



2007 SMA Minimill Benefits Survey

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This is a sample standard report...

...to assist you in evaluating the *2007 SMA Minimill Benefits Survey* report.

This sample report contains data on Health Plan Prevalence, Prescription Drug Costs, and 401(k) Plan Employer Contributions

The complete report contains the following sections:

- Participant List
- Executive Summary
- Survey Methodology (including Data Definitions)
- About Survey Sponsor
- Data for **Health Benefits, Retirement Plans, and Retiree Healthcare** for both salaried and hourly employees

To purchase the complete report, please contact **Kristina Cushing:**

- **Phone:** 1-202-296-1515
- **Email:** cushing@steelnet.org



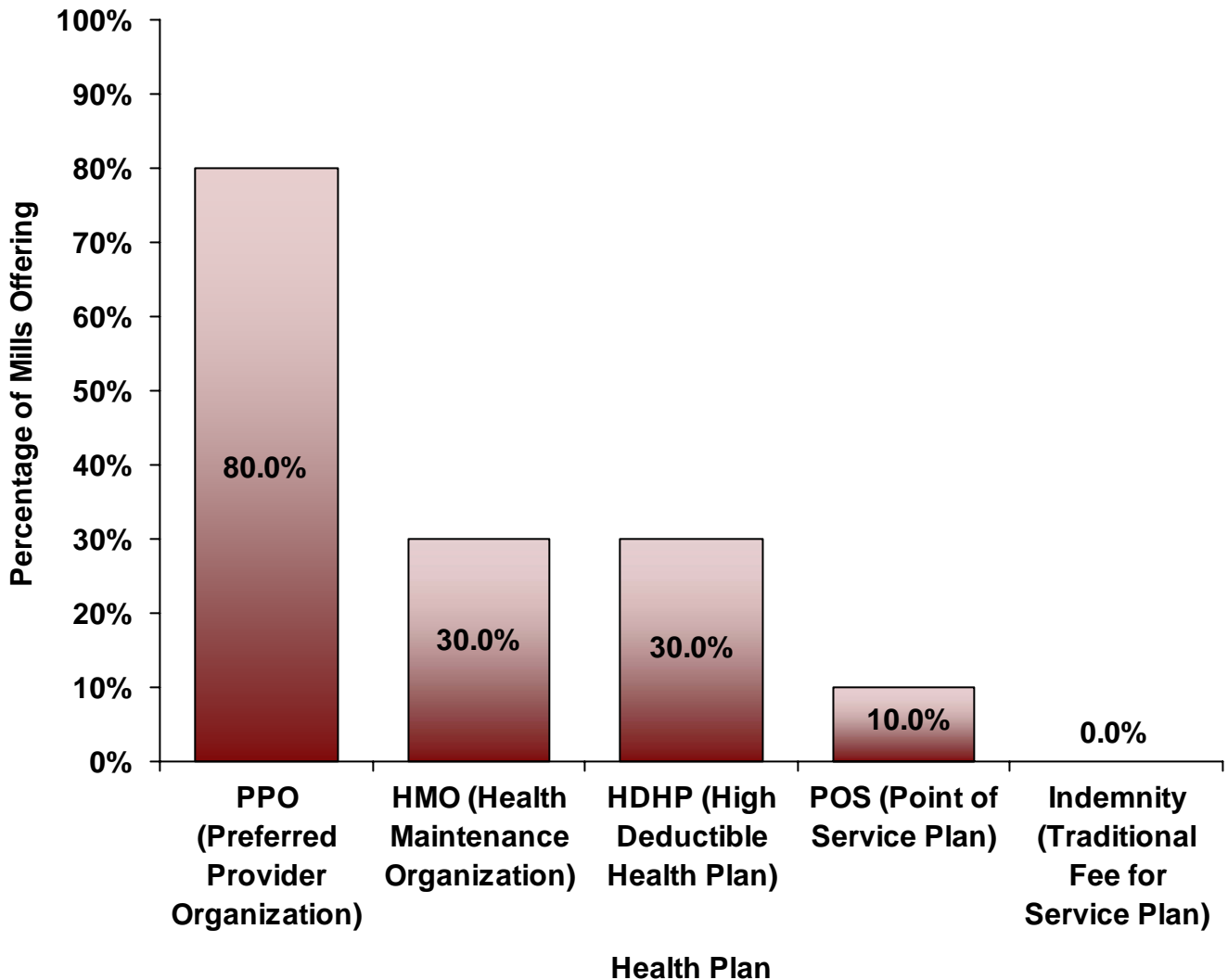
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Health Insurance Prevalence

Preferred Provider Organization Plans (PPOs) remain the most popular health plan among mills. High Deductible Health Plan (HDHP) usage increased from 25.0% in 2006 to 30.0% in 2007. The average annual cost per employee for health insurance is \$9,195.

Health Plan Prevalence





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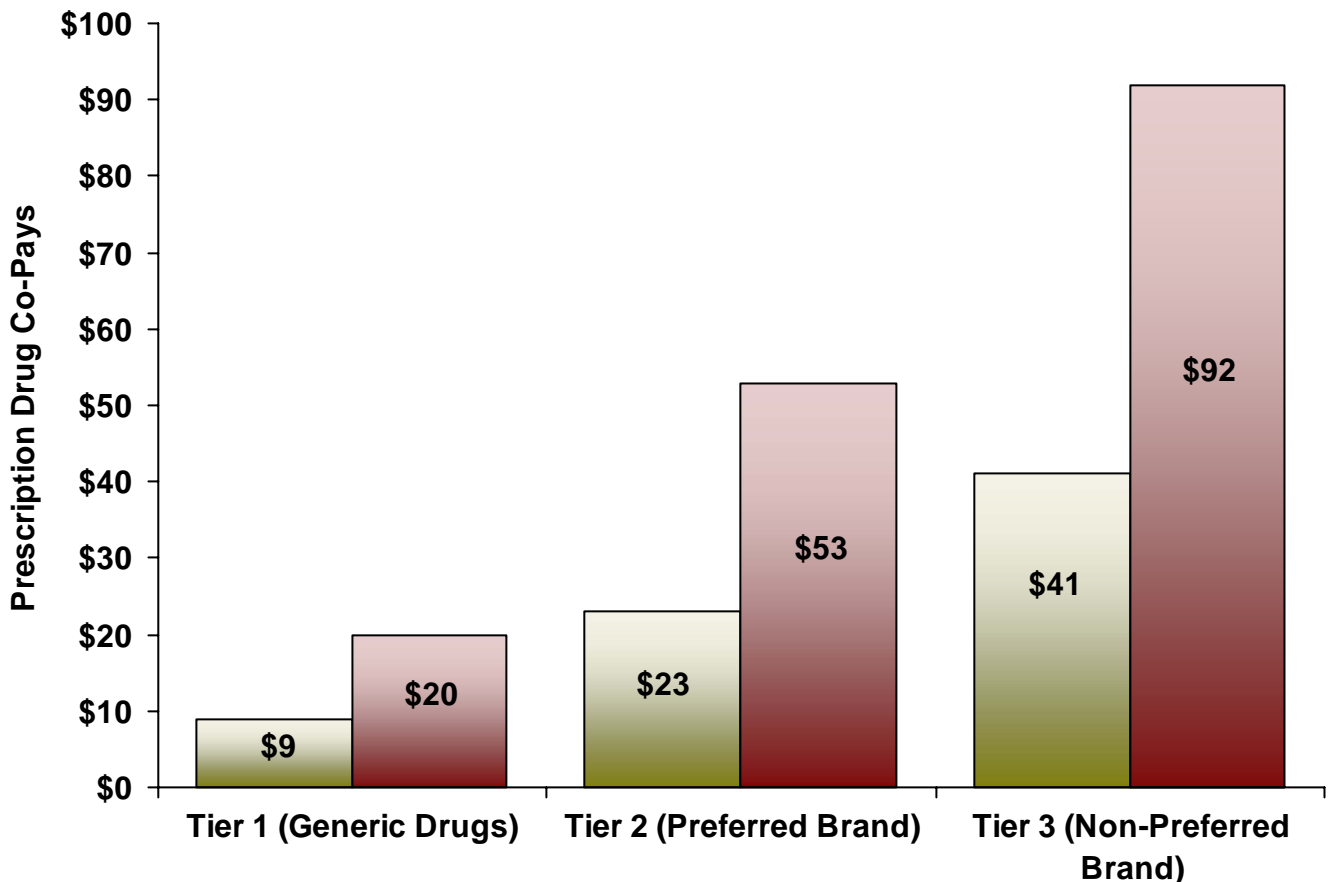
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Prescription Drug Plan

All mills provide a prescription drug plan, and the vast majority of these plans (80.0%) are three tiered plans. No mills offer a 4th tier (specialty drugs) for either retail or mail order prescription drugs.

Prescription Drug Costs

■ Retail ■ Mail Order (3 Months Supply)



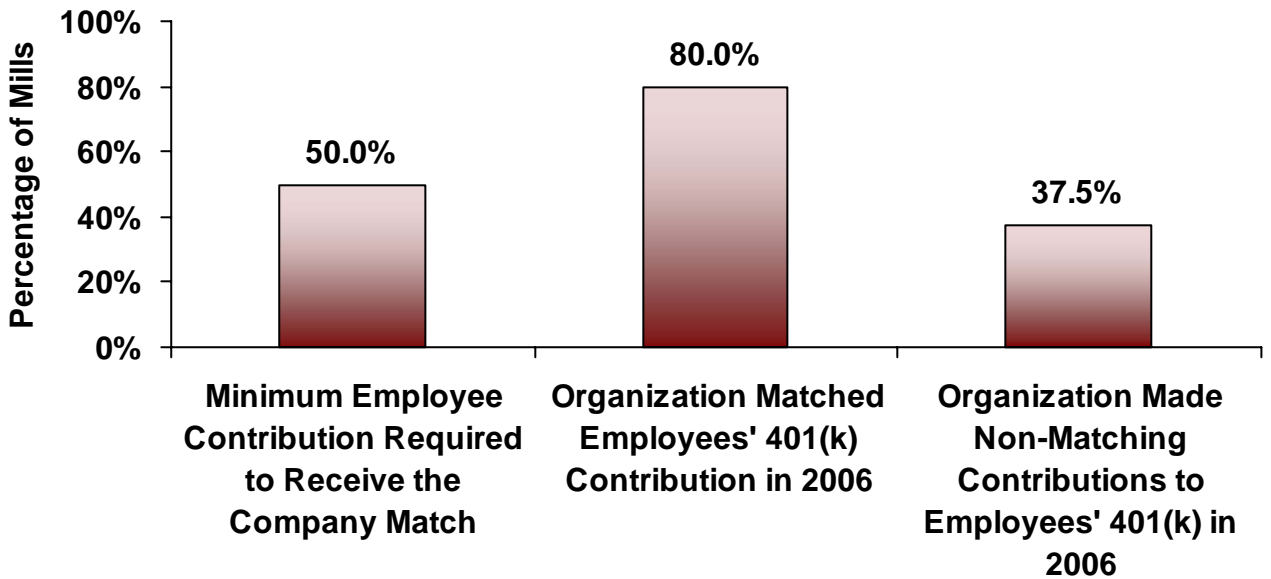


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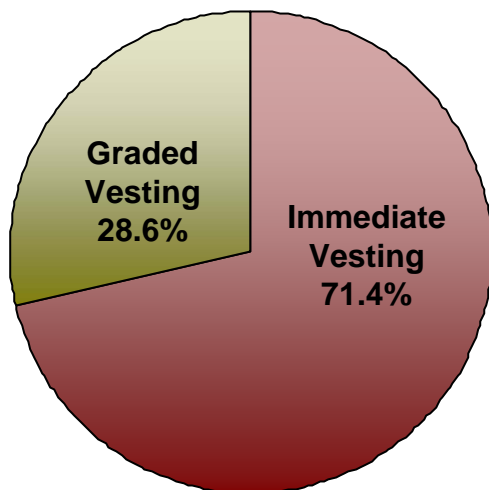
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401(k) Plan – Employer Contributions

Employer Contributions to 401(k) Plan



Type Of Vesting Schedule for Matching Contributions



A majority of mills (57.1%) provide immediate vesting for all employer contributions (matching and non-matching) to the 401(k) plan.