Salary Survey 2011

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, 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.
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<td>North Central</td>
<td>20</td>
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<tr>
<td>Great Lakes</td>
<td>21</td>
</tr>
<tr>
<td>Southern</td>
<td>22</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>23</td>
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<tr>
<td>Northeast</td>
<td>24</td>
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</tbody>
</table>
An Industry on the Move

I am pleased to deliver the results of PQNDT’s 2011 NDT Salary & Benefits Survey. The information presented is based on a nationwide survey conducted during the fourth quarter of 2011. Our intention, as it has been since we started the survey more than a decade ago, is to provide an overview of the NDT and quality inspection industry in terms of employment and compensation. These key indicators are a good way to measure the health of the industry.

The results paint a broad picture of the NDT and quality inspection industry. As they say in Detroit, “your mileage may vary.” However, we have found that NDT professionals at all levels appreciate this glimpse into the profile of the industry.

Economy Still Driving the Industry

While there are positive signs that the nation’s economic recovery has also become a rebound for the NDT and quality inspection industries, the professionals responding to our survey are still cautious. Nearly two-thirds believe the country is still in a recession or that the economy is actually getting worse.

Yet there is some confidence emerging. Most contractors (89%) are confident or very confident about finding their next assignment, and 60% think the job market is the same or better than last year.

Among full-time employees, 81% feel secure or very secure about keeping their jobs. Only 5% of full-time NDT workers report that they are currently unemployed, which is well below the national unemployment average (8.3% as of the date of this report).

Forecast for 2012

Hiring activity during the first quarter of 2012 was up significantly over the previous quarter and in comparison with the first quarter of 2011. This bodes well for the NDT and quality inspection industry overall.

More job openings are appearing in all areas of the country, and more than half of them are for full-time positions. This may indicate that hiring managers and the companies they represent are confident that the increase in work activity is not a temporary blip, but will be a long-term recovery.

What this means for NDT and quality professionals is more opportunities, and more choices in the type and location of jobs they accept. The months ahead should see a continued easing of the tight job market, as employers seek to fill positions with experienced and proven workers.

Sincerely,

Michael P. Serabian
President
PQNDT, Inc.
Overall NDT Industry Results

KEY INSIGHTS

Compensation in the NDT and inspection industry is on the rise from last year with 3% increase in earnings in 2011.

Unemployment for NDT and inspection professionals in 2011 is approximately 5%, over 3% less than the current national average.

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

For the second straight year the NDT industry had a decrease in the number of full-time employees.

The contract labor segment has increased by 35% in comparison to 2010, the largest amount since 2006.

EMPLOYMENT TYPE

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>81%</td>
</tr>
<tr>
<td>Salaried</td>
<td>40%</td>
</tr>
<tr>
<td>Hourly</td>
<td>41%</td>
</tr>
<tr>
<td>Contractor</td>
<td>19%</td>
</tr>
</tbody>
</table>

RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>95%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>1%</td>
</tr>
</tbody>
</table>

Average Age 43
Average Years of Experience 19

PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>25%</td>
</tr>
<tr>
<td>Construction</td>
<td>12%</td>
</tr>
<tr>
<td>Defense</td>
<td>4%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>4%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>29%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>2%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>6%</td>
</tr>
<tr>
<td>Utility &amp; Power Services</td>
<td>18%</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>34%</td>
</tr>
<tr>
<td>Level III</td>
<td>35%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>15%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>14%</td>
</tr>
</tbody>
</table>

JOB POSITION

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>API Inspector</td>
<td>10%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>5%</td>
</tr>
<tr>
<td>Director of Quality</td>
<td>1%</td>
</tr>
<tr>
<td>Level III Specialist</td>
<td>14%</td>
</tr>
<tr>
<td>NDT Manager</td>
<td>9%</td>
</tr>
<tr>
<td>NDT Supervisor</td>
<td>8%</td>
</tr>
<tr>
<td>NDT Technician</td>
<td>26%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>10%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>7%</td>
</tr>
<tr>
<td>Sales</td>
<td>1%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
</tr>
</tbody>
</table>

2012 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>7%</td>
</tr>
<tr>
<td>Mid-Atlantic (PA, MD, WV, DE, NJ)</td>
<td>7%</td>
</tr>
<tr>
<td>Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)</td>
<td>21%</td>
</tr>
<tr>
<td>Great Lakes (MI, IL, OH, IN, MN, WI)</td>
<td>12%</td>
</tr>
<tr>
<td>North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID)</td>
<td>9%</td>
</tr>
<tr>
<td>South Central (TX, LA, OK, NM, AR, MO)</td>
<td>28%</td>
</tr>
<tr>
<td>Pacific (CA, OR, WA, NV, AZ, AK, HI)</td>
<td>16%</td>
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</table>
## Results for Full-Time Employees

### ON THE ECONOMY

<table>
<thead>
<tr>
<th>Economic Condition</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recovering Strongly</td>
<td>3%</td>
</tr>
<tr>
<td>Slowly Pulling Out of Recession</td>
<td>37%</td>
</tr>
<tr>
<td>Still in Recession, Little Change</td>
<td>45%</td>
</tr>
<tr>
<td>Getting Worse</td>
<td>15%</td>
</tr>
</tbody>
</table>

### JOB PROSPECTS

<table>
<thead>
<tr>
<th>Job Prospects</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Much Better Than Last Year</td>
<td>14%</td>
</tr>
<tr>
<td>A Little Better Than Last Year</td>
<td>30%</td>
</tr>
<tr>
<td>About the Same</td>
<td>45%</td>
</tr>
<tr>
<td>A Little Worse Than Last Year</td>
<td>9%</td>
</tr>
<tr>
<td>Much Worse Than Last Year</td>
<td>2%</td>
</tr>
</tbody>
</table>

### CURRENTLY EMPLOYED

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>95%</td>
</tr>
<tr>
<td>No</td>
<td>5%</td>
</tr>
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</table>

### LAID OFF IN THE LAST 12 MONTHS

<table>
<thead>
<tr>
<th>Laid Off Status</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>7%</td>
</tr>
<tr>
<td>No</td>
<td>93%</td>
</tr>
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</table>

### FEEL SECURE IN POSITION

<table>
<thead>
<tr>
<th>Security Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, Very Secure</td>
<td>43%</td>
</tr>
<tr>
<td>I’m Pretty Safe</td>
<td>38%</td>
</tr>
<tr>
<td>Not Sure How Secure Job Is</td>
<td>17%</td>
</tr>
<tr>
<td>Worried About Losing Job</td>
<td>3%</td>
</tr>
</tbody>
</table>

### RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Profile Details</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male:</td>
<td>95%</td>
</tr>
<tr>
<td>Female:</td>
<td>4%</td>
</tr>
<tr>
<td>Not Specified:</td>
<td>1%</td>
</tr>
<tr>
<td>Average Age:</td>
<td>44</td>
</tr>
<tr>
<td>Average Years of Experience:</td>
<td>18</td>
</tr>
<tr>
<td>Annual Compensation:</td>
<td>$93,055</td>
</tr>
</tbody>
</table>

### PRIMARry INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Steel &amp; Foundry</td>
<td>8%</td>
</tr>
<tr>
<td>Utility &amp; Power Services</td>
<td>15%</td>
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</table>

### CERTIFICATION

<table>
<thead>
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<th>Certification</th>
<th>Percentage</th>
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<td>Quality Manager</td>
<td>9%</td>
</tr>
<tr>
<td>Sales</td>
<td>1%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>6%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

### BENEFITS

<table>
<thead>
<tr>
<th>Benefits</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>84%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>85%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>80%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>67%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>88%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>94%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>96%</td>
</tr>
</tbody>
</table>
### ON THE ECONOMY…
- Recovering Strongly: 4%
- Slowly Pulling Out of Recession: 27%
- Still in Recession, Little Change: 48%
- Getting Worse: 21%

### JOB PROSPECTS…
- Much Better Than Last Year: 10%
- A Little Better Than Last Year: 26%
- About the Same: 43%
- A Little Worse Than Last Year: 14%
- Much Worse Than Last Year: 7%

### CURRENTLY EMPLOYED…
- Yes: 68%
- No: 32%

### CONFIDENCE IN FINDING CONTRACTS…
- Very Confident: 62%
- Not Totally Confident: 27%
- Very Worried About Finding Assignment: 8%
- Finding Assignments Almost Impossible: 4%

### RESPONDENT PROFILE
- Male: 95%
- Female: 4%
- Not Specified: 1%
- Average Age: 46
- Average Years of Experience: 18
- Avg. Weeks per Assignment: 24
- Avg. Months Worked per Year: 9.5
- Hourly Rate: $44.97
- Avg. Overtime Hours per week: 19.97

### PRIMARY INDUSTRY
- Aerospace: 9%
- Construction: 20%
- Defense: 2%
- Laboratory: 1%
- Petrochemical: 45%
- Shipbuilding: 1%
- Steel & Foundry: 2%
- Utility & Power Services: 20%

### CERTIFICATION
- Level I: 3%
- Level II: 33%
- Level III: 15%
- API Inspector: 23%
- CWI Inspector: 26%

### JOB POSITION
- API Inspector: 20%
- CWI Inspector: 12%
- Director of Quality: 0%
- Level III Specialist: 11%
- NDT Manager: 2%
- NDT Supervisor: 2%
- NDT Technician: 27%
- QA/QC Inspector: 21%
- Quality Manager: 0%
- Sales: 0%
- Scientist/Engineer: 1%
- Other: 4%

### FINDING ASSIGNMENTS
- Internet: 30%
- Newspaper ads: 0%
- Magazine ads: 0%
- Placement agency: 19%
- Word-of-mouth: 41%
- Other: 10%
Results for Level I

KEY INSIGHTS

The number of Level I Contractors working in the NDT industry in 2011 increased 22%.

Compensation for NDT Level I professionals saw a solid gain in earnings as the economy continues to recover.

With the economy improving, the Power and Aerospace industry reported strong increases in the number of Level I hired in 2011.

FULL-TIME EMPLOYEES

Average Annual Compensation $56,401
Average Hourly Rate $17.69

FULL-TIME BENEFITS

401(k) Savings Plan 86%
Dental Insurance 89%
Disability Insurance 79%
Educational Assistance 52%
Life Insurance 83%
Medical Insurance 97%
Paid Vacation 96%

CONTRACTORS

Average Hourly Rate $22.18
Average Weeks Per Assignment 12
Average Months Worked Per Year 10
Average Overtime Hours Per Week 22

PRIMARY INDUSTRIES REPORTING

Aerospace 25%
Construction 9%
Defense 6%
Laboratory 4%
Petrochemical 25%
Shipbuilding 3%
Steel & Foundry 11%
Utility & PowerServices 19%

RESPONDENT PROFILE

Full-Time Employee: 89%
Salaried: 44%
Hourly: 45%
Contractor: 11%
Male: 88%
Female: 9%
Average Age: 36
Average Years of Experience: 5.3
Results for Level II

KEY INSIGHTS

Compensation numbers for full-time NDT Level II Technicians shows a 30% gain in earning since 2006.

There was a 5% decrease for full-time NDT Level II professionals employed in the industry overall.

The Aerospace industry reported the highest increase in hiring Level II NDT personnel, while most other industries held steady.

There was a 40% increase in the number Level II Contractors employed in the industry in 2011.

FULL-TIME EMPLOYEES

Average Annual Compensation $78,545
Average Hourly Rate $27.43

FULL-TIME BENEFITS

401(k) Savings Plan 87%
Dental Insurance 90%
Disability Insurance 67%
Educational Assistance 47%
Life Insurance 84%
Medical Insurance 93%
Paid Vacation 91%

CONTRACTORS

Average Hourly Rate $34.78
Average Weeks Per Assignment 17.4
Average Months Worked Per Year 8.4
Average Overtime Hours Per Week 18.9

PRIMARY INDUSTRIES REPORTING

Aerospace 29%
Construction 8%
Defense 6%
Laboratory 4%
Petrochemical 22%
Shipbuilding 3%
Steel & Foundry 10%
Utility & PowerServices 18%

RESPONDENT PROFILE

Full-Time Employee: 83%
   Salaried: 18%
   Hourly: 65%

Contractor: 17%

Male: 95%
Female: 5%

Average Age: 39
Average Years of Experience: 12.3
### FULL-TIME EMPLOYEES

- **Average Annual Compensation**: $99,520

### FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>89%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>87%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>80%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>69%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>85%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>92%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>95%</td>
</tr>
</tbody>
</table>

### CONTRACTORS

- **Average Hourly Rate**: $54.98
- **Average Weeks Per Assignment**: 25.5
- **Average Months Worked Per Year**: 9
- **Average Overtime Hours Per Week**: 13.3

### PRIMARY INDUSTRIES REPORTING

- **Aerospace**: 43%
- **Construction**: 5%
- **Defense**: 5%
- **Laboratory**: 7%
- **Petrochemical**: 13%
- **Shipbuilding**: 3%
- **Steel & Foundry**: 5%
- **Utility & Power Services**: 19%

### RESPONDENT PROFILE

- **Full-Time Employee**: 91%
  - **Salaried**: 68%
  - **Hourly**: 23%
- **Contractor**: 9%
- **Male**: 96%
- **Female**: 4%
- **Average Age**: 49
- **Average Years of Experience**: 26

---

**KEY INSIGHTS**

- Approximately 90% of all NDT Level III professionals are full-time employees.
- The number of full-time Level III working in the industry showed no gains in 2011.
- The Shipbuilding and Aerospace industries have the greatest number of full-time Level III employees.
- The number of Level III Contractors employed in 2011 held steady.
Results for CWI Inspector

KEY INSIGHTS

The number of full-time CWI Inspectors employed decrease by 8% since 2011.

Over 33% of all CWI Inspectors are contractors, the highest number in any segment of the industry.

The Construction and Petrochemical industry reported the highest increases in the number of CWI Inspectors employed.

Both contract and full-time CWI Inspectors showed steady gains in their compensation in 2011.

FULL-TIME EMPLOYEES

Average Annual Compensation $89,947
Average Hourly Rate $33.15

FULL-TIME BENEFITS

401(k) Savings Plan 87%
Dental Insurance 80%
Disability Insurance 64%
Educational Assistance 64%
Life Insurance 85%
Medical Insurance 84%
Paid Vacation 90%

CONTRACTORS

Average Hourly Rate $46.00
Average Weeks Per Assignment 25.1
Average Months Worked Per Year 10
Average Overtime Hours Per Week 23

PRIMARY INDUSTRIES REPORTING

Aerospace 3%
Construction 47%
Defense 1%
Laboratory 2%
Petrochemical 26%
Shipbuilding 1%
Steel & Foundry 7%
Utility & PowerServices 13%

RESPONDENT PROFILE

Full-Time Employee: 67%
   Salaried: 29%
   Hourly: 38%
Contractor: 33%
Male: 97%
Female: 3%
Average Age: 46
Average Years of Experience: 17.6
Results for API Inspector

KEY INSIGHTS

API Inspectors continue to be compensated the most in comparison to all inspectors in the industry.

The number of full-time API Inspectors decreased by 5%, indicating companies used more contractors in 2011.

The Petrochemical industry continues to employ over 85% of all API Inspectors in the United States.

The number of contract API Inspectors increased by over 20% from the previous year.

FULL-TIME EMPLOYEES

Average Annual Compensation: $115,950
Average Hourly Rate: $43.37

FULL-TIME BENEFITS

401(k) Savings Plan: 95%
Dental Insurance: 94%
Disability Insurance: 80%
Educational Assistance: 66%
Life Insurance: 89%
Medical Insurance: 96%
Paid Vacation: 94%

CONTRACTORS

Average Hourly Rate: $54.78
Average Weeks Per Assignment: 26
Average Months Worked Per Year: 10.1
Average Overtime Hours Per Week: 21.8

PRIMARY INDUSTRIES REPORTING

Aerospace: 1%
Construction: 6%
Defense: 1%
Laboratory: 2%
Petrochemical: 86%
Steel & Foundry: 1%
Utility & Power Services: 3%

RESPONDENT PROFILE

Full-Time Employee: 71%
Salaried: 32%
Hourly: 39%
Contractor: 29%
Male: 99%
Female: 1%
Average Age: 42
Average Years of Experience: 16.6
KEY INSIGHTS

The Aerospace industry had a 50% increase in the number of NDT contractors working in the field.

The Aerospace industry employs more Level III's than the Construction and Laboratory industries combined.

Full-time NDT professionals received the most competitive benefit package overall.

Females make up 7% of NDT professionals in the Aerospace industry.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $77,981

FULL-TIME EMPLOYEE COMPENSATION

Level I $56,611
Level II $79,567
Level III $95,732
CWI Inspector N/A
API Inspector N/A

FULL-TIME BENEFITS

401(k) Savings Plan 91%
Dental Insurance 91%
Disability Insurance 81%
Educational Assistance 70%
Life Insurance 88%
Medical Insurance 92%
Paid Vacation 97%

CONTRACTOR COMPENSATION

Average Hourly Rate $39.01
Average Weeks Per Assignment 22
Average Months Worked Per Year 10
Average Overtime Hours Per Week 12

RESPONDENT PROFILE

Full-Time Employee: 91%
  Salaried: 44%
  Hourly: 47%

Contractor: 9%

Male: 93%
Female: 7%

Average Age: 46
Average Years of Experience: 20.3

CERTIFICATION

Level I 3%
Level II 32%
Level III 65%
API Inspector 0%
CWI Inspector 0%
Results for Construction Industry

KEY INSIGHTS

The was a 16% increase in contract CWI Inspectors in the Construction industry in 2011.

Full-time employee’s make up only 72% of Construction industry NDT professionals.

The Construction industry employs more CWI Inspectors than Level I, Level II, Level III, and API Inspectors combined.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $91,939

FULL-TIME EMPLOYEE BASE SALARY

Level I $57,313
Level II $80,890
Level III $99,929
API $103,893
CWI $98,441

FULL TIME BENEFITS

401(k) Savings Plan 86%
Dental Insurance 71%
Disability Insurance 66%
Educational Assistance 59%
Life Insurance 78%
Medical Insurance 88%
Paid Vacation 87%

CONTRACTOR COMPENSATION

Average Hourly Rate $45.73
Average Weeks Per Assignment 23
Average Months Worked Per Year 10
Average Overtime hours per week 15

RESPONDENT PROFILE

Full-Time Employee: 72%
Salaried: 30%
Hourly: 42%
Contractor: 28%
Male: 98%
Female: 2%
Average Age: 45
Average Years of Experience: 18.3

CERTIFICATION

Level I 2%
Level II 22%
Level III 15%
API Inspector 8%
CWI Inspector 53%
**KEY INSIGHTS**

With the economy showing signs of recovery, there was a 2% increase in hiring full-time NDT professional in 2011.

Defense hiring will continue to be affected by the US government's need to cut funds in 2012.

The number of NDT Contractors employed in the defense industry decreased for the third year in a row.

**OVERALL FULL-TIME EMPLOYEE**

Average Annual Compensation $79,214

**FULL-TIME EMPLOYEE BASE SALARY**

<table>
<thead>
<tr>
<th>Level</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$57,324</td>
</tr>
<tr>
<td>Level II</td>
<td>$79,910</td>
</tr>
<tr>
<td>Level III</td>
<td>$99,812</td>
</tr>
</tbody>
</table>

API N/A

CWI N/A

**FULL-TIME BENEFITS**

- 401(k) Savings Plan 90%
- Dental Insurance 85%
- Disability Insurance 81%
- Educational Assistance 71%
- Life Insurance 86%
- Medical Insurance 88%
- Paid Vacation 97%

**RESPONDENT PROFILE**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee:</td>
<td>92%</td>
</tr>
<tr>
<td>Salaried:</td>
<td>51%</td>
</tr>
<tr>
<td>Hourly:</td>
<td>41%</td>
</tr>
<tr>
<td>Contractor:</td>
<td>8%</td>
</tr>
<tr>
<td>Male:</td>
<td>98%</td>
</tr>
<tr>
<td>Female:</td>
<td>2%</td>
</tr>
</tbody>
</table>

Average Age: 45

Average Years of Experience: 20

**CERTIFICATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1:</td>
<td>4%</td>
</tr>
<tr>
<td>Level II:</td>
<td>49%</td>
</tr>
<tr>
<td>Level III:</td>
<td>47%</td>
</tr>
<tr>
<td>CWI Inspector:</td>
<td>0%</td>
</tr>
<tr>
<td>API Inspector:</td>
<td>0%</td>
</tr>
</tbody>
</table>

**CONTRACTOR COMPENSATION**

Average Hourly Rate $41.87

Average Weeks Per Assignment 22

Average Months Worked Per Year 10

Average Overtime Hours Per Week 7
Results for Laboratories

KEY INSIGHTS

Due to the continued slowdown in the economy, the number of full-time Level I Technicians employed by Laboratories decreased by approximately 50%.

The use of contractors to complete projects in the Laboratory industry doubled from 2010 to 2011.

The Laboratory industry showed a strong increase in the number of Level II Technicians hired in 2011.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $89,067

FULL-TIME EMPLOYEE COMPENSATION

Level I $55,234
Level II $81,030
Level III $99,812
API $112,466
CWI $98,343

FULL-TIME BENEFITS

401(k) Savings Plan 90%
Dental Insurance 94%
Disability Insurance 87%
Educational Assistance 71%
Life Insurance 85%
Medical Insurance 98%
Paid Vacation 94%

CONTRACTOR COMPENSATION

Average Hourly Rate $44.94
Average Weeks Per Assignment 22
Average Months Worked Per Year 10
Average Overtime Hours Per Week 11

RESPONDENT PROFILE

Full-Time Employee: 94%
Salaried: 48%
Hourly: 46%
Contractor: 6%
Male: 87%
Female: 13%
Average Age: 44
Average Years of Experience: 19

CERTIFICATION

Level I: 4%
Level II: 45%
Level III: 37%
API Inspector: 7%
CWI Inspector: 7%
Results for Petrochemical Industry

KEY INSIGHTS

There was a 40% increase in the number of NDT contractors employed in 2011.

Approximately 45% of all full-time NDT professionals are compensated hourly.

The Petrochemical industry reported an 8.5% decrease in the number of full-time professionals working in the field.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $93,053

FULL-TIME EMPLOYEE COMPENSATION

Level I $57,422
Level II $84,134
Level III $99,981
CWI Inspector $101,788
API Inspector $122,194

FULL-TIME EMPLOYEE BENEFITS

401(k) Savings Plan 89%
Dental Insurance 88%
Disability Insurance 73%
Educational Assistance 57%
Life Insurance 85%
Medical Insurance 98%
Paid Vacation 94%

CONTRACTOR COMPENSATION

Average Hourly Rate $48.94
Average Weeks Per Assignment 23
Average Months Worked Per Year 10
Average Overtime Hours Per Week 22

RESPONDENT PROFILE

Full-Time Employee: 76%
   Salaried: 31%
   Hourly: 45%
Contractor: 24%
Male: 97%
Female: 3%
Average Age: 42
Average Years of Experience: 16

CERTIFICATION

Level I: 2%
Level II: 27%
Level III: 21%
API Inspector: 41%
CWI Inspector: 9%
The Shipbuilding industry reports a decrease of over 50% in the use of contractors, one of the largest decreases of all industries reporting in 2011.

The Shipbuilding industry continues to show solid gains in compensation and benefits.

The Shipbuilding industry had a strong increase in the number of full-time employees hired in 2011.

<table>
<thead>
<tr>
<th>OVERALL FULL-TIME EMPLOYEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Annual Compensation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FULL-TIME EMPLOYEE COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
</tr>
<tr>
<td>Level II</td>
</tr>
<tr>
<td>Level III</td>
</tr>
<tr>
<td>API</td>
</tr>
<tr>
<td>CWI</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FULL-TIME BENEFITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
</tr>
<tr>
<td>Dental Insurance</td>
</tr>
<tr>
<td>Disability Insurance</td>
</tr>
<tr>
<td>Educational Assistance</td>
</tr>
<tr>
<td>Life Insurance</td>
</tr>
<tr>
<td>Medical Insurance</td>
</tr>
<tr>
<td>Paid Vacation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CONTRACTOR COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
</tr>
</tbody>
</table>

RESPONDENT PROFILE

- Full-Time Employee: 89%
- Salaried: 40%
- Hourly: 49%
- Contractor: 11%
- Male: 97%
- Female: 3%
- Average Age: 48
- Average Years of Experience: 16

CERTIFICATION

- Level I: 7%
- Level II: 34%
- Level III: 49%
- API Inspector: 0%
- CWI Inspector: 10%
Results for Steel & Foundry Industry

KEY INSIGHTS

The use of contractors declined as more full-time employees were hired in the Steel & Foundry industry.

Salaried full-time employees made up 50% of the total Steel & Foundry workforce in 2011.

Continued gains in compensation in the Steel & Foundry industry were reported.

There was a strong increase in the number of Level I Technicians hired in 2011.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $77,141

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$49,978</td>
</tr>
<tr>
<td>Level II</td>
<td>$79,552</td>
</tr>
<tr>
<td>Level III</td>
<td>$96,857</td>
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<tr>
<td>API</td>
<td>N/A</td>
</tr>
<tr>
<td>CWI</td>
<td>$79,991</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

- 401(k) Savings Plan 91%
- Dental Insurance 85%
- Disability Insurance 79%
- Educational Assistance 67%
- Life Insurance 93%
- Medical Insurance 97%
- Paid Vacation 97%

CONTRACTOR COMPENSATION

Average Hourly Rate $39.34

Average Weeks Per Assignment 35
Average Months Worked Per Year 9
Average Overtime Hours Per Week 16

RESPONDENT PROFILE

Full-Time Employee: 96%
   Salaried: 50%
   Hourly: 46%

Contractor: 4%

Male: 97%
Female: 3%

Average Age: 43
Average Years of Experience: 17

CERTIFICATION

- Level I: 7%
- Level II: 39%
- Level III: 38%
- API Inspector: N/A
- CWI Inspector: 16%
# KEY INSIGHTS

As predicted the Utility and Power Services industry increased its full-time workforce for the second year in a row with the expectation of more plants being built in the United States.

The number of contractors used in 2011 decreased by 18%.

The Utility and Power Services industry pays Level III professionals higher wages than all other industries reporting.

## OVERALL FULL-TIME EMPLOYEE

| Average Annual Compensation | $91,167 |

## FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$65,660</td>
</tr>
<tr>
<td>Level II</td>
<td>$87,120</td>
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<tr>
<td>Level III</td>
<td>$108,807</td>
</tr>
<tr>
<td>API</td>
<td>N/A</td>
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<tr>
<td>CWI</td>
<td>$92,334</td>
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</table>

## FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>91%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>85%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>79%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>67%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>93%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>97%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
</tr>
</tbody>
</table>

## CONTRACTOR COMPENSATION

| Average Hourly Rate       | $46.97   |
| Average Weeks Per Assignment | 17 |
| Average Months Worked Per Year | 8 |
| Average Overtime Hours Per Week | 23 |

## RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>81%</td>
</tr>
<tr>
<td>Salaried</td>
<td>44%</td>
</tr>
<tr>
<td>Hourly</td>
<td>37%</td>
</tr>
<tr>
<td>Contractor</td>
<td>19%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>96%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>45</td>
<td>Average Age</td>
</tr>
<tr>
<td>19</td>
<td>Average Years of Experience</td>
</tr>
</tbody>
</table>

## CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>4%</td>
</tr>
<tr>
<td>Level II</td>
<td>39%</td>
</tr>
<tr>
<td>Level III</td>
<td>45%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>N/A</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>12%</td>
</tr>
</tbody>
</table>
Results for Pacific Region

**FULL-TIME EMPLOYEE**

Average Annual Compensation: $94,677

**FULL-TIME EMPLOYEE COMPENSATION**

- Level I: $59,781
- Level II: $83,679
- Level III: $106,113
- API Inspector: $121,347
- CWI Inspector: $108,007

**FULL-TIME BENEFITS**

- 401(k) Savings Plan: 88%
- Dental Insurance: 91%
- Disability Insurance: 78%
- Educational Assistance: 70%
- Life Insurance: 88%
- Medical Insurance: 92%
- Paid Vacation: 97%

**CONTRACTOR COMPENSATION**

- Average Hourly Rate: $47.16
- Average Weeks Per Assignment: 27
- Average Months Worked Per Year: 9.4
- Average Overtime Hours Per Week: 19

**RESPONDENT PROFILE**

- Full-Time Employee: 90%
  - Salaried: 42%
  - Hourly: 48%
- Contractor: 10%
- Male: 95%
- Female: 5%
- Average Age: 44
- Average Years of Experience: 18

**CERTIFICATION**

- Level I: 3%
- Level II: 37%
- Level III: 41%
- API Inspector: 9%
- CWI Inspector: 10%

PACIFIC REGION

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

[Map of the United States]
Results for South Central Region

FULL-TIME EMPLOYEE

Average Annual Compensation $88,771

FULL-TIME EMPLOYEE COMPENSATION

Level I $55,321
Level II $76,440
Level III $96,799
API Inspector $108,771
CWI Inspector $94,110

FULL-TIME BENEFITS

401(k) Savings Plan 89%
Dental Insurance 87%
Disability Insurance 76%
Educational Assistance 70%
Life Insurance 85%
Medical Insurance 94%
Paid Vacation 97%

CONTRACTOR COMPENSATION

Average Hourly Rate $45.09
Average Weeks Per Assignment 24
Average Months Worked Per Year 10
Average Overtime Hours Per Week 21

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

RESPONDENT PROFILE

Full-Time Employee: 78%
Salaried: 40%
Hourly: 38%
Contractor: 22%
Male: 95%
Female: 5%
Average Age: 43
Average Years of Experience: 17

CERTIFICATION

Level I: 3%
Level II: 35%
Level III: 24%
API Inspector: 24%
CWI Inspector: 14%
Results for North Central Region

FULL-TIME EMPLOYEE

Average Annual Compensation $84,990

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$53,670</td>
</tr>
<tr>
<td>Level II</td>
<td>$75,941</td>
</tr>
<tr>
<td>Level III</td>
<td>$96,967</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$105,111</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$90,955</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>89%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>91%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>82%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>70%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>93%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>97%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$45.87</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>28</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>9.5</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>17</td>
</tr>
</tbody>
</table>

RESPONDENT PROFILE

Full-Time Employee: 85%
Salaried: 44%
Hourly: 41%

Contractor: 15%

Male: 94%
Female: 6%

Average Age: 44
Average Years of Experience: 17

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>37%</td>
</tr>
<tr>
<td>Level III</td>
<td>34%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>12%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>14%</td>
</tr>
</tbody>
</table>

NORTH CENTRAL REGION
Colorado, Nebraska, Idaho, North Dakota, Iowa, South Dakota, Kansas, Utah, Montana, Wyoming
Results for Great Lakes Region

GREAT LAKES REGION
Illinois, Michigan, Indiana, Minnesota, Ohio, Wisconsin

RESPONDENT PROFILE

Full-Time Employee: 87%
  Salaried: 46%
  Hourly: 41%

Contractor: 13%

Male: 94%
Female: 6%

Average Age: 45
Average Years of Experience: 19

CERTIFICATION

Level I: 2%
Level II: 37%
Level III: 32%
API Inspector: 16%
CWI Inspector: 13%

FULL-TIME EMPLOYEE

Average Annual Compensation $83,251

FULL-TIME EMPLOYEE COMPENSATION

Level I $48,781
Level II $74,652
Level III $96,077
API Inspector $105,111
CWI Inspector $97,432

FULL-TIME BENEFITS

401(k) Savings Plan 87%
Dental Insurance 87%
Disability Insurance 71%
Educational Assistance 65%
Life Insurance 86%
Medical Insurance 94%
Paid Vacation 92%

CONTRACTOR COMPENSATION

Average Hourly Rate $43.19

Average Weeks Per Assignment 17
Average Months Worked Per Year 8.9
Average Overtime Hours Per Week 19
Results for Southern Region

FULL-TIME EMPLOYEE

Average Annual Compensation $84,661

FULL-TIME EMPLOYEE COMPENSATION

- Level I $53,319
- Level II $75,609
- Level III $95,678
- API Inspector $104,337
- CWI Inspector $90,167

FULL-TIME BENEFITS

- 401(k) Savings Plan 86%
- Dental Insurance 86%
- Disability Insurance 75%
- Educational Assistance 65%
- Life Insurance 86%
- Medical Insurance 94%
- Paid Vacation 96%

CONTRACTOR COMPENSATION

- Average Hourly Rate $42.73
- Average Weeks Per Assignment 17
- Average Months Worked Per Year 9.2
- Average Overtime Hours Per Week 17.6

RESPONDENT PROFILE

- Full-Time Employee: 82%
- Salaried: 34%
- Hourly: 48%
- Contractor: 18%
- Male: 95%
- Female: 5%
- Average Age: 44
- Average Years of Experience: 18

CERTIFICATION

- Level I: 1%
- Level II: 36%
- Level III: 34%
- API Inspector: 13%
- CWI Inspector: 16%

SOUTHERN REGION

Alabama, North Carolina, Florida, South Carolina, Georgia, Tennessee, Kentucky, Virginia, Mississippi
**FULL-TIME EMPLOYEE**

Average Annual Compensation $84,789

**FULL-TIME EMPLOYEE COMPENSATION**

Level I $54,148  
Level II $77,329  
Level III $95,879  
API Inspector $104,399  
CWI Inspector $88,693

**FULL-TIME BENEFITS**

401(k) Savings Plan 86%  
Dental Insurance 86%  
Disability Insurance 75%  
Educational Assistance 65%  
Life Insurance 86%  
Medical Insurance 94%  
Paid Vacation 96%

**CONTRACTOR COMPENSATION**

Average Hourly Rate $39.73

Average Weeks Per Assignment 14  
Average Months Worked Per Year 8.9  
Average Overtime Hours Per Week 18.3

**RESPONDENT PROFILE**

Full-Time Employee: 87%  
Salaried: 44%  
Hourly: 43%  
Contractor: 13%  
Male: 96%  
Female: 4%

Average Age: 45  
Average Years of Experience: 21

**CERTIFICATION**

Level I: 8%  
Level II: 27%  
Level III: 41%  
API Inspector: 10%  
CWI Inspector: 14%

MID- ATLANTIC REGION

Delaware, Pennsylvania, Maryland, West Virginia, New Jersey, DC
FULL-TIME EMPLOYEE

Average Annual Compensation $97,149

FULL-TIME EMPLOYEE COMPENSATION

Level I $60,001
Level II $85,978
Level III $106,888
API Inspector $120,901
CWI Inspector $105,559

FULL-TIME BENEFITS

401(k) Savings Plan 87%
Dental Insurance 82%
Disability Insurance 70%
Education Assistance 63%
Life Insurance 80%
Medical Insurance 91%
Paid Vacation 95%

CONTRACTOR COMPENSATION

Average Hourly Rate $48.27
Average Weeks Per Assignment 17
Average Months Worked Per Year 8.1
Average Overtime Hours Per Week 22.3

RESPONDENT PROFILE

Full-Time Employee: 87%
Salaried: 44%
Hourly: 43%
Contractor: 13%
Male: 97%
Female: 3%
Average Age: 47
Average Years of Experience: 19

CERTIFICATION

Level I: 3%
Level II: 35%
Level III: 43%
API Inspector: 6%
CWI Inspector: 13%

NORTH EAST REGION

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