



Salary Survey **2012**

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PONDIT



ABOUT PQNDT

PQNDT (Personnel for Quality and Nondestructive Testing) is the leading personnel recruitment and placement agency for the nondestructive testing industry. Founded in 1967, we have been serving the personnel needs of the NDT industry for more than four decades. We are the only personnel agency in the world focusing exclusively on the technically demanding and highly specialized field of NDT.

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

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

Our web site — www.pqndt.com — offers the industry’s most comprehensive database of qualified job candidates and current NDT positions available.

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

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An Industry on the Rebound

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

NDT Outperforms Overall Economy

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

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

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

My Forecast for 2013

What does this all mean going forward? There are many factors that can still influence the economy and the NDT industry. Planned federal budget cuts

are sure to impact the defense and aerospace industries, and may influence the petrochemical world as well.

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

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

Sincerely,

Michael P. Serabian
President
PQNDT, Inc.



KEY INSIGHTS

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

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

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

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

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



2012 Survey Respondents by Region

Northeast (NY, MA, ME, NH, VT, CT, RI)	7%
Mid-Atlantic (PA, MD, WV, DE, NJ)	6%
Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)	23%
Great Lakes (MI, IL, OH, IN, MN, WI)	14%
North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID)	7%
South Central (TX, LA, OK, NM, AR, MO)	27%
Pacific (CA, OR, WA, NV, AZ, AK, HI)	16%

EMPLOYMENT TYPE

Full-Time	86%
Salaried	41%
Hourly	45%
Contractor	14%

RESPONDENT PROFILE

Male	96%
Female	4%
Average Age	45
Average Years of Experience	19

PRIMARY INDUSTRY

Aerospace	24%
Construction	15%
Defense	5%
Laboratory	6%
Petrochemical	33%
Shipbuilding	1%
Steel & Foundry	6%
Utility & Power Services	16%

CERTIFICATION

Level I	4%
Level II	33%
Level III	38%
API Inspector	11%
CWI Inspector	14%

JOB POSITION

API Inspector	11%
CWI Inspector	4%
Director of Quality	1%
Level III Specialist	15%
NDT Manager	10%
NDT Supervisor	30%
NDT Technician	25%
QA/QC Inspector	5%
Quality Manager	8%
Sales	0%
Scientist/Engineer	3%
Other	5%

ON THE ECONOMY...

Recovering Strongly	4%
Slowly Pulling Out of Recession	41%
Still in Recession, Little Change	41%
Getting Worse	14%

JOB PROSPECTS...

Much Better Than Last Year	18%
A Little Better Than Last Year	31%
About the Same	43%
A Little Worse Than Last Year	8%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED...

Yes	96%
No	4%

LAID OFF IN THE LAST 12 MONTHS...

Yes	6%
No	94%

FEEL SECURE IN POSITION...

Yes, Very Secure	48%
I'm Pretty Safe	38%
Not Sure How Secure Job Is	13%
Worried About Losing Job	3%

RESPONDENT PROFILE

Male:	96%
Female:	4%
Average Age:	45
Average Years of Experience:	18.9
Annual Compensation:	\$98,686

PRIMARY INDUSTRY

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

CERTIFICATION

Level I	4%
Level II	33%
Level III	38%
API Inspector	14%
CWI Inspector	11%

JOB POSITION

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

BENEFITS

401(k) Savings Plan	87%
Dental Insurance	89%
Disability Insurance	77%
Educational Assistance	64%
Life Insurance	86%
Medical Insurance	92%
Paid Vacation	97%

ON THE ECONOMY...

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

JOB PROSPECTS...

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

CURRENTLY EMPLOYED...

Yes	80%
No	20%

CONFIDENCE IN FINDING CONTRACTS...

Very Confident	66%
Not Totally Confident	24%
Very Worried About Finding Assignment	8%
Finding Assignments Almost Impossible	2%

RESPONDENT PROFILE

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

PRIMARY INDUSTRY

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

CERTIFICATION

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

JOB POSITION

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

FINDING ASSIGNMENTS

Internet	32%
Newspaper ads	0%
Magazine ads	0%
Placement agency	10%
Word-of-mouth	37%
Other	20%

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

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

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRIES REPORTING

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

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

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

FULL-TIME EMPLOYEES

Average Annual Compensation	\$83,739
Average Hourly Rate	\$28.96

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRIES REPORTING

Aerospace	28%
Construction	11%
Defense	5%
Laboratory	6%
Petrochemical	25%
Shipbuilding	1%
Steel & Foundry	6%
Utility & Power Services	18%

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	92%
Salaried:	71%
Hourly:	21%
Contractor:	8%
Male:	96%
Female:	4%
Average Age:	50
Average Years of Experience:	26.2

FULL-TIME EMPLOYEES

Average Annual Compensation	\$103,991
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FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRIES REPORTING

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

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	73%
Salaried:	31%
Hourly:	42%
Contractor:	17%
Male:	96%
Female:	4%
Average Age:	46
Average Years of Experience:	17

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRIES REPORTING

Aerospace	4%
Construction	43%
Defense	1%
Laboratory	4%
Petrochemical	16%
Shipbuilding	1%
Steel & Foundry	14%
Utility & Power Services	17%

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	78%
Salaried:	37%
Hourly:	41%
Contractor:	22%
Male:	98%
Female:	2%
Average Age:	44
Average Years of Experience:	19.0

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

401(k) Savings Plan	95%
Dental Insurance	93%
Disability Insurance	78%
Educational Assistance	67%
Life Insurance	88%
Medical Insurance	97%
Paid Vacation	96%

CONTRACTORS

Average Hourly Rate	\$59.71
Average Weeks Per Assignment	28
Average Months Worked Per Year	10
Average Overtime Hours Per Week	18.58

PRIMARY INDUSTRIES REPORTING

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

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	92%
Salaried:	45%
Hourly:	47%

Contractor: 8%

Male:	93%
Female:	7%

Average Age:	45
Average Years of Experience:	21.2

CERTIFICATION

Level I	5%
Level II	39%
Level III	56%

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation \$82,581

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

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

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

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

Full-time employees make up only 80% of Construction industry.

RESPONDENT PROFILE

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

CERTIFICATION

Level I	3%
Level II	30%
Level III	18%
API Inspector	7%
CWI Inspector	42%

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$97,459
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FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

Defense hiring will be affected by the US government's need to cut federal spending in 2013.

With the economy continuing to recover, there was a 2% increase in hiring full-time NDT professional in 2012.

Almost half of all NDT professionals employed in the Defense industry are Level II Technicians.

The number of NDT contractors employed in the Defense industry has decreased steadily since 2008.

RESPONDENT PROFILE

Full-Time Employee:	94%
Salaried:	50%
Hourly:	44%

Contractor:	6%
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Male:	97%
Female:	3%

Average Age:	47
Average Years of Experience:	20.9

CERTIFICATION

Level I:	5%
Level II:	48%
Level III:	47%
CWI Inspector:	n/a
API Inspector:	n/a

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$84,046
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FULL-TIME EMPLOYEE COMPENSATION

Level I	\$60,763
Level II	\$84,704
Level III	\$105,800
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401(k) Savings Plan	97%
Dental Insurance	88%
Disability Insurance	81%
Educational Assistance	64%
Life Insurance	94%
Medical Insurance	79%
Paid Vacation	97%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$44.38
Average Weeks Per Assignment	27
Average Months Worked Per Year	11.5
Average Overtime Hours Per Week	25

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	97%
Salaried:	51%
Hourly:	46%

Contractor:	3%
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Male:	87%
Female:	13%

Average Age:	45
Average Years of Experience:	21.3

CERTIFICATION

Level I:	5%
Level II:	47%
Level III:	33%
CWI Inspector:	7%
API Inspector:	8%

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$96,804
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FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

As the Petrochemical industry rebounded from the recession the number of full-time NDT professionals increased by 7%.

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

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

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

RESPONDENT PROFILE

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

CERTIFICATION

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

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$98,734
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FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	92%
Salaried:	41%
Hourly:	51%
Contractor:	8%
Male:	96%
Female:	4%
Average Age:	50
Average Years of Experience:	21.4

CERTIFICATION

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

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$82,227
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FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$45.76
Average Weeks Per Assignment	21
Average Months Worked Per Year	8.9
Average Overtime Hours Per Week	22

KEY INSIGHTS

The use of Contractors remained unchanged in the Steel & Foundry industry in 2012.

Continued gains in compensation in the Steel & Foundry industry were reported.

Hourly full-time employees made up 50% of the total Steel & Foundry workforce in 2012.

There was an increase in the number of female NDT professionals reporting in 2012.

RESPONDENT PROFILE

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

CERTIFICATION

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

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$81,847
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FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

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

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

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

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

RESPONDENT PROFILE

Full-Time Employee:	79%
Salaried:	41%
Hourly:	38%
Contractor:	21%
Male:	96%
Female:	4%
Average Age:	45
Average Years of Experience:	20.2

CERTIFICATION

Level I:	2%
Level II:	37%
Level III:	44%
API Inspector:	5%
CWI Inspector:	12%

OVERALL FULL-TIME EMPLOYEE

Average Annual Compensation	\$96,804
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FULL-TIME EMPLOYEE COMPENSATION

Level I	\$68,991
Level II	\$92,340
Level III	\$115,310
CWI Inspector	\$97,873
API Inspector	n/a

FULL-TIME BENEFITS

401(k) Savings Plan	94%
Dental Insurance	92%
Disability Insurance	76%
Educational Assistance	70%
Life Insurance	89%
Medical Insurance	97%
Paid Vacation	97%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$49.73
Average Weeks Per Assignment	17.56
Average Months Worked Per Year	8.12
Average Overtime Hours Per Week	21.28



PACIFIC REGION

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

RESPONDENT PROFILE

Full-Time Employee:	91%
Salaried:	39%
Hourly:	52%
Contractor:	9%
Male:	96%
Female:	4%
Average Age:	45
Average Years of Experience:	20

CERTIFICATION

Level I:	3%
Level II:	34%
Level III:	44%
API Inspector:	10%
CWI Inspector:	10%

FULL-TIME EMPLOYEE

Average Annual Compensation \$100,547

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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



SOUTH CENTRAL REGION

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

RESPONDENT PROFILE

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

CERTIFICATION

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

FULL-TIME EMPLOYEE

Average Annual Compensation \$94,765

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

Results for North Central Region

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NORTH CENTRAL REGION

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

RESPONDENT PROFILE

Full-Time Employee:	89%
Salaried:	51%
Hourly:	38%
Contractor:	11%
Male:	94%
Female:	6%
Average Age:	43
Average Years of Experience:	19

CERTIFICATION

Level I:	2%
Level II:	26%
Level III:	37%
API Inspector:	18%
CWI Inspector:	18%

FULL-TIME EMPLOYEE

Average Annual Compensation	\$90,260
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FULL-TIME EMPLOYEE COMPENSATION

Level I	\$56,831
Level II	\$80,422
Level III	\$103,277
API Inspector	\$122,773
CWI Inspector	\$96,411

FULL-TIME BENEFITS

401(k) Savings Plan	88%
Dental Insurance	94%
Disability Insurance	82%
Educational Assistance	76%
Life Insurance	86%
Medical Insurance	96%
Paid Vacation	96%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$48.67
Average Weeks Per Assignment	24.67
Average Months Worked Per Year	8.83
Average Overtime Hours Per Week	16



GREAT LAKES REGION

Illinois, Michigan, Indiana, Minnesota, Ohio, Wisconsin

RESPONDENT PROFILE

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

CERTIFICATION

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

FULL-TIME EMPLOYEE

Average Annual Compensation \$88,329

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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

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:	84%
Salaried:	39%
Hourly:	45%
Contractor:	16%
Male:	95%
Female:	5%
Average Age:	45
Average Years of Experience:	18

CERTIFICATION

Level I:	2%
Level II:	39%
Level III:	39%
API Inspector:	10%
CWI Inspector:	10%

FULL-TIME EMPLOYEE

Average Annual Compensation \$89,824

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$56,571
Level II	\$80,211
Level III	\$101,610
API Inspector	\$110,807
CWI Inspector	\$95,757

FULL-TIME BENEFITS

401(k) Savings Plan	94%
Dental Insurance	92%
Disability Insurance	82%
Educational Assistance	71%
Life Insurance	88%
Medical Insurance	95%
Paid Vacation	97%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$45.25
Average Weeks Per Assignment	26.54
Average Months Worked Per Year	9.14
Average Overtime Hours Per Week	18.89



MID-ATLANTIC REGION

Delaware, Pennsylvania, Maryland, West Virginia, New Jersey, DC

RESPONDENT PROFILE

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

CERTIFICATION

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

FULL-TIME EMPLOYEE

Average Annual Compensation \$89,872

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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



NORTHEAST REGION

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

RESPONDENT PROFILE

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

CERTIFICATION

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

FULL-TIME EMPLOYEE

Average Annual Compensation \$103,071

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CONTRACTOR COMPENSATION

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



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