

## Standardized values 3-year KLD averages

Final Rank	Company	Location	Symbol	Score	1999 Net Income \$(Mil)	1999 Sales \$(Mil)	1997-99 Avg 3-yr Total Return to Shareholders	Community					Non-US	
								Diversity	Employee	Environment	Ops	Product		
1	Procter & Gamble	Cincinnati OH	PG	1.404	\$3,654	\$38,125	29.14%	1.442	1.743	1.261	0.114	3.749	1.099	
2	Hewlett Packard	Palo Alto CA	HWP	1.384	\$3,491	\$42,370	34.53%	0.968	3.158	1.659	1.576	0.175	1.541	
3	Fannie Mae	Washington DC	FNM	1.261	\$3,834	\$36,968	23.97%	2.864	3.441	0.465	0.114	0.175	1.541	
4	Motorola	Schaumburg IL	MOT	1.211	\$817	\$30,931	48.06%	0.021	1.743	2.454	0.114	0.175	2.867	
5	IBM	Armonk NY	IBM	1.175	\$7,692	\$87,548	44.77%	2.864	3.158	-2.000	1.942	0.175	1.099	
6	Sun Microsystems	Palo Alto CA	SUNW	1.115	\$1,030	\$11,806	143.91%	1.916	0.328	0.465	0.114	0.175	0.215	
7	Herman Miller	Zeeland MI	MLHR	1.079	\$142	\$1,766	26.44%	-0.453	1.743	3.249	2.307	0.175	0.215	
8	Polaroid	Cambridge MA	PRD	1.049	\$9	\$1,979	-14.70%	3.811	1.460	-0.330	2.307	0.175	1.099	
9	St Paul Cos	St. Paul MN	SPC	1.015	\$834	\$7,569	10.23%	5.232	1.177	0.465	0.114	0.175	0.215	
10	Freddie Mac	McLean VA	FRE	1.003	\$2,070	\$24,268	27.58%	2.390	1.177	1.261	0.114	0.175	1.541	
11	Home Depot	Atlanta GA	HD	1.000	\$1,614	\$30,219	84.76%	2.390	-0.520	-0.330	0.114	1.367	1.541	
12	State Street	Boston MA	STT	0.998	\$619	\$4,692	36.08%	0.968	1.602	-0.330	0.114	3.749	0.215	
13	QRS	Richmond CA	QRSI	0.977	\$15	\$125	95.89%	0.968	0.328	0.863	0.114	0.175	1.541	
14	Dime Bancorp	New York NY	DME	0.962	\$240	\$1,987	17.35%	1.679	1.177	2.056	0.114	0.175	1.541	
15	HB Fuller	Vadnais Heights MN	FULL	0.921	\$43	\$1,364	7.81%	0.968	0.328	1.659	1.210	3.749	-1.112	
16	Cummins Engine	Columbus IN	CUM	0.910	\$160	\$6,639	10.53%	2.864	0.046	1.659	0.479	1.367	0.215	
17	Amgen	Thousand Oaks CA	AMGN	0.890	\$1,096	\$3,340	74.16%	1.916	0.894	0.863	0.114	0.175	0.215	
18	Intel	Santa Clara CA	INTC	0.884	\$7,314	\$29,389	38.52%	-0.453	0.611	2.056	1.942	0.175	1.099	
19	Cisco Systems	San Jose CA	CSCO	0.877	\$2,023	\$12,173	104.00%	-0.453	0.894	2.056	0.114	0.175	0.215	

20	Avon Products	New York NY	AVP	0.871	\$302	\$5,289	10.81%	0.968	2.026	-0.728	0.114	3.749	0.215
21	JP Morgan Chase & Co.	New York NY	JPM	0.855	\$7,395	\$51,852	13.46%	2.390	2.026	1.659	0.114	0.175	-0.227
22	Pitney Bowes	Stamford CT	PBI	0.842	\$636	\$4,433	30.65%	0.968	0.894	0.863	2.307	0.175	0.215
23	Northern Trust	Chicago IL	NTRS	0.842	\$400	\$2,804	48.13%	0.968	2.451	0.863	0.114	0.175	0.215
24	Starbucks	Seattle WA	SBUX	0.833	\$102	\$1,680	22.24%	-0.453	1.177	0.863	0.114	3.749	0.215
25	Solectron	Milpitas CA	SLR	0.832	\$350	\$9,669	94.69%	-0.453	1.177	0.465	0.114	0.175	1.541
26	General Mills	Minneapolis MN	GIS	0.815	\$535	\$6,246	7.53%	3.811	0.894	0.863	0.114	0.175	0.215
27	Brady	Milwaukee WI	BRC	0.811	\$40	\$471	10.60%	0.968	1.177	0.863	1.210	0.175	1.541
28	Southwest Airlines	Dallas TX	LUV	0.808	\$474	\$4,736	37.78%	-0.453	0.328	2.852	0.479	0.175	1.541
29	Time Warner	New York NY	TWX	0.778	\$1,896	\$27,333	61.50%	1.442	2.309	-0.330	0.479	0.175	-0.227
30	Honeywell	Morristown NJ	HON	0.773	\$1,541	\$23,735	24.53%	3.811	1.177	-0.330	0.114	0.175	0.215
31	Corning	Corning NY	GLW	0.758	\$481	\$4,368	70.17%	-0.453	0.328	3.249	1.210	0.175	-1.112
32	Apple Computer	Cupertino CA	AAPL	0.754	\$601	\$6,134	108.64%	0.021	0.894	-1.523	0.114	1.367	1.099
33	Whirlpool	Benton Harbor MI	WHR	0.738	\$347	\$10,511	14.77%	2.390	-0.237	0.863	2.307	0.175	-0.227
34	AT&T	New York NY	T	0.737	\$5,450	\$62,391	27.25%	2.390	1.602	0.863	-0.434	0.175	0.215
35	Tellabs	Lisle IL	TLAB	0.730	\$559	\$2,319	52.48%	-0.453	-0.520	1.659	0.114	0.175	2.867
36	Adolph Coors	Golden CO	RKY	0.727	\$92	\$2,057	48.31%	1.442	2.026	-0.728	0.845	0.175	0.215
37	Medtronic	Minneapolis MN	MDT	0.712	\$1,099	\$5,015	31.93%	1.442	0.328	0.863	0.114	0.175	1.541
38	New York Times	New York NY	NYT	0.711	\$310	\$3,131	41.89%	0.968	2.026	-0.728	0.114	0.175	1.541
39	Computer Associates Intl	Islandia NY	CA	0.696	\$626	\$5,253	34.97%	-0.453	3.724	0.465	0.114	0.175	0.215
40	Charles Schwab	San Francisco CA	SCH	0.678	\$589	\$3,945	78.57%	-0.453	1.177	0.863	0.114	0.175	0.657
41	Texas Instruments	Dallas TX	TXN	0.676	\$1,406	\$9,468	86.53%	-0.453	1.177	-0.330	0.114	0.175	1.541
42	Dell Computer	Round Rock TX	DELL	0.667	\$1,460	\$18,243	168.04%	-0.453	-0.520	-0.330	0.114	0.175	0.215
43	Alza	Mountain View CA	AZA	0.667	\$91	\$796	18.71%	0.021	0.328	2.454	0.114	0.175	1.541
44	Gap	San Francisco CA	GPS	0.654	\$825	\$9,054	79.76%	0.968	1.177	-0.330	0.114	0.175	0.215
45	Nordstrom	Seattle WA	JWN	0.646	\$207	\$5,028	21.60%	-0.453	1.743	1.261	0.114	0.175	1.541
46	Whole Foods Market	Austin TX	WFMI	0.646	\$42	\$1,493	39.24%	0.495	1.177	0.465	1.210	0.175	0.215
47	Aetna	Hartford CT	AET	0.640	\$717	\$22,110	-8.86%	5.232	2.026	-0.330	0.114	0.175	-1.775
48	Ecolab	St. Paul MN	ECL	0.636	\$176	\$2,080	30.34%	1.916	-0.520	-0.330	1.210	0.175	1.541
49	Oneok	Tulsa OK	OKE	0.624	\$92	\$2,652	1.59%	0.968	0.328	2.056	1.210	0.175	0.215
50	Applied Materials	Santa Clara CA	AMAT	0.616	\$748	\$5,096	102.04%	-0.453	0.328	0.863	0.114	0.175	0.215
51	Quaker Oats	Chicago IL	OAT	0.612	\$451	\$4,725	23.07%	2.390	0.328	0.863	0.114	0.175	0.215
52	Target	Minneapolis MN	TGT	0.598	\$915	\$30,662	57.51%	2.390	2.592	-1.921	0.479	-1.016	0.215
53	Timberland	Stratham NH	TBL	0.583	\$75	\$917	54.46%	2.390	-0.520	-0.728	1.210	0.175	0.215
54	Novell	Provo UT	NOVL	0.579	\$191	\$1,273	80.86%	-0.453	0.046	1.659	0.114	0.175	0.215
55	Clorox	Oakland CA	CLX	0.579	\$246	\$4,003	32.66%	2.390	0.046	0.068	1.942	0.175	-1.112
56	Gillette	Boston MA	G	0.563	\$1,256	\$9,897	4.58%	-0.453	0.046	0.068	3.038	0.175	1.541
57	Kroger Company	Cincinnati OH	KR	0.561	\$237	\$45,352	28.36%	1.442	0.328	1.261	0.114	0.175	0.215
58	Compaq	Houston TX	CPQ	0.546	\$569	\$38,525	34.55%	0.021	-0.237	0.863	0.845	0.175	1.541
59	EMC	Hopkinton MA	EMC	0.543	\$1,011	\$6,716	144.17%	-0.453	-0.520	-0.330	0.114	0.175	0.215
60	Golden West Financial	Oakland CA	GDW	0.533	\$480	\$2,969	20.10%	0.968	1.177	-0.330	0.114	0.175	1.541
61	Dollar General	Goodlettsville TN	DG	0.532	\$179	\$3,221	33.71%	0.968	-0.520	0.863	0.114	0.175	1.541
62	Merck & Co	Whitehouse Station NJ	MRK	0.525	\$5,891	\$32,714	23.09%	2.390	1.743	1.261	-0.983	0.175	-1.112
63	USA Education	Reston VA	SLM	0.520	\$499	\$3,259	21.06%	-0.453	0.611	2.852	0.114	0.175	0.215
64	Tennant Company	Minneapolis MN	TNC	0.518	\$20	\$429	10.34%	0.021	1.177	0.863	0.114	0.175	1.541
65	American Express	New York NY	AXP	0.512	\$2,475	\$21,278	46.26%	0.968	2.592	-0.330	0.114	-1.016	0.215

66	Eli Lilly	Indianapolis IN	LLY	0.509	\$2,721	\$10,003	32.80%	1.442	2.026	2.056	-0.252	0.175	-2.438
67	Deere	Moline IL	DE	0.503	\$239	\$11,751	12.88%	-0.453	0.328	1.261	0.845	0.175	1.541
68	Nucor	Charlotte NC	NUE	0.502	\$245	\$4,009	4.69%	-0.453	-1.369	3.249	0.845	0.175	1.541
69	Xilinx	San Jose CA	XLNX	0.483	\$103	\$662	86.75%	-0.453	-1.369	0.863	0.114	0.175	1.541
70	Northwest Natural Gas	Portland OR	NWN	0.483	\$43	\$456	3.98%	-0.453	-0.520	3.249	1.210	0.175	0.215
71	3COM	Santa Clara CA	COMS	0.479	\$404	\$5,202	-6.41%	0.495	1.177	2.056	0.114	0.175	0.215
72	3M	St. Paul MN	MMM	0.476	\$1,763	\$15,659	10.47%	0.968	0.328	0.465	0.114	0.175	1.541
73	Baxter International	Deerfield IL	BAX	0.474	\$797	\$6,380	18.49%	-0.453	1.743	-0.330	1.942	0.175	0.215
74	Avery Dennison	Pasadena CA	AVY	0.473	\$215	\$3,768	31.88%	0.968	0.328	-0.330	0.114	0.175	1.541
75	Oracle	Redwood City CA	ORCL	0.464	\$1,290	\$8,827	121.08%	-0.453	-0.237	-0.330	0.114	0.175	0.215
76	Cigna	Philadelphia PA	CI	0.458	\$1,774	\$18,781	23.72%	3.811	0.328	-0.330	0.114	0.175	-1.112
77	Bellsouth	Atlanta GA	BLS	0.455	\$3,448	\$25,224	39.95%	1.442	0.894	0.863	0.114	0.175	-1.112
78	McDonalds	Oak Brook IL	MCD	0.455	\$1,948	\$13,259	24.40%	0.968	2.026	-0.330	1.210	0.175	-1.112
79	Dow Jones	New York NY	DJ	0.451	\$272	\$2,002	32.48%	-0.453	1.177	0.068	0.114	0.175	1.541
80	Sonoco Products	Hartsville SC	SON	0.441	\$188	\$2,547	4.17%	-0.453	-0.520	1.261	1.576	0.175	1.541
81	Analog Devices	Norwood MA	ADI	0.433	\$197	\$1,450	72.90%	-0.453	-1.086	2.056	0.114	0.175	0.215
82	Eastman Kodak	Rochester NY	EK	0.431	\$1,392	\$14,089	-2.14%	0.495	2.875	2.056	-2.079	0.175	0.215
83	MBNA	Wilmington DE	KRB	0.427	\$1,010	\$6,470	32.80%	2.390	-0.520	0.068	0.114	0.175	0.215
84	Scholastic	New York NY	SCHL	0.413	\$37	\$1,166	4.91%	-0.453	2.309	-0.330	0.114	0.175	1.541
85	DeVry	Oakbrook Terrace IL	DV	0.413	\$39	\$421	29.67%	-0.453	0.611	0.465	0.114	0.175	1.541
86	Lillian Vernon	Rye NY	LVC	0.412	\$3	\$255	2.88%	0.495	2.026	-0.330	0.845	0.175	0.215
87	Crown Cork & Seal	Philadelphia PA	CCK	0.412	\$166	\$7,732	-22.52%	1.442	-0.520	0.863	0.845	0.175	1.541
88	Guidant	Indianapolis IN	GDT	0.412	\$341	\$2,352	60.32%	-0.453	0.328	0.068	0.114	0.175	1.099
89	Modine Manufacturing	Racine WI	MODI	0.405	\$74	\$1,111	3.57%	-0.453	-1.086	0.863	2.307	0.175	1.541
90	Harman Intl Industries	Washington DC	HAR	0.390	\$12	\$1,500	4.90%	-0.453	-0.237	2.056	0.114	0.175	1.541
91	Alaska Airgroup	Seattle WA	ALK	0.387	\$134	\$2,082	26.03%	0.021	-0.520	0.863	1.210	0.175	0.657
92	Fifth Third Bancorp	Cincinnati OH	FITB	0.386	\$668	\$3,616	44.85%	0.021	0.328	0.863	0.114	0.175	0.215
93	Lincoln National	Philadelphia PA	LNC	0.386	\$460	\$6,804	20.37%	0.968	1.460	-0.330	0.114	0.175	0.215
94	Tribune Company	Chicago IL	TRB	0.376	\$1,461	\$3,222	45.17%	0.968	0.046	-0.330	0.114	0.175	0.657
95	Biomet	Warsaw IN	BMET	0.375	\$125	\$828	42.60%	-0.453	-0.520	0.863	0.114	0.175	1.541
96	LSI Logic	Milpitas CA	LSI	0.375	\$67	\$2,089	91.38%	-0.453	-1.369	1.261	0.114	0.175	0.215
97	Walt Disney	Burbank CA	DIS	0.373	\$1,300	\$23,402	10.84%	1.442	2.309	-1.125	1.210	-3.399	2.425
98	Sara Lee	Chicago IL	SLE	0.369	\$1,179	\$17,270	11.93%	0.968	2.026	0.465	-0.617	0.175	-0.227
99	Nordson Corp	Westlake OH	NDSN	0.37	\$48	\$700	-5.73%	2.864	0.046	-0.73	0.8449	0.175	0.21473
100	Graco Inc	Minneapolis MN	GGG	0.36	\$59	\$442	32.71%	0.968	-0.52	-0.33	0.1138	0.175	1.54096

Source Morningstar: 1999 sales & net income, number of employees, corporate headquarters, location

This year's ranking includes KLD for six stakeholder groups in addition to owners: community, members of minority groups (KLD's diversity measure), employees, global suppliers and sources (KLD's non-U.S. operations measure), customers (KLD's product measure), and environment.