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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NDT REMAINS SOLID

NDT is a pretty good place to be, especially for Full-Time workers. That’s the message that comes through in reading the results of the 2015 edition of PQNDT’s annual NDT Salary & Benefits Survey. Employment, compensation and benefits all increased across the board last year, continuing a trend that has paralleled – and consistently outpaced – the general global economy recovery.

Full-Time NDT professionals are generally positive about the progress being made, with 64 percent of Full-Time Employees voicing their opinion that the U.S. economy is continuing its recovery. Of Full-Time respondents, 86 percent feel “very secure” or “pretty safe” in their jobs. However, it is a little different story for Contractors. Only 83 percent report they are currently employed, and only 65 percent of Contractors are “very confident” about finding new contracts.

To explain the difference one need to look no further than this: full-time NDT employment is at 89 percent, an uptick in full-time positions that reflects an increase in confidence among employers that has led to rising demand for Full-Time NDT and quality inspection professionals in virtually all industry segments, and across all sections of the U.S.

The demand for workers has also led to steady growth in compensation, as employers are finding they must boost wages to attract experienced NDT professionals. Overall NDT industry compensation in 2015 was up an average of 3 percent, more than double the rate of inflation as measured by the Consumer Price Index, which was 1.4 percent in 2015, according to the U.S. Bureau of Labor Statistics.

Not all of the growth is at the top, as the number of Level I hires made in 2015 was among the strongest we’ve seen in several years. This is an indicator that more young professionals are entering the NDT field. Even more encouraging: 10 percent of Level I technicians working today are female, a higher percentage than at any other level of certification.

What does all this mean for the future? For employers, we predict that the NDT employment market will continue to tighten, presenting an increasing challenge to find workers with the right balance of certifications and experience to fill openings. This may lead to a “bounce back” in which contractors, who have seen their assignments trimmed, are once again used more widely.

On the other hand, the tighter employment market may work in favor of job seekers. Instead of looking for weeks for a new job, NDT professionals who are properly certified and have had some experience may find they are fielding multiple job offers.

All of this, of course, depends on the continued economic recovery. The slowdown in production in the Bakken oil fields is almost certain to affect employment in the petrochemical industry, and global issues (China’s economy, terrorist attacks, stock market fluctuations) and the pending Presidential election can also affect the pace of growth.

NDT and quality inspection have always played an important role in U.S. manufacturing, construction, and other industries. While many sectors of the economy have moved overseas, other segments have replaced them in importance. Through it all, quality assurance through testing and inspection have continued to remain an essential part of the process, with little sign of abating.

Sincerely,
Michael P. Serabian
President
PQNDT, Inc.
KEY INSIGHTS

- Eighty nine percent of all NDT professionals are Full-Time employees; up 10% from 2011
- The contract labor segment has decreased by approximately 2.5%
- Compensation was up over 3% in 2015 for NDT and inspection professionals across the board
- The number of Level I Technicians increased to accommodate demand
- There was a 2% increase in the number of Full-Time employees hired in the NDT industry

EMPLOYMENT TYPE

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Full-Time</td>
<td>89%</td>
</tr>
<tr>
<td>Salaried</td>
<td>43%</td>
</tr>
<tr>
<td>Hourly</td>
<td>46%</td>
</tr>
<tr>
<td>Contractor</td>
<td>11%</td>
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</table>

RESPONDENT PROFILE

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

<table>
<thead>
<tr>
<th>Age &amp; Experience</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Average Age</td>
<td>46 years</td>
</tr>
<tr>
<td>Average NDT Experience</td>
<td>19.2 years</td>
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PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Aerospace</td>
<td>30%</td>
</tr>
<tr>
<td>Construction</td>
<td>12%</td>
</tr>
<tr>
<td>Defense</td>
<td>3%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>5%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>30%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>1%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>7%</td>
</tr>
<tr>
<td>Utility &amp; Power</td>
<td>12%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Level I</td>
<td>5%</td>
</tr>
<tr>
<td>Level II</td>
<td>29%</td>
</tr>
<tr>
<td>Level III</td>
<td>38%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>16%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>12%</td>
</tr>
</tbody>
</table>

JOB DESCRIPTION

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>API Inspector</td>
<td>12%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>3%</td>
</tr>
<tr>
<td>Director of Quality</td>
<td>1%</td>
</tr>
<tr>
<td>Level III Specialist</td>
<td>20%</td>
</tr>
<tr>
<td>NDT Manager</td>
<td>9%</td>
</tr>
<tr>
<td>NDT Supervisor</td>
<td>7%</td>
</tr>
<tr>
<td>NDT Technician</td>
<td>28%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>9%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>7%</td>
</tr>
<tr>
<td>Sales</td>
<td>0%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
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</table>

2015 SURVEY RESPONSES BY REGION

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>North East</td>
<td>8%</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>7%</td>
</tr>
<tr>
<td>Southern</td>
<td>18%</td>
</tr>
<tr>
<td>Great Lakes</td>
<td>14%</td>
</tr>
<tr>
<td>North Central</td>
<td>8%</td>
</tr>
<tr>
<td>South Central</td>
<td>27%</td>
</tr>
<tr>
<td>Pacific</td>
<td>15%</td>
</tr>
</tbody>
</table>
ON THE ECONOMY
Recovering Strongly 16%
Slowly Pulling Out of Recession 48%
Still in Recession, Little Change 26%
Getting Worse 10%

JOB PROSPECTS
Much Better Than Last Year 15%
A Little Better Than Last Year 31%
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 5%
No 95%

FEEL SECURE IN POSITION
Yes, Very Secure 48%
I’m Pretty Safe 34%
Not Sure How Secure Job Is 15%
Worried About Losing Job 3%

Respondent Profile
Male: 95%
Female: 5%
Average Age: 44 years
Average Years of Experience: 18.9 years
Annual Compensation: $109,125

PRIMARY INDUSTRY
Aerospace 32%
Construction 10%
Defense 3%
Laboratory 3%
Petrochemical 30%
Shipbuilding 1%
Steel & Foundry 7%
Utility & Power 14%

CERTIFICATION
Level I 5%
Level II 29%
Level III 38%
API Inspector 16%
CWI Inspector 12%

BENEFITS
401(k) Savings Plan 93%
Dental Insurance 90%
Disability Insurance 86%
Educational Assistance 66%
Life Insurance 88%
Medical Insurance 97%
Paid Vacation 98%

JOB DESCRIPTION
API Inspector 12%
CWI Inspector 3%
Director of Quality 1%
Level III Specialist 20%
NDT Manager 7%
NDT Supervisor 7%
NDT Technician 28%
QA/QC Inspector 9%
Quality Manager 7%
Sales 1%
Scientist/Engineer 3%
Other 2%
### Primary Industry

- **Aerospace**: 20%
- **Construction**: 18%
- **Defense**: 5%
- **Laboratory**: 1%
- **Petrochemical**: 40%
- **Shipbuilding**: 1%
- **Steel & Foundry**: 2%
- **Utility & Power**: 13%

### Certification

- **Level I**: 4%
- **Level II**: 28%
- **Level III**: 27%
- **API Inspector**: 19%
- **CWI Inspector**: 22%

### Job Description

- **API Inspector**: 17%
- **CWI Inspector**: 11%
- **Director of Quality**: 0%
- **Level III Specialist**: 12%
- **NDT Manager**: 4%
- **NDT Supervisor**: 2%
- **NDT Technician**: 33%
- **QA/QC Inspector**: 20%
- **Quality Manager**: 0%
- **Sales**: 0%
- **Scientist/Engineer**: 1%
- **Other**: 1%

### Finding Assignments

- **Internet**: 35%
- **Newspaper Ads**: 0%
- **Magazine Ads**: 0%
- **Placement Agency**: 17%
- **Word-of-Mouth**: 35%
- **Other**: 13%

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**Respondent Profile**

- **Male**: 97%
- **Female**: 3%
- **Average Age**: 47 years
- **Average Years of Experience**: 20 years

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*Your Path to the Perfect Job Starts Here.*
KEY INSIGHTS

- In 2015 compensation for NDT Level I professionals saw another year of increases in earnings; up 3.5%
- In response to the growing demand for more NDT professionals, the NDT industry as a whole reported strong increases in the number of Full-Time Level I Technicians hired in 2015
- Due to an increase in Full-Time hires, there was a 1% decrease in the number of Level I Contractors employed in 2015

FULL-TIME EMPLOYEES

Average Annual Compensation  $65,927
Average Hourly Rate:  $20.97

FULL-TIME BENEFITS

- 401 [k] Savings Plan  93%
- Dental Insurance  92%
- Disability Insurance  73%
- Educational Assistance  70%
- Life Insurance  83%
- Medical Insurance  98%
- Paid Vacation  99%

CONTRACTORS

- Average Hourly Rate  $25.03
- Average Weeks Per Assignment  14
- Average Months Worked Per Year  8.7
- Average Overtime Hours Per Week  19

PRIMARY INDUSTRY

- Aerospace  30%
- Construction  13%
- Defense  3%
- Laboratory  9%
- Petrochemical  25%
- Shipbuilding  2%
- Steel & Foundry  3%
- Utility & Power  15%
KEY INSIGHTS

- There was a 1% gain in Full-Time NDT Level II professionals employed across all industries.

- There was a 3.5% increase in earnings for Full-Time NDT Level II Technicians in 2015.

- The number of Level II Contractors employed in the industry fell 1% in 2015.

- The Aerospace, Construction, and Utility & Power industries all reported increases in hiring Level II NDT personnel, while most other industries held steady.

FULL-TIME EMPLOYEES

- Average Annual Compensation: $99,005
- Average Hourly Rate: $33.62

FULL-TIME BENEFITS

- 401 [k] Savings Plan: 98%
- Dental Insurance: 88%
- Disability Insurance: 73%
- Educational Assistance: 62%
- Life Insurance: 86%
- Medical Insurance: 98%
- Paid Vacation: 92%

CONTRACTORS

- Average Hourly Rate: $43.15
- Average Weeks Per Assignment: 21
- Average Months Worked Per Year: 11
- Average Overtime Hours Per Week: 22

PRIMARY INDUSTRY

- Aerospace: 33%
- Construction: 9%
- Defense: 5%
- Laboratory: 5%
- Petrochemical: 26%
- Shipbuilding: 1%
- Steel & Foundry: 3%
- Utility & Power: 18%
PQNDT Salary & Benefits Survey 2015
LEVEL III

KEY INSIGHTS

• The overall number of Level III Contractors working in the industry decreased by 2% in 2015
• The Aerospace industry employs approximately 47% of all Full-Time Level III professionals
• For the third consecutive year companies in the U.S. increased their Full-Time Level III staff
• The average age of a Level III in the United States is 53.5 years old

FULL-TIME EMPLOYEES
Average Annual Compensation $115,216

FULL-TIME BENEFITS
401 (k) Savings Plan 97%
Dental Insurance 94%
Disability Insurance 90%
Educational Assistance 74%
Life Insurance 92%
Medical Insurance 98%
Paid Vacation 97%

CONTRACTORS
Average Hourly Rate $67.17
Average Weeks Per Assignment 23.20
Average Months Worked Per Year 9.1
Average Overtime Hours Per Week 14.2

PRIMARY INDUSTRY
Aerospace 47%
Construction 6%
Defense 7%
Laboratory 3%
Petrochemical 17%
Shipbuilding 1%
Steel & Foundry 10%
Utility & Power 9%

Respondent Profile

Full-Time Employee: 92%
Salaried: 75%
Hourly: 17%
Contractor: 8%
Male: 95%
Female: 5%
Average Age: 53.5 years
Average Years of Experience: 28.1 years

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

• Approximately 21% of all CWI Inspectors are Contractors, the highest number in any segment of the industry

• The Construction and Petrochemical industry employ over 55% of all CWI Inspectors

• The number of Full-Time CWI Inspectors employed increased by 2% in 2015

• In 2015 there was a steady increase in earnings for Full-Time CWI Inspectors

FULL-TIME EMPLOYEES

Average Annual Compensation: $103,121
Average Hourly Rate: $42.46

FULL-TIME BENEFITS

401 [k] Savings Plan: 91%
Dental Insurance: 90%
Disability Insurance: 76%
Educational Assistance: 60%
Life Insurance: 91%
Medical Insurance: 99%
Paid Vacation: 96%

CONTRACTORS

Average Hourly Rate: $55.61
Average Weeks Per Assignment: 26
Average Months Worked Per Year: 9.7
Average Overtime Hours Per Week: 20.7

PRIMARY INDUSTRY

Aerospace: 1%
Construction: 37%
Defense: 1%
Laboratory: 4%
Petrochemical: 21%
Shipbuilding: 1%
Steel & Foundry: 17%
Utility & Power: 18%
## KEY INSIGHTS

- The Petrochemical and Utility & Power industries employ approximately 90% of all API Inspectors in the United States.
- The number of Contract API Inspectors has decreased slightly in 2015.
- API Inspectors were once again the most highly compensated inspectors in the industry.
- There was a 4% increase in earnings for Full-Time API Inspectors in 2015.

### FULL-TIME EMPLOYEES

- **Average Annual Compensation**: $139,614
- **Average Hourly Rate**: $45.38

### FULL-TIME BENEFITS

- 401[k] Savings Plan: 97%
- Dental Insurance: 96%
- Disability Insurance: 83%
- Educational Assistance: 71%
- Life Insurance: 92%
- Medical Insurance: 98%
- Paid Vacation: 97%

### CONTRACTORS

- **Average Hourly Rate**: $66.77
- **Average Weeks Per Assignment**: 32
- **Average Months Worked Per Year**: 10.7
- **Average Overtime Hours Per Week**: 24.1

### PRIMARY INDUSTRY

- Aerospace: 0%
- Construction: 5%
- Defense: 0%
- Laboratory: 5%
- Petrochemical: 88%
- Shipbuilding: 0%
- Steel & Foundry: 0%
- Utility & Power: 2%

### Respondent Profile

- **Full-Time Employee**: 84%
  - **Salaried**: 43%
  - **Hourly**: 41%
- **Contractor**: 16%
- **Male**: 97%
- **Female**: 3%
- **Average Age**: 43.7 years
- **Average Years of Experience**: 20.1 years

Your Path to the **Perfect Job** Starts Here.
KEY INSIGHTS

- Ninety Five percent of all NDT professionals working in the Aerospace industry are Full-Time employees
- The Aerospace industry reported a 3% decrease in the number of Full-Time Level III's in the field
- Full-Time Level I and II NDT professionals constitute approximately 50% of the NDT workforce in the aerospace industry
- Due to permanent hiring, the Aerospace industry’s contract workforce decreased slightly to 5%

**Respondent Profile**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>95%</td>
</tr>
<tr>
<td>Salaried</td>
<td>47%</td>
</tr>
<tr>
<td>Hourly</td>
<td>48%</td>
</tr>
<tr>
<td>Contractor</td>
<td>5%</td>
</tr>
<tr>
<td>Male</td>
<td>93%</td>
</tr>
<tr>
<td>Female</td>
<td>7%</td>
</tr>
<tr>
<td>Average Age</td>
<td>43.1 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>21.7 years</td>
</tr>
</tbody>
</table>

**Full-Time Employees**

- Average Annual Compensation: $92,052

**Full-Time Employee Compensation**

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$66,431</td>
</tr>
<tr>
<td>Level II</td>
<td>$95,108</td>
</tr>
<tr>
<td>Level III</td>
<td>$112,450</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

**Full-Time Benefits**

- 401 (k) Savings Plan: 93%
- Dental Insurance: 93%
- Disability Insurance: 86%
- Educational Assistance: 76%
- Life Insurance: 93%
- Medical Insurance: 98%
- Paid Vacation: 97%

**Certification**

- Level I: 8%
- Level II: 42%
- Level III: 50%

**Contractor Compensation**

- Average Hourly Rate: $46.17
- Average Weeks Per Assignment: 36
- Average Months Worked Per Year: 10.1
- Average Overtime Hours Per Week: 9.7

**Your Path to the Perfect Job Starts Here.**
PQNDT Salary & Benefits Survey 2015
CONSTRUCTION INDUSTRY

KEY INSIGHTS

- The Construction industry employs more Contract CWI Inspectors than any other industry
- There was a 2% decrease in Contract CWI Inspectors in the construction industry in 2015
- In 2015 Full-Time CWI Inspectors made up 76% of the total workforce of the Construction industry
- The average Contractor CWI Inspector works approximately nineteen hours of overtime each week

Respondent Profile

Full-Time Employee: 76%
  Salaried: 36%
  Hourly: 40%
Contractor: 24%
Male: 97%
Female: 3%
Average Age: 44.2 years
Average Years of Experience: 18.1 years

Your Path to the Perfect Job Starts Here.

FULL-TIME EMPLOYEES

Average Annual Compensation $108,487

FULL-TIME EMPLOYEE COMPENSATION

Level I $67,871
Level II $96,498
Level III $117,752
CWI Inspector $115,531
API Inspector $128,983

FULL-TIME BENEFITS

401 [k] Savings Plan 91%
Dental Insurance 88%
Disability Insurance 72%
Educational Assistance 61%
Life Insurance 78%
Medical Insurance 98%
Paid Vacation 91%

CERTIFICATION

Level I 6%
Level II 17%
Level III 30%
API Inspector 8%
CWI Inspector 39%

CONTRACTOR COMPENSATION

Average Hourly Rate $53.94
Average Weeks Per Assignment 35.2
Average Months Worked Per Year 11.1
Average Overtime Hours Per Week 19.5
KEY INSIGHTS

• The Defense industry reported a 2% increase in hiring Level I Technicians

• For the third consecutive year there was a slowdown in hiring Full-Time employees

• Approximately 50% of all Full-Time NDT professionals are Level II Technicians

• NDT Contractors made up 17% of the overall Defense industry workforce in 2015

FULL-TIME EMPLOYEES

Average Annual Compensation $93,566

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>$67,539</td>
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<tr>
<td>Level II</td>
<td>$95,817</td>
</tr>
<tr>
<td>Level III</td>
<td>$117,763</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

• 401 [k] Savings Plan 97%
• Dental Insurance 95%
• Disability Insurance 76%
• Educational Assistance 66%
• Life Insurance 95%
• Medical Insurance 97%
• Paid Vacation 97%

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Certification Rate</th>
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<tbody>
<tr>
<td>Level I</td>
<td>7%</td>
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<tr>
<td>Level II</td>
<td>47%</td>
</tr>
<tr>
<td>Level III</td>
<td>46%</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

• Average Hourly Rate $49.67
• Average Weeks Per Assignment 38
• Average Months Worked Per Year 11.2
• Average Overtime Hours Per Week 23

Respondent Profile

Full-Time Employee: 83%
  Salaried: 44%
  Hourly: 41%
Contractor: 17%
Male: 96%
Female: 4%
Average Age: 48.2 years
Average Years of Experience: 20.7 years

Your Path to the Perfect Job Starts Here.
FULL-TIME EMPLOYEES
Average Annual Compensation $106,811

FULL-TIME EMPLOYEE COMPENSATION
- Level I $65,050
- Level II $97,678
- Level III $117,412
- CWI Inspector $115,537
- API Inspector $133,075

FULL-TIME BENEFITS
- 401 [k] Savings Plan 98%
- Dental Insurance 91%
- Disability Insurance 77%
- Educational Assistance 67%
- Life Insurance 89%
- Medical Insurance 99%
- Paid Vacation 99%

CERTIFICATION
- Level I 9%
- Level II 44%
- Level III 34%
- API Inspector 7%
- CWI Inspector 6%

CONTRACTOR COMPENSATION
- Average Hourly Rate $53.47
- Average Weeks Per Assignment 31
- Average Months Worked Per Year 11.2
- Average Overtime Hours Per Week 21

KEY INSIGHTS
- The Laboratory industry reported a slight increase in hiring Level I Trainees in 2015
- The average contract assignment in the Laboratory industry lasts for 31 weeks
- Approximately 50% of the Laboratory workforce consists of hourly Full-Time employees
- The Laboratory industry continues to employ more females than any other industry

Respondent Profile
- Full-Time Employee: 94%
  - Salaried: 46%
  - Hourly: 48%
- Contractor: 6%
- Male: 88%
- Female: 12%
- Average Age: 44.2 years
- Average Years of Experience: 18.1 years
KEY INSIGHTS

• The number of NDT Contractor working in the Petrochemical industry decrease by 3% in 2015

• The Petrochemical industry reported a strong increase in hiring Full-Time NDT employees

• Only 37% of all Full-Time NDT professionals are salaried employees

• API Inspectors continue to earn the most in comparison to all other inspectors surveyed

FULL-TIME EMPLOYEES

Average Annual Compensation $109,971

FULL-TIME EMPLOYEE COMPENSATION

Level I $67,923
Level II $101,104
Level III $117,907
CWI Inspector $119,103
API Inspector $144,561

FULL-TIME BENEFITS

401 (k) Savings Plan 96%
Dental Insurance 93%
Disability Insurance 88%
Educational Assistance 66%
Life Insurance 92%
Medical Insurance 99%
Paid Vacation 97%

CERTIFICATION

Level I 5%
Level II 35%
Level III 13%
API Inspector 41%
CWI Inspector 6%

CONTRACTOR COMPENSATION

Average Hourly Rate $58.06
Average Weeks Per Assignment 28.5
Average Months Worked Per Year 11.3
Average Overtime Hours Per Week 22

Respondent Profile

Full-Time Employee: 86%
   Salaried: 36%
   Hourly: 50%
Contractor: 14%
Male: 96%
Female: 4%
Average Age: 44 years
Average Years of Experience: 19.7 years

Your Path to the Perfect Job Starts Here.

PQNDT Salary Survey 2015 | Petrochemical
KEY INSIGHTS

- The average NDT Contractor in the Shipbuilding industry works approximately ten months a year
- The Shipbuilding Industry showed a 2% increase in the hiring Full-Time NDT personnel
- Full-Time employee benefits increased in all segments due to continuing economic improvement
- The number of Level II professionals in the Shipbuilding industry increased slightly in 2015

FULL-TIME EMPLOYEES

Average Annual Compensation $91,553

FULL-TIME EMPLOYEE COMPENSATION

Level I $61,917
Level II $93,047
Level III $117,776
CWI Inspector n/a
API Inspector n/a

FULL-TIME BENEFITS

401 (k) Savings Plan 94%
Dental Insurance 83%
Disability Insurance 71%
Educational Assistance 67%
Life Insurance 97%
Medical Insurance 99%
Paid Vacation 97%

CERTIFICATION

Level I 9%
Level II 41%
Level III 50%
API Inspector n/a
CWI Inspector n/a

CONTRACTOR COMPENSATION

Average Hourly Rate $50.62
Average Weeks Per Assignment 19
Average Months Worked Per Year 10.1
Average Overtime Hours Per Week 22.7

Respondent Profile

Full-Time Employee: 93%
Salaried: 43%
Hourly: 50%
Contractor: 7%
Male: 96%
Female: 4%
Average Age: 48 years
Average Years of Experience: 21.9 years

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

- The Steel and Foundry industry offered better employment benefits in 2015
- Full-Time Level III employees made up 56% of the total Steel and Foundry workforce
- Contractor NDT professionals make up only 5% of the overall inspection staff in the Steel and Foundry industry
- Females employed in the Steel and Foundry industry held steady at 7%

FULL-TIME EMPLOYEES
Average Annual Compensation $90,531

FULL-TIME EMPLOYEE COMPENSATION
Level I $59,724
Level II $94,456
Level III $113,247
CWI Inspector $94,961
API Inspector n/a

FULL-TIME BENEFITS
401 (k) Savings Plan 94%
Dental Insurance 91%
Disability Insurance 82%
Educational Assistance 70%
Life Insurance 93%
Medical Insurance 99%
Paid Vacation 97%

CERTIFICATION
Level I 7%
Level II 37%
Level III 56%
API Inspector n/a
CWI Inspector n/a

CONTRACTOR COMPENSATION
Average Hourly Rate $46.39
Average Weeks Per Assignment 23.1
Average Months Worked Per Year 10.2
Average Overtime Hours Per Week 17
KEY INSIGHTS

- In 2015 there was a decrease in hiring Full-Time employees due to a lack of government approval to build new plants.

- The number of NDT Contractors employed in the Utility and Power industry increased; up 2% in 2015.

- Level II Technicians working in the Utility & Power Industry earned higher wages in comparison to all other industries reporting.

- Compensation increased across all levels of inspectors employed in 2015.

**FULL-TIME EMPLOYEES**

Average Annual Compensation $107,955

**FULL-TIME EMPLOYEE COMPENSATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
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<tbody>
<tr>
<td>Level I</td>
<td>$76,651</td>
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<tr>
<td>Level II</td>
<td>$104,301</td>
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<tr>
<td>Level III</td>
<td>$128,406</td>
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<tr>
<td>CWI Inspector</td>
<td>$109,022</td>
</tr>
<tr>
<td>API Inspector n/a</td>
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</tr>
</tbody>
</table>

**FULL-TIME BENEFITS**

- 401 (k) Savings Plan 97%
- Dental Insurance 92%
- Disability Insurance 74%
- Educational Assistance 71%
- Life Insurance 92%
- Medical Insurance 98%
- Paid Vacation 98%

**CERTIFICATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>5%</td>
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<td>Level II</td>
<td>32%</td>
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<tr>
<td>Level III</td>
<td>45%</td>
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<tr>
<td>API Inspector</td>
<td>3%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>15%</td>
</tr>
</tbody>
</table>

**CONTRACTOR COMPENSATION**

- Average Hourly Rate $55.21
- Average Weeks Per Assignment 18.6
- Average Months Worked Per Year 8.9
- Average Overtime Hours Per Week 22.7
PQNDT Salary & Benefits Survey 2015
NORTHEAST REGION

FULL-TIME EMPLOYEES
Average Annual Compensation $114,936

FULL-TIME EMPLOYEE COMPENSATION
Level I $69,987
Level II $103,054
Level III $123,510
CWI Inspector $123,849
API Inspector $141,397

FULL-TIME BENEFITS
401 [k] Savings Plan 92%
Dental Insurance 91%
Disability Insurance 83%
Educational Assistance 62%
Life Insurance 88%
Medical Insurance 99%
Paid Vacation 98%

CERTIFICATION
Level I 7%
Level II 30%
Level III 49%
API Inspector 7%
CWI Inspector 7%

CONTRACTOR COMPENSATION
Average Hourly Rate $57.78
Average Weeks Per Assignment 22
Average Months Worked Per Year 10.9
Average Overtime Hours Per Week 18.62

Northeast Region
- New York
- Massachusetts
- Maine
- New Hampshire
- Vermont
- Connecticut
- Rhode Island

Respondent Profile
Full-Time Employee: 94%
Salaried: 48%
Hourly: 46%
Contractor: 6%
Male: 94%
Female: 6%
Average Age: 48 years
Average Years of Experience: 22.5 years
FULL-TIME EMPLOYEES
Average Annual Compensation $99,767

FULL-TIME EMPLOYEE COMPENSATION
- Level I $64,063
- Level II $92,995
- Level III $113,187
- CWI Inspector $104,797
- API Inspector $111,994

FULL-TIME BENEFITS
- 401 (k) Savings Plan 93%
- Dental Insurance 87%
- Disability Insurance 81%
- Educational Assistance 63%
- Life Insurance 82%
- Medical Insurance 99%
- Paid Vacation 99%

CERTIFICATION
- Level I 6%
- Level II 37%
- Level III 42%
- API Inspector 7%
- CWI Inspector 8%

CONTRACTOR COMPENSATION
- Average Hourly Rate $46.98
- Average Weeks Per Assignment 15
- Average Months Worked Per Year 9.7
- Average Overtime Hours Per Week 20.7

Respondent Profile
- Full-Time Employee: 87%
  - Salaried: 44%
  - Hourly: 43%
- Contractor: 13%
- Male: 94%
- Female: 6%
- Average Age: 48 years
- Average Years of Experience: 22.3 years

Mid-Atlantic Region
- Pennsylvania
- Maryland
- West Virginia
- Delaware
- New Jersey
FULL-TIME EMPLOYEES
Average Annual Compensation $99,997

FULL-TIME EMPLOYEE COMPENSATION
Level I $63,086
Level II $91,055
Level III $112,202
CWI Inspector $106,228
API Inspector $123,184

FULL-TIME BENEFITS
401 [k] Savings Plan 97%
Dental Insurance 93%
Disability Insurance 82%
Educational Assistance 71%
Life Insurance 90%
Medical Insurance 98%
Paid Vacation 98%

CERTIFICATION
Level I 6%
Level II 40%
Level III 31%
API Inspector 11%
CWI Inspector 12%

CONTRACTOR COMPENSATION
Average Hourly Rate $50.53
Average Weeks Per Assignment 24.7
Average Months Worked Per Year 10.8
Average Overtime Hours Per Week 19.6

Respondent Profile
Full-Time Employee: 86%
Salaried: 42%
Hourly: 44%
Contractor: 14%
Male: 96%
Female: 4%
Average Age: 47.1 years
Average Years of Experience: 21.9 years

Your Path to the Perfect Job Starts Here.
FULL-TIME EMPLOYEES
Average Annual Compensation $98,084

FULL-TIME EMPLOYEE COMPENSATION
Level I $57,561
Level II $89,721
Level III $113,633
CWI Inspector $115,007
API Inspector $128,829

FULL-TIME BENEFITS
401 (k) Savings Plan 93%
Dental Insurance 87%
Disability Insurance 72%
Educational Assistance 63%
Life Insurance 92%
Medical Insurance 98%
Paid Vacation 97%

CERTIFICATION
Level I 7%
Level II 29%
Level III 33%
API Inspector 11%
CWI Inspector 20%

CONTRACTOR COMPENSATION
Average Hourly Rate $51.43
Average Weeks Per Assignment 20
Average Months Worked Per Year 9.2
Average Overtime Hours Per Week 18
FULL-TIME EMPLOYEES
Average Annual Compensation $101,167

FULL-TIME EMPLOYEE COMPENSATION
Level I $63,062
Level II $91,230
Level III $114,665
CWI Inspector $107,408
API Inspector $135,955

FULL-TIME BENEFITS
401 (k) Savings Plan 97%
Dental Insurance 94%
Disability Insurance 86%
Educational Assistance 72%
Life Insurance 89%
Medical Insurance 98%
Paid Vacation 97%

CERTIFICATION
Level I 6%
Level II 24%
Level III 35%
API Inspector 17%
CWI Inspector 12%

CONTRACTOR COMPENSATION
Average Hourly Rate $54.25
Average Weeks Per Assignment 25
Average Months Worked Per Year 9.7
Average Overtime Hours Per Week 16.8
FULL-TIME EMPLOYEES
Average Annual Compensation $105,852

FULL-TIME EMPLOYEE COMPENSATION
- Level I $65,197
- Level II $91,932
- Level III $114,010
- CWI Inspector $109,421
- API Inspector $132,028

FULL-TIME BENEFITS
- 401 (k) Savings Plan 93%
- Dental Insurance 90%
- Disability Insurance 83%
- Educational Assistance 71%
- Life Insurance 93%
- Medical Insurance 99%
- Paid Vacation 96%

CERTIFICATION
- Level I 6%
- Level II 29%
- Level III 35%
- API Inspector 21%
- CWI Inspector 9%

CONTRACTOR COMPENSATION
- Average Hourly Rate $53.87
- Average Weeks Per Assignment 26
- Average Months Worked Per Year 10.91
- Average Overtime Hours Per Week 18.6
PQNDT Salary & Benefits Survey 2015
PACIFIC REGION

**FULL-TIME EMPLOYEES**

Average Annual Compensation $112,773

**FULL-TIME EMPLOYEE COMPENSATION**

- Level I $70,438
- Level II $99,608
- Level III $123,962
- CWI Inspector $125,861
- API Inspector $143,062

**FULL-TIME BENEFITS**

- 401 [k] Savings Plan 92%
- Dental Insurance 94%
- Disability Insurance 76%
- Educational Assistance 67%
- Life Insurance 88%
- Medical Insurance 99%
- Paid Vacation 97%

**CERTIFICATION**

- Level I 9%
- Level II 28%
- Level III 46%
- API Inspector 7%
- CWI Inspector 10%

**CONTRACTOR COMPENSATION**

- Average Hourly Rate $55.96
- Average Weeks Per Assignment 28
- Average Months Worked Per Year 11.6
- Average Overtime Hours Per Week 19.2

Respondent Profile

- Full-Time Employee: 93%
- Salaried: 45%
- Hourly: 48%
- Contractor: 7%
- Male: 95%
- Female: 5%
- Average Age: 44 years
- Average Years of Experience: 21.3 years

Pacific Region

- California
- Oregon
- Washington
- Nevada
- Arizona
- Alaska
- Hawaii