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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CAN THE RESURGENCE CONTINUE?

The country’s economic recovery continues to reach further down the ladder, as workers across numerous industries saw more job openings and an overall 4.5% increase in wages during 2014.

The domestic oil and natural gas boom played a significant role in this growth, with activities in areas such as the Bakken oil fields creating high demand for NDT Technicians.

All this bodes well for the NDT industry and for the manufacturing and production segments of the U.S. economy as well. While high technology has received the lion’s share of attention over the past few decades, workers who get the job done by getting their hands dirty still have an important role to play.

You’ll see this trend reflected here in the results of our 2014 Salary & Benefits Survey, which demonstrates the continued resurgence in employment and compensation levels in NDT.

Average unemployment in NDT during 2014 fell to just 3.5%, staying well below the overall national unemployment number of approximately 6%. The only real weakness came in the Defense Industry, where shrinking Federal budgets and a drawdown from Afghanistan have reduced some contracts.

Perhaps the most accurate indicator of the NDT industry’s strength is the more positive attitude toward the future shown by respondents. In 2013 the responses to our questions about the economy and job prospects were lukewarm. But this year the numbers are much stronger in terms of both job security, job prospects and the state of the economy. Full-Time employees who think the economy is recovering total 68% (compared to 52% in 2013), while 57% say job prospects are better (compared to 50% last year). Among Contractors, 80% are “very confident” that they will find new contracts this year, while only 68% felt confident in 2013.

The trend showed no sign of slowing through 2014, although a drop in oil prices in early 2015 may affect next year’s results in some industries. Right now the U.S. economy seems to be firing on all cylinders and moving forward at high speed, and even accelerating. Some experts are predicting a growth rate of 3% for the U.S. this year.

Good news for those of us in NDT and quality, as increased manufacturing and construction activities should keep our industry’s own recovery on an upward track.
KEY INSIGHTS

• With demand for NDT Professionals on the rise, compensation in the NDT and inspection industry increased by over 4% in 2014.

• 87% of all NDT Professionals are Full-Time employees.

• Unemployment for NDT and inspection professionals continued to trend downward in 2014 to approximately 3.5%, more than 2.5% lower than the current national average.

• The Contract labor segment reported an increase as employers struggle to locate and hire Full-Time employees.

EMPLOYMENT TYPE

- Full-Time 87%
  - Salaried 46%
  - Hourly 41%
- Contractor 13%

RESPONDENT PROFILE

- Male 95%
- Female 5%
- Average Age 45.5 years
- Average NDT Experience 20.3 years

PRIMARY INDUSTRY

- Aerospace 28%
- Construction 10%
- Defense 5%
- Laboratory 5%
- Petrochemical 32%
- Shipbuilding 2%
- Steel & Foundry 7%
- Utility & Power 11%
- Other 2%

CERTIFICATION

- Level I 4%
- Level II 25%
- Level III 44%
- API Inspector 15%
- CWI Inspector 12%

JOB DESCRIPTION

- API Inspector 12%
- CWI Inspector 3%
- Director of Quality 2%
- Level III Specialist 17%
- NDT Manager 10%
- NDT Supervisor 8%
- NDT Technician 29%
- QA/QC Inspector 9%
- Quality Manager 5%
- Sales 0%
- Scientist/Engineer 3%
- Other 2%

2014 SURVEY RESPONSES BY REGION

- North East [NY, MA, ME, NH, VT, CT, RI] 8%
- Mid-Atlantic [PA, MD, WV, DE, NJ] 6%
- Southern [FL, GA, AL, MS, NC, SC, KY, TN, VA] 20%
- Great Lakes [MI, IL, OH, IN, MN, WI] 14%
- North Central [IA, KS, NE, SD, ND, MT, CO, WY, UT, ID] 9%
- South Central [TX, LA, OK, NM, AR, MO] 27%
- Pacific [CA, OR, WA, NV, AZ, AK, HI] 16%

Your Path to the Perfect Job Starts Here.

PQNDT
1337 Massachusetts Ave., Box 243, Arlington, MA 02476
Tel 800-736-3841 Fax 781-643-1786
www.pqndt.com
ON THE ECONOMY
Recovering Strongly 11%
Slowly Pulling Out of Recession 57%
Still in Recession, Little Change 23%
Getting Worse 9%

JOB PROSPECTS
Much Better Than Last Year 19%
A Little Better Than Last Year 38%
About the Same 40%
A Little Worse Than Last Year 3%
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 52%
I’m Pretty Safe 33%
Not Sure How Secure Job Is 13%
Worried About Losing Job 2%

Respondent Profile
Male: 95%
Female: 5%
Average Age: 45 years
Average Years of Experience: 20 years
Annual Compensation: $106,827

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PRIMARY INDUSTRY
Aerospace 29%
Construction 8%
Defense 4%
Laboratory 3%
Petrochemical 31%
Shipbuilding 1%
Steel & Foundry 9%
Utility & Power 15%

CERTIFICATION
Level I 4%
Level II 25%
Level III 45%
API Inspector 15%
CWI Inspector 11%

BENEFITS
401(k) Savings Plan 92%
Dental Insurance 91%
Disability Insurance 85%
Educational Assistance 67%
Life Insurance 89%
Medical Insurance 96%
Paid Vacation 98%

JOB DESCRIPTION
API Inspector 11%
CWI Inspector 3%
Director of Quality 2%
Level III Specialist 17%
NDT Manager 11%
NDT Supervisor 9%
NDT Technician 25%
QA/QC Inspector 7%
Quality Manager 6%
Sales 1%
Scientist/Engineer 6%
Other 2%
ON THE ECONOMY
Recovering Strongly 9%
Slowly Pulling Out of Recession 45%
Still in Recession, Little Change 26%
Getting Worse 20%

JOB PROSPECTS
Much Better Than Last Year 16%
A Little Better Than Last Year 26%
About the Same 51%
A Little Worse Than Last Year 6%
Much Worse Than Last Year 1%

CURRENTLY EMPLOYED
Yes 80%
No 20%

CONFIDENCE IN FINDING CONTRACTS
Very Confident 80%
Not Totally Confident 15%
Very Worried About Finding Assignment 1%
Finding Assignments Almost Impossible 4%

Respondent Profile
Male: 96%
Female: 4%
Average Age: 47 years
Average Years of Experience: 21.8 years

Your Path to the Perfect Job Starts Here.

PRIMARY INDUSTRY
Aerospace 19%
Construction 17%
Defense 6%
Laboratory 1%
Petrochemical 42%
Shipbuilding 1%
Steel & Foundry 2%
Utility & Power 12%

CERTIFICATION
Level I 3%
Level II 27%
Level III 29%
API Inspector 20%
CWI Inspector 21%

JOB DESCRIPTION
API Inspector 15%
CWI Inspector 10%
Director of Quality 0%
Level III Specialist 13%
NDT Manager 4%
NDT Supervisor 3%
NDT Technician 31%
QA/QC Inspector 21%
Quality Manager 0%
Sales 0%
Scientist/Engineer 1%
Other 2%

FINDING ASSIGNMENTS
Internet 33%
Newspaper Ads 0%
Magazine Ads 0%
Placement Agency 16%
Word-of-Mouth 34%
Other 17%
KEY INSIGHTS

• Compensation for NDT Level I professionals saw a solid gain in earnings as companies continue to hire and train entry level personnel.

• The number of Level I Contractors working in the NDT Industry in 2014 increased to keep pace with demand for qualified helpers.

• The Construction and Aerospace Industries reported strong increases in the number of Level I professionals hired in 2014 as the economy continues to improve.

• More females entered the NDT Industry in 2014, with a 6% increase since 2010.

FULL-TIME EMPLOYEES

Average Annual Compensation $63,259
Average Hourly Rate: $20.17

FULL-TIME BENEFITS

401 [k] Savings Plan 94%
Dental Insurance 91%
Disability Insurance 74%
Educational Assistance 71%
Life Insurance 84%
Medical Insurance 97%
Paid Vacation 96%

CONTRACTORS

Average Hourly Rate $24.11
Average Weeks Per Assignment 15
Average Months Worked Per Year 8.5
Average Overtime Hours Per Week 18.1

PRIMARY INDUSTRY

Aerospace 28%
Construction 12%
Defense 4%
Laboratory 9%
Petrochemical 24%
Shipbuilding 3%
Steel & Foundry 4%
Utility & Power 16%

Respondent Profile

Full-Time Employee: 91%
Salaried: 5%
Hourly: 86%
Contractor: 9%
Male: 89%
Female: 11%
Average Age: 33.5 years
Average Years of Experience: 4 years
KEY INSIGHTS

- Compensation numbers for Full-Time NDT Level II Technicians have shown a 31% gain in earning since 2009.

- The Aerospace, Defense, Construction, Petrochemical, and Laboratory Industries all reported an increase in hiring Level II NDT personnel.

- The number of Level II Contractors increased over 7% due to the demand for qualified NDT Level II professionals in the United States.

FULL-TIME EMPLOYEES

Average Annual Compensation: $95,137
Average Hourly Rate: $32.34

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>90%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>74%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>61%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>85%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>99%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>91%</td>
</tr>
</tbody>
</table>

CONTRACTORS

Average Hourly Rate: $41.68
Average Weeks Per Assignment: 22
Average Months Worked Per Year: 10.1
Average Overtime Hours Per Week: 21.03

PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>31%</td>
</tr>
<tr>
<td>Construction</td>
<td>7%</td>
</tr>
<tr>
<td>Defense</td>
<td>8%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>6%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>27%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>1%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>4%</td>
</tr>
<tr>
<td>Utility &amp; Power</td>
<td>16%</td>
</tr>
</tbody>
</table>

Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>89%</td>
</tr>
<tr>
<td>Salaried</td>
<td>21%</td>
</tr>
<tr>
<td>Hourly</td>
<td>68%</td>
</tr>
<tr>
<td>Contractor</td>
<td>11%</td>
</tr>
<tr>
<td>Male</td>
<td>93%</td>
</tr>
<tr>
<td>Female</td>
<td>7%</td>
</tr>
<tr>
<td>Average Age</td>
<td>41 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>13.5 years</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

• Compensation for Level III professionals increased by approximately 5%, supporting six figure salaries since 2011.

• In 2014 the Defense, Petrochemical, and Steel & Foundry Industries showed an increase in the number of Full-Time Level III employees.

• Females make up 5% of all NDT Level III professionals employed in the US.

• The number of Level III Contractors increased by 3% due to strong hiring demands and retiring employees.

FULL-TIME EMPLOYEES

Average Annual Compensation $110,512

FULL-TIME BENEFITS

401 (k) Savings Plan 94%
Dental Insurance 93%
Disability Insurance 89%
Educational Assistance 75%
Life Insurance 91%
Medical Insurance 97%
Paid Vacation 96%

CONTRACTORS

Average Hourly Rate $65.22
Average Weeks Per Assignment 24.11
Average Months Worked Per Year 9.21
Average Overtime Hours Per Week 13.7

PRIMARY INDUSTRY

Aerospace 45%
Construction 7%
Defense 6%
Laboratory 4%
Petrochemical 17%
Shipbuilding 2%
Steel & Foundry 11%
Utility & Power 13%
KEY INSIGHTS

• Over 23% of all CWI Inspectors are Contractors. Down 3% from 2013, this is still the highest number in any industry segment reporting.

• With the economy recovering, the number of Full-Time CWI Inspectors employed increased by approximately 4% over 2013.

• Both Contract and Full-Time CWI Inspectors reported strong compensation gains in 2014.

• The Construction Industry continues to employ the highest the number of CWI Inspectors.

RESPONDENT PROFILE

Full-Time Employee: 77%
Salaried: 31%
Hourly: 46%

Contractor: 23%

Male: 96%
Female: 4%

Average Age: 46 years
Average Years of Experience: 17.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation: $99,346
Average Hourly Rate: $41.21

FULL-TIME BENEFITS

401 [k] Savings Plan: 89%
Dental Insurance: 89%
Disability Insurance: 77%
Educational Assistance: 58%
Life Insurance: 87%
Medical Insurance: 97%
Paid Vacation: 94%

CONTRACTORS

Average Hourly Rate: $54.10
Average Weeks Per Assignment: 27
Average Months Worked Per Year: 10.17
Average Overtime Hours Per Week: 21.3

PRIMARY INDUSTRY

Aerospace: 2%
Construction: 34%
Defense: 1%
Laboratory: 5%
Petrochemical: 22%
Shipbuilding: 1%
Steel & Foundry: 15%
Utility & Power: 20%
KEY INSIGHTS

• API Inspectors continue to be the highest income producers in comparison to all inspectors in the industry.

• The Petrochemical Industry employs over 86% of all API Inspectors in the United States.

• Contract API Inspectors make up 17% of the total API inspection workforce.

• The numbers of Full-Time API Inspectors increased by 4% as companies continue to expand their permanent workforce.

FULL-TIME EMPLOYEES

Average Annual Compensation $132,401
Average Hourly Rate: $43.91

FULL-TIME BENEFITS

- 401 [k] Savings Plan 96%
- Dental Insurance 95%
- Disability Insurance 84%
- Educational Assistance 72%
- Life Insurance 93%
- Medical Insurance 96%
- Paid Vacation 98%

CONTRACTORS

Average Hourly Rate $64.65
Average Weeks Per Assignment 35
Average Months Worked Per Year 11.2
Average Overtime Hours Per Week 22.6

PRIMARY INDUSTRY

- Aerospace 0%
- Construction 5%
- Defense 0%
- Laboratory 5%
- Petrochemical 86%
- Shipbuilding 0%
- Steel & Foundry 0%
- Utility & Power 4%

Respondent Profile

Full-Time Employee: 83%
  Salaried: 43%
  Hourly: 40%
Contractor: 17%
Male: 97%
Female: 3%
Average Age: 44 years
Average Years of Experience: 19.4 years

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FULL-TIME EMPLOYEES

Average Annual Compensation $89,008

FULL-TIME EMPLOYEE COMPENSATION

Level I $64,364
Level II $91,938
Level III $108,914
CWI Inspector n/a
API Inspector n/a

FULL-TIME BENEFITS

401 (k) Savings Plan 92%
Dental Insurance 94%
Disability Insurance 87%
Educational Assistance 75%
Life Insurance 91%
Medical Insurance 96%
Paid Vacation 96%

CERTIFICATION

Level I 7%
Level II 40%
Level III 53%

CONTRACTOR COMPENSATION

Average Hourly Rate $44.72
Average Weeks Per Assignment 34
Average Months Worked Per Year 9.82
Average Overtime Hours Per Week 8.61

KEY INSIGHTS

- Full-Time NDT professionals in the Aerospace Industry reported approximately a 4.5% gain in earnings in 2014.
- The number of Level I NDT professionals in the Aerospace Industry increased for the 4th consecutive year.
- The number of NDT Contractors employed in the Aerospace Industry held steady in 2014.
- The Aerospace Industry employs more Level III professionals than any other industry in the United States.

Respondent Profile

Full-Time Employee: 94%
Salaried: 47%
Hourly: 47%
Contractor: 6%
Male: 93%
Female: 7%
Average Age: 47.2 years
Average Years of Experience: 22.4 years
**KEY INSIGHTS**

- The number of Full-Time employees in the Construction Industry decreased by approximately 5% in 2014 because of cost cutting measures.

- In 2014 there was a 5% increase in the total number of Contractors in the Construction Industry.

- The Construction Industry employs more CWI Inspectors than Level I and Level II Technicians combined.

- Full-Time Employees make up only 77% of NDT workers in the Construction Industry.

---

### FULL-TIME EMPLOYEES

Average Annual Compensation: $104,797

### FULL-TIME EMPLOYEE COMPENSATION

- **Level I**: $65,739
- **Level II**: $93,211
- **Level III**: $113,859
- **CWI Inspector**: $111,944
- **API Inspector**: $124,916

### FULL-TIME BENEFITS

- **401 (k) Savings Plan**: 88%
- **Dental Insurance**: 86%
- **Disability Insurance**: 71%
- **Educational Assistance**: 63%
- **Life Insurance**: 77%
- **Medical Insurance**: 92%
- **Paid Vacation**: 89%

### CERTIFICATION

- **Level I**: 5%
- **Level II**: 18%
- **Level III**: 31%
- **API Inspector**: 9%
- **CWI Inspector**: 37%

### CONTRACTOR COMPENSATION

- **Average Hourly Rate**: $52.27
- **Average Weeks Per Assignment**: 34.1
- **Average Months Worked Per Year**: 10.72
- **Average Overtime Hours Per Week**: 21

---

**Respondent Profile**

- **Full-Time Employee**: 77%
  - Salaried: 37%
  - Hourly: 40%
- **Contractor**: 23%
- **Male**: 97%
- **Female**: 3%
- **Average Age**: 44 years
- **Average Years of Experience**: 17.4 years

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*Your Path to the Perfect Job Starts Here.*

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PQNDT Salary Survey 2014 | Construction Page 11
**KEY INSIGHTS**

- The Defense Industry reported another year of decreased hiring of Full-Time employees due to government budget cuts.

- For the fifth consecutive year the Contractor segment of the Defense Industry showed strong growth, up 6% in 2014.

- Almost half of all NDT professionals employed in the Defense Industry are Level III Specialists.

- The Defense Industry offers Full-Time employees the best benefits package in comparison to all other industries reporting.

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**FULL-TIME EMPLOYEES**

Average Annual Compensation: $90,651

---

**FULL-TIME EMPLOYEE COMPENSATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$65,413</td>
</tr>
<tr>
<td>Level II</td>
<td>$92,855</td>
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<tr>
<td>Level III</td>
<td>$113,770</td>
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<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>Coverage</th>
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<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>96%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>93%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>77%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>65%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>94%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>96%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>98%</td>
</tr>
</tbody>
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**CERTIFICATION**

<table>
<thead>
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<th>Level</th>
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</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>Level II</td>
<td>48%</td>
</tr>
<tr>
<td>Level III</td>
<td>47%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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**CONTRACTOR COMPENSATION**

- Average Hourly Rate: $47.96
- Average Weeks Per Assignment: 39
- Average Months Worked Per Year: 10.8
- Average Overtime Hours Per Week: 21.2
KEY INSIGHTS

- Level I and Level II Technicians make up over 50% of the Laboratory workforce.
- The Laboratory Industry continues to employ more females than other industries surveyed.
- There was no significant change in the number of Full-Time employees and Contractors in 2014.
- Employees in the Laboratory Industry showed an increase in earnings, up 4.5% from 2013.

FULL-TIME EMPLOYEES

Average Annual Compensation $103,457

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
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<tbody>
<tr>
<td>Level I</td>
<td>$63,019</td>
</tr>
<tr>
<td>Level II</td>
<td>$94,338</td>
</tr>
<tr>
<td>Level III</td>
<td>$113,651</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$112,063</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$128,687</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>98%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>78%</td>
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<tr>
<td>Educational Assistance</td>
<td>68%</td>
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<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>
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CERTIFICATION

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Level I</td>
<td>8%</td>
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<tr>
<td>Level II</td>
<td>43%</td>
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<tr>
<td>Level III</td>
<td>36%</td>
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<tr>
<td>API Inspector</td>
<td>6%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>7%</td>
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CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$51.68</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>9.7</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>19</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- The Petrochemical Industry offers the highest earnings of all industries reporting in 2014.
- API Inspectors make up almost half of all inspectors employed in the Petrochemical Industry.
- Over half of all the Full-Time NDT professionals employed in the Petrochemical Industry are compensated hourly.
- Contractors make up 17% of the Petrochemical Industry; up slightly from 2013.

FULL-TIME EMPLOYEES

Average Annual Compensation $106,437

FULL-TIME EMPLOYEE COMPENSATION

Level I $65,754
Level II $97,876
Level III $114,019
CWI Inspector $115,275
API Inspector $139,791

FULL-TIME BENEFITS

401 (k) Savings Plan 95%
Dental Insurance 92%
Disability Insurance 86%
Educational Assistance 64%
Life Insurance 90%
Medical Insurance 97%
Paid Vacation 96%

CERTIFICATION

Level I 4%
Level II 33%
Level III 13%
API Inspector 42%
CWI Inspector 8%

CONTRACTOR COMPENSATION

Average Hourly Rate $56.17
Average Weeks Per Assignment 29
Average Months Worked Per Year 10.3
Average Overtime Hours Per Week 20.9

Respondent Profile

Full-Time Employee: 83%
Salaried: 38%
Hourly: 45%
Contractor: 17%
Male: 97%
Female: 3%
Average Age: 43 years
Average Years of Experience: 19.3 years

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

- The Shipbuilding Industry continues to show solid gains in compensation and benefits for both Full-Time and Contract personnel.

- Half of the Shipbuilding Industry’s Full-Time workforce is compensated hourly.

- NDT Contractors reported a 5% increase in earnings compared in 2014.

- The Shipbuilding Industry continues to rebound with another increase in the number of Full-Time employees hired in 2014.

FULL-TIME EMPLOYEES

Average Annual Compensation $88,617

FULL-TIME EMPLOYEE COMPENSATION

Level I $59,932
Level II $89,977
Level III $113,960
CWI Inspector n/a
API Inspector n/a

FULL-TIME BENEFITS

401 (k) Savings Plan 93%
Dental Insurance 81%
Disability Insurance 67%
Educational Assistance 66%
Life Insurance 95%
Medical Insurance 97%
Paid Vacation 98%

CERTIFICATION

Level I 8%
Level II 40%
Level III 52%
API Inspector n/a
CWI Inspector n/a

CONTRACTOR COMPENSATION

Average Hourly Rate $48.96
Average Weeks Per Assignment 18
Average Months Worked Per Year 9.3
Average Overtime Hours Per Week 21

Respondent Profile

Full-Time Employee: 92%
Salaried: 42%
Hourly: 50%
Contractor: 8%
Male: 96%
Female: 4%
Average Age: 49 years
Average Years of Experience: 21.7 years
KEY INSIGHTS

- The use of Contractors remained unchanged in the Steel & Foundry Industry in 2014.

- Continued gains in compensation in all inspection disciplines were reported in the Steel & Foundry Industry.

- Hourly Full-Time employees made up 47% of the total Steel & Foundry workforce in 2014.

- There was an increase in the number of Level I NDT professionals hired, supporting consistent growth in the Steel & Foundry Industry.

**FULL-TIME EMPLOYEES**

Average Annual Compensation $87,629

**FULL-TIME EMPLOYEE COMPENSATION**

- Level I $57,794
- Level II $91,427
- Level III $109,535
- CWI Inspector $91,866
- API Inspector n/a

**FULL-TIME BENEFITS**

- 401 [k] Savings Plan 92%
- Dental Insurance 92%
- Disability Insurance 81%
- Educational Assistance 68%
- Life Insurance 92%
- Medical Insurance 98%
- Paid Vacation 96%

**CERTIFICATION**

- Level I 6%
- Level II 35%
- Level III 59%
- API Inspector n/a
- CWI Inspector n/a

**CONTRACTOR COMPENSATION**

- Average Hourly Rate $44.88
- Average Weeks Per Assignment 24
- Average Months Worked Per Year 9.7
- Average Overtime Hours Per Week 16
KEY INSIGHTS

- Due to the demand of a tight labor market, the number of Full-Time employees hired increased sharply; up 8% in 2014.
- The Utility & Power Industry continues to compensate its workforce at a higher level than most other industries.
- The Utility & Power Industry decreased its Contractor workforce due to a slowdown of plants being built in the US.
- The Utility & Power Industry pays Level I Technicians higher wages than all other industries reporting.

**Respondent Profile**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>88%</td>
</tr>
<tr>
<td>Salaried</td>
<td>45%</td>
</tr>
<tr>
<td>Hourly</td>
<td>43%</td>
</tr>
<tr>
<td>Contractor</td>
<td>12%</td>
</tr>
<tr>
<td>Male</td>
<td>96%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
<tr>
<td>Average Age</td>
<td>46 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>21.3 years</td>
</tr>
</tbody>
</table>

**Full-Time Employees**

Average Annual Compensation: $104,393

**Full-Time Employee Compensation**

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$74,203</td>
</tr>
<tr>
<td>Level II</td>
<td>$100,862</td>
</tr>
<tr>
<td>Level III</td>
<td>$124,194</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$105,425</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

**Full-Time Benefits**

- 401 [k] Savings Plan: 96%
- Dental Insurance: 91%
- Disability Insurance: 76%
- Educational Assistance: 70%
- Life Insurance: 91%
- Medical Insurance: 97%
- Paid Vacation: 97%

**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>31%</td>
</tr>
<tr>
<td>Level III</td>
<td>47%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>4%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>14%</td>
</tr>
</tbody>
</table>

**Contractor Compensation**

- Average Hourly Rate: $53.44
- Average Weeks Per Assignment: 18.1
- Average Months Worked Per Year: 8.3
- Average Overtime Hours Per Week: 23.1
### Full-Time Employees

**Average Annual Compensation**: $111,254

### Full-Time Employee Compensation

- **Level I**: $67,914
- **Level II**: $99,829
- **Level III**: $119,973
- **CWI Inspector**: $119,616
- **API Inspector**: $136,894

### Full-Time Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>90%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>93%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>82%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>61%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>86%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>97%</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>6%</td>
</tr>
<tr>
<td>Level II</td>
<td>29%</td>
</tr>
<tr>
<td>Level III</td>
<td>50%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>7%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>8%</td>
</tr>
</tbody>
</table>

### Contractor Compensation

- **Average Hourly Rate**: $55.97
- **Average Weeks Per Assignment**: 24
- **Average Months Worked Per Year**: 10.11
- **Average Overtime Hours Per Week**: 18.72
FULL-TIME EMPLOYEES
Average Annual Compensation $96,656

FULL-TIME EMPLOYEE COMPENSATION
- Level I $62,070
- Level II $90,063
- Level III $109,641
- CWI Inspector $101,624
- API Inspector $108,485

FULL-TIME BENEFITS
- 401 [k] Savings Plan 90%
- Dental Insurance 88%
- Disability Insurance 80%
- Educational Assistance 62%
- Life Insurance 84%
- Medical Insurance 96%
- Paid Vacation 98%

CERTIFICATION
- Level I 7%
- Level II 35%
- Level III 41%
- API Inspector 10%
- CWI Inspector 7%

CONTRACTOR COMPENSATION
- Average Hourly Rate $45.49
- Average Weeks Per Assignment 14.1
- Average Months Worked Per Year 10
- Average Overtime Hours Per Week 21
### FULL-TIME EMPLOYEES

**Average Annual Compensation**  $96,848

### FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$61,109</td>
</tr>
<tr>
<td>Level II</td>
<td>$88,125</td>
</tr>
<tr>
<td>Level III</td>
<td>$108,667</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$102,881</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$119,324</td>
</tr>
</tbody>
</table>

### FULL-TIME BENEFITS

- 401 (k) Savings Plan 95%
- Dental Insurance 94%
- Disability Insurance 83%
- Educational Assistance 70%
- Life Insurance 91%
- Medical Insurance 96%
- Paid Vacation 97%

### 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>39%</td>
</tr>
<tr>
<td>Level III</td>
<td>32%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>12%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>12%</td>
</tr>
</tbody>
</table>

### CONTRACTOR COMPENSATION

- Average Hourly Rate  $48.94
- Average Weeks Per Assignment 25.3
- Average Months Worked Per Year 10.2
- Average Overtime Hours Per Week 20.1
FULL-TIME EMPLOYEES

Average Annual Compensation $95,002

FULL-TIME EMPLOYEE COMPENSATION

Level I $55,758
Level II $86,896
Level III $110,047
CWI Inspector $111,339
API Inspector $124,755

FULL-TIME BENEFITS

401 [k] Savings Plan 91%
Dental Insurance 88%
Disability Insurance 74%
Educational Assistance 62%
Life Insurance 91%
Medical Insurance 97%
Paid Vacation 96%

CERTIFICATION

Level I 5%
Level II 28%
Level III 34%
API Inspector 11%
CWI Inspector 22%

CONTRACTOR COMPENSATION

Average Hourly Rate $49.81
Average Weeks Per Assignment 21
Average Months Worked Per Year 8.8
Average Overtime Hours Per Week 17
FULL-TIME EMPLOYEES
Average Annual Compensation $97,939

FULL-TIME EMPLOYEE COMPENSATION
- Level I $61,074
- Level II $88,362
- Level III $111,039
- CWI Inspector $104,042
- API Inspector $131,667

FULL-TIME BENEFITS
- 401 (k) Savings Plan 96%
- Dental Insurance 93%
- Disability Insurance 88%
- Educational Assistance 74%
- Life Insurance 88%
- Medical Insurance 97%
- Paid Vacation 96%

CERTIFICATION
- Level I 5%
- Level II 23%
- Level III 37%
- API Inspector 19%
- CWI Inspector 16%

CONTRACTOR COMPENSATION
- Average Hourly Rate $52.54
- Average Weeks Per Assignment 26
- Average Months Worked Per Year 9.5
- Average Overtime Hours Per Week 17
FULL-TIME EMPLOYEES
Average Annual Compensation $102,516

FULL-TIME EMPLOYEE COMPENSATION
Level I $63,146
Level II $89,025
Level III $110,406
CWI Inspector $105,926
API Inspector $127,811

FULL-TIME BENEFITS
401 (k) Savings Plan 90%
Dental Insurance 91%
Disability Insurance 82%
Educational Assistance 67%
Life Insurance 90%
Medical Insurance 96%
Paid Vacation 95%

CERTIFICATION
Level I 4%
Level II 30%
Level III 34%
API Inspector 22%
CWI Inspector 10%

CONTRACTOR COMPENSATION
Average Hourly Rate $52.17
Average Weeks Per Assignment 27
Average Months Worked Per Year 10.15
Average Overtime Hours Per Week 17.2
## FULL-TIME EMPLOYEES

Average Annual Compensation: $109,240

## FULL-TIME EMPLOYEE COMPENSATION

- **Level I**: $68,217
- **Level II**: $96,469
- **Level III**: $119,976
- **CWI Inspector**: $121,887
- **API Inspector**: $138,553

## FULL-TIME BENEFITS

- **401 [k] Savings Plan**: 90%
- **Dental Insurance**: 93%
- **Disability Insurance**: 77%
- **Educational Assistance**: 66%
- **Life Insurance**: 86%
- **Medical Insurance**: 97%
- **Paid Vacation**: 96%

## CERTIFICATION

- **Level I**: 7%
- **Level II**: 27%
- **Level III**: 47%
- **API Inspector**: 8%
- **CWI Inspector**: 11%

## CONTRACTOR COMPENSATION

- **Average Hourly Rate**: $54.06
- **Average Weeks Per Assignment**: 29
- **Average Months Worked Per Year**: 11.2
- **Average Overtime Hours Per Week**: 18.1

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**Respondent Profile**

- **Full-Time Employee**: 92%
  - **Salaried**: 45%
  - **Hourly**: 47%
- **Contractor**: 8%
- **Male**: 96%
- **Female**: 4%
- **Average Age**: 44 years
- **Average Years of Experience**: 21 years

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