

PONDIT
Salary Survey
2015

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PQNDT Salary & Benefits Survey 2015

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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2015 SALARY SURVEY RESULTS

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NDT REMAINS SOLID

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

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

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

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

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

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

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

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

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

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Sincerely,
Michael P. Serabian
President
PQNDT, Inc.



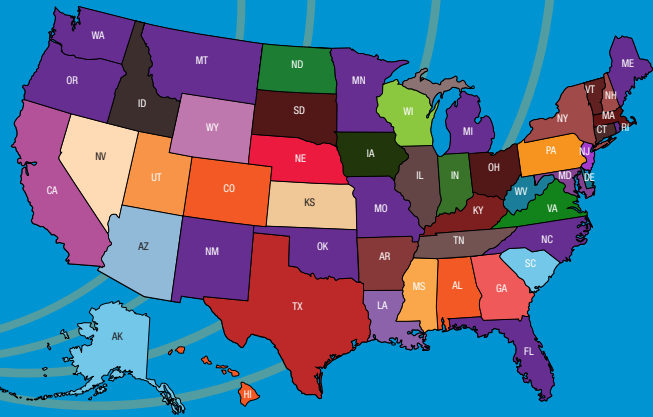
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OVERALL RESULTS

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KEY INSIGHTS

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



2015 SURVEY RESPONSES BY REGION

North East (NY, MA, ME, NH, VT, CT, RI)	8%
Mid-Atlantic (PA, MD, WV, DE, NJ)	7%
Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)	18%
Great Lakes (MI, IL, OH, IN, MN, WI)	14%
North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID)	8%
South Central (TX, LA, OK, NM, AR, MO)	27%
Pacific (CA, OR, WA, NV, AZ, AK, HI)	15%

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EMPLOYMENT TYPE

Full-Time		89%
- Salaried	43%	
- Hourly	46%	
Contractor		11%

RESPONDENT PROFILE

Male		96%
Female		4%
Average Age		46 years
Average NDT Experience		19.2 years

PRIMARY INDUSTRY

Aerospace		30%
Construction		12%
Defense		3%
Laboratory		5%
Petrochemical		30%
Shipbuilding		1%
Steel & Foundry		7%
Utility & Power		12%

CERTIFICATION

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

JOB DESCRIPTION

API Inspector		12%
CWI Inspector		3%
Director of Quality		1%
Level III Specialist		20%
NDT Manager		9%
NDT Supervisor		7%
NDT Technician		28%
QA/QC Inspector		9%
Quality Manager		7%
Sales		0%
Scientist/Engineer		3%
Other		1%

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FULL-TIME EMPLOYEES

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ON THE ECONOMY

Recovering Strongly	16%
Slowly Pulling Out of Recession	48%
Still in Recession, Little Change	26%
Getting Worse	10%

JOB PROSPECTS

Much Better Than Last Year	15%
A Little Better Than Last Year	31%
About the Same	40%
A Little Worse Than Last Year	3%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED

Yes	96%
No	4%

LAID OFF IN THE LAST 12 MONTHS

Yes	5%
No	95%

FEEL SECURE IN POSITION

Yes, Very Secure	48%
I'm Pretty Safe	34%
Not Sure How Secure Job Is	15%
Worried About Losing Job	3%

PRIMARY INDUSTRY

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

CERTIFICATION

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

BENEFITS

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

JOB DESCRIPTION

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

Respondent Profile

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

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ON THE ECONOMY

Recovering Strongly	4%
Slowly Pulling Out of Recession	41%
Still in Recession, Little Change	44%
Getting Worse	11%

JOB PROSPECTS

Much Better Than Last Year	14%
A Little Better Than Last Year	32%
About the Same	44%
A Little Worse Than Last Year	9%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED

Yes	83%
No	17%

CONFIDENCE IN FINDING CONTRACTS

Very Confident	65%
Not Totally Confident	24%
Very Worried About Finding Assignment	8%
Finding Assignments Almost Impossible	3%

PRIMARY INDUSTRY

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

CERTIFICATION

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

JOB DESCRIPTION

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

FINDING ASSIGNMENTS

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

Respondent Profile

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

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	92%
Salaried:	4%
Hourly:	88%
Contractor:	8%
Male:	90%
Female:	10%
Average Age:	32.3 years
Average Years of Experience:	3.9 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- There was a 1% gain in Full-Time NDT Level II professionals employed across all industries
- There was a 3.5% increase in earnings for Full-Time NDT Level II Technicians in 2015
- The number of Level II Contractors employed in the industry fell 1% in 2015
- The Aerospace, Construction, and Utility & Power industries all reported increases in hiring Level II NDT personnel, while most other industries held steady

Respondent Profile

Full-Time Employee:	90%
Salaried:	20%
Hourly:	70%
Contractor:	10%
Male:	94%
Female:	6%
Average Age:	41.5 years
Average Years of Experience:	13.8 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	88%
Disability Insurance	73%
Educational Assistance	62%
Life Insurance	86%
Medical Insurance	98%
Paid Vacation	92%

CONTRACTORS

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

PRIMARY INDUSTRY

Aerospace	33%
Construction	9%
Defense	5%
Laboratory	5%
Petrochemical	26%
Shipbuilding	1%
Steel & Foundry	3%
Utility & Power	18%

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KEY INSIGHTS

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$115,216

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

- Approximately 21% of all CWI Inspectors are Contractors, the highest number in any segment of the industry
- The Construction and Petrochemical industry employ over 55% of all CWI Inspectors
- The number of Full-Time CWI Inspectors employed increased by 2% in 2015
- In 2015 there was a steady increase in earnings for Full-Time CWI Inspectors

Respondent Profile

Full-Time Employee:	79%
Salaried:	32%
Hourly:	47%
Contractor:	21%
Male:	96%
Female:	4%
Average Age:	45.8 years
Average Years of Experience:	18.3 years

FULL-TIME EMPLOYEES

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

FULL-TIME BENEFITS

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

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation	\$139,614
Average Hourly Rate:	\$45.38

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	96%
Disability Insurance	83%
Educational Assistance	71%
Life Insurance	92%
Medical Insurance	98%
Paid Vacation	97%

CONTRACTORS

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

PRIMARY INDUSTRY

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

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	95%
Salaried:	47%
Hourly:	48%
Contractor:	5%
Male:	93%
Female:	7%
Average Age:	43.1 years
Average Years of Experience:	21.7 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$92,052

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$66,431
Level II	\$95,108
Level III	\$112,450
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$108,487

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

- The Defense industry reported a 2% increase in hiring Level I Technicians
- For the third consecutive year there was a slowdown in hiring Full-Time employees
- Approximately 50% of all Full-Time NDT professionals are Level II Technicians
- NDT Contractors made up 17% of the overall Defense industry workforce in 2015

Respondent Profile

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

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FULL-TIME EMPLOYEES

Average Annual Compensation \$93,566

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$67,539
Level II	\$95,817
Level III	\$117,763
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	95%
Disability Insurance	76%
Educational Assistance	66%
Life Insurance	95%
Medical Insurance	97%
Paid Vacation	97%

CERTIFICATION

Level I	7%
Level II	47%
Level III	46%
API Inspector	n/a
CWI Inspector	n/a

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

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

Respondent Profile

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

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FULL-TIME EMPLOYEES

Average Annual Compensation \$106,811

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,050
Level II	\$97,678
Level III	\$117,412
CWI Inspector	\$115,537
API Inspector	\$133,075

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	91%
Disability Insurance	77%
Educational Assistance	67%
Life Insurance	89%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

- The number of NDT Contractor working in the Petrochemical industry decrease by 3% in 2015
- The Petrochemical industry reported a strong increase in hiring Full-Time NDT employees
- Only 37% of all Full-Time NDT professionals are salaried employees
- API Inspectors continue to earn the most in comparison to all other inspectors surveyed

Respondent Profile

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

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FULL-TIME EMPLOYEES

Average Annual Compensation \$109,971

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

KEY INSIGHTS

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$91,553

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

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

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KEY INSIGHTS

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

Respondent Profile

Full-Time Employee:	95%
Salaried:	48%
Hourly:	47%
Contractor:	5%
Male:	93%
Female:	7%
Average Age:	47 years
Average Years of Experience:	19.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$90,531

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$59,724
Level II	\$94,456
Level III	\$113,247
CWI Inspector	\$94,961
API Inspector	n/a

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$46.39
Average Weeks Per Assignment	23.1
Average Months Worked Per Year	10.2
Average Overtime Hours Per Week	17

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KEY INSIGHTS

- In 2015 there was a decrease in hiring Full-Time employees due to a lack of government approval to build new plants
- The number of NDT Contractors employed in the Utility and Power industry increased; up 2% in 2015
- Level II Technicians working in the Utility & Power Industry earned higher wages in comparison to all other industries reporting
- Compensation increased across all levels of inspectors employed in 2015

Respondent Profile	
Full-Time Employee:	86%
Salaried:	44%
Hourly:	42%
Contractor:	14%
Male:	96%
Female:	4%
Average Age:	47 years
Average Years of Experience:	22.1 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$107,955

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$76,651
Level II	\$104,301
Level III	\$128,406
CWI Inspector	\$109,022
API Inspector	n/a

FULL-TIME BENEFITS

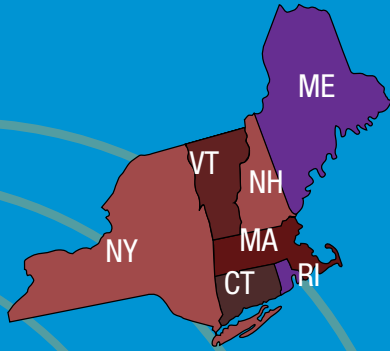
401 (k) Savings Plan	97%
Dental Insurance	92%
Disability Insurance	74%
Educational Assistance	71%
Life Insurance	92%
Medical Insurance	98%
Paid Vacation	98%

CERTIFICATION

Level I	5%
Level II	32%
Level III	45%
API Inspector	3%
CWI Inspector	15%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$55.21
Average Weeks Per Assignment	18.6
Average Months Worked Per Year	8.9
Average Overtime Hours Per Week	22.7



Northeast Region

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

Respondent Profile

Full-Time Employee:	94%
Salaried:	48%
Hourly:	46%
Contractor:	6%
Male:	94%
Female:	6%
Average Age:	48 years
Average Years of Experience:	22.5 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$114,936

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$69,987
Level II	\$103,054
Level III	\$123,510
CWI Inspector	\$123,849
API Inspector	\$141,397

FULL-TIME BENEFITS

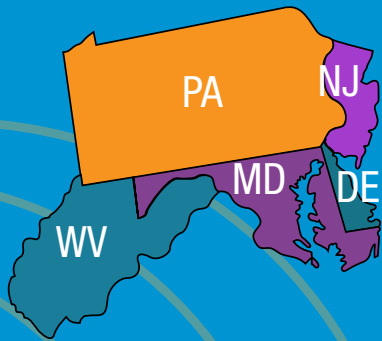
401 (k) Savings Plan	92%
Dental Insurance	91%
Disability Insurance	83%
Educational Assistance	62%
Life Insurance	88%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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



Mid-Atlantic Region

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

Respondent Profile

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$99,767

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$64,063
Level II	\$92,995
Level III	\$113,187
CWI Inspector	\$104,797
API Inspector	\$111,994

FULL-TIME BENEFITS

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

CERTIFICATION

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

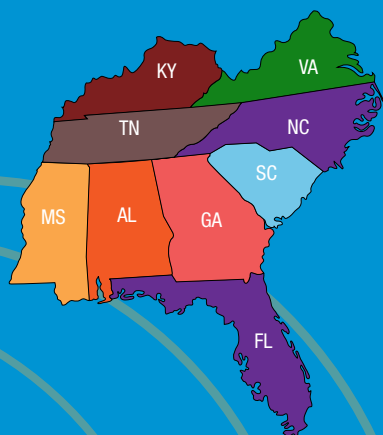
CONTRACTOR COMPENSATION

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

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Southern Region

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

Respondent Profile

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

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FULL-TIME EMPLOYEES

Average Annual Compensation \$99,997

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$63,086
Level II	\$91,055
Level III	\$112,202
CWI Inspector	\$106,228
API Inspector	\$123,184

FULL-TIME BENEFITS

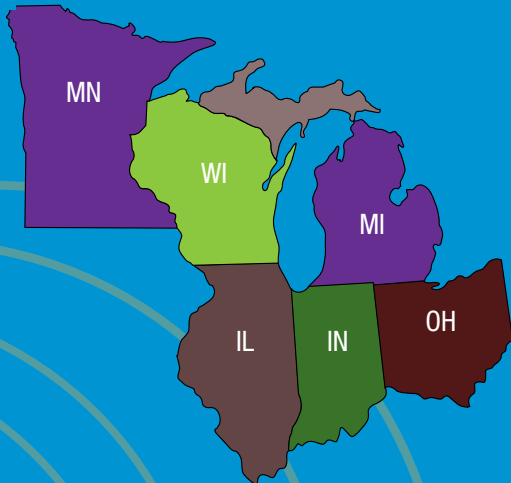
401 (k) Savings Plan	97%
Dental Insurance	93%
Disability Insurance	82%
Educational Assistance	71%
Life Insurance	90%
Medical Insurance	98%
Paid Vacation	98%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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



Great Lakes Region

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

Respondent Profile

Full-Time Employee:	90%
Salaried:	46%
Hourly:	44%
Contractor:	10%
Male:	93%
Female:	7%
Average Age:	44.8 years
Average Years of Experience:	21.6 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$98,084

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$57,561
Level II	\$89,721
Level III	\$113,633
CWI Inspector	\$115,007
API Inspector	\$128,829

FULL-TIME BENEFITS

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

CERTIFICATION

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

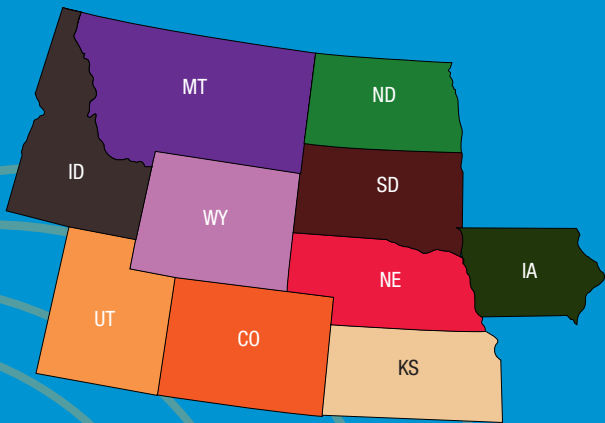
CONTRACTOR COMPENSATION

Average Hourly Rate	\$51.43
Average Weeks Per Assignment	20
Average Months Worked Per Year	9.2
Average Overtime Hours Per Week	18

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North Central Region

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

Respondent Profile

Full-Time Employee:	88%
Salaried:	48%
Hourly:	40%
Contractor:	12%
Male:	93%
Female:	7%
Average Age:	43 years
Average Years of Experience:	19.7 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$101,167

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$63,062
Level II	\$91,230
Level III	\$114,665
CWI Inspector	\$107,408
API Inspector	\$135,955

FULL-TIME BENEFITS

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

CERTIFICATION

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

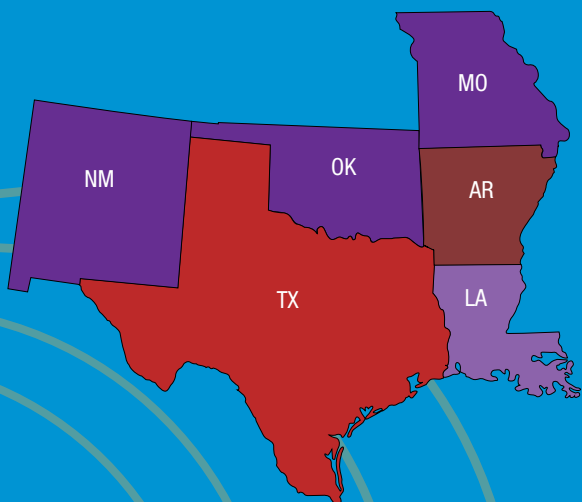
CONTRACTOR COMPENSATION

Average Hourly Rate	\$54.25
Average Weeks Per Assignment	25
Average Months Worked Per Year	9.7
Average Overtime Hours Per Week	16.8

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South Central Region

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

Respondent Profile

Full-Time Employee:	80%
Salaried:	49%
Hourly:	31%
Contractor:	20%
Male:	96%
Female:	4%
Average Age:	43.8 years
Average Years of Experience:	18.7 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$105,852

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,197
Level II	\$91,932
Level III	\$114,010
CWI Inspector	\$109,421
API Inspector	\$132,028

FULL-TIME BENEFITS

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

CERTIFICATION

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$53.87
Average Weeks Per Assignment	26
Average Months Worked Per Year	10.91
Average Overtime Hours Per Week	18.6

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FULL-TIME EMPLOYEES

Average Annual Compensation \$112,773

FULL-TIME EMPLOYEE COMPENSATION

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

FULL-TIME BENEFITS

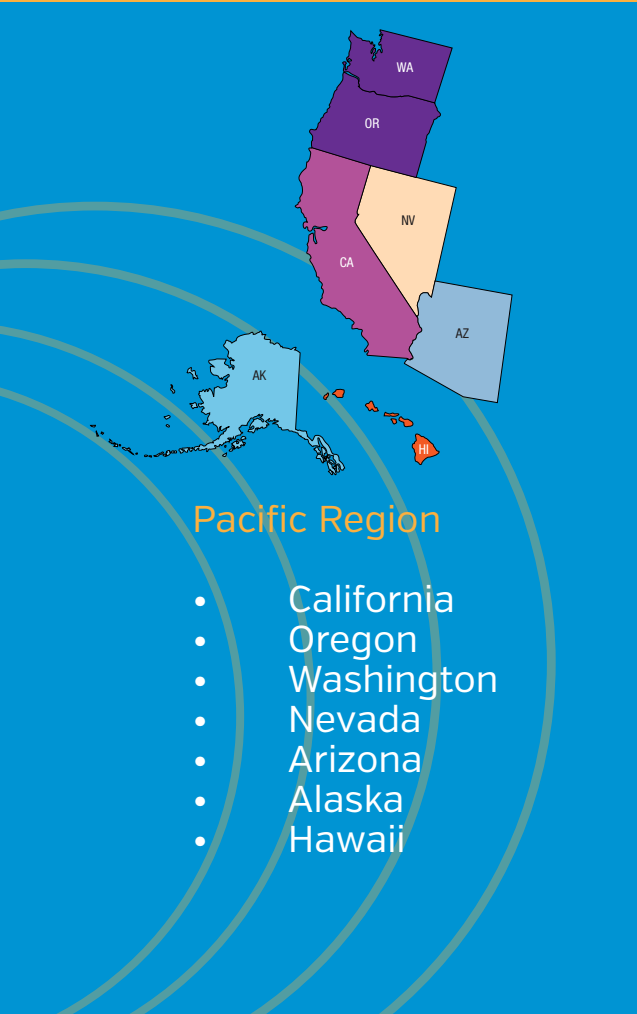
401 (k) Savings Plan	92%
Dental Insurance	94%
Disability Insurance	76%
Educational Assistance	67%
Life Insurance	88%
Medical Insurance	99%
Paid Vacation	97%

CERTIFICATION

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

CONTRACTOR COMPENSATION

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



Pacific Region

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

Respondent Profile

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

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