



2007 MSCI Compensation Survey



Conducted By: **salary.com** surveys

195 West St. Waltham MA, 02451

Data Effective: May 1, 2007



2007 MSCI Sales & Management Compensation Survey

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Accounting & Finance	
Accountant (Entry Level)	X - 1
Senior Accountant	X - 3
Accounting Associate (Entry Level)	X - 6
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General Accounting Manager	X - 12
Credit Representative	X - 15
Senior Credit Representative	X - 18
Credit Manager	X - 21



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Accounting & Finance (continued)

Regional Credit Manager	X - 24
Payroll Administrator	X - 26
Payroll Manager	.....	X - 29
Division Controller	.....	X - 31

Executive/General Management

CEO/President/Top Corporate Executive	.....	X - 34
COO/Executive VP	.....	X - 37
VP Finance	.....	X - 40
VP Information Technology	.....	X - 43
VP Human Resources	.....	X - 45
VP Operations	.....	X - 47
VP Purchasing	.....	X - 50
VP Sales	.....	X - 53
General Manager	.....	X - 56
Regional Vice President	X - 60
Corporate Controller/Treasurer	X - 63
Top Corporate Credit Manager	X - 66



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Human Resources

Human Resources Manager	X - 69
Human Resources Representative (Generalist)	X - 72
Senior Human Resources Representative (Generalist)	.....	X - 74
Human Resources Administrator	.....	X - 76

Information Technology

IT Manager	.....	X - 78
Programmer (Entry Level)	.....	X - 81
Programmer (Senior Level)	.....	X - 83
Programmer/Analyst	.....	X - 85
Quality Assurance Analyst (Tester)	.....	X - 88
Database Administrator	.....	X - 90
Network Technician	.....	X - 92
Desktop Software Technician	.....	X - 94
Helpdesk Technician	.....	X - 96

Office/Administrative

Administrative Assistant	X - 98
Executive Assistant	X - 101
General Clerk	X - 104



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Office/Administrative (continued)

Receptionist	X - 108
Office Manager	X - 112

Purchasing/Production

Buyer	X - 115
Senior Buyer	X - 118
Corporate Purchasing & Materials	X - 121
Inventory Control Manager	X - 124
Operations Foreman/Supervisor	X - 127
Operations/Plant Manager	X - 131
Senior Operations/Plant Manager	X - 135
Quality Assurance Manager	X - 138
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Sales

Inside Sales Representative	X - 158
Senior Inside Sales Representative	X - 162
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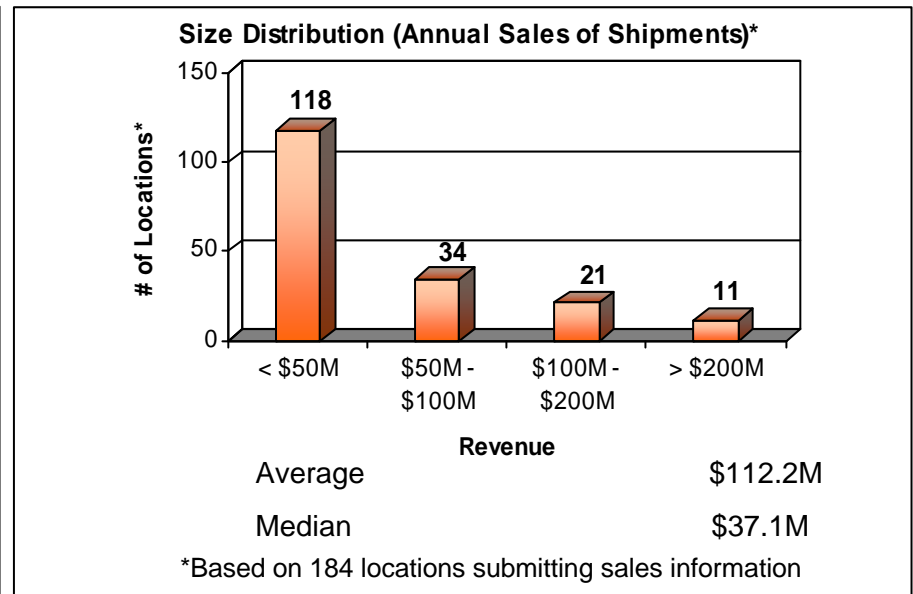
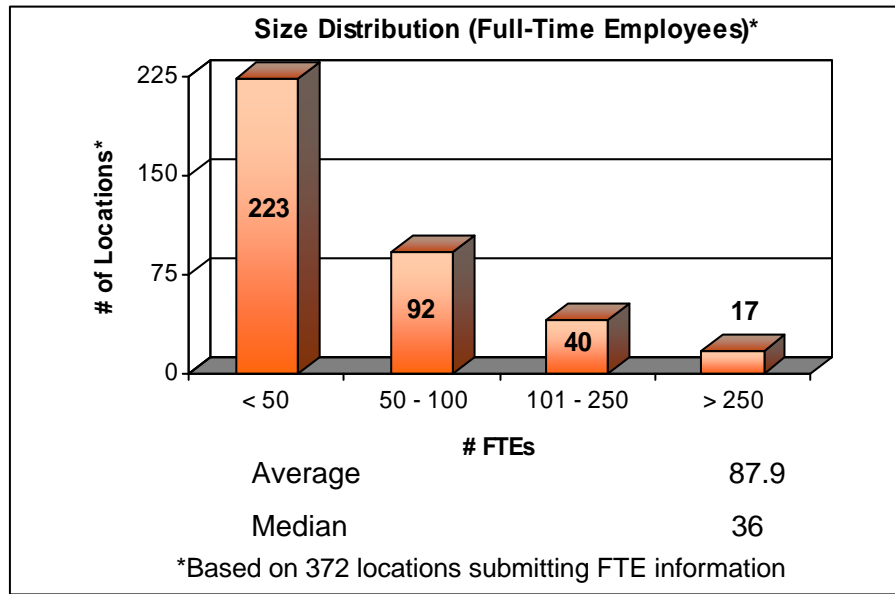
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Executive Summary Participant Demographics

The Metal Services Center Institute and Salary.com Surveys are pleased to present the results of the *2007 MSCI Sales & Management Compensation Survey*.

The *2007 MSCI Sales & Management Compensation Survey* contains compensation data for 65 jobs from 94 organizations reporting on 343 locations in the United States and 29 locations in Canada. Participating organizations represent a broad range of companies and range in size from 3 to 8,000 employees and \$3.0 million to \$5.0 billion in annual sales of shipments. The following charts summarize the distribution of participants by organization size, line of business, and geography.





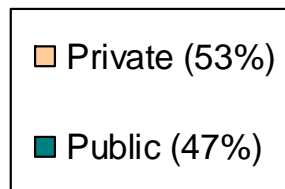
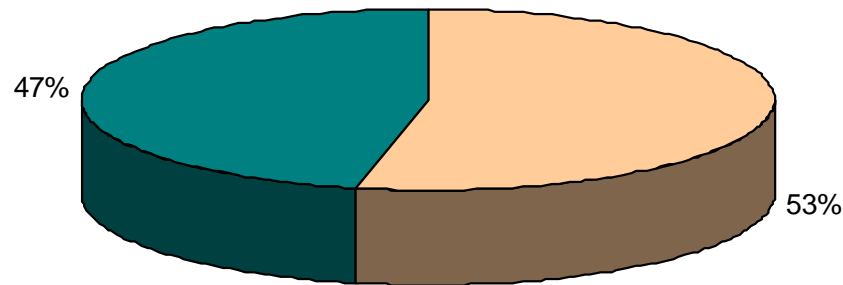
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All Organizations

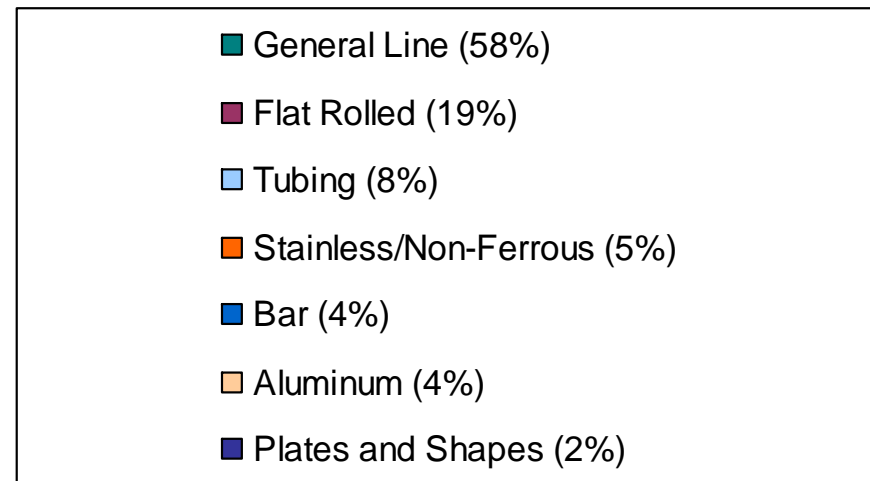
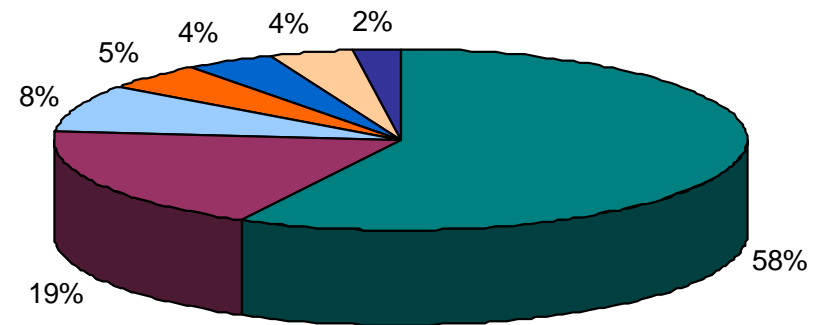
Executive Summary Participant Demographics (continued)

Ownership Distribution*



*Based on 372 locations submitting ownership information

Line of Business*



*Based on 366 locations submitting Line of Business information



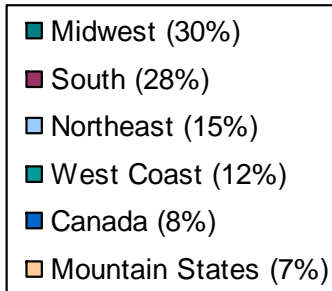
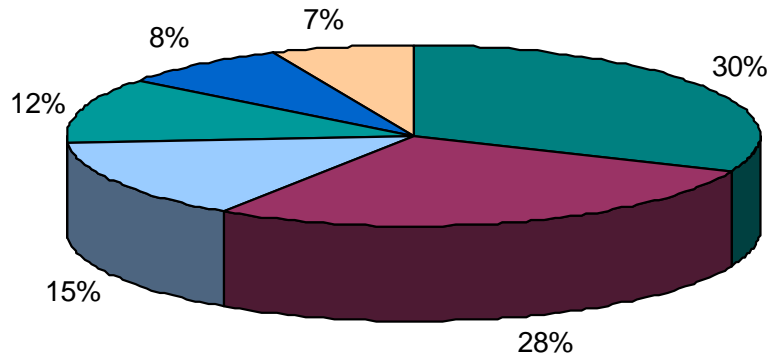
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All Organizations

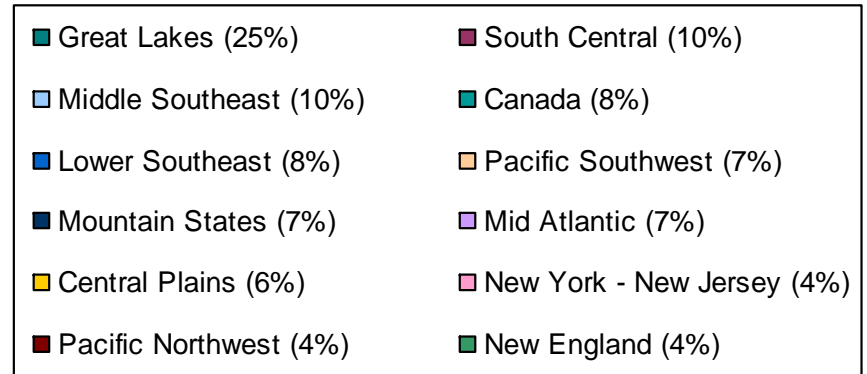
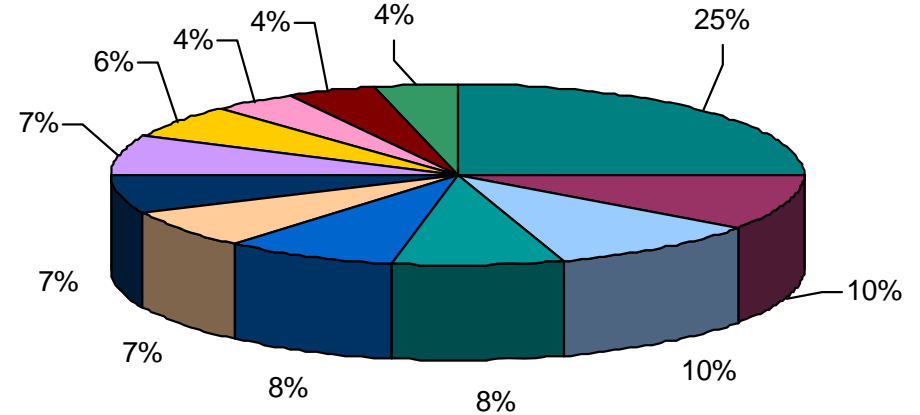
Executive Summary Participant Demographics (continued)

Regions*



*Based on 372 organizations submitting region information

Sub-Regions*



*Based on 372 locations submitting sub-region information



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All Organizations

Executive Summary Participant Demographics (continued)

Scope	Plant Employees			Inside Sales Representatives			Outside Sales Representatives		
	Number of Locations	Average	Median	Number of Locations	Average	Median	Number of Locations	Average	Median
Size By FTEs:									
< 50	194	13.6	11.5	164	3.9	4.0	169	2.5	2.0
50 - 100	80	42.4	38.0	78	7.2	6.0	74	4.7	4.0
101 - 250	34	91.4	81.0	33	11.7	10.0	31	7.0	6.0
> 250	14	262.0	182.0	13	25.9	21.0	12	13.2	9.0
Size by Annual Sales:									
< \$50M	113	20.2	15.0	106	4.3	4.0	105	2.6	2.0
\$50M - \$100M	34	56.7	38.5	34	6.5	5.0	33	5.0	4.0
\$100M - \$200M	19	89.1	73.0	18	9.9	8.5	18	6.3	5.5
> \$200M	7	255.3	165.0	8	31.0	24.0	7	20.3	17.0