

SURVEY SUBJECT: Employee Benefits

DATES OPEN: 13-28 Apr 09

SUMMARY FINDINGS:

NO. OF RESPONDENTS: 185

(95% Confid. Level, + / - 7% Error Band)

The US respondents were 63% of total. Western Europe was 8%, Canada was 5%, South America (other than Brazil) was 4%, all others were less.

- When asked the number of total days off for 20 year employees, 55% said "between 21-30" and 21% said "between 31-40".
- 76% said health care was partially paid by the company.
- 58% of respondents have a defined contribution retirement plan.
- 66% have long term sickness benefits.
- 72% report having an education reimbursement plan.
- Asked to describe unusual benefits, answers ranged from "I get to work as many hours as I want, no one will stop me" to "we have a golf driving range, fish pond, baseball park and team approved leave with pay."
- 54% report "in the past ten years our benefits have stayed the same or improved."



PAPERITALO PUBLICATIONS 2ND TUESDAY SURVEYS

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Paperitalo Publications surveys the worldwide pulp and paper industry on the 2nd Tuesday of each month on a topic germane to current conditions. There are several ways you may consider for obtaining these results. They are as follows:

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The standard release date of each full survey (same content as First Rushes) is the first day of the second month after the start of each survey. This is approximately six weeks after each survey started.

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SURVEY OVERVIEW

Second Tuesday Surveys are summarized in the first edition of PaperMoney® of the second month after the survey started (approximately eight weeks after the survey started). PaperMoney® is free.

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Email jthompson@taii.com with "Second Tuesday Surveys" in the subject line.