ABOUT PQNDT

PQNDT (Personnel for Quality and Nondestructive Testing) is the premier 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 and quality inspection.

PQNDT identifies, screens, pre-qualifies and positions skilled, experienced NDT personnel on both a permanent and contract basis for companies nationwide. Employers in all industries have come to rely on PQNDT to find the most qualified people, while candidates trust us to help them find the “path to the perfect job.”

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.

For additional information contact us at (800) 736-3841 or visit www.pqndt.com.
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THE NDT INDUSTRY CONTINUES TO MOVE FORWARD, AND IS EVEN GAINING MOMENTUM.

The driving force behind the numbers in our 2013 NDT Salary & Benefits Survey continues to be the recovery of the U.S. economy. More economic activity has led to a higher sense of confidence among NDT professionals in almost every industry [with Defense being one exception] and in most geographic regions.

The optimism is justified, as the overall NDT profession continues to outperform other industries in terms of employment. While the national unemployment rate improved from 7.8% to 7.0% during 2013, NDT held steady at 4% for Full-Time employees.

This confidence has manifested itself in the return of the Full-Time NDT and quality inspection employee. When the economy was in the tank and the next project or order was uncertain, hiring managers expressed their concern by hiring Contractors for their inspection and testing work. They were simply not willing to risk hiring someone Full-Time.

That has changed dramatically over the past two years. A steadier flow of work has boosted the confidence of hiring managers, resulting in more Full-Time positions being established and filled. Since 2011 Full-Time employment among NDT professionals has grown by 7%, a sure sign that employers are focused on a more stable future.

This sudden competition for experienced NDT professionals has led to higher salaries and stronger benefits, as well. Average compensation for Full-Time NDT workers rose more than 4% in 2013, to $102,977. The boost in compensation was approximately the same at all certification levels.

On the downside, the surge in Contractor openings that occurred during the depths of the depression has ebbed, with a further reduction of 2% in the number of Contractors employed during 2013. This is reflected in a big increase in the number of Contractors who are “very worried” about finding future assignments, which rose to 14% in 2013 from only 8% in 2012. Similarly, Contractors are less sanguine about the economic recovery. Less than half of Contractors surveyed [49%] feel secure in their positions, a big drop from the 66% response just one year ago.

Will this mostly positive trend continue? All signs point to the economic recovery continuing. While not all industries or workers are sharing in the benefits, the NDT and quality inspection industries appear to be among those that are playing a key role in the recovery, a trend that shows no sign of peaking.
KEY INSIGHTS

- The NDT industry had a 2% increase in Full-Time employees in 2013.
- Compensation in the NDT and inspection industry is on the rise from last year with an increase in earnings of over 3% in 2013.
- The Contract labor segment has decreased by 2%.
- There were more Level I Technicians entering the market in 2013.

2013 SURVEY RESPONSES BY REGION

North East (NY, MA, ME, NH, VT, CT, RI) 6%
Mid-Atlantic (PA, MD, WV, DE, NJ) 7%
Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA) 17%
Great Lakes (MI, IL, OH, IN, MN, WI) 13%
North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID) 9%
South Central (TX, LA, OK, NM, AR, MO) 30%
Pacific (CA, OR, WA, NV, AZ, AK, HI) 18%

EMPLOYMENT TYPE

Full-Time 88%
- Salaried 43%
- Hourly 45%
Contractor 12%

RESPONDENT PROFILE

Male 95%
Female 5%
Average Age 46 years
Average NDT Experience 20.2 years

PRIMARY INDUSTRY

Aerospace 26%
Construction 9%
Defense 3%
Laboratory 4%
Petrochemical 31%
Shipbuilding 2%
Steel & Foundry 9%
Utility & Power 16%

CERTIFICATION

Level I 4%
Level II 29%
Level III 42%
API Inspector 15%
CWI Inspector 10%

JOB DESCRIPTION

API Inspector 10%
CWI Inspector 4%
Director of Quality 2%
Level III Specialist 17%
NDT Manager 9%
NDT Supervisor 7%
NDT Technician 28%
QA/QC Inspector 9%
Quality Manager 6%
Sales 0%
Scientist/Engineer 3%
Other 5%

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www.pqndt.com

Your Path to the Perfect Job Starts Here.
Respondent Profile

Male: 96%
Female: 4%

Average Age: 46 years
Average Years of Experience: 20 years
Annual Compensation: $102,977
ON THE ECONOMY
Recovering Strongly 1%
Slowly Pulling Out of Recession 51%
Still in Recession, Little Change 28%
Getting Worse 20%

JOB PROSPECTS
Much Better Than Last Year 14%
A Little Better Than Last Year 36%
About the Same 41%
A Little Worse Than Last Year 2%
Much Worse Than Last Year 7%

CURRENTLY EMPLOYED
Yes 81%
No 19%

CONFIDENCE IN FINDING CONTRACTS
Very Confident 68%
Not Totally Confident 25%
Very Worried About Finding Assignment 6%
Finding Assignments Almost Impossible 1%

PRIMARY INDUSTRY
Aerospace 11%
Construction 12%
Defense 4%
Laboratory 1%
Petrochemical 41%
Shipbuilding 1%
Steel & Foundry 4%
Utility & Power 26%

CERTIFICATION
Level I 2%
Level II 28%
Level III 22%
API Inspector 26%
CWI Inspector 22%

JOB DESCRIPTION
API Inspector 22%
CWI Inspector 11%
Director of Quality 0%
Level III Specialist 9%
NDT Manager 2%
NDT Supervisor 2%
NDT Technician 29%
QA/QC Inspector 20%
Quality Manager 0%
Sales 0%
Scientist/Engineer 1%
Other 4%

FINDING ASSIGNMENTS
Internet 31%
Newspaper Ads 0%
Magazine Ads 0%
Placement Agency 14%
Word-of-Mouth 33%
Other 22%

Respondent Profile
Male: 96%
Female: 4%
Average Age: 48 years
Average Years of Experience: 21.6 years

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

• With the economy improving, the NDT industry as a whole reported strong increases in the number of Full-Time Level I Technicians hired in 2013.

• There was a 12% decrease in the number of Level I Contractors working in 2013 as companies opted to hire on a Full-Time basis.

• As the demand for trainees increased, compensation for NDT Level I professionals saw a solid gain in earnings for the third consecutive year.

FULL-TIME EMPLOYEES

Average Annual Compensation   $60,190
Average Hourly Rate:   $19.31

FULL-TIME BENEFITS

401 [k] Savings Plan   96%
Dental Insurance    92%
Disability Insurance   69%
Educational Assistance   65%
Life Insurance     85%
Medical Insurance   96%
Paid Vacation          96%

CONTRACTORS

Average Hourly Rate   $23.81
Average Weeks Per Assignment  11
Average Months Worked Per Year  9
Average Overtime Hours Per Week  19.3

PRIMARY INDUSTRY

Aerospace    25%
Construction    7%
Defense        4%
Laboratory     11%
Petrochemical 29%
Shipbuilding  3%
Steel & Foundry 4%
Utility & Power 17%
KEY INSIGHTS

- Compensation numbers for Full-Time NDT Level II Technicians showed a 6% gain in earnings, almost double the industry average.

- The Construction industry reported a 40% decrease in hiring Level II NDT personnel, while most other industries held steady.

- There was a 3% decrease for Full-Time NDT Level II professionals employed overall.

- Level II Contractors employed in the NDT industry fell 3% in 2013.

FULL-TIME EMPLOYEES

Average Annual Compensation $90,937
Average Hourly Rate: $30.92

FULL-TIME BENEFITS

401(k) Savings Plan 89%
Dental Insurance 88%
Disability Insurance 71%
Educational Assistance 57%
Life Insurance 84%
Medical Insurance 99%
Paid Vacation 89%

CONTRACTORS

Average Hourly Rate $39.86
Average Weeks Per Assignment 23
Average Months Worked Per Year 9.72
Average Overtime Hours Per Week 19.97

PRIMARY INDUSTRY

Aerospace 29%
Construction 6%
Defense 6%
Laboratory 5%
Petrochemical 26%
Shipbuilding 1%
Steel & Foundry 5%
Utility & Power 22%
KEY INSIGHTS

• The number of Full-Time Level III’s working in the industry increased by 3% in 2013.

• The Aerospace industry employs approximately 40% of all Full-Time Level III professionals.

• Due to a stronger economy, the use of Level III Contractors has decreased for the second consecutive year.

• The Steel & Foundry and Construction industries showed gains in the number of Full-Time Level III employees.

FULL-TIME EMPLOYEES

Average Annual Compensation $105,994

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>88%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>92%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>82%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>76%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>96%</td>
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<tr>
<td>Paid Vacation</td>
<td>96%</td>
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CONTRACTORS

<table>
<thead>
<tr>
<th>Average Hourly Rate</th>
<th>$61.97</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Weeks Per Assignment</td>
<td>22.71</td>
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<tr>
<td>Average Months Worked Per Year</td>
<td>8.75</td>
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<tr>
<td>Average Overtime Hours Per Week</td>
<td>12.57</td>
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PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>39%</td>
</tr>
<tr>
<td>Construction</td>
<td>7%</td>
</tr>
<tr>
<td>Defense</td>
<td>4%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>5%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>13%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>5%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>7%</td>
</tr>
<tr>
<td>Utility &amp; Power</td>
<td>20%</td>
</tr>
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Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>93%</td>
</tr>
<tr>
<td>Salaried</td>
<td>71%</td>
</tr>
<tr>
<td>Hourly</td>
<td>22%</td>
</tr>
<tr>
<td>Contractor</td>
<td>7%</td>
</tr>
<tr>
<td>Male</td>
<td>96%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
<tr>
<td>Average Age</td>
<td>51 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>26.6 years</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- Both Contract and Full-Time CWI Inspectors showed steady gains in their compensation in 2013.
- The number of Full-Time CWI Inspectors employed decreased by 4% in 2013.
- The Construction and Petrochemical industries reported the highest number of CWI Inspectors employed.
- Approximately 30% of all CWI Inspectors are Contractors, the highest number in any industry segment.

FULL-TIME EMPLOYEES

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Annual Compensation</td>
<td>$95,712</td>
</tr>
<tr>
<td>Average Hourly Rate</td>
<td>$39.59</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

- 401 (k) Savings Plan: 89%
- Dental Insurance: 87%
- Disability Insurance: 72%
- Educational Assistance: 61%
- Life Insurance: 89%
- Medical Insurance: 92%
- Paid Vacation: 93%

CONTRACTORS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$51.32</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>25</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>9.72</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>19.06</td>
</tr>
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</table>

PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>3%</td>
</tr>
<tr>
<td>Construction</td>
<td>44%</td>
</tr>
<tr>
<td>Defense</td>
<td>1%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>6%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>17%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>1%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>12%</td>
</tr>
<tr>
<td>Utility &amp; Power</td>
<td>16%</td>
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Respondent Profile

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<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>73%</td>
</tr>
<tr>
<td>Salaried</td>
<td>28%</td>
</tr>
<tr>
<td>Hourly</td>
<td>45%</td>
</tr>
<tr>
<td>Contractor</td>
<td>27%</td>
</tr>
<tr>
<td>Male</td>
<td>97%</td>
</tr>
<tr>
<td>Female</td>
<td>3%</td>
</tr>
<tr>
<td>Average Age</td>
<td>47 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>17.2 years</td>
</tr>
</tbody>
</table>

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

- The number of Full-Time API Inspectors has increased slightly over the last two years.
- API Inspectors continue to be compensated the most in comparison to all inspectors in the industry.
- The Petrochemical industry continues to employ over 85% of all API Inspectors in the United States.
- Full-Time API Inspectors received an average wage increase of approximately 4% in 2013.

FULL-TIME EMPLOYEES

Average Annual Compensation $127,886
Average Hourly Rate: $42.04

FULL-TIME BENEFITS

- 401 [k] Savings Plan 94%
- Dental Insurance 94%
- Disability Insurance 77%
- Educational Assistance 72%
- Life Insurance 89%
- Medical Insurance 96%
- Paid Vacation 97%

CONTRACTORS

- Average Hourly Rate $61.98
- Average Weeks Per Assignment 31
- Average Months Worked Per Year 10.5
- Average Overtime Hours Per Week 22.3

PRIMARY INDUSTRY

- Aerospace 0%
- Construction 6%
- Defense 0%
- Laboratory 5%
- Petrochemical 85%
- Shipbuilding 0%
- Steel & Foundry 0%
- Utility & Power 4%
KEY INSIGHTS

• The Aerospace industry had a 3% increase in the number of Full-Time Level III's working in the field.

• Full-Time NDT professionals in the Aerospace industry continue to receive the most competitive benefit package overall.

• Ninety-five percent of all NDT professionals employed in the Aerospace industry are Full-Time employees.

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

FULL-TIME EMPLOYEES

Average Annual Compensation $85,504

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>$61,830</td>
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<tr>
<td>Level II</td>
<td>$87,978</td>
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<tr>
<td>Level III</td>
<td>$104,624</td>
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<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
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FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
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<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>92%</td>
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<tr>
<td>Dental Insurance</td>
<td>92%</td>
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<td>Disability Insurance</td>
<td>78%</td>
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<tr>
<td>Educational Assistance</td>
<td>75%</td>
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<td>Life Insurance</td>
<td>86%</td>
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<tr>
<td>Medical Insurance</td>
<td>95%</td>
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<tr>
<td>Paid Vacation</td>
<td>98%</td>
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CERTIFICATION

<table>
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<th>Certification</th>
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<td>Level I</td>
<td>6%</td>
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<tr>
<td>Level II</td>
<td>41%</td>
</tr>
<tr>
<td>Level III</td>
<td>53%</td>
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CONTRACTOR COMPENSATION

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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$42.89</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>9.78</td>
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<tr>
<td>Average Overtime Hours Per Week</td>
<td>8.89</td>
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</table>
PQNDT Salary & Benefits Survey 2013
CONSTRUCTION INDUSTRY

KEY INSIGHTS

- The Construction industry employs twice as many CWI Inspectors than Level II Inspectors.
- There was a 2% decrease in Contract CWI Inspectors working in Construction in 2013.
- The Construction industry offered better benefits to employees in 2013 than in past years.
- The average NDT Contractor in Construction works approximately nine and a half months per year.

FULL-TIME EMPLOYEES

Average Annual Compensation $100,382

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>$62,907</td>
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<tr>
<td>Level II</td>
<td>$89,170</td>
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<tr>
<td>Level III</td>
<td>$109,060</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$108,113</td>
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<tr>
<td>API Inspector</td>
<td>$119,639</td>
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FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 [k] Savings Plan</td>
<td>88%</td>
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<tr>
<td>Dental Insurance</td>
<td>86%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>71%</td>
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<tr>
<td>Educational Assistance</td>
<td>63%</td>
</tr>
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<td>Life Insurance</td>
<td>77%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>92%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>89%</td>
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CERTIFICATION

<table>
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<th>Level</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>4%</td>
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<td>Level II</td>
<td>20%</td>
</tr>
<tr>
<td>Level III</td>
<td>33%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>5%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>38%</td>
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CONTRACTOR COMPENSATION

<table>
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<th>Compensation</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$49.93</td>
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<tr>
<td>Average Weeks Per Assignment</td>
<td>35.2</td>
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<td>Average Months Worked Per Year</td>
<td>9.6</td>
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<tr>
<td>Average Overtime Hours Per Week</td>
<td>18.3</td>
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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>82%</td>
</tr>
<tr>
<td>Salaried:</td>
<td>41%</td>
</tr>
<tr>
<td>Hourly:</td>
<td>41%</td>
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<tr>
<td>Contractor:</td>
<td>18%</td>
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<tr>
<td>Male:</td>
<td>97%</td>
</tr>
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<td>Female:</td>
<td>3%</td>
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<tr>
<td>Average Age:</td>
<td>45 years</td>
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<tr>
<td>Average Years of Experience:</td>
<td>17.1 years</td>
</tr>
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</table>
KEY INSIGHTS

- With a shift in U.S. foreign policy, there was a slight slowdown in hiring Full-Time employees in Defense related companies.
- Defense hiring will continue to be affected by the U.S. government’s need to control budget spending.
- The use of NDT Contractors in the Defense industry increased in 2013 for the fourth consecutive year.
- Over 45% of all Full-Time NDT professionals in Defense are salaried employees.

FULL-TIME EMPLOYEES

Average Annual Compensation $86,913

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$62,949</td>
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<tr>
<td>Level II</td>
<td>$88,768</td>
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<td>Level III</td>
<td>$109,187</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
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<tr>
<td>API Inspector</td>
<td>n/a</td>
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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>89%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>82%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>66%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>94%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>83%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>96%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>5%</td>
</tr>
<tr>
<td>Level II</td>
<td>50%</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>n/a</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Benefit</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$45.97</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>31</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>10.7</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>24</td>
</tr>
</tbody>
</table>

Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>91%</td>
</tr>
<tr>
<td>Salaried</td>
<td>46%</td>
</tr>
<tr>
<td>Hourly</td>
<td>45%</td>
</tr>
<tr>
<td>Contractor</td>
<td>9%</td>
</tr>
<tr>
<td>Male</td>
<td>97%</td>
</tr>
<tr>
<td>Female</td>
<td>3%</td>
</tr>
<tr>
<td>Average Age</td>
<td>48 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>21 years</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- The Laboratory sector saw a 40% increase in hiring Level I trainees; the largest gain of all industries.
- Full-Time Level II Technicians had the largest increase in compensation in the Laboratory industry.
- Laboratories continue to employ more females than any other industry.
- The average length per assignment for a Contractor in the Laboratory industry is twenty-seven weeks.

FULL-TIME EMPLOYEES

Average Annual Compensation $98,991

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$60,471</td>
</tr>
<tr>
<td>Level II</td>
<td>$90,353</td>
</tr>
<tr>
<td>Level III</td>
<td>$109,034</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$107,392</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$123,127</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>98%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>87%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>77%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>66%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>88%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>98%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>9%</td>
</tr>
<tr>
<td>Level II</td>
<td>45%</td>
</tr>
<tr>
<td>Level III</td>
<td>34%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>4%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>8%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate                $49.44</td>
</tr>
<tr>
<td>Average Weeks Per Assignment       27</td>
</tr>
<tr>
<td>Average Months Worked Per Year      9.8</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week     17</td>
</tr>
</tbody>
</table>

Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>96%</td>
</tr>
<tr>
<td>Salaried</td>
<td>50%</td>
</tr>
<tr>
<td>Hourly</td>
<td>46%</td>
</tr>
<tr>
<td>Contractor</td>
<td>4%</td>
</tr>
<tr>
<td>Male</td>
<td>90%</td>
</tr>
<tr>
<td>Female</td>
<td>10%</td>
</tr>
<tr>
<td>Average Age</td>
<td>42 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>18 years</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- The Petrochemical industry held steady in the number of Full-Time NDT professionals in 2013.
- Contract labor makes up 16% of the overall NDT workforce employed in the Petrochemical industry.
- There was a 2% decline in API Inspectors employed in the Petrochemical industry since 2012.
- More than half of all Full-Time employees in the Petrochemical industry are compensated hourly.

FULL-TIME EMPLOYEES

Average Annual Compensation $102,111

FULL-TIME EMPLOYEE COMPENSATION

- Level I $62,917
- Level II $93,642
- Level III $109,407
- CWI Inspector $110,961
- API Inspector $134,254

FULL-TIME BENEFITS

- 401 [k] Savings Plan 92%
- Dental Insurance 87%
- Disability Insurance 70%
- Educational Assistance 61%
- Life Insurance 84%
- Medical Insurance 95%
- Paid Vacation 94%

CERTIFICATION

- Level I 4%
- Level II 31%
- Level III 17%
- API Inspector 43%
- CWI Inspector 5%

CONTRACTOR COMPENSATION

- Average Hourly Rate $53.49
- Average Weeks Per Assignment 26
- Average Months Worked Per Year 9.9
- Average Overtime Hours Per Week 21.2

Respondent Profile

<table>
<thead>
<tr>
<th>Full-Time Employee:</th>
<th>84%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaried:</td>
<td>36%</td>
</tr>
<tr>
<td>Hourly:</td>
<td>48%</td>
</tr>
<tr>
<td>Contractor:</td>
<td>16%</td>
</tr>
<tr>
<td>Male:</td>
<td>98%</td>
</tr>
<tr>
<td>Female:</td>
<td>2%</td>
</tr>
<tr>
<td>Average Age:</td>
<td>42.5 years</td>
</tr>
<tr>
<td>Average Years of Experience:</td>
<td>18.1 years</td>
</tr>
</tbody>
</table>
**KEY INSIGHTS**

- The Shipbuilding industry showed a 2% increase in the use of NDT Contractors in 2013.
- The Shipbuilding industry reported a slight decline in Full-Time salaried employees in 2013.
- The number of Level II professionals in the Shipbuilding industry has decreased by 7% since 2009.
- Full-Time employee benefits in the Shipbuilding industry increased across the board.

**FULL-TIME EMPLOYEES**

Average Annual Compensation  $85,030

**FULL-TIME EMPLOYEE COMPENSATION**

- Level I  $57,365
- Level II  $86,412
- Level III  $109,537
- CWI Inspector  n/a
- API Inspector  n/a

**FULL-TIME BENEFITS**

- 401 (k) Savings Plan  93%
- Dental Insurance  77%
- Disability Insurance  65%
- Educational Assistance  64%
- Life Insurance  92%
- Medical Insurance  97%
- Paid Vacation  98%

**CERTIFICATION**

- Level I  7%
- Level II  36%
- Level III  57%
- API Inspector  n/a
- CWI Inspector  n/a

**CONTRACTOR COMPENSATION**

- Average Hourly Rate  $46.91
- Average Weeks Per Assignment  19
- Average Months Worked Per Year  9.1
- Average Overtime Hours Per Week  23
KEY INSIGHTS

- Continued gains in compensation in the Steel & Foundry industry were reported for the third consecutive year.
- The use of Contractors in the Steel & Foundry industry increased by 20%; a shift from 2012 hiring practices.
- There was a 4% decrease in the number of CWI Inspectors hired in 2013.
- Salaried Full-Time employees made up 46% of the total Steel & Foundry workforce in 2013.

FULL-TIME EMPLOYEES

Average Annual Compensation $84,057

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$55,307</td>
</tr>
<tr>
<td>Level II</td>
<td>$87,698</td>
</tr>
<tr>
<td>Level III</td>
<td>$105,211</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$88,173</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>92%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>88%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>75%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>67%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>91%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>97%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>97%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>5%</td>
</tr>
<tr>
<td>Level II</td>
<td>40%</td>
</tr>
<tr>
<td>Level III</td>
<td>35%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>20%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Average Hourly Rate</th>
<th>Average Weeks Per Assignment</th>
<th>Average Months Worked Per Year</th>
<th>Average Overtime Hours Per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$43.06</td>
<td>20</td>
<td>9.6</td>
<td>13</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- With tightening government regulations, the Utility & Power industry has reported a slight slow down in hiring.
- The Utility & Power industry pays Level III’s higher wages than all other industries reporting.
- The Utility & Power industry saw gains in compensation for all levels of Inspectors working in 2013.
- The number of Contractors used in 2013 was consistent with 2012 levels.

FULL-TIME EMPLOYEES

Average Annual Compensation $99,974

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$71,192</td>
</tr>
<tr>
<td>Level II</td>
<td>$96,491</td>
</tr>
<tr>
<td>Level III</td>
<td>$119,063</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$101,067</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>95%</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>69%</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>
</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>36%</td>
</tr>
<tr>
<td>Level III</td>
<td>42%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>4%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>14%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$51.22</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>17.91</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>7.9</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>22.17</td>
</tr>
</tbody>
</table>
FULL-TIME EMPLOYEES
Average Annual Compensation $106,442

FULL-TIME EMPLOYEE COMPENSATION
Level I $65,916
Level II $95,627
Level III $116,834
CWI Inspector $115,014
API Inspector $132,276

FULL-TIME BENEFITS
401 [k] Savings Plan 89%
Dental Insurance 91%
Disability Insurance 71%
Educational Assistance 60%
Life Insurance 82%
Medical Insurance 97%
Paid Vacation 97%

CERTIFICATION
Level I 6%
Level II 30%
Level III 54%
API Inspector 2%
CWI Inspector 8%

CONTRACTOR COMPENSATION
Average Hourly Rate $53.17
Average Weeks Per Assignment 18
Average Months Worked Per Year 9.2
Average Overtime Hours Per Week 24.1
FULL-TIME EMPLOYEES
Average Annual Compensation $92,734

FULL-TIME EMPLOYEE COMPENSATION
Level I $59,497
Level II $86,313
Level III $105,061
CWI Inspector $97,238
API Inspector $103,864

FULL-TIME BENEFITS
401 (k) Savings Plan 87%
Dental Insurance 82%
Disability Insurance 72%
Educational Assistance 67%
Life Insurance 79%
Medical Insurance 96%
Paid Vacation 98%

CERTIFICATION
Level I 6%
Level II 36%
Level III 42%
API Inspector 11%
CWI Inspector 5%

CONTRACTOR COMPENSATION
Average Hourly Rate $43.57
Average Weeks Per Assignment 13.7
Average Months Worked Per Year 10.2
Average Overtime Hours Per Week 22
PQNDT Salary & Benefits Survey 2013
SOUTHERN REGION

FULL-TIME EMPLOYEES
Average Annual Compensation  $92,667

FULL-TIME EMPLOYEE COMPENSATION
Level I  $58,439
Level II  $84,302
Level III  $103,972
CWI Inspector  $98,334
API Inspector  $114,121

FULL-TIME BENEFITS
401 (k) Savings Plan  96%
Dental Insurance  91%
Disability Insurance  82%
Educational Assistance  71%
Life Insurance  91%
Medical Insurance  96%
Paid Vacation  97%

CERTIFICATION
Level I  2%
Level II  40%
Level III  38%
API Inspector  11%
CWI Inspector  9%

CONTRACTOR COMPENSATION
Average Hourly Rate  $46.79
Average Weeks Per Assignment  26.2
Average Months Worked Per Year  10.1
Average Overtime Hours Per Week  21.7

Respondent Profile
Full-Time Employee:  83%
  Salaried:  39%
  Hourly:  44%
Contractor:  17%
Male:  95%
Female:  5%
Average Age:  46 years
Average Years of Experience:  19.1 years

Southern Region
• Florida
• Georgia
• Alabama
• Mississippi
• North Carolina
• South Carolina
• Kentucky
• Tennessee
• Virginia

Your Path to the Perfect Job Starts Here.

PQNDT Salary Survey 2013 | Southern Region
FULL-TIME EMPLOYEES
Average Annual Compensation  $91,237

FULL-TIME EMPLOYEE COMPENSATION
Level I  $53,357
Level II  $83,136
Level III  $105,799
CWI Inspector  $106,521
API Inspector  $119,687

FULL-TIME BENEFITS
401[k] Savings Plan  89%
Dental Insurance  83%
Disability Insurance  74%
Educational Assistance  61%
Life Insurance  89%
Medical Insurance  95%
Paid Vacation  94%

CERTIFICATION
Level I  4%
Level II  28%
Level III  35%
API Inspector  18%
CWI Inspector  15%

CONTRACTOR COMPENSATION
Average Hourly Rate  $47.64
Average Weeks Per Assignment  22
Average Months Worked Per Year  8.7
Average Overtime Hours Per Week  16.2
FULL-TIME EMPLOYEES
Average Annual Compensation $93,699

FULL-TIME EMPLOYEE COMPENSATION
Level I $58,665
Level II $84,541
Level III $106,333
CWI Inspector $99,875
API Inspector $126,451

FULL-TIME BENEFITS
401[k] Savings Plan 89%
Dental Insurance 94%
Disability Insurance 82%
Educational Assistance 74%
Life Insurance 87%
Medical Insurance 97%
Paid Vacation 96%

CERTIFICATION
Level I 3%
Level II 27%
Level III 35%
API Inspector 19%
CWI Inspector 16%

CONTRACTOR COMPENSATION
Average Hourly Rate $50.27
Average Weeks Per Assignment 22.7
Average Months Worked Per Year 9.13
Average Overtime Hours Per Week 19.1
FULL-TIME EMPLOYEES
Average Annual Compensation  $98,093

FULL-TIME EMPLOYEE COMPENSATION
- Level I  $60,572
- Level II  $85,173
- Level III  $105,941
- CWI Inspector  $101,752
- API Inspector  $121,819

FULL-TIME BENEFITS
- 401 (k) Savings Plan  86%
- Dental Insurance  86%
- Disability Insurance  72%
- Educational Assistance  66%
- Life Insurance  87%
- Medical Insurance  96%
- Paid Vacation  95%

CERTIFICATION
- Level I  5%
- Level II  36%
- Level III  26%
- API Inspector  24%
- CWI Inspector  9%

CONTRACTOR COMPENSATION
- Average Hourly Rate  $49.54
- Average Weeks Per Assignment  26.19
- Average Months Worked Per Year  10.2
- Average Overtime Hours Per Week  21.7

Respondent Profile
- Full-Time Employee:  83%
  - Salaried:  37%
  - Hourly:  46%
- Contractor:  17%
- Male:  96%
- Female:  4%
- Average Age:  42 years
- Average Years of Experience:  19 years
FULL-TIME EMPLOYEES
Average Annual Compensation $104,513

FULL-TIME EMPLOYEE COMPENSATION
Level I $65,459
Level II $92,444
Level III $115,719
CWI Inspector $117,057
API Inspector $132,809

FULL-TIME BENEFITS
401 (k) Savings Plan 88%
Dental Insurance 94%
Disability Insurance 67%
Educational Assistance 65%
Life Insurance 86%
Medical Insurance 97%
Paid Vacation 96%

CERTIFICATION
Level I 6%
Level II 35%
Level III 42%
API Inspector 9%
CWI Inspector 8%

CONTRACTOR COMPENSATION
Average Hourly Rate $51.67
Average Weeks Per Assignment 28.2
Average Months Worked Per Year 11.1
Average Overtime Hours Per Week 17