Your Path to the Perfect Job Starts Here.
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 50 years. 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.
# 2018 Salary Survey Results

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NDT: THE ESSENTIAL INDUSTRY

The longest sustained economic recovery in U.S. history has resulted in a similarly sustained period of growth in the nondestructive testing industry, with employment and wages both rising strongly over the past three years.

According to the U.S. Bureau of Labor Statistics, the median hourly wage across all occupation in the U.S. during 2018 was $18.58, and median annual compensation was $51,960, an annualized growth rate of 0.1%. Our NDT Salary & Benefits Survey shows that the NDT industry far exceeds these numbers, with average wage growth of approximately 10% over the last 36 months. Nationally, the unemployment rate stands at 3.8%. Yet our industry tops that with just 3.2% of NDT professionals unemployed.

Will this continue? Experts think so. According to a report issued in March 2019 by Mordor Intelligence, the global NDT market was valued at $15.67 billion in 2018, and is expected to reach $23.1 billion by 2024, a growth rate of 6.7%. The U.S. dominates employment in the NDT industry, and serves to benefit the most from this surge in demand.

OPPORTUNITIES FOR GROWTH IN THE U.S.
The United States generates the world's largest demand for NDT services. The decade long American economic recovery has revitalized key industries in which nondestructive testing plays an essential role. Among the industry sectors that are performing well, with continuing growth expected are:

OIL, GAS & PETROCHEMICALS
While somewhat tempered by recent fluctuations in crude oil prices, domestic oil production has been a boon to NDT, and there is more work on the horizon. With the United States Department of the Interior (DOI) planning to allow offshore exploratory drilling in about 90% of the Outer Continental Shelf (OCS) acreage, under the National Outer Continental Shelf Oil and Gas Leasing Program in the coming years, the oil and gas sector is expected to open up even more new opportunities.

AEROSPACE AND DEFENSE
The aerospace industry saw a strong resurgence in 2018, and, according to an industry report from Deloitte, that growth is expected to continue, thanks to a backlog of aircraft orders and ramped up production rates. In the defense industry, heightened global tensions have led to an increase in the U.S. defense budget.

CONSTRUCTION
A building frenzy that seems to be limited only by the availability of trained workers has been ongoing across the U.S. for several years. While this pace shows signs of cooling off, the apparent willingness of the federal government to support infrastructure improvements - including bridges and highways that require nondestructive testing - could present additional opportunities for the NDT industry in the years ahead.

A SHIFT TO CONTRACTORS
One important trend we have spotted is a significant increase in the hiring of Contract NDT workers. The reasons for this are many, including a desire to keep staffing levels flexible and difficulty in hiring and retaining qualified workers in a job market that is employee-friendly. However, we believe that many NDT professionals are choosing the contract route deliberately, making a career choice that offers its own flexibility while maximizing income potential. Look for that trend to continue.

All in all, the future looks bright for our essential industry. I hope you find the information in the following pages to be interesting and helpful.

Sincerely,
Michael P. Serabian
President
PQNDT, Inc.

P.S. You spoke, we listened. After a three-year hiatus our annual Salary & Benefits Survey is back by popular demand. We appreciate the support you have shown us.
## Key Insights

- Unemployment for NDT and inspection professionals is approximately 3.2% as the industry continues to outperform the current national average.
- 87% of all NDT Professionals are Full-Time employees.
- With the demand for NDT Professionals on the rise, compensation in the NDT and inspection industry increase by over 10% since 2015.
- Contract labor continues to be a strong hiring option as employers struggle to locate and hire Full-Time employees.

## Employment Type

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>87%</td>
</tr>
<tr>
<td>- Salaried</td>
<td>43%</td>
</tr>
<tr>
<td>- Hourly</td>
<td>44%</td>
</tr>
<tr>
<td>Contractor</td>
<td>13%</td>
</tr>
</tbody>
</table>

## Respondent Profile

<table>
<thead>
<tr>
<th>Profile</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>96%</td>
</tr>
<tr>
<td>Female</td>
<td>4%</td>
</tr>
<tr>
<td>Average Age</td>
<td>47 years</td>
</tr>
<tr>
<td>Average NDT Experience</td>
<td>20 years</td>
</tr>
</tbody>
</table>

## Primary Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>32%</td>
</tr>
<tr>
<td>Construction</td>
<td>10%</td>
</tr>
<tr>
<td>Defense</td>
<td>5%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>4%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>29%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>2%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>5%</td>
</tr>
<tr>
<td>Utility &amp; Power</td>
<td>13%</td>
</tr>
</tbody>
</table>

## Certification

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>6%</td>
</tr>
<tr>
<td>Level II</td>
<td>31%</td>
</tr>
<tr>
<td>Level III</td>
<td>34%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>15%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>14%</td>
</tr>
</tbody>
</table>

## Job Description

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>API Inspector</td>
<td>12%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>5%</td>
</tr>
<tr>
<td>Director of Quality</td>
<td>2%</td>
</tr>
<tr>
<td>Level III Specialist</td>
<td>18%</td>
</tr>
<tr>
<td>NDT Manager</td>
<td>9%</td>
</tr>
<tr>
<td>NDT Supervisor</td>
<td>6%</td>
</tr>
<tr>
<td>NDT Technician</td>
<td>30%</td>
</tr>
<tr>
<td>QA/QC Inspector</td>
<td>10%</td>
</tr>
<tr>
<td>Quality Manager</td>
<td>6%</td>
</tr>
<tr>
<td>Sales</td>
<td>0%</td>
</tr>
<tr>
<td>Scientist/Engineer</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>
**ON THE ECONOMY**

Recovering Strongly 40%
Slowly Pulling Out of Recession 47%
Still in Recession, Little Change 7%
Getting Worse 6%

**JOB PROSPECTS**

Much Better Than Last Year 20%
A Little Better Than Last Year 36%
About the Same 38%
A Little Worse Than Last Year 4%
Much Worse Than Last Year 2%

**CURRENTLY EMPLOYED**

Yes 97%
No 3%

**LAID OFF IN THE LAST 12 MONTHS**

Yes 4%
No 96%

**FEEL SECURE IN POSITION**

Yes, Very Secure 51%
I’m Pretty Safe 38%
Not Sure How Secure Job Is 10%
Worried About Losing Job 1%

**RESPONDENT PROFILE**

Male: 95%
Female: 5%
Average Age: 45 years
Average Years of Experience: 19.8 years
Annual Compensation: $119,707

**PRIMARY INDUSTRY**

- Aerospace: 33%
- Construction: 11%
- Defense: 4%
- Laboratory: 4%
- Petrochemical: 29%
- Shipbuilding: 2%
- Steel & Foundry: 6%
- Utility & Power: 11%

**CERTIFICATION**

- Level I: 6%
- Level II: 31%
- Level III: 36%
- API Inspector: 14%
- CWI Inspector: 13%

**BENEFITS**

- 401(k) Savings Plan: 92%
- Dental Insurance: 89%
- Disability Insurance: 85%
- Educational Assistance: 59%
- Life Insurance: 85%
- Medical Insurance: 98%
- Paid Vacation: 97%

**JOB DESCRIPTION**

- API Inspector: 11%
- CWI Inspector: 4%
- Director of Quality: 1%
- Level III Specialist: 22%
- NDT Manager: 6%
- NDT Supervisor: 8%
- NDT Technician: 30%
- QA/QC Inspector: 7%
- Quality Manager: 6%
- Sales: 1%
- Scientist/Engineer: 2%
- Other: 2%

---

Your Path to the Perfect Job Starts Here.
ON THE ECONOMY
Recovering Strongly: 38%
Slowly Pulling Out of Recession: 36%
Still in Recession, Little Change: 16%
Getting Worse: 10%

JOB PROSPECTS
Much Better Than Last Year: 14%
A Little Better Than Last Year: 35%
About the Same: 39%
A Little Worse Than Last Year: 11%
Much Worse Than Last Year: 1%

CURRENTLY EMPLOYED
Yes: 86%
No: 14%

CONFIDENCE IN FINDING CONTRACTS
Very Confident: 65%
Not Totally Confident: 28%
Very Worried About Finding Assignment: 6%
Finding Assignments Almost Impossible: 1%

PRIMARY INDUSTRY
Aerospace: 30%
Construction: 15%
Defense: 7%
Laboratory: 1%
Petrochemical: 37%
Shipbuilding: 3%
Steel & Foundry: 4%
Utility & Power: 10%

CERTIFICATION
Level I: 5%
Level II: 29%
Level III: 24%
API Inspector: 21%
CWI Inspector: 21%

JOB DESCRIPTION
API Inspector: 16%
CWI Inspector: 11%
Director of Quality: 0%
Level III Specialist: 16%
NDT Manager: 3%
NDT Supervisor: 3%
NDT Technician: 34%
QA/QC Inspector: 15%
Quality Manager: 0%
Sales: 0%
Scientist/Engineer: 1%
Other: 1%

FINDING ASSIGNMENTS
Internet: 36%
Newspaper Ads: 0%
Magazine Ads: 0%
Placement Agency: 20%
Word-of-Mouth: 42%
Other: 2%

Respondent Profile
Male: 97%
Female: 3%
Average Age: 46 years
Average Years of Experience: 19 years

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

- Compensation for NDT Level I professionals saw solid gains in earnings as companies continue to hire and train entry level personnel
- In 2018 female NDT workers represent 20% of all Level I Techs in the NDT industry
- The number of Level I Contractors working in the NDT industry in 2018 increased to keep pace with demand for qualified helpers
- The Petrochemical and Aerospace industries reported strong increases in the number of Level I Techs hired in 2018

FULL-TIME EMPLOYEES

Average Annual Compensation: $72,684
Average Hourly Rate: $23.11

FULL-TIME BENEFITS

- 401[k] Savings Plan: 94%
- Dental Insurance: 92%
- Disability Insurance: 75%
- Educational Assistance: 69%
- Life Insurance: 84%
- Medical Insurance: 98%
- Paid Vacation: 98%

CONTRACTORS

- Average Hourly Rate: $26.01
- Average Weeks Per Assignment: 13
- Average Months Worked Per Year: 9
- Average Overtime Hours Per Week: 20

PRIMARY INDUSTRY

- Aerospace: 32%
- Construction: 14%
- Defense: 2%
- Laboratory: 10%
- Petrochemical: 27%
- Shipbuilding: 1%
- Steel & Foundry: 3%
- Utility & Power: 11%
KEY INSIGHTS

- Approximately 94% of all Full-Time employees reported their job prospects were equal or better than compared to 2015
- Compensation amounts for Full-Time NDT Level II Technicians shows over a 50% gain in earning since 2009
- Only 7% of all Level II Contractors employed are concerned about finding their next assignment
- The Aerospace and Petrochemical industries combined employ over 60% of all NDT Level II Techs nationwide

FULL-TIME EMPLOYEES

Average Annual Compensation: $109,133
Average Hourly Rate: $37.05

FULL-TIME BENEFITS

- 401 (k) Savings Plan: 99%
- Dental Insurance: 90%
- Disability Insurance: 73%
- Educational Assistance: 65%
- Life Insurance: 87%
- Medical Insurance: 98%
- Paid Vacation: 99%

CONTRACTORS

- Average Hourly Rate: $46.10
- Average Weeks Per Assignment: 25
- Average Months Worked Per Year: 10.5
- Average Overtime Hours Per Week: 19

PRIMARY INDUSTRY

- Aerospace: 38%
- Construction: 10%
- Defense: 6%
- Laboratory: 5%
- Petrochemical: 27%
- Shipbuilding: 1%
- Steel & Foundry: 2%
- Utility & Power: 12%

Respondent Profile

- Full-Time Employee: 90%
  - Salaried: 15%
  - Hourly: 75%
- Contractor: 10%
- Male: 94%
- Female: 6%
- Average Age: 40 years
- Average Years of Experience: 13.5 years
KEY INSIGHTS

• In 2018 the Aerospace industry employed almost 50% of all Full-Time Level IIIIs employed in the NDT industry.

• Females make up 5% of all NDT Level III professionals employed in the United States.

• Compensation for Level III professionals increased by approximately 10.4% since 2015, supporting a six-figure salary since 2011.

• The number of Level III Contractors increased due to industry growth and retiring employees.

FULL-TIME EMPLOYEES

Average Annual Compensation $126,821

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
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<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>98%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>95%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>91%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>77%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>91%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>98%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>98%</td>
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</table>

CONTRACTORS

<table>
<thead>
<tr>
<th>Measure</th>
<th>Value</th>
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<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$73.89</td>
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<tr>
<td>Average Weeks Per Assignment</td>
<td>25.10</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>8.92</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>15.1</td>
</tr>
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</table>

PRIMARY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>48%</td>
</tr>
<tr>
<td>Construction</td>
<td>6%</td>
</tr>
<tr>
<td>Defense</td>
<td>5%</td>
</tr>
<tr>
<td>Laboratory</td>
<td>5%</td>
</tr>
<tr>
<td>Petrochemical</td>
<td>16%</td>
</tr>
<tr>
<td>Shipbuilding</td>
<td>2%</td>
</tr>
<tr>
<td>Steel &amp; Foundry</td>
<td>9%</td>
</tr>
<tr>
<td>Utility &amp; Power</td>
<td>9%</td>
</tr>
</tbody>
</table>

Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>90%</td>
</tr>
<tr>
<td>Salaried</td>
<td>74%</td>
</tr>
<tr>
<td>Hourly</td>
<td>16%</td>
</tr>
<tr>
<td>Contractor</td>
<td>10%</td>
</tr>
<tr>
<td>Male</td>
<td>95%</td>
</tr>
<tr>
<td>Female</td>
<td>5%</td>
</tr>
<tr>
<td>Average Age</td>
<td>52 years</td>
</tr>
<tr>
<td>Average Experience</td>
<td>27.3 years</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

• Both Contract and Full-Time CWI Inspectors reported a 10% gain in compensation since 2015

• Over 27% of all CWI Inspectors are Contractors – the highest number in any segment of the industry

• The Construction industry employed the highest number of CWI Inspectors in 2018

• Only 33% of all CWI Inspectors are salaried employees

FULL-TIME EMPLOYEES

Average Annual Compensation $112,599
Average Hourly Rate: $46.83

FULL-TIME BENEFITS

401 [k] Savings Plan 90%
Dental Insurance 91%
Disability Insurance 77%
Educational Assistance 61%
Life Insurance 92%
Medical Insurance 98%
Paid Vacation 97%

CONTRACTORS

Average Hourly Rate $61.72
Average Weeks Per Assignment 25.9
Average Months Worked Per Year 10.2
Average Overtime Hours Per Week 19.4

PRIMARY INDUSTRY

Aerospace 4%
Construction 38%
Defense 1%
Laboratory 4%
Petrochemical 19%
Shipbuilding 1%
Steel & Foundry 19%
Utility & Power 17%

Respondent Profile

Full-Time Employee: 76%
   Salaried: 33%
   Hourly: 43%
Contractor: 24%
Male: 97%
Female: 3%
Average Age: 46 years
Average Years of Experience: 19.1 years

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

- There is a 41% hourly wage premium paid to Contractors vs. Full-Time hourly employees.
- API wages increased approximately 10.2% since 2015 – continuing their trend as the highest income producers in comparison to all inspectors in the industry.
- The number of Contract API Inspectors makes up 15% of the total API inspection workforce.
- Today the Petrochemical industry employs over 84% of all API Inspectors in the United States.

FULL-TIME EMPLOYEES

- Average Annual Compensation: $152,127
- Average Hourly Rate: $50.76

FULL-TIME BENEFITS

- 401[k] Savings Plan: 98%
- Dental Insurance: 95%
- Disability Insurance: 84%
- Educational Assistance: 73%
- Life Insurance: 93%
- Medical Insurance: 99%
- Paid Vacation: 98%

CONTRACTORS

- Average Hourly Rate: $71.74
- Average Weeks Per Assignment: 31
- Average Months Worked Per Year: 10.5
- Average Overtime Hours Per Week: 21

PRIMARY INDUSTRY

- Aerospace: 0%
- Construction: 6%
- Defense: 0%
- Laboratory: 7%
- Petrochemical: 84%
- Shipbuilding: 0%
- Steel & Foundry: 0%
- Utility & Power: 3%
**KEY INSIGHTS**

- Full-Time NDT professionals in the Aerospace industry reported approximately a 10.3% gain in earnings since 2015.
- The number of Level I NDT professionals hired in the Aerospace industry continues to outpace all other industries.
- The Aerospace industry reported strong increases in the number of NDT Contractors utilized to support production growth.
- The Aerospace industry reported 44% of its workforce is comprised of Level II Technicians.

**FULL-TIME EMPLOYEES**

- Average Annual Compensation: $101,717

**FULL-TIME EMPLOYEE COMPENSATION**

- Level I: $72,223
- Level II: $104,856
- Level III: $123,919
- CWI Inspector: n/a
- API Inspector: n/a

**FULL-TIME BENEFITS**

- 401(k) Savings Plan: 94%
- Dental Insurance: 94%
- Disability Insurance: 84%
- Educational Assistance: 77%
- Life Insurance: 92%
- Medical Insurance: 99%
- Paid Vacation: 96%

**CERTIFICATION**

- Level I: 10%
- Level II: 44%
- Level III: 46%

**CONTRACTOR COMPENSATION**

- Average Hourly Rate: $49.72
- Average Weeks Per Assignment: 31
- Average Months Worked Per Year: 9.7
- Average Overtime Hours Per Week: 11

---

**Respondent Profile**

- Full-Time Employee: 93%
- Salaried: 46%
- Hourly: 47%
- Contractor: 7%
- Male: 94%
- Female: 6%
- Average Age: 45 years
- Average Years of Experience: 22 years

---

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

• The Construction industry reported consistent income gains of 10.2% since 2015

• The Full-Time employees make up 79% of the Construction industry’s workforce

• Contractors in the Construction Industry reported being employed for more than 10 months during 2018

• The Construction industry shows increases in hiring both Level I and Level II Technicians

FULL-TIME EMPLOYEES

Average Annual Compensation $118,977

FULL-TIME EMPLOYEE COMPENSATION

- Level I $74,801
- Level II $106,369
- Level III $129,763
- CWI Inspector $127,319
- API Inspector $142,026

FULL-TIME BENEFITS

- 401 (k) Savings Plan 93%
- Dental Insurance 87%
- Disability Insurance 71%
- Educational Assistance 63%
- Life Insurance 80%
- Medical Insurance 99%
- Paid Vacation 92%

CERTIFICATION

- Level I 5%
- Level II 20%
- Level III 28%
- API Inspector 9%
- CWI Inspector 38%

CONTRACTOR COMPENSATION

- Average Hourly Rate $59.34
- Average Weeks Per Assignment 29.3
- Average Months Worked Per Year 10.9
- Average Overtime Hours Per Week 19.2

Respondent Profile

Full-Time Employee: 79%
- Salaried: 35%
- Hourly: 44%

Contractor: 21%

Male: 98%
Female: 2%

Average Age: 44 years
Average Years of Experience: 18.5 years

Your Path to the Perfect Job Starts Here.
PQNDT Salary & Benefits Survey 2018
DEFENSE INDUSTRY

KEY INSIGHTS
• The Contractor segment of the Defense industry continues to show strong growth, up 9% since 2015
• Full-Time employees make up 80% of all the Defense industry workforce – supporting a downward hiring trend in Full-Time hiring
• Almost half of all NDT professionals employed in the Defense industry are Level II Technicians
• Hiring of female workers in the Defense industry is up 2%

FULL-TIME EMPLOYEES
Average Annual Compensation $103,119

FULL-TIME EMPLOYEE COMPENSATION
Level I $74,386
Level II $105,421
Level III $129,799
CWI Inspector n/a
API Inspector n/a

FULL-TIME BENEFITS
401 [k] Savings Plan 98%
Dental Insurance 94%
Disability Insurance 77%
Educational Assistance 63%
Life Insurance 94%
Medical Insurance 98%
Paid Vacation 99%

CERTIFICATION
Level I 8%
Level II 48%
Level III 44%
API Inspector n/a
CWI Inspector n/a

CONTRACTOR COMPENSATION
Average Hourly Rate $54.57
Average Weeks Per Assignment 41
Average Months Worked Per Year 10.9
Average Overtime Hours Per Week 24

Respondent Profile
Full-Time Employee: 80%
Salaried: 32%
Hourly: 48%
Contractor: 20%
Male: 94%
Female: 6%
Average Age: 46 years
Average Years of Experience: 19.2 years
**KEY INSIGHTS**

- The Laboratory industry showed an increase in earnings of 10.1% since 2015
- The Laboratory industry continues to employ more females than all industries surveyed
- Level I and Level II Technicians make up over 56% of the Laboratory workforce
- The Contractor segment makes only 5% of the overall Laboratory Industry

**FULL-TIME EMPLOYEES**

Average Annual Compensation $116,629

**FULL-TIME EMPLOYEE COMPENSATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$71,708</td>
</tr>
<tr>
<td>Level II</td>
<td>$107,563</td>
</tr>
<tr>
<td>Level III</td>
<td>$128,971</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$126,349</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$146,695</td>
</tr>
</tbody>
</table>

**FULL-TIME BENEFITS**

- 401 (k) Savings Plan 97%
- Dental Insurance 93%
- Disability Insurance 74%
- Educational Assistance 66%
- Life Insurance 91%
- Medical Insurance 98%
- Paid Vacation 99%

**CERTIFICATION**

- Level I 10%
- Level II 46%
- Level III 35%
- API Inspector 6%
- CWI Inspector 3%

**CONTRACTOR COMPENSATION**

- Average Hourly Rate $58.21
- Average Weeks Per Assignment 33
- Average Months Worked Per Year 10.7
- Average Overtime Hours Per Week 23
KEY INSIGHTS

- The Petrochemical and Utility/Power industries offers the highest earnings of all industries reporting in 2018.
- Earning for Full-Time employees rose 10.4% from the period of 2015 to 2018.
- API Inspectors earn more in the Petrochemical industry than any other industry.
- Contractors make up 16% of the Petrochemical industry, up slightly up from 2015.

FULL-TIME EMPLOYEES

Average Annual Compensation $120,977

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$74,784</td>
</tr>
<tr>
<td>Level II</td>
<td>$111,340</td>
</tr>
<tr>
<td>Level III</td>
<td>$129,126</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$130,933</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$158,911</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>97%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>95%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>69%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>91%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>99%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>98%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>6%</td>
</tr>
<tr>
<td>Level II</td>
<td>37%</td>
</tr>
<tr>
<td>Level III</td>
<td>9%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>43%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>5%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Metric</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$63.93</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>29</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>10.8</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>24</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- The Shipbuilding industry showed a 10% increase in compensation for both Full-Time and Contract personnel
- The utilization of NDT Contractors increased by 4% since in 2015
- 52% of the Shipbuilding industry’s Full-Time workforce is compensated hourly
- The average NDT Contractor in the Shipbuilding industry works approximately 9.9 months a year

FULL-TIME EMPLOYEES

Average Annual Compensation $100,941

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$67,111</td>
</tr>
<tr>
<td>Level II</td>
<td>$102,151</td>
</tr>
<tr>
<td>Level III</td>
<td>$129,266</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>96%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>86%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>72%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>66%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>96%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>99%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>98%</td>
</tr>
</tbody>
</table>

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>8%</td>
</tr>
<tr>
<td>Level II</td>
<td>43%</td>
</tr>
<tr>
<td>Level III</td>
<td>49%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$55.71</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>21</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>9.9</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>23</td>
</tr>
</tbody>
</table>

Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>89%</td>
</tr>
<tr>
<td>Salaried</td>
<td>37%</td>
</tr>
<tr>
<td>Hourly</td>
<td>52%</td>
</tr>
<tr>
<td>Contractor</td>
<td>11%</td>
</tr>
<tr>
<td>Male</td>
<td>94%</td>
</tr>
<tr>
<td>Female</td>
<td>6%</td>
</tr>
<tr>
<td>Average Age</td>
<td>47 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>19.3 years</td>
</tr>
</tbody>
</table>
KEY INSIGHTS

- Continued gains in compensation in all inspection disciplines were reported in the Steel & Foundry industry.
- The use of Contractors remained as a viable hiring practice in a tight labor market.
- Hourly Full-Time workers made up 92% of the total Steel & Foundry workforce in 2018.
- There was an increase in the number of female Level I NDT professionals hired to support consistent growth in the Steel & Foundry industry.

FULL-TIME EMPLOYEES

Average Annual Compensation $99,878

FULL-TIME EMPLOYEE COMPENSATION

- Level I $65,813
- Level II $103,974
- Level III $124,576
- CWI Inspector $104,777
- API Inspector n/a

FULL-TIME BENEFITS

- 401 (k) Savings Plan 96%
- Dental Insurance 92%
- Disability Insurance 84%
- Educational Assistance 72%
- Life Insurance 96%
- Medical Insurance 99%
- Paid Vacation 99%

CERTIFICATION

- Level I 9%
- Level II 38%
- Level III 44%
- API Inspector n/a
- CWI Inspector 9%

CONTRACTOR COMPENSATION

- Average Hourly Rate $51.07
- Average Weeks Per Assignment 21
- Average Months Worked Per Year 9.7
- Average Overtime Hours Per Week 22

Respondent Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employee</td>
<td>92%</td>
</tr>
<tr>
<td>Salaried</td>
<td>45%</td>
</tr>
<tr>
<td>Hourly</td>
<td>47%</td>
</tr>
<tr>
<td>Contractor</td>
<td>8%</td>
</tr>
<tr>
<td>Male</td>
<td>91%</td>
</tr>
<tr>
<td>Female</td>
<td>9%</td>
</tr>
<tr>
<td>Average Age</td>
<td>48 years</td>
</tr>
<tr>
<td>Average Years of Experience</td>
<td>21.7 years</td>
</tr>
</tbody>
</table>

Your Path to the Perfect Job Starts Here.
KEY INSIGHTS

- Due to demand the number of Full-Time employees hired increased by 3% in 2018
- Average compensation for Full-Time employees rose 10.3% over the past three years
- The Utility and Power Services industry continues to compensate its Level II workforce higher than any other market segment
- Contractors in the Utility and Power Services industry were employed over 11 months in 2018

FULL-TIME EMPLOYEES

Average Annual Compensation $119,137

FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$84,513</td>
</tr>
<tr>
<td>Level II</td>
<td>$114,980</td>
</tr>
<tr>
<td>Level III</td>
<td>$141,547</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$120,192</td>
</tr>
<tr>
<td>API Inspector</td>
<td>n/a</td>
</tr>
</tbody>
</table>

FULL-TIME BENEFITS

- 401 [k] Savings Plan 99%
- Dental Insurance 97%
- Disability Insurance 75%
- Educational Assistance 72%
- Life Insurance 91%
- Medical Insurance 99%
- Paid Vacation 97%

CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>6%</td>
</tr>
<tr>
<td>Level II</td>
<td>33%</td>
</tr>
<tr>
<td>Level III</td>
<td>44%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>3%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>14%</td>
</tr>
</tbody>
</table>

CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate $60.87</td>
</tr>
<tr>
<td>Average Weeks Per Assignment 21.3</td>
</tr>
<tr>
<td>Average Months Worked Per Year 9.1</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week 24</td>
</tr>
</tbody>
</table>
## FULL-TIME EMPLOYEES

### Average Annual Compensation

- **$126,574**

## FULL-TIME EMPLOYEE COMPENSATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$77,111</td>
</tr>
<tr>
<td>Level II</td>
<td>$113,849</td>
</tr>
<tr>
<td>Level III</td>
<td>$136,337</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>$135,971</td>
</tr>
<tr>
<td>API Inspector</td>
<td>$155,573</td>
</tr>
</tbody>
</table>

## FULL-TIME BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>401 (k) Savings Plan</td>
<td>96%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>92%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>81%</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>65%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>89%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>99%</td>
</tr>
<tr>
<td>Paid Vacation</td>
<td>99%</td>
</tr>
</tbody>
</table>

## CERTIFICATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>8%</td>
</tr>
<tr>
<td>Level II</td>
<td>32%</td>
</tr>
<tr>
<td>Level III</td>
<td>49%</td>
</tr>
<tr>
<td>API Inspector</td>
<td>6%</td>
</tr>
<tr>
<td>CWI Inspector</td>
<td>5%</td>
</tr>
</tbody>
</table>

## CONTRACTOR COMPENSATION

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Rate</td>
<td>$62.97</td>
</tr>
<tr>
<td>Average Weeks Per Assignment</td>
<td>21</td>
</tr>
<tr>
<td>Average Months Worked Per Year</td>
<td>11.1</td>
</tr>
<tr>
<td>Average Overtime Hours Per Week</td>
<td>22</td>
</tr>
</tbody>
</table>
FULL-TIME EMPLOYEES
Average Annual Compensation $109,973

FULL-TIME EMPLOYEE COMPENSATION
Level I $70,549
Level II $102,410
Level III $124,783
CWI Inspector $115,112
API Inspector $122,974

FULL-TIME BENEFITS
401 (k) Savings Plan 95%
Dental Insurance 88%
Disability Insurance 82%
Educational Assistance 65%
Life Insurance 84%
Medical Insurance 99%
Paid Vacation 99%

CERTIFICATION
Level I 8%
Level II 36%
Level III 40%
API Inspector 8%
CWI Inspector 8%

CONTRACTOR COMPENSATION
Average Hourly Rate $51.10
Average Weeks Per Assignment 17
Average Months Worked Per Year 9
Average Overtime Hours Per Week 21
FULL-TIME EMPLOYEES
Average Annual Compensation $111,112

FULL-TIME EMPLOYEE COMPENSATION
- Level I $69,941
- Level II $101,377
- Level III $123,563
- CWI Inspector $117,062
- API Inspector $134,970

FULL-TIME BENEFITS
- 401 (k) Savings Plan 98%
- Dental Insurance 94%
- Disability Insurance 83%
- Educational Assistance 70%
- Life Insurance 92%
- Medical Insurance 99%
- Paid Vacation 99%

CERTIFICATION
- Level I 4%
- Level II 38%
- Level III 33%
- API Inspector 12%
- CWI Inspector 13%

CONTRACTOR COMPENSATION
- Average Hourly Rate $55.65
- Average Weeks Per Assignment 25.1
- Average Months Worked Per Year 11.2
- Average Overtime Hours Per Week 24
FULL-TIME EMPLOYEES
Average Annual Compensation $109,731

FULL-TIME EMPLOYEE COMPENSATION
Level I $63,462
Level II $98,915
Level III $125,165
CWI Inspector $126,913
API Inspector $139,736

FULL-TIME BENEFITS
401 [k] Savings Plan 94%
Dental Insurance 88%
Disability Insurance 70%
Educational Assistance 64%
Life Insurance 96%
Medical Insurance 99%
Paid Vacation 98%

CERTIFICATION
Level I 8%
Level II 30%
Level III 34%
API Inspector 9%
CWI Inspector 19%

CONTRACTOR COMPENSATION
Average Hourly Rate $56.71
Average Weeks Per Assignment 19
Average Months Worked Per Year 10.1
Average Overtime Hours Per Week 19.3
PQNDT Salary & Benefits Survey 2018
NORTH CENTRAL REGION

FULL-TIME EMPLOYEES
Average Annual Compensation  $111,532

FULL-TIME EMPLOYEE COMPENSATION
Level I  $69,491
Level II $100,544
Level III $126,343
CWI Inspector $118,379
API Inspector $149,842

FULL-TIME BENEFITS
401 [k] Savings Plan   98%
Dental Insurance    96%
Disability Insurance   82%
Educational Assistance   70%
Life Insurance   90%
Medical Insurance   99%
Paid Vacation    99%

CERTIFICATION
Level I  5%
Level II 25%
Level III 34%
API Inspector 18%
CWI Inspector 18%

CONTRACTOR COMPENSATION
Average Hourly Rate    $59.70
Average Weeks Per Assignment 26
Average Months Worked Per Year 9.5
Average Overtime Hours Per Week 17.1

Respondent Profile
Full-Time Employee:  89%
Salaried:  47%
Hourly:  41%
Contractor:  11%
Male: 94%
Female:  6%
Average Age:  44 years
Average Years of Experience:  18.9 years

North Central Region
• Iowa
• Kansas
• Nebraska
• North Dakota
• South Dakota
• Montana
• Colorado
• Wyoming
• Utah
• Idaho

Your Path to the Perfect Job Starts Here.
FULL-TIME EMPLOYEES
Average Annual Compensation $116,697

FULL-TIME EMPLOYEE COMPENSATION
Level I $71,884
Level II $101,397
Level III $125,699
CWI Inspector $120,591
API Inspector $145,622

FULL-TIME BENEFITS
401 (k) Savings Plan 95%
Dental Insurance 93%
Disability Insurance 88%
Educational Assistance 70%
Life Insurance 94%
Medical Insurance 99%
Paid Vacation 99%

CERTIFICATION
Level I 6%
Level II 31%
Level III 32%
API Inspector 23%
CWI Inspector 8%

CONTRACTOR COMPENSATION
Average Hourly Rate $59.18
Average Weeks Per Assignment 27
Average Months Worked Per Year 11
Average Overtime Hours Per Week 23
**Full-Time Employees**

Average Annual Compensation: $124,327

**Full-Time Employee Compensation**

- Level I: $77,694
- Level II: $109,826
- Level III: $136,724
- CWI Inspector: $138,751
- API Inspector: $157,719

**Full-Time Benefits**

- 401(k) Savings Plan: 96%
- Dental Insurance: 93%
- Disability Insurance: 81%
- Educational Assistance: 71%
- Life Insurance: 86%
- Medical Insurance: 99%
- Paid Vacation: 98%

**Certification**

- Level I: 8%
- Level II: 31%
- Level III: 44%
- API Inspector: 9%
- CWI Inspector: 8%

**Contractor Compensation**

- Average Hourly Rate: $61.69
- Average Weeks Per Assignment: 29
- Average Months Worked Per Year: 12.1
- Average Overtime Hours Per Week: 22