



PONDIT
Salary Survey
2019

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PQNDT Salary & Benefits Survey 2019

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 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.

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PQNDT Salary & Benefits Survey Results 2019

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A SOLID YEAR, BUT AN UNPREDICTABLE FUTURE

Our annual survey of the NDT industry, the results of which you see here, was conducted just prior to the onset of the unprecedented disruption caused by the global COVID-19 pandemic. Nobody could have guessed at the economic turmoil that would emerge, or the unpredictability that has resulted. Which is too bad, because 2019 was a pretty good year for our industry.

Granted, the NDT industry, like many others, has benefitted from an extended run of solid economic progress across the U.S. economy. But, unlike other sectors, salaries and benefits in NDT have outpaced the average wage growth. The average annual compensation for a Full-Time NDT professional rose 3.6% from 2018 to 2019, a period during which the average American worker saw a pay raise of just 2.8% [according to Bureau of Labor Statistics data]. This continues a multi-year trend of strong demand and steady wage growth in NDT.

Full-time NDT employment also ran ahead of the curve in 2019 at 3%, while overall unemployment hovered at just below 4% prior to the pandemic. It is no wonder that 92% of Full-Time NDT workers feel “Very Secure” [53%] or “Pretty Safe” [39%] when it comes to job security. Contractors were feeling a little less optimistic about their prospects for continued employment, with 67% saying they were “Very Confident” about finding new assignments.

MORE FULL-TIME STABILITY

Confidence in the decade long expansion of the economy finally began to show up in hiring patterns during 2019. Employers in several industries that had embraced outsourcing NDT work to Contractors showed a tendency to bring on more Full-Time workers, a sign that they felt more secure in a stable future. But what this will mean post-COVID is unknowable. It could well be that uncertainty about economic activity will see a shift back to hiring Contractors to reduce long-term commitment among employers.

WHAT DOES THE FUTURE HOLD?

As I am writing this there is simply no telling what effect the COVID-19 crisis will have on the NDT industry, either short-term or long-term. If key industries such as construction and petrochemical bounce back quickly that may help to ameliorate the more worrisome losses expected in aerospace and shipbuilding, whose customers include the airlines and cruise lines that have taken a terrific blow from the pandemic. Similarly, domestic oil production suffered a double hit from an international price war and a massive reduction in travel. A return to more stable pricing and resumption of more normal travel activity will help stabilize that industry.

However, in the short-term we can expect to see some layoffs of NDT technicians across many industry sectors, and an increase in competition for jobs as the economy regains momentum. Now may be a good time to make your sure certifications are up to date and to undertake that updated training you have been putting off.

STILL A NEED FOR NDT

Despite all that has occurred over the past few months, the need for nondestructive testing remains high. While some inspection processes may be automated in the future, the in-depth testing and analysis that is the hallmark of NDT professionals is not going away.

Sincerely,
Michael P. Serabian
President
PQNDT, Inc.



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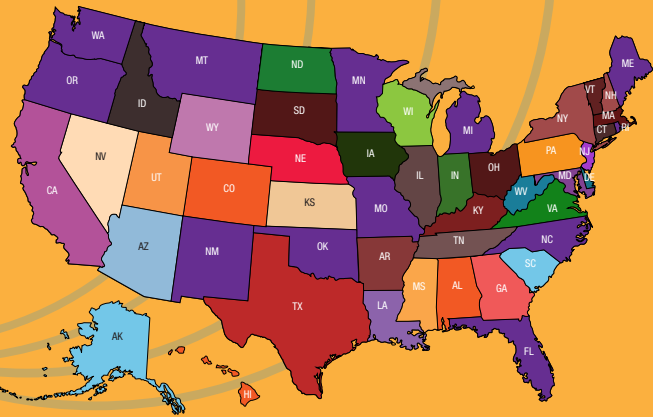
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OVERALL RESULTS

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KEY INSIGHTS

- The balance between Full-Time and Contract NDT professionals remains steady, a reflection of the stability of the pre-pandemic economy
- The industry continues to remain primarily dominated by male workers [96%], while the average age of an NDT worker continues to creep up [47 years]
- Average annual compensation for a Full-Time NDT professional rose 3.6% over the past year, while the average American worker saw a pay raise of just 2.8% [Bureau of Labor Statistics]



2019 SURVEY RESPONSES BY REGION

North East [NY, MA, ME, NH, VT, CT, RI]	6%
Mid-Atlantic [PA, MD, WV, DE, NJ]	6%
Southern [FL, GA, AL, MS, NC, SC, KY, TN, VA]	23%
Great Lakes [MI, IL, OH, IN, MN, WI]	12%
North Central [IA, KS, NE, SD, ND, MT, CO, WY, UT, ID]	11%
South Central [TX, LA, OK, NM, AR, MO]	25%
Pacific [CA, OR, WA, NV, AZ, AK, HI]	17%

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EMPLOYMENT TYPE

Full-Time		85%
- Salaried	43%	
- Hourly	42%	
Contractor		15%

RESPONDENT PROFILE

Male	96%
Female	4%
Average Age	46 years
Average NDT Experience	19.7 years

PRIMARY INDUSTRY

Aerospace	33%
Construction	11%
Defense	4%
Laboratory	3%
Petrochemical	30%
Shipbuilding	2%
Steel & Foundry	6%
Utility & Power	11%

CERTIFICATION

Level I	7%
Level II	32%
Level III	34%
API Inspector	14%
CWI Inspector	13%

JOB DESCRIPTION

API Inspector	14%
CWI Inspector	4%
Director of Quality	1%
Level III Specialist	17%
NDT Manager	11%
NDT Supervisor	5%
NDT Technician	30%
QA/QC Inspector	9%
Quality Manager	7%
Sales	0%
Scientist/Engineer	1%
Other	1%

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FULL-TIME EMPLOYEES

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ON THE ECONOMY

Recovering Strongly	47%
Slowly Pulling Out of Recession	45%
Still in Recession, Little Change	6%
Getting Worse	2%

JOB PROSPECTS

Much Better Than Last Year	26%
A Little Better Than Last Year	30%
About the Same	40%
A Little Worse Than Last Year	3%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED

Yes	97%
No	3%

LAID OFF IN THE LAST 12 MONTHS

Yes	3%
No	97%

FEEL SECURE IN POSITION

Yes, Very Secure	53%
I'm Pretty Safe	39%
Not Sure How Secure Job Is	7%
Worried About Losing Job	1%

PRIMARY INDUSTRY

Aerospace	34%
Construction	10%
Defense	5%
Laboratory	4%
Petrochemical	31%
Shipbuilding	2%
Steel & Foundry	5%
Utility & Power	9%

CERTIFICATION

Level I	7%
Level II	32%
Level III	35%
API Inspector	13%
CWI Inspector	13%

BENEFITS

401(k) Savings Plan	94%
Dental Insurance	88%
Disability Insurance	86%
Educational Assistance	61%
Life Insurance	84%
Medical Insurance	99%
Paid Vacation	97%

JOB DESCRIPTION

API Inspector	13%
CWI Inspector	5%
Director of Quality	1%
Level III Specialist	21%
NDT Manager	5%
NDT Supervisor	9%
NDT Technician	33%
QA/QC Inspector	6%
Quality Manager	4%
Sales	1%
Scientist/Engineer	1%
Other	1%

Respondent Profile

Male:	96%
Female:	4%
Average Age:	44 years
Average Years of Experience:	19.7 years
Annual Compensation:	\$124,136

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ON THE ECONOMY

Recovering Strongly	41%
Slowly Pulling Out of Recession	39%
Still in Recession, Little Change	12%
Getting Worse	8%

JOB PROSPECTS

Much Better Than Last Year	26%
A Little Better Than Last Year	34%
About the Same	33%
A Little Worse Than Last Year	6%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED

Yes	87%
No	13%

CONFIDENCE IN FINDING CONTRACTS

Very Confident	67%
Not Totally Confident	26%
Very Worried About Finding Assignment	6%
Finding Assignments Almost Impossible	1%

Respondent Profile

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

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PRIMARY INDUSTRY

Aerospace	31%
Construction	14%
Defense	6%
Laboratory	1%
Petrochemical	36%
Shipbuilding	2%
Steel & Foundry	2%
Utility & Power	8%

CERTIFICATION

Level I	4%
Level II	27%
Level III	22%
API Inspector	24%
CWI Inspector	23%

JOB DESCRIPTION

API Inspector	17%
CWI Inspector	10%
Director of Quality	0%
Level III Specialist	17%
NDT Manager	2%
NDT Supervisor	1%
NDT Technician	36%
QA/QC Inspector	14%
Quality Manager	0%
Sales	0%
Scientist/Engineer	3%
Other	0%

FINDING ASSIGNMENTS

Internet	34%
Newspaper Ads	1%
Magazine Ads	0%
Placement Agency	21%
Word-of-Mouth	43%
Other	1%

KEY INSIGHTS

- Compensation for Full-Time NDT Level I professionals 3.1% over 2018, while hourly rates for Contractors rose 3.4%
- Representation of women in the NDT industry continues to be strongest among Level I professionals (17%)
- The Aerospace (32%) and Petrochemical (27%) industries continue to employ the highest percentage of Level I professionals
- Level I employment in the Steel & Foundry industry dropped by two-thirds over 2018

Respondent Profile

Full-Time Employee:	92%
Salaried:	9%
Hourly:	83%
Contractor:	8%
Male:	83%
Female:	17%
Average Age:	33 years
Average Years of Experience:	4.2 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$74,997
Average Hourly Rate:	\$23.97

FULL-TIME BENEFITS

401 (k) Savings Plan	95%
Dental Insurance	91%
Disability Insurance	74%
Educational Assistance	66%
Life Insurance	87%
Medical Insurance	99%
Paid Vacation	97%

CONTRACTORS

Average Hourly Rate	\$26.90
Average Weeks Per Assignment	12
Average Months Worked Per Year	9
Average Overtime Hours Per Week	19

PRIMARY INDUSTRY

Aerospace	33%
Construction	12%
Defense	3%
Laboratory	11%
Petrochemical	29%
Shipbuilding	1%
Steel & Foundry	1%
Utility & Power	10%

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KEY INSIGHTS

- The average hourly rate paid to contract Level II workers increased by 3.4% over 2018, while Full-Time salaries increased by 3.7%
- Average annual compensation for Level II NDT professionals has increased 50% over the past nine years
- Level II Contractors worked more weeks [27] per assignment in 2019, but fewer hours per week

Respondent Profile

Full-Time Employee:	89%
Salaried:	12%
Hourly:	77%
Contractor:	11%
Male:	95%
Female:	5%
Average Age:	41 years
Average Years of Experience:	13.8 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$113,072
Average Hourly Rate:	\$38.36

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	89%
Disability Insurance	77%
Educational Assistance	64%
Life Insurance	88%
Medical Insurance	97%
Paid Vacation	98%

CONTRACTORS

Average Hourly Rate	\$47.68
Average Weeks Per Assignment	27
Average Months Worked Per Year	10
Average Overtime Hours Per Week	18

PRIMARY INDUSTRY

Aerospace	37%
Construction	9%
Defense	7%
Laboratory	6%
Petrochemical	28%
Shipbuilding	1%
Steel & Foundry	1%
Utility & Power	11%

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KEY INSIGHTS

- Full-Time Level III annual compensation rose 3.6% in 2019, while the hourly rate for Contractors rose 3.3% over 2018
- At 91%, Level III represents the highest percentage of Full-Time employment in the NDT industry
- The average length of an assignment for Level III professionals has dropped by 33.9 weeks to 24 weeks over the past decade
- The Aerospace industry [49%] continues to be - by far - the largest employer of Level III NDT professionals in the U.S.

Respondent Profile

Full-Time Employee:	91%
Salaried:	76%
Hourly:	15%
Contractor:	9%
Male:	95%
Female:	5%
Average Age:	51 years
Average Years of Experience:	26.9 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$131,273

FULL-TIME BENEFITS

401 (k) Savings Plan	99%
Dental Insurance	94%
Disability Insurance	88%
Educational Assistance	79%
Life Insurance	93%
Medical Insurance	99%
Paid Vacation	99%

CONTRACTORS

Average Hourly Rate	\$76.33
Average Weeks Per Assignment	24
Average Months Worked Per Year	8
Average Overtime Hours Per Week	14

PRIMARY INDUSTRY

Aerospace	49%
Construction	7%
Defense	6%
Laboratory	5%
Petrochemical	18%
Shipbuilding	1%
Steel & Foundry	7%
Utility & Power	7%

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KEY INSIGHTS

- Full-Time Certified Welding Inspectors saw an average compensation increase of 3.5% in 2019, and the average hourly wage for Contractors also rose 3.5%
- 22% of Certified Welding Inspectors are Contractors, the highest percentage of any job title in the NDT industry
- The average hourly rate paid to Certified Welding Inspector contractors has risen by 38.9% in the last nine years

Respondent Profile

Full-Time Employee:	78%
Salaried:	31%
Hourly:	47%
Contractor:	22%
Male:	96%
Female:	4%
Average Age:	47 years
Average Years of Experience:	18.9 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$116,517
Average Hourly Rate:	\$48.47

FULL-TIME BENEFITS

401 (k) Savings Plan	92%
Dental Insurance	93%
Disability Insurance	76%
Educational Assistance	67%
Life Insurance	93%
Medical Insurance	99%
Paid Vacation	98%

CONTRACTORS

Average Hourly Rate	\$63.91
Average Weeks Per Assignment	24
Average Months Worked Per Year	9.7
Average Overtime Hours Per Week	21

PRIMARY INDUSTRY

Aerospace	3%
Construction	41%
Defense	1%
Laboratory	3%
Petrochemical	18%
Shipbuilding	1%
Steel & Foundry	17%
Utility & Power	16%

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KEY INSIGHTS

- 85% of all API Inspectors work in the Petrochemical industry, a percentage that has remained relatively stable for more than a decade
- Full-Time compensation for API Inspectors increased 3.5% over 2018, while the average hourly rate paid to Contractors increased by 3.7%
- Both average weeks per assignment (down 6.8%) and the average number of months worked (down 7%) by API Inspectors decreased in 2019

Respondent Profile

Full-Time Employee:	83%
Salaried:	42%
Hourly:	41%
Contractor:	17%
Male:	97%
Female:	3%
Average Age:	48 years
Average Years of Experience:	21.9 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$157,461
Average Hourly Rate:	\$52.66

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	96%
Disability Insurance	87%
Educational Assistance	77%
Life Insurance	94%
Medical Insurance	98%
Paid Vacation	99%

CONTRACTORS

Average Hourly Rate	\$74.36
Average Weeks Per Assignment	29
Average Months Worked Per Year	9.8
Average Overtime Hours Per Week	23

PRIMARY INDUSTRY

Aerospace	0%
Construction	7%
Defense	0%
Laboratory	8%
Petrochemical	85%
Shipbuilding	0%
Steel & Foundry	0%
Utility & Power	0%

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KEY INSIGHTS

- Both Full-Time and Contractor compensation in the Aerospace industry rose 3.5% in 2019
- Contractor NDT professionals were busier in the Aerospace industry in 2019, with increases in average weeks per assignment, months worked, and overtime hours
- The complex nature of the industry is reflected in the fact that 89% of NDT professionals employed are Level II or Level III workers

Respondent Profile

Full-Time Employee:	94%
Salaried:	47%
Hourly:	47%
Contractor:	6%
Male:	94%
Female:	6%
Average Age:	46 years
Average Years of Experience:	21.7 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$105,299

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,563
Level II	\$108,479
Level III	\$128,246
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	95%
Disability Insurance	88%
Educational Assistance	79%
Life Insurance	93%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

Level I	11%
Level II	45%
Level III	44%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$51.47
Average Weeks Per Assignment	33
Average Months Worked Per Year	10
Average Overtime Hours Per Week	15

KEY INSIGHTS

- Average compensation for NDT professionals in the Construction industry - both Full-Time employees and Contractors - increased by 3.5% in 2019
- The balance between Full-Time workers and Contractors in the Construction industry has remained stable over the last decade
- The number of Level I NDT professionals working in the Construction industry has tripled over the past nine years

Respondent Profile

Full-Time Employee:	78%
Salaried:	36%
Hourly:	42%
Contractor:	22%
Male:	97%
Female:	3%
Average Age:	46 years
Average Years of Experience:	19 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$123,136

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$77,407
Level II	\$110,116
Level III	\$134,248
CWI Inspector	\$131,759
API Inspector	\$146,977

FULL-TIME BENEFITS

401 (k) Savings Plan	95%
Dental Insurance	88%
Disability Insurance	73%
Educational Assistance	66%
Life Insurance	84%
Medical Insurance	99%
Paid Vacation	97%

CERTIFICATION

Level I	6%
Level II	21%
Level III	27%
API Inspector	7%
CWI Inspector	39%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$61.39
Average Weeks Per Assignment	31
Average Months Worked Per Year	11
Average Overtime Hours Per Week	20

KEY INSIGHTS

- Contractor assignments shrunk slightly in 2019, with average weeks per assignment down 5%, and months worked during the year down nearly 12%
- Compensation for both salaried Full-Time workers and Contractors rose by approximately 3.5% over 2018
- The percentage of Contractors in the Defense industry has nearly doubled over the past nine year

Respondent Profile

Full-Time Employee:	82%
Salaried:	33%
Hourly:	49%
Contractor:	18%
Male:	95%
Female:	5%
Average Age:	47 years
Average Years of Experience:	20.1 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$106,684

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$76,983
Level II	\$109,156
Level III	\$134,331
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	95%
Disability Insurance	76%
Educational Assistance	67%
Life Insurance	95%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

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

CONTRACTOR COMPENSATION

Average Hourly Rate	\$56.44
Average Weeks Per Assignment	39
Average Months Worked Per Year	9.6
Average Overtime Hours Per Week	23

KEY INSIGHTS

- Laboratories employ the highest percentage of female NDT professionals [8%], down slightly from 2018 [9%]
- Average annual compensation for Full-Time employees rose nearly 3.5% in 2019, and has increased over 34% in the past decade
- Hourly wages paid to Contractors rose 3.4% in 2019, and has risen more than 54% over the past decade

Respondent Profile

Full-Time Employee:	95%
Salaried:	45%
Hourly:	50%
Contractor:	5%
Male:	92%
Female:	8%
Average Age:	44 years
Average Years of Experience:	20.6 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$120,674

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,166
Level II	\$111,321
Level III	\$133,458
CWI Inspector	\$130,752
API Inspector	\$151,808

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	92%
Disability Insurance	74%
Educational Assistance	67%
Life Insurance	92%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	9%
Level II	46%
Level III	35%
API Inspector	7%
CWI Inspector	3%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$60.21
Average Weeks Per Assignment	32
Average Months Worked Per Year	11
Average Overtime Hours Per Week	21

KEY INSIGHTS

- The percentage of Full-Time employees in the Petrochemical industry rose 2.3% in 2019 over 2018
- NDT salaries and hourly wages rose approximately 3.4% across the Petrochemical industry
- At 44%, API Inspectors make up the largest percentage of NDT professionals in the Petrochemical industry

Respondent Profile

Full-Time Employee:	86%
Salaried:	37%
Hourly:	49%
Contractor:	14%
Male:	93%
Female:	7%
Average Age:	45 years
Average Years of Experience:	21.7 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$125,160

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$77,379
Level II	\$115,194
Level III	\$133,584
CWI Inspector	\$135,418
API Inspector	\$164,409

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	97%
Disability Insurance	84%
Educational Assistance	70%
Life Insurance	92%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	7%
Level II	36%
Level III	10%
API Inspector	44%
CWI Inspector	3%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$66.12
Average Weeks Per Assignment	27
Average Months Worked Per Year	11
Average Overtime Hours Per Week	22

KEY INSIGHTS

- After a significant year-to-year increase in compensation during 2018 (10%), averages NDT wages in the Shipbuilding industry in 2019 rose by 3.4%
- The percentage of NDT professionals who are Full-Time employees rose slightly (2.2%) while the percentage of Contractors dropped
- 91% of NDT professionals in the Shipbuilding industry are either Level II or Level III

Respondent Profile

Full-Time Employee:	91%
Salaried:	38%
Hourly:	53%
Contractor:	9%
Male:	95%
Female:	5%
Average Age:	47 years
Average Years of Experience:	19.6 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$104,399

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$69,432
Level II	\$105,708
Level III	\$133,729
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	87%
Disability Insurance	73%
Educational Assistance	65%
Life Insurance	97%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	9%
Level II	43%
Level III	48%
API Inspector	n/a
CWI Inspector	n/a

CONTRACTOR COMPENSATION

Average Hourly Rate	\$57.63
Average Weeks Per Assignment	20
Average Months Worked Per Year	10
Average Overtime Hours Per Week	21

KEY INSIGHTS

- Slightly fewer females were employed in the Steel & Foundry industry during 2019 (8% vs. 9%)
- Average compensation for Full-Time employees rose 3.4%, while the average hourly rate paid to Contractors rose 3.5%
- Contractors reported their assignments were shorter (by one week) in 2019
- Full-Time NDT compensation in the Steel & Foundry industry has risen just over 14% over the past nine years, lagging behind other industries

Respondent Profile

Full-Time Employee:	92%
Salaried:	46%
Hourly:	46%
Contractor:	8%
Male:	92%
Female:	8%
Average Age:	49 years
Average Years of Experience:	21 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$103,298

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$68,093
Level II	\$107,599
Level III	\$128,887
CWI Inspector	\$108,398
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	96%
Disability Insurance	82%
Educational Assistance	74%
Life Insurance	95%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

Level I	8%
Level II	37%
Level III	45%
API Inspector	n/a
CWI Inspector	10%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$52.87
Average Weeks Per Assignment	20
Average Months Worked Per Year	9.6
Average Overtime Hours Per Week	21

KEY INSIGHTS

- Contractors in the Utility & Power industry worked slightly shorter assignments in 2019, but put in more overtime each week (up 8%)
- The percentage of NDT professionals employed Full-Time in the Utility & Power industry has risen from 77% to 88% over the past decade
- Level I employment in the industry has more than tripled in the past seven years [2% to 7%]

Respondent Profile	
Full-Time Employee:	88%
Salaried:	44%
Hourly:	44%
Contractor:	12%
Male:	96%
Female:	4%
Average Age:	47 years
Average Years of Experience:	22 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$123,294

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$87,411
Level II	\$118,954
Level III	\$146,483
CWI Inspector	\$124,377
API Inspector	n/a

FULL-TIME BENEFITS

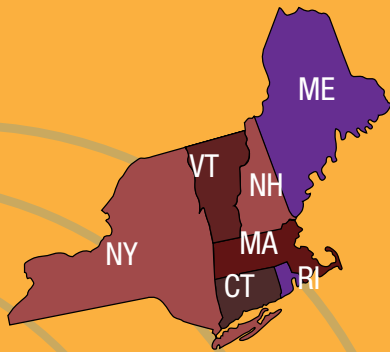
401 (k) Savings Plan	98%
Dental Insurance	97%
Disability Insurance	76%
Educational Assistance	74%
Life Insurance	92%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	7%
Level II	36%
Level III	43%
API Inspector	2%
CWI Inspector	12%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$62.98
Average Weeks Per Assignment	21
Average Months Worked Per Year	9
Average Overtime Hours Per Week	26



Northeast Region

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

Respondent Profile

Full-Time Employee:	91%
Salaried:	46%
Hourly:	45%
Contractor:	9%
Male:	95%
Female:	5%
Average Age:	48 years
Average Years of Experience:	23.3 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$130,951

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$79,742
Level II	\$117,821
Level III	\$141,088
CWI Inspector	\$139,973
API Inspector	\$160,917

FULL-TIME BENEFITS

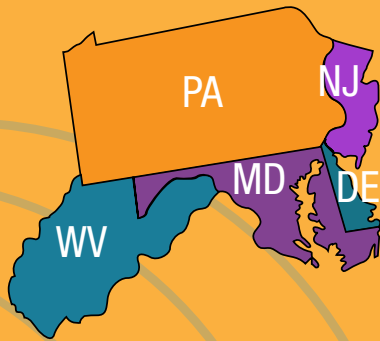
401 (k) Savings Plan	97%
Dental Insurance	93%
Disability Insurance	80%
Educational Assistance	67%
Life Insurance	88%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	7%
Level II	35%
Level III	47%
API Inspector	5%
CWI Inspector	6%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$65.14
Average Weeks Per Assignment	20
Average Months Worked Per Year	11
Average Overtime Hours Per Week	21



Mid-Atlantic Region

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

Respondent Profile

Full-Time Employee:	87%
Salaried:	45%
Hourly:	42%
Contractor:	13%
Male:	93%
Female:	7%
Average Age:	48 years
Average Years of Experience:	22 years

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FULL-TIME EMPLOYEES

Average Annual Compensation	\$113,776
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FULL-TIME EMPLOYEE COMPENSATION

Level I	\$72,995
Level II	\$105,989
Level III	\$129,783
CWI Inspector	\$119,123
API Inspector	\$127,225

FULL-TIME BENEFITS

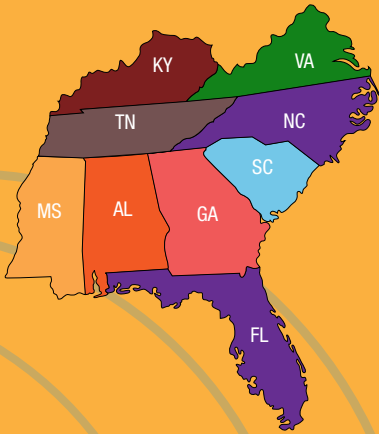
401 (k) Savings Plan	97%
Dental Insurance	89%
Disability Insurance	84%
Educational Assistance	68%
Life Insurance	85%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	9%
Level II	37%
Level III	38%
API Inspector	9%
CWI Inspector	7%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$52.86
Average Weeks Per Assignment	18
Average Months Worked Per Year	9.5
Average Overtime Hours Per Week	20



Southern Region

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

Respondent Profile

Full-Time Employee:	87%
Salaried:	42%
Hourly:	45%
Contractor:	13%
Male:	96%
Female:	4%
Average Age:	47 years
Average Years of Experience:	23 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$114,954

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$72,359
Level II	\$104,915
Level III	\$127,874
CWI Inspector	\$121,111
API Inspector	\$139,639

FULL-TIME BENEFITS

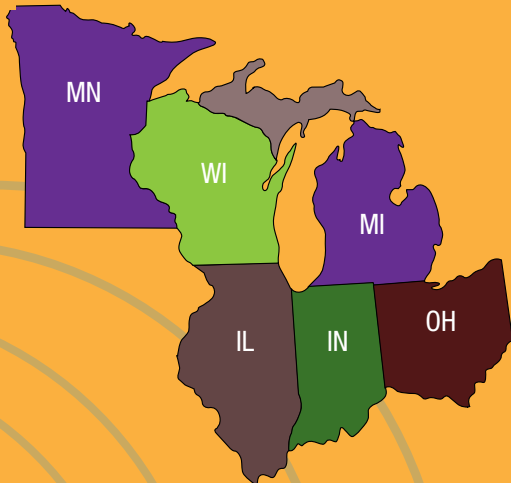
401 (k) Savings Plan	97%
Dental Insurance	95%
Disability Insurance	81%
Educational Assistance	72%
Life Insurance	96%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	6%
Level II	37%
Level III	34%
API Inspector	11%
CWI Inspector	12%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$57.52
Average Weeks Per Assignment	26
Average Months Worked Per Year	11
Average Overtime Hours Per Week	26



Great Lakes Region

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

Respondent Profile

Full-Time Employee:	93%
Salaried:	45%
Hourly:	48%
Contractor:	7%
Male:	95%
Female:	5%
Average Age:	45 years
Average Years of Experience:	21 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$113,525

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,667
Level II	\$102,363
Level III	\$129,527
CWI Inspector	\$131,335
API Inspector	\$144,620

FULL-TIME BENEFITS

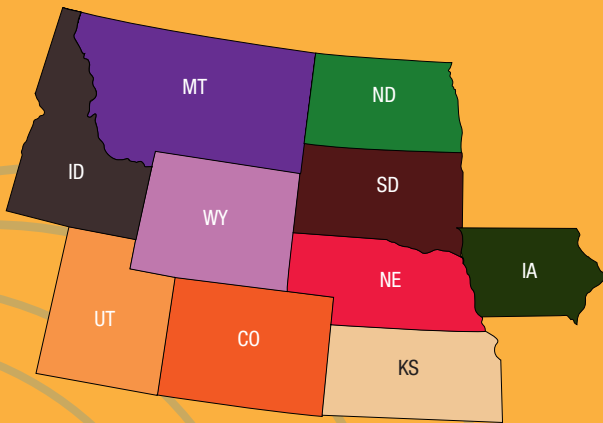
401 (k) Savings Plan	96%
Dental Insurance	89%
Disability Insurance	72%
Educational Assistance	66%
Life Insurance	95%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	9%
Level II	32%
Level III	33%
API Inspector	8%
CWI Inspector	18%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$58.68
Average Weeks Per Assignment	21
Average Months Worked Per Year	10
Average Overtime Hours Per Week	20



North Central Region

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

Respondent Profile

Full-Time Employee:	88%
Salaried:	46%
Hourly:	42%
Contractor:	12%
Male:	95%
Female:	5%
Average Age:	45 years
Average Years of Experience:	19 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$115,389

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$71,912
Level II	\$104,041
Level III	\$130,746
CWI Inspector	\$122,473
API Inspector	\$155,080

FULL-TIME BENEFITS

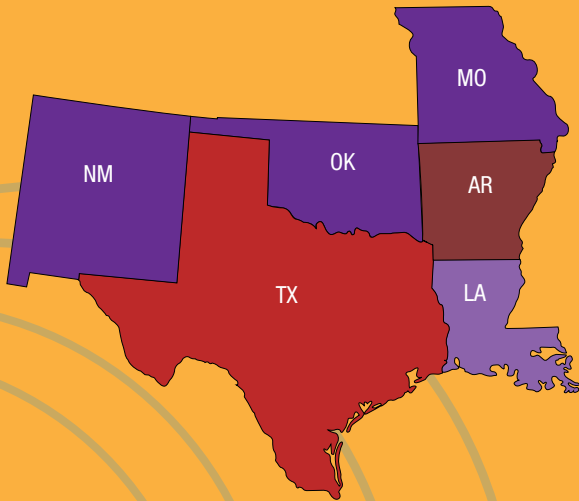
401 (k) Savings Plan	97%
Dental Insurance	96%
Disability Insurance	84%
Educational Assistance	72%
Life Insurance	91%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	6%
Level II	26%
Level III	33%
API Inspector	19%
CWI Inspector	16%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$61.78
Average Weeks Per Assignment	27
Average Months Worked Per Year	9
Average Overtime Hours Per Week	18



South Central Region

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

Respondent Profile

Full-Time Employee:	85%
Salaried:	48%
Hourly:	37%
Contractor:	15%
Male:	96%
Female:	4%
Average Age:	44 years
Average Years of Experience:	20 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$120,733

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,392
Level II	\$104,931
Level III	\$130,096
CWI Inspector	\$124,797
API Inspector	\$150,703

FULL-TIME BENEFITS

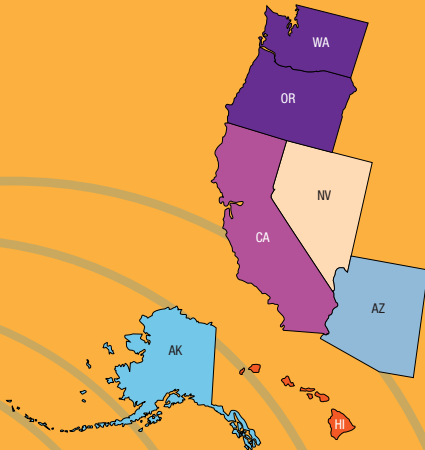
401 (k) Savings Plan	96%
Dental Insurance	94%
Disability Insurance	87%
Educational Assistance	72%
Life Insurance	95%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	6%
Level II	32%
Level III	31%
API Inspector	24%
CWI Inspector	7%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$61.22
Average Weeks Per Assignment	26
Average Months Worked Per Year	11
Average Overtime Hours Per Week	26



Pacific Region

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

FULL-TIME EMPLOYEES

Average Annual Compensation \$128,665

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$80,402
Level II	\$113,624
Level III	\$141,503
CWI Inspector	\$143,587
API Inspector	\$163,216

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	92%
Disability Insurance	83%
Educational Assistance	72%
Life Insurance	87%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	9%
Level II	30%
Level III	45%
API Inspector	7%
CWI Inspector	9%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$63.82
Average Weeks Per Assignment	27
Average Months Worked Per Year	11
Average Overtime Hours Per Week	24

Respondent Profile

Full-Time Employee:	93%
Salaried:	43%
Hourly:	50%
Contractor:	7%
Male:	95%
Female:	5%
Average Age:	44 years
Average Years of Experience:	23 years

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