



2007 MSCI Benefits Survey

Data Effective: May 1, 2007



Conducted By:

salarycom™ surveys

195 West St. Waltham MA, 02451



2007 MSCI Benefits Survey

salary.com surveys

Table Of Contents

Participant List	I - 1
Data Confidentiality	II - 1
About the Survey Sponsor	III - 1
About Salary.com	IV - 1
Executive Summary - Employee Benefits	V - 1
Employee Benefits Report	
Benefits Costs	VI - 1
General Health Insurance	VI - 1
Employee Characteristics	VI - 2
Health Plan Prevalence	VI - 3
Health Benefits - U.S.	
HMO - Health Maintenance Organization	VI - 4
PPO - Preferred Provider Organization	VI - 6
POS - Point-of-Service Plan	VI - 8
Dental	VI - 10
Vision	VI - 11
Prescription Drug Coverage	VI - 11
Employee Opt-Outs	VI - 12
Spousal Insurance	VI - 12
2006/2007 Program Changes	VI - 12
Retire Health	VI - 12
Retiree Healthcare Costs	VI - 12
Health Benefits - Canada	
Major Medical	VI - 13
Dental	VI - 13
Vision	VI - 14
Prescription Drug Coverage	VI - 14
Employee Opt-Outs	VI - 15
Spousal Insurance	VI - 15
2006/2007 Program Changes	VI - 15
2007 Additional Health-Related Programs	VI - 16
2008 Additional Health-Related Programs	VI - 18



2007 MSCI Benefits Survey

salary.com surveys

Table Of Contents (continued)

Defined Contribution Retirement Plans	VI - 19
401(k) Plans - Employer Matching	VI - 20
401 (k) Investment Funds	VI - 20
Defined Benefit Plans	VI - 21
Life Insurance	VI - 22
Short-Term Disability Insurance	VI - 23
Long-Term Disability Insurance	VI - 24
Leave Programs	VI - 25
Paid Time Off Program (PTO)	VI - 25
Vacation Days	VI - 26
Sick Days	VI - 26
Personal Days	VI - 26
Work Scheduling	VI - 27
Tuition Reimbursement	VI - 27
Adoption Assistance	VI - 27
Commuter/Parking Assistance	VI - 28
Concierge Services	VI - 28
Pay for Employees Performing Civic Duties	VI - 28
Other Benefits	VI - 28
Survey Methodology (including Data Definitions)	VII - 1

© 2007 Salary.com, Inc. All rights reserved.

This publication and the data it contains is licensed for use only by entities engaged in a direct commercial relationship with Salary.com (each a Salary.com "Customer"), and only in the internal operations of Customer's business. Customer shall not distribute, sell, or republish any part of this publication to third parties, or allow it to be used in connection with the business operations of any third party.

The data contained in this publication is confidential, and Customer is required to protect it with measures at least equal to those used to protect its own confidential information. Customer is advised that unusual local employment conditions, particular specialized job functions, unique and specific industry conditions, and other circumstances may make the use of data contained in this publication inappropriate. This publication is intended for use in compliance with the "safe harbor" guidelines published by the U.S. Department of Justice and the U.S. Federal Trade Commission. Salary.com assumes no liability whatsoever for any use or misuse of this publication, whether by Customer or any other user (authorized or unauthorized).



2007 MSCI Benefits Survey

salary.com surveys

Data Confidentiality

Salary.com Surveys takes the issue of participant confidentiality very seriously. All survey results are aggregated, thereby ensuring that each organization's benefits practices remain completely confidential. Participant data will not be disclosed to any third party in any form that would allow the recipient to identify an individual organization's benefits practices.

In addition, Salary.com Surveys will not sell, rent, or trade participant name and contact information (or any such information for any person employed by a participant) to any third party intending to use or distribute such information for marketing-related purposes.



2007 MSCI Benefits Survey

salary.com surveys

About the Survey Sponsor



Founded in 1909, the **Metals Service Center Institute** has more than 420 members operating from about 1,200 locations in the U.S., Canada, Mexico, and elsewhere in the world. Together, MSCI members constitute the largest single group of metals purchasers in North America, amounting each year to more than 65 million tons of steel, aluminum, and other metals, with about 300,000 manufacturers and fabricators as customers. MSCI's membership also includes almost all ferrous and non-ferrous industrial metals producers in North America. Metals service centers inventory and distribute metals and provide first-stage fabrication services.

If you have questions about this report please contact:

Chris Marti

Vice President, Research

(847) 485-3009

cmarti@msci.org

These MSCI reports are an information service only. The information contained in the reports is provided on an "AS IS", "AS AVAILABLE" basis without warranty of any kind, including, but not limited to, warranties of accuracy, completeness or timeliness. The information is not intended to provide, nor should it be construed as providing, specific business recommendations. Errors in the data can occur for various reasons, including the inability or unwillingness of survey respondents to provide correct information on a timely basis, reporting mistakes made by survey respondents and errors made in the collection and processing of data. The data may, from time to time, be revised or re-benchmarked as more accurate information becomes available or when MSCI is notified of corrections to data submitted previously by survey respondents. The information is provided for your internal use only and, except as permitted by applicable law, may not be copied or redistributed for any commercial or non-commercial purpose, or for compensation of any kind, without prior written permission from MSCI. In no event will MSCI be liable in any way with regard to your use of or inability to use such information or the results of your use thereof. Some states do not allow the limitation of liability; in such event, MSCI's liability for any and all damages arising in connection with the MSCI reports shall be limited to the amount of fees you paid MSCI for them.



2007 MSCI Benefits Survey

salary.com surveys

About Salary.com

Salary.com is a technology leader in providing employee compensation data, software, and services to enterprises and small businesses. Our enterprise software helps companies manage their compensation expenditures with real-time, decision-ready data and analytical tools.

Salary.com has over 30 staff members who have been designated Certified Compensation Professionals (CCP) by WorldatWork, with 30 others in the certification process.

In addition to compensation data, Salary.com builds high-impact, high-value products, tools, and services that leverage technology to enable human resource and compensation professionals to more effectively manage the attraction and retention of their critical talent. Salary.com is proud to offer award-winning software to our customers. We strive to deliver the best-of-breed solutions to compensation professionals, and we are pleased that our company and our products are continually recognized by some of the leading authorities in the field.

Recent Awards:



Deloitte Technology Fast 50 (New England) in 2005 and 2006



Inc. 500 for 2005 and 2006



Winner of CIO Web Business 50 Award in 2005



2007 MSCI Benefits Survey

salary.com surveys

About Salary.com Surveys

In 2004, Salary.com began a new business unit – Salary.com Surveys. Our goal is to conduct compensation surveys faster, more accurately, and less expensively than other survey firms.

Salary.com Surveys conducts over 30 compensation and benefits surveys each year. Many of these surveys are sponsored by other organizations, including trade associations and chambers of commerce.

More than 2,000 organizations participate in surveys conducted by Salary.com. In 2006 these organizations reported data on 1,500 jobs, representing 258,000 employees.

Among the surveys conducted under the Salary.com Surveys name are:

- ***Survey of Human Resources Compensation*** (annual)
- ***Survey of Six Sigma Compensation*** (annual)
- ***Survey of Healthcare Compensation*** (semi-annual)

salary.com™ surveys

195 West St.
Waltham, MA 02451
surveys@salary.com
(800) 573-7781



2007 MSCI Benefits Survey

salary.com surveys

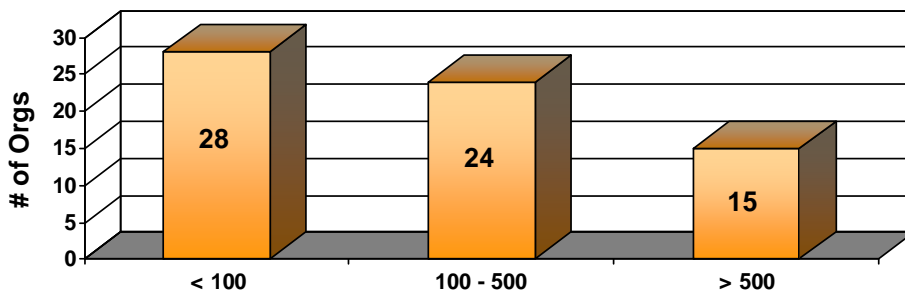
Executive Summary

65 organizations submitted data for 73 locations to the 2007 MSCI Benefits Survey.

Participating organizations range in size from 14 to 4,928 full-time employees (FTEs). Annual revenue for participating organizations varies from \$48,481 (USD) to \$5 billion (USD). On average participating organizations have a workforce that contains 20.7% female employees, 31.3% of employees are over 50 years in age, and 11.5% of employees are unionized. On average, a majority (71.2%) of the workforce earns between \$10 and \$25 per hour.

The following pages present highlights from this year's results.

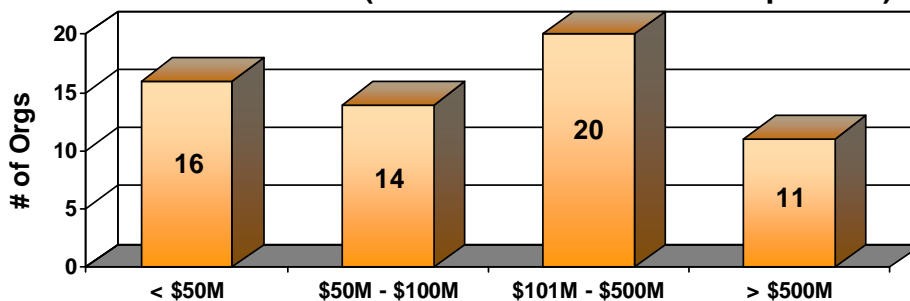
Size Distribution (Full-Time Employees)*



Average	406
Median	112

*Based on 67 locations reporting full-time employee data

Size Distribution (Total Annual Sales of Shipments)*



Average	\$399.7M (\$ USD)
Median	\$103.8M (\$ USD)

*Based on 61 locations reporting revenue data

**Canadian Total Annual Sales of Shipments converted to USD based on rate of 0.89783 on May 1, 2007.



2007 MSCI Benefits Survey

salary.com surveys

Benefits Costs

On average responding organizations spend \$7,403 (USD) per employee for U.S. health insurance, and \$2,756 (CAD) per employee for supplemental Canadian health insurance. 92.8% of responding companies offer benefits on a pre-tax basis.

Cost of Benefits as a Percentage of Total Payroll (U.S. and Canada)

