Quality & Nondestructive Testing Industry

Salary Survey 2007

Your Path to the Perfect Job Starts Here.
ABOUT PQNDT

PQNDT (Personnel for Quality and Nondestructive Testing) is the leading personnel recruitment and placement agency for the nondestructive testing industry. Founded in 1967, this year marks our fourth decade of serving the personnel needs for the NDT industry. We are the only personnel agency in the world focusing exclusively on the technically demanding and highly specialized field of NDT.

PQNDT identifies, screens, pre-qualifies and positions skilled, experienced NDT personnel on both a permanent and contract basis for companies nationwide. Employers and candidates in all industries have come to rely on PQNDT to help them “make quality connections.”

We meet the challenge of balancing the needs of employer and employee by establishing a relationship of mutual trust and respect. Our extensive analysis of candidates and career counseling services help assure the best match between professional and employer.

Our web site – www.pqndt.com – offers the industry’s most comprehensive database of qualified job candidates and current NDT positions available.

PQNDT’s offices are in Massachusetts, but we serve the entire nation. For additional information contact us at (800) 736-3841 or visit www.pqndt.com
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What is Your Job Worth?

I am pleased to present the results of PQNDT’s 2007 NDT Salary & Benefits Survey. As in previous years, we’ve attempted to provide a basis for comparing compensation levels across the NDT industry.

Who Makes What?

Welcome to the results of PQNDT’s 2007 NDT Salary & Benefits Survey. This review of “who makes what” in the NDT industry has become an eagerly anticipated annual snapshot of the state of the industry.

Our goal is to provide a basis of comparison for NDT professionals to gauge their own position in terms of salary and benefits in relation to others with similar credentials and experience. The results of this year’s survey point out many similarities, but an equal number of striking differences.

Once again, a word of caution. Keep in mind that our survey and the results we obtain are merely a representative sample of the entire industry. Please use them only as a “rough benchmark” when comparing your own compensation level.

Employee vs. Contractor

Employment in the NDT industry is clearly divided between those who are employed (either full time or part time) by a single company or laboratory, and those who are contracted workers. The security and benefits derived from steady employment can be balanced against the freedom and flexibility of contract work. In the end, it may be a case of personal preference that leads you down one path or the other.

Where You Live Makes a Difference

As in previous surveys, we have broken out the results in several ways. Among the most meaningful – and interesting – is the difference in compensation by geographic region. Clearly, the sometimes nomadic nature of the NDT professional is somewhat justified by the need to “follow the money” to states where wages are better.

What You Know Counts, Too

It should come as no surprise that experience and higher levels of certification are rewarded with increased compensation. But the difference between a Level I and Level III is significant, perhaps surprisingly so. The message is clear: keep working to add new skills and certifications in order to advance your career.

Industry Differences Level Out

In past surveys, the industry in which you worked played a big role in how much money you made. This year we are seeing a flattening of that curve, with compensation levels varying only slightly from industry to industry. This may be a result of some industries experiencing an economic rebound, while others – particularly the construction industry – are seeing a major slowdown.
How to Use These Results

Please do not run into your employer’s office tomorrow morning waving a copy of these survey results and demanding a raise. That is not the reason we conduct our annual survey. Instead, use these figures as part of your long term career planning.

Will it be worthwhile to move to another part of the country? Should you go back to school to get another certification? Will a switch from full time work to contract work be a good move?

Remember that your wages are only a part of what makes a job good or bad. You must also consider factors such as a location, family needs, enjoyment of the work you do and opportunity for advancement. It is a combination of all of these considerations – and more – that can help you along your career path in NDT.

Sincerely,

Michael P. Serabian
President
PQNDT, Inc.
KEY INSIGHTS

The NDT industry shows the strongest gain in compensation ever.

The contract labor segment has decreased by 6% since 2006.

Seventy six percent of all NDT Professionals are full-time employees.

Thirty nine percent of all NDT Professionals are paid on a hourly basis.

EMPLOYMENT TYPE

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>76%</td>
</tr>
<tr>
<td>Salaried</td>
<td>37%</td>
</tr>
<tr>
<td>Hourly</td>
<td>39%</td>
</tr>
<tr>
<td>Contractor</td>
<td>24%</td>
</tr>
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</table>

RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>92%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>4%</td>
</tr>
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</table>

Average Age: 43
Average Years of Experience: 16

PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>26%</td>
</tr>
<tr>
<td>Construction</td>
<td>14%</td>
</tr>
<tr>
<td>Defense</td>
<td>5%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>4%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>28%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>2%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>8%</td>
</tr>
<tr>
<td>Utility &amp; Power Services</td>
<td>13%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>3%</td>
</tr>
<tr>
<td>Level II</td>
<td>36%</td>
</tr>
<tr>
<td>Level III</td>
<td>31%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>17%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>12%</td>
</tr>
</tbody>
</table>

JOB POSITION

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>API Inspector</td>
<td>7%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>6%</td>
</tr>
<tr>
<td>Director of Quality</td>
<td>2%</td>
</tr>
<tr>
<td>Level III Specialist</td>
<td>9%</td>
</tr>
<tr>
<td>NDT Manager</td>
<td>10%</td>
</tr>
<tr>
<td>NDT Supervisor</td>
<td>9%</td>
</tr>
<tr>
<td>NDT Technician</td>
<td>30%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>11%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>6%</td>
</tr>
<tr>
<td>Sales</td>
<td>1%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

2007 Survey Respondents by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast (NY, MA, ME, NH, VT, CT, RI)</td>
<td>8%</td>
</tr>
<tr>
<td>Mid-Atlantic (PA, MD, WV, DE, NJ)</td>
<td>8%</td>
</tr>
<tr>
<td>Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)</td>
<td>20%</td>
</tr>
<tr>
<td>Great Lakes (MI, IL, OH, IN, MN, WI)</td>
<td>13%</td>
</tr>
<tr>
<td>North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID)</td>
<td>8%</td>
</tr>
<tr>
<td>South Central (TX, LA, OK, NM, AR, MO)</td>
<td>27%</td>
</tr>
<tr>
<td>Pacific (CA, OR, WA, NV, AZ, AK, HI)</td>
<td>15%</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

Over 50% of all full-time employees work in the aerospace and petrochemical industry.

Benefits for full-time employees has decreased since 2006.

The number of NDT Level II Technicians in the industry has decreased by 10% creating a manpower shortage.

PRIMARY INDUSTRY

Aerospace 31%
Construction 12%
Defense 6%
Laboratory 5%
Petrochemical 24%
Shipbuilding 2%
Steel & Foundry 10%
Utility & Power Services 10%

CERTIFICATION

Level I 3%
Level II 38%
Level III 37%
CWI Inspector 10%
API Inspector 13%

JOB POSITION

API Inspector 6%
CWI Inspector 4%
Director of Quality 3%
Level III Specialist 11%
NDT Manager 12%
NDT Supervisor 10%
NDT Technician 31%
QA/QC Inspector 6%
Quality Manager 8%
Sales 1%
Scientist/Engineer 4%
Other 5%

BENEFITS

401(k) Savings Plan 84%
Dental Insurance 83%
Disability Insurance 70%
Educational Assistance 64%
Life Insurance 81%
Medical Insurance 92%
Paid Vacation 91%

RESPONDENT PROFILE

Male: 92%
Female: 5%
Not Specified: 3%
Salaried: 39%
Hourly: 37%

Average Age: 42
Average Years of Experience: 17.3
Annual Compensation: $80,622
KEY INSIGHTS

It was a profitable year for NDT Contractor. Wages are up 17% since 2006.

The average duration of an assignment for a NDT contractor is 3 weeks longer than in 2006.

The average age of a contractor has decreased with new talent entering the business.

The demand for RT Contractors shows a sharp increase in 2007.

RESPONDENT PROFILE

Male: 95%
Female: 1%
Not Specified: 4%

Average Age: 43
Average Years of Experience: 17.5

Avg. Weeks per Assignment: 19
Avg. Months Worked per Year: 10

Hourly Rate: $38.10
Average # of OT Hours/wk: 21.78

PRIMARY INDUSTRY

Aerospace 8%
Construction 21%
Defense 1%
Laboratory 3%
Petrochemical 44%
Shipbuilding 1%
Steel & Foundry 3%
Utility & Power Services 19%

CERTIFICATION

Level I 4%
Level II 32%
Level III 13%
CWI Inspector 32%
API Inspector 18%

JOB POSITION

API Inspector 13%
CWI Inspector 13%
Director of Quality 0%
Level III Specialist 5%
NDT Manager 3%
NDT Supervisor 4%
NDT Technician 26%
QA/QC Inspector 25%
Quality Manager 0%
Sales 0%
Scientist/Engineer 2%
Other 7%

FINDING ASSIGNMENTS

Internet 34%
Newspaper ads 1%
Magazine ads 1%
Placement agency 7%
Word-of-mouth 38%
Other 19%
Results for Level I

KEY INSIGHTS

The NDT industry continues to attracting new talent.

More females are entering the NDT field now than at any time in the past.

Assignments for a Level I Contractor are four weeks longer than the industry average.

The aerospace industry employs over 20% more Level I Technicians than it did in 2006.

FULL-TIME EMPLOYEES

Average Annual Compensation: $49,887
Average Hourly Rate: $14.72

FULL-TIME BENEFITS

401(k) Savings Plan: 68%
Dental Insurance: 74%
Disability Insurance: 63%
Educational Assistance: 53%
Life Insurance: 53%
Medical Insurance: 95%
Paid Vacation: 68%

CONTRACTORS

Average Hourly Rate: $16.73
Avg. Weeks per Assignment: 22.89
Avg. Months Worked/Year: 9.56
Average Overtime Hours/Week: 23.22

PRIMARY INDUSTRIES REPORTING

Aerospace 36%
Construction 14%
Defense 0%
Laboratory 11%
Petrochemical 25%
Shipbuilding 0%
Steel & Foundry 4%
Utility & Power Services 14%

RESPONDENT PROFILE

Full-Time Employee: 68%
   Salaried: 21%
   Hourly: 46%
Contractor: 32%
   Male: 75%
   Female: 11%
   Unspecified: 14%

Average Age: 32
Average Years of Experience: 6.6
KEY INSIGHTS

There has been a 5% decrease in the number of Level II NDT Technicians in the aerospace industry since 2006.

Full-time Level II employees' wages are up over approximately 20% compared to 2006.

In 2007 there was a 6% decrease in Contract Level II NDT Technicians in the NDT industry.

FULL-TIME EMPLOYEES

Average Annual Compensation: $69,812
Average Hourly Rate: $24

FULL-TIME BENEFITS

401(k) Savings Plan: 81%
Dental Insurance: 83%
Disability Insurance: 62%
Educational Assistance: 59%
Life Insurance: 81%
Medical Insurance: 91%
Paid Vacation: 90%

CONTRACTORS

Average Hourly Rate: $29
Avg. Weeks per Assignment: 22.3
Avg. Months Worked/Year: 9.27
Average Overtime Hours/Week: 21.52

RESPONDENT PROFILE

Full-Time Employee: 79%
Salaried: 19%
Hourly: 59%
Contractor: 21%
Male: 91%
Female: 5%
Unspecified: 4%
Average Age: 38
Average Years of Experience: 13.3

PRIMARY INDUSTRIES REPORTING

Aerospace 32%
Construction 9%
Defense 7%
Laboratory 4%
Petrochemical 24%
Shipbuilding 2%
Steel & Foundry 8%
Utility & Power Services 14%
KEY INSIGHTS

Only 10% of all NDT Professionals are Contractors in the NDT industry.

Certifications make a difference in wages; a Level III earns almost twice as much as a Level I.

Over 65% of all Level III’s are salaried full-time employees.

Benefits remain stable with the Level III community throughout the country.

FULL-TIME EMPLOYEES

Average Annual Compensation: $89,551

FULL-TIME BENEFITS

401(k) Savings Plan: 88%
Dental Insurance: 85%
Disability Insurance: 76%
Educational Assistance: 73%
Life Insurance: 83%
Medical Insurance: 92%
Paid Vacation: 93%

CONTRACTORS

Average Hourly Rate: $49

Avg. Weeks per Assignment: 34.22
Avg. Months Worked/Year: 9.69
Average Overtime Hours/Week: 13.1

PRIMARY INDUSTRY

Aerospace 39%
Construction 8%
Defense 6%
Laboratory 6%
Petrochemical 15%
Shipbuilding 3%
Steel & Foundry 10%
Utility & Power Services 14%

RESPONDENT PROFILE

Full-Time Employee: 90%
   Salaried: 65%
   Hourly: 25%

Contractor: 10%

Male: 91%
Female: 5%
Unspecified: 4%

Average Age: 46
Average Years of Experience: 24.1
KEY INSIGHTS

The construction and petrochemical industries employ almost 60 percent of all CWI Inspectors.

Full-time CWI Inspector’s compensation has increased by approximately 48% since 2004.

The CWI Contractor had the highest increase in wages since 2004.

Full-time CWI Inspectors make up only 56% of all CWI's employed in the industry.

FULL-TIME EMPLOYEES

Average Annual Compensation: $83,259
Average Hourly Rate: $28

FULL-TIME BENEFITS

401(k) Savings Plan: 78%
Dental Insurance: 80%
Disability Insurance: 69%
Educational Assistance: 63%
Life Insurance: 77%
Medical Insurance: 92%
Paid Vacation: 93%

CONTRACTORS

Average Hourly Rate: $38
Avg. Weeks per Assignment: 28.67
Avg. Months Worked/Year: 10.11
Average Overtime Hours/Week: 22.84

RESPONDENT PROFILE

Full-Time Employee: 56%
   Salaried: 22%
   Hourly: 34%
Contractor: 44%
Male: 99%
Female: 1%
Unspecified: 0%
Average Age: 45
Average Years of Experience: 17.2

PRIMARY INDUSTRY

Aerospace 4%
Construction 39%
Defense 1%
Laboratory 3%
Petrochemical 25%
Shipbuilding 1%
Steel & Foundry 12%
Utility & Power Services 15%
KEY INSIGHTS

A full-time API Inspector earns more than all other certified full-time employee surveyed.

The petrochemical and construction industry employs over 90 percent of all API Inspectors in the United States.

The Contract API Inspector receives the highest compensation while on assignment.

FULL-TIME EMPLOYEES

Average Annual Compensation: $96,867
Average Hourly Rate: $33

FULL-TIME BENEFITS

401(k) Savings Plan: 89%
Dental Insurance: 87%
Disability Insurance: 74%
Educational Assistance: 60%
Life Insurance: 83%
Medical Insurance: 97%
Paid Vacation: 93%

CONTRACTORS

Average Hourly Rate: $46
Avg. Weeks per Assignment: 30.98
Avg. Months Worked/Year: 10.43
Average Overtime Hours/Week: 26.35

PRIMARY INDUSTRY

Aerospace 2%
Construction 9%
Defense 1%
Laboratory 1%
Petrochemical 83%
Shipbuilding 1%
Steel & Foundry 3%
Utility & Power Services 1%
KEY INSIGHTS

The aerospace industry continues to trend upward with new contracts from all the major players.

The aerospace industry now has the highest concentration of NDT Level III Professionals.

The aerospace industry offers the best overall benefit package to its employees.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation  $68,925

FULL-TIME EMPLOYEE COMPENSATION

Level I $48,773
Level II $69,176
Level III $88,827
API N/A
CWI N/A

FULL-TIME BENEFITS

401(k) Savings Plan 90%
Dental Insurance 90%
Disability Insurance 76%
Educational Assistance 71%
Life Insurance 85%
Medical Insurance 96%
Paid Vacation 94%

CONTRACTOR COMPENSATION

Average Hourly Rate: $32
Average Weeks per Assignment: 44.18
Average Months Worked/Year: 10.94
Average Overtime Hours/Week: 7.59

RESPONDENT PROFILE

Full-Time Employee: 93%
   Salaried 44%
   Hourly 49%
Contractor: 7%
Male: 89%
Female: 7%
Not Specified: 4%

Average Age: 42
Average Years of Experience: 18

CERTIFICATION

Level I 4%
Level II 45%
Level III 47%
CWI Inspector 0%
API Inspector 0%
KEY INSIGHTS

The construction industry has continued to show strong gains in wages across all levels of certifications.

There was a 10% decline in Contractors since 2006.

As the economy heads into a recession the construction industry will see a decline in new projects.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $78,427

FULL-TIME EMPLOYEE BASE SALARY

<table>
<thead>
<tr>
<th>Level</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Level I</td>
<td>$49,748</td>
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<tr>
<td>Level II</td>
<td>$70,558</td>
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<td>Level III</td>
<td>$90,603</td>
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<tr>
<td>API</td>
<td>$91,010</td>
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<tr>
<td>CWI</td>
<td>$90,218</td>
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FULL-TIME BENEFITS

<table>
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<tr>
<th>Benefit</th>
<th>Coverage</th>
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<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>77%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>76%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>70%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>65%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>75%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>87%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>93%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

Average Hourly Rate: $39

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
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</thead>
<tbody>
<tr>
<td>Average Hours per Assignment</td>
<td>26.99</td>
</tr>
<tr>
<td>Average Months Worked/Year</td>
<td>9.89</td>
</tr>
<tr>
<td>Average Overtime Hours/Week</td>
<td>21.4</td>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>65%</td>
</tr>
<tr>
<td>Salaried</td>
<td>26%</td>
</tr>
<tr>
<td>Hourly</td>
<td>39%</td>
</tr>
<tr>
<td>Contractor</td>
<td>35%</td>
</tr>
<tr>
<td>Male</td>
<td>96%</td>
</tr>
<tr>
<td>Female</td>
<td>2%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>2%</td>
</tr>
<tr>
<td>Average Age</td>
<td>44</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>17.3</td>
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</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>3%</td>
</tr>
<tr>
<td>Level II</td>
<td>23%</td>
</tr>
<tr>
<td>Level III</td>
<td>19%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>48%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>8%</td>
</tr>
</tbody>
</table>
### KEY INSIGHTS

The Iraq war continues to play major a role in defense spending.

Contractor make up only 5% of all NDT professionals working in the defense industry.

The number of NDT Technicians in the defense industry has increased.

### OVERALL FULL-TIME EMPLOYEE

**Average Annual Compensation**  
$69,836

### FULL-TIME EMPLOYEE BASE SALARY

<table>
<thead>
<tr>
<th>Level</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$49,901</td>
</tr>
<tr>
<td>Level II</td>
<td>$69,876</td>
</tr>
<tr>
<td>Level III</td>
<td>$89,733</td>
</tr>
<tr>
<td>API</td>
<td>N/A</td>
</tr>
<tr>
<td>CWI</td>
<td>N/A</td>
</tr>
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</table>

### FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>78%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>68%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>63%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>51%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>76%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>80%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>90%</td>
</tr>
</tbody>
</table>

### CONTRACTOR COMPENSATION

**Average Hourly Rate:**  
$25

**Average Weeks per Assignment:**  
53

**Average Months Worked/Year:**  
7

**Average Overtime Hours/Week:**  
25.5

### RESPONDENT PROFILE

- **Full-Time Employee:** 95%
  - Salaried: 49%
  - Hourly: 47%
- **Contractor:** 5%
- **Male:** 98%
- **Female:** 2%
- **Not Specified:** 0%
- **Average Age:** 44
- **Average Years of Experience:** 20.2

### CERTIFICATION

- **Level I:** 6%
- **Level II:** 55%
- **Level III:** 40%
- **CWI Inspector:** N/A
- **API Inspector:** N/A
OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation  $77,111.00

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$46,571</td>
</tr>
<tr>
<td>Level II</td>
<td>$70,571</td>
</tr>
<tr>
<td>Level III</td>
<td>$85,724</td>
</tr>
<tr>
<td>API</td>
<td>$98,010</td>
</tr>
<tr>
<td>CWI</td>
<td>$84,724</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

- 401(k) Savings Plan: 79%
- Dental Insurance: 76%
- Disability Insurance: 64%
- Educational Assistance: 73%
- Life Insurance: 79%
- Medical Insurance: 94%
- Paid Vacation: 88%

CONTRACTOR COMPENSATION

- Average Hourly Rate: $36
- Average Weeks per Assignment: 16.42
- Average Months Worked/Year: 8.5
- Average Overtime Hours/Week: 13.33

KEY INSIGHTS

The Laboratory industry has hired more full-time employees, reducing the contractor base by almost 50%

Increased market diversification has played a role in steady gains in the laboratory industry.

API Inspectors continue to be the top earners in the Laboratory industry.

RESPONDENT PROFILE

- Full-Time Employee: 85%
  - Salaried: 54%
  - Hourly: 31%
- Contractor: 15%
- Male: 92%
- Female: 3%
- Not Specified: 5%
- Average Age: 44
- Average Years of Experience: 17.8

CERTIFICATION

- Level I: 8%
- Level II: 33%
- Level III: 46%
- CWI Inspector: 10%
- API Inspector: 3%
Results for Petrochemical Industry

KEY INSIGHTS

Compensation in the petrochemical industry continues to show strong gains.

Oil prices have been a contributing factor in the industry overall success.

The petrochemical industry employs some of the youngest NDT professionals overall.

RESPONDENT PROFILE

Full-Time Employee: 63%

Salaried 21%
Hourly 42%

Contractor: 37%

Male: 94%
Female: 3%
Not Specified: 3%

Average Age: 39
Average Years of Experience: 14.9

FULL-TIME EMPLOYEE COMPENSATION

Average Annual Compensation $81,543

Level I $49,554
Level II $72,527
Level III $91,142
API $103,612
CWI $90,881

FULL-TIME BENEFITS

401(k) Savings Plan 82%
Dental Insurance 83%
Disability Insurance 64%
Educational Assistance 57%
Life Insurance 79%
Medical Insurance 93%
Paid Vacation 90%

CONTRACTOR COMPENSATION

Average Hourly Rate: $39
Average Weeks per Assignment: 27.32
Average Months Worked/Year: 10.21
Average Overtime Hours/Week: 24.58
**KEY INSIGHTS**

Increased earnings in the shipbuilding industry continues to stay on pace with overall NDT industry average.

The cyclical nature of the shipbuilding industry makes it difficult to predict employment levels and salaries.

Contractors labor segment has declined by 8% since 2006.

---

**OVERALL FULL-TIME EMPLOYEE**

Average Annual Compensation  $66,499

---

**FULL-TIME EMPLOYEE COMPENSATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$42,777</td>
</tr>
<tr>
<td>Level II</td>
<td>$68,009</td>
</tr>
<tr>
<td>Level III</td>
<td>$88,711</td>
</tr>
<tr>
<td>API</td>
<td>N/A</td>
</tr>
<tr>
<td>CWI</td>
<td>N/A</td>
</tr>
</tbody>
</table>

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**FULL-TIME BENEFITS**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>75%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>63%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>56%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>56%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>75%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>81%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>88%</td>
</tr>
</tbody>
</table>

---

**CONTRACTOR COMPENSATION**

Average Hourly Rate:  $39
Average Weeks per Assignment:  28
Average Months Worked/Year:  9.5
Average Overtime Hours/Week:  16

---

**RESPONDENT PROFILE**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>89%</td>
</tr>
<tr>
<td>Salaried</td>
<td>61%</td>
</tr>
<tr>
<td>Hourly</td>
<td>28%</td>
</tr>
<tr>
<td>Contractor</td>
<td>11%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>94%</td>
</tr>
<tr>
<td>Female</td>
<td>6%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>0%</td>
</tr>
</tbody>
</table>

Average Age: 46
Average Years of Experience: 15.6

---

**CERTIFICATION**

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>3%</td>
</tr>
<tr>
<td>Level II</td>
<td>54%</td>
</tr>
<tr>
<td>Level III</td>
<td>43%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>N/A</td>
</tr>
<tr>
<td>API Inspector</td>
<td>N/A</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

There has been an increase in wages across the board for all Levels.

Benefits in the Steel & Foundry industry have remained stable in the last several years.

Gains in contractors earnings where less than most other industry surveyed.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $67,560

FULL-TIME EMPLOYEE COMPENSATION

Level I $43,160
Level II $68,888
Level III $87,883
API N/A
CWI $70,309

FULL-TIME BENEFITS

401(k) Savings Plan 83%
Dental Insurance 87%
Disability Insurance 72%
Educational Assistance 66%
Life Insurance 87%
Medical Insurance 94%
Paid Vacation 93%

CONTRACTOR COMPENSATION

Average Hourly Rate: $33
Average Weeks per Assignment: 41.86
Average Months Worked/Year: 10.71
Average Overtime Hours/Week: 17

RESPONDENT PROFILE

Full-Time Employee: 91%
Salaried 51%
Hourly 40%
Contractor: 9%
Male: 87%
Female: 5%
Not Specified: 8%
Average Age: 46
Average Years of Experience: 19.3

CERTIFICATION

Level I 5%
Level II 35%
Level III 36%
CWI Inspector 24%
API Inspector N/A
KEY INSIGHTS
Utility workers continue to be the highest paid employees in the United States.

With plans to build new power generating plants there will be a manpower shortage which will drive wages higher.

Demand for more full-time employees continues as the contract labor segment decreases.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $79,277

FULL-TIME EMPLOYEE COMPENSATION

Level I $58,410
Level II $77,156
Level III $98,543
API N/A
CWI $83,000

FULL-TIME BENEFITS

401(k) Savings Plan 85%
Dental Insurance 86%
Disability Insurance 68%
Educational Assistance 65%
Life Insurance 76%
Medical Insurance 92%
Paid Vacation 89%

CONTRACTOR COMPENSATION

Average Hourly Rate: $40
Average Weeks per Assignment: 20.13
Average Months Worked/Year: 8.64
Average Overtime Hours/Week: 23.55

RESPONDENT PROFILE

Full-Time Employee: 62%
  Salaried 34%
  Hourly 28%
Contractor: 38%
Male: 92%
Female: 2%
Not Specified: 6%
Average Age: 43
Average Years of Experience: 18.9

CERTIFICATION

Level I 3%
Level II 42%
Level III 34%
CWI Inspector 21%
API Inspector N/A
Results for Pacific Region

Pacific Region
Alaska, Nevada, Arizona, Oregon, California, Hawaii, Washington

RESPONDENT PROFILE

Full-Time Employee: 86%
- Salaried: 34%
- Hourly: 52%
Contractor: 14%
- Male: 89%
- Female: 6%
- Not Specified: 5%
Average Age: 42
Average Years of Experience: 18

CERTIFICATION

- Level I: 2%
- Level II: 41%
- Level III: 40%
- CWI Inspector: 15%
- API Inspector: 2%

FULL-TIME EMPLOYEE

Average Annual Compensation: $80,777

FULL-TIME EMPLOYEE COMPENSATION

- Level I: $50,001
- Level II: $72,050
- Level III: $88,711
- API: $102,510
- CWI: $90,615

FULL-TIME BENEFITS

- 401(k) Savings Plan: 86%
- Dental Insurance: 91%
- Disability Insurance: 69%
- Educational Assistance: 70%
- Life Insurance: 81%
- Medical Insurance: 96%
- Paid Vacation: 88%

CONTRACTOR COMPENSATION

- Average Hourly Rate: $39
- Avg. Weeks per Assignment: 22.5
- Avg. Months Worked/Year: 9.8
- Average Overtime Hours/Week: 17
Results for South Central Region

Arkansas, New Mexico, Louisiana, Oklahoma, Missouri, Texas

FULL-TIME EMPLOYEE

Average Annual Compensation $75,779

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$42,990</td>
</tr>
<tr>
<td>Level II</td>
<td>$65,443</td>
</tr>
<tr>
<td>Level III</td>
<td>$84,661</td>
</tr>
<tr>
<td>API</td>
<td>$98,775</td>
</tr>
<tr>
<td>CWI</td>
<td>$87,030</td>
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FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
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<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>84%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>82%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>65%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>57%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>81%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>93%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>91%</td>
</tr>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee:</td>
<td>68%</td>
</tr>
<tr>
<td>Salaried</td>
<td>29%</td>
</tr>
<tr>
<td>Hourly</td>
<td>39%</td>
</tr>
<tr>
<td>Contractor:</td>
<td>32%</td>
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<tr>
<td>Male:</td>
<td>92%</td>
</tr>
<tr>
<td>Female:</td>
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<tr>
<td>Not Specified:</td>
<td>5%</td>
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<tr>
<td>Average Age:</td>
<td>39</td>
</tr>
<tr>
<td>Average Years of Experience:</td>
<td>16</td>
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CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>5%</td>
</tr>
<tr>
<td>Level II</td>
<td>30%</td>
</tr>
<tr>
<td>Level III</td>
<td>25%</td>
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<tr>
<td>CWI Inspector</td>
<td>16%</td>
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<tr>
<td>API Inspector</td>
<td>25%</td>
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CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
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<tbody>
<tr>
<td>Average Hourly Rate:</td>
<td>$42</td>
</tr>
<tr>
<td>Avg. Weeks per Assignment:</td>
<td>27.02</td>
</tr>
<tr>
<td>Avg. Months Worked/Year:</td>
<td>10.14</td>
</tr>
<tr>
<td>Average Overtime Hours/Week:</td>
<td>25.91</td>
</tr>
</tbody>
</table>
Results for North Central Region

North Central Region
Colorado, Nebraska, Idaho, Iowa, Utah, Kansas, Montana, Wyoming, South Dakota, North Dakota

FULL-TIME EMPLOYEE

Average Annual Compensation $74,442

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$43,716</td>
</tr>
<tr>
<td>Level II</td>
<td>$65,212</td>
</tr>
<tr>
<td>Level III</td>
<td>$84,352</td>
</tr>
<tr>
<td>API</td>
<td>$97,000</td>
</tr>
<tr>
<td>CWI</td>
<td>$81,833</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

- 401(k) Savings Plan 85%
- Dental Insurance 92%
- Disability Insurance 77%
- Educational Assistance 77%
- Life Insurance 87%
- Medical Insurance 98%
- Paid Vacation 94%

RESPONDENT PROFILE

- Full-Time Employee: 86%
  - Salaried: 39%
  - Hourly: 47%
- Contractor: 14%
- Male: 96%
- Female: 4%
- Not Specified: 0%
- Average Age: 41
- Average Years of Experience: 15

CERTIFICATION

- Level I: 1%
- Level II: 50%
- Level III: 31%
- CWI Inspector: 15%
- API Inspector: 3%

CONTRACTOR COMPENSATION

- Average Hourly Rate: $33
- Avg. Weeks per Assignment: 34.8
- Avg. Months Worked/Year: 8.9
- Average Overtime Hours/Week: 22.4
Results for Great Lakes Region

Great Lakes Region
Illinois, Michigan, Indiana, Minnesota, Ohio, Wisconsin

FULL-TIME EMPLOYEE

Average Annual Compensation $73,190

FULL-TIME EMPLOYEE COMPENSATION

Level I $40,877
Level II $69,221
Level III $83,681
API $89,970
CWI $81,846

FULL-TIME BENEFITS

- 401(k) Savings Plan 87%
- Dental Insurance 84%
- Disability Insurance 77%
- Educational Assistance 64%
- Life Insurance 80%
- Medical Insurance 92%
- Paid Vacation 97%

RESPONDENT PROFILE

- Full-Time Employee: 73%
  - Salaried 35%
  - Hourly 38%
- Contractor: 27%
- Male: 93%
- Female: 3%
- Not Specified: 4%

- Average Age: 42
- Average Years of Experience: 17

CERTIFICATION

- Level I 4%
- Level II 39%
- Level III 25%
- CWI Inspector 20%
- API Inspector 12%

CONTRACTOR COMPENSATION

- Average Hourly Rate: $35
- Avg. Weeks per Assignment: 23.21
- Avg. Months Worked/Year: 9.58
- Average Overtime Hours/Week: 17.24
Results for Southern Region

FULL-TIME EMPLOYEE

Average Annual Compensation $74,048

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$43,212</td>
</tr>
<tr>
<td>Level II</td>
<td>$66,109</td>
</tr>
<tr>
<td>Level III</td>
<td>$85,913</td>
</tr>
<tr>
<td>API</td>
<td>$95,709</td>
</tr>
<tr>
<td>CWI</td>
<td>$79,300</td>
</tr>
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FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>85%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>83%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>71%</td>
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<tr>
<td>Educational Assistance</td>
<td>64%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>82%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>92%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$37</td>
</tr>
<tr>
<td>Avg. Weeks per Assignment</td>
<td>30.66</td>
</tr>
<tr>
<td>Avg. Months Worked/Year</td>
<td>9.61</td>
</tr>
<tr>
<td>Average Overtime Hours/Week</td>
<td>19.05</td>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>76%</td>
</tr>
<tr>
<td>Salaried</td>
<td>40%</td>
</tr>
<tr>
<td>Hourly</td>
<td>36%</td>
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<tr>
<td>Contractor</td>
<td>24%</td>
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<tr>
<td>Male</td>
<td>95%</td>
</tr>
<tr>
<td>Female</td>
<td>3%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>2%</td>
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<tr>
<td>Average Age</td>
<td>44</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>19</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>2%</td>
</tr>
<tr>
<td>Level II</td>
<td>37%</td>
</tr>
<tr>
<td>Level III</td>
<td>34%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>17%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>9%</td>
</tr>
</tbody>
</table>
Results for Mid-Atlantic Region

Delaware, Pennsylvania, Maryland, West Virginia, New Jersey

FULL-TIME EMPLOYEE

Average Annual Compensation $74,364

FULL-TIME EMPLOYEE COMPENSATION

- Level I: $46,760
- Level II: $61,489
- Level III: $79,971
- API: $94,600
- CWI: $89,000

FULL-TIME BENEFITS

- 401(k) Savings Plan: 76%
- Dental Insurance: 76%
- Disability Insurance: 69%
- Educational Assistance: 65%
- Life Insurance: 76%
- Medical Insurance: 89%
- Paid Vacation: 91%

RESPONDENT PROFILE

- Full-Time Employee: 80%
- Salaried: 39%
- Hourly: 41%
- Contractor: 20%
- Male: 93%
- Female: 1%
- Not Specified: 6%
- Average Age: 47
- Average Years of Experience: 19

CERTIFICATION

- Level I: 3%
- Level II: 33%
- Level III: 29%
- CWI Inspector: 22%
- API Inspector: 13%

CONTRACTOR COMPENSATION

- Average Hourly Rate: $31
- Avg. Weeks per Assignment: 28.79
- Avg. Months Worked/Year: 9.57
- Average Overtime Hours/Week: 28.07
# Northeast Region Results

## Full-Time Employee

<table>
<thead>
<tr>
<th>Compensation Level</th>
<th>Average Annual Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$51,810</td>
</tr>
<tr>
<td>Level II</td>
<td>$73,875</td>
</tr>
<tr>
<td>Level III</td>
<td>$91,950</td>
</tr>
<tr>
<td>API</td>
<td>$98,000</td>
</tr>
<tr>
<td>CWI</td>
<td>$89,500</td>
</tr>
</tbody>
</table>

## Full-Time Benefits

- 401(k) Savings Plan: 77%
- Dental Insurance: 68%
- Disability Insurance: 60%
- Educational Assistance: 58%
- Life Insurance: 73%
- Medical Insurance: 88%
- Paid Vacation: 88%

## Respondent Profile

- Full-Time Employee: 78%
  - Salaried: 43%
  - Hourly: 35%
- Contractor: 22%
- Male: 92%
- Female: 5%
- Not Specified: 3%
- Average Age: 44
- Average Years of Experience: 20

## Certification

- Level I: 1%
- Level II: 32%
- Level III: 43%
- CWI Inspector: 21%
- API Inspector: 3%

## Contractor Compensation

- Average Hourly Rate: $41
- Avg. Weeks per Assignment: 30.74
- Avg. Months Worked/Year: 10.06
- Average Overtime Hours/Week: 18.06