9	71.2	-41.5	8.7	-12.9	2.8	2.3
Cendant	Henry R. Silverman	3,350.0	13,787.5	17,137.5	54.6	38.5	37,159.8	287,194.3	0.0	54,297.3 ²⁴	341,491.6 ²⁴	178,155.6	519,647.2 ²⁴	389.7	498.5	268.8	112.5	2.9	51.9	5.1
Clorox	G. Craig Sullivan	1,080.0	1,597.2	2,677.2	-11.0	53.1	13,750.4	30,517.2	2,490.1	18,917.7	49,434.8	8,683.8	58,118.6	172.0	6.6	13.0	4.7	-0.3	0.3	2.1
Coca-Cola Co.	Douglas N. Daft	1,500.0	4,000.0	5,500.0	0.0	42.5	672.3	4,489.4	0.0	6,172.3	10,661.6	110,375.3	121,036.9	12.2	45.9	17.0	18.8	-3.9	17.6	3.7
Coca-Cola Enterprises	Lowry F. Kline	943.5	1,004.3	1,947.8	-21.4	36.8	0.0	3,805.6	3,285.0	5,232.8	9,038.3	5,942.7	11,696.0	111.1	44.7	-7.4	1.5	-8.6	15.2	-1.3
Colgate-Palmolive	Ruben Mark	1,657.0	3,393.1	5,050.1	3.6	10.3	131,000.5	24,716.2	5,037.5	141,088.1	165,804.2	281,378.9	442,145.7	1,229.0	-0.4	-2.5	-2.5	2.8	17.4	1.6
ConAgra Foods	Bruce C. Rohde	1,166.3	2,350.0	3,516.3	-10.3	-1.0	0.0	2,116.4	4,647.1	8,163.4	10,279.8	11,802.9	17,435.7	4.9	-17.6	-13.5	-3.1	-1.2	-5.2	0.2
Dimon	Brian J. Harker	472.9	208.2	681.1	-20.8	2.1	0.0	451.0	218.8	899.8	1,350.9	733.1	1,865.3	-17.0	-6.3	12.6	8.0	-4.2	9.9	5.1
Del Monte Foods	Richard G. Wolford	631.6 ²	904.0	1,535.6 ²	N/A ⁴	-25.8	0.0	2,041.1	0.0	1,535.6 ²	3,576.6 ²	736.4	4,313.1 ²	N/A ⁴	N/A ⁴	N/A ⁴	-24.9	-10.3	N/A ⁴	N/A ⁴
Energizer	J. Patrick Mulcahy	650.0	975.0	1,625.0	-44.3	-8.9	0.0	9,885.0	156.3	1,781.3	11,666.3	12,515.0	24,025.0	-48.8	14.6	20.5	N/A ⁴	N/A ⁴	N/A ⁴	N/A ⁴
Fortune Brands	Norman H. Wesley	1,000.0	1,217.2	2,217.2	-11.2	10.2	1,798.3	31,719.4	3,876.2	7,891.7	39,611.1	8,575.0	48,186.1	24.8	136.5	117.3	57.0	20.8	N/A ⁴	N/A ⁴
General Mills	Stephen W. Sanger	875.5	1,625.1	2,500.6	44.9	100.2	578.8	60,669.8	609.4	3,688.8	64,358.6	5,468.2	69,217.4	-38.2	7.5	7.2	5.4	9.3	-4.7	0.2
Heinz (H.J.)	William R. Johnson	1,050.0	1,530.0	2,580.0	N/A ⁴	-32.1	0.0	6,186.1	3,214.8	5,794.8	11,980.9	13,712.3	22,478.5	20.4	-49.0	-39.7	-19.6	-5.8	-9.7	0.4
Hershey Foods	Richard H. Lenny	950.0	1,758.4	2,708.4	21.6	13.4	0.0	8,056.2	879.3	3,587.8	11,644.0	2,312.3	13,956.3	N/A ⁴	N/A ⁴	N/A ⁴	16.2	6.3	8.7	2.5
Hormel	Joel W. Johnson	849.7	1,529.5	2,379.2	23.9	-1.9	1,110.4	8,625.1	0.0	3,489.6	12,114.7	3,755.1	15,869.8	-40.7	-27.4	-18.6	3.9	10.6	9.4	1.9
Ingles Markets	Robert P. Ingle	117.5	0.0	117.5	-30.9	15.3	0.0	0.0	0.0	117.5	117.5	100,948.7	101,066.2	-30.9	-30.9	-10.2	-2.3	2.1	-9.2	-11.8
Interstate Bakeries	James R. Elsesser ¹	468.5 ²	245.0 ²	713.5 ²	N/A ⁴	-60.7	0.0	238.4	4,050.0	4,763.5 ²	5,001.9 ²	1,091.6	2,043.5 ²	N/A ⁴	N/A ⁴	N/A ⁴	-51.3	-15.6	-2.4	0.9
Kellogg	Carlos M. Gutierrez	1,004.8	1,685.6	2,690.4	-0.8	9.2	1,950.4	9,086.6	4,586.0	9,226.8	18,313.4	8,685.5	26,998.9	73.9	117.8	83.1	13.2	5.4	8.2	2.5
Kimberly-Clark	Thomas J. Falk	987.5	840.0	1,827.5	N/A ⁴	1.2	0.0	10,407.5	728.8	2,556.3	12,963.8	11,527.7	24,491.6	N/A ⁴	N/A ⁴	N/A ⁴	27.7	3.7	N/A ⁴	N/A ⁴
Kraft	Roger K. Deromedi	924.8	900.0	1,824.8	-1.9	2.4	1,624.5	12,764.7	5,708.8	9,158.1	21,922.8	13,483.2	33,397.2	241.2	80.3	96.6	-15.4	N/A ⁴	15.2	N/A ⁴
Lauder (Estee)	Fred H. Langhammer	1,900.0	2,900.0	4,800.0	37.1	66.6	10,223.1	9,064.0	2,000.0	17,023.1	26,087.1	3,354.7	27,441.7	209.5	-1.4	-1.9	-4.0	-0.2	-8.7	-1.6
McCormick	Robert J. Lawless	881.6	1,387.5	2,269.1	11.1	17.2	0.0	15,243.4	0.0	2,269.1	17,512.4	6,573.8	24,086.2	-55.3	37.6	33.6	22.8	13.7	6.4	1.5
Newell Rubbermaid	Joseph Gall Jr.	1,166.7	234.5	1,401.2	-32.3	77.1	0.0	0.0	0.0	1,401.2	1,401.2	2,460.4	3,861.6	-32.3	-83.6	-59.4	-22.0	-8.5	21.3	1.6
Pantry	Peter J. Sordini	572.3	400.0	972.3	21.6	537.7	0.0	1,080.9	0.0	972.3	2,052.2	236.2	2,288.5	21.6	156.9	143.8	403.4	-4.5	41.9	3.3
Pepsi Bottling Group	John T. Cahill	817.7	515.6	1,333.3	-4.9	-2.8	0.0	15,108.7	1,500.0	2,833.3	17,942.0	29,233.4	45,675.4	102.0	-6.9	42.7	-6.3	17.3	18.8	-1.0
PepsiAmericas	Robert C. Pohlrad	675.0	913.4	1,588.4	65.9	21.5	0.0	1,425.4	509.4	2,097.9	3,523.2	67,358.4	70,372.2	13.3	81.5	34.0	30.6	-0.7	2.1	-8.4
PepsiCo	Steven S. Reinemund	1,000.0	3,800.0	4,800.0	15.7	18.9	11,656.6	48,933.6	809.3	17,265.9	66,199.5	5,100.7	71,300.2	7.7	20.1	9.5	12.0	4.1	N/A ⁴	N/A ⁴
Pilgrim's Pride	Lonnie "Bo" Pilgrim ¹	1,071.2	586.6	1,657.8	N/A ⁴	290.9	0.0	0.0	0.0	1,657.8	1,657.8	328,297.1	329,954.9	N/A ⁴	N/A ⁴	N/A ⁴	40.8	-7.2	36.9	7.1
Procter & Gamble	Alan G. Lafley	1,600.0	3,000.0	4,600.0	27.1	19.2	0.0	19,356.2	7,237.4	11,837.4	31,193.6	18,417.8	42,374.0	38.8	7.8	6.5	1.8	1.5	-1.5	2.7
Reynolds (R.J.) Tobacco	Andrew J. Schindler	1,076.3	1,285.0 ²⁵	2,361.3 ²⁵	82.8	-7,731.8	0.0	12,451.5	3,316.1	5,677.3 ^{25,26}	18,128.9 ^{25,26}	10,591.5	27,082.9 ^{25,26}	51.9	90.1	85.0	51.7	21.6	41.3	12.5
Ruddick	Thomas W. Dickson	390.0	259.7	649.7	29.0	15.2	46.9	59.7	0.0	696.6	756.3	3,413.9	4,170.2	38.3	29.0	8.0	4.9	0.6	5.5	-12.8
Sara Lee	C. Steven McMillan	1,129.2	3,686.7	4,815.9	12.4	20.9	1,459.1	0.0	1,544.8	7,819.8	7,819.8	7,126.8	12,480.2	0.6	-15.2	-20.5	-6.1	-5.1	-2.0	-0.6
Scotts Co.	James Hagedorn	616.7	332.0	948.7	-20.5	25.8	0.0	13,025.9	0.0	948.7	13,974.6	599,763.9	613,738.5	-20.5	96.1	46.1	31.2	12.3	4.2	7.7
Smithfield Foods	Joseph W. Luter III	850.0	698.4	1,548.4	-77.3	-86.6	0.0	9,201.7	0.0	1,548.4	10,750.1	103,638.5	114,388.6	-77.3	-47.8	-17.4	-10.4	4.1	-8.2	-1.4
Snap-On	Dale F. Elliott	641.7	387.3	1,029.0	5.4	-25.8	39.7	1,854.3	0.0	1,068.6	2,923.0	6,330.5	9,253.5	9.4	163.7	54.1	18.8	1.9	25.9	4.9
Sysco	Richard J. Schnieders ¹	800.0	2,184.5	2,984.5	N/A ⁴	14.5	0.0	2,813.3	822.5	3,807.0	6,620.3	8,406.6	13,330.6	N/A ⁴	N/A ⁴	N/A ⁴	10.1	19.8	-16.0	3.0
Tyson Foods	John H. Tyson	993.6	2,500.0	3,493.6	-22.0	-12.0	0.0	4,028.0	16,867.4	20,361.0	24,389.0	34,081.2	41,602.7	179.8	210.1	162.5	23.4	-5.4	9.0	0.5
Universal	Allen B. King ¹	547.5	1,223.1	1,770.6	N/A ⁴	3.7	686.8	1,598.7	0.0	2,457.4	4,056.1	4,830.6	8,886.7	N/A ⁴	N/A ⁴	N/A ⁴	19.8	6.8	-5.0	0.3
Whole Foods Market	John P. Mackey	326.0	41.0	367.0	-36.7	22.7	1,909.8	3,155.6	0.0	2,276.8	5,432.5	28,722.6	34,155.1	292.6	25.8	21.7	28.9	21.3	5.5	-12.8
Winn-Dixie	Allen R. Rowland	900.0	687.4	1,587.4	9.3	175.4	0.0	0.0	1,350.0	2,937.4 ²⁷	2,937.4 ²⁷	1,975.3	3,562.6 ²⁷	9.2	-0.7	-40.8	-19.9	-22.3	-25.8	-13.1
Wrigley	William Wrigley Jr.	985.0	1,086.9	2,071.9	15.8	11.1	0.0	5,129.9	874.4	2,946.3	8,076.2	3,390,876.5	3,398,078.4	7.5	13.8	0.7	4.6	6.5	8.7	2.5
NONCYCLICAL MEDIANS		\$ 967.5	\$1,254.0	\$2,361.3	1.8%	13.4%	\$1,854.1	\$ 8,625.1	\$ 2,087.5	\$ 3,747.9	\$12,047.8	\$10,591.5	\$30,419.5	12.8%	17.3%	9.5%	8.3%	2.8%	7.3%	1.5% </

CEO COMPENSATION SURVEY/2003

COMPANY	EXECUTIVE	2003 SALARY (000)	2003 BONUS (000)	2003 SALARY + BONUS (000)	PERCENT CHANGE FROM 2002		LONG-TERM COMPENSATION (000)			TOTAL DIRECT COMPENSATION (000)		STOCK OWNERSHIP VALUE (000)	TOTAL SHARE VALUE (000)	PERCENT CHANGE FROM 2002			TOTAL SHAREHOLDER RETURN:			
					SALARY	COMPANY INCOME	REALIZED	UNREALIZED	OTHER	REALIZED	POTENTIAL			REALIZED TDC	POTENTIAL TDC	TOTAL SHARE	COMPANY	INDUSTRY PEERS	1 YEAR	5 YEARS
Goldman Sachs	Henry M. Paulson Jr.	\$ 600.0	\$20,400.0	\$21,000.0	75.3%	42.1%	\$ 0.0	\$ 4,540.9	\$ 0.0	\$21,000.0 ³⁴	\$25,540.9 ³⁴	\$369,153.4	\$374,294.3 ³⁴	75.3%	113.2%	17.7%	23.1%	13.3%	15.4%	0.0%
Hartford Financial Services	Ramani Ayer	1,100.0	2,200.0	3,300.0	16.5	-109.1	0.0	27,607.7	0.0	3,300.0	30,907.7	14,009.1	44,916.8	-55.9	101.4	80.7	33.0	3.4	21.0	4.0
Huntington Bancshares	Thomas E. Hoaglin	824.6	786.9	1,611.5	25.9	15.0	0.0	5,191.9	0.0	1,611.5	6,803.4	2,683.5	9,487.0	25.9	130.9	93.1	23.9	1.7	34.0	6.7
Jefferson-Pilot	David A. Stonecipher	1,134.7	2,250.0	3,384.7	87.6	9.3	7,405.1	38,746.0	717.6	11,507.3	50,253.3	12,633.3	62,886.7	82.7	103.6	90.2	35.7	2.7	26.3	-0.8
John Hancock Financial	David F. D'Alessandro	1,000.0	2,840.0	3,840.0	82.9	61.4	0.0	2,561.0	13,012.1	16,852.1	19,413.1	32,239.2	38,640.2	-22.2	-10.4	6.7	35.6	N/A ⁴	21.8	N/A ⁴
J.P. Morgan Chase	William B. Harrison Jr.	1,000.0	7,600.0	8,600.0	110.8	304.0	2,253.9	20,705.9	5,700.0	16,553.9	37,259.8	49,891.8	81,451.6	159.1	163.3	93.5	53.0	-2.6	31.0	6.0
Lehman Brothers	Richard S. Fuld Jr.	750.0	6,650.0	7,400.0	311.1	74.3	37,539.6	65,874.7	8,000.0	52,939.6 ³⁵	118,814.3 ³⁵	319,370.2	430,184.6 ³⁵	84.5	23.4	20.6	18.5	24.3	18.2	5.3
Loews	James S. Tisch	1,108.6	0.0	1,108.6	-38.7	-167.0	0.0	480.1	0.0	1,108.6	1,588.7	144,666.0	146,254.7	-38.7	-24.1	-1.2	12.8	1.4	24.6	3.9
M&T Bank	Robert G. Wilmers	480.8	450.0	930.8	-6.7	25.7	13,872.5	68,537.4	0.0	14,803.3	83,340.7	451,221.1	534,561.8	1,383.2	33.4	23.9	26.2	15.1	34.0	6.7
MBNA	Charles M. Cawley	3,000.0	4,500.0	7,500.0	N/A ⁴	32.4	0.0	36,746.5	27,294.3	34,794.3	71,540.8	38,926.6	83,173.1	N/A ⁴	N/A ⁴	N/A ⁴	33.3	9.9	30.4	5.9
Marsh & McLennan	Jeffrey W. Greenberg	1,200.0	3,500.0	4,700.0	-17.5	12.8	0.0	27,557.6	9,659.9 ³⁶	14,359.9 ³⁶	41,917.5 ³⁶	29,567.0	60,866.9 ³⁶	64.5	32.3	29.7	7.0	13.0	46.7	5.7
Marshall & Ilsley	Dennis J. Kuester	750.0	1,315.4	2,065.4	11.2	13.3	1,012.7	14,131.4	1,907.3	4,985.4	19,116.8	15,109.9	33,443.9	137.0	219.3	96.4	43.6	7.7	34.0	6.7
Mellon	Martin G. McGulinn	900.0	1,500.0	2,400.0	-4.0	2.8	0.0	2,580.9	6,595.3	8,955.3	11,576.2	41,069.3	52,645.5	-1.2	27.2	59.0	25.6	0.7	34.1	6.7
Merrill Lynch	E. Stanley O'Neal	500.0	27,500.0	28,000.0	N/A ⁴	58.7	0.0	37,214.7	0.0	28,000.0	65,214.7	33,552.1	87,566.8	N/A ⁴	N/A ⁴	N/A ⁴	52.7	11.3	30.3	5.2
MetLife	Robert H. Benmosche	1,100.0	3,400.0	4,500.0	-1.8	38.1	0.0	6,394.6	2,288.2	6,788.2	13,182.7	1,038.5	14,221.2	-14.3	66.5	62.5	25.8	N/A ⁴	20.6	N/A ⁴
Morgan Stanley	Philip J. Purcell	775.0	7,112.5	7,887.5	23.5	26.7	11,200.0	38,717.4	4,062.7	23,150.2	61,867.6	179,929.9	237,734.8	-2.2	23.2	28.6	24.7	11.4	27.3	9.5
National City	David A. Daberk	1,000.0	3,014.0	4,014.0	28.0	46.3	1,470.5	14,843.0	780.0	6,264.5	21,107.6	25,705.6	45,019.2	12.1	112.0	51.3	29.4	2.9	34.0	6.7
Northern Trust	William A. Osborn	968.8	0.0	968.8	-50.3	-9.5	950.7	15,154.7	2,352.0	4,271.4	19,426.1	21,672.5	40,609.3	-15.2	56.1	52.1	34.5	2.5	35.0	6.8
Ohio Casualty	Dan R. Carmichael	726.9 ²	0.0	726.9 ²	N/A ⁴	8,607.3	0.0	7,317.3	0.0	726.9 ²	8,044.2 ²	1,280.9	9,325.1 ²	N/A ⁴	N/A ⁴	N/A ⁴	33.0	-1.2	24.3	6.1
PNC Financial Services	James E. Rohr	882.7 ²	2,500.0	3,382.7 ²	N/A ⁴	-15.5	2,930.0	4,227.5	3,911.6	10,224.2 ²	14,451.7 ²	19,281.9	29,197.1 ²	N/A ⁴	N/A ⁴	N/A ⁴	36.1	3.9	26.6	5.2
Popular	Richard L. Carrion	540.0	57.8	597.8	-0.7	33.8	0.0	0.0	0.0	597.8	597.8	50,438.8	51,036.6	-0.7	-0.7	32.6	36.4	8.4	N/A ⁴	N/A ⁴
Progressive	Glenn M. Renwick	750.0	2,250.0	3,000.0	16.4	88.1	3,147.2	35,027.8	4,500.4	10,647.6	45,675.4	20,835.4	62,010.4	189.5	145.3	137.1	68.8	8.4	26.5	9.5
Provident Financial	Joseph W. Saunders	748.5	2,000.0	2,748.5	52.7	-10.1	0.0	16,598.5	226.4	2,974.9	19,573.4	7,566.0	26,913.0	50.4	353.0	256.4	79.4	-20.8	31.0	5.9
Safeco	Michael S. McGavick	1,000.0	1,850.0	2,850.0	3.4	12.7	0.0	8,127.2	1,241.1	4,091.1	12,218.3	2,356.6	13,936.4	7.0	49.3	56.6	14.5	1.6	26.4	3.7
Schwab (Charles)	David S. Pottruck	983.3	0.0 ³⁷	983.3 ³⁷	11.3	333.0	0.0	51,250.4	2,500.0	3,483.3 ³⁷	54,733.8 ³⁷	72,463.0	124,696.8 ³⁷	294.3	33.1	20.7	10.3	-8.5	41.3	9.0
SouthTrust	Wallace D. Malone Jr.	1,000.0	1,726.2	2,726.2	-23.1	8.5	0.0	57,955.9	3,331.9	6,058.1 ³⁸	64,014.1 ³⁸	130,879.0	194,893.1 ³⁸	N/A ⁴	N/A ⁴	N/A ⁴	35.7	15.2	26.6	5.2
St. Paul	Jay S. Fishman	1,000.0	2,740.7	3,740.7	47.2	203.2	0.0	5,226.0	0.0	3,740.7	8,966.7	7,123.3	15,349.3	47.2	252.8	100.8	20.0	5.7	26.1	3.0
State Street	David A. Spina	1,053.9	1,200.0	2,253.9	-19.5	-28.9	4,851.6	37,962.9	0.0	7,105.5	45,068.3	52,411.3	97,479.7	9.9	56.1	43.1	35.7	9.3	30.4	5.9
SunTrust	L. Phillip Humann	950.0	950.0	1,900.0	100.0	0.0	129.9	6,814.9	359.9	2,389.7	9,204.6	42,656.6	51,501.3	78.8	286.4	42.3	29.4	1.3	32.1	6.1
Travelers	Robert I. Lipp	737.5	2,000.0	2,737.5	24.4	6,381.5	0.0	0.0	166.7	2,904.2	2,904.2	15,524.6	17,762.1	N/A ⁴	N/A ⁴	N/A ⁴	17.8	N/A ⁴	N/A ⁴	N/A ⁴
U.S. Bancorp	Jerry A. Grundhofer	1,000.0	2,625.0	3,625.0	45.0	17.8	13,078.8	86,277.0	0.0	16,703.8	102,980.8	63,148.0	166,128.9	27.9	79.3	95.8	45.5	2.3	30.4	5.9
Unitrin	Richard C. Vie	1,000.0	542.0	1,542.0	48.6	1,607.3	1,997.9	6,015.3	0.0	3,539.9	9,555.1	16,793.0	26,348.1	21.7	228.5	106.4	50.0	9.3	44.1	-7.0
Wachovia	G. Kennedy Thompson	1,000.0	5,250.0	6,250.0	31.6	19.1	0.0	36,774.2	3,142.8	9,392.8	46,167.0	19,673.2	62,697.4	23.9	182.1	136.3	31.8	-1.4	34.4	6.6
Washington Mutual	Kerry K. Killinger	1,000.0	2,943.0	3,943.0	-1.6	0.5	2,686.9	72,745.0	0.0	6,629.9	79,374.9	29,089.3	108,464.2	-27.9	39.1	32.1	20.4	12.8	31.0	5.9
Wells Fargo	Richard M. Kovacevich	995.0	7,500.0	8,495.0	6.3	14.1	27,412.0	76,501.2	0.0	35,907.0	112,408.1	99,411.3	211,819.5	349.1	109.1	79.5	28.9	10.5	34.0	6.7
FINANCIAL MEDIANS		\$ 995.0	\$2,185.3	\$3,147.8	16.5%	22.4%	\$3,070.6	\$20,427.5	\$3,237.3	\$ 6,788.2	\$33,005.4	\$38,926.6	\$ 81,451.6	24.9%	72.9%	52.2%	32.4%	4.9%	30.4%	5.9%
UTILITIES																				
Ameren	Charles W. Mueller	\$ 730.0	\$ 688.0	\$1,418.0	31.2%	37.2%	\$ 0.0	\$ 3,137.8	\$ 620.5	\$ 2,038.5	\$ 5,176.3	\$ 2,937.7	\$ 7,493.5	19.8%	43.2%	55.7%	17.2%	8.1%	N/A ⁴	N/A ⁴
American Electric Power	E. Linn Draper Jr.	1,094.2	980.0	2,074.2	96.8	121.2	0.0	1,207.5	0.0	2,074.2	3,281.7	173.7	3,455.4	96.8	185.7	166.8	19.2	-2.3	25.2%	0.8%
ClEnergy	James E. Rogers	1,250.0 ³⁹	1,920.9	3,170.9 ³⁹	27.3	30.3	4,368.1	11,686.6	4,609.4	12,148.3 ³⁹	23,835.0 ³⁹	28,501.6	50,238.2 ³⁹	26.5	31.1	44.2	21.5	8.6	19.4	-1.4
DTE Energy	Anthony F. Earley Jr.	984.6	256.3	1,240.9	-36.1	-17.6	0.0	1,544.3	2,007.7	3,248.6	4,792.8	4,278.8	8,037.8	-5.1	-37.3	-27.2	-10.4	3.6	24.1	2.4
Dominion Resources	Thos. E. Capps	1,100.0	1,430.0	2,530.0	10.0	-76.7	3,383.4	22,462.3	3,994.7	9,908.0	32,370.4	26,661.2	55,036.8	16.4	47.3	34.6	21.4	11.7	26.3	-2.6
Duke Energy	Paul M. Anderson ¹	0.0 ^{2,40}	0.0 ^{2,40}	0.0 ^{2,40}	N/A ⁴	-227.9	39.2 ²	3,300.0 ²	11,255.3 ^{2,41}	11,294.4 ^{2,40,41}	14,594.4 ^{2,40,41}	9,299.7	12,638.9 ^{2,40,41}	N/A ⁴	N/A ⁴	N/A ⁴	9.9	-4.8	28.4	0.8
Entergy	J. Wayne Leonard	1,038.5	1,197.8	2,236.3	-7.3	52.5	0.0	32,449.5	2,944.6	5,180.8	37,630.3	758.0	38,388.3	8.3	84.7	83.1	29.3	17.0	24.0	2.4
Exelon	John W. Rowe	1,185.3	1,400.0	2,585.3	-2.6	-37.2	0.0	19,538.3	2,733.4	5,318.6	24,857.0	2,771.6	24,895.2	16.5	115.2	128.4	29.9	12.9	26.0	-2.6
New Jersey Resources	Laurence M. Downes	486.2	250.0	736.2	11.9	15.1	158.9	5,607.0	0.0	895.0	6,502.0	705.8	7,207.9	-4.8	32.3	34.7	13.6	13.2	18.4	5.5
PG&E	Robert D. Glynn Jr.	1,050.0	0.0 ^{2,42}	1,050.0 ^{2,42}	N/A ⁴	148.1	0.0	18,027.0	12,007.4	13,057.4 ^{2,42,43}	31,084.4 ^{2,42,43}	5,238.4	34,152.9 ^{2,42,43}	N/A ⁴	N/A ⁴	N/A ⁴	100.0	-0.4	30.0	0.8
PPL	William F. Hecht	988.9	744.7	1,733.7	3.1	252.9	5,052.4	6,203.8	792.4	7,578.5	13,782.3	9,								