



Quality & Nondestructive Testing Industry

# Salary Survey 2007

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



## ABOUT PQNDT

PQNDT (Personnel for Quality and Nondestructive Testing) is the leading personnel recruitment and placement agency for the nondestructive testing industry. Founded in 1967, this year marks our fourth decade of serving the personnel needs for the NDT industry. We are the only personnel agency in the world focusing exclusively on the technically demanding and highly specialized field of NDT.

PQNDT identifies, screens, pre-qualifies and positions skilled, experienced NDT personnel on both a permanent and contract basis for companies nationwide. Employers and candidates in all industries have come to rely on PQNDT to help them “make quality connections.”

We meet the challenge of balancing the needs of employer and employee by establishing a relationship of mutual trust and respect. Our extensive analysis of candidates and career counseling services help assure the best match between professional and employer.

Our web site – [www.pqndt.com](http://www.pqndt.com) -- offers the industry's most comprehensive database of qualified job candidates and current NDT positions available.

PQNDT's offices are in Massachusetts, but we serve the entire nation. For additional information contact us at (800) 736-3841 or visit [www.pqndt.com](http://www.pqndt.com)

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## What is Your Job Worth?

I am pleased to present the results of PQNDT's 2007 NDT Salary & Benefits Survey. As in previous years, we've attempted to provide a basis for comparing compensation levels across the NDT industry.

### Who Makes What?

Welcome to the results of PQNDT's 2007 NDT Salary & Benefits Survey. This review of "who makes what" in the NDT industry has become an eagerly anticipated annual snapshot of the state of the industry.

Our goal is to provide a basis of comparison for NDT professionals to gauge their own position in terms of salary and benefits in relation to others with similar credentials and experience. The results of this year's survey point out many similarities, but an equal number of striking differences.

Once again, a word of caution. Keep in mind that our survey and the results we obtain are merely a representative sample of the entire industry. Please use them only as a "rough benchmark" when comparing your own compensation level.

### Employee vs. Contractor

Employment in the NDT industry is clearly divided between those who are employed (either full time or part time) by a single company or laboratory, and those who are contracted workers. The security and benefits derived from steady employment can be balanced against the freedom and flexibility of contract work. In the end, it may be a case of personal preference that leads you down one path or the other.

### Where You Live Makes a Difference

As in previous surveys, we have broken out the results in several ways. Among the most meaningful – and interesting – is the difference in compensation by geographic region. Clearly, the sometimes nomadic nature of the NDT professional is somewhat justified by the need to "follow the money" to states where wages are better.

### What You Know Counts, Too

It should come as no surprise that experience and higher levels of certification are rewarded with increased compensation. But the difference between a Level I and Level III is significant, perhaps surprisingly so. The message is clear: keep working to add new skills and certifications in order to advance your career.

### Industry Differences Level Out

In past surveys, the industry in which you worked played a big role in how much money you made. This year we are seeing a flattening of that curve, with compensation levels varying only slightly from industry to industry. This may be a result of some industries experiencing an economic rebound, while others – particularly the construction industry – are seeing a major slowdown.

## How to Use These Results

Please do not run into your employer's office tomorrow morning waving a copy of these survey results and demanding a raise. That is not the reason we conduct our annual survey. Instead, use these figures as part of your long term career planning.

Will it be worthwhile to move to another part of the country? Should you go back to school to get another certification? Will a switch from full time work to contract work be a good move?

Remember that your wages are only a part of what makes a job good or bad. You must also consider factors such as a location, family needs, enjoyment of the work you do and opportunity for advancement. It is a combination of all of these considerations – and more – that can help you along your career path in NDT.



Sincerely,

Michael P. Serabian  
President  
PQNDT, Inc.

# Overall NDT Industry Results

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## KEY INSIGHTS

The NDT industry shows the strongest gain in compensation ever.

The contract labor segment has decreased by 6% since 2006.

Seventy six percent of all NDT Professionals are full-time employees.

Thirty nine percent of all NDT Professionals are paid on a hourly basis.

## EMPLOYMENT TYPE

|            |     |
|------------|-----|
| Full-time  | 76% |
| Salaried   | 37% |
| Hourly     | 39% |
| Contractor | 24% |

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Male                         | 92% |
| Female                       | 4%  |
| Not Specified                | 4%  |
| Average Age:                 | 43  |
| Average Years of Experience: | 16  |

## PRIMARY INDUSTRY

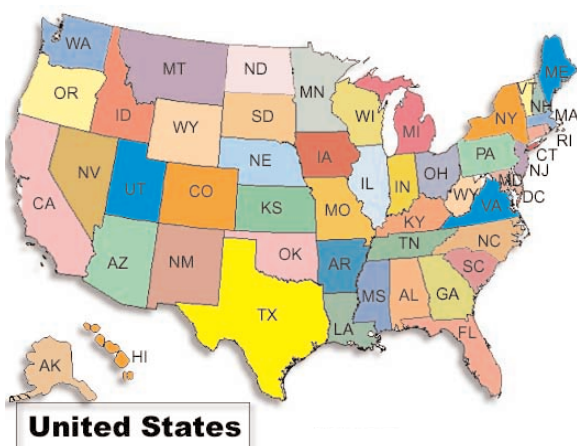
|                          |     |
|--------------------------|-----|
| Aerospace                | 26% |
| Construction             | 14% |
| Defense                  | 5%  |
| Laboratory               | 4%  |
| Petrochemical            | 28% |
| Shipbuilding             | 2%  |
| Steel & Foundry          | 8%  |
| Utility & Power Services | 13% |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 36% |
| Level III     | 31% |
| CWI Inspector | 17% |
| API Inspector | 12% |

## JOB POSITION

|                      |     |
|----------------------|-----|
| API Inspector        | 7%  |
| CWI Inspector        | 6%  |
| Director of Quality  | 2%  |
| Level III Specialist | 9%  |
| NDT Manager          | 10% |
| NDT Supervisor       | 9%  |
| NDT Technician       | 30% |
| QA/QC Inspector      | 11% |
| Quality Manager      | 6%  |
| Sales                | 1%  |
| Scientist/Engineer   | 4%  |
| Other                | 5%  |



### 2007 Survey Respondents by Region

|  |     |
|--|-----|
| Northeast (NY, MA, ME, NH, VT, CT, RI)                 | 8%  |
| Mid-Atlantic (PA, MD, WV, DE, NJ)                      | 8%  |
| Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)          | 20% |
| Great Lakes (MI, IL, OH, IN, MN, WI)                   | 13% |
| North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID) | 8%  |
| South Central (TX, LA, OK, NM, AR, MO)                 | 27% |
| Pacific (CA, OR, WA, NV, AZ, AK, HI)                   | 15% |

## KEY INSIGHTS

Over 50% of all full-time employees work in the aerospace and petrochemical industry.

Benefits for full-time employees has decreased since 2006.

The number of NDT Level II Technicians in the industry has decreased by 10% creating a manpower shortage.

## RESPONDENT PROFILE

|                |     |
|----------------|-----|
| Male:          | 92% |
| Female:        | 5%  |
| Not Specified: | 3%  |

|           |     |
|-----------|-----|
| Salaried: | 39% |
| Hourly:   | 37% |

|                              |      |
|------------------------------|------|
| Average Age:                 | 42   |
| Average Years of Experience: | 17.3 |

|                      |          |
|----------------------|----------|
| Annual Compensation: | \$80,622 |
|----------------------|----------|

## PRIMARY INDUSTRY

|                          |     |
|--------------------------|-----|
| Aerospace                | 31% |
| Construction             | 12% |
| Defense                  | 6%  |
| Laboratory               | 5%  |
| Petrochemical            | 24% |
| Shipbuilding             | 2%  |
| Steel & Foundry          | 10% |
| Utility & Power Services | 10% |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 38% |
| Level III     | 37% |
| CWI Inspector | 10% |
| API Inspector | 13% |

## JOB POSITION

|                      |     |
|----------------------|-----|
| API Inspector        | 6%  |
| CWI Inspector        | 4%  |
| Director of Quality  | 3%  |
| Level III Specialist | 11% |
| NDT Manager          | 12% |
| NDT Supervisor       | 10% |
| NDT Technician       | 31% |
| QA/QC Inspector      | 6%  |
| Quality Manager      | 8%  |
| Sales                | 1%  |
| Scientist/Engineer   | 4%  |
| Other                | 5%  |

## BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 84% |
| Dental Insurance       | 83% |
| Disability Insurance   | 70% |
| Educational Assistance | 64% |
| Life Insurance         | 81% |
| Medical Insurance      | 92% |
| Paid Vacation          | 91% |

## KEY INSIGHTS

It was a profitable year for NDT Contractor. Wages are up 17% since 2006.

The average duration of an assignment for a NDT contractor is 3 weeks longer than in 2006.

The average age of a contractor has decreased with new talent entering the business.

The demand for RT Contractors shows a sharp increase in 2007.

## RESPONDENT PROFILE

|                |     |
|----------------|-----|
| Male:          | 95% |
| Female:        | 1%  |
| Not Specified: | 4%  |

|                              |      |
|------------------------------|------|
| Average Age:                 | 43   |
| Average Years of Experience: | 17.5 |

|                              |    |
|------------------------------|----|
| Avg. Weeks per Assignment:   | 19 |
| Avg. Months Worked per Year: | 10 |

|                           |         |
|---------------------------|---------|
| Hourly Rate:              | \$38.10 |
| Average # of OT Hours/wk: | 21.78   |

## PRIMARY INDUSTRY

|                          |     |
|--------------------------|-----|
| Aerospace                | 8%  |
| Construction             | 21% |
| Defense                  | 1%  |
| Laboratory               | 3%  |
| Petrochemical            | 44% |
| Shipbuilding             | 1%  |
| Steel & Foundry          | 3%  |
| Utility & Power Services | 19% |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 4%  |
| Level II      | 32% |
| Level III     | 13% |
| CWI Inspector | 32% |
| API Inspector | 18% |

## JOB POSITION

|                      |     |
|----------------------|-----|
| API Inspector        | 13% |
| CWI Inspector        | 13% |
| Director of Quality  | 0%  |
| Level III Specialist | 5%  |
| NDT Manager          | 3%  |
| NDT Supervisor       | 4%  |
| NDT Technician       | 26% |
| QA/QC Inspector      | 25% |
| Quality Manager      | 0%  |
| Sales                | 0%  |
| Scientist/Engineer   | 2%  |
| Other                | 7%  |

## FINDING ASSIGNMENTS

|                  |     |
|------------------|-----|
| Internet         | 34% |
| Newspaper ads    | 1%  |
| Magazine ads     | 1%  |
| Placement agency | 7%  |
| Word-of-mouth    | 38% |
| Other            | 19% |

## KEY INSIGHTS

The NDT industry continues to attracting new talent.

More females are entering the NDT field now than at any time in the past.

Assignments for a Level I Contractor are four weeks longer than the industry average.

The aerospace industry employs over 20% more Level I Technicians than it did in 2006.

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 68% |
| Salaried:                    | 21% |
| Hourly:                      | 46% |
| Contractor:                  | 32% |
| Male:                        | 75% |
| Female:                      | 11% |
| Unspecified:                 | 14% |
| Average Age:                 | 32  |
| Average Years of Experience: | 6.6 |

## FULL-TIME EMPLOYEES

Average Annual Compensation: \$49,887

Average Hourly Rate: \$14.72

## FULL-TIME BENEFITS

|                         |     |
|-------------------------|-----|
| 401(k) Savings Plan:    | 68% |
| Dental Insurance:       | 74% |
| Disability Insurance:   | 63% |
| Educational Assistance: | 53% |
| Life Insurance:         | 53% |
| Medical Insurance:      | 95% |
| Paid Vacation:          | 68% |

## CONTRACTORS

Average Hourly Rate: \$16.73

Avg. Weeks per Assignment: 22.89

Avg. Months Worked/Year: 9.56

Average Overtime Hours/Week: 23.22

## PRIMARY INDUSTRIES REPORTING

|                          |     |
|--------------------------|-----|
| Aerospace                | 36% |
| Construction             | 14% |
| Defense                  | 0%  |
| Laboratory               | 11% |
| Petrochemical            | 25% |
| Shipbuilding             | 0%  |
| Steel & Foundry          | 4%  |
| Utility & Power Services | 14% |

## KEY INSIGHTS

There has been a 5% decrease in the number of Level II NDT Technicians in the aerospace industry since 2006.

Full-time Level II employees' wages are up over approximately 20% compared to 2006.

In 2007 there was a 6% decrease in Contract Level II NDT Technicians in the NDT industry.

## FULL-TIME EMPLOYEES

Average Annual Compensation: \$69,812

Average Hourly Rate: \$24

## FULL-TIME BENEFITS

|                         |     |
|-------------------------|-----|
| 401(k) Savings Plan:    | 81% |
| Dental Insurance:       | 83% |
| Disability Insurance:   | 62% |
| Educational Assistance: | 59% |
| Life Insurance:         | 81% |
| Medical Insurance:      | 91% |
| Paid Vacation:          | 90% |

## CONTRACTORS

Average Hourly Rate: \$29

Avg. Weeks per Assignment: 22.3

Avg. Months Worked/Year: 9.27

Average Overtime Hours/Week: 21.52

## PRIMARY INDUSTRIES REPORTING

|                          |     |
|--------------------------|-----|
| Aerospace                | 32% |
| Construction             | 9%  |
| Defense                  | 7%  |
| Laboratory               | 4%  |
| Petrochemical            | 24% |
| Shipbuilding             | 2%  |
| Steel & Foundry          | 8%  |
| Utility & Power Services | 14% |

## RESPONDENT PROFILE

Full-Time Employee: 79%

Salaried: 19%

Hourly: 59%

Contractor: 21%

Male: 91%

Female: 5%

Unspecified: 4%

Average Age: 38

Average Years of Experience: 13.3

## KEY INSIGHTS

Only 10% of all NDT Professionals are Contractors in the NDT industry.

Certifications make a difference in wages; a Level III earns almost twice as much as a Level I.

Over 65% of all Level III's are salaried full-time employees.

Benefits remain stable with the Level III community throughout the country.

## FULL-TIME EMPLOYEES

Average Annual Compensation: \$89,551

## FULL-TIME BENEFITS

|                         |     |
|-------------------------|-----|
| 401(k) Savings Plan:    | 88% |
| Dental Insurance:       | 85% |
| Disability Insurance:   | 76% |
| Educational Assistance: | 73% |
| Life Insurance:         | 83% |
| Medical Insurance:      | 92% |
| Paid Vacation:          | 93% |

## CONTRACTORS

Average Hourly Rate: \$49

|                              |       |
|------------------------------|-------|
| Avg. Weeks per Assignment:   | 34.22 |
| Avg. Months Worked/Year:     | 9.69  |
| Average Overtime Hours/Week: | 13.1  |

## PRIMARY INDUSTRY

|                          |     |
|--------------------------|-----|
| Aerospace                | 39% |
| Construction             | 8%  |
| Defense                  | 6%  |
| Laboratory               | 6%  |
| Petrochemical            | 15% |
| Shipbuilding             | 3%  |
| Steel & Foundry          | 10% |
| Utility & Power Services | 14% |

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 90%  |
| Salaried:                    | 65%  |
| Hourly:                      | 25%  |
| Contractor:                  | 10%  |
| Male:                        | 91%  |
| Female:                      | 5%   |
| Unspecified:                 | 4%   |
| Average Age:                 | 46   |
| Average Years of Experience: | 24.1 |

## KEY INSIGHTS

The construction and petrochemical industries employ almost 60 percent of all CWI Inspectors.

Full-time CWI Inspector's compensation has increased by approximately 48% since 2004.

The CWI Contractor had the highest increase in wages since 2004.

Full-time CWI Inspectors make up only 56% of all CWI's employed in the industry.

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 56%  |
| Salaried:                    | 22%  |
| Hourly:                      | 34%  |
| Contractor:                  | 44%  |
| Male:                        | 99%  |
| Female:                      | 1%   |
| Unspecified:                 | 0%   |
| Average Age:                 | 45   |
| Average Years of Experience: | 17.2 |

## FULL-TIME EMPLOYEES

Average Annual Compensation: \$83,259

Average Hourly Rate: \$28

## FULL-TIME BENEFITS

|                         |     |
|-------------------------|-----|
| 401(k) Savings Plan:    | 78% |
| Dental Insurance:       | 80% |
| Disability Insurance:   | 69% |
| Educational Assistance: | 63% |
| Life Insurance:         | 77% |
| Medical Insurance:      | 92% |
| Paid Vacation:          | 93% |

## CONTRACTORS

Average Hourly Rate: \$38

Avg. Weeks per Assignment: 28.67

Avg. Months Worked/Year: 10.11

Average Overtime Hours/Week: 22.84

## PRIMARY INDUSTRY

|                          |     |
|--------------------------|-----|
| Aerospace                | 4%  |
| Construction             | 39% |
| Defense                  | 1%  |
| Laboratory               | 3%  |
| Petrochemical            | 25% |
| Shipbuilding             | 1%  |
| Steel & Foundry          | 12% |
| Utility & Power Services | 15% |

## KEY INSIGHTS

A full-time API Inspector earns more than all other certified full-time employee surveyed.

The petrochemical and construction industry employs over 90 percent of all API Inspectors in the United States.

The Contract API Inspector receives the highest compensation while on assignment

## FULL-TIME EMPLOYEES

Average Annual Compensation: \$96,867

Average Hourly Rate: \$33

## FULL-TIME BENEFITS

|                         |     |
|-------------------------|-----|
| 401(k) Savings Plan:    | 89% |
| Dental Insurance:       | 87% |
| Disability Insurance:   | 74% |
| Educational Assistance: | 60% |
| Life Insurance:         | 83% |
| Medical Insurance:      | 97% |
| Paid Vacation:          | 93% |

## CONTRACTORS

Average Hourly Rate: \$46

Avg. Weeks per Assignment: 30.98

Avg. Months Worked/Year: 10.43

Average Overtime Hours/Week: 26.35

## PRIMARY INDUSTRY

|                          |     |
|--------------------------|-----|
| Aerospace                | 2%  |
| Construction             | 9%  |
| Defense                  | 1%  |
| Laboratory               | 1%  |
| Petrochemical            | 83% |
| Shipbuilding             | 1%  |
| Steel & Foundry          | 3%  |
| Utility & Power Services | 1%  |

## RESPONDENT PROFILE

Full-Time Employee: 64%

Salaried: 30%

Hourly: 34%

Contractor: 36%

Male: 95%

Female: 2%

Unspecified: 3%

Average Age: 41

Average Years of Experience: 15

## KEY INSIGHTS

The aerospace industry continues to trend upward with new contracts from all the major players.

The aerospace industry now has the highest concentration of NDT Level III Professionals.

The aerospace industry offer the best overall benefit package to its' employees

## OVERALL FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$68,925**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$48,773 |
| Level II  | \$69,176 |
| Level III | \$88,827 |
| API       | N/A      |
| CWI       | N/A      |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 90% |
| Dental Insurance       | 90% |
| Disability Insurance   | 76% |
| Educational Assistance | 71% |
| Life Insurance         | 85% |
| Medical Insurance      | 96% |
| Paid Vacation          | 94% |

## CONTRACTOR COMPENSATION

|                               |       |
|-------------------------------|-------|
| Average Hourly Rate:          | \$32  |
| Average Weeks per Assignment: | 44.18 |
| Average Months Worked/Year:   | 10.94 |
| Average Overtime Hours/Week:  | 7.59  |

## RESPONDENT PROFILE

|                     |     |
|---------------------|-----|
| Full-Time Employee: | 93% |
| Salaried            | 44% |
| Hourly              | 49% |
| Contractor:         | 7%  |
| Male:               | 89% |
| Female:             | 7%  |
| Not Specified:      | 4%  |

|                              |    |
|------------------------------|----|
| Average Age:                 | 42 |
| Average Years of Experience: | 18 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 4%  |
| Level II      | 45% |
| Level III     | 47% |
| CWI Inspector | 0%  |
| API Inspector | 0%  |

## KEY INSIGHTS

The construction industry has continued to show strong gains in wages across all levels of certifications.

There was a 10% decline in Contractors since 2006.

As the economy heads into a recession the construction industry will see a decline in new projects.

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 65%  |
| Salaried                     | 26%  |
| Hourly                       | 39%  |
| Contractor:                  | 35%  |
| Male:                        | 96%  |
| Female:                      | 2%   |
| Not Specified:               | 2%   |
| Average Age:                 | 44   |
| Average Years of Experience: | 17.3 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 23% |
| Level III     | 19% |
| CWI Inspector | 48% |
| API Inspector | 8%  |

## OVERALL FULL-TIME EMPLOYEE

|                                    |                 |
|------------------------------------|-----------------|
| <b>Average Annual Compensation</b> | <b>\$78,427</b> |
|------------------------------------|-----------------|

## FULL-TIME EMPLOYEE BASE SALARY

|           |          |
|-----------|----------|
| Level I   | \$49,748 |
| Level II  | \$70,558 |
| Level III | \$90,603 |
| API       | \$91,010 |
| CWI       | \$90,218 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 77% |
| Dental Insurance       | 76% |
| Disability Insurance   | 70% |
| Educational Assistance | 65% |
| Life Insurance         | 75% |
| Medical Insurance      | 87% |
| Paid Vacation          | 93% |

## CONTRACTOR COMPENSATION

|                               |       |
|-------------------------------|-------|
| Average Hourly Rate:          | \$39  |
| Average Weeks per Assignment: | 26.99 |
| Average Months Worked/Year:   | 9.89  |
| Average Overtime Hours/Week:  | 21.4  |

## KEY INSIGHTS

The Iraq war continues to play major a role in defense spending.

Contractor make up only 5% of all NDT professionals working in the defense industry.

The number of NDT Technicians in the defense industry has increased.

## RESPONDENT PROFILE

|                     |     |
|---------------------|-----|
| Full-Time Employee: | 95% |
| Salaried            | 49% |
| Hourly              | 47% |
| Contractor:         | 5%  |
| Male:               | 98% |
| Female:             | 2%  |
| Not Specified:      | 0%  |

|                              |      |
|------------------------------|------|
| Average Age:                 | 44   |
| Average Years of Experience: | 20.2 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 6%  |
| Level II      | 55% |
| Level III     | 40% |
| CWI Inspector | N/A |
| API Inspector | N/A |

## OVERALL FULL-TIME EMPLOYEE

|                                    |                 |
|------------------------------------|-----------------|
| <b>Average Annual Compensation</b> | <b>\$69,836</b> |
|------------------------------------|-----------------|

## FULL-TIME EMPLOYEE BASE SALARY

|           |          |
|-----------|----------|
| Level I   | \$49,901 |
| Level II  | \$69,876 |
| Level III | \$89,733 |
| API       | N/A      |
| CWI       | N/A      |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 78% |
| Dental Insurance       | 68% |
| Disability Insurance   | 63% |
| Educational Assistance | 51% |
| Life Insurance         | 76% |
| Medical Insurance      | 80% |
| Paid Vacation          | 90% |

## CONTRACTOR COMPENSATION

|                               |      |
|-------------------------------|------|
| Average Hourly Rate:          | \$25 |
| Average Weeks per Assignment: | 53   |
| Average Months Worked/Year:   | 7    |
| Average Overtime Hours/Week:  | 25.5 |

## KEY INSIGHTS

The Laboratory industry has hired more full-time employees, reducing the contractor base by almost 50%

Increased market diversification has played a role in steady gains in the laboratory industry.

API Inspectors continue to be the top earners in the Laboratory industry.

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 85%  |
| Salaried                     | 54%  |
| Hourly                       | 31%  |
| Contractor:                  | 15%  |
| Male:                        | 92%  |
| Female:                      | 3%   |
| Not Specified:               | 5%   |
| Average Age:                 | 44   |
| Average Years of Experience: | 17.8 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 8%  |
| Level II      | 33% |
| Level III     | 46% |
| CWI Inspector | 10% |
| API Inspector | 3%  |

## OVERALL FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$77,111.00**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$46,571 |
| Level II  | \$70,571 |
| Level III | \$85,724 |
| API       | \$98,010 |
| CWI       | \$84,724 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 79% |
| Dental Insurance       | 76% |
| Disability Insurance   | 64% |
| Educational Assistance | 73% |
| Life Insurance         | 79% |
| Medical Insurance      | 94% |
| Paid Vacation          | 88% |

## CONTRACTOR COMPENSATION

|                               |       |
|-------------------------------|-------|
| Average Hourly Rate:          | \$36  |
| Average Weeks per Assignment: | 16.42 |
| Average Months Worked/Year:   | 8.5   |
| Average Overtime Hours/Week:  | 13.33 |

## KEY INSIGHTS

Compensation in the petrochemical industry continues to show strong gains.

Oil prices have been a contributing factor in the industry overall success.

The petrochemical industry employs some of the youngest NDT professionals overall.

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 63%  |
| Salaried                     | 21%  |
| Hourly                       | 42%  |
| Contractor:                  | 37%  |
| Male:                        | 94%  |
| Female:                      | 3%   |
| Not Specified:               | 3%   |
| Average Age:                 | 39   |
| Average Years of Experience: | 14.9 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 31% |
| Level III     | 16% |
| CWI Inspector | 15% |
| API Inspector | 35% |

## OVERALL FULL-TIME EMPLOYEE

|                                    |                 |
|------------------------------------|-----------------|
| <b>Average Annual Compensation</b> | <b>\$81,543</b> |
|------------------------------------|-----------------|

## FULL-TIME EMPLOYEE COMPENSATION

|           |           |
|-----------|-----------|
| Level I   | \$49,554  |
| Level II  | \$72,527  |
| Level III | \$91,142  |
| API       | \$103,612 |
| CWI       | \$90,881  |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 82% |
| Dental Insurance       | 83% |
| Disability Insurance   | 64% |
| Educational Assistance | 57% |
| Life Insurance         | 79% |
| Medical Insurance      | 93% |
| Paid Vacation          | 90% |

## CONTRACTOR COMPENSATION

|                               |       |
|-------------------------------|-------|
| Average Hourly Rate:          | \$39  |
| Average Weeks per Assignment: | 27.32 |
| Average Months Worked/Year:   | 10.21 |
| Average Overtime Hours/Week:  | 24.58 |

## KEY INSIGHTS

Increased earnings in the shipbuilding industry continues to stay on pace with overall NDT industry average.

The cyclical nature of the shipbuilding industry makes it difficult to predict employments levels and salaries.

Contractors labor segment has declined by 8% since 2006.

## RESPONDENT PROFILE

|                     |     |
|---------------------|-----|
| Full-Time Employee: | 89% |
| Salaried            | 61% |
| Hourly              | 28% |
| Contractor:         | 11% |
| Male:               | 94% |
| Female:             | 6%  |
| Not Specified:      | 0%  |

|                              |      |
|------------------------------|------|
| Average Age:                 | 46   |
| Average Years of Experience: | 15.6 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 54% |
| Level III     | 43% |
| CWI Inspector | N/A |
| API Inspector | N/A |

## OVERALL FULL-TIME EMPLOYEE

|                                    |                 |
|------------------------------------|-----------------|
| <b>Average Annual Compensation</b> | <b>\$66,499</b> |
|------------------------------------|-----------------|

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$42,777 |
| Level II  | \$68,009 |
| Level III | \$88,711 |
| API       | N/A      |
| CWI       | N/A      |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 75% |
| Dental Insurance       | 63% |
| Disability Insurance   | 56% |
| Educational Assistance | 56% |
| Life Insurance         | 75% |
| Medical Insurance      | 81% |
| Paid Vacation          | 88% |

## CONTRACTOR COMPENSATION

|                               |      |
|-------------------------------|------|
| Average Hourly Rate:          | \$39 |
| Average Weeks per Assignment: | 28   |
| Average Months Worked/Year:   | 9.5  |
| Average Overtime Hours/Week:  | 16   |

## KEY INSIGHTS

There has been an increase in wages across the board for all Levels.

Benefits in the Steel & Foundry industry have remained stable in the last several years.

Gains in contractors earnings were less than most other industry surveyed.

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 91%  |
| Salaried                     | 51%  |
| Hourly                       | 40%  |
| Contractor:                  | 9%   |
| Male:                        | 87%  |
| Female:                      | 5%   |
| Not Specified:               | 8%   |
| Average Age:                 | 46   |
| Average Years of Experience: | 19.3 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 5%  |
| Level II      | 35% |
| Level III     | 36% |
| CWI Inspector | 24% |
| API Inspector | N/A |

## OVERALL FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$67,560**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$43,160 |
| Level II  | \$68,888 |
| Level III | \$87,883 |
| API       | N/A      |
| CWI       | \$70,309 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 83% |
| Dental Insurance       | 87% |
| Disability Insurance   | 72% |
| Educational Assistance | 66% |
| Life Insurance         | 87% |
| Medical Insurance      | 94% |
| Paid Vacation          | 93% |

## CONTRACTOR COMPENSATION

|                               |       |
|-------------------------------|-------|
| Average Hourly Rate:          | \$33  |
| Average Weeks per Assignment: | 41.86 |
| Average Months Worked/Year:   | 10.71 |
| Average Overtime Hours/Week:  | 17    |

## KEY INSIGHTS

Utility workers continue to be the highest paid employees in the United States.

With plans to build new power generating plants there will be a manpower shortage which will drive wages higher.

Demand for more full-time employees continues as the contract labor segment decreases.

## RESPONDENT PROFILE

|                              |      |
|------------------------------|------|
| Full-Time Employee:          | 62%  |
| Salaried                     | 34%  |
| Hourly                       | 28%  |
| Contractor:                  | 38%  |
| Male:                        | 92%  |
| Female:                      | 2%   |
| Not Specified:               | 6%   |
| Average Age:                 | 43   |
| Average Years of Experience: | 18.9 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 42% |
| Level III     | 34% |
| CWI Inspector | 21% |
| API Inspector | N/A |

## OVERALL FULL-TIME EMPLOYEE

|                                    |                 |
|------------------------------------|-----------------|
| <b>Average Annual Compensation</b> | <b>\$79,277</b> |
|------------------------------------|-----------------|

---

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$58,410 |
| Level II  | \$77,156 |
| Level III | \$98,543 |
| API       | N/A      |
| CWI       | \$83,000 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 85% |
| Dental Insurance       | 86% |
| Disability Insurance   | 68% |
| Educational Assistance | 65% |
| Life Insurance         | 76% |
| Medical Insurance      | 92% |
| Paid Vacation          | 89% |

---

## CONTRACTOR COMPENSATION

|                               |       |
|-------------------------------|-------|
| Average Hourly Rate:          | \$40  |
| Average Weeks per Assignment: | 20.13 |
| Average Months Worked/Year:   | 8.64  |
| Average Overtime Hours/Week:  | 23.55 |

# Results for Pacific Region

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## Pacific Region

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

## RESPONDENT PROFILE

|                     |     |
|---------------------|-----|
| Full-Time Employee: | 86% |
| Salaried            | 34% |
| Hourly              | 52% |
| Contractor:         | 14% |
| Male:               | 89% |
| Female:             | 6%  |
| Not Specified:      | 5%  |

|                              |    |
|------------------------------|----|
| Average Age:                 | 42 |
| Average Years of Experience: | 18 |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 2%  |
| Level II      | 41% |
| Level III     | 40% |
| CWI Inspector | 15% |
| API Inspector | 2%  |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$80,777**

---

## FULL-TIME EMPLOYEE COMPENSATION

|           |           |
|-----------|-----------|
| Level I   | \$50,001  |
| Level II  | \$72,050  |
| Level III | \$88,711  |
| API       | \$102,510 |
| CWI       | \$90,615  |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 86% |
| Dental Insurance       | 91% |
| Disability Insurance   | 69% |
| Educational Assistance | 70% |
| Life Insurance         | 81% |
| Medical Insurance      | 96% |
| Paid Vacation          | 88% |

---

## CONTRACTOR COMPENSATION

|                              |      |
|------------------------------|------|
| Average Hourly Rate:         | \$39 |
| Avg. Weeks per Assignment:   | 22.5 |
| Avg. Months Worked/Year:     | 9.8  |
| Average Overtime Hours/Week: | 17   |

# Results for South Central Region

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## South Central Region

Arkansas, New Mexico, Louisiana,  
Oklahoma, Missouri, Texas

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 68% |
| Salaried                     | 29% |
| Hourly                       | 39% |
| Contractor:                  | 32% |
| Male:                        | 92% |
| Female:                      | 3%  |
| Not Specified:               | 5%  |
| Average Age:                 | 39  |
| Average Years of Experience: | 16  |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 5%  |
| Level II      | 30% |
| Level III     | 25% |
| CWI Inspector | 16% |
| API Inspector | 25% |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$75,779**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$42,990 |
| Level II  | \$65,443 |
| Level III | \$84,661 |
| API       | \$98,775 |
| CWI       | \$87,030 |

## FULL-TIME BENEFITS

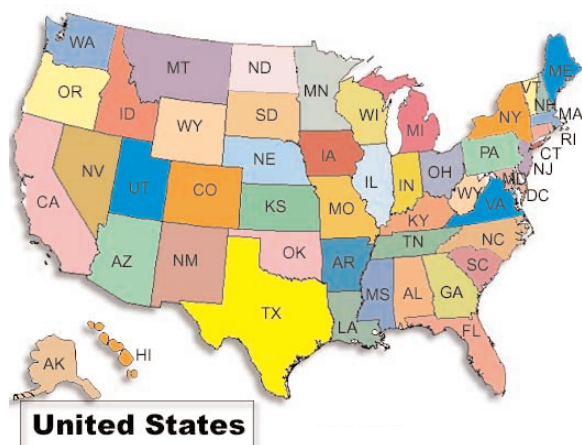
|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 84% |
| Dental Insurance       | 82% |
| Disability Insurance   | 65% |
| Educational Assistance | 57% |
| Life Insurance         | 81% |
| Medical Insurance      | 93% |
| Paid Vacation          | 91% |

## CONTRACTOR COMPENSATION

|                              |       |
|------------------------------|-------|
| Average Hourly Rate:         | \$42  |
| Avg. Weeks per Assignment:   | 27.02 |
| Avg. Months Worked/Year:     | 10.14 |
| Average Overtime Hours/Week: | 25.91 |

# Results for North Central Region

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## North Central Region

Colorado, Nebraska, Idaho, Iowa,  
Utah, Kansas, Montana, Wyoming,  
South Dakota, North Dakota

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 86% |
| Salaried                     | 39% |
| Hourly                       | 47% |
| Contractor:                  | 14% |
| Male:                        | 96% |
| Female:                      | 4%  |
| Not Specified:               | 0%  |
| Average Age:                 | 41  |
| Average Years of Experience: | 15  |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 1%  |
| Level II      | 50% |
| Level III     | 31% |
| CWI Inspector | 15% |
| API Inspector | 3%  |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$74,442**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$43,716 |
| Level II  | \$65,212 |
| Level III | \$84,352 |
| API       | \$97,000 |
| CWI       | \$81,833 |

## FULL-TIME BENEFITS

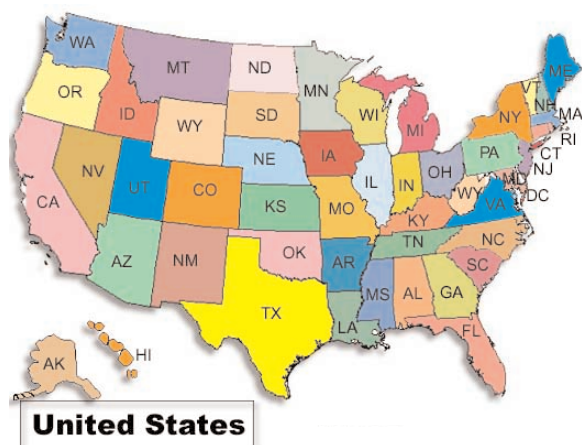
|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 85% |
| Dental Insurance       | 92% |
| Disability Insurance   | 77% |
| Educational Assistance | 77% |
| Life Insurance         | 87% |
| Medical Insurance      | 98% |
| Paid Vacation          | 94% |

## CONTRACTOR COMPENSATION

|                              |      |
|------------------------------|------|
| Average Hourly Rate:         | \$33 |
| Avg. Weeks per Assignment:   | 34.8 |
| Avg. Months Worked/Year:     | 8.9  |
| Average Overtime Hours/Week: | 22.4 |

# Results for Great Lakes Region

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## Great Lakes Region

Illinois, Michigan, Indiana, Minnesota,  
Ohio, Wisconsin

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 73% |
| Salaried                     | 35% |
| Hourly                       | 38% |
| Contractor:                  | 27% |
| Male:                        | 93% |
| Female:                      | 3%  |
| Not Specified:               | 4%  |
| Average Age:                 | 42  |
| Average Years of Experience: | 17  |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 4%  |
| Level II      | 39% |
| Level III     | 25% |
| CWI Inspector | 20% |
| API Inspector | 12% |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$73,190**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$40,877 |
| Level II  | \$69,221 |
| Level III | \$83,681 |
| API       | \$89,970 |
| CWI       | \$81,846 |

## FULL-TIME BENEFITS

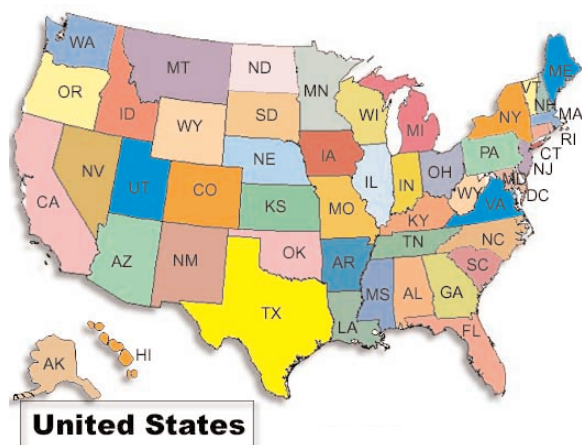
|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 87% |
| Dental Insurance       | 84% |
| Disability Insurance   | 77% |
| Educational Assistance | 64% |
| Life Insurance         | 80% |
| Medical Insurance      | 92% |
| Paid Vacation          | 97% |

## CONTRACTOR COMPENSATION

|                              |       |
|------------------------------|-------|
| Average Hourly Rate:         | \$35  |
| Avg. Weeks per Assignment:   | 23.21 |
| Avg. Months Worked/Year:     | 9.58  |
| Average Overtime Hours/Week: | 17.24 |

# Results for Southern Region

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## Southern Region

Alabama, North Carolina, Florida,  
South Carolina, Georgia, Tennessee,  
Kentucky, Virginia, Mississippi

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 76% |
| Salaried                     | 40% |
| Hourly                       | 36% |
| Contractor:                  | 24% |
| Male:                        | 95% |
| Female:                      | 3%  |
| Not Specified:               | 2%  |
| Average Age:                 | 44  |
| Average Years of Experience: | 19  |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 2%  |
| Level II      | 37% |
| Level III     | 34% |
| CWI Inspector | 17% |
| API Inspector | 9%  |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$74,048**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$43,212 |
| Level II  | \$66,109 |
| Level III | \$85,913 |
| API       | \$95,709 |
| CWI       | \$79,300 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 85% |
| Dental Insurance       | 83% |
| Disability Insurance   | 71% |
| Educational Assistance | 64% |
| Life Insurance         | 82% |
| Medical Insurance      | 89% |
| Paid Vacation          | 92% |

## CONTRACTOR COMPENSATION

|                              |       |
|------------------------------|-------|
| Average Hourly Rate:         | \$37  |
| Avg. Weeks per Assignment:   | 30.66 |
| Avg. Months Worked/Year:     | 9.61  |
| Average Overtime Hours/Week: | 19.05 |

# Results for Mid-Atlantic Region

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## Mid-Atlantic Region

Delaware, Pennsylvania, Maryland,  
West Virginia, New Jersey

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 80% |
| Salaried                     | 39% |
| Hourly                       | 41% |
| Contractor:                  | 20% |
| Male:                        | 93% |
| Female:                      | 1%  |
| Not Specified:               | 6%  |
| Average Age:                 | 47  |
| Average Years of Experience: | 19  |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 3%  |
| Level II      | 33% |
| Level III     | 29% |
| CWI Inspector | 22% |
| API Inspector | 13% |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$74,364**

---

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$46,760 |
| Level II  | \$61,489 |
| Level III | \$79,971 |
| API       | \$94,600 |
| CWI       | \$89,000 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 76% |
| Dental Insurance       | 76% |
| Disability Insurance   | 69% |
| Educational Assistance | 65% |
| Life Insurance         | 76% |
| Medical Insurance      | 89% |
| Paid Vacation          | 91% |

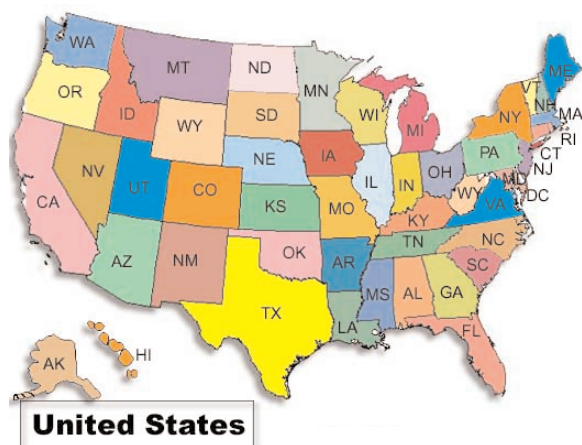
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## CONTRACTOR COMPENSATION

|                              |       |
|------------------------------|-------|
| Average Hourly Rate:         | \$31  |
| Avg. Weeks per Assignment:   | 28.79 |
| Avg. Months Worked/Year:     | 9.57  |
| Average Overtime Hours/Week: | 28.07 |

# Results for Northeast Region

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## Northeast Region

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

## RESPONDENT PROFILE

|                              |     |
|------------------------------|-----|
| Full-Time Employee:          | 78% |
| Salaried                     | 43% |
| Hourly                       | 35% |
| Contractor:                  | 22% |
| Male:                        | 92% |
| Female:                      | 5%  |
| Not Specified:               | 3%  |
| Average Age:                 | 44  |
| Average Years of Experience: | 20  |

## CERTIFICATION

|               |     |
|---------------|-----|
| Level I       | 1%  |
| Level II      | 32% |
| Level III     | 43% |
| CWI Inspector | 21% |
| API Inspector | 3%  |

## FULL-TIME EMPLOYEE

**Average Annual Compensation** **\$81,027**

## FULL-TIME EMPLOYEE COMPENSATION

|           |          |
|-----------|----------|
| Level I   | \$51,810 |
| Level II  | \$73,875 |
| Level III | \$91,950 |
| API       | \$98,000 |
| CWI       | \$89,500 |

## FULL-TIME BENEFITS

|                        |     |
|------------------------|-----|
| 401(k) Savings Plan    | 77% |
| Dental Insurance       | 68% |
| Disability Insurance   | 60% |
| Educational Assistance | 58% |
| Life Insurance         | 73% |
| Medical Insurance      | 88% |
| Paid Vacation          | 88% |

## CONTRACTOR COMPENSATION

|                              |       |
|------------------------------|-------|
| Average Hourly Rate:         | \$41  |
| Avg. Weeks per Assignment:   | 30.74 |
| Avg. Months Worked/Year:     | 10.06 |
| Average Overtime Hours/Week: | 18.06 |



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