Salary Survey 2012

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 ensure 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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An Industry on the Rebound

Since 1996, PQNDT’s Salary & Benefits survey has taken the pulse of the NDT and Quality Inspection industries. Every year, NDT and Quality Inspection professionals look forward to the information and insights provided by this survey. I am happy to report that, after several years of being tied down by a global economic slump, things appear to be improving across most of the NDT industry.

NDT Outperforms Overall Economy

In 2012, the NDT and Quality Inspection industries continued to outperform the overall economy in terms of employment, with an unemployment rate of approximately 5%. This was approximately 2.5% better than the national average through most of the year.

Salaries were up almost across the board this year, a good sign that demand for experienced people is getting stronger. An increase in overtime hours indicates that employers are still trying to get more efficiency out of the people they already have on staff. But pushing people into overtime can’t continue - as workflow increases additional hiring is likely to follow.

It is true that not everybody is sharing in the comeback. Some industries remain sluggish, while others are busier than in past years. And we are still a long way from the “boom times” we experienced prior to the Great Recession.

My Forecast for 2013

What does this all mean going forward? There are many factors that can still influence the economy and the NDT industry. Planned federal budget cuts are sure to impact the defense and aerospace industries, and may influence the petrochemical world as well.

I believe we will continue to see the NDT job market grow more active and competitive, with fewer qualified people to fill new or newly reopened positions. This demand will help to boost NDT salaries, and experienced NDT professionals will have their choice of jobs. Employers will have to ramp up internal training and certification programs to keep pace with their needs.

A challenging year lies ahead. But, on the whole, the numbers don’t lie, and things are looking up. As we enter 2013, let's hope the trend continues to be positive for the NDT industry.

Sincerely,

Michael P. Serabian
President
PQNNDT, Inc.
KEY INSIGHTS

Eighty-six percent of all NDT Professionals are full-time employees, up 5% from 2011.

With the demand for NDT Professionals on the rise, compensation in the NDT and inspection industry increase by 6% in 2012.

The contract labor segment reported a 5% decrease as employers hired more full-time employees.

Unemployment for NDT and inspection professionals continued to trend down in 2012 to approximately 5%, over 2.8% less than the current national average.

The number of hourly full-time employees increased by 4% since 2011.

EMPLOYMENT TYPE

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
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<td>86%</td>
</tr>
<tr>
<td>Salaried</td>
<td>41%</td>
</tr>
<tr>
<td>Hourly</td>
<td>45%</td>
</tr>
<tr>
<td>Contractor</td>
<td>14%</td>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Percentage</th>
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<tbody>
<tr>
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<tr>
<td>Female</td>
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<tr>
<td>Average Age</td>
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<tr>
<td>Average Years of Experience</td>
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PRIMARY INDUSTRY

<table>
<thead>
<tr>
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<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>24%</td>
</tr>
<tr>
<td>Construction</td>
<td>15%</td>
</tr>
<tr>
<td>Defense</td>
<td>5%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>6%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>33%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>1%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>6%</td>
</tr>
<tr>
<td>Utility &amp; Power Services</td>
<td>16%</td>
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CERTIFICATION

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Level I</td>
<td>4%</td>
</tr>
<tr>
<td>Level II</td>
<td>33%</td>
</tr>
<tr>
<td>Level III</td>
<td>38%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>11%</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>11%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>4%</td>
</tr>
<tr>
<td>Director of Quality</td>
<td>1%</td>
</tr>
<tr>
<td>Level III Specialist</td>
<td>15%</td>
</tr>
<tr>
<td>NDT Manager</td>
<td>10%</td>
</tr>
<tr>
<td>NDT Supervisor</td>
<td>30%</td>
</tr>
<tr>
<td>NDT Technician</td>
<td>25%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>5%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>8%</td>
</tr>
<tr>
<td>Sales</td>
<td>0%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
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2012 Survey Respondents by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
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<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>6%</td>
</tr>
<tr>
<td>Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)</td>
<td>23%</td>
</tr>
<tr>
<td>Great Lakes (MI, IL, OH, IN, MN, WI)</td>
<td>14%</td>
</tr>
<tr>
<td>North Central (IA, KS, NE, SD, ND, CO, WY, UT, ID)</td>
<td>7%</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>16%</td>
</tr>
</tbody>
</table>
## ON THE ECONOMY…
- Recovering Strongly: 4%
- Slowly Pulling Out of Recession: 41%
- Still in Recession, Little Change: 41%
- Getting Worse: 14%

## JOB PROSPECTS…
- Much Better Than Last Year: 18%
- A Little Better Than Last Year: 31%
- About the Same: 43%
- A Little Worse Than Last Year: 8%
- Much Worse Than Last Year: 1%

## CURRENTLY EMPLOYED…
- Yes: 96%
- No: 4%

## LAID OFF IN THE LAST 12 MONTHS…
- Yes: 6%
- No: 94%

## FEEL SECURE IN POSITION…
- Yes, Very Secure: 48%
- I’m Pretty Safe: 38%
- Not Sure How Secure Job Is: 13%
- Worried About Losing Job: 3%

## RESPONDENT PROFILE
- Male: 96%
- Female: 4%

- Average Age: 45
- Average Years of Experience: 18.9
- Annual Compensation: $98,686

## PRIMARY INDUSTRY
- Aerospace: 26%
- Construction: 12%
- Defense: 5%
- Laboratory: 5%
- Petrochemical: 28%
- Shipbuilding: 1%
- Steel & Foundry: 8%
- Utility & Power Services: 15%

## CERTIFICATION
- Level I: 4%
- Level II: 33%
- Level III: 38%
- API Inspector: 14%
- CWI Inspector: 11%

## JOB POSITION
- API Inspector: 9%
- CWI Inspector: 3%
- Director of Quality: 2%
- Level III Specialist: 14%
- NDT Manager: 11%
- NDT Supervisor: 9%
- NDT Technician: 28%
- QA/QC Inspector: 4%
- Quality Manager: 8%
- Sales: 1%
- Scientist/Engineer: 6%
- Other: 5%

## BENEFITS
- 401(k) Savings Plan: 87%
- Dental Insurance: 89%
- Disability Insurance: 77%
- Educational Assistance: 64%
- Life Insurance: 86%
- Medical Insurance: 92%
- Paid Vacation: 97%
Results for Contractors

ON THE ECONOMY…
Recovering Strongly 3%
Slowly Pulling Out of Recession 33%
Still in Recession, Little Change 37%
Getting Worse 27%

JOB PROSPECTS…
Much Better Than Last Year 14%
A Little Better Than Last Year 37%
About the Same 36%
A Little Worse Than Last Year 11%
Much Worse Than Last Year 1%

CURRENTLY EMPLOYED…
Yes 80%
No 20%

CONFIDENCE IN FINDING CONTRACTS…
Very Confident 66%
Not Totally Confident 24%
Very Worried About Finding Assignment 8%
Finding Assignments Almost Impossible 2%

RESPONDENT PROFILE
Male: 96%
Female: 4%
Average Age: 46
Average Years of Experience: 19.6
Avg. Weeks per Assignment: 26
Avg. Months Worked per Year: 9
Hourly Rate: $46.43
Avg. Overtime Hours per Week: 20.1

PRIMARY INDUSTRY
Aerospace 13%
Construction 19%
Defense 2%
Laboratory 1%
Petrochemical 38%
Shipbuilding 1%
Steel & Foundry 2%
Utility & Power Services 24%

CERTIFICATION
Level I 3%
Level II 32%
Level III 25%
API Inspector 25%
CWI Inspector 15%

JOB POSITION
API Inspector 18%
CWI Inspector 12%
Director of Quality 0%
Level III Specialist 10%
NDT Manager 3%
NDT Supervisor 4%
NDT Technician 28%
QA/QC Inspector 20%
Quality Manager 0%
Sales 0%
Scientist/Engineer 1%
Other 4%

FINDING ASSIGNMENTS
Internet 32%
Newspaper ads 0%
Magazine ads 0%
Placement agency 10%
Word-of-mouth 37%
Other 20%
Results for Level I

KEY INSIGHTS

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

The number of Level I Contractors working in the NDT industry in 2012 increased sharply, up by 8%.

The Petrochemical and Aerospace industries reported strong increases in the number of Level I hired in 2012 as the economy continues to improve.

More females entered the NDT industry in 2012, with a 4% increase from 2011.

FULL-TIME EMPLOYEES

Average Annual Compensation $57,807
Average Hourly Rate $18.61

FULL-TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 84%
Disability Insurance 79%
Educational Assistance 53%
Life Insurance 88%
Medical Insurance 97%
Paid Vacation 94%

CONTRACTORS

Average Hourly Rate $22.97
Average Weeks Per Assignment 11
Average Months Worked Per Year 9
Average Overtime Hours Per Week 19.3

PRIMAR Y INDUSTRIES REPORTING

Aerospace 29%
Construction 3%
Defense 7%
Laboratory 5%
Petrochemical 27%
Shipbuilding 3%
Steel & Foundry 11%
Utility & Power Services 15%

RESPONDENT PROFILE

Full-Time Employee: 81%
   Salaried: 9%
   Hourly: 91%
Contractor: 19%
Male: 87%
Female: 13%
Average Age: 35
Average Years of Experience: 4.5
RESULTS FOR LEVEL II

FULL-TIME EMPLOYEES
Average Annual Compensation: $83,739
Average Hourly Rate: $28.96

FULL-TIME BENEFITS
- 401(k) Savings Plan: 88%
- Dental Insurance: 88%
- Disability Insurance: 68%
- Educational Assistance: 57%
- Life Insurance: 84%
- Medical Insurance: 93%
- Paid Vacation: 92%

CONTRACTORS
- Average Hourly Rate: $38.52
- Average Weeks Per Assignment: 18
- Average Months Worked Per Year: 8.56
- Average Overtime Hours Per Week: 18.85

KEY INSIGHTS
The Construction, Petrochemical, and Laboratory industries all reported an increase in hiring Level II NDT personnel.

Compensation numbers for full-time NDT Level II Technicians shows a 36% gain in earning since 2006.

There was a 2% decrease of in the number Level II Contractors employed in the industry in 2012.

Demand for full-time NDT Level II professionals increased as the US economy continues to recover.

RESPONDENT PROFILE
- Full-Time Employee: 85%
  - Salaried: 19%
  - Hourly: 66%
- Contractor: 15%
- Male: 95%
- Female: 5%
- Average Age: 39
- Average Years of Experience: 12.7

PRIMARY INDUSTRIES REPORTING
- Aerospace: 28%
- Construction: 11%
- Defense: 5%
- Laboratory: 6%
- Petrochemical: 25%
- Shipbuilding: 1%
- Steel & Foundry: 6%
- Utility & Power Services: 18%
Results for Level III

KEY INSIGHTS

In 2012 the Aerospace industry showed a reduction in the number of full-time Level III employed, while most industries remained stable.

Compensation for Level III professionals increased by approximately 5% in 2012.

Over 70% of all NDT Level III professionals are full-time salaried employees.

The number of Level III contractors decrease 1%, a slightly change from 2011.

FULL-TIME EMPLOYEES

Average Annual Compensation $103,991

FULL-TIME BENEFITS

401(k) Savings Plan 92%
Dental Insurance 92%
Disability Insurance 79%
Educational Assistance 71%
Life Insurance 88%
Medical Insurance 93%
Paid Vacation 95%

CONTRACTORS

Average Hourly Rate $59.81
Average Weeks Per Assignment 23.58
Average Months Worked Per Year 8.65
Average Overtime Hours Per Week 12.73

RESPONDENT PROFILE

Full-Time Employee: 92%
  Salaried: 71%
  Hourly: 21%

Contractor: 8%

Male: 96%
Female: 4%

Average Age: 50
Average Years of Experience: 26.2

PRIMARY INDUSTRIES REPORTING

Aerospace 37%
Construction 8%
Defense 7%
Laboratory 8%
Petrochemical 14%
Shipbuilding 2%
Steel & Foundry 6%
Utility & Power Services 18%
KEY INSIGHTS

Both contract and full-time CWI Inspectors reported strong gains in their compensation in 2012.

With the economy recovering, the number of full-time CWI Inspectors employed increased by approximately 5% compared to 2011.

The Petrochemical and Construction industries held steady with the highest number of CWI Inspectors employed.

Over 27% of all CWI Inspectors are contractors. Down 6% from 2011, they still are highest number in any segment of the industry.

FULL-TIME EMPLOYEES

Average Annual Compensation $92,814
Average Hourly Rate $35.91

FULL-TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 81%
Disability Insurance 69%
Educational Assistance 55%
Life Insurance 88%
Medical Insurance 88%
Paid Vacation 91%

CONTRACTORS

Average Hourly Rate $49.25
Average Weeks Per Assignment 27
Average Months Worked Per Year 10.25
Average Overtime Hours Per Week 21.81

PRIMARY INDUSTRIES REPORTING

Aerospace 4%
Construction 43%
Defense 1%
Laboratory 4%
Petrochemical 16%
Shipbuilding 1%
Steel & Foundry 14%
Utility & Power Services 17%
### Results for API Inspector

#### KEY INSIGHTS

Today the Petrochemical industry employs over 87% of all API Inspectors in the US.

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

The number of full-time API Inspectors increased by 6% as companies moved away from hiring contractors.

The number of Contract API Inspectors used decreased by over 20% from the year 2011.

#### FULL-TIME EMPLOYEES

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>95%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>93%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>78%</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>97%</td>
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<tr>
<td>Paid Vacation</td>
<td>96%</td>
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</table>

Average Annual Compensation: $122,614  
Average Hourly Rate: $46.71

#### FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>95%</td>
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<tr>
<td>Dental Insurance</td>
<td>93%</td>
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<tr>
<td>Disability Insurance</td>
<td>78%</td>
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<td>Educational Assistance</td>
<td>67%</td>
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<tr>
<td>Life Insurance</td>
<td>88%</td>
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<tr>
<td>Medical Insurance</td>
<td>97%</td>
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<tr>
<td>Paid Vacation</td>
<td>96%</td>
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### CONTRACTORS

<table>
<thead>
<tr>
<th>Metric</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$59.71</td>
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<tr>
<td>Average Weeks Per Assignment</td>
<td>28</td>
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<tr>
<td>Average Months Worked Per Year</td>
<td>10</td>
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<tr>
<td>Average Overtime Hours Per Week</td>
<td>18.58</td>
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### RESPONDENT PROFILE

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<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>78%</td>
</tr>
<tr>
<td>Salaried</td>
<td>37%</td>
</tr>
<tr>
<td>Hourly</td>
<td>41%</td>
</tr>
<tr>
<td>Contractor</td>
<td>22%</td>
</tr>
<tr>
<td>Male</td>
<td>98%</td>
</tr>
<tr>
<td>Female</td>
<td>2%</td>
</tr>
</tbody>
</table>

Average Age: 44  
Average Years of Experience: 19.0

### PRIMARY INDUSTRIES REPORTING

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>0%</td>
</tr>
<tr>
<td>Construction</td>
<td>6%</td>
</tr>
<tr>
<td>Defense</td>
<td>0%</td>
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<tr>
<td>Laboratory</td>
<td>4%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>85%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>0%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>0%</td>
</tr>
<tr>
<td>Utility &amp; Power Services</td>
<td>5%</td>
</tr>
</tbody>
</table>
Results for Aerospace Industry

KEY INSIGHTS

Full-time NDT professionals in the Aerospace industry reported strong gains in earning in 2012.

The Aerospace industry held steady with the number of NDT contractors employed in the field.

The number of Level I NDT professionals in Aerospace increased by 2% in 2012.

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

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $82,581

FULL-TIME EMPLOYEE COMPENSATION

Level I $59,972
Level II $84,262
Level III $101,380
CWI Inspector n/a
API Inspector n/a

FULL-TIME BENEFITS

401(k) Savings Plan 91%
Dental Insurance 93%
Disability Insurance 79%
Educational Assistance 74%
Life Insurance 86%
Medical Insurance 94%
Paid Vacation 98%

CONTRACTOR COMPENSATION

Average Hourly Rate $41.37
Average Weeks Per Assignment 26.86
Average Months Worked Per Year 10.07
Average Overtime Hours Per Week 6.21

RESPONDENT PROFILE

Full-Time Employee: 92%
  Salaried: 45%
  Hourly: 47%
Contractor: 8%
Male: 93%
Female: 7%
Average Age: 45
Average Years of Experience: 21.2

CERTIFICATION

Level I 5%
Level II 39%
Level III 56%
### OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation: $97,459

### FULL-TIME EMPLOYEE COMPENSATION

- **Level I**: $60,751
- **Level II**: $85,731
- **Level III**: $105,921
- **CWI Inspector**: $104,347
- **API Inspector**: $115,480

### FULL-TIME BENEFITS

- 401(k) Savings Plan: 87%
- Dental Insurance: 87%
- Disability Insurance: 68%
- Educational Assistance: 64%
- Life Insurance: 74%
- Medical Insurance: 91%
- Paid Vacation: 88%

### CONTRACTOR COMPENSATION

- Average Hourly Rate: $48.10
- Average Weeks Per Assignment: 28.3
- Average Months Worked Per Year: 9.53
- Average Overtime Hours Per Week: 17.15

### KEY INSIGHTS

The Construction industry increased the number of full-time Level II NDT professionals by over 8% in 2012.

The was a 8% decrease in contract CWI Inspectors in the Construction industry in 2012.

The Construction industry continues to employ more CWI Inspectors than all other inspectors combined.

Full-time employee’s make up only 80% of Construction industry.

### RESPONDENT PROFILE

- **Full-Time Employee**: 80%
  - Salaried: 33%
  - Hourly: 47%
- **Contractor**: 20%
- **Male**: 97%
- **Female**: 3%
- **Average Age**: 44
- **Average Years of Experience**: 16.0

### CERTIFICATION

- **Level I**: 3%
- **Level II**: 30%
- **Level III**: 18%
- **API Inspector**: 7%
- **CWI Inspector**: 42%
### OVERALL FULL-TIME EMPLOYEE

<table>
<thead>
<tr>
<th>Compensation</th>
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<tbody>
<tr>
<td>Average Annual Compensation</td>
<td>$84,046</td>
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### FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$60,763</td>
</tr>
<tr>
<td>Level II</td>
<td>$84,704</td>
</tr>
<tr>
<td>Level III</td>
<td>$105,800</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
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</table>

### FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>97%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>88%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>81%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>64%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>94%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>79%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
</tr>
</tbody>
</table>

### CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$44.38</td>
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<tr>
<td>Average Weeks Per Assignment</td>
<td>27</td>
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<tr>
<td>Average Months Worked Per Year</td>
<td>11.5</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>25</td>
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</tbody>
</table>
Results for Laboratories

KEY INSIGHTS
The number of Level I and Level II Technicians employed in the Laboratory industry increased in 2012.

The use of Contractors to complete projects in the Laboratory industry dropped by 3% in 2012.

The Laboratory industry showed a strong increase in earnings, up 6% from 2011.

The Laboratory industry continues to employ one of the highest number of females.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $96,804

FULL-TIME EMPLOYEE COMPENSATION

Level I $58,601
Level II $85,972
Level III $105,800
CWI Inspector $104,370
API Inspector: $119,315

FULL-TIME BENEFITS

401(k) Savings Plan 97%
Dental Insurance 87%
Disability Insurance 77%
Educational Assistance 67%
Life Insurance 87%
Medical Insurance 98%
Paid Vacation 96%

CONTRACTOR COMPENSATION

Average Hourly Rate $47.63
Average Weeks Per Assignment 24
Average Months Worked Per Year 9
Average Overtime Hours Per Week 12

RESPONDENT PROFILE

Full-Time Employee: 97%
Salaried: 51%
Hourly: 46%
Contractor: 3%
Male: 87%
Female: 13%
Average Age: 45
Average Years of Experience: 21.3

CERTIFICATION

Level I: 5%
Level II: 47%
Level III: 33%
CWI Inspector: 7%
API Inspector: 8%
KEY INSIGHTS
As the Petrochemical industry rebounded from the recession the number of full-time NDT professionals increased by 7%.

API Inspectors make up almost half of all inspectors employed in the Petrochemical industry.

Almost half of all NDT professionals employed in the Petrochemical industry are compensated hourly.

There was a 7% decrease in the number of NDT contractors used in 2012.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $98,734

FULL-TIME EMPLOYEE COMPENSATION

Level I $60,973
Level II $89,184
Level III $105,911
CWI Inspector $107,834
API Inspector $129,577

FULL-TIME BENEFITS

401(k) Savings Plan 90%
Dental Insurance 88%
Disability Insurance 70%
Educational Assistance 59%
Life Insurance 83%
Medical Insurance 95%
Paid Vacation 93%

CONTRACTOR COMPENSATION

Average Hourly Rate $51.86
Average Weeks Per Assignment 26
Average Months Worked Per Year 10.21
Average Overtime Hours Per Week 19.88

RESPONDENT PROFILE

Full-Time Employee: 83%
Salaried: 36%
Hourly: 47%
Contractor: 17%
Male: 99%
Female: 1%
Average Age: 42
Average Years of Experience: 17.4

CERTIFICATION

Level I: 2%
Level II: 29%
Level III: 18%
API Inspector: 45%
CWI Inspector: 6%
KEY INSIGHTS

The Shipbuilding industry continues to rebound with another increase in the number of full-time employees hired in 2012.

The Shipbuilding Industry reported a 27% decrease in the use of contractors. One of the largest decreases of all industries reporting in 2012.

The Shipbuilding industry continues to show solid gains in compensation and benefits for both full-time and contract personnel.

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation $82,227

FULL-TIME EMPLOYEE COMPENSATION

Level I: $55,586
Level II $82,297
Level III $106,187
CWI Inspector: n/a
API Inspector: n/a

FULL-TIME BENEFITS

401(k) Savings Plan 92%
Dental Insurance 76%
Disability Insurance 65%
Educational Assistance 62%
Life Insurance 91%
Medical Insurance 97%
Paid Vacation 97%

CONTRACTOR COMPENSATION

Average Hourly Rate $45.76
Average Weeks Per Assignment 21
Average Months Worked Per Year 8.9
Average Overtime Hours Per Week 22
**OVERALL FULL-TIME EMPLOYEE**

Average Annual Compensation $81,847

**FULL-TIME EMPLOYEE COMPENSATION**

- Level I: $53,958
- Level II: $84,325
- Level III: $102,663
- CWI Inspector: $85,192
- API Inspector: n/a

**FULL-TIME BENEFITS**

- 401(k) Savings Plan: 92%
- Dental Insurance: 87%
- Disability Insurance: 73%
- Educational Assistance: 62%
- Life Insurance: 91%
- Medical Insurance: 97%
- Paid Vacation: 96%

**CONTRACTOR COMPENSATION**

- Average Hourly Rate: $41.69
- Average Weeks Per Assignment: 21
- Average Months Worked Per Year: 9
- Average Overtime Hours Per Week: 14

**KEY INSIGHTS**

- The use of Contractors remained unchanged in the Steel & Foundry industry in 2012.
- Continued gains in compensation in the Steel & Foundry industry were reported.
- Hourly full-time employees made up 50% of the total Steel & Foundry workforce in 2012.
- There was an increase in the number of female NDT professionals reporting in 2012.

**RESPONDENT PROFILE**

- Full-Time Employee: 96%
  - Salaried: 43%
  - Hourly: 54%
- Contractor: 4%
- Male: 93%
- Female: 7%
- Average Age: 44
- Average Years of Experience: 17.1

**CERTIFICATION**

- Level I: 4%
- Level II: 39%
- Level III: 33%
- CWI Inspector: 24%
- API Inspector: n/a
### Key Insights

Due to demand in a tight labor market the number of Contractors used increased by 19% in 2012.

Utility & Power Services continues to compensate its workforce higher than all other industries.

The Utility & Power Services industry increased its workforce for the second year in a row with the expectation of more plants being built in the US.

The Utility & Power Services industry pays Level III’s higher wages than all other industries reporting.

### Respondent Profile

<table>
<thead>
<tr>
<th>Profile</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee:</td>
<td>79%</td>
</tr>
<tr>
<td>Salaried:</td>
<td>41%</td>
</tr>
<tr>
<td>Hourly:</td>
<td>38%</td>
</tr>
<tr>
<td>Contractor:</td>
<td>21%</td>
</tr>
<tr>
<td>Male:</td>
<td>96%</td>
</tr>
<tr>
<td>Female:</td>
<td>4%</td>
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<tr>
<td>Average Age:</td>
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<tr>
<td>Average Years of Experience:</td>
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### Certification

<table>
<thead>
<tr>
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<th>Percentage</th>
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<tbody>
<tr>
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<td>2%</td>
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<tr>
<td>Level II</td>
<td>37%</td>
</tr>
<tr>
<td>Level III</td>
<td>44%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>5%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>12%</td>
</tr>
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</table>

### Overall Full-Time Employee

<table>
<thead>
<tr>
<th>Description</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Average Annual Compensation</td>
<td>$96,804</td>
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### Full-Time Employee Compensation

<table>
<thead>
<tr>
<th>Level</th>
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<tbody>
<tr>
<td>Level I</td>
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<tr>
<td>Level II</td>
<td>$92,340</td>
</tr>
<tr>
<td>Level III</td>
<td>$115,310</td>
</tr>
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<td>CWI Inspector</td>
<td>$97,873</td>
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<tr>
<td>API Inspector</td>
<td>n/a</td>
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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>94%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>92%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>76%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>70%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>97%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
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### Contractor Compensation

<table>
<thead>
<tr>
<th>Description</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$49.73</td>
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<tr>
<td>Average Weeks Per Assignment</td>
<td>17.56</td>
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<tr>
<td>Average Months Worked Per Year</td>
<td>8.12</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>21.28</td>
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</table>
Results for Pacific Region

FULL-TIME EMPLOYEE

Average Annual Compensation $100,547

FULL-TIME EMPLOYEE COMPENSATION

Level I $63,488
Level II $88,637
Level III $112,372
API Inspector $128,972
CWI Inspector $114,593

FULL-TIME BENEFITS

401(k) Savings Plan 87%
Dental Insurance 94%
Disability Insurance 66%
Educational Assistance 61%
Life Insurance 86%
Medical Insurance 92%
Paid Vacation 96%

CONTRACTOR COMPENSATION

Average Hourly Rate $50.10
Average Weeks Per Assignment 26.18
Average Months Worked Per Year 10.55
Average Overtime Hours Per Week 15

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

RESPONDENT PROFILE

Full-Time Employee: 91%
Salaried: 39%
Hourly: 52%
Contractor: 9%
Male: 96%
Female: 4%

Average Age: 45
Average Years of Experience: 20

CERTIFICATION

Level I: 3%
Level II: 34%
Level III: 44%
API Inspector: 10%
CWI Inspector: 10%
Results for South Central Region

FULL-TIME EMPLOYEE

Average Annual Compensation $94,765

FULL-TIME EMPLOYEE COMPENSATION

Level I $58,691
Level II $81,179
Level III $102,877
API Inspector $118,275
CWI Inspector $98,994

FULL-TIME BENEFITS

401(k) Savings Plan 85%
Dental Insurance 86%
Disability Insurance 72%
Educational Assistance 65%
Life Insurance 84%
Medical Insurance 94%
Paid Vacation 94%

CONTRACTOR COMPENSATION

Average Hourly Rate $47.88
Average Weeks Per Assignment 27.69
Average Months Worked Per Year 9.62
Average Overtime Hours Per Week 19.4

RESPONDENT PROFILE

Full-Time Employee: 80%
Salaried: 36%
Hourly: 44%
Contractor: 20%
Male: 95%
Female: 5%
Average Age: 43
Average Years of Experience: 18

CERTIFICATION

Level I: 2%
Level II: 35%
Level III: 27%
API Inspector: 26%
CWI Inspector: 11%

SOUTHERN CENTRAL REGION

Arkansas, New Mexico, Louisiana, Oklahoma, Missouri, Texas
Results for North Central Region

FULL-TIME EMPLOYEE

<table>
<thead>
<tr>
<th>Compensation Type</th>
<th>Amount</th>
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<tbody>
<tr>
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FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Level I</td>
<td>$56,831</td>
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<tr>
<td>Level II</td>
<td>$80,422</td>
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<td>Level III</td>
<td>$103,277</td>
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<td>API Inspector</td>
<td>$122,773</td>
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<tr>
<td>CWI Inspector</td>
<td>$96,411</td>
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FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
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<tbody>
<tr>
<td>401(k) Savings Plan</td>
<td>88%</td>
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<tr>
<td>Dental Insurance</td>
<td>94%</td>
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<tr>
<td>Disability Insurance</td>
<td>82%</td>
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<td>Educational Assistance</td>
<td>76%</td>
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<tr>
<td>Life Insurance</td>
<td>86%</td>
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<tr>
<td>Medical Insurance</td>
<td>96%</td>
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<td>Paid Vacation</td>
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CONTRACTOR COMPENSATION

<table>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
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<tr>
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RESPONDENT PROFILE

<table>
<thead>
<tr>
<th>Profile</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Full-Time Employee</td>
<td>89%</td>
</tr>
<tr>
<td>Salaried</td>
<td>51%</td>
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<tr>
<td>Hourly</td>
<td>38%</td>
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<tr>
<td>Contractor</td>
<td>11%</td>
</tr>
<tr>
<td>Male</td>
<td>94%</td>
</tr>
<tr>
<td>Female</td>
<td>6%</td>
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<tr>
<td>Average Age</td>
<td>43</td>
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<tr>
<td>Average Years of Experience</td>
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CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>2%</td>
</tr>
<tr>
<td>Level II</td>
<td>26%</td>
</tr>
<tr>
<td>Level III</td>
<td>37%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>18%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>18%</td>
</tr>
</tbody>
</table>
Results for Great Lakes Region

FULL-TIME EMPLOYEE

Average Annual Compensation $88,329

FULL-TIME EMPLOYEE COMPENSATION

Level I $51,805
Level II $79,013
Level III $102,736
API Inspector $116,274
CWI Inspector $103,472

FULL-TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 83%
Disability Insurance 74%
Educational Assistance 56%
Life Insurance 89%
Medical Insurance 93%
Paid Vacation 91%

CONTRACTOR COMPENSATION

Average Hourly Rate $46.02
Average Weeks Per Assignment 19
Average Months Worked Per Year 9.31
Average Overtime Hours Per Week 15.69

RESPONDENT PROFILE

Full-Time Employee: 88%
Salaried: 45%
Hourly: 43%
Contractor: 12%
Male: 96%
Female: 4%
Average Age: 44
Average Years of Experience: 19

CERTIFICATION

Level I: 1%
Level II: 29%
Level III: 36%
API Inspector: 20%
CWI Inspector: 14%

GREAT LAKES REGION

Illinois, Michigan, Indiana, Minnesota, Ohio, Wisconsin
### Full-Time Employee

<table>
<thead>
<tr>
<th>Description</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Average Annual Compensation</td>
<td>$89,824</td>
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### Full-Time Employee Compensation

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<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$56,571</td>
</tr>
<tr>
<td>Level II</td>
<td>$80,211</td>
</tr>
<tr>
<td>Level III</td>
<td>$101,610</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$110,807</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$95,757</td>
</tr>
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</table>

### Full-Time Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
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<tr>
<td>401(k) Savings Plan</td>
<td>94%</td>
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<tr>
<td>Dental Insurance</td>
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<tr>
<td>Disability Insurance</td>
<td>82%</td>
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<tr>
<td>Educational Assistance</td>
<td>71%</td>
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<tr>
<td>Life Insurance</td>
<td>88%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>95%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
</tr>
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</table>

### Contractor Compensation

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$45.25</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>26.54</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>9.14</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>18.89</td>
</tr>
</tbody>
</table>
Results for Mid-Atlantic Region

Full-Time Employee

Average Annual Compensation $89,872

Full-Time Employee Compensation

- Level I: $57,421
- Level II: $82,047
- Level III: $101,825
- API Inspector: $110,701
- CWI Inspector: $94,012

Full-Time Benefits

- 401(k) Savings Plan: 85%
- Dental Insurance: 80%
- Disability Insurance: 72%
- Educational Assistance: 67%
- Life Insurance: 78%
- Medical Insurance: 94%
- Paid Vacation: 98%

Respondent Profile

- Full-Time Employee: 93%
- Salaried: 44%
- Hourly: 49%
- Contractor: 7%
- Male: 98%
- Female: 2%
- Average Age: 46
- Average Years of Experience: 22

Certification

- Level I: 10%
- Level II: 33%
- Level III: 40%
- API Inspector: 10%
- CWI Inspector: 7%

Contractor Compensation

- Hourly Rate: $42.19
- Average Weeks Per Assignment: 12.5
- Average Months Worked Per Year: 9.1
- Average Overtime Hours Per Week: 20.0

Mid-Atlantic Region

Delaware, Pennsylvania, Maryland, West Virginia, New Jersey, DC
Results for Northeast Region

FULL-TIME EMPLOYEE

Average Annual Compensation $103,071

FULL-TIME EMPLOYEE COMPENSATION

Level I $63,541
Level II $91,050
Level III $113,307
API Inspector $128,152
CWI Inspector $111,786

FULL-TIME BENEFITS

401(k) Savings Plan 88%
Dental Insurance 90%
Disability Insurance 71%
Educational Assistance 58%
Life Insurance 79%
Medical Insurance 94%
Paid Vacation 97%

CONTRACTOR COMPENSATION

Average Hourly Rate $51.22
Average Weeks Per Assignment 16
Average Months Worked Per Year 9
Average Overtime Hours Per Week 21

NORtheast REGION

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

RESPONDENT PROFILE

Full-Time Employee: 96%
Salaried: 50%
Hourly: 46%
Contractor: 4%
Male: 95%
Female: 5%
Average Age: 46
Average Years of Experience: 21

CERTIFICATION

Level I: 4%
Level II: 28%
Level III: 58%
API Inspector: 2%
CWI Inspector: 8%