
Compensation Database
Engineering/Construction/Environmental/Nuclear
Module 6B – Nuclear Industry Compensation Survey

Nuclear Industry Compensation Survey Module 6B

Payroll Date: May 1, 2011
Data Due: June 24, 2011
Results Published: September 12, 2011

For questions, call:
Eric Lane 602.772.3436



**Compensation Database
Engineering/Construction/Environmental/Nuclear
Module 6B – Nuclear Industry Compensation Survey**

Please return this page with your data:

Company Name _____

Street Address _____

City, State, Zip _____

Who should be contacted to answer questions about your survey submission?

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

To whom should the survey results be sent? (If different than above.)

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

Address if
differs from
above _____

Please return by June 24, 2011 to:

**Denise McMahon
Analytical/FMI
5080 North 40th Street, Suite 245
Phoenix, AZ 85018
Fax: (602) 381-8228
e-mail: dnmcmahon@fminet.com**

**For questions, contact Fric Lane:
(602) 772-3436**

Compensation Database
Engineering/Construction/Environmental/Nuclear
Module 6B – Nuclear Industry Compensation Survey

This second annual Nuclear Industry Compensation Survey covers nine job families:

- ◆ General Engineering – 7 levels
- ◆ Project Engineering – 3 levels
- ◆ Project Management – 5 levels
- ◆ Project Controls – 7 levels
- ◆ Environmental Health & Safety – 5 levels
- ◆ Start-up Engineering – 5 levels
- ◆ Quality Assurance – 5 levels
- ◆ Client Acquisition – 3 levels
- ◆ Field Service Representative – 4 levels

It also covers seven executive level positions and various benefits and pay practices of the industry.

Annual Base Salary and Bonus Compensation: Please report your company's job titles for each position. These will be reported generically for each position. If your company has a reasonable match to the survey position and level, please report all incumbents matching that position. If your company has more levels within a job family and they do not fit within the position descriptions, exclude them. If there are no incumbents to report in a level, do not move up or down a level, mark "N/A" for that level. For example, in a four level job family, your company may only have two levels. Do not make them levels 1 and 2 unless they are matches for 1 and 2. If they more closely match Levels 2 and 4, report them as such and place "N/A" in Levels 1 and 3.

Report annual base salary and annual current year bonus in thousands (i.e., \$83,432 = \$83.4). Base salary is as of **May 1, 2011** or the nearest payroll date. Enter the annual bonus paid for the most recently completed fiscal year. If an incumbent received a pro-rata bonus (new hires, promotions, etc.), annualize the amount. If the incumbent is not eligible to receive a bonus, leave the annual bonus amount column blank. We also ask you to estimate the percentage of the bonus that comes from a Company or Division plan and the percentage that comes from a Project plan. The section at the bottom of the page concerns formal salary ranges. If your company does not have a formal salary range structure, leave this section blank.

Please report the zip code for each incumbent's main office location. If the incumbent works in multiple locations, use your best judgment to indicate the person's main location. Survey results include a regional map and metropolitan data for each position on which we have enough data. Data on individual incumbents are required to produce accurate regional maps, so we ask that you do not report averages for job levels.

Compensation Database
Engineering/Construction/Environmental/Nuclear
Module 6B – Nuclear Industry Compensation Survey

Reproduce forms as needed for each reported position to report all incumbents. Do not report more than one level per form. We encourage you to report as many incumbents as possible. In all cases, Level 1 represents the least experience and responsibility.

For several job families, we provide breakout reports by Class, Industry Type, and Project Type to allow more refined use of the results. **The codes are included in the job descriptions. Please show the corresponding numbers in the fields next to the incumbent's salary data:**

- ◆ Class – General Engineering, Project Controls, Quality Assurance
- ◆ Industry Type – General Engineering, Project Engineering, Project Management, Project Controls
- ◆ Project Type – Project Engineering, Project Management, Project Controls

Please call us—602.772.3436—if you have any questions. Thanks!

Nuclear Industry Compensation Survey – Module 6B

| Job Number | Job Title | Job Description |
|------------|---|--|
| 701 | Chief Executive Officer or Head of Nuclear Division | Highest position in the company or division. At corporate, is usually referred to as Chief Executive Officer and often serves as Chairman of the Board. |
| 702 | Top Client Acquisition Executive | This is the senior sales and marketing position at corporate. Manages directly or indirectly all non-operations positions related to obtaining and keeping a client. Functions supervised include sales, marketing and can include proposal management and public relations. |
| 703 | Quality Management Head | At the corporate level, this position manages directly or indirectly the quality assurance engineers. |
| 704 | Top Marketing Executive (without Sales) | Plans, directs and coordinates the marketing of the company's products/services. Evaluates the timely adjustment of marketing plans and strategies to meet changing economic conditions. |
| 705 | Top Sales Executive (without Marketing) | Plans, controls and directs activities of the sales force to attain maximum revenue for the company's products/services. |
| 706 | Top Construction Executive | Coordinates and supervises activities of Superintendents and General Foremen. Reports to Project Management Head. |
| 707 | Legal Resource | This is the senior legal executive and has no unrelated staff activities reporting to it. |

LTI Legend

A - Incentive Stock Option
 B - Non Qualified Stock Option
 C - Restricted Stock Option
 D - Long-Term Cash Plan
 E - Stock Appreciation Rights
 F - Phantom Stock

Perks Legend

1 – Automobile/Allowance
 2 - Luncheon Club
 3 - Airline Club
 4 - Country Club
 5 - First Class Air
 6 - Deferred Compensation
 7 - Supplemental Vacation
 8 - Supplemental Medical
 9 - Supplemental Disability
 10 - Supplemental Retirement

Nuclear Industry Compensation Survey – Module 6B

HQ Location _____ Most Recent Company Revenue (M) _____ # of Salaried Employees _____

(Report compensation and salary ranges in thousands.)

| | Function | Employee # | Levels from Parent CEO (from 0) | Base Salary (as of May 1) | Target STI (%) | Annual STI (Bonus) | Salary Range | | | LTI (Circle letters that apply) | Perks (Circle numbers that apply) |
|-----|---|------------|---------------------------------|---------------------------|----------------|--------------------|--------------|-----|-----|---------------------------------|-----------------------------------|
| | | | | | | | Min | Mid | Max | | |
| 701 | Chief Executive Officer or Head of Nuclear Division | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |
| 702 | Top Client Acquisition Executive | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |
| 703 | Quality Management Head | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |
| 704 | Top Marketing Executive (without Sales) | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |
| 705 | Top Sales Executive (without Marketing) | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |
| 706 | Top Construction Executive | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |
| 707 | Legal Resource | | | . | | . | . | . | . | A B C D E F | 1 2 3 4 5 6 7 8 9 10 |

LTI Legend

- A - Incentive Stock Option
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- 5 - First Class Air
- 6 - Deferred Compensation
- 7 - Supplemental Vacation
- 8 - Supplemental Medical
- 9 - Supplemental Disability
- 10 - Supplemental Retirement

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

General Engineering - Level 2

Your Position Title: _____

Under general supervision, evaluates, selects, and applies standard engineering techniques, procedures, and criteria. Assignments are generally well defined. With additional experience within one area, assists in larger and more complex assignments. Normally requires at least 2 years experience, with typical engineering experience from 3 to 7 years.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- | | | |
|-------------------------------|-------------------|----------------------------|
| 21 - Instrumentation/Controls | 22 – Mechanical | 23 - Electrical |
| 24 - Civil/Structural | 25 – Geotechnical | 26 - Nuclear |
| 27 – Licensing | 28 - Welding | 29 – Intellectual Property |
| 30 - Other | | |

Please further classify general engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Engineering Class | Industry Type | Office Location (zip code) |
|--------------------|-----------------------------|-------------------|---------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

General Engineering - Level 3

Your Position Title: _____

Under general supervision, does all conventional design engineering and analysis. Plans and conducts independent evaluation, selection, and adaptation of engineering techniques, procedures, and criteria. May provide technical guidance to designers/drafters and less experienced engineers. Requires at least 4 years experience, with typical engineering experience from 6 to 10 years.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- | | | |
|-------------------------------|-------------------|----------------------------|
| 21 - Instrumentation/Controls | 22 – Mechanical | 23 - Electrical |
| 24 - Civil/Structural | 25 – Geotechnical | 26 - Nuclear |
| 27 – Licensing | 28 - Welding | 29 – Intellectual Property |
| 30 - Other | | |

Please further classify general engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Engineering Class | Industry Type | Office Location (zip code) |
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

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|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

General Engineering - Level 4

Your Position Title: _____

With minimal supervision, independently applies advanced engineering techniques and analyses for problems and methods. May provide technical guidance to drafters/designers and engineers. Has extensive progressive experience in general engineering. Requires at least 7 years experience, with typical engineering experience from 10 to 15 years.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- 21 - Instrumentation/Controls
- 24 - Civil/Structural
- 27 - Licensing
- 30 - Other

- 22 – Mechanical
- 25 – Geotechnical
- 28 - Welding

- 23 - Electrical
- 26 - Nuclear
- 29 – Intellectual Property

Please further classify general engineers, in the "Industry Type" column as:

- 201 – Power
- 204 – Civil
- 207 – Telecommunications
- 210 – Nuclear

- 202 – Industrial Process
- 205 – Infrastructure
- 208 – Operations & Maintenance
- 211 – Other

- 203 - Mining
- 206 – Oil & Gas
- 209 – Environmental

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Engineering Class | Industry Type | Office Location (zip code) |
|--------------------|-----------------------------|-------------------|---------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

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|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

General Engineering - Level 5

Your Position Title: _____

Supervises a group of engineers or is a technical specialist who develops and applies advanced engineering concepts and approaches to unique engineering problems. Supervisors technically direct groups and may give employee performance appraisals. Normally requires at least 10 years experience, with typical engineering experience over 15 years.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- | | | |
|-------------------------------|-------------------|----------------------------|
| 21 - Instrumentation/Controls | 22 – Mechanical | 23 - Electrical |
| 24 - Civil/Structural | 25 – Geotechnical | 26 - Nuclear |
| 27 – Licensing | 28 - Welding | 29 – Intellectual Property |
| 30 - Other | | |

Please further classify general engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Engineering Class | Industry Type | Office Location (zip code) |
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

General Engineering - Level 7

Your Position Title: _____

Heads engineering in a single engineering discipline--often called chief engineer or discipline chief. Sets policy and procedures. Directs strategic and tactical work force staffing and budgeting, and establishes and maintains technical standards within the discipline. May be the company expert within a discipline or specialty able to conceive and develop creative/innovative technology critical to company success.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- | | | |
|-------------------------------|-------------------|----------------------------|
| 21 - Instrumentation/Controls | 22 – Mechanical | 23 - Electrical |
| 24 - Civil/Structural | 25 – Geotechnical | 26 - Nuclear |
| 27 – Licensing | 28 - Welding | 29 – Intellectual Property |
| 30 - Other | | |

Please further classify general engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Engineering Class | Industry Type | Office Location (zip code) |
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

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| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Engineering - Level 1

Your Position Title: _____

The individual is responsible for project engineering on *small projects (less than \$50 million) or portions of larger projects*. A project engineer is defined for survey purposes as *either* an individual who has responsibility for coordinating the various engineering, construction, purchasing, scheduling, and start-up aspects of a project(s) *or* an individual who has responsibility for the *technical excellence* of the engineering portion of a project(s) across all disciplines. Typically, the individual at this level has been promoted from a General Engineering Level 3 position or higher or transferred from another position of comparable level. A professional registration or license is preferred. Normally requires a BS or MS degree and a minimum of seven years of experience in engineering, with typical engineering experience ranging from 10 to 15 years.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

Please further classify Project Engineers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 – Other | | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Engineering - Level 2

Your Position Title: _____

The individual is responsible for serving as a project engineer, as defined above in Level 1, on *medium to large projects (\$50 to \$150 million)*. Typically, a Level 2 project engineer reports directly to the project manager. A professional registration or license is preferred. Normally requires a BS or MS degree and a minimum of ten years of related experience with typical experience ranging 15 to 20 years. This should include several years of project engineering experience at Level 1.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

Please further classify Project Engineers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 – Other | | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Management - Level 3

Your Position Title: _____

Responsible for all phases of planning and execution on medium sized (\$50 to \$100 million) engineering, procurement, and construction projects or may be responsible for technical excellence on large, complex projects (\$100 to \$150 million). Plans, organizes, coordinates, and controls engineering projects in accordance with the established policies, procedures, systems, and requirements approved by the company. When functioning as the Project Manager for medium-sized projects, is responsible for the entire project. Supervises project personnel through subordinate leaders. May serve as a proposal manager of medium sized projects. Normally requires a BS degree in appropriate discipline and a minimum of ten years of related experience, with typical experience ranging from 15 to 20 years. Certification as licensed professional is preferred. The project's economic risk factor will typically be low.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Management - Level 5

Your Position Title: _____

This position has bottom line responsibility for the financial and technical success of the project. Responsible for all phases of planning and execution on very large (\$150 to \$250 million) engineering, procurement, and construction projects. Plans, organizes, coordinates, and controls domestic and international projects in accordance with the established policies, procedures, systems, and requirements approved by the company. Alternatively, may have responsibility for management and contract performance on two or more smaller projects. Supervises project personnel through subordinate leaders. May serve as the proposal manager for major domestic and international project proposals. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years, including several years of experience at Level 3. Certification as licensed professional is preferred. The project's economic risk factor will typically be medium to high.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Management - Level 6

Your Position Title: _____

This position has bottom line responsibility for the financial and technical success of very large projects. Responsible for all phases of planning and execution on major (mega) engineering, procurement, and construction projects (typically a major project or group of projects over \$250 million). Serves as the unifying agent accomplishing direction, coordination, and control of the overall project in accordance with the established policies, procedures, systems, and requirements approved by the company. Serves as the liaison with the owner on all project matters. Can manage and coordinate domestic, as well as international multiple projects, alliances, and joint ventures. Supervises project personnel through subordinate leaders. Can also direct the proposal effort for these multi-faceted projects. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years. Certification as licensed professional is preferred. The project's economic risk factor will typically be high.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Management - Level 7

Your Position Title: _____

Responsible for complete management of the largest and most complex projects (valued in excess of \$1 billion). The basic objective is to complete these projects to the client's satisfaction, consistent with cost, schedule, and contractual requirements to maximize financial objectives. In the proposal phase, the incumbent works closely with sales, evaluating the inquiry and interpreting the client's requirements. Upon award of the contract, the incumbent becomes the "General Manager" of the project, and the prime point of contact between the client and the company. Project Executive develops the precise scope of work, defining any changes between the original proposal and the final contractual agreement, and becomes responsible for negotiating with the client on all changes to the job in accordance with the company procedures. This position has bottom line responsibility for the financial and technical success of these projects and is responsible for all phases of project planning and execution. Serves as the unifying agent accomplishing direction, coordination, and control of the overall project in accordance with the established policies, procedures, systems, and requirements approved by the company. Can manage and coordinate domestic, as well as international multiple projects, alliances, and joint ventures. Supervises project personnel through subordinate leaders. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years. Certification as licensed professional is preferred. The project's economic risk factor will typically be high.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Nuclear | 211 – Other | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 - Other | | |

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Controls - Level 1

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Report entry-level jobs for a BS or MS graduate, and may include those with previous experience in other functional areas. Under close supervision, performs routine planning/scheduling and/or cost engineering requiring knowledge and application of basic project controls principles. Using prescribed methods, performs specific and limited portions of planning/scheduling and/or cost engineering.

Please classify Project Controllers, in the "Project Controls Class" column as:

- 41 – Cost
- 42 – Scheduling
- 43 – Cost and Scheduling
- 48 – Other

Please further classify Project Controllers, in the "Industry Type" column as:

- 201 – Power
- 202 – Industrial Process
- 203 – Mining
- 204 – Civil
- 205 – Infrastructure
- 206 – Oil & Gas
- 207 – Telecommunications
- 208 – Operations & Maintenance
- 209 – Environmental
- 210 – Nuclear
- 211 – Other

Please further classify Project Controllers, in the "Project Type" column as:

- 401 – EPC/EPCM
- 402 – Design Only
- 403 – Consulting
- 408 – Other

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Project Controls Class | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Controls - Level 2

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Under general supervision, performs more complex project controls. With additional experience within one specialty, assists in larger and more complex project controls. Normally requires at least 2 years experience in planning/scheduling and/or cost engineering with typical experience from 3 to 7 years; but may include additional experience in other functional areas.

Please classify Project Controllers, in the "Project Controls Class" column as:

- 41 – Cost
- 42 – Scheduling
- 43 – Cost and Scheduling
- 48 – Other

Please further classify Project Controllers, in the "Industry Type" column as:

- 201 – Power
- 202 – Industrial Process
- 203 – Mining
- 204 – Civil
- 205 – Infrastructure
- 206 – Oil & Gas
- 207 – Telecommunications
- 208 – Operations & Maintenance
- 209 – Environmental
- 210 – Nuclear
- 211 – Other

Please further classify Project Controllers, in the "Project Type" column as:

- 401 – EPC/EPCM
- 402 – Design Only
- 403 – Consulting
- 408 – Other

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Project Controls Class | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Controls - Level 3

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Under general supervision, performs all aspects of planning/scheduling and/or cost engineering. May provide technical guidance to less experienced project controls personnel. Requires at least 4 years experience in planning/scheduling and/or cost engineering, with typical experience from 6 to 10 years.

Please classify Project Controllers, in the "Project Controls Class" column as:

- 41 – Cost
- 42 – Scheduling
- 43 – Cost and Scheduling
- 48 – Other

Please further classify Project Controllers, in the "Industry Type" column as:

- 201 – Power
- 202 – Industrial Process
- 203 – Mining
- 204 – Civil
- 205 – Infrastructure
- 206 – Oil & Gas
- 207 – Telecommunications
- 208 – Operations & Maintenance
- 209 – Environmental
- 210 – Nuclear
- 211 – Other

Please further classify Project Controllers, in the "Project Type" column as:

- 401 – EPC/EPCM
- 402 – Design Only
- 403 – Consulting
- 408 – Other

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Project Controls Class | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

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|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Controls - Level 4

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

With minimal supervision, independently applies advanced project controls techniques and analyses. May provide technical guidance to less experienced planning/scheduling and/or cost engineering personnel.

Usually requires extensive progressive experience in planning/scheduling and/or cost engineering. Requires at least 7 years experience in planning/scheduling and/or cost engineering, with typical experience from 10 to 15 years.

Please classify Project Controllers, in the "Project Controls Class" column as:

- 41 – Cost
- 48 – Other
- 42 – Scheduling
- 43 – Cost and Scheduling

Please further classify Project Controllers, in the "Industry Type" column as:

- 201 – Power
- 204 – Civil
- 207 – Telecommunications
- 210 – Nuclear
- 202 – Industrial Process
- 205 – Infrastructure
- 208 – Operations & Maintenance
- 211 – Other
- 203 – Mining
- 206 – Oil & Gas
- 209 – Environmental

Please further classify Project Controllers, in the "Project Type" column as:

- 401 – EPC/EPCM
- 408 – Other
- 402 – Design Only
- 403 – Consulting

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Project Controls Class | Industry Type | Project Type | Office Location (zip code) |
|--------------------|-----------------------------|------------------------|---------------|--------------|----------------------------|
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Project Controls - Level 6

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Under management direction, administers, supervises and/or is a technical specialist above Level 5 not including department head of a single project controls discipline. Includes the most technically competent project control personnel. Supervisors typically supervise project control on several small to medium projects or a single major project.

Please classify Project Controllers, in the "Project Controls Class" column as:

- 41 – Cost
- 42 – Scheduling
- 43 – Cost and Scheduling
- 48 – Other

Please further classify Project Controllers, in the "Industry Type" column as:

- 201 – Power
- 202 – Industrial Process
- 203 – Mining
- 204 – Civil
- 205 – Infrastructure
- 206 – Oil & Gas
- 207 – Telecommunications
- 208 – Operations & Maintenance
- 209 – Environmental
- 210 – Nuclear
- 211 – Other

Please further classify Project Controllers, in the "Project Type" column as:

- 401 – EPC/EPCM
- 402 – Design Only
- 403 – Consulting
- 408 – Other

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | Project Controls Class | Industry Type | Project Type | Office Location (zip code) |
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Quality Assurance - Level 1

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the companies processes and develop auditing procedures. This is the entry-level position for a BS graduate in engineering. Under close supervision ensures that the company's and client's quality standards are met. Reviews drawings, procedures, procurement documents and quality control reports. Identifies and reports problems in the assigned area. Recommends appropriate corrective action.

Please classify Quality Assurance professionals, in the "QA Class" column as:

51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | QA Class (51-54) | Office Location (zip code) |
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| Annual Base Salary | Annual Bonus (current year) | QA Class (51-54) | Office Location (zip code) |
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

| | | |
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| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

Nuclear Industry Compensation Survey – Module 6B

(Reproduce this sheet as necessary to report all incumbents for this position.)

Quality Assurance-Level 5

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the company's processes and develop auditing procedures. This level has supervisory responsibility over a group of quality engineers. Provides technical direction and may be responsible for employee performance evaluation. Requires a BS in Engineering with 20 years of experience.

Please classify Quality Assurance professionals, in the "QA Class" column as:

51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report in thousands)

| Annual Base Salary | Annual Bonus (current year) | QA Class (51-54) | Office Location (zip code) |
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| Annual Base Salary | Annual Bonus (current year) | QA Class (51-54) | Office Location (zip code) |
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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

| | | |
|------------|------------|------------|
| <u>Min</u> | <u>Mid</u> | <u>Max</u> |
| \$ _____ | \$ _____ | \$ _____ |

**Nuclear Industry Compensation Survey – Module 6B
Benefits & Pay Practices**

Salary Increases/Merit Budget

Does the company have a formal salary increase budget?
(For merit, general or both)

Yes No

If yes, are the increases merit, general or both?

Merit
 General
 Both

When are salary increases granted?

Anniversary
 Fixed

If fixed date, what is the date?

(Month) (Day)

What percentage of salaried employees received an increase?

%

Report the following as a % of total salaried payroll:

- Merit Budget
- General Increase
- Equity Adjustments
- Promotion Budget

| 2010 | 2011 |
|----------------------|----------------------|
| <input type="text"/> | <input type="text"/> |
| <input type="text"/> | <input type="text"/> |
| <input type="text"/> | <input type="text"/> |
| <input type="text"/> | <input type="text"/> |

College Graduate Hiring Rates

List average starting salaries paid to new graduates by degree and indicate the dollar amount average sign-on bonuses or relocation allowances. Use one line for each degree.

| Degree Name | Salary Offer | Sign-On Bonus Amount | Relocation Bonus Amount |
|---|----------------------|----------------------|-------------------------|
| Civil Engineering (Bachelors) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Civil Engineering (Masters) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Electrical Engineering (Bachelors) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Electrical Engineering (Masters) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Mechanical Engineering (Bachelors) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Mechanical Engineering (Masters) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Construction Mgmt/Bldg Technology (Bachelors) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Construction Mgmt/Bldg Technology (Masters) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Nuclear Engineering (Bachelors) | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Nuclear Engineering (Masters) | <input type="text"/> | <input type="text"/> | <input type="text"/> |

Does your company use formal hiring rates?

Yes No

 If yes, was the prior year's rate adjusted?

Yes No

Does your company provide a formal mentor system?

Yes No

Does your company provide a formal training program?

Yes No

Does your company provide signing bonuses?

Yes No

Nuclear Industry Compensation Survey – Module 6B
Benefits & Pay Practices

Other Pay

Do you provide sign-on bonuses for positions other than college hires?

Yes No

Do you have a per diem policy?

Yes No

If yes, what are eligibility requirements?

How are amounts determined?

Are they grossed up for taxes?

Yes No

Do you provide area uplifts?

Yes No

If yes, which cities or regions?

| City/Region | Percent |
|-------------|---------|
| | |
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Do you provide a housing allowance? (Separate from per diem)

Yes No

If yes, what are eligibility requirements?

How are amounts determined?

Do you provide exempt overtime?

Yes No

If yes, what are eligibility requirements?

If yes, is it straight time?

Yes No

If yes, is it hour for hour or is there a casual OT requirement that must be met first?

**Nuclear Industry Compensation Survey – Module 6B
Benefits & Pay Practices**

Bonus/Incentive Plans

If your company offers bonus and incentive compensation plans, please describe them below.

Plan 1

| | | | |
|----------------------------|-------------------------------------|--|-------------------------------------|
| Type of Plan: | <input type="checkbox"/> Management | <input type="checkbox"/> Project Incentive | <input type="checkbox"/> Spot Award |
| If other, please describe: | | | |
| Eligibility | | | |
| Basis for Award | | | |
| % of Employees Eligible | | | |
| # Employees Eligible | | | |
| # Employees Receiving | | | |

Plan 2

| | | | |
|----------------------------|-------------------------------------|--|-------------------------------------|
| Type of Plan: | <input type="checkbox"/> Management | <input type="checkbox"/> Project Incentive | <input type="checkbox"/> Spot Award |
| If other, please describe: | | | |
| Eligibility | | | |
| Basis for Award | | | |
| % of Employees Eligible | | | |
| # Employees Eligible | | | |
| # Employees Receiving | | | |

Plan 3

| | | | |
|----------------------------|-------------------------------------|--|-------------------------------------|
| Type of Plan: | <input type="checkbox"/> Management | <input type="checkbox"/> Project Incentive | <input type="checkbox"/> Spot Award |
| If other, please describe: | | | |
| Eligibility | | | |
| Basis for Award | | | |
| % of Employees Eligible | | | |
| # Employees Eligible | | | |
| # Employees Receiving | | | |

Plan 4

| | | | |
|----------------------------|-------------------------------------|--|-------------------------------------|
| Type of Plan: | <input type="checkbox"/> Management | <input type="checkbox"/> Project Incentive | <input type="checkbox"/> Spot Award |
| If other, please describe: | | | |
| Eligibility | | | |
| Basis for Award | | | |
| % of Employees Eligible | | | |
| # Employees Eligible | | | |
| # Employees Receiving | | | |

**Nuclear Industry Compensation Survey – Module 6B
Benefits & Pay Practices**

If you indicated a project incentive plan on the previous page, please answer the following questions:

When are project incentives paid?

| | |
|-------------------------|--------------------------|
| Annually | <input type="checkbox"/> |
| Upon Project Completion | <input type="checkbox"/> |
| Interim Milestones | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |

If milestones, describe:

If other, describe:

How are project incentives funded?

| | |
|------------------------|--------------------------|
| Project Profits | <input type="checkbox"/> |
| Pools of Company Funds | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |

If other, describe:

Benefits/Pay Practices Comments: