

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

JUN 28 2004

FORM 11-K

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[X] ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2003

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[] TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from to
Commission file number <u>001-13255</u>

A. Full title of the plan and the address of the plan, if different from that of issuer named below:

SOLUTIA INC. SAVINGS AND INVESTMENT PLAN

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

SOLUTIA INC. 575 Maryville Centre Drive St. Louis, Missouri 63141

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Financial Statements and Supplemental Schedules

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Certain supplemental schedules required by the rules and regulations of the Department of Labor are omitted because of the absence of conditions under which they are required.

SOLUTIA INC. SAVINGS AND INVESTMENT PLAN FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

For the Year Ended December 31, 2003

AND

INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM REPORT

Deloitte

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REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

Solutia Inc. Pension and Savings Funds Committee and Participants of Solutia Inc. Savings and Investment Plan

We have audited the accompanying statements of net assets available for benefits of the Solutia Inc. Savings and Investment Plan (the "Plan") as of December 31, 2003 and 2002, and the related statement of changes in net assets available for benefits for the year ended December 31, 2003. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, such financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2003 and 2002, and the changes in net assets available for benefits for the year ended December 31, 2003, in conformity with accounting principles generally accepted in the United States of America.

As discussed in Note 1 to the financial statements, Solutia Inc. (the "Plan Sponsor") has filed for reorganization under Chapter 11 of the United States Bankruptcy Code.

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules listed in the Table of Contents are presented for the purpose of additional analysis and are not a required part of the basic financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. These schedules are the responsibility of the Plan's management. Such schedules have been subjected to the auditing procedures applied in our audit of the basic 2003 financial statements and, in our opinion, are fairly stated in all material respects when considered in relation to the basic financial statements taken as a whole.

Deloitte + Jouche LLP

June 24, 2004

SOLUTIA INC. SAVINGS AND INVESTMENT PLAN STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (Dollars in Thousands)

	December 31,	
	<u>2003</u>	2002
Assets:		
Investments	\$1,033,820	\$ 981,129
Receivables:		
Contributions	5,043	2,796
Interest & Dividends	704	813
Due from Broker for Securities Sold	<u>456</u>	1,434
Total Receivables	6,203	5,043
Total Assets	1,040,023	986,172
Liabilities:		
Due to Broker for Securities Purchased	2,038	1,226
Other Liabilities	<u>2,663</u>	2,534
Total Liabilities	4,701	3,760
Net Assets Available for Benefits	<u>\$1,035,322</u>	<u>\$ 982,412</u>

See accompanying Notes to Financial Statements.

SOLUTIA INC. SAVINGS AND INVESTMENT PLAN STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

(Dollars in Thousands)

	Year Ended December 31, 2003
Additions:	
Additions to Net Assets Attributed To:	
Investment Income:	
Net Appreciation in Fair Value	
of Investments	\$ 65,658
Interest	30,834
Dividends	6,723
Total Investment Income	103,215
Contributions:	
Participant	28,277
Employer	12,371
Rollovers	<u>111,303</u>
Total Contributions	<u>151,951</u>
Total Additions	255,166
Deductions:	
Deductions from Net Assets Attributed To:	
Benefits Paid to Participants	(197,795)
Administrative Expenses	(4,461)
Total Deductions	(202,256)
Net Increase	52,910
Net Assets Available for Benefits:	
Beginning of Year	982,412
End of Year	<u>\$ 1,035,322</u>

See accompanying Notes to Financial Statements.

Notes to Financial Statements (Dollars in thousands, except share data)

1. Description of Plan

The following description of the Solutia Inc. Savings and Investment Plan (the "Plan" or "SIP") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a contributory defined contribution profit sharing plan with individual accounts for each participant. Employees of Solutia Inc. (the "Company" or "Solutia"), the Plan Sponsor, are eligible to participate in the Plan on the date of hire. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Solutia and its subsidiaries make and sell a variety of high-performance chemical-based materials, and is a world leader in performance films for laminated safety glass and aftermarket applications; process development and scale-up services for pharmaceutical fine chemicals; specialties such as water treatment chemicals, heat transfer fluids and aviation hydraulic fluid and an integrated family of nylon products including high-performance polymers and fibers.

Effective December 17, 2003, Solutia Inc. and its 14 U.S. subsidiaries filed voluntary petitions for reorganization under Chapter 11 of the U.S. Bankruptcy Code. Since the Plan is a separate legal entity, distinct from the Company and its subsidiaries who filed for Chapter 11 protection, the Plan continues to operate as it had prior to this filing, and Plan assets are not subject to creditor claims. The Company believes that its plan of reorganization will result in cancellation of its existing shares of common stock, and that it is unlikely that holders of Solutia's common stock will receive any consideration for that stock in such a plan of reorganization.

Prior to September 1, 1997, the businesses that formed Solutia were wholly owned by the former Monsanto Company ("Monsanto"). On September 1, 1997, Monsanto distributed all of the outstanding shares of common stock of the Company as a dividend to Monsanto stockholders (the "spinoff"). The distribution resulted in the issuance of one share of the Company's common stock for every five shares of Monsanto common stock held of record as of August 20, 1997.

Effective March 31, 2000, Monsanto merged with Pharmacia & Upjohn. Monsanto was renamed Pharmacia Corporation ("Pharmacia"). Shares of Monsanto stock held in SIP automatically became shares in Pharmacia on a one-for-one basis. After the merger, the agricultural operations of Pharmacia were transferred to a newly created subsidiary of Pharmacia named Monsanto Company ("New Monsanto"). New Monsanto completed an initial public offering of New Monsanto common stock in October 2000, but Pharmacia retained ownership of approximately 220,000,000 shares of New Monsanto stock.

Notes to Financial Statements (Dollars in thousands, except share data)

On August 13, 2002, Pharmacia distributed its remaining shares of New Monsanto stock as a dividend to all Pharmacia shareholders. The distribution resulted in the issuance of 0.170593 shares of New Monsanto for each share of Pharmacia common stock held as of the record date for the dividend. A new fund, the Monsanto Stock Fund, was added to the SIP to accept this dividend.

Effective April 16, 2003, Pharmacia and Pfizer Inc. (Pfizer) merged. As a result, Pharmacia became a part of Pfizer. Outstanding shares of Pharmacia stock in the Pharmacia Stock Fund were converted to Pfizer common stock at a rate of 1.4 shares of Pfizer stock for each share of Pharmacia stock held on April 16, 2003. In addition, the name of the Pharmacia Stock Fund was changed to the Pfizer Stock Fund.

Employee Contributions

The Plan provides for voluntary participant contributions ranging from 1% to 16% of an employee's eligible pay on a before-tax or after-tax basis, subject to Internal Revenue Service (IRS) limitations. Contributions may be made entirely before-tax, entirely after-tax or a combination of both, subject to IRS discrimination tests.

In accordance with the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA), the Plan allowed employees aged 50 and older during the calendar year to elect to make an additional \$2 catch-up contribution during the 2003 plan year. Catch-up contribution amounts are not eligible for employer matching contributions and will increase by \$1 each year until 2006. After 2006, the catch-up contribution will be adjusted for inflation in \$0.50 increments.

Effective December 15, 2003, employees cannot invest any future employee contributions in the Solutia Employee Stock Fund.

Employer Contributions

Employee contributions to the Plan generally are matched 60% by the Company, up to a maximum of 8% of eligible pay. Prior to December 15, 2003, all employer contributions and related earnings were invested solely in Solutia common stock. Effective December 15, 2003, employer contributions are no longer invested in Solutia common stock, but rather invested according to the employee's current investment elections.

Effective July 22, 2002, active participants who are fully vested and former participants either in deferral status or receiving installment payments may elect to sell part or all of their Solutia company match account in the Solutia Employer Stock Fund and invest the proceeds in the other available funds. Effective December 15, 2003, this election was made available to all participants.

Notes to Financial Statements (Dollars in thousands, except share data)

Investment Options

Participant contributions to the Plan may be invested in 1% increments in the Large Cap Growth Equity Fund, the Large Cap Value Equity Fund, the Mid Cap Growth Equity Fund, the Mid Cap Value Equity Fund, the Small Cap Equity Fund, the U.S. Equity Index Fund, the Balanced Fund, the International Equity Fund, the Fixed Income Fund, and the Solutia Employee Stock Fund (election cannot exceed 30% of before-tax and after-tax contributions).

Participants also have the option to invest in the following asset allocation funds: the Conservative Portfolio Fund, the Moderate Portfolio Fund, the Moderately Aggressive Portfolio Fund and the Aggressive Portfolio Fund. The asset allocation funds invest proportionately in the Large Cap Growth Equity Fund, the Large Cap Value Equity Fund, the Mid Cap Growth Equity Fund, the Small Cap Equity Fund, the Fixed Income Fund and the International Equity Fund. Investment proportions are determined by the Company's Pension and Savings Funds Committee, a named fiduciary of the Plan with authority to manage and control assets.

Participants may change the amounts of their contributions and transfer their contributions among the investment options. Prior to December 15, 2003, there were three limitations on transferring existing balances among the investment options: (1) A participant may transfer amounts into the Solutia Employee Stock Fund only to the extent that the total balance of this fund does not exceed 30% of the participant's total investment elections. (2) A participant may transfer amounts out of the Pfizer Stock Fund and the Monsanto Stock Fund (the Non-Employer Stock Funds) but cannot transfer amounts into the Non-Employer Stock Funds. Participants with a Company Match Account in the Non-Employer Stock Funds may elect to sell part or all of such account and transfer the proceeds to the other available funds. Only contributions invested in the Pfizer Stock Fund made before September 1, 1997 can continue to be invested in the Non-Employer Stock Fund. (3) A participant may not transfer amounts out of the Solutia Company Match Account if the participant is not 100% vested.

Effective December 15, 2003, the Plan's limitations on transferring existing balances among the investment options were amended as follows: (1) A participant may no longer transfer amounts into the Solutia Employee Stock Fund. (2) Participants may transfer amounts out of the Solutia Company Match Account into other investment options regardless of vesting.

Participant Accounts

Each participant's account is credited with the participant's contributions, Company contributions, and the participant's portion of Plan earnings (net of Plan expenses). The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

Notes to Financial Statements (Dollars in thousands, except share data)

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Participants become 100% vested in the employer matching contributions after three years of service.

Participant Loans

Participants who are active employees may obtain loans from their accounts. These participants may have no more than two loans outstanding at any time. Participants can repay an outstanding loan in full at any time with no prepayment penalties. Loans are limited to 50% of the total vested account balance (including Company Match Account), but not more than \$50 minus the highest outstanding loan balance during the previous 12 months. Loans bear interest at fixed interest rates that range from 4.00% to 9.50%, which are commensurate with the prime rate as determined on a quarterly basis, and applied to the participant's loan based upon the fixed quarterly rate in effect at the date of the loan. The minimum loan is \$0.50 and the maximum loan repayment term is five years.

Plan Administration

The Plan is administered by the Employee Benefits Plans Committee appointed by the Company and consists of at least three members. The cost of plan administration is borne substantially by Plan participants. The trustee of the Plan is The Northern Trust Company, and the recordkeeper of the Plan is Hewitt Associates.

Payment of Benefits

Participant before-tax contributions generally cannot be withdrawn by the participants until age 59-1/2, retirement, disability, death or termination of employment. A participant will pay taxes on the contributions and earnings on those contributions when distributed. Participants may withdraw after-tax employee contributions and earnings with no penalty at any age. Upon completing five years of Plan participation, a participant may withdraw all employer matching contributions. A participant who has less than five years of Plan participation cannot withdraw employer matching contributions received during the last 24 months and employer matching contributions that are not vested.

Forfeited Accounts

At December 31, 2003, forfeited non-vested accounts totaled approximately \$452. These accounts are available to reduce future employer contributions or pay plan expenses.

Plan Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, all participants' account balances will become fully vested and all participants would then be entitled to a full distribution of their account balances as described and set forth in the Plan document.

Notes to Financial Statements (Dollars in thousands, except share data)

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan have been prepared under the accrual basis of accounting.

Investment Valuation and Income Recognition

Fixed income fund investments in guaranteed investment contracts, issued by insurance companies, are valued at contract value plus accrued interest. Investments other than guaranteed investment contracts are stated at fair values, which are generally determined by quoted market prices.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation consists of realized and unrealized gains and losses. Gains and losses on security transactions are computed on an average cost basis.

Payment of Benefits

Benefit payments are recorded when paid.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties

Investment securities are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk, it is at least reasonably possible that changes in the values of the investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Reclassifications

Certain reclassifications to prior year's financial information have been made to conform to the current year presentation.

3. Employee Stock Ownership Plan (ESOP)

In 1991, in connection with the establishment of an ESOP, the Monsanto Savings and Investment Plan issued \$100,000 in amortizing notes and \$100,000 in amortizing debentures, both guaranteed by Monsanto Company, and borrowed \$50,000 from Monsanto Company. In January 1992, the proceeds from the borrowings were used to purchase approximately 18,500

Notes to Financial Statements (Dollars in thousands, except share data)

shares of Monsanto Company stock at the average price of \$13.40 per share. Shares were released for allocation to participant accounts in accordance with the terms of the Plan as interest and principal on the borrowings were paid.

In connection with the spinoff, a portion of the ESOP debt, totaling \$34,873, and a portion of the Monsanto common stock owned by the ESOP, totaling 2,400,000 shares, were transferred to the Plan. Simultaneously, Solutia created its own ESOP, established a trust to hold the Monsanto shares and issued a \$29,500 loan to the trust. Proceeds of the loan were used by the trust to repay substantially all of the assumed third-party debt. Subsequent to the spinoff, the Solutia ESOP trust was required to divest its holdings of Monsanto common shares and invest the proceeds in Solutia common stock resulting in the Plan acquiring approximately 10,700,000 shares. During March 2002, the remaining leveraged ESOP shares were allocated to participant accounts. Solutia's Board of Directors authorized the Company to contribute cash, treasury shares or newly issued shares to the Plan to satisfy the matching contribution requirement. Prior to December 15, 2003 and since the last ESOP shares were allocated, the Company contributed cash to the Plan to satisfy the requirement and the Trustee used cash to acquire Solutia shares in the open market for participant accounts.

Effective December 15, 2003, the ESOP component of the Plan was eliminated.

Notes to Financial Statements (Dollars in thousands, except share data)

4. Investments

The following table presents the fair value or contract value, as appropriate, of Plan investments.

	December 31,	
	<u>2003</u>	<u>2002</u>
Investments at Fair Value as determined by quoted market price:		
Solutia Common Stock (Company Match Account),		
6,383,050 shares (participant-directed)	\$ 2,330	\$ —
Solutia Common Stock (Company Match Account),		
10,342,526 shares (nonparticipant-directed)		37,543
Solutia Common Stock (Employee Stock Fund), 1,013,164		
and 1,250,876 shares in 2003 and 2002, respectively	371	4,541
Pfizer Common Stock, 4,085,454 shares in 2003 and Pharmacia		
Common Stock, 3,782,229 shares in 2002	144,339*	158,097*
Common Collective Funds	71,459	56,738
Common Stocks	249,881	180,217
Preferred Stocks	2,235	1,846
U.S. Government Securities	28,406	19,528
Corporate Bonds and Debentures	13,968	14,218
Other	<u>3,228</u>	2,635
	516,217	475,363
Investments at Estimated Fair Value:		
Collective Short Term Investment Fund	27,179	41,317
Loans to Participants	<u> 15,371</u>	<u>16,607</u>
	42,550	57,924
Investments at Contract Value:		
UBS Warburg Benefit Responsive Liquidity Agreement		
Contract #3068, 5.77% and 6.17% in 2003 and		
2002, respectively	158,351*	149,281*
JP Morgan Chase Benefit Responsive Agreement		
Contract #A Solutia 02, 5.77% and 6.17% in		
2003 and 2002, respectively	158,351*	149,280*
JP Morgan Chase Benefit Responsive Agreement		4
Contract #435993, 5.77% and 6.17% in 2003		
and 2002, respectively	<u> 158,351</u> *	<u>_149,281</u> *
	475,053	447,842
·	<u>\$1,033,820</u>	<u>\$981,129</u>
* Represents an investment 5% or more of the Plan's net assets.		

Notes to Financial Statements (Dollars in thousands, except share data)

During 2003, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated (depreciated) in value as follows:

	Year En	ded December 31,
		<u>2003</u>
Investments at Fair Value as determined by quoted market price:		
Solutia Common Stock	\$	(34,691)
Pfizer/Pharmacia Common Stock		24,328
Common Collective Funds		8,628
Common Stocks		57,461
Preferred Stocks		596
Registered Investment Companies		8,668
U.S. Government Securities		(597)
Corporate Bonds and Debentures		773
Other		<u>492</u>
Net Appreciation in Investments	<u>\$</u>	65,658

5. Nonparticipant-Directed Investments

Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

the nonparticipant-directed investments is as follows.		
	<u>De</u>	cember 31,
	<u>2003</u>	<u>2002</u>
Net Assets:		
Common Stock and Others (net of liabilities)	\$ —	\$ 38,032
		Year Ended
		December 31, 2003
Changes in Net Assets:		
Contributions		\$ 11,596
Net Depreciation	•	(11,733)
Interest		4
Dividends		2,781
Benefits Paid to Participants		(4,532)
Administrative Expenses		(91)
Net Transfers to Participant-Directed Investments		(36,057)
		\$ (38,032)

Notes to Financial Statements (Dollars in thousands, except share data)

6. Guaranteed Investment Contracts

The Fixed Income Fund currently purchases guaranteed investment contracts with various insurance companies to provide participants the issuers' commitments to repay principal plus resultant earnings.

The rate of return for the synthetic guaranteed and separate account investment contracts generally floats with the return on the underlying assets. Upon appropriate notification to the insurance company, the synthetic and separate account guaranteed investment contracts may be terminated.

The Plan expects to hold these fully benefit responsive guaranteed investment contracts to maturity and, accordingly, these investments are valued at contract value plus accrued interest. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Fair values are estimated using valuation techniques based on information available as of December 31, 2003 and 2002. The total estimated fair value of the guaranteed investment contracts is \$19,155 and \$25,457 greater than the contract value at December 31, 2003 and 2002, respectively. The fair value estimates are not necessarily indicative of values the Plan could realize in the market. The average yield for all investment contracts was 6.08% and 6.37% during 2003 and 2002, respectively. The crediting interest rates are based on a formula agreed upon with the issuer and are reset quarterly. The crediting interest rates ranged from 5.77% to 6.33% and 6.17% to 6.52%, for the year ended December 31, 2003 and 2002, respectively.

7. Related-Party Transactions

Certain Plan investments are managed by affiliates of The Northern Trust Company. The Northern Trust Company is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for investment management services and investment manager oversight amounted to \$586 for the year ended December 31, 2003.

8. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

Notes to Financial Statements (Dollars in thousands, except share data)

	December 31,		
	<u>2003</u>	2002	
Net assets available for benefits per			
the financial statements	\$ 1,035,322	\$ 982,412	
Certain deemed distributions of			
participant loans	(488)	(440)	
Amounts allocated to withdrawing			
participants	(4,773)	(2,426)	
Net assets available for benefits per			
the Form 5500	<u>\$ 1,030,061</u>	\$ 979,546	

The following is a reconciliation of benefits paid to participants per the financial statements to the Form 5500:

	Year ended December 31, 2003
Benefits paid to participants per the financial statements	\$ 197,795
Add: Amounts allocated to withdrawing	
participants at December 31, 2003	4,773
Less: Amounts allocated to withdrawing	
participants at December 31, 2002	(2,426)
Benefits paid to participants per the Form 5500	\$ 200,142

The following is a reconciliation of net increase per the financial statements to the net income per the Form 5500:

	Year ended December 31, 2003
Net increase per the financial statements	\$ 52,910
Add: Amounts allocated to withdrawing participants	
at December 31, 2002	2,426
Less: Amounts allocated to withdrawing	
participants at December 31, 2003	(4,773)
Certain deemed distributions of participant loans at	
December 31, 2002	440
Certain deemed distributions of participant loans at	
December 31, 2003	(488)
Net income per the Form 5500	\$ 50,515

Amounts allocated to withdrawing participants are recorded on the Form 5500 for benefit claims that have been processed and approved for payment prior to December 31, 2003, but not yet paid as of that date. Certain deemed distributions represent active participants' loan balances that were in default and have been taxed to the participant ("Deemed Loans").

Notes to Financial Statements (Dollars in thousands, except share data)

Amounts associated with Deemed Loans are included in the loan balance reported in the financial statements at December 31, 2003 and 2002, but are removed from the net assets reported on the Form 5500.

9. Tax Status

The IRS determined and informed the Company by a letter dated June 17, 2003, that the Plan is qualified under Section 401(a) of the Internal Revenue Code and that the related trust is exempt from federal income tax under the provisions of Section 501(a) of the Internal Revenue Code, subject to the Plan adopting certain amendments on or before September 15, 2003. The Plan has adopted these and other amendments since receiving the determination letter. The Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

10. Securities Lending

As of December 31, 2003, the Plan participated in the Northern Trust Lending Program for securities held in custody at Northern Trust. These securities are lent to certain unrelated third-party brokers in exchange for collateral, usually in the form of cash. Collateralization levels are equal to a percentage of the market value of the borrowed securities, and shall not be less than 102%. Collateral received is invested in an AAA-rated money market fund, which consists of high quality, short-term money market investments. The value of loaned securities amounted to \$35,012 and \$24,533 at December 31, 2003 and 2002, respectively.

11. Subsequent Events

Effective January 1, 2004, any amounts transferred by a participant into the International Equity Fund may not be transferred or reallocated by the participant to another Investment Fund prior to the expiration of a period of seven business days, commencing with the date of transfer or reallocation into such Fund. Effective April 30, 2004, the waiting period of seven business days was changed to fourteen days.

SCHEDULE H, ITEM 4(i)—SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2003

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797 Plan 003

- · ·	ldentity of issue, borrower, lessor, or similar party	rate of interest, collateral par or maturity	Cost	Current value
	Investment Funds			
* Nor	thern Trust COLTV STIF	Common collective fund	27,178,942	27,178,942
U.S. Gover	nment Securities	Face Value		•
FHI	LMC GOLD E00228 6.5 07-01-2008	108,600	106,428	115,378
FHI	LMC GOLD G80138 8.5 12-17-2018	499,657	531,276	548,033
FHI	LMC GROUP #D10211 7.5 MTG	,	,	2 10,020
PAI	RTN CTF DUE 02-01-2009 REG	38,302	39,288	40,586
FHI	LMC MULTICLASS SER 1832 CL F			
6.5	MTG PARTN CTF DUE 03-15-2011			
REG	3	750,000	742,266	810,650
FHI	LMC POOL # 273014 8.25 04-01-2011			
		28,601	29,575	29,609
	LMC POOL # G11374 6 10-01-2017			
BEG		771,918	802,433	810,423
FHI BE(LMC POOL # G11409 6 05-01-2017	C17. C2.4	641.000	
		617,534	641,029	647,961
BE(LMC POOL # G11418 6.5 07-01-2017	1,246,109	1,304,716	1,320,004
	LMC POOL # G11484 6 04-01-2018	1,240,109	1,304,710	1,320,004
BEG		943,621	980,186	990,116
	MA FNMA REMIC 6.5 06-25-2042	499,092	520,537	534,091
	MA POOL # 070994 7 DUE 01-01-2018	155,052	320,337	334,091
REC		145,492	148,698	153,676
	MA POOL # 1 7 DUE 10-25-2011 REG	· ·		,
		268,544	265,690	280,784
FNI	MA POOL # 252098 6.5 DUE 11-01-			
201	3 REG	472,049	482,670	500,673
	MA POOL # 383332 6.613 DUE 03-01-		•	
	1 REG	479,088	486,777	533,297
	MA POOL # 545059 6.435 05-01-2011	0.40 505	•	
BEC		243,605	271,086	269,971
BEG	MA POOL # 545209 6.334 10-01-2011	268,149	296,723	205 915
	MA POOL # 545962 5.5 DUE 12-01-	208,149	290,723	295,815
	3 REG	548,334	568,340	570,905
	MA POOL # 555920 6 03-01-2018 BEO	2 (3,32)	500,510	510,505
		886,311	921,763	930,649
FNI	MA POOL # 725038 5.5 11-01-2018		,	
BEC		1,270,000	1,307,009	1,314,847
FNI	MA PREASSIGN 00837 7.5 04-25-2029			
		453,508	465,272	495,174
Represen	ts party in interest			
	n as defined by			
ERISA.		16		

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797

Plan 003

Identity of issue, borrower,	rate of interest, collateral par		Current
lessor, or similar party	or maturity	Cost	value
FNMA PREASSIGN 00886 7.5 02-25-2041			
FINIM FREASSION 00000 7.3 02-23-20-1	184,909	190,830	201,897
FNMA REMIC SER 2003-W1 CL 2A 7.5	•		
12-25-2042	539,560	581,882	590,705
FNMA REMIC SER 2003-W17 CL PT1			
10.26127 08-25-2032	699,152	800,966	800,966
FNMA REMIC SER 2003-W2 CL 1-A1 6.5			
07-25-2032	454,694	481,372	482,942
FNMA REMIC SER 2003-W4 CL 3A 7		4.50.5.4.4	4.4.4.00
10-25-2042	420,902	450,344	454,180
GNMA POOL # 780437 8 DUE 09-15-2017	221 (22	222.001	254.210
REG	321,628	332,081	354,219
GNMA POOL # 780635 SER 2009 6 DUE	221 665	220 000	245 155
06-15-2009 REG	231,665	228,009	245,155
GNMA POOL # 781321 SER 2024 7.5	101.624	189,133	196,194
DUE 11-15-2024 REG	181,634	109,133	190,194
GNMA, POOL # 780495	113,086	116,762	124,535
SERIES 2017 8.0% DUE 07-15-2017 SMALL BUS ADMIN GTD DEV PARTN	113,000	110,702	124,333
CTF DEB SER 1997-20 I 6.9/09-01-			
2017/09-01-2002	122,103	124,448	134,425
SMALL BUSINESS ADMIN GTD DEV	122,103	121,110	101,120
PARTN CTF 6.3 DUE 06-01-2018/06-01-			
2004 REG	251,664	251,664	272,425
SMALL BUSINESS ADMIN GTD DEV			,
PARTN CTF 8.1 DUE 03-01-2015/09-01-			
2004 REG	241,622	251,909	268,550
SMALL BUSINESS ADMIN GTD DEV			
PARTN CTF DEB SER 1997-20 F 7.2 6-1-			
17/00 REG	99,800	103,486	110,721
SMALL BUSINESS ADMIN GTD DEV			
PARTN CTF DEB SER 2002-20 H 5.31			
DUE 08-01-2022	380,798	391,727	391,991
SMALL BUSINESS ADMIN GTD SER			
2000-20B 7.73 DUE 02-01-2020/09-01-00			
BEO	70,370	70,370	80,402
UNITED STATES TREAS NTS BD			
INFLATION INDEXED 3 DUE 07-15-		20 - 00 -	A.A.
2012 REG	305,000	304,801	342,127
US DEPT VETERANS AFFAIRS GTD			
VENDEE MTG TR 1994-2 CL 3-ZA 6.5	1 7/2 020	1 000 000	1 705 000
DUE 02-15-2020 REG	1,762,839	1,822,922	1,795,009

^{*} Represents party in interest to the Plan as defined by ERISA.

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	Identity of issue, borrower, lessor, or similar party	rate of interest, collateral par or maturity	Cost	Current value
	US TREAS NTS 3.5 DUE 11-15-2006 REG			
		2,495,000	2,599,640	2,578,914
	US TREAS NTS 4.625 DUE 05-15-2006 REG US TREAS NTS 4.875 DUE 02-15-2012	3,410,000	3,646,652	3,614,067
	REG US TREAS NTS DTD 00039 3.375 DUE	200,000	214,398	211,811
	11-15-2008 REG US TREAS NTS DTD 01/31/2003 1.625	1,975,000	1,987,884	1,990,662
	DUE 01-31-2005 REG US TREAS NTS DTD 02/15/1995 7.5 DUE	1,580,000	1,585,802	1,586,110
	02-15-2005 REG	360,000	398,664	384,848
		<u> </u>	28,037,508	28,405,497
Corpor	ate Bonds & Debentures AMERADA HESS CORP NT 7.875 DUE	Face Value		
	10-01-2029 BEO AMERADA HESS CORP NT DTD 08/15/2001 6.65DUE 08-15-2011/08-14-	70,000	76,735	76,803
	2011 BEO AMERN HOME PRODS CORP NT 6.95	115,000	123,610	124,631
·	DUE 03-15-2011 BEO AOL TIME WARNER INC DEB DTD	200,000	224,080	225,873
	04/08/2002 7.7 DUE 05-01-2032 BEO AT&T CORP 8.05 USD SR NT DUE	575,000	599,080	671,086
	11-15-2011/11-14-2011 BEO AT&T CORP USD SR NT DUE	375,000	371,170	431,618
	11-15-2031/11-14-2031 BEO BANKAMERICA CAP II SER 2 8 BD	600,000	536,669	701,138
	DUE 12-15-2026/06 BEO BK 1 CAP III 8.75 BDS 01/09/30 USD 8.75	250,000	263,858	286,441
	DUE 09-01-2030/08-31-2030 BEO BSTN PPTYS LTD PARTNERSHIP SR NT 5.625 DUE 04-15-2015/04-14-2015	250,000	254,889	328,495
	BEO BSTN PPTYS LTD PARTNERSHIP SR NT 6.25 DUE 01-15-2013/01-14-2013	200,000	204,413	199,870
	BEO BURL NORTHN SANTA FE RY CO PASS THRU TR SER 1999-2 MTG 7.57 1-	175,000	175,099	187,783
	2-21 BEO SF 7-2-00 CIGNA CORP 7.875 DEB DUE 05-15-	574,801	621,802	673,954
* Do==	2027	180,000	188,685	207,991
	esents party in interest e Plan as defined by			
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	- ·		
Identity of issue, borrower,	rate of interest, collateral par		Current
lessor, or similar party	or maturity	Cost	value
CICLL CORP CICLL CORP. VIT (AS			
CIGNA CORP CIGNA CORP NT 6.375	200 000	010.740	
DUE 10-15-2011 BEO	200,000	218,742	216,392
CIT GROUP HOLDINGS 7.375	70.000		
DUE 04-02-2007 BEO	50,000	55,299	56,475
CIT GROUP INC NEW SR NT 5.75 DUE	4.5.000		
09-25-2007	125,000	124,930	134,875
CITICORP CAP I 7.933 DUE 02-			
15-2027/02-15-2004 REG	300,000	315,722	345,787
COMCAST CORP NEW NT 5.3 DUE			
01-15-2014/01-14-2014 BEO	400,000	389,919	398,672
CONRAIL CORP 6.76 BD DUE 05-25-			
2015	563,802	544,765	598,775
DILLARDS INC DILLARDS INC 6.625			
DUE 11-15-2008 BEO	350,000	273,182	357,000
EOP OPER LTD PARTNERSHIP NT			
6.763 DUE 06-15-2007/06-14-2007 BEO			
	300,000	304,303	332,270
FORD MTR CR CO FORD MTR CR CO			
7.25 DUE 10-25-2011 BEO	800,000	795,094	867,651
GEN MTR ACCEPT CORP 8.875 BD DUE			
6-1-2010 REG (OPT PUT EVERY 5 YRS			•
**PUT	650,000	758,852	760,765
HEWLETT PACKARD CO GLOBAL NT			,
5.5 DUE 07-01-2007/06-30-2007 BEO			
	400,000	399,200	432,320
HLTH NET INC SR NT 8.375 DUE 04-15-		ŕ	,
2011 BEO	300,000	304,604	360,471
LOCKHEED MARTIN CORP 7.65 CO	·	,	
GUARNT DUE 05-01-2016	200,000	214,460	242,984
MAY DEPT STORES CO 7.875 DEB DUE		,	2 .2,501
08-15-2036/16	500,000	521,668	569,815
PG&E NATL ENERGY GROUP INC SR			505,515
NT 10.375 DUE 05-16-2011/05-15-2011			
BEO IN DEFAULT	405,000	403,072	283,500
RAYCHEM CORP VARIABLE RATE NT	100,000	103,072	203,300
DUE 10-15-2008 BEO	600,000	563,016	678,000
RAYTHEON CO 6.75 DUE 08-15-2007		000,010	370,000
REG	250,000	248,922	276,982
SAFECO CORP NT 6.875 DUE 07-15-	250,000	270,722	210,702
2007 REG	225,000	222,817	249,648
SAFECO CORP SR NT 7.25 DUE 09-01-	222,000	222,017	277,040
2012 BEO	175,000	202,052	201.042
2012 DEO	175,000	202,032	201,042

^{*} Represents party in interest to the Plan as defined by ERISA.

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	Identity of issue, borrower, lessor, or similar party	rate of interest, collateral par	Cost	Current value
	SCHERING PLOUGH CORP SR NT 5.3 DUE 12-01-2013/11-26-2003 REG ST PAUL COS INC MEDIUM TERM NTS	125,000	124,538	127,180
	BOOK ENTRY TRANCHE # TR 00085 6.38 DUE	465,000	464,860	515,382
	TIME WARNER ENTMT CO L P 8.375 DUE 03-15-2023 REG	375,000	400,560	464,668
	UN PAC RR CO SER 98-A 6.7 PASS THRU CTF DUE 02-23-2019 BEO	567,332	567,331	635,672
	UNUMPROVIDENT CORP SR DEB 7.375 DUE 06-15-2032/06-14-2032 BEO UNUMPROVIDENT CORP SR NT 7.625	200,000	176,355	202,207
n 40	DUE 03-01-2011 BEO WYETH WYE 5.5 DUE 03-15-2013/03-14-	125,000	126,751	137,704
	2013 BEO WYETH WYE 5.50 02/01/2014 5.5 DUE	150,000	148,614	152,694
	02-01-2014/12-16-2003 BEO	250,000	249,510 12,759,228	252,854 13,967,468
			12,739,228	13,907,408
Com	#REORG PHIL SUBN CORP PAR \$0.50	<u>Shares</u>		
	NM CHG TO AQUA AMER #2006293 EFF 1-20-04 #REORG/FLEETBOSTON FINL CORP STK MERGER TO BK OF AMER CORP	17,000	359,069	375,700
	#2028343 3/31/04 #REORG/HUGHES ELECTRONICS NAME CHANGE TODIRECTV GROUP	8,670	221,505	378,446
mit was the fact of	INC #2007308 EFF 3/17/04 #REORG/TRAVELERS PPTYS COS CORP CL A STKMERGER ST PAUL	13,039	213,134	215,792
	COMPINIES 2783300 4/2/04	49,300	785,850	827,254
	3M CO COM 4 SEASONS HOTELS INC LTD VTG SH	7,930	465,808	674,288
	ABBOTT LAB COM	2,188 6,000	83,210 277,165	111,916 279,600
	ACCENTURE LTD BERMUDA CLS A COM	17,700	381,045	465,864
	ACTIVISION INC NEW COM NEW	24,100	304,012	438,620
	ADOBE SYS INC COM	5,700	216,979	224,010
	ADR AKZO NOBEL N V SPONSORED ADR	46,500	1,662,429	1,776,300
to	presents party in interest the Plan as defined by			
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including maturity date				
Identity of issue, borrower,	rate of interest, collateral par		Current	
lessor, or similar party	or maturity	Cost	value	
ADR BP P L C SPONSORED ADR	8,600	370,138	424,410	
ADR HONDA MOTOR CO. LTD AMER	,	,	1,110	
DEPOSITARY SHARES		_		
REPRESENTING 10 SHARES OF				
COMMON ADR INTERCONTINENTAL HOTELS	1,500	29,593	33,750	
GROUP PLC SPONSORED ADR	57,627	337,901	551,490	
ADR KONINKLIJKE PHILIPS ELECTRS	37,027	337,901	331,490	
N V N Y REGISTRY SH NEW 2000				
	14,030	312,617	408,133	
ADR MATSUSHITA ELEC INDL LTD				
ADR	96,000	1,156,458	1,338,240	
ADR NOVARTIS AG SPONSORED ADR	5.500	224.140	252 225	
ISIN #US66987V1098 ADR RIO TINTO PLC	5,500	224,140	252,395	
ADR SCOTTISH PWR PLC SPONSORED	11,700	730,318	1,302,327	
ADR SCOTTISHT WELL STONSORED ADR FINALINSTALMENT	13,200	307,128	358,776	
ADR SONY CORP AMER DEPY RCPT	10,200	507,120	330,770	
FOR DOLLAR-VALIDATED COM				
BKD BY 1 SH COM				
	53,500	1,887,635	1,854,845	
ADR SYNGENTA AG SPONSORED	26.500	420 776	400.000	
ADR TAIWAN SEMICONDUCTOR MFG	36,500	439,775	492,020	
CO LTD SPONSORED ADR	20,000	216,395	204,800	
ADR UNILEVER N V NY SHS NEW	26,000	1,470,225	1,687,400	
AETNA INC	11,500	675,969	777,170	
AGCO CORP COM	17,500	353,992	352,450	
AGILENT TECHNOLOGIES INC COM	31,200	609,960	912,288	
ALBERTSON S INC COM	20,500	399,106	464,325	
ALCAN INC	7,350	226,716	345,083	
ALCOA INC COM STK	29,000	646,328	1,102,000	
ALTRIA GROUP INC COM	23,300	1,035,323		
AMDOCS ORD GBP0.01	9,200	221,491	1,267,986	
AMER ELEC PWR CO INC COM	26,500	960,946	206,816	
AMER EXPRESS CO COM	6,000	272,041	808,515	
AMERADA HESS CORP COM	17,500	•	289,380	
AMERN INTL GROUP INC COM		1,052,972	930,475	
AMETEK INC NEW COM	14,020	775,533	929,246	
AMGEN INC COM	5,000	184,355	241,300	
AMAGENTING COM	15,099	649,036	933,118	

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	including maturity date		Current
Identity of issue, borrower,	rate of interest, collateral par		
lessor, or similar party	or maturity	Cost	value
ANALOG DEVICES INC COM	8,500	238,785	388,025
ANDREW CORP COM	46,600	519,114	536,366
ANDRX GROUP COM	14,500	334,433	348,580
ANHEUSER BUSCH COS INC COM	13,934	689,722	734,043
ANTHEM INC COM	6,000	372,231	450,000
AON CORP COM	49,430	1,153,454	1,183,354
APACHE CORP COM	8,460	535,224	686,106
APPLEBEES INTL INC COM	9,500	204,071	
APPLIED MATERIALS INC COM	9,500	204,071	373,065
ARCHER-DANIELS-MIDLAND CO COM	13,000	216,381	291,850
ARCHER-DANIELS-MIDLAND CO COM	32,575	458,319	495,792
AT&T CORP COM NEW	110,600	2,510,852	2,245,180
AT&T WIRELESS SVCS INC COM	222,900	1,436,156	1,780,971
AUTO DATA PROCESSING INC COM	222,700	1,450,150	1,760,971
	6,390	236,573	253,108
AUTODESK INC COM	11,200	146,779	275,296
AVAYA INC COM	49,500	502,172	640,530
AVOCENT CORP COM	14,300	473,877	522,236
BAKER HUGHES INC COM	26,000	728,784	836,160
BANK N.Y. CO INC COM	24,560	703,470	813,427
BANK ONE CORP COM	55,000	1,933,917	2,507,450
BARRICK GOLD CORP	46,500	824,670	1,056,015
BECTON DICKINSON & CO COM	13,800	410,494	567,732
BED BATH BEYOND INC COM	7,250	277,017	314,288
BEST BUY INC COM STK	10,000	500,611	522,400
BJ SVCS CO COM	4,900	168,192	175,910
BK AMER CORP COM	15,290	1,171,189	1,229,775
BK MUT CORP NEW COM STK	29,000	335,700	330,310
BMC SOFTWARE INC COM STK	20,000	277,160	373,000
BRISTOL MYERS SQUIBB CO COM	28,400	621,880	812,240
BROWN & BROWN INC COM	6,150	196,178	200,552
BROWN TOM INC COM NEW	11,600	366,885	374,100
BSTN SCIENTIFIC CORP COM	20,956	670,145	770,343
BURL RES INC COM	3,000	152,695	166,140
C D W CORP COM	3,650	178,709	210,824
C H ROBINSON WORLDWIDE INC	· •	,,	# 1 0,0 £ 1
COM	6,300	214,488	238,833

^{*} Represents party in interest to the Plan as defined by ERISA.

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	including maturity date		
Identity of issue, borrower,	rate of interest, collateral par		Current
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CAP 1 FNCL COM	22,300	745,373	1,366,76
CARDINAL HLTH INC	28,570	1,653,784	1,747,34
CAREMARK RX INC COM	25,190	599,391	638,06
CATERPILLAR INC COM	11,703	844,872	971,58
CBRL GROUP INC COM STK	11,300	448,336	432,33
CDN PAC RY LTD COM CDN PAC RY	11,500	11 0,330	432,33
LTD	12,000	280,986	337,80
CERTEGY INC COM	11,000	312,896	360,800
CHEESECAKE FACTORY INC COM	8,000	241,699	352,240
CHES ENERGY CORP COM	23,600	250,164	320,48
CHEVRONTEXACO CORP COM	28,100	2,204,571	2,427,559
CHICOS FAS INC COM	5,950	147,443	219,853
CHUBB CORP COM	13,000	885,655	885,300
CIBER INC COM	37,500	335,208	324,750
CIGNA CORP COM	4,200	191,389	241,50
CIN FNCL CORP COM	7,500	291,273	314,100
CINTAS CORP COM	2,800	118,568	140,36
CISCO SYS INC COM	57,762	981,114	1,403,039
CIT GROUP INC NEW COM	53,000	1,113,930	1,905,35
CITIGROUP INC COM	63,522	2,434,101	3,083,358
CITRIX SYS INC COM	8,800	194,111	186,64
CLARCOR INC COM	7,000	266,077	308,70
COACH INC COM	7,550	173,445	285,013
COMCAST CORP NEW CL A	67,943	1,845,665	2,233,280
COMM BANCORP INC N J COM	3,550	154,113	187,01
COMPUTER ASSOC INTL INC COM	49,400	1,102,988	1,350,59
COMPUTER SCI CORP COM	24,000	857,033	1,061,52
COMPUWARE CORP COM	93,900	783,636	567,15
CONOCOPHILLIPS COM	38,200	2,031,558	2,504,77
CONSECO INC COM NEW STK	17,000	331,100	370,60
CONSOL ENERGY INC COM	15,000	363,589	388,50
COOPER COS INC COM NEW	5,300	128,997	249,789
CORNING INC COM	14,000	22,263	
CORPORATE EXECUTIVE BRD CO	14,000	22,203	146,02
COMMON STOCK	2,650	129,808	123,67
COST PLUS INC CAL COM	6,600	215,691	270,60
COUNTRYWIDE FINL CORP COM STK	,	- ,	2,0,00
\$.05 PAR	17,753	1,007,161	1,346,59
resents party in interest			
e Plan as defined by SA.	23		

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lessor, or similar party	or maturity	Cost	value
·			
COVANCE INC COM	16,400	310,884	439,520
CSX CORP COM	11,330	345,930	407,200
DEERE & CO COM	3,500	217,231	227,675
DELL INC COM STK	44,552	1,244,392	1,512,986
DELPHI CORP COM	144,100	1,786,541	1,471,261
DEVON ENERGY CORP NEW COM			
	3,500	170,735	200,410
DICKS SPORTING GOODS INC OC-	. 2.000	150 071	145 000
COM DIGITAL RIV INC COM	3,000	158,071	145,980
	13,800	339,583	304,980
DILLARDS INC CL A COM	11,500	359,926	189,290
DISNEY WALT CO COM	4,807	88,397	112,147
DOMINION RES INC VA NEW COM	5,500	353,485	351,065
DONALDSON INC COM	4,350	187,120	257,346
DONNELLEY R R & SONS CO COM	26,000	793,289	783,900
DOVER CORP COM	9,000	344,670	357,750
DOW CHEM CO COM	68,280	2,154,067	2,838,400
DRS TECHNOLOGIES INC COM	18,700	502,718	519,486
DTE ENERGY CO COM	14,400	548,123	567,360
DU PONT E I DE NEMOURS & CO COM			
STK	5,910	243,131	271,210
DUKE ENERGY CORP COM STK	49,000	867,291	1,002,050
DUN & BRADSTREET CORP DEL NEW	5.000	201,221	252 550
COM DUQUESNE LT HLDGS INC COM STK	5,000	201,221	253,550
DOQUESNE LI ILDUS INC COM STR	20,000	312,590	366,800
E*TRADE FIN CORP COM	55,800	432,368	705,870
EASTMAN KODAK CO COM	37,600	1,266,531	965,192
EATON VANCE CORP COM NON VTG	2.,000	-,	,,,,,,,,
	9,600	295,639	351,744
ED MGMT CORP COM	8,200	167,176	254,528
EGL INC COM	14,800	213,965	259,888
ELECTR ARTS COM	26,236	890,566	1,253,556
ELECTR DATA SYS CORP NEW COM	•		. , , , , , , , , , , , , , , , , , , ,
	76,500	1,487,112	1,877,310
ELECTRONICS FOR IMAGING INC			
COM	12,100	296,488	314,842
ELI LILLY & CO COM	5,406	383,674	380,204
EMC CORP COM	44,657	583,987	576,968

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Identity of issue, borrower, lessor, or similar party
EMERSON ELEC CO COM 5,300 304,632 343 ENGELHARD CORP COM 19,500 374,414 584 ENTERGY CORP NEW COM 6,300 342,088 359 EOG RESOURCES INC COM 5,000 211,163 230 EON LABS INC COM 7,600 181,283 387 ESPEED INC CL A 13,800 242,411 323 EVERGREEN RES INC COM NO PAR 10,000 230,078 325 EXPEDITORS INTL WASH INC COM 6,800 227,886 256 EXTREME NETWORKS INC COM 47,300 447,855 341 EXXON MOBIL CORP COM 24,770 883,742 1,015 F P L GROUP INC COM 4,630 284,121 302 FACTSET RESH SYS INC COM 6,000 226,699 229 FAIR ISAAC CORPORATION COM 2,950 164,997 145 FAIR ISAAC SERSORTS INC 30,800 531,197 519 FAIRIMONT HOTELS RESORTS INC 30,800 319,773 385 FAMILY DLR STORES INC COM 6,000 185,110 215<
ENGELHARD CORP COM 19,500 374,414 584 ENTERGY CORP NEW COM 6,300 342,088 359 EOG RESOURCES INC COM 5,000 211,163 230 EON LABS INC COM 7,600 181,283 387 ESPEED INC CL A 13,800 242,411 323 EVERGREEN RES INC COM NO PAR 10,000 230,078 325 EXPEDITORS INTL WASH INC COM 6,800 227,886 256 EXTREME NETWORKS INC COM 47,300 447,855 341 EXXON MOBIL CORP COM 24,770 883,742 1,015 F P L GROUP INC COM 4,630 284,121 302 FACTSET RESH SYS INC COM 6,000 226,699 229 FAIR ISAAC CORPORATION COM 2,950 164,997 145 FAIRCHILD SEMICONDUCTOR INTL INC COM 20,800 531,197 519 FAIRMONT HOTELS RESORTS INC COM 6,350 230,346 317 FASTENAL CO COM 19,500 277,143 533 FEDEX CORP COM 32,470 1,460,389 2,191 FHLMC COM 2,800 158,396 163 FID NATL FINL INC COM 7,500 198,675 290 FIRST DATA CORP COM 5,900 193,333 207 FIRST DATA CORP COM 5,900 193,333 207 FISERV INC COM 8,650 297,244 341 FLIR SYS INC COM 5,900 193,333 309,588
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FLOWERS FOODS INC COM 7.800 115.558 201
FLUOR CORP NEW COM 18,000 538,924 713
FMC TECHNOLOGIES INC COM 15,000 310,248 349
FNMA COM STK 28,025 1,894,751 2,103
FORD MTR CO DEL COM PAR \$0.01 12,136 220,734 194
FOREST LAB INC COM 3,800 190,474 234
FORTUNE BRANDS INC COM STK 4,000 228,012 285
FOX ENTMT GROUP INC CL A COM 20,400 571,819 594
FREDS INC CL A 5,750 164,489 178
FTI CONSULTING INC COM 19,600 438,942 458

^{*} Represents party in interest to the Plan as defined by ERISA.

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797 Plan 003

Identity of issue, borrower,	rate of interest, collateral par		Current
lessor, or similar party	or maturity	Cost	value
, and the same of		- Cost	Value
FURNITURE BRANDS INTL INC COM			
CARELLA CTACAT BIOCE	23,800	636,404	698,054
GABELLI AST MGMT INC CL A	7,600	238,224	302,480
GAMESTOP CORP CL A	23,000	320,267	354,430
GAP INC COM	33,000	405,584	765,930
GARTNER GROUP INC NEW CL A COM	24 (00	0.00.004	
GEN ELEC CO COM	24,600	260,901	278,220
GENENTECH INC COM STK	48,404	1,344,257	1,499,556
GEN-PROBE INC NEW COM	15,118	566,841	1,414,591
	8,000	62,271	291,760
GENTEX CORP COM	7,900	259,791	348,864
GENUINE PARTS CO COM	35,000	1,031,025	1,162,000
GILEAD SCI INC COM	3,000	171,634	174,420
GOLDEN W. FNCL CORP COM	16,700	710,612	1,723,27
GOLDMAN SACHS GROUP INC COM	1,000	260.010	20110
GREENPOINT FNCL CORP COM	3,000	260,010	296,19
GTR BAY BANCORP COM	5,850	175,474	206,62
HANCOCK JOHN FINL SVCS INC COM	17,500	471,392	498,400
ISIN US41014S1069	7,540	225,674	282,750
HARLEY DAVIDSON INC COM	12,214	577,408	580,53
HARTFORD FINL SVCS GROUP INC	123217	377,400	360,33
СОМ	18,900	964,888	1,115,66
HCA INC COM	76,130	2,600,000	3,270,54
HEARST-ARGYLE T V INC COM	14,500	375,036	399,620
HEWLETT PACKARD CO COM	102,961	1,839,828	2,365,01
HIBBETT SPORTING GOODS INC COM	ŕ		_,,
	10,200	235,187	303,966
HLTH MGMT ASSOC INC NEW CL A			
COM	13,650	287,203	327,600
HOME DEPOT INC COM	14,300	422,532	507,50
HONEYWELL INTL INC COM STK	23,832	701,754	796,70
DEXX LABS INC	5,300	213,050	245,28
MMUCOR INC COM STK	15,450	309,766	315,02
NCO LTD COM	5,500	199,971	219,010
NFINITY PPTY & CAS CORP COM	10,400	318,797	343,720
NGERSOLL-RAND CO CL A	15,700	807,961	1,065,71
INTEL CORP COM	65,096	1,460,563	2,096,091
INTL BUSINESS MACHS CORP COM	9,750	778,526	903,630

^{*} Represents party in interest to the Plan as defined by ERISA.

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797 Plan 003

* * . * * *	melading matarity date		Current
Identity of issue, borrower,	rate of interest, collateral par	_	
lessor, or similar party	or maturity	Cost	value
INTL PAPER CO COM	26,200	926,247	1,129,482
INTUIT COM	4,950	232,271	261,905
ITT INDS INC COM	4,500	301,736	333,945
J P MORGAN CHASE & CO COM	13,900	475,102	510,547
JOHNSON & JOHNSON COM	9,300	461,654	480,438
KELLWOOD CO COM	8,100	279,419	332,100
KERR MCGEE CORP COM	13,200	591,360	613,668
KIMBERLY-CLARK CORP COM	16,000	834,240	945,440
KLA-TENCOR CORP	6,000	254,891	352,020
KOHLS CORP COM	1,825	100,821	82,016
L-3 COMMUNICATIONS HLDG CORP		100,021	02,010
COM	3,600	165,527	184,896
LEGG MASON INC COM	3,700	173,427	285,566
LENNAR CORP CL A	5,247	248,770	503,712
LENNAR CORP CL B	628	33,083	57,399
LEUCADIA NATL CORP COM	8,500	315,632	391,850
LIBERTY MEDIA CORP NEW COM SER			
Α	86,530	946,065	1,028,842
LIFEPOINT HOSPS INC COM ISIN	17.000	100 110	
US53219L1098	17,200	423,149	506,540
LINEAR TECH CORP DEL	14,000	429,411	588,980
LOCKHEED MARTIN CORP COM	23,504	1,132,867	1,208,106
LOEWS CORP COM	37,800	1,877,709	1,869,210
LOWES COS INC COM	23,222	913,558	1,286,267
LTD BRANDS	19,200	305,330	346,176
LUBRIZOL CORP COM	7,000	262,310	227,640
M D C HLDGS INC COM	5,646	303,068	364,167
MARATHON OIL CORP COM	12,000	341,091	397,080
MASCO CORP COM	44,000	954,714	1,206,040
MATTEL INC COM	5,400	102,935	104,058
MAVERICK TÜBE CORP COM	5,600	90,898	107,800
MAXIM INTEGRATED PRODS INC			
COM	12,049	536,762	600,040
MAY DEPT STORES CO COM	58,500	1,574,595	1,700,595
MBIA INC COM	7,500	354,450	444,225
MC DONALDS CORP COM	111,634	2,222,070	2,771,872
MEDTRONIC INC COM	12,000	473,007	583,320

^{*} Represents party in interest to the Plan as defined by ERISA.

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797

Plan 003

Items New	Identity of issue, borrower,	rate of interest, collateral par		Current
MEREDITH CORP COM	-	· •	Cost	value
MEREDITH CORP COM				
MEREDITH CORP COM 7,000 324,456 341,670 MERRILL LYNCH & CO INC COM 14,190 752,275 832,244 METLIFE INC COM ISIN US59156R1086 11,500 330,282 387,205 MGIC INVT CORP WIS COM 12,000 559,680 683,280 MICHAELS STORES INC COM 6,300 203,082 278,460 MICROSOFT CORP COM 41,410 1,064,473 1,140,431 MOLEX INC CL A 14,500 328,041 425,720 MOLINA HEALTHCARE INC COM 9,300 204,719 234,639 MONDAVI ROBERT CORP CLA 8,700 272,383 337,908 MONSANTO CO NEW COM 412,059 7,012,033 11,859,058 MONDAY ROBERT CORP COM 4,500 238,553 272,475 MORGAN STANLEY 5,990 243,787 294,558 MOTOROLA INC COM 133,000 1,335,335 1,871,310 NABORS INDUSTRIES COM USDO:10 25,100 399,885 473,386 NETY INC COM 8,400 143,952 228,250 NEWEL SUBSEMAID INC COLB	MEN S WEARHOUSE INC COMMOM		***	
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#US6501111073	NEW YORK TIMES CO CL A ISIN	0,000	193,304	300,000
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NIKE INC CL B 5,273 353,178 360,990 NORDSTROM INC COM 24,300 549,601 833,490 NORTHROP GRUMMAN CORP COM 14,440 1,258,473 1,380,464 NOVA CHEMICALS CORP COM 17,400 442,697 468,930 NOVELLUS SYS INC COM 6,000 173,719 252,300 NU SKIN ENTERPRISES INC CL A 18,600 241,515 317,874 O REILLY AUTOMOTIVE INC COM 7,400 246,600 283,864 OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NEXTEL COMMUNICATIONS INC CL A	,	•	
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NORTHROP GRUMMAN CORP COM 14,440 1,258,473 1,380,464 NOVA CHEMICALS CORP COM 17,400 442,697 468,930 NOVELLUS SYS INC COM 6,000 173,719 252,300 NU SKIN ENTERPRISES INC CL A 18,600 241,515 317,874 O REILLY AUTOMOTIVE INC COM 7,400 246,600 283,864 OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NIKE INC CL B	5,273	353,178	360,990
NOVA CHEMICALS CORP COM 17,400 442,697 468,930 NOVELLUS SYS INC COM 6,000 173,719 252,300 NU SKIN ENTERPRISES INC CL A 18,600 241,515 317,874 O REILLY AUTOMOTIVE INC COM 7,400 246,600 283,864 OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NORDSTROM INC COM	24,300	549,601	833,490
NOVELLUS SYS INC COM 6,000 173,719 252,300 NU SKIN ENTERPRISES INC CL A 18,600 241,515 317,874 O REILLY AUTOMOTIVE INC COM 7,400 246,600 283,864 OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NORTHROP GRUMMAN CORP COM	14,440	1,258,473	1,380,464
NU SKIN ENTERPRISES INC CL A 18,600 241,515 317,874 O REILLY AUTOMOTIVE INC COM 7,400 246,600 283,864 OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NOVA CHEMICALS CORP COM	17,400	442,697	468,930
O REILLY AUTOMOTIVE INC COM 7,400 246,600 283,864 OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NOVELLUS SYS INC COM	6,000	173,719	252,300
OCCIDENTAL PETE CORP COM 44,800 1,212,696 1,892,352 OLD REP INTL CORP COM 8,250 182,004 209,220	NU SKIN ENTERPRISES INC CL A	18,600	241,515	317,874
OLD REP INTL CORP COM 8,250 182,004 209,220	O REILLY AUTOMOTIVE INC COM	7,400	246,600	283,864
	OCCIDENTAL PETE CORP COM	44,800	1,212,696	1,892,352
ORACLE CORP COM 30,770 326,822 406,164	OLD REP INTL CORP COM	8,250	182,004	209,220
	ORACLE CORP COM	30,770	326,822	406,164

^{*} Represents party in interest to the Plan as defined by ERISA.

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year) December 31, 2003

EIN: 43-1781797 Plan 003

	including maturity date		
Identity of issue, borrower,	rate of interest, collateral par		Current
lessor, or similar party	or maturity	Cost	value
ORBITAL SCI CORP COM	28,500	206,832	242.570
OVERNITE CORP COM	13,200	290,925	342,570
P F CHANGS CHINA BISTRO INC COM	13,200	290,923	300,300
STK	3,700	159,677	188,256
PACTIV CORP COM	13,000	284,326	310,700
PANERA BREAD CO CL A	4,700	171,213	185,791
PATTERSON DENTAL CO COM	4,850	253,525	311,176
PATTERSON-UTI ENERGY INC COM	17,300	464,600	569,516
PAYCHEX INC COM	5,250	162,932	195,300
PEABODY ENERGY CORP COM COM	, -	,	1,0,000
STK	8,700	282,596	362,877
PEPSICO INC COM	6,800	295,059	317,016
PETSMART INC COM	4,500	105,533	107,100
PFIZER INC COM	4,085,454	133,201,895	144,339,090
PHARMACEUTICAL PROD DEV INC			
COM	9,400	212,808	253,518
PIER 1 IMPORTS INC COM	11,400	227,975	249,204
PITNEY BOWES INC COM	36,600	1,377,050	1,486,692
PLATINUM UNDERWRITERS HLDGS INC COM USD0.01	11,100	204.010	222.000
PNC FINANCIAL SERVICES GROUP	11,100	294,910	333,000
COM STK	6,900	277,817	377,637
POLO RALPH LAUREN CORP CL A	10,500	246,939	302,400
POLYCOM INC COM	24,000	365,418	468,480
POSSIS MED INC COM COM STK	21,000	366,547	414,750
PRAXAIR INC COM	7,000	261,740	267,400
PRIN FINL GROUP INC COM STK	8,000	242,122	264,560
PROCTER & GAMBLE CO COM	14,548	1,304,430	1,453,054
PROVIDENT FINL SVCS INC COM	15,000	258,833	283,500
PRUDENTIAL FINL INC COM	7,000	226,954	292,390
QUALCOMM INC COM	11,275	457,829	608,061
RARE HOSPITALITY INTL INC COM	13,900	366,609	339,716
RAYTHEON CO COM NEW	33,120	1,064,455	994,925
ROCKWELL AUTOMATION	10,500	226,433	373,800
ROHM & HAAS CO COM	23,000	716,082	982,330
RUBY TUESDAY INC COM	22,500	559,032	641,025
RYLAND GROUP INC COM	3,400	209,333	301,376
S.W. AIRL CO COM	-	207,555	301,370
	-	=	-

^{*} Represents party in interest to the Plan as defined by ERISA.

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797

Plan 003

ERISA.

The state of the s	mending maturity date		
Identity of issue, borrower,	rate of interest, collateral par		Current
lessor, or similar party	or maturity	Cost	value
SAFEWAY INC COM NEW	7,400	148,739	162,13
SARA LEE CORP COM	23,530	435,104	510,83
SBC COMMUNICATIONS INC COM	22,300	508,158	581,30
SCHERING-PLOUGH CORP COM	117,500	3,199,178	2,043,33
SEARS ROEBUCK & CO COM	-	-	2,045,5
SEI INVTS CO COM	5,050	152,047	153,8
SILICON VAL BANCSHARES COM N.P	2,020	102,017	155,6
	13,800	464,783	497,7
SLM CORP COM	36,879	1,178,399	1,389,66
SMITH A O CORP COM	9,400	336,630	329,4
SMUCKER J M CO COM NEW	6,500	251,536	294,3
SOLUTIA INC COM STK	4,418	21,607	1,6
SOLUTIA INC COM STK	6,383,050	58,737,867	2,329,8
SOLUTIA INC COM STK	1,013,164	3,188,451	369,8
SONIC SOLUTIONS COM	16,400	285,120	250,9
SOTHEBYS HLDGS INC CL A	31,100	286,669	424,8
SPRINT CORP COM (FON GROUP)	32,800	472,320	538,5
ST JOE CO COM	8,500	260,580	316,9
ST PAUL TRAVELERS CORP	30,500	1,255,333	1,209,3
STAPLES INC COM	11,000	221,352	300,3
STARBUCKS CORP COM	9,500	242,586	314,0
STD PAC CORP NEW COM	7,100	221,985	344,7
STERICYCLE INC COM	4,600	214,083	214,8
STL DYNAMICS INC COM	15,300	243,435	359,3
STORAGE TECH CORP COM (NEW)	16,500	266,125	424,8
STRYKER CORP COM	5,800	361,581	493,0
SUNGARD DATA SYS INC COM	11,050	263,522	306,1
SUPERIOR INDS INTL INC COM	9,000	395,173	391,6
SYBRON DENTAL SPECIALTIES INC	,	,	271,0
COM	10,000	137,410	281,0
SYLVAN LEARNING SYS INC	8,200	123,277	236,0
SYSCO CORP COM	13,000	404,363	483,9
TARGET CORP COM	4,700	178,974	180,4
TBC CORP COM	13,300	262,073	343,2
TCF FNCL CORP COM	3,800	167,491	195,1
TEKTRONIX INC COM	18,500	419,572	584,6
TEL & DATA SYS INC COM STK NEW	•		,
	4,100	203,770	256,4

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797

Plan 003

Identity of issue, borrower, lessor, or similar party	rate of interest, collateral par or maturity	Cost	Current value
TETRA TECHNICI OCIES DIS DEI COM			
TETRA TECHNOLOGIES INC DEL COM	12,600	202,706	305,424
TEXTRON INC COM	14,340	611,170	818,240
THERMO ELECTRON CORP COM	43,300	779,789	1,091,160
THOMAS INDS INC COM	6,200	165,064	214,892
TIFFANY & CO COM	10,654	365,160	481,561
TIME WARNER INC NEW COM	90,900	1,192,058	1,635,291
TORCHMARK CORP COM	19,000	716,393	865,260
TRANSOCEAN INC	49,100	1,021,921	1,178,891
TRIBUNE CO COM	10,490	447,343	541,284
TX INSTRS INC COM	10,000	201,240	293,800
TXU CORP COM	16,000	676,029	379,520
TYCO INTL LTD NEW COM	20,260	317,990	536,890
UN PAC CORP COM	27,000	1,522,720	1,875,960
UNITED PARCEL SVC INC CL B	4,524	290,743	337,264
UNITEDHEALTH GROUP INC COM	33,432	1,544,539	1,945,074
UNITRIN INC COM	7,000	226,199	289,870
UNOCAL CORP COM	55,490	1,849,241	2,043,697
UNUMPROVIDENT CORP COM	41,500	1,044,024	654,455
US BANCORP	29,510	668,381	878,808
UTD NAT FOODS INC COM	7,200	147,603	258,552
UTD ONLINE INC COM	20,000	388,910	335,800
V F CORP COM	14,000	419,330	605,360
VALSPAR CORP COM	3,150	138,979	155,673
VARIAN MED SYS INC COM ISIN	3,130	130,777	155,075
#US9222091057	8,850	490,052	611,535
VERITY INC COM	23,400	387,790	390,546
VERIZON COMMUNICATIONS COM			
	32,500	1,170,984	1,140,100
WACHOVIA CORP 2ND NEW COM	31,000	939,494	1,444,290
WALGREEN CO COM	9,100	304,090	331,058
WAL-MART STORES INC COM	11,000	526,030	583,550
WEBSTER FNCL CORP WATERBURY	0.000		
CONN COM	8,000	325,696	366,880
WELLPOINT HLTH NETWORKS INC CL	12,000	703,639	1,163,880
A (NEW) DELAW EFF 8-4-97 WELLS FARGO & CO NEW COM STK	12,000	103,039	1,103,000
	42,800	2,094,597	2,520,492
WESTAR ENERGY INC COM	18,000	260,298	364,500
presents party in interest	·	•	•
the Plan as defined by			
USA.	31		

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)
December 31, 2003

EIN: 43-1781797

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	including maturity date		
Identity of issue, borrower,	rate of interest, collateral par		Current
lessor, or similar party	or maturity	Cost	<u>value</u>
WESTPORT RES CORP NEW COM	12,200	255,908	364,292
WHIRLPOOL CORP COM	11,100	592,542	806,415
WHOLE FOODS MKT INC COM	4,400	228,329	295,372
WILLIAMS CO INC COM	18,310	147,089	179,804
WILLIAMS SONOMA INC COM	10,200	300,426	354,654
WINNEBAGO INDS INC COM	9,000	472,056	618,750
WYETH COM	12,000	407,884	509,400
XEROX CORP COM	161,000	1,671,292	2,221,800
XL CAP LTD SHS A	5,570	404,954	431,954
XTO ENERGY INC COM	·	*	-
ZEBRA TECHNOLOGIES CORP CL A	17,683	329,164	500,429
ZIMMER HLDGS INC COM	5,350	247,119	355,070
ZIMMER HEDGS INC COM	18,030	677,116 401,722,166	1,269,312 396,921,492
		401,722,100	370,721,472
Common Collective Funds	<u>Shares</u>		
MFO MELLON BNK EB DAILY LIQUIDITY INDEX FD	179,596	40,133,856	42,540,188
MFO CAP GUARDIAN INTL NON-US			
EQTY (FUND 003-05)	2,217,721	27,382,784	28,919,085
		67,516,640	71,459,273
Preferred Stock	Shares		
ADR NEWS CORP LTD SPONSORED	72.601	1.025.202	0.005.010
ADR REPSTG PFD LTD	73,891	1,825,302	2,235,210
		1,825,302	2,235,210
Other	Shama		
Other ALEXANDRIA REAL ESTATE	<u>Shares</u>		
EQUITIES INC COM	5,800	231,792	335,820
CATELLUS DEV CORP NEW COM	14,733	300,178	355,354
EQTY OFFICE PPTYS TR REIT	53,000	1,481,136	1,518,450
EQTY RESDNTL EFF 5/15/02	26,500	646,646	782,015
URSTADT BIDDLE PPTYS INC CL A	16,700	182,017	236,305
		2,841,769	3,227,944
Insurance Contracts			
UBS WARBURG BENEFIT			
RESPONSIVE LIQUIDITY			
AGREEMENT, CONTRACT #3068,	5.77%	158,351,026	158,351,026
* Represents party in interest			
to the Plan as defined by			
ERISA.	32		

Schedule H - Item 4(i) - Schedule of Assets (Held at End of Year)

December 31, 2003

EIN: 43-1781797

Plan 003

	ldentity of issue, borrower, lessor, or similar party	rate of interest, collateral par or maturity	Cost	Current value
	JP MORGAN BENEFIT RESPONSIVE			
	LIQUIDITY AGREEMENT, CONTRACT	5 55 0 (4.50.004.004	
	#A SOLUTIA 02	5.77%	158,351,026	158,351,026
	CHASE MANHATTAN BANK BENEFIT RESPONSIVE LIQUIDITY			
	AGREEMENT, CONTRACT #435993	5.77%	158,351,026	158,351,026
	,		475,053,078	475,053,078
Parti	icipant Loans			
*	Loans to Participants	3,137 loans outstanding with interest rates ranging from 4.00% to 9.50% and maturities occuring through		
		2008	15,370,728	15,370,728
Tota	l Investments		1,032,305,362	1,033,819,633

^{*} Represents party in interest to the Plan as defined by ERISA.

SCHEDULE H, ITEM 4(j)—SCHEDULE OF REPORTABLE TRANSACTIONS Year Ended December 31, 2003

SOLUTIA INC. SAVINGS AND INVESTMENT PLAN Schedule H - Item 4(j) - Schedule of Reportable Transactions Year Ended December 31, 2003

EIN: 43-1781797 Plan 003

se Cost Current Value With of of Asset on tion Asset Transaction Date	671,571,656 671,571,656 685,710,145 685,710,145 205,391,253 205,391,253 — 198,240,604 204,966,637 — 70,736,217 70,736,217 — 77,683,292 73,713,751 — 24,248,135 24,248,135 — 143,541,663 27,944,450
Expense Lease Incurred With Rental Transaction	
Selling I Price R	685,710,145
Purchase Price	671,571,656 205,391,253 70,736,217 24,248,135
Number of Transactions	1,842 2,027 123 129 136 138 139 230
Description of asset	Collective STIF Collective STIF Capital Guardian International Non-US Equity Fund Capital Guardian International Non-US Equity Fund EB Daily Liquidity Index Fund EB Daily Liquidity Index Fund Solutia Inc. Common Stock Solutia Inc. Common Stock
Identity of Party Involved	The Northern Trust Company The Northern Trust Company MFO Capital Guardian MFO Capital Guardian MFO Mellon Bank N.A. MFO Mellon Bank N.A. Solutia Inc.

* Represents a party-in-interest to the Plan.

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

SOLUTIA INC. SAVINGS AND

INVESTMENT PLAN

By:

Christopher M. Ast

Director of Employee Benefits

Solutia Inc.

June 25, 2004

CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

We consent to the incorporation by reference in Registration Statement Nos. 333-34589 and 333-74465 of Solutia Inc. on Form S-8 of our report dated June 24, 2004, appearing in this Annual Report on Form 11-K of the Solutia Inc. Savings and Investment Plan for the year ended December 31, 2003.

Deloitte + Douche LLP

St. Louis, Missouri June 24, 2004