

## Distribution Financial Metrics and Trading Multiples

(Data as of December 31, 2008)

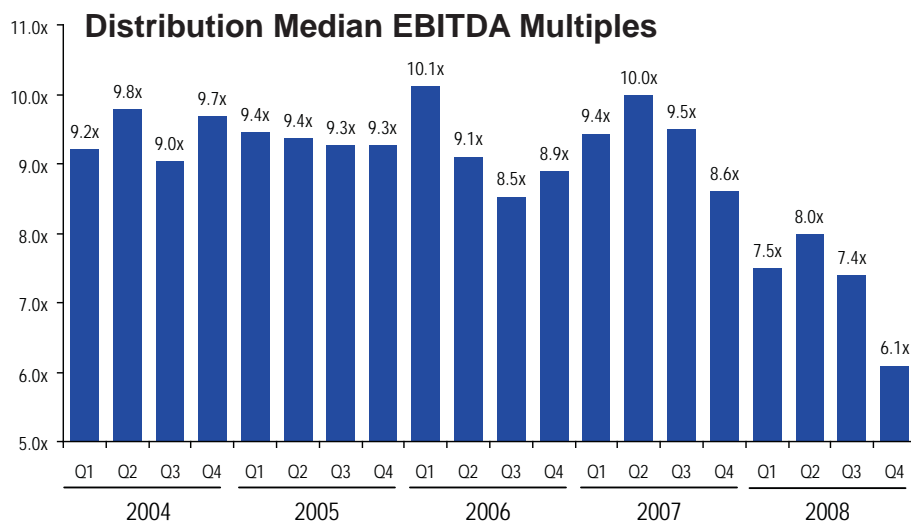
(\$ in millions)

Company	Ticker	Enterprise Value	LTM					EV to LTM Sales	EV to LTM EBITDA	ROIC	Working Capital/Sales
			Sales	Sales Growth	Gross Margin	EBITDA	EBITDA Margin				
Airgas Inc. *	ARG	\$4,953	\$4,373	22.7%	52.0%	\$739	16.9%	1.1 x	6.7 x	9.9%	6.6%
AM Castle & Co.	CAS	378	1,502	5.7%	15.4%	90	6.0%	0.3	4.2	7.8%	19.2%
Anixter International Inc. *	AXE	2,189	6,170	9.0%	23.8%	497	8.1%	0.4	4.4	13.1%	26.8%
Applied Industrial Technologies Inc.	AIT	852	2,115	3.7%	27.1%	166	7.9%	0.4	5.1	16.8%	15.1%
Barnes Group Inc. *	B	1,226	1,468	4.1%	38.0%	229	15.6%	0.8	5.3	11.7%	21.4%
Beacon Roofing Supply Inc. *	BECN	974	1,784	8.4%	23.5%	129	7.2%	0.5	7.6	7.7%	15.1%
BlueLinx Holdings Inc.	BXC	463	3,057	(23.5%)	10.9%	11	0.3%	0.2	N/M	N/M	12.6%
Builders FirstSource, Inc. *	BLDR	263	1,168	(32.4%)	22.0%	(42)	(3.6%)	0.2	N/M	N/M	12.1%
Building Materials Holding Corp.	BLGM	314	1,601	(32.5%)	17.9%	(42)	(2.6%)	0.2	N/M	N/M	12.5%
Bunzl plc	BNZL	3,888	7,599	9.6%	23.4%	559	7.3%	0.5	7.0	12.8%	6.1%
DXP Enterprises Inc.	DXPE	357	712	100.5%	27.6%	56	7.8%	0.5	6.4	9.6%	19.6%
Fastenal Co. *	FAST	5,124	2,315	16.2%	52.3%	481	20.8%	2.2	10.6	25.5%	32.7%
Genuine Parts Co.	GPC	6,480	11,122	3.4%	29.7%	938	8.4%	0.6	6.9	17.4%	23.1%
Houston Wire & Cable Company *	HWCC	209	375	6.3%	24.3%	46	12.4%	0.6	4.5	23.9%	29.6%
Huttig Building Products Inc.	HBPI	35	725	(21.7%)	19.0%	(14)	(1.9%)	0.0	N/M	N/M	9.3%
Interline Brands Inc. *	IBI	723	1,218	(1.1%)	38.2%	119	9.8%	0.6	6.1	8.1%	26.2%
Kaman Corp.	KAMN	548	1,209	13.7%	27.0%	86	7.1%	0.5	6.4	8.8%	26.0%
Lawson Products Inc.	LAWS	199	499	(2.5%)	57.8%	41	8.2%	0.4	4.8	13.6%	17.5%
MSC Industrial Direct Co. Inc. *	MSM	2,483	1,780	5.4%	46.2%	347	19.5%	1.4	7.2	22.2%	26.1%
Park-Ohio Holdings Corp.	PKOH	419	1,067	(2.5%)	14.6%	69	6.5%	0.4	6.1	7.0%	24.9%
Pool Corp *	POOL	1,174	1,825	(6.2%)	28.4%	132	7.2%	0.6	8.9	12.4%	18.2%
Reliance Steel & Aluminum Co.	RS	3,699	8,282	16.2%	25.7%	961	11.6%	0.4	3.8	11.7%	24.7%
Rexel SA	RXL	6,216	17,114	12.3%	24.2%	1,045	6.1%	0.4	5.9	6.9%	15.1%
Smith International Inc.	SII	8,912	10,012	18.3%	32.5%	1,793	17.9%	0.9	5.0	15.0%	33.5%
Watsco Inc. *	WSO	1,127	1,763	1.3%	25.9%	112	6.3%	0.6	10.1	10.5%	21.5%
WESCO International Inc. *	WCC	1,915	6,170	4.8%	19.8%	394	6.4%	0.3	4.9	14.3%	13.2%
Wolseley plc	WOS	7,658	32,787	(0.5%)	27.7%	1,809	5.5%	0.2	4.2	4.6%	11.1%
WW Grainger Inc. *	GWW	6,159	6,869	9.6%	42.5%	908	13.2%	0.9	6.8	20.6%	16.0%
<b>Median</b>		<b>\$1,151</b>	<b>\$1,805</b>	<b>5.1%</b>	<b>26.4%</b>	<b>\$149</b>	<b>7.6%</b>	<b>0.5 x</b>	<b>6.1 x</b>	<b>12.0%</b>	<b>18.7%</b>

\* = Companies covered by Baird Research

The table above highlights key financial metrics and trading multiples for 30 publicly traded distributors in the industrial and building products industries.

The table below illustrates historical median EBITDA multiples for the above companies calculated using LTM EBITDA as of the quarter shown and the enterprise value as of the last day of the quarter. Please see Definitions at bottom of page.



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Definitions. **LTM** means latest twelve months. **Enterprise Value** ("EV") means market capitalization of a company's equity plus preferred stock plus total interest bearing debt (including capitalized leases) net of any cash or cash equivalents. **EBITDA** means earnings before interest, taxes, depreciation and amortization. In certain cases earnings have been adjusted for certain disclosed income or expense items considered to be non-recurring in nature. **ROIC** means return on invested capital and is defined as tax-effected EBIT divided by the sum of the book value of equity plus net debt. **Working Capital** is calculated as current assets, less cash, minus current liabilities excluding short-term borrowings and current portion of long-term debt.