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, we have been serving the personnel needs of the NDT industry for more than four decades. 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.

1337 Massachusetts Ave., Box 243, Arlington, MA 02476
Telephone: 800-736-3841
www.pqndt.com
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A Snapshot of the NDT Industry

I am pleased to present the results of PQNDT’s 2008-2009 NDT Salary & Benefits Survey. The results of this survey present a “snapshot” of compensation and benefits across the NDT industry and across the country. Our intention in conducting the survey is to provide a basis of comparison among regions, certifications and various industries that employ NDT professionals.

About the results

We collected responses for this survey from late 2008 into early 2009. Therefore, they reflect the state of the NDT industry at that time, and may not be indicative of present conditions brought on by a steepening in the economy’s decline.

Please keep in mind that the results published here are merely averages, and a representative sample of the industry.

What’s the bad news?

Some trends that stand out from this year’s survey include a decline in the number and length of contract assignments. Much of this can be attributed to cutbacks in maintenance schedules in the power and petrochemical industries.

Other declines occurred in manufacturing, where NDT hiring declined more than any time since the big defense cutbacks in the late 1980s.

But is there good news, too?

Yes! Some areas continued to grow and hire despite the economy. Level III, RSO and NDT manager positions remained strong, as did the demand for Radiographers and UT Phased Array Technicians.

My crystal ball

Although it is difficult to predict the future with any accuracy in the fluctuating economy, I believe we can expect an uptick in hiring during the first quarter of 2010. As the economy begins to rebound there will be a shortage of qualified NDT personnel due to some people leaving the industry in 2009.

More contractors will return to work as long delayed maintenance on power stations, refineries and chemical plants is finally scheduled.

And, most hopefully, the nuclear industry is set to make a strong comeback, with new plants in the pipeline that will push the demand for NDT personnel to historically high levels.

So hang in there! Better days are coming.

Sincerely,

Michael P. Serabian
President
PQNDT, Inc.
KEY INSIGHTS

The NDT industry shows an 83% increase in compensation over last 10 years.

The contract labor segment has decreased by 9% since 2007.

Eighty Five percent of all NDT Professionals are full-time employees.

The number of NDT Level I Professionals continues to increase.

EMPLOYMENT TYPE

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<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
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<tr>
<td>Salaried</td>
<td>39%</td>
</tr>
<tr>
<td>Hourly</td>
<td>46%</td>
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<tr>
<td>Contractor</td>
<td>15%</td>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
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<tr>
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<tr>
<td>Female</td>
<td>4%</td>
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<tr>
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Average Age 43
Average Years of Experience 17

PRIMARY INDUSTRY

<table>
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<tr>
<th>Industry</th>
<th>Percentage</th>
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<tr>
<td>Construction</td>
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<tr>
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<tr>
<td>Laboratory</td>
<td>4%</td>
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<tr>
<td>Petrochemical</td>
<td>28%</td>
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<tr>
<td>Shipbuilding</td>
<td>2%</td>
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<tr>
<td>Steel &amp; Foundry</td>
<td>9%</td>
</tr>
<tr>
<td>Utility &amp; Power Services</td>
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CERTIFICATION

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
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<td>Level II</td>
<td>36%</td>
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<tr>
<td>Level III</td>
<td>32%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>13%</td>
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<tr>
<td>CWI Inspector</td>
<td>14%</td>
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JOB POSITION

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<th>Percentage</th>
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<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>10%</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>29%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>10%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>6%</td>
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<tr>
<td>Sales</td>
<td>1%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

2008-2009 Survey Respondents by Region

Northeast (NY, MA, ME, NH, VT, CT, RI) 6%
Mid-Atlantic (PA, MD, WV, DE, NJ) 8%
Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA) 20%
Great Lakes (MI, IL, OH, IN, MN, WI) 13%
North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID) 10%
South Central (TX, LA, OK, NM, AR, MO) 27%
Pacific (CA, OR, WA, NV, AZ, AK, HI) 16%
Results for Full-Time Employees

**KEY INSIGHTS**

The aerospace and petro-chemical industry employ more NDT Professionals than all other industries combined.

There was a 5% increase in the number of full-time NDT Technicians.

Benefits increased for full-time employees in 2008-2009.

**PRIMARY INDUSTRY**

- Aerospace: 29%
- Construction: 14%
- Defense: 5%
- Laboratory: 5%
- Petrochemical: 24%
- Shipbuilding: 2%
- Steel & Foundry: 10%
- Utility & Power Services: 11%

**CERTIFICATION**

- Level I: 3%
- Level II: 35%
- Level III: 39%
- API Inspector: 10%
- CWI Inspector: 13%

**JOB POSITION**

- API Inspector: 7%
- CWI Inspector: 5%
- Director of Quality: 1%
- Level III Specialist: 13%
- NDT Manager: 9%
- NDT Supervisor: 11%
- NDT Technician: 26%
- Other: 5%
- QA/QC Inspector: 8%
- Quality Manager: 8%
- Sales: 1%
- Scientist/Engineer: 6%

**RESPONDENT PROFILE**

- Male: 94%
- Female: 5%
- Not Specified: 1%

- Salaried: 39%
- Hourly: 46%

- Average Age: 43.5
- Average Years of Experience: 16.8

- Annual Compensation: $90,525

**BENEFITS**

- 401(k) Savings Plan: 86%
- Dental Insurance: 86%
- Disability Insurance: 74%
- Educational Assistance: 68%
- Life Insurance: 82%
- Medical Insurance: 92%
- Paid Vacation: 92%
Results for Contractors

KEY INSIGHTS

Contractors only made up 15% of the total NDT industry.

Wages are up 9% making it another profitable year for the NDT Contractor.

There were less contract assignments available because of a turn-down of the economy.

The average duration of an assignment for a NDT contract was 5 weeks less than the previous year.

PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Aerospace</td>
<td>4%</td>
</tr>
<tr>
<td>Construction</td>
<td>21%</td>
</tr>
<tr>
<td>Defense</td>
<td>2%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>3%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>44%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>1%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>2%</td>
</tr>
<tr>
<td>Utility &amp; PowerServices</td>
<td>23%</td>
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</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Level I</td>
<td>5%</td>
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<tr>
<td>Level II</td>
<td>32%</td>
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<tr>
<td>Level III</td>
<td>14%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>20%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>29%</td>
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</table>

JOB POSITION

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>API Inspector</td>
<td>17%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>16%</td>
</tr>
<tr>
<td>Director of Quality</td>
<td>0%</td>
</tr>
<tr>
<td>Level III Specialist</td>
<td>3%</td>
</tr>
<tr>
<td>NDT Manager</td>
<td>2%</td>
</tr>
<tr>
<td>NDT Supervisor</td>
<td>7%</td>
</tr>
<tr>
<td>NDT Technician</td>
<td>24%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>23%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>0%</td>
</tr>
<tr>
<td>Sales</td>
<td>0%</td>
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<tr>
<td>Scientist/Engineer</td>
<td>2%</td>
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FINDING ASSIGNMENTS

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<th>Method</th>
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<td>Newspaper ads</td>
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<tr>
<td>Magazine ads</td>
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</tr>
<tr>
<td>Placement agency</td>
<td>5%</td>
</tr>
<tr>
<td>Word-of-mouth</td>
<td>35%</td>
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<tr>
<td>Other</td>
<td>28%</td>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
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<th>Percentage</th>
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<tr>
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<tr>
<td>Female</td>
<td>5%</td>
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<tr>
<td>Not Specified</td>
<td>3%</td>
</tr>
<tr>
<td>Average Age</td>
<td>44</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>16.5</td>
</tr>
<tr>
<td>Avg. Weeks per Assignment</td>
<td>23</td>
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<tr>
<td>Avg. Months Worked per Year</td>
<td>9</td>
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<tr>
<td>Hourly Rate</td>
<td>$41.40</td>
</tr>
<tr>
<td>Avg. Overtime Hour per week</td>
<td>22.3</td>
</tr>
</tbody>
</table>
Results for Level I

KEY INSIGHTS

Level I NDT professionals saw a strong gain in compensation as the industry continues to attract new talent.

The petrochemical and defense industries showed the biggest increase in hiring Level I NDT Technicians.

The number of Level I Contractors employed in the industry decrease by over 50%.

FULL TIME EMPLOYEES

Average Annual Compensation $55,545
Average Hourly Rate $16.95

FULL TIME BENEFITS

401(k) Savings Plan 79%
Dental Insurance 84%
Disability Insurance 68%
Educational Assistance 58%
Life Insurance 84%
Medical Insurance 89%
Paid Vacation 95%

CONTRACTORS

Average Hourly Rate $19.71
Average Weeks Per Assignment 24.33
Average Months Worked Per Year 9.67
Average Overtime Hours Per Week 15

PRIMARY INDUSTRIES REPORTING

Aerospace 32%
Construction 9%
Defense 5%
Laboratory 5%
Petrochemical 23%
Steel & Foundry 9%
Utility & PowerServices 18%

RESPONDENT PROFILE

Full-Time Employee: 86%
Salaried: 27%
Hourly: 59%

Contractor: 14%

Male: 86%
Female: 14%

Average Age: 35
Average Years of Experience: 4.8
KEY INSIGHTS

Full-time Level II NDT Technicians have received a 27% increase in compensation since 2006.

The was a 8% increase in the number of full-time Level II NDT Technicians.

The aerospace industry continues to show a decline in the number of Level II NDT Technicians.

There was a 7% decrease in Level II NDT Contractor in 2008-2009.

FULL TIME EMPLOYEES

Average Annual Compensation $74,152
Average Hourly Rate $25.57

FULL TIME BENEFITS

401(k) Savings Plan 84%
Dental Insurance 88%
Disability Insurance 73%
Educational Assistance 63%
Life Insurance 81%
Medical Insurance 91%
Paid Vacation 90%

CONTRACTORS

Average Hourly Rate $31.10
Average Weeks Per Assignment 23
Average Months Worked Per Year 9
Average Overtime Hours Per Week 25.28

PRIMARY INDUSTRIES REPORTING

Aerospace 24%
Construction 13%
Defense 6%
Laboratory 2%
Petrochemical 22%
Shipbuilding 2%
Steel & Foundry 12%
Utility & PowerServices 18%

RESPONDENT PROFILE

Full-Time Employee: 87%
   Salaried: 20%
   Hourly: 67%

Contractor: 13%

Male: 94%
Female: 6%

Average Age: 39
Average Years of Experience: 13.1
KEY INSIGHTS

Approximately 70% of all Level III’s are salaried full-time employees.

Only 5% of all Level III’s are contract employees.

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

Benefits continue to remain stable for Level III’s throughout the United States.

FULL TIME EMPLOYEES

Average Annual Compensation $93,151

FULL TIME BENEFITS

401(k) Savings Plan 89%
Dental Insurance 88%
Disability Insurance 77%
Educational Assistance 77%
Life Insurance 86%
Medical Insurance 95%
Paid Vacation 95%

CONTRACTORS

Average Hourly Rate $50.14
Average Weeks Per Assignment 37.91
Average Months Worked Per Year 10.18
Average Overtime Hours Per Week 11.73

PRIMARY INDUSTRIES REPORTING

Aerospace 43%
Construction 6%
Defense 5%
Laboratory 7%
Petrochemical 11%
Shipbuilding 2%
Steel & Foundry 11%
Utility & Power Services 14%
KEY INSIGHTS

The number of Full-time CWI Inspectors increased by 15% since 2007.

The construction industry employs almost half of all CWI Inspectors in the United States.

More females have become CWI Inspectors now than any time in the past.

Contract CWI Inspectors have seen steady gains in compensation.

FULL TIME EMPLOYEES

Average Annual Compensation $87,259

Average Hourly Rate $31

FULL TIME BENEFITS

401(k) Savings Plan 82%
Dental Insurance 72%
Disability Insurance 69%
Educational Assistance 57%
Life Insurance 75%
Medical Insurance 78%
Paid Vacation 89%

CONTRACTORS

Average Hourly Rate $40.25

Average Weeks Per Assignment 22.45
Average Months Worked Per Year 10.1
Average Overtime Hours Per Week 25.76

PRIMARY INDUSTRIES REPORTING

Aerospace 5%
Construction 49%
Defense 1%
Laboratory 1%
Petrochemical 26%
Shipbuilding 2%
Steel & Foundry 5%
Utility & Power Services 12%

RESPONDENT PROFILE

Full-Time Employee: 71%
   Salaried: 27%
   Hourly: 45%
Contractor: 29%
Male: 96%
Female: 3%
Not Specified: 1%
Average Age: 44
Average Years of Experience: 16.6
KEY INSIGHTS

A full-time API Inspector continues to earn more than all other certified full-time employees surveyed.

With an overall decrease Contractors in the NDT industry, the number of Contract API Inspectors remained stable.

The petro-chemical industry employs almost 90% of all API Inspectors in the United States.

FULL TIME EMPLOYEES

Average Annual Compensation $101,867

Average Hourly Rate $34.25

FULL TIME BENEFITS

401(k) Savings Plan 96%
Dental Insurance 93%
Disability Insurance 78%
Educational Assistance 67%
Life Insurance 84%
Medical Insurance 98%
Paid Vacation 96%

CONTRACTORS

Average Hourly Rate $49.75

Average Weeks Per Assignment 30.34
Average Months Worked Per Year 10.28
Average Overtime Hours Per Week 25.76

PRIMARY INDUSTRIES REPORTING

Aerospace 2%
Construction 6%
Laboratory 1%
Petrochemical 89%
Shipbuilding 1%

RESPONDENT PROFILE

Full-Time Employee: 25%
Salaried: 25%
Hourly: 40%
Contractor: 40%
Male: 96%
Female: 1%
Not Specified: 3%

Average Age: 42
Average Years of Experience: 15.6
Results for Aerospace Industry

KEY INSIGHTS

The aerospace industry continues to offer the most competitive benefit package to its employees.

Full-time employees make up 98% of all NDT Professionals in the United States.

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

OVERALL FULL TIME EMPLOYEE

Average Annual Compensation $75,506

FULL TIME EMPLOYEE COMPENSATION

Level I $54,869
Level II $77,806
Level III $93,250
CWI Inspector N/A
API Inspector N/A

FULL TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 94%
Disability Insurance 80%
Educational Assistance 79%
Life Insurance 87%
Medical Insurance 96%
Paid Vacation 96%

RESPONDENT PROFILE

Full-Time Employee: 98%
  Salaried: 44%
  Hourly: 54%
Contractor: 2%
Male: 90%
Female: 8%
Not Specified: 2%
Average Age: 45
Average Years of Experience: 18.8

CERTIFICATION

Level I 4%
Level II 47%
Level III 49%
API Inspector 0%
CWI Inspector 0%

CONTRACTOR COMPENSATION

Average Hourly Rate $35.20
Average Weeks Per Assignment 42
Average Months Worked Per Year 10
Average Overtime Hours Per Week 9
KEY INSIGHTS

Benefits packages offered in the construction industry are less than all other industries surveyed.

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

The construction industry employs almost half of all CWI Inspectors in the United States.

OVERALL FULL TIME EMPLOYEE

Average Annual Compensation $87,545

FULL TIME EMPLOYEE BASE SALARY

<table>
<thead>
<tr>
<th>Level</th>
<th>Base Salary</th>
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<tr>
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<td>$79,024</td>
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<tr>
<td>Level III</td>
<td>$98,431</td>
</tr>
<tr>
<td>API</td>
<td>$101,784</td>
</tr>
<tr>
<td>CWI</td>
<td>$96,241</td>
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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>76%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>72%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>63%</td>
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<tr>
<td>Educational Assistance</td>
<td>59%</td>
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<td>Life Insurance</td>
<td>72%</td>
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<td>Medical Insurance</td>
<td>82%</td>
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<tr>
<td>Paid Vacation</td>
<td>84%</td>
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CONTRACTOR COMPENSATION

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<th>Compensation</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$42.90</td>
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<td>Average Weeks Per Assignment</td>
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<tr>
<td>Average Months Worked Per Year</td>
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<tr>
<td>Average Overtime hours per week</td>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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<tr>
<td>Full-Time Employee</td>
<td>78%</td>
</tr>
<tr>
<td>Salaried</td>
<td>31%</td>
</tr>
<tr>
<td>Hourly</td>
<td>47%</td>
</tr>
<tr>
<td>Contractor</td>
<td>22%</td>
</tr>
<tr>
<td>Male</td>
<td>96%</td>
</tr>
<tr>
<td>Female</td>
<td>3%</td>
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<tr>
<td>Average Age</td>
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<td>Average Years of Experience</td>
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CERTIFICATION

<table>
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<tbody>
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</tr>
<tr>
<td>Level III</td>
<td>18%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>5%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>46%</td>
</tr>
</tbody>
</table>
KEY INSIGHTS
The downturn in military spending has adversely affected the defense industry.

The number of Contractors in the defense industry has increased.

The war in the Mideast will continue to play a role in defense spending.

OVERALL FULL TIME EMPLOYEE

| Average Annual Compensation | $76,858 |

FULL TIME EMPLOYEE BASE SALARY

| Level I  | $55,889 |
| Level II | $78,261 |
| Level III| $96,426 |
| API      | N/A     |
| CWI      | N/A     |

FULL TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>72%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>76%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>68%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>68%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>88%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>84%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>92%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

| Average Hourly Rate  | $27.21 |
| Average Weeks Per Assignment | 27 |
| Average Months Worked Per Year | 7 |
| Average Overtime Hours Per Week | 21 |

RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>93%</td>
</tr>
<tr>
<td>Salaried:</td>
<td>56%</td>
</tr>
<tr>
<td>Hourly:</td>
<td>37%</td>
</tr>
<tr>
<td>Contractor:</td>
<td>7%</td>
</tr>
<tr>
<td>Male</td>
<td>93%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>3%</td>
</tr>
<tr>
<td>Average Age</td>
<td>44</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>19.1</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>5%</td>
</tr>
<tr>
<td>Level 2</td>
<td>54%</td>
</tr>
<tr>
<td>Level 3</td>
<td>41%</td>
</tr>
<tr>
<td>CWI Inspector:</td>
<td>0%</td>
</tr>
<tr>
<td>API Inspector:</td>
<td>0%</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

Contractors employed in the Laboratory industry continue to decrease as more full-time employees are hired.

API Inspectors continue to top the list of income earners in the Laboratory industry.

Laboratories will expand NDT staff as the nuclear power industry grows.

OVERALL FULL TIME EMPLOYEE

Average Annual Compensation $85,593

FULL TIME EMPLOYEE COMPENSATION

Level I $52,160
Level II $79,039
Level III $96,800
API $108,760
CWI $94,890

FULL TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 92%
Disability Insurance 76%
Educational Assistance 68%
Life Insurance 80%
Medical Insurance 92%
Paid Vacation 88%

CONTRACTOR COMPENSATION

Average Hourly Rate $39.60
Average Weeks Per Assignment 16.19
Average Months Worked Per Year 8.85
Average Overtime Hours Per Week 16.38

RESPONDENT PROFILE

Full-Time Employee: 89%
Salaried: 56%
Hourly: 34%
Contractor: 11%
Male: 93%
Female: 4%
Not Specified: 3%
Average Age: 45
Average Years of Experience: 19.3

CERTIFICATION

Level I: 9%
Level II: 33%
Level III: 45%
API Inspector: 6%
CWI Inspector: 7%
Results for Petrochemical Industry

KEY INSIGHTS
The petro-chemical industry employs twice as many API Inspectors as they do Level III’s.

Almost 50% of all NDT Professionals employed are compensated hourly.

Maintenance contracts have been put on hold, decreasing the need for Contract NDT Professionals.

OVERALL FULL TIME EMPLOYEE
Average Annual Compensation $90,512

FULL TIME EMPLOYEE COMPENSATION
Level I $55,500
Level II $82,230
Level III $97,240
CWI Inspector $98,520
API Inspector $115,360

FULL TIME EMPLOYEE BENEFITS
401(k) Savings Plan 87%
Dental Insurance 87%
Disability Insurance 72%
Educational Assistance 60%
Life Insurance 79%
Medical Insurance 93%
Paid Vacation 90%

CONTRACTOR COMPENSATION
Average Hourly Rate $42.21

RESPONDENT PROFILE
Full-Time Employee: 74%
Salaried: 27%
Hourly: 47%
Contractor: 26%
Male: 96%
Female: 3%
Not Specified: 1%
Average Age: 39
Average Years of Experience: 14.9

CERTIFICATION
Level I: 3%
Level II: 33%
Level III: 15%
API Inspector: 37%
CWI Inspector: 12%
KEY INSIGHTS

The shipbuilding industry continues to show steady gains in compensation overall.

The Contractor labor segment has declined by 9% since 2006.

There has been a strong increase in Level I NDT Professional hired since 2007.

OVERALL FULL TIME EMPLOYEE

Average Annual Compensation $73,813

FULL TIME EMPLOYEE COMPENSATION

Level I $47,910
Level II $74,806
Level III $97,469
API N/A
CWI N/A

FULL TIME BENEFITS

401(k) Savings Plan 85%
Dental Insurance 69%
Disability Insurance 69%
Educational Assistance 69%
Life Insurance 92%
Medical Insurance 77%
Paid Vacation 100%

CONTRACTOR COMPENSATION

Average Hourly Rate $42.21
Average Weeks Per Assignment 23.19
Average Months Worked Per Year 9.85
Average Overtime Hours Per Week 18

RESPONDENT PROFILE

Full-Time Employee: 92%
Salaried: 64%
Hourly: 38%
Contractor: 8%
Male: 98%
Female: 2%
Average Age: 47
Average Years of Experience: 14.3

CERTIFICATION

Level I: 8%
Level II: 45%
Level III: 46%
API Inspector: 0%
CWI Inspector: 0%
KEY INSIGHTS
Gains in Contractor compensation where on par with other industries surveyed.

Benefit packages offered by the Steel and Foundry Industry are more competitive than most industries surveyed.

Increased earnings in the steel and foundry industry continue to stay on pace with the overall industry average.

OVERALL FULL TIME EMPLOYEE

Average Annual Compensation $74,991

FULL TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$48,586</td>
</tr>
<tr>
<td>Level II</td>
<td>$77,154</td>
</tr>
<tr>
<td>Level III</td>
<td>$93,761</td>
</tr>
<tr>
<td>API</td>
<td>N/A</td>
</tr>
<tr>
<td>CWI</td>
<td>$76,980</td>
</tr>
</tbody>
</table>

FULL TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>91%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>90%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>76%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>67%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>98%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>95%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

Average Hourly Rate $37.12

| Average Weeks Per Assignment   | 38         |
| Average Months Worked Per Year | 9          |
| Average Overtime Hours Per Week| 16         |

RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Profile</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>94%</td>
</tr>
<tr>
<td>Salaried</td>
<td>54%</td>
</tr>
<tr>
<td>Hourly</td>
<td>40%</td>
</tr>
<tr>
<td>Contractor</td>
<td>7%</td>
</tr>
<tr>
<td>Male</td>
<td>92%</td>
</tr>
<tr>
<td>Female</td>
<td>8%</td>
</tr>
<tr>
<td>Average Age</td>
<td>42</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>18.6</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>3%</td>
</tr>
<tr>
<td>Level II</td>
<td>45%</td>
</tr>
<tr>
<td>Level III</td>
<td>43%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>N/A</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>9%</td>
</tr>
</tbody>
</table>
Results for Utility & Power Services

KEY INSIGHTS
With the approval to build more power plants there will be a manpower shortage driving wages higher in the coming years.

Utility workers continue to be the highest paid NDT Professionals in the United States.

The utility and power industry pays Level III’s more than any other industry surveyed.

OVERALL FULL TIME EMPLOYEE
Average Annual Compensation $87,997

FULL TIME EMPLOYEE COMPENSATION
Level I $64,251
Level II $85,871
Level III $104,437
API N/A
CWI $91,320

FULL TIME BENEFITS
401(k) Savings Plan 92%
Dental Insurance 84%
Disability Insurance 78%
Educational Assistance 67%
Life Insurance 86%
Medical Insurance 91%
Paid Vacation 95%

CONTRACTOR COMPENSATION
Average Hourly Rate $43.60
Average Weeks Per Assignment 14.76
Average Months Worked Per Year 8.24
Average Overtime Hours Per Week 25.56

RESPONDENT PROFILE
Full-time Employee: 72%
Salaried: 33%
Hourly: 39%
Contractor: 28%
Male: 97%
Female: 3%
Average Age: 43
Average Years of Experience: 18.3

CERTIFICATION
Level I: 4%
Level II: 46%
Level III: 36%
API Inspector: N/A
CWI Inspector: 13%
FULL TIME EMPLOYEE

Average Annual Compensation $92,271

FULL TIME EMPLOYEE COMPENSATION

Level I $57,443
Level II $81,416
Level III $101,981
API Inspector $116,451
CWI Inspector $103,095

FULL TIME BENEFITS

401(k) Savings Plan 85%
Dental Insurance 92%
Disability Insurance 74%
Educational Assistance 67%
Life Insurance 82%
Medical Insurance 96%
Paid Vacation 92%

CONTRACTOR COMPENSATION

Average Hourly Rate $44.39
Average Weeks Per Assignment 18.75
Average Months Worked Per Year 9.75
Average Overtime Hours Per Week 19.5

PACIFIC REGION

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

RESPONDENT PROFILE

Full-time Employee: 96%
  Salaried: 39%
  Hourly: 57%
Contractor: 4%
Male: 96%
Female: 4%
Average Age: 44
Average Years of Experience: 21

CERTIFICATION

Level I: 5%
Level II: 37%
Level III: 37%
API Inspector: 10%
CWI Inspector: 12%
Results for South Central Region

FULL TIME EMPLOYEE

Average Annual Compensation $83,356

FULL TIME EMPLOYEE COMPENSATION

Level I $52,156
Level II $73,459
Level III $93,222
API Inspector $103,147
CWI Inspector $92,251

FULL TIME BENEFITS

401(k) Savings Plan 86%
Dental Insurance 87%
Disability Insurance 68%
Educational Assistance 60%
Life Insurance 81%
Medical Insurance 90%
Paid Vacation 93%

CONTRACTOR COMPENSATION

Average Hourly Rate $40.10
Average Weeks Per Assignment 22
Average Months Worked Per Year 9.56
Average Overtime Hours Per Week 24.04

SOUTH CENTRAL REGION
Arkansas, New Mexico, Louisiana, Oklahoma, Missouri, Texas

RESPONDENT PROFILE

Full-time Employee: 74%
  Salaried: 32%
  Hourly: 42%
Contractor: 26%
Male: 98%
Female: 2%
Average Age: 40
Average Years of Experience: 17

CERTIFICATION

Level I: 4%
Level II: 33%
Level III: 22%
API Inspector: 26%
CWI Inspector: 15%
Results for North Central Region

FULL TIME EMPLOYEE

Average Annual Compensation $81,956

FULL TIME EMPLOYEE COMPENSATION

Level I $51,856
Level II $73,459
Level III $93,222
API Inspector $101,147
CWI Inspector $87,251

FULL TIME BENEFITS

401(k) Savings Plan 86%
Dental Insurance 88%
Disability Insurance 78%
Educational Assistance 80%
Life Insurance 86%
Medical Insurance 96%
Paid Vacation 93%

RESPONDENT PROFILE

Full-time Employee: 92%
Salaried: 51%
Hourly: 41%
Contractor: 8%

Male: 92%
Female: 8%

Average Age: 42
Average Years of Experience: 16

CERTIFICATION

Level I: 4%
Level II: 37%
Level III: 37%
API Inspector: 11%
CWI Inspector: 11%
Results for Great Lakes Region

**FULL TIME EMPLOYEE**

Average Annual Compensation $79,655

**FULL TIME EMPLOYEE COMPENSATION**

- Level I $47,991
- Level II $72,657
- Level III $92,931
- API Inspector $95,438
- CWI Inspector $89,251

**FULL TIME BENEFITS**

- 401(k) Savings Plan 89%
- Dental Insurance 78%
- Disability Insurance 81%
- Educational Assistance 68%
- Life Insurance 82%
- Medical Insurance 89%
- Paid Vacation 93%

**CONTRACTOR COMPENSATION**

- Average Hourly Rate $37
- Average Weeks Per Assignment 24
- Average Months Worked Per Year 10
- Average Overtime Hours Per Week 20

**RESPONDENT PROFILE**

- Full-time Employee: 86%
  - Salaried: 37%
  - Hourly: 49%
  - Contractor: 14%
- Male: 91%
- Female: 5%
- Not Specified: 4%
- Average Age: 43
- Average Years of Experience: 16

**CERTIFICATION**

- Level I: 1%
- Level II: 34%
- Level III: 37%
- API Inspector: 7%
- CWI Inspector: 21%

GREAT LAKES REGION
Illinois, Michigan, Indiana, Minnesota, Ohio, Wisconsin
### Results for Southern Region

- **Full Time Employee**
  - Average Annual Compensation: $81,189

- **Full Time Employee Compensation**
  - Level I: $52,122
  - Level II: $73,320
  - Level III: $92,922
  - API Inspector: $100,133
  - CWI Inspector: $86,951

- **Full Time Benefits**
  - 401(k) Savings Plan: 88%
  - Dental Insurance: 87%
  - Disability Insurance: 74%
  - Educational Assistance: 67%
  - Life Insurance: 81%
  - Medical Insurance: 88%
  - Paid Vacation: 90%

- **Contractor Compensation**
  - Average Hourly Rate: $38
  - Average Weeks Per Assignment: 24.75
  - Average Months Worked Per Year: 9.45
  - Average Overtime Hours Per Week: 20.6

### Respondent Profile
- Full-time Employee: 84%
- Salaried: 39%
- Hourly: 45%
- Contractor: 16%
- Male: 95%
- Female: 4%
- Not Specified: 1%
- Average Age: 43
- Average Years of Experience: 18

### Certification
- Level I: 2%
- Level II: 38%
- Level III: 38%
- API Inspector: 4%
- CWI Inspector: 19%

**SOUTHERN REGION**
Alabama, North Carolina, Florida, South Carolina, Georgia, Tennessee, Kentucky, Virginia, Mississippi

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CLICK TO RETURN TO TABLE OF CONTENTS
Results for Mid-Atlantic Region

FULL TIME EMPLOYEE

Average Annual Compensation $81,640

FULL TIME EMPLOYEE COMPENSATION

Level I $51,922
Level II $75,785
Level III $92,775
API Inspector $100,901
CWI Inspector $86,641

FULL TIME BENEFITS

401(k) Savings Plan 82%
Dental Insurance 82%
Disability Insurance 80%
Educational Assistance 69%
Life Insurance 89%
Medical Insurance 93%
Paid Vacation 96%

CONTRACTOR COMPENSATION

Average Hourly Rate $36
Average Weeks Per Assignment 14.4
Average Months Worked Per Year 9.2
Average Overtime Hours Per Week 19

MID-ATLANTIC REGION

Delaware, Pennsylvania, Maryland, West Virginia, New Jersey, DC

RESPONDENT PROFILE

90% Full-time Employee
48% Salaried
42% Hourly
10% Contractor
94% Male
6% Female
Average Age: 43
Average Years of Experience: 19

CERTIFICATION

4% Level I
12% Level II
44% Level III
10% API Inspector
12% CWI Inspector

CLICK TO RETURN TO TABLE OF CONTENTS
Results for Northeast Region

FULL TIME EMPLOYEE

Average Annual Compensation $93,271

FULL TIME EMPLOYEE COMPENSATION

Level I $58,113
Level II $83,666
Level III $103,410
API Inspector $117,121
CWI Inspector $103,095

FULL TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 82%
Disability Insurance 67%
Educational Assistance 76%
Life Insurance 79%
Medical Insurance 88%
Paid Vacation 94%

CONTRACTOR COMPENSATION

Average Hourly Rate $45.21
Average Weeks Per Assignment 20
Average Months Worked Per Year 8.67
Average Overtime Hours Per Week 23.78

RESPONDENT PROFILE

Full-time Employee: 79%
Salaried: 38%
Hourly: 40%

Contractor: 21%

Male: 93%
Female: 7%

Average Age: 47
Average Years of Experience: 19

CERTIFICATION

Level I: 2%
Level II: 26%
Level III: 50%
API Inspector: 2%
CWI Inspector: 19%

NORTHEAST REGION
Connecticut, New York, Maine, Rhode Island, Massachusetts, Vermont, New Hampshire