



PONDT
Salary Survey
2014

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PQNDT Salary & Benefits Survey 2014

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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2014 SALARY SURVEY RESULTS

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CAN THE RESURGENCE CONTINUE?

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

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

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

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

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

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

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

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

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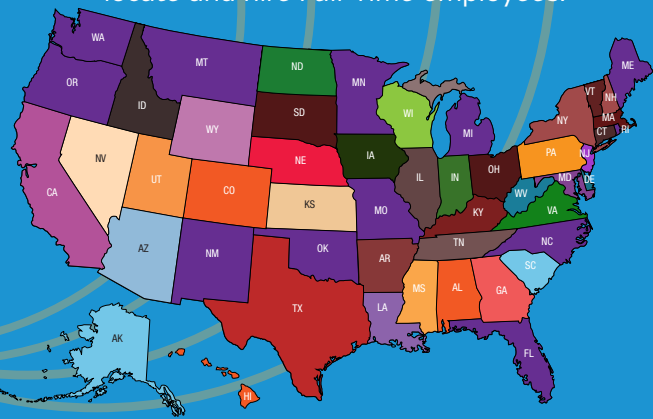
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Sincerely,
Michael P. Serabian
President
PQNDT, Inc.



KEY INSIGHTS

- With demand for NDT Professionals on the rise, compensation in the NDT and inspection industry increased by over 4% in 2014.
- 87% of all NDT Professionals are Full-Time employees.
- Unemployment for NDT and inspection professionals continued to trend downward in 2014 to approximately 3.5%, more than 2.5% lower than the current national average.
- The Contract labor segment reported an increase as employers struggle to locate and hire Full-Time employees.



2014 SURVEY RESPONSES BY REGION

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

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EMPLOYMENT TYPE

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

RESPONDENT PROFILE

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

PRIMARY INDUSTRY

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

CERTIFICATION

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

JOB DESCRIPTION

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

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FULL-TIME EMPLOYEES

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ON THE ECONOMY

Recovering Strongly	11%
Slowly Pulling Out of Recession	57%
Still in Recession, Little Change	23%
Getting Worse	9%

JOB PROSPECTS

Much Better Than Last Year	19%
A Little Better Than Last Year	38%
About the Same	40%
A Little Worse Than Last Year	3%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED

Yes	96%
No	4%

LAI D OFF IN THE LAST 12 MONTHS

Yes	6%
No	94%

FEEL SECURE IN POSITION

Yes, Very Secure	52%
I'm Pretty Safe	33%
Not Sure How Secure Job Is	13%
Worried About Losing Job	2%

PRIMARY INDUSTRY

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

CERTIFICATION

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

BENEFITS

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

JOB DESCRIPTION

API Inspector	11%
CWI Inspector	3%
Director of Quality	2%
Level III Specialist	17%
NDT Manager	11%
NDT Supervisor	9%
NDT Technician	25%
QA/QC Inspector	7%
Quality Manager	6%
Sales	1%
Scientist/Engineer	6%
Other	2%

Respondent Profile

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

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ON THE ECONOMY

Recovering Strongly	9%
Slowly Pulling Out of Recession	45%
Still in Recession, Little Change	26%
Getting Worse	20%

JOB PROSPECTS

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

CURRENTLY EMPLOYED

Yes	80%
No	20%

CONFIDENCE IN FINDING CONTRACTS

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

Respondent Profile

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

PRIMARY INDUSTRY

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

CERTIFICATION

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

JOB DESCRIPTION

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

FINDING ASSIGNMENTS

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

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KEY INSIGHTS

- Compensation for NDT Level I professionals saw a solid gain in earnings as companies continue to hire and train entry level personnel.
- The number of Level I Contractors working in the NDT Industry in 2014 increased to keep pace with demand for qualified helpers.
- The Construction and Aerospace Industries reported strong increases in the number of Level I professionals hired in 2014 as the economy continues to improve.
- More females entered the NDT Industry in 2014, with a 6% increase since 2010.

Respondent Profile

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

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- Compensation numbers for Full-Time NDT Level II Technicians have shown a 31% gain in earning since 2009.
- The Aerospace, Defense, Construction, Petrochemical, and Laboratory Industries all reported an increase in hiring Level II NDT personnel.
- The number of Level II Contractors increased over 7% due to the demand for qualified NDT Level II professionals in the United States.

Respondent Profile

Full-Time Employee:	89%
Salaried:	21%
Hourly:	68%
Contractor:	11%
Male:	93%
Female:	7%
Average Age:	41 years
Average Years of Experience:	13.5years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

401 (k) Savings Plan	90%
Dental Insurance	89%
Disability Insurance	74%
Educational Assistance	61%
Life Insurance	85%
Medical Insurance	99%
Paid Vacation	91%

CONTRACTORS

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

PRIMARY INDUSTRY

Aerospace	31%
Construction	7%
Defense	8%
Laboratory	6%
Petrochemical	27%
Shipbuilding	1%
Steel & Foundry	4%
Utility & Power	16%

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KEY INSIGHTS

- Compensation for Level III professionals increased by approximately 5%, supporting six figure salaries since 2011.
- In 2014 the Defense, Petrochemical, and Steel & Foundry Industries showed an increase in the number of Full-Time Level III employees.
- Females make up 5% of all NDT Level III professionals employed in the US.
- The number of Level III Contractors increased by 3% due to strong hiring demands and retiring employees.

Respondent Profile

Full-Time Employee:	90%
Salaried:	72%
Hourly:	18%
Contractor:	10%
Male:	95%
Female:	5%
Average Age:	52 years
Average Years of Experience:	27.5 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$110,512

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- Over 23% of all CWI Inspectors are Contractors. Down 3% from 2013, this is still the highest number in any industry segment reporting.
- With the economy recovering, the number of Full-Time CWI Inspectors employed increased by approximately 4% over 2013.
- Both Contract and Full-Time CWI Inspectors reported strong compensation gains in 2014.
- The Construction Industry continues to employ the highest the number of CWI Inspectors.

Respondent Profile

Full-Time Employee:	77%
Salaried:	31%
Hourly:	46%
Contractor:	23%
Male:	96%
Female:	4%
Average Age:	46 years
Average Years of Experience:	17.3 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- API Inspectors continue to be the highest income producers in comparison to all inspectors in the industry.
- The Petrochemical Industry employs over 86% of all API Inspectors in the United States.
- Contract API Inspectors make up 17% of the total API inspection workforce.
- The numbers of Full-Time API Inspectors increased by 4% as companies continue to expand their permanent workforce.

Respondent Profile

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

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$89,008

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

- The number of Full-Time employees in the Construction Industry decreased by approximately 5% in 2014 because of cost cutting measures.
- In 2014 there was a 5% increase in the total number of Contractors in the Construction Industry.
- The Construction Industry employs more CWI Inspectors than Level I and Level II Technicians combined.
- Full-Time Employees make up only 77% of NDT workers in the Construction Industry.

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$104,797

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

- The Defense Industry reported another year of decreased hiring of Full-Time employees due to government budget cuts.
- For the fifth consecutive year the Contractor segment of the Defense Industry showed strong growth, up 6% in 2014.
- Almost half of all NDT professionals employed in the Defense Industry are Level III Specialists.
- The Defense Industry offers Full-Time employees the best benefits package in comparison to all other industries reporting.

Respondent Profile

Full-Time Employee:	85%
Salaried:	43%
Hourly:	42%
Contractor:	15%
Male:	97%
Female:	3%
Average Age:	48 years
Average Years of Experience:	21 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$90,651

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,413
Level II	\$92,855
Level III	\$113,770
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	93%
Disability Insurance	77%
Educational Assistance	65%
Life Insurance	94%
Medical Insurance	96%
Paid Vacation	98%

CERTIFICATION

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$47.96
Average Weeks Per Assignment	39
Average Months Worked Per Year	10.8
Average Overtime Hours Per Week	21.2

KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	95%
Salaried:	48%
Hourly:	47%
Contractor:	5%
Male:	89%
Female:	11%
Average Age:	43 years
Average Years of Experience:	19 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$103,457

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$63,019
Level II	\$94,338
Level III	\$113,651
CWI Inspector	\$112,063
API Inspector	\$128,687

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	89%
Disability Insurance	78%
Educational Assistance	68%
Life Insurance	88%
Medical Insurance	98%
Paid Vacation	97%

CERTIFICATION

Level I	8%
Level II	43%
Level III	36%
API Inspector	6%
CWI Inspector	7%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$51.68
Average Weeks Per Assignment	28
Average Months Worked Per Year	9.7
Average Overtime Hours Per Week	19

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KEY INSIGHTS

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

Respondent Profile

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

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FULL-TIME EMPLOYEES

Average Annual Compensation \$106,437

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

- The Shipbuilding Industry continues to show solid gains in compensation and benefits for both Full-Time and Contract personnel.
- Half of the Shipbuilding Industry's Full-Time workforce is compensated hourly.
- NDT Contractors reported a 5% increase in earnings compared in 2014.
- The Shipbuilding Industry continues to rebound with another increase in the number of Full-Time employees hired in 2014.

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$88,617

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

- The use of Contractors remained unchanged in the Steel & Foundry Industry in 2014.
- Continued gains in compensation in all inspection disciplines were reported in the Steel & Foundry Industry.
- Hourly Full-Time employees made up 47% of the total Steel & Foundry workforce in 2014.
- There was an increase in the number of Level I NDT professionals hired, supporting consistent growth in the Steel & Foundry Industry.

Respondent Profile

Full-Time Employee:	96%
Salaried:	49%
Hourly:	47%
Contractor:	4%
Male:	93%
Female:	7%
Average Age:	46 years
Average Years of Experience:	18.1 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$87,629

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

401 (k) Savings Plan	92%
Dental Insurance	92%
Disability Insurance	81%
Educational Assistance	68%
Life Insurance	92%
Medical Insurance	98%
Paid Vacation	96%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	88%
Salaried:	45%
Hourly:	43%
Contractor:	12%
Male:	96%
Female:	4%
Average Age:	46 years
Average Years of Experience:	21.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$104,393
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FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,203
Level II	\$100,862
Level III	\$124,194
CWI Inspector	\$105,425
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	91%
Disability Insurance	76%
Educational Assistance	70%
Life Insurance	91%
Medical Insurance	97%
Paid Vacation	97%

CERTIFICATION

Level I	4%
Level II	31%
Level III	47%
API Inspector	4%
CWI Inspector	14%

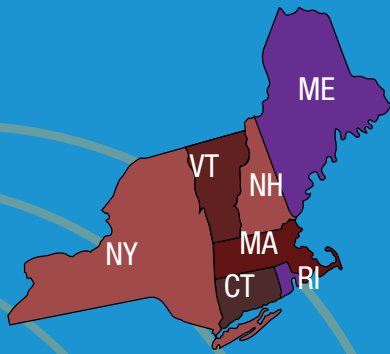
CONTRACTOR COMPENSATION

Average Hourly Rate	\$53.44
Average Weeks Per Assignment	18.1
Average Months Worked Per Year	8.3
Average Overtime Hours Per Week	23.1

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Northeast Region

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

Respondent Profile

Full-Time Employee:	93%
Salaried:	47%
Hourly:	46%
Contractor:	7%
Male:	94%
Female:	6%
Average Age:	47 years
Average Years of Experience:	22 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$111,254
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FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

401 (k) Savings Plan	90%
Dental Insurance	93%
Disability Insurance	82%
Educational Assistance	61%
Life Insurance	86%
Medical Insurance	97%
Paid Vacation	96%

CERTIFICATION

Level I	6%
Level II	29%
Level III	50%
API Inspector	7%
CWI Inspector	8%

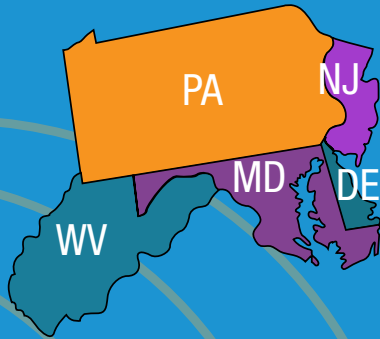
CONTRACTOR COMPENSATION

Average Hourly Rate	\$55.97
Average Weeks Per Assignment	24
Average Months Worked Per Year	10.11
Average Overtime Hours Per Week	18.72

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Mid-Atlantic Region

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

Respondent Profile

Full-Time Employee:	88%
Salaried:	43%
Hourly:	45%
Contractor:	12%
Male:	94%
Female:	6%
Average Age:	48 years
Average Years of Experience:	23 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$96,656

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$62,070
Level II	\$90,063
Level III	\$109,641
CWI Inspector	\$101,624
API Inspector	\$108,485

FULL-TIME BENEFITS

401 (k) Savings Plan	90%
Dental Insurance	88%
Disability Insurance	80%
Educational Assistance	62%
Life Insurance	84%
Medical Insurance	96%
Paid Vacation	98%

CERTIFICATION

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

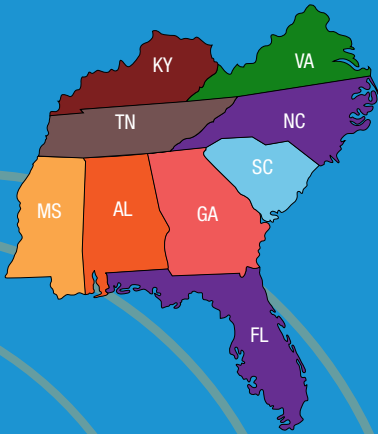
CONTRACTOR COMPENSATION

Average Hourly Rate	\$45.49
Average Weeks Per Assignment	14.1
Average Months Worked Per Year	10
Average Overtime Hours Per Week	21

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Southern Region

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

Respondent Profile

Full-Time Employee:	84%
Salaried:	41%
Hourly:	43%
Contractor:	16%
Male:	96%
Female:	4%
Average Age:	46 years
Average Years of Experience:	21 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$96,848

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$61,109
Level II	\$88,125
Level III	\$108,667
CWI Inspector	\$102,881
API Inspector	\$119,324

FULL-TIME BENEFITS

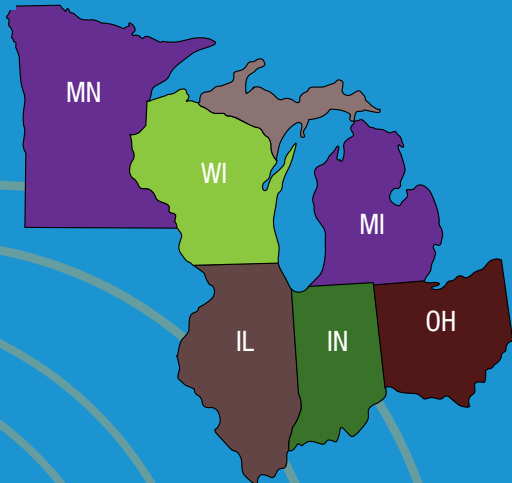
401 (k) Savings Plan	95%
Dental Insurance	94%
Disability Insurance	83%
Educational Assistance	70%
Life Insurance	91%
Medical Insurance	96%
Paid Vacation	97%

CERTIFICATION

Level I	5%
Level II	39%
Level III	32%
API Inspector	12%
CWI Inspector	12%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$48.94
Average Weeks Per Assignment	25.3
Average Months Worked Per Year	10.2
Average Overtime Hours Per Week	20.1



Great Lakes Region

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

Respondent Profile

Full-Time Employee:	91%
Salaried:	47%
Hourly:	44%
Contractor:	9%
Male:	93%
Female:	7%
Average Age:	44 years
Average Years of Experience:	21 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$95,002

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

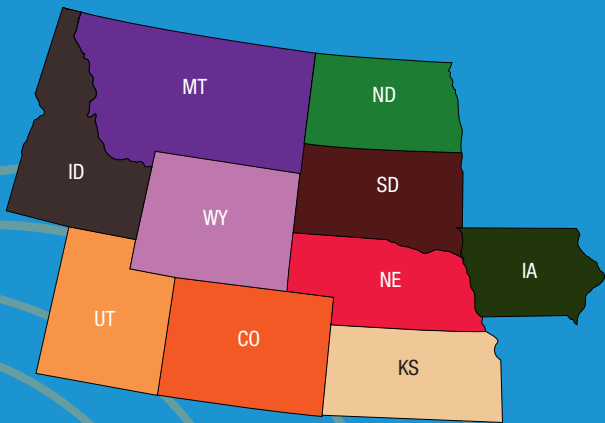
CONTRACTOR COMPENSATION

Average Hourly Rate	\$49.81
Average Weeks Per Assignment	21
Average Months Worked Per Year	8.8
Average Overtime Hours Per Week	17

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North Central Region

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

Respondent Profile

Full-Time Employee:	89%
Salaried:	50%
Hourly:	39%
Contractor:	11%
Male:	94%
Female:	6%
Average Age:	42 years
Average Years of Experience:	19.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$97,939

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$61,074
Level II	\$88,362
Level III	\$111,039
CWI Inspector	\$104,042
API Inspector	\$131,667

FULL-TIME BENEFITS

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

CERTIFICATION

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

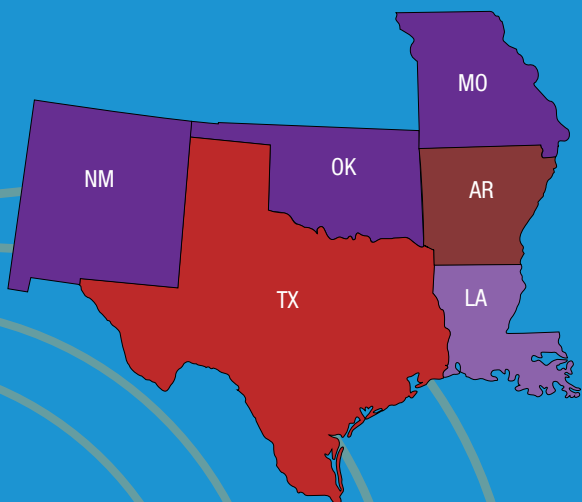
CONTRACTOR COMPENSATION

Average Hourly Rate	\$52.54
Average Weeks Per Assignment	26
Average Months Worked Per Year	9.5
Average Overtime Hours Per Week	17

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South Central Region

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

Respondent Profile

Full-Time Employee:	81%
Salaried:	51%
Hourly:	30%
Contractor:	19%
Male:	96%
Female:	4%
Average Age:	43 years
Average Years of Experience:	19 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$102,516

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$63,146
Level II	\$89,025
Level III	\$110,406
CWI Inspector	\$105,926
API Inspector	\$127,811

FULL-TIME BENEFITS

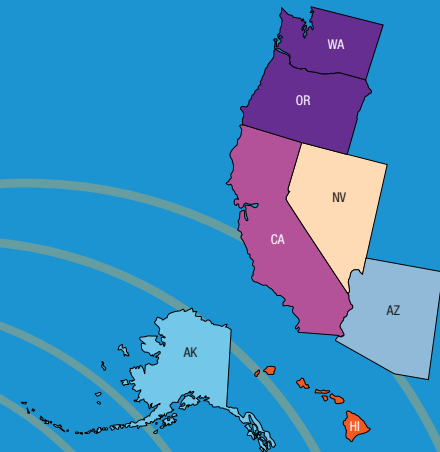
401 (k) Savings Plan	90%
Dental Insurance	91%
Disability Insurance	82%
Educational Assistance	67%
Life Insurance	90%
Medical Insurance	96%
Paid Vacation	95%

CERTIFICATION

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$52.17
Average Weeks Per Assignment	27
Average Months Worked Per Year	10.15
Average Overtime Hours Per Week	17.2



Pacific Region

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$109,240

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

401 (k) Savings Plan	90%
Dental Insurance	93%
Disability Insurance	77%
Educational Assistance	66%
Life Insurance	86%
Medical Insurance	97%
Paid Vacation	96%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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