

PONDIT
Salary Survey
2013

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PQNDT Salary & Benefits Survey 2013

ABOUT PQNDT

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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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2013 SALARY SURVEY RESULTS

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THE NDT INDUSTRY CONTINUES TO MOVE FORWARD, AND IS EVEN GAINING MOMENTUM.

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

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

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

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

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

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

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

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Sincerely,
Michael P. Serabian
President
PQNDT, Inc.



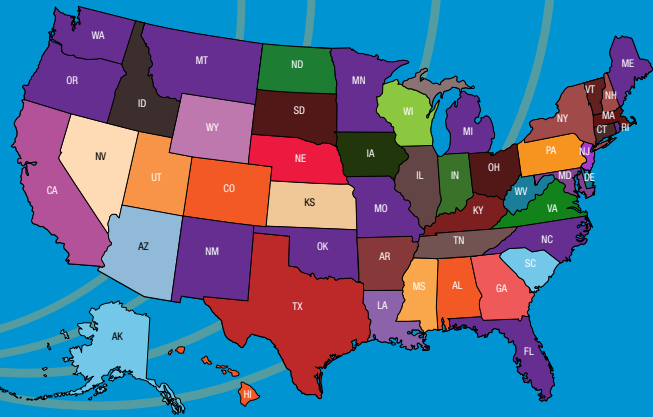
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OVERALL RESULTS

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KEY INSIGHTS

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



2013 SURVEY RESPONSES BY REGION

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

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EMPLOYMENT TYPE

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

RESPONDENT PROFILE

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

PRIMARY INDUSTRY

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

CERTIFICATION

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

JOB DESCRIPTION

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

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FULL-TIME EMPLOYEES

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ON THE ECONOMY

Recovering Strongly	4%
Slowly Pulling Out of Recession	48%
Still in Recession, Little Change	31%
Getting Worse	17%

JOB PROSPECTS

Much Better Than Last Year	16%
A Little Better Than Last Year	34%
About the Same	44%
A Little Worse Than Last Year	4%
Much Worse Than Last Year	2%

CURRENTLY EMPLOYED

Yes	96%
No	4%

LAID OFF IN THE LAST 12 MONTHS

Yes	6%
No	94%

FEEL SECURE IN POSITION

Yes, Very Secure	49%
I'm Pretty Safe	39%
Not Sure How Secure Job Is	14%
Worried About Losing Job	2%

PRIMARY INDUSTRY

Aerospace	28%
Construction	8%
Defense	3%
Laboratory	4%
Petrochemical	30%
Shipbuilding	2%
Steel & Foundry	10%
Utility & Power	15%

CERTIFICATION

Level I	5%
Level II	29%
Level III	45%
API Inspector	13%
CWI Inspector	8%

BENEFITS

401(k) Savings Plan	89%
Dental Insurance	89%
Disability Insurance	78%
Educational Assistance	65%
Life Insurance	85%
Medical Insurance	95%
Paid Vacation	98%

JOB DESCRIPTION

API Inspector	8%
CWI Inspector	3%
Director of Quality	2%
Level III Specialist	18%
NDT Manager	10%
NDT Supervisor	8%
NDT Technician	28%
QA/QC Inspector	6%
Quality Manager	7%
Sales	1%
Scientist/Engineer	6%
Other	3%

Respondent Profile

Male:	96%
Female:	4%
Average Age:	46 years
Average Years of Experience:	20 years
Annual Compensation:	\$102, 977

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ON THE ECONOMY

Recovering Strongly	1%
Slowly Pulling Out of Recession	51%
Still in Recession, Little Change	28%
Getting Worse	20%

JOB PROSPECTS

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

CURRENTLY EMPLOYED

Yes	81%
No	19%

CONFIDENCE IN FINDING CONTRACTS

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

Respondent Profile

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

PRIMARY INDUSTRY

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

CERTIFICATION

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

JOB DESCRIPTION

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

FINDING ASSIGNMENTS

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

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KEY INSIGHTS

- With the economy improving, the NDT industry as a whole reported strong increases in the number of Full-Time Level I Technicians hired in 2013.
- There was a 12% decrease in the number of Level I Contractors working in 2013 as companies opted to hire on a Full-Time basis.
- As the demand for trainees increased, compensation for NDT Level I professionals saw a solid gain in earnings for the third consecutive year.

Respondent Profile

Full-Time Employee:	93%
Salaried:	9%
Hourly:	91%
Contractor:	7%
Male:	89%
Female:	11%
Average Age:	34 years
Average Years of Experience:	3.8 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- Compensation numbers for Full-Time NDT Level II Technicians showed a 6% gain in earnings, almost double the industry average.
- The Construction industry reported a 40% decrease in hiring Level II NDT personnel, while most other industries held steady.
- There was a 3% decrease for Full-Time NDT Level II professionals employed overall.
- Level II Contractors employed in the NDT industry fell 3% in 2013.

Respondent Profile

Full-Time Employee:	88%
Salaried:	21%
Hourly:	67%
Contractor:	2%
Male:	92%
Female:	8%
Average Age:	40 years
Average Years of Experience:	13.1 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- The number of Full-Time Level III's working in the industry increased by 3% in 2013.
- The Aerospace industry employs approximately 40% of all Full-Time Level III professionals.
- Due to a stronger economy, the use of Level III Contractors has decreased for the second consecutive year.
- The Steel & Foundry and Construction industries showed gains in the number of Full-Time Level III employees.

Respondent Profile

Full-Time Employee:	93%
Salaried:	71%
Hourly:	22%
Contractor:	7%
Male:	96%
Female:	4%
Average Age:	51 years
Average Years of Experience:	26.6 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$105,994

FULL-TIME BENEFITS

401 (k) Savings Plan	88%
Dental Insurance	92%
Disability Insurance	82%
Educational Assistance	76%
Life Insurance	89%
Medical Insurance	96%
Paid Vacation	96%

CONTRACTORS

Average Hourly Rate	\$61.97
Average Weeks Per Assignment	22.71
Average Months Worked Per Year	8.75
Average Overtime Hours Per Week	12.57

PRIMARY INDUSTRY

Aerospace	39%
Construction	7%
Defense	4%
Laboratory	5%
Petrochemical	13%
Shipbuilding	5%
Steel & Foundry	7%
Utility & Power	20%

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	73%
Salaried:	28%
Hourly:	45%
Contractor:	27%
Male:	97%
Female:	3%
Average Age:	47 years
Average Years of Experience:	17.2 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$95,712
Average Hourly Rate:	\$39.59

FULL-TIME BENEFITS

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

CONTRACTORS

Average Hourly Rate	\$51.32
Average Weeks Per Assignment	25
Average Months Worked Per Year	9.72
Average Overtime Hours Per Week	19.06

PRIMARY INDUSTRY

Aerospace	3%
Construction	44%
Defense	1%
Laboratory	6%
Petrochemical	17%
Shipbuilding	1%
Steel & Foundry	12%
Utility & Power	16%

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	79%
Salaried:	28%
Hourly:	51%
Contractor:	21%
Male:	98%
Female:	2%
Average Age:	45 years
Average Years of Experience:	19.7 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- The Aerospace industry had a 3% increase in the number of Full-Time Level III's working in the field.
- Full-Time NDT professionals in the Aerospace industry continue to receive the most competitive benefit package overall.
- Ninety-five percent of all NDT professionals employed in the Aerospace industry are Full-Time employees.
- The Aerospace industry employs more Level III's than the Defense, Construction, and Laboratory industries combined.

Respondent Profile

Full-Time Employee:	95%
Salaried:	46%
Hourly:	49%
Contractor:	5%
Male:	94%
Female:	6%
Average Age:	47 years
Average Years of Experience:	22.1 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$85,504

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$61,830
Level II	\$87,978
Level III	\$104,624
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	92%
Dental Insurance	92%
Disability Insurance	78%
Educational Assistance	75%
Life Insurance	86%
Medical Insurance	95%
Paid Vacation	98%

CERTIFICATION

Level I	6%
Level II	41%
Level III	53%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$42.89
Average Weeks Per Assignment	28
Average Months Worked Per Year	9.78
Average Overtime Hours Per Week	8.89

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	82%
Salaried:	41%
Hourly:	41%
Contractor:	18%
Male:	97%
Female:	3%
Average Age:	45 years
Average Years of Experience:	17.1 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$100,382

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$62,907
Level II	\$89,170
Level III	\$109,060
CWI Inspector	\$108,113
API Inspector	\$119,639

FULL-TIME BENEFITS

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

CERTIFICATION

Level I	4%
Level II	20%
Level III	33%
API Inspector	5%
CWI Inspector	38%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$49.93
Average Weeks Per Assignment	35.2
Average Months Worked Per Year	9.6
Average Overtime Hours Per Week	18.3

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	91%
Salaried:	46%
Hourly:	45%
Contractor:	9%
Male:	97%
Female:	3%
Average Age:	48 years
Average Years of Experience:	21 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$86,913

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$62,949
Level II	\$88,768
Level III	\$109,187
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	89%
Disability Insurance	82%
Educational Assistance	66%
Life Insurance	94%
Medical Insurance	83%
Paid Vacation	96%

CERTIFICATION

Level I	5%
Level II	50%
Level III	45%
API Inspector	n/a
CWI Inspector	n/a

CONTRACTOR COMPENSATION

Average Hourly Rate	\$45.97
Average Weeks Per Assignment	31
Average Months Worked Per Year	10.7
Average Overtime Hours Per Week	24

KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	96%
Salaried:	50%
Hourly:	46%
Contractor:	4%
Male:	90%
Female:	10%
Average Age:	42 years
Average Years of Experience:	18 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$98,991

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$60,471
Level II	\$90,353
Level III	\$109,034
CWI Inspector	\$107,392
API Inspector	\$123,127

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	87%
Disability Insurance	77%
Educational Assistance	66%
Life Insurance	88%
Medical Insurance	98%
Paid Vacation	97%

CERTIFICATION

Level I	9%
Level II	45%
Level III	34%
API Inspector	4%
CWI Inspector	8%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$49.44
Average Weeks Per Assignment	27
Average Months Worked Per Year	9.8
Average Overtime Hours Per Week	17

KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	84%
Salaried:	36%
Hourly:	48%
Contractor:	16%
Male:	98%
Female:	2%
Average Age:	42.5 years
Average Years of Experience:	18.1 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$102,111

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	90%
Salaried:	40%
Hourly:	50%
Contractor:	10%
Male:	97%
Female:	3%
Average Age:	54 years
Average Years of Experience:	21.4 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$85,030

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	95%
Salaried:	46%
Hourly:	49%
Contractor:	5%
Male:	93%
Female:	7%
Average Age:	45 years
Average Years of Experience:	18 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$84,057

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$55,307
Level II	\$87,698
Level III	\$105,211
CWI Inspector	\$88,173
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	92%
Dental Insurance	88%
Disability Insurance	75%
Educational Assistance	67%
Life Insurance	91%
Medical Insurance	97%
Paid Vacation	97%

CERTIFICATION

Level I	5%
Level II	40%
Level III	35%
API Inspector	20%
CWI Inspector	n/a

CONTRACTOR COMPENSATION

Average Hourly Rate	\$43.06
Average Weeks Per Assignment	20
Average Months Worked Per Year	9.6
Average Overtime Hours Per Week	13

KEY INSIGHTS

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

Respondent Profile	
Full-Time Employee:	80%
Salaried:	40%
Hourly:	40%
Contractor:	20%
Male:	96%
Female:	4%
Average Age:	46 years
Average Years of Experience:	21.3 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$99,974

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$71,192
Level II	\$96,491
Level III	\$119,063
CWI Inspector	\$101,067
API Inspector	n/a

FULL-TIME BENEFITS

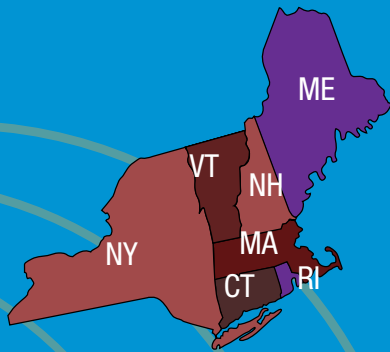
401 (k) Savings Plan	95%
Dental Insurance	92%
Disability Insurance	76%
Educational Assistance	69%
Life Insurance	89%
Medical Insurance	97%
Paid Vacation	97%

CERTIFICATION

Level I	4%
Level II	36%
Level III	42%
API Inspector	4%
CWI Inspector	14%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$51.22
Average Weeks Per Assignment	17.91
Average Months Worked Per Year	7.9
Average Overtime Hours Per Week	22.17



Northeast Region

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

Respondent Profile

Full-Time Employee:	95%
Salaried:	49%
Hourly:	46%
Contractor:	5%
Male:	95%
Female:	5%
Average Age:	47 years
Average Years of Experience:	21 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$106,442

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,916
Level II	\$95,627
Level III	\$116,834
CWI Inspector	\$115,014
API Inspector	\$132,276

FULL-TIME BENEFITS

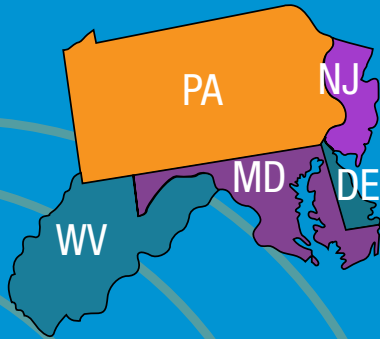
401 (k) Savings Plan	89%
Dental Insurance	91%
Disability Insurance	71%
Educational Assistance	60%
Life Insurance	82%
Medical Insurance	97%
Paid Vacation	97%

CERTIFICATION

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$53.17
Average Weeks Per Assignment	18
Average Months Worked Per Year	9.2
Average Overtime Hours Per Week	24.1



Mid-Atlantic Region

- Pennsylvania
- Maryland
- West Virginia
- Delaware
- New Jersey

Respondent Profile

Full-Time Employee:	91%
Salaried:	41%
Hourly:	50%
Contractor:	9%
Male:	98%
Female:	2%
Average Age:	47 years
Average Years of Experience:	22.2 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$92,734

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$59,497
Level II	\$86,313
Level III	\$105,061
CWI Inspector	\$97,238
API Inspector	\$103,864

FULL-TIME BENEFITS

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

CERTIFICATION

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

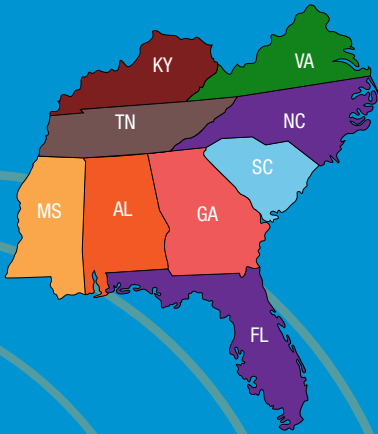
CONTRACTOR COMPENSATION

Average Hourly Rate	\$43.57
Average Weeks Per Assignment	13.7
Average Months Worked Per Year	10.2
Average Overtime Hours Per Week	22

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Southern Region

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

Respondent Profile

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

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FULL-TIME EMPLOYEES

Average Annual Compensation \$92,667

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$58,439
Level II	\$84,302
Level III	\$103,972
CWI Inspector	\$98,334
API Inspector	\$114,121

FULL-TIME BENEFITS

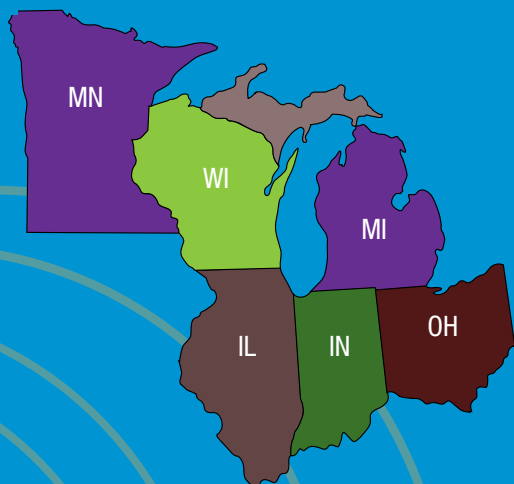
401 (k) Savings Plan	96%
Dental Insurance	91%
Disability Insurance	82%
Educational Assistance	71%
Life Insurance	91%
Medical Insurance	96%
Paid Vacation	97%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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



Great Lakes Region

- Michigan
- Illinois
- Ohio
- Indiana
- Minnesota
- Wisconsin

Respondent Profile

Full-Time Employee:	90%
Salaried:	46%
Hourly:	44%
Contractor:	10%
Male:	96%
Female:	4%
Average Age:	45 years
Average Years of Experience:	22.1 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$91,237

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$53,357
Level II	\$83,136
Level III	\$105,799
CWI Inspector	\$106,521
API Inspector	\$119,687

FULL-TIME BENEFITS

401 (k) Savings Plan	89%
Dental Insurance	83%
Disability Insurance	74%
Educational Assistance	61%
Life Insurance	89%
Medical Insurance	95%
Paid Vacation	94%

CERTIFICATION

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

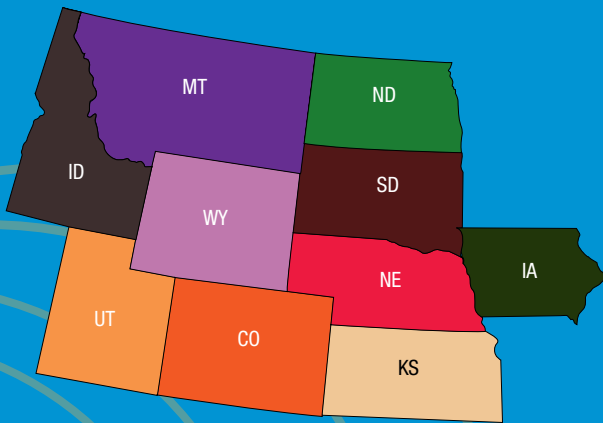
CONTRACTOR COMPENSATION

Average Hourly Rate	\$47.64
Average Weeks Per Assignment	22
Average Months Worked Per Year	8.7
Average Overtime Hours Per Week	16.2

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North Central Region

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

Respondent Profile

Full-Time Employee:	92%
Salaried:	52%
Hourly:	40%
Contractor:	8%
Male:	94%
Female:	6%
Average Age:	42 years
Average Years of Experience:	19.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$93,699

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$58,665
Level II	\$84,541
Level III	\$106,333
CWI Inspector	\$99,875
API Inspector	\$126,451

FULL-TIME BENEFITS

401 (k) Savings Plan	89%
Dental Insurance	94%
Disability Insurance	82%
Educational Assistance	74%
Life Insurance	87%
Medical Insurance	97%
Paid Vacation	96%

CERTIFICATION

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

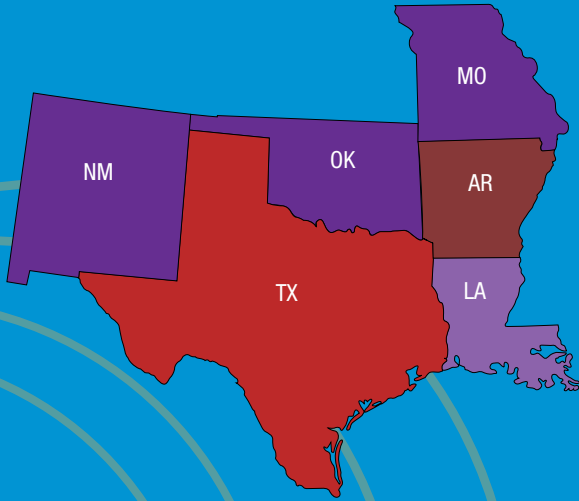
CONTRACTOR COMPENSATION

Average Hourly Rate	\$50.27
Average Weeks Per Assignment	22.7
Average Months Worked Per Year	9.13
Average Overtime Hours Per Week	19.1

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South Central Region

- Texas
- Louisiana
- Oklahoma
- New Mexico
- Arkansas
- Missouri

FULL-TIME EMPLOYEES

Average Annual Compensation \$98,093

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$60,572
Level II	\$85,173
Level III	\$105,941
CWI Inspector	\$101,752
API Inspector	\$121,819

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

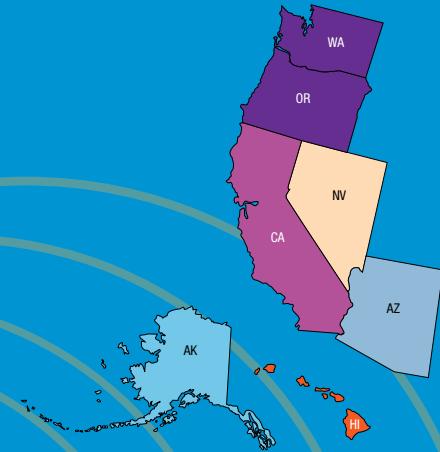
Respondent Profile

Full-Time Employee:	83%
Salaried:	37%
Hourly:	46%
Contractor:	17%
Male:	96%
Female:	4%
Average Age:	42 years
Average Years of Experience:	19 years

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Pacific Region

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

Respondent Profile

Full-Time Employee:	90%
Salaried:	40%
Hourly:	50%
Contractor:	10%
Male:	96%
Female:	4%
Average Age:	45 years
Average Years of Experience:	20 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$104,513

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,459
Level II	\$92,444
Level III	\$115,719
CWI Inspector	\$117,057
API Inspector	\$132,809

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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