

2008 MSCI Production Employee Compensation Survey



Conducted By: **salary.com** surveys

195 West St. Waltham MA, 02451

Data Effective: October 1, 2008



2008 MSCI Production Employee Compensation Survey

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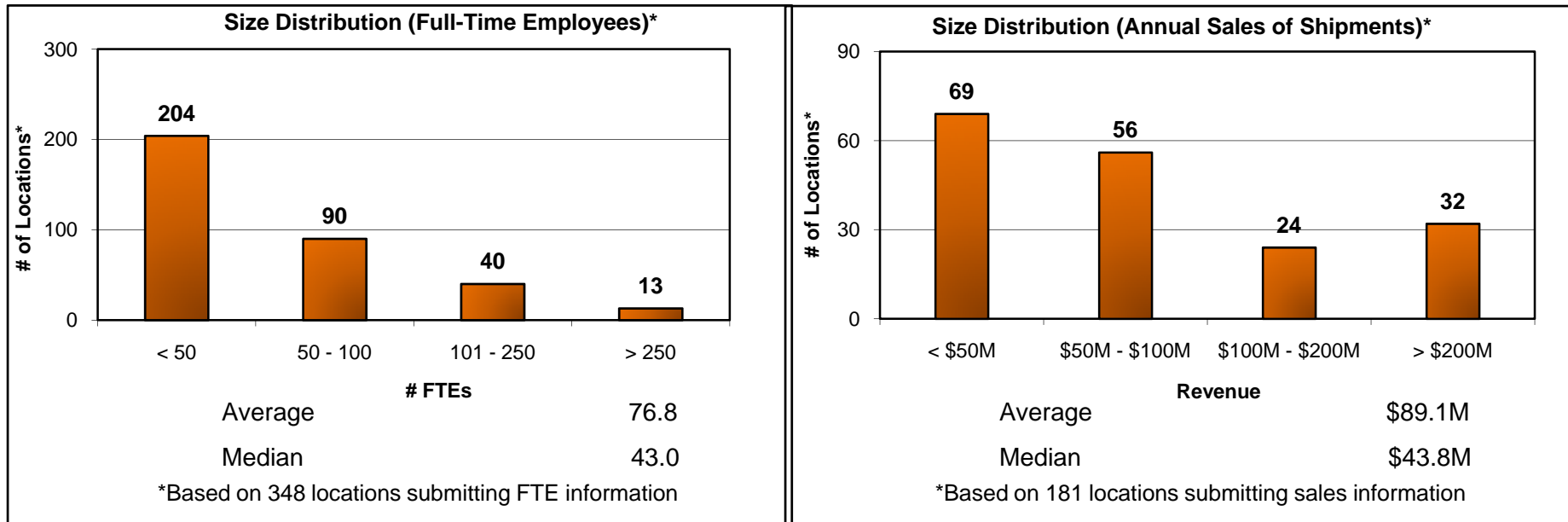
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Executive Summary Participant Demographics

The Metal Services Center Institute and Salary.com Surveys are pleased to present the results of the *2008 MSCI Production Employee Compensation Survey*.

The *2008 MSCI Production Employee Compensation Survey* contains compensation data for 24 jobs from 74 organizations reporting on 328 locations in the United States and 20 locations in Canada. Participating organizations represent a broad range of companies and range in size from 2 to 3,977 employees and \$372,000 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.



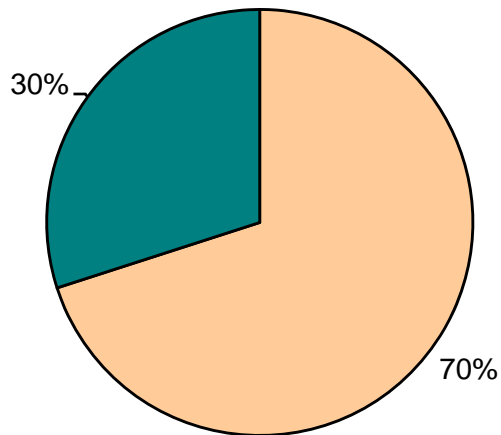


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Executive Summary Participant Demographics (continued)

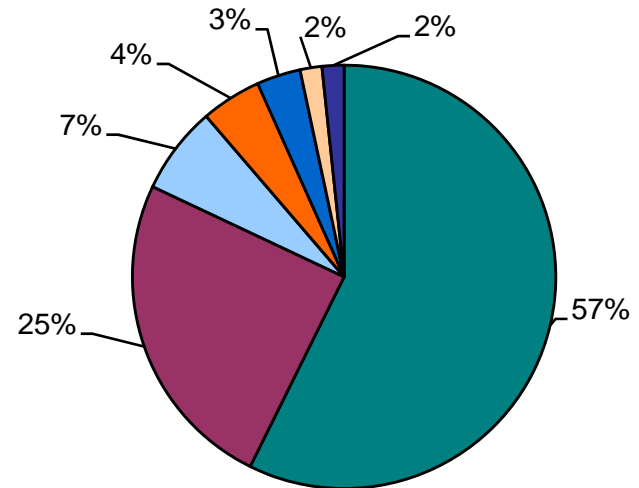
Ownership Distribution*



Private (70%) Public (30%)

*Based on 347 locations submitting ownership information

Line of Business*



- General Line (57%)
- Flat Rolled (25%)
- Plates and Shapes (7%)
- Aluminum (5%)
- Tubing (3%)
- Bar (2%)
- Stainless/Non-Ferrous (2%)

*Based on 366 locations submitting Line of Business information

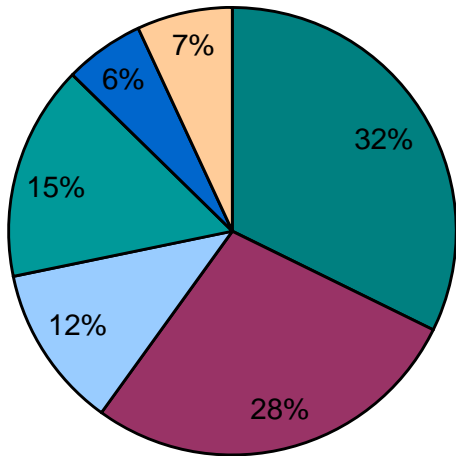


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Executive Summary Participant Demographics (continued)

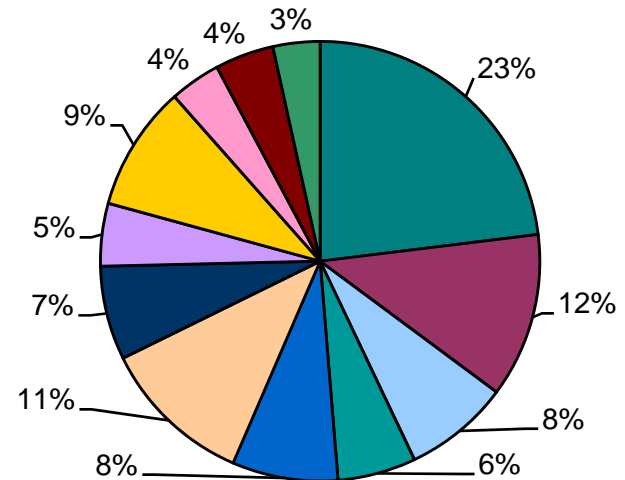
Regions*



- Midwest (32%)
- South (28%)
- Northeast (12%)
- West Coast (15%)
- Canada (6%)
- Mountain States (7%)

*Based on 372 organizations submitting region information

Sub-Regions*



- Great Lakes (23%)
- South Central (12%)
- Middle Southeast (8%)
- Canada (6%)
- Lower Southeast (8%)
- Pacific Southwest (11%)
- Mountain States (7%)
- Mid Atlantic (5%)
- Central Plains (9%)
- New York - New Jersey (4%)
- Pacific Northwest (4%)
- New England (3%)

*Based on 347 locations submitting sub-region information