

METTLER TOLEDO INTERNATIONAL INC/  
Form 11-K  
June 26, 2009  
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**SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

**FORM 11-K**

(Mark One)

**ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES  
EXCHANGE ACT OF 1934**

For the fiscal year ended December 31, 2008

**OR**

**TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE  
SECURITIES EXCHANGE ACT OF 1934**

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission File Number: 001-13595

- A. Full title of the plan and the address of the plan, if  
different from that of the issuer named below:

**METTLER-TOLEDO, INC.**

**ENHANCED RETIREMENT SAVINGS PLAN**

**1900 POLARIS PARKWAY**

**COLUMBUS, OH 43240-4035**

- B. Name of issuer of the securities held pursuant to the plan and  
the address of its principal executive office:

**METTLER-TOLEDO INTERNATIONAL INC.**

**IM LANGACHER**

**P.O. BOX MT-100**

**CH8606 GREIFENSEE, SWITZERLAND**

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**Mettler-Toledo, Inc. Enhanced Retirement Savings Plan**

Financial Statements and Supplemental Schedule

December 31, 2008 and 2007

with Report of Independent Registered Public Accounting Firm

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**METTLER-TOLEDO, INC.**

**ENHANCED RETIREMENT SAVINGS PLAN**

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**Report of Independent Registered Public Accounting Firm**

To the Participants and Plan Administrator of

Mettler-Toledo, Inc. Enhanced Retirement Savings Plan

We have audited the accompanying statements of net assets available for benefits (modified cash basis) of Mettler-Toledo, Inc. Enhanced Retirement Savings Plan (the Plan) as of December 31, 2008 and 2007, and the related statements of changes in net assets available for benefits (modified cash basis) for the years then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements and assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, the accompanying financial statements and supplemental schedule were prepared on a modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Mettler-Toledo, Inc. Enhanced Retirement Savings Plan as of December 31, 2008 and 2007, and the changes in net assets available for benefits for the years then ended, on a basis of accounting described in Note 2.

Our audits were performed for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedule of assets held at end of year (modified cash basis) is presented for the purpose of additional analysis and is not a required part of the basic financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. This supplemental schedule is the responsibility of the Plan's management. The supplemental schedule has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ Clark, Schaefer, Hackett & Co.

Columbus, Ohio

June 23, 2009

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**Mettler-Toledo, Inc. Enhanced Retirement Savings Plan**

**Statements of Net Assets Available for Benefits (Modified Cash Basis)**

**As of December 31, 2008 and 2007**

	<b>2008</b>	<b>2007</b>
<b>Assets</b>		
Investments (Note 2)	\$ 132,421,330	\$ 170,328,355
Loans to participants	2,317,021	2,343,660
Net assets available for benefits at fair value	134,738,351	172,672,015
Adjustment from fair value to contract value for interest in collective trust relating to fully benefit-responsive investment contracts	482,060	(250,924)
Net assets available for benefits	\$ 135,220,411	\$ 172,421,091

See accompanying notes to financial statements.

**Table of Contents****Mettler-Toledo, Inc. Enhanced Retirement Savings Plan****Statements of Changes in Net Assets Available for Benefits (Modified Cash Basis)**

For the Years Ended December 31, 2008 and 2007

	2008	2007
<b>Investment Activity</b>		
Dividends and interest	\$ 6,085,238	\$ 8,990,366
Net (depreciation) appreciation in fair value of investments	(48,573,912)	1,732,350
	(42,488,674)	10,722,716
<b>Contributions</b>		
Employer	6,020,607	5,838,740
Participants' deferrals	8,401,603	8,074,085
Participants' rollovers	353,020	599,237
	14,775,230	14,512,062
	(27,713,444)	25,234,778
<b>Deductions</b>		
Benefits paid to participants or beneficiaries	9,437,210	13,573,680
Administrative expenses	50,026	52,867
	9,487,236	13,626,547
Net (decrease) increase in net assets	(37,200,680)	11,608,231
Net assets available for benefits, beginning of year	172,421,091	160,812,860
Net assets available for benefits, end of year	\$ 135,220,411	\$ 172,421,091

See accompanying notes to financial statements.

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**Mettler-Toledo, Inc. Enhanced Retirement Savings Plan**

**Notes to Financial Statements**

**1. Description of Plan**

The following description of the Mettler-Toledo, Inc. Enhanced Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

**General**

The Plan is a qualified defined contribution plan covering eligible employees of adopting units (wholly-owned subsidiaries) and a safe harbor 401(k)/401(m) plan under IRC 401(k)(12) and 401(m)(11). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. Employees become eligible to participate in the Plan on the first day of the calendar month following the date the employee meets the eligibility requirements, as defined.

**Contributions**

Each year, participants may contribute up to 50% of pretax annual compensation, as defined by the Plan. Participants who reach age 50 may elect to make catch-up contributions. Forfeitures may be used by Mettler-Toledo, Inc. (the Company) to reduce future contributions and/or to pay reasonable Plan expenses.

The Company contributes:

**Safe Harbor Matching Contributions** 100% of the first 3% of each participant's deferred compensation and 50% of the next 3% of each participant's deferred compensation. All participants who make pre-tax contributions are eligible for the matching contributions. There is no match for the participants' catch-up contributions.

**Savings & Discretionary Contributions** range from 1.5% to 2.0% of each participant's eligible compensation. Employees become eligible on the first day of the month following the one-year anniversary of employment. Participants must be employed on the last day of the Plan year to receive the contribution, with the exceptions of death, retirement, disability, or authorized leave.

**Special Contributions** the amount was determined by a participant's eligible pay as of December 31, 2001, the number of years of service until the participant's normal retirement, as defined by the plan, the number of years the participant worked with the Company and the level of the participant's benefits in the Mettler Toledo Retirement Plan. Employees became eligible if they were at least 45 years old and achieved 15 years of service with the Company as of December 31, 2001.



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### **Participant Accounts**

Each participant's account is credited with the participant's contribution and allocations of the Company's contribution and plan earnings, and is charged with an allocation of certain administrative expenses. Allocations are based on participant earnings or account balances, as defined. An annual loan maintenance fee is deducted from the respective accounts of those participants with outstanding loans. The investment funds' net investment earnings and changes in fair value are allocated to each participant's account on a daily basis. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

### **Vesting**

Effective July 1, 2002, some units became immediately vested in the Plan. All other units continue to vest under the original vesting provisions. Participants are immediately vested in the Company's Safe Harbor Matching Contributions. Vesting in the Company's Savings Contributions and Special Contributions plus actual earnings thereon is based on whether the participant is employed at the end of the plan year.

### **Investment Options**

Upon enrollment in the Plan, a participant can direct employee and employer contributions in 5% increments among the various investment options offered through Vanguard Fiduciary Trust Company (VFTC), the plan trustee. A participant may transfer amounts between investment options as of any business day.

### **Payment of Benefits**

A participant's vested account will be distributed upon retirement, termination, disability or death. Distributions are made in lump-sum or equal annual installments not to exceed the employee's life expectancy. Upon death, the remaining balance shall be distributed in a lump sum within five years. Forfeitures, if any, are used to reduce Company contributions or pay Plan expenses. Participants may make a withdrawal during employment due to hardship as well as other allowable situations defined in the plan document. Hardship withdrawals are subject to approval by the Pension Committee and must meet the criteria for hardship under Section 401(k) of the Internal Revenue Code (IRC).

## **2. Summary of Significant Accounting Policies**

The following are the significant accounting policies followed by the Plan.

### **Basis of Presentation**

The accompanying financial statements of the Plan have been prepared on the modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. The differences between the modified cash basis and accounting principles generally accepted in the United States of America are that contributions and interest and dividend income are recognized when received.

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### **Investment Valuation and Income Recognition**

As described in Financial Accounting Standards Board Staff Position, FSP AAG INV-1 and SOP 94-4-1, *Reporting of Fully Benefit-Responsive Investment Contracts Held by Certain Investment Companies Subject to the AICPA Investment Company Guide and Defined Contribution Health and Welfare and Pension Plan* (the FSP), investment contracts held by a defined contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Plan invests in investment contracts through a common collective trust. As required by the FSP, the statements of net assets available for benefits presents the fair value of the investment in the common collective trust as well as the adjustment of the investment in the common collective trust from fair value to contract value relating to the investment contracts. The statements of changes in net assets available for benefits are prepared on a contract value basis.

Under the terms of a trust agreement between the Company and VFTC, the trustee invests Trust assets at the direction of the plan participants. The trustee has reported to the Company the trust fund investments and the trust transactions at both cost and fair value. Shares of registered investment companies are valued at quoted market prices which represent the net asset value of shares held by the Plan at year-end. The Plan's interest in the units of the Retirement Savings Trust, a common/collective trust, is based on information reported by VFTC using audited financial statements of the collective trust at the end of 2008 and 2007. The Company stock fund is valued at its year-end unit closing price (comprised of year-end market price plus uninvested cash position). Loans to participants are stated at unpaid principal, which approximates fair value. Realized and unrealized gains and losses are reflected as net appreciation (depreciation) in fair value of investments in the statement of changes in net assets available for benefits.

Interest charged to participants for participant loans is reviewed annually by the Plan administrator and is to be comparable to commercial lending rates on bank loans secured by certificates of deposit in the area at the time the loan is made. Loans may not exceed the lesser of 50% of a participant's vested account balance or \$50,000. The repayment period may not exceed five years. Each loan is secured by the remaining balance in the participant's account.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income is recognized when received. Capital gain distributions are included in dividend income.

### **Contributions**

Participant and Company contributions are recognized when received by the trustee.

### **Payment of Benefits**

Benefits are recognized when paid.

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### **Forfeitures**

The portion of a participant's account which is forfeited due to termination of employment for reasons other than retirement, disability or death is used to reduce the Company's future contributions or pay Plan expenses. Forfeitures were used to reduce plan expenses by \$38,116 and \$34,621 in 2008 and 2007, respectively. At December 31, 2008 and 2007, forfeited, nonvested accounts totaled \$110,081 and \$44,051, respectively.

### **Administrative Expenses**

Fees for portfolio management of VFTC funds are paid directly from fund earnings. Recordkeeping fees are paid by the Company. Audit fees are either paid by the Company or from the forfeiture account. Should the Company elect not to pay all or part of such expenses, the trustee then pays these expenses from the Plan assets. Expenses are recognized when paid.

### **Use of Estimates**

The preparation of the Plan's financial statements in conformity with a modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America, requires the plan administrator to make certain estimates and assumptions that affect the reported amounts of net assets available for benefits and, when applicable, disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of changes in net assets available for benefits during the reporting period. Actual results could differ significantly from those estimates.

### **Risk and Uncertainties**

The Plan provides various investment options in any combination of stocks, mutual funds, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for plan benefits.

**Table of Contents****3. Investments**

The following investments represent 5% or more of net assets available for benefits at December 31, 2008 and 2007:

	2008	2007
<b>Investments at fair value</b>		
Vanguard 500 Index Fund	\$ 15,008,091	\$ 23,089,004
Vanguard PRIMECAP Fund	10,100,206	15,062,898
Vanguard Windsor II Fund		10,263,064
Vanguard Wellington Fund	7,046,671	8,941,164
Vanguard Retirement Savings Trust	36,873,726	33,162,667

The following represents the (losses) earnings on investments at December 31, 2008 and 2007:

	2008	2007
<b>Net (depreciation) appreciation</b>		
Mutual Funds	\$ (46,983,949)	\$ 605,375
Company Stock Fund	(1,589,963)	1,126,975
<b>Total</b>	<b>\$ (48,573,912)</b>	<b>\$ 1,732,350</b>

	2008	2007
<b>Dividends and interest</b>		
Mutual Funds	\$ 4,449,206	\$ 7,424,728
Common Collective Trust	1,480,589	1,431,975
Company Stock Fund		12
Participant Loans	155,443	133,651
<b>Total</b>	<b>\$6,085,238</b>	<b>\$8,990,366</b>

**4. Fair Value Measurements**

On January 1, 2008, the Plan adopted the provisions of SFAS No. 157, Fair Value Measurements ( SFAS 157 ), except as it relates to nonfinancial assets, pursuant to FSP 157-2, Effective Date of FASB Statement No. 157 , the provisions of which will be adopted January 1, 2009. SFAS 157 clarifies the requirement to use a fair value measure for recognition and disclosure by establishing a common definition of fair value, a framework for measuring fair value and expanding disclosures about fair value measurements. The adoption of SFAS 157 did not have a material impact on the Plan.

As of December 31, 2008, the Plan has assets with a fair value of \$134.7 million. These assets consist of various mutual funds and a common collective trust as well as a Company stock fund and participant loans. The plan invests in shares of open-ended mutual funds that trade in active markets and produce a daily net asset value, equal to the fair value of the shares at year-end. Units of the common collective trust are valued at net asset value at the end of the year. Company stock is valued at its year-end unit closing price (comprised of year-end market price plus uninvested cash position). Loans to participants are stated at unpaid principal, which approximates fair value. Because participant loans lack an active market, they are considered a level 3 asset.

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SFAS 157 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value measurement consists of observable and unobservable inputs that reflect the assumptions that a market participant would use in pricing an asset or liability. SFAS 157 establishes a fair value hierarchy that categorizes these inputs into three levels:

Level 1: Quoted prices in active markets for identical assets and liabilities

Level 2: Observable inputs other than quoted prices in active markets for identical assets and liabilities

Level 3: Unobservable inputs

The following table presents for each of these hierarchy levels, the Plan assets that are measured at fair value on a recurring basis at December 31, 2008:

	Total	Level 1	Level 2	Level 3
<b>Assets:</b>				
Company Stock Fund	\$ 2,228,593	\$ 2,228,593	\$	\$
Mutual Funds	93,319,011	93,319,011		
Common Collective Trust	36,873,726		36,873,726	
Participant Loans	2,317,021			2,317,021
<b>Total</b>	<b>\$ 134,738,351</b>	<b>\$ 95,547,604</b>	<b>\$ 36,873,726</b>	<b>\$ 2,317,021</b>

The following table presents a summary of changes in the fair value of participant loans for the year ended December 31, 2008:

	Level 3 Assets
Balance, beginning of year	\$ 2,343,660
Unrealized gains/(losses) relating to instruments still held at the reporting date	
Purchases, sales, issuances and settlements, (net)	(26,639)
Balance, end of year	\$ 2,317,021

**5. Transactions with Parties-in-Interest**

The Plan invests in shares of mutual funds and a common collective trust managed by an affiliate of Vanguard Fiduciary Trust Company (VFTC). VFTC acts as trustee for only those investments as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transaction rules.

Participants may select Company stock as an investment option. The amount of Company stock held at December 31, 2008 and 2007 was \$2,228,593 and \$3,802,034, respectively. The Company stock depreciated \$1,589,963 in 2008 and appreciated \$1,126,975 in 2007.

**6. Nonexempt Transactions Disclosure**

Certain employee deferrals and participant loan payments withheld from the November 23,

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2007 payroll amounting to \$35 and December 16, 2007 payroll amounting to \$10,015 were not remitted to the Plan by the Company in a timely manner. The deferrals and participant loan payments were deposited on February 27, 2008 and January 28, 2008, respectively.

**7. Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will immediately become 100% vested in their accounts.

**8. Tax Status**

The Plan obtained its latest determination letter on December 1, 2003, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. An application for Determination Letter was filed with IRS on December 12, 2008.

**9. Withdrawing Participants**

As of December 31, 2008 and 2007, vested benefits amounting to \$34,687 and \$220,780, respectively, were allocated to accounts of terminated participants who had elected to withdraw from the Plan but had not been paid.

**10. Reconciliation of Financial Statements to Schedule H of Form 5500**

The following is a reconciliation of net assets available for benefits per Schedule H of Form 5500 to the financial statements as of December 31, 2008 and 2007:

	2008	2007
Net assets available for benefits per Schedule H of Form 5500	\$ 134,738,351	\$ 172,672,015
Adjustment from fair value to contract value for interest in collective trust relating to fully benefit-responsive investment contracts	482,060	(250,924)
Net assets available for benefits per financial statements	\$ 135,220,411	\$ 172,421,091

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The following is a reconciliation of net investment activity per Schedule H of Form 5500 to the financial statements for the years ended December 31, 2008 and 2007:

	2008	2007
Net (loss) gain on sale of assets	\$ (261,762)	\$ 87,112
Interest	155,443	133,651
Unrealized (depreciation) appreciation of assets	(1,328,201)	1,039,863
Net investment gain from common/collective trusts	747,605	1,988,394
Net investment (loss) gain on registered investment companies	(42,534,743)	8,030,115
Net investment activity per Schedule H of Form 5500	(43,221,658)	11,279,135
Adjustment from fair value to contract value for interest in collective trust relating to fully benefit-responsive investment contracts for the current year	482,060	(250,924)
Adjustment from fair value to contract value for interest in collective trust relating to fully benefit-responsive investment contracts for the prior year	250,924	(305,495)
Net investment activity per financial statements	\$ (42,488,674)	\$ 10,722,716

**Table of Contents****Mettler-Toledo, Inc. Enhanced Retirement Savings Plan**

EIN : 34-1538688; PIN: 031

**Schedule of Assets (Held at End of Year) (Modified Cash Basis)**

Form 5500, Schedule H, Line 4(i)

December 31, 2008

(a)	(b)	(c)	(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investment, including maturity date, rate of interest, collateral, par or maturity value	Cost	Fair value
*	Vanguard	500 Index Fund	**	\$ 15,008,091
*	Vanguard	Asset Allocation Fund	**	568,110
*	Vanguard	Balanced Index Fund	**	233,772
*	Vanguard	Capital Opportunity Fund	**	2,323,693
*	Vanguard	Convertible Securities Fund	**	11,765
*	Vanguard	Dividend Growth Fund	**	43,021
*	Vanguard	Emerging Markets Stock Index Fund	**	133,912
*	Vanguard	Energy Fund	**	296,767
*	Vanguard	Equity Income Fund	**	721,172
*	Vanguard	European Stock Index Fund	**	108,982
*	Vanguard	Explorer Fund	**	1,899,862
*	Vanguard	Extended Market Index Fund	**	61,091
*	Vanguard	Global Equity Fund	**	130,316
*	Vanguard	GNMA Fund	**	1,921,046
*	Vanguard	Growth & Income Fund	**	1,104,376
*	Vanguard	Growth Index Fund	**	1,015,867
*	Vanguard	Health Care Fund	**	4,411,753
*	Vanguard	High-Yield Corporate Fund	**	817,003
*	Vanguard	Intermediate Term Investment Grade	**	1,340,866
*	Vanguard	International Growth Fund	**	2,834,422
*	Vanguard	International Value Fund	**	1,402,615
*	Vanguard	LifeStrategy Conservative Growth Fund	**	1,119,675
*	Vanguard	LifeStrategy Growth Fund	**	5,322,178
*	Vanguard	LifeStrategy Income Fund	**	1,195,265
*	Vanguard	LifeStrategy Moderate Growth Fund	**	4,195,915
*	Vanguard	Long Term Investment Grade	**	1,531,608
*	Vanguard	Mid-Cap Index Fund	**	1,041,047
*	Vanguard	Morgan Growth Fund	**	681,539
*	Vanguard	Pacific Stock Index Fund	**	21,557
*	Vanguard	Prime Money Market Fund	**	557,223
*	Vanguard	PRIMECAP Fund	**	10,100,206
*	Vanguard	REIT Index Fund	**	1,435,635
*	Vanguard	Retirement Savings Trust	**	36,873,726
*	Vanguard	Selected Value Fund	**	1,081,126
*	Vanguard	Short Term Federal Fund	**	68,691
*	Vanguard	Small-Cap Index Fund	**	1,126,731



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* Vanguard	STAR Fund	**	54,199
* Vanguard	Strategic Equity Fund	**	1,361,623
* Vanguard	Total Bond Market Index Fund	**	4,612,124
* Vanguard	Total International Stock Index Fund	**	1,816,769
* Vanguard	Total Stock Market Index Fund	**	2,581,094
* Vanguard	U.S. Growth Fund	**	1,517,135
* Vanguard	Value Index Fund	**	758,484
* Vanguard	Wellesley Income Fund	**	1,483,125
* Vanguard	Wellington Fund	**	7,046,671
* Vanguard	Windsor II Fund	**	6,220,889
* Mettler-Toledo, Inc.	Mettler-Toledo Stocks - 33,065 shares	**	2,228,593
* Participant Loans	Various ranging from 4.1 % to 8.25%	-0-	2,317,021
Total			\$ 134,738,351

\* Denotes party-in-interest

\*\* Cost omitted for participant directed investments

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**SIGNATURES**

The Plan. Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on the Plan's behalf by the undersigned hereunto duly authorized.

**Date: June 23, 2009**

**METTLER-TOLEDO, INC.**

**ENHANCED RETIREMENT SAVINGS PLAN**

*/s/ SHAWN P. VADALA*

Shawn P. Vadala

Plan Administrator

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METTLER-TOLEDO, INC. ENHANCED RETIREMENT SAVINGS PLAN

ANNUAL REPORT ON FORM 11-K FOR FISCAL YEAR ENDED DECEMBER 31, 2008

INDEX TO EXHIBITS -----

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1a	CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM	Page 15