



2007 SMA Minimill Compensation Survey

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This is a sample standard report...

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

This sample report contains data for only one position:
Assistant Roller

The complete report contains the following sections:

- Participant List
- Executive Summary
- How to Read the Report
- About Survey Sponsor
- Survey Methodology (including Data Definitions)
- Data for **66 different positions**

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

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Assistant Roller

Job Code: 215

Works in the Rolling Mill pulpit. Controls and coordinates production flow from the reheat furnace through the rolling mill. Plans, sets-up, monitors, and adjusts the billet reducing and strand shaping operations as necessary. Coordinates and directs the activities of the rolling crew. Typically reports to the Rolling Shift Supervisor. This may be the highest level hourly position in the rolling mill. (May also be called Rolling Mill Coordinator.) Generally Required Qualifications -- Experience: 4 years; Education: High school or equivalent.

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
All Organizations	16	92	41.8	44.2	48.7	44.2	44.2	13	79	5.9	13.2	21.3	13.3	16.2	16	92	43.8	52.9	66.0	55.6	57.4
Ownership Type	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Public	8	45						8	45						8	45					
Private	8	47	38.5	42.7	44.2	41.1	41.4	5	34						8	47	41.8	44.3	50.0	47.3	46.8
Number of Employees (FTEs)	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
<= 350	6	34	32.9	43.0	50.8	38.9	41.3	5	31						6	34	40.7	47.7	66.7	49.0	51.6
351 - 600	7	34	44.2	46.1	50.6	49.0	47.7	6	30	6.0	11.7	44.8	18.1	21.2	7	34	50.0	64.8	88.0	65.0	65.8
Region	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
South	6	42						6	42						6	42					
Midwest	7	36	34.7	41.7	44.2	36.7	38.3	6	33	4.4	9.9	31.4	14.4	16.6	7	36	41.7	48.7	50.0	49.9	52.5
SubRegion	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Great Lakes	6	32	30.9	39.6	44.2	35.6	37.0	5	29						6	32	40.7	47.0	50.0	44.4	45.5



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Long-Term Incentive Compensation (All dollar amounts are displayed in \$000s)

Type	2006 Annual Grant Value						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Options*	-	-	-	-	-	-	-
Full Value Shares	-	-	-	-	-	-	-
Long-Term Cash	-	-	-	-	-	-	-
Total Long-Term Incentive	-	-	-	-	-	-	-

*Options are included at present value. See survey methodology for more details on these calculations.

Long-Term Incentive Plan Design *

Long-Term Incentive Eligibility		Frequency of Grants		Average Vesting Period	
Yes	100.0%	More Than Once Per Year	0.0%	1 Year	0.0%
No	0.0%	Every Year	0.0%	2 Years	0.0%
		Every 2 Years	0.0%	3 Years	0.0%
		Every 3 Years	0.0%	4 Years	0.0%
		Less Than Once Every 3 Years	100.0%	5 Years	100.0%

*Many organizations did not indicate if a job was eligible for long-term incentives. Percentages in the Long-Term Incentive Plan Design tables are based on the number of organizations answering the question, not the number of organizations matching the position.



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Job Characteristics

Job Match	
Greater Responsibility	12.5%
Equal Responsibility	75.0%
Less Responsibility	12.5%

FLSA Status	
Exempt	0.0%
Non-Exempt	100.0%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
40	40	42	41

Job Represented by Union?	
Yes	31.3%
No	68.8%

Pay Type	
Salaried	0.0%
Hourly	100.0%

Average Target Bonus (As a Percentage of Base Pay)			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
6.0%	12.0%	60.0%	34.0%

2006 Profit Sharing (\$000s)				
	25th pctile	50th pctile (median)	75th pctile	org-wtd average
Cash Portion	-	-	-	-
Deferred Portion	-	-	-	-
Total	-	-	-	-