

2000

SALARY SURVEY

American Industrial Hygiene Association

by

ASSOCIATION RESEARCH, INC.
Rockville, Maryland

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METHODOLOGY

During the summer of 2000, the American Industrial Hygiene Association (AIHA) surveyed a random sample of its members to determine prevailing annual salary and total compensation levels. A random sample of 5,000 members received the two-page survey instrument, and 1,724 members completed and returned it, a 34.5% response rate.

The survey identified eight major job responsibilities in the field of industrial hygiene. Annual salary as of January 1, 2000, from the primary employer, as well as additional cash compensation from that source for the previous year, were requested. Respondents were asked to provide information about their age, gender, experience, education, certification, number of people supervised, geographic location, and employer.

Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations and professional societies, carried out the survey and performed the analysis reported herein. Confidentiality was maintained throughout.

Report Format

In addition to descriptions of how to use the information provided, this report provides a general summary of findings. The demographics of survey respondents are presented and graphically illustrated. Annual salary and total compensation distributions are provided, along with detailed breakouts for major job responsibilities.

How to Read the Tables

Many of the tables report median value, along with the mean (average) value. The median salary is the value that is in the middle of all of the salaries, sorted from lowest to highest—higher than half of all salaries in the category and lower than half of the salaries. The mean, or simple average, is the total of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median, however, is not influenced by extreme values.

Another statistic used in the salary tables is the quartile. This statistic is similar to a median in that it is the salary that divides all salaries into two groups, one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile, therefore, is that salary that is higher than 25 percent of the salaries but lower than the remaining 75 percent. Similarly, the third quartile is that salary figure that is higher than 75 percent of the other salaries presented. It should be noted that to protect confidentiality, medians and quartiles are only presented when four or more individuals are included in a particular category and the mean value for three or more individuals.

Using this Report for Salary Comparison

It is best to make specific salary comparisons with the help of a qualified human resources professional or compensation consultant, but absent such an expert, a comparison can be made using appropriate data from this AIHA Salary Survey.

An individual salary depends on many things, including education, experience, tenure, and certification. For example, as of January 1, 2000, \$77,778 was the average salary among 817 Industrial Hygienists whose primary responsibility was management or administration and who responded to the survey (see page 16). This happened to correspond closely to the median (midpoint) salary—\$75,000. Twenty-five percent of the respondents (first quartile) earned \$60,333 or less, and 75% earned \$90,750 or less (third quartile). Although the average salary for females was substantially less than that of males (\$69,577 versus \$80,472), *gender* alone may not be the reason. The average salary based on *education* ranged from \$68,594 for a BS or BA compared with \$96,032 for respondents with a DrPH or PhD. Also, the average salary for this position varied considerably based on *company size* and *current employer*. Those with CIH *certification* averaged \$85,420—\$7,642 more than the overall mean—bearing out that a premium was paid for certification. The P E certification provided the greatest premium, an average salary of \$95,166, but this is based only on 29 respondents in Management/Administration. In short, careful scrutiny and interpolation are required to ascertain the appropriate comparative salary of any individual.

GENERAL OBSERVATIONS

One-half of the respondents (48.3%) to the survey worked in Private Industry. The next largest group was employed by Consulting Firms (15.6%), followed closely by Government (14.6%).

Based on primary responsibility, just under half (47.9%) of the industrial hygienists who responded stated they were in Management and/or Administration. One in five (20.0%) respondents were consultants, and 13.9% were involved in field work.

The highest average salary was reported for Management/Administration, \$77,788 annually as of January 1, 2000. The next highest average salary was for Consultants, \$74,940, followed by Industrial Hygienists involved in research (\$73,043).

The average salary for all respondents was \$72,383, which was depressed by some of the lower paying job responsibilities – Analytical Chemist (\$57,721) and Field Work and Auditing/Inspection, both of which reported averages just shy of \$60,000 per year.

Total compensation was computed by adding additional cash compensation received during 1999 to the base salary effective January 1, 2000. Management/Administration scored the highest level of compensation with a mean of \$84,515. As with salary, the next highest categories were Consulting and Research.

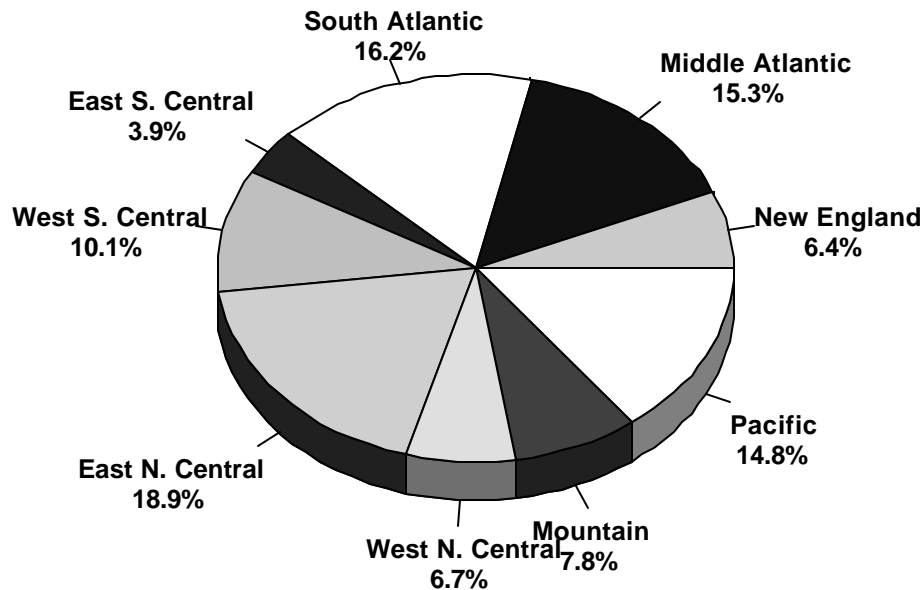
Numerous factors, such as education, certification and current employer, affected salary and compensation levels. The most positive correlations across virtually all job functions were years at current employer and number of people supervised. The data reveal that for most Industrial

Hygienists there is a real pay premium for staying at the same employer and taking on supervisory responsibilities.

RESPONDENT BACKGROUND

The respondents in the survey were very evenly divided geographically. About one in four respondents (21.7%) lived in the Northeast (New England and Middle Atlantic), with 30.2% in the South, which runs from Maryland to Florida and west to Texas. One quarter of all respondents were from the Midwest and 22.6 % were in the Mountain and Western States.

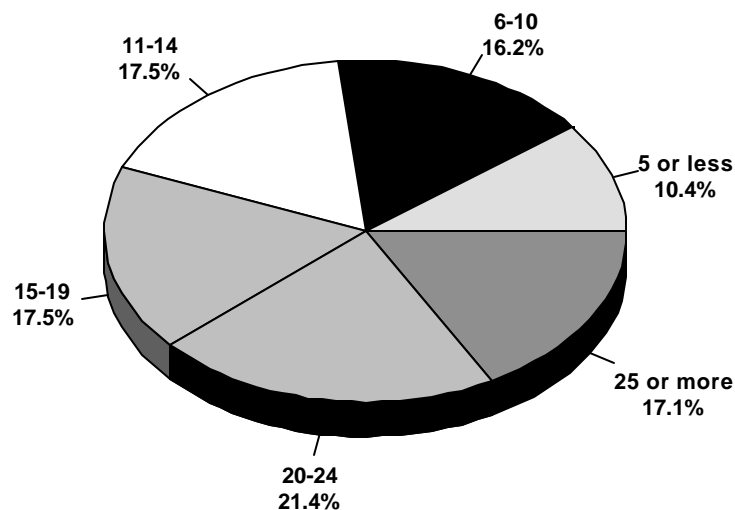
U.S. CENSUS DISTRICT



Source: AIHA 2000 Salary Survey

The typical respondent to the survey was quite experienced, with 38.5% reporting 20 or more years in the profession. Only 26.6% had 10 years or less of experience in Industrial Hygiene.

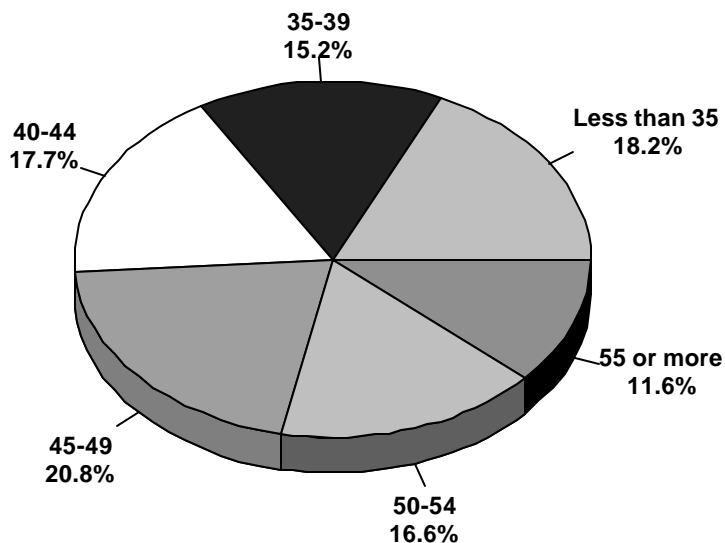
YEARS IN PROFESSION



Source: AIHA 2000 Salary Survey

In terms of age, nearly three of ten (28.2%) of all respondents were 50 or older, with one-third younger than 40.

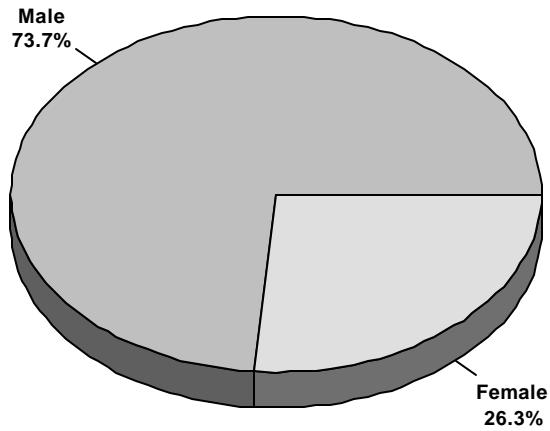
AGE



Source: AIHA 2000 Salary Survey

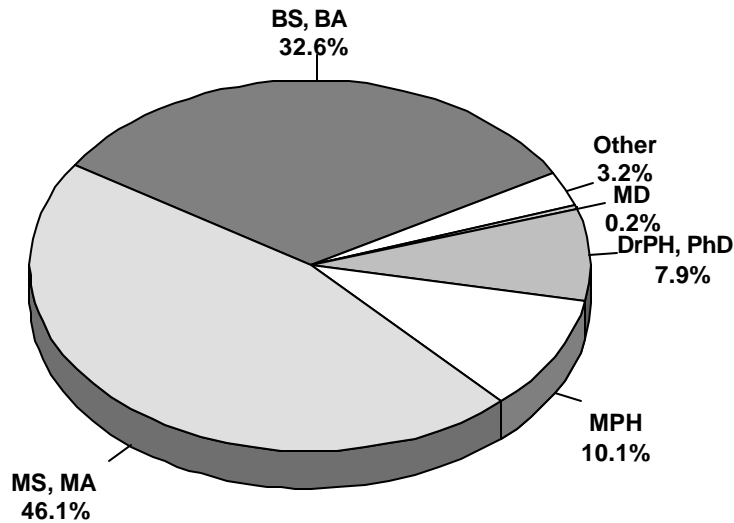
Nearly three of four (73.7%) of the Industrial Hygienists who participated in the survey were male. The most common degree was the Masters (MS or MA) reported by 46.1% of the respondents. About a third (32.6%) of the respondents had earned, as their highest degree, a Bachelors, and 10.1% had an MPH.

GENDER



Source: AIHA 2000 Salary Survey

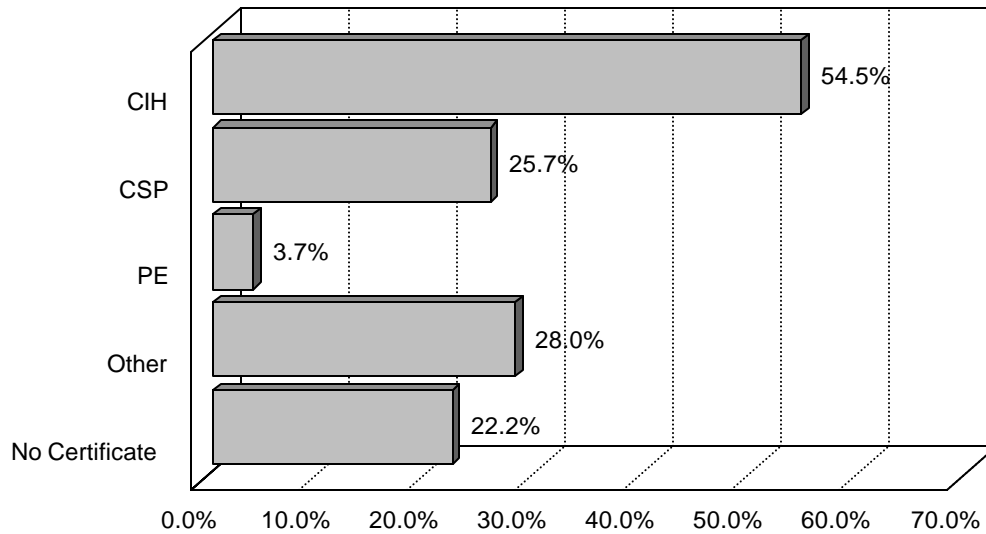
HIGHEST EDUCATION LEVEL



Source: AIHA 2000 Salary Survey

Certified Industrial Hygienists (CIH) made up just over half (54.5%) of all respondents. A CSP was reported by 25.7% and a PE by 3.7%. One in five (22.2%) respondents had no certification in the field.

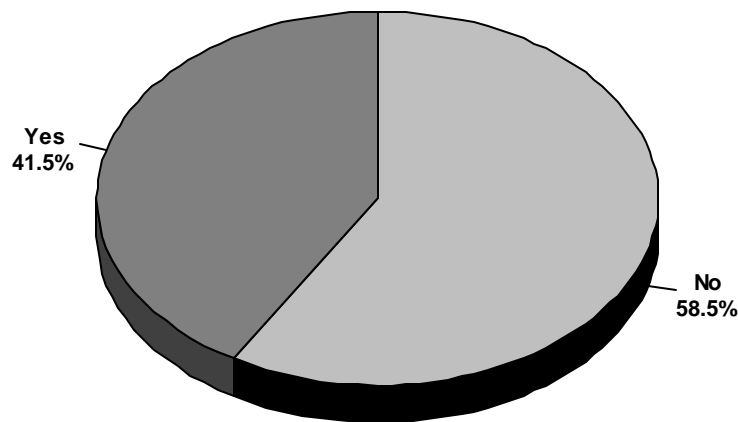
CERTIFICATIONS



Source: AIHA 2000 Salary Survey

Survey participants were asked whether they had started their career as an Industrial Hygienist – 41.5% said they had.

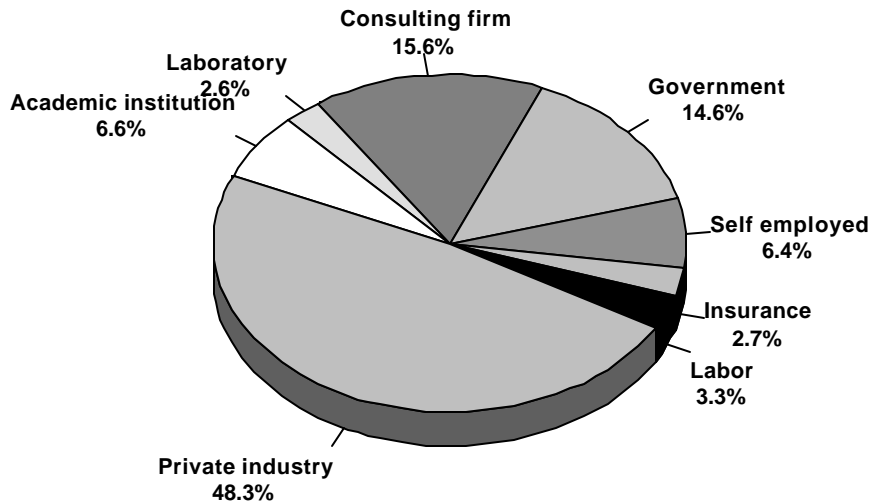
STARTED CAREER AS INDUSTRIAL HYGIENIST



Source: AIHA 2000 Salary Survey

Private Industry was the predominant employer, reported by 48.3% of all respondents. The next two largest employers were Consulting Firms (15.6%) and Government (14.6%). Only 6.6% of the respondents said they worked at an Academic Institution, and 6.4% were self-employed.

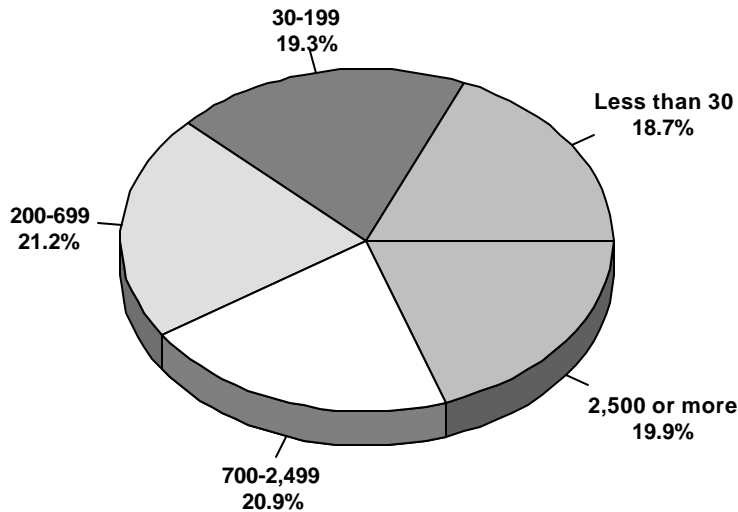
CURRENT EMPLOYER



Source: AIHA 2000 Salary Survey

Responses were received from Industrial Hygienists at both small and large firms. Two of five (38.0%) respondents were employed at an institution with fewer than 200 employees, while 20.9% had 700-2,499 employees, and 19.9% had 2,500 or more employees.

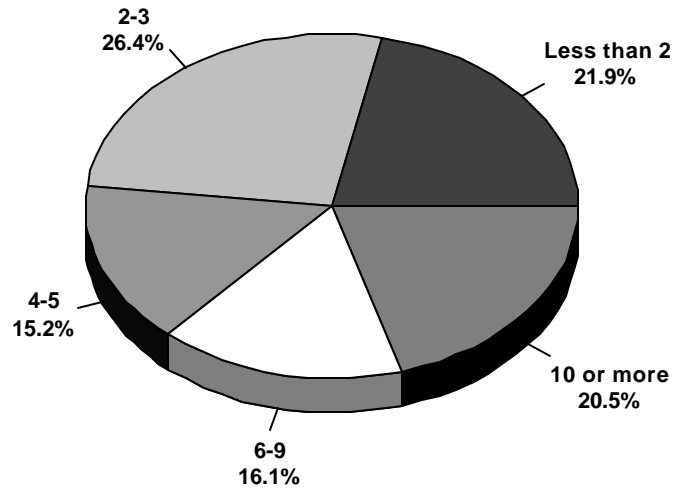
EMPLOYEES AT THIS LOCATION



Source: AIHA 2000 Salary Survey

Nearly half (48.3%) of the respondents had been in their current position for 3 years or less; 36.6% had been in their positions for 6 years or more.

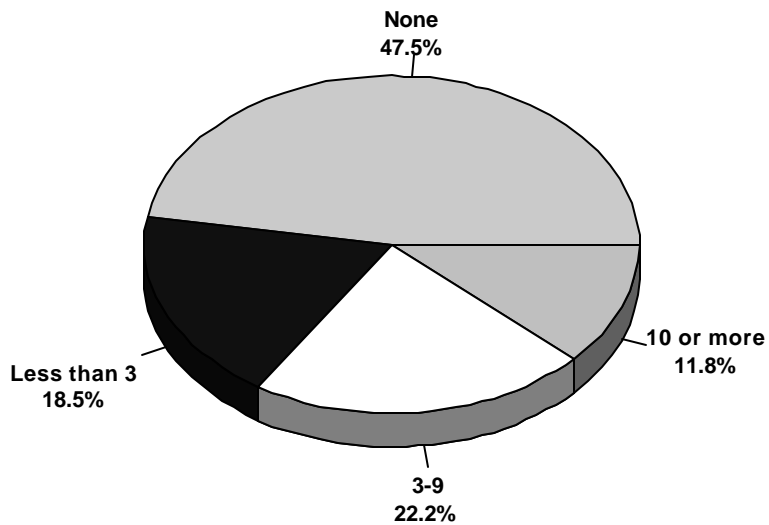
YEARS IN CURRENT POSITION



Source: AIHA 2000 Salary Survey

Of all the respondents, just over half (52.5%) supervised any employees while 11.8% supervised 10 or more people.

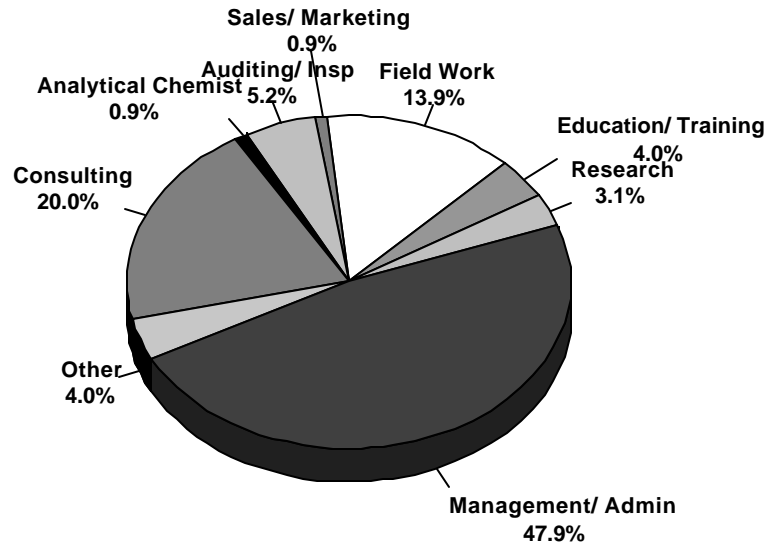
NUMBER OF PEOPLE SUPERVISED



Source: AIHA 2000 Salary Survey

Management and/or Administration was the job focus for nearly half (47.9%) of the professionals who participated. One in five (20.0%) of the respondents was engaged in Consulting and 13.9% in Field Work.

PRIMARY RESPONSIBILITY



Source: AIHA 2000 Salary Survey

SUMMARY BY JOB RESPONSIBILITY

The Industrial Hygienists who were asked to participate in the survey were asked to include their primary job responsibility, using a list of eight areas that ranged from Management/ Administration (817 respondents) to Analytical Chemist (14 respondents).

Salary

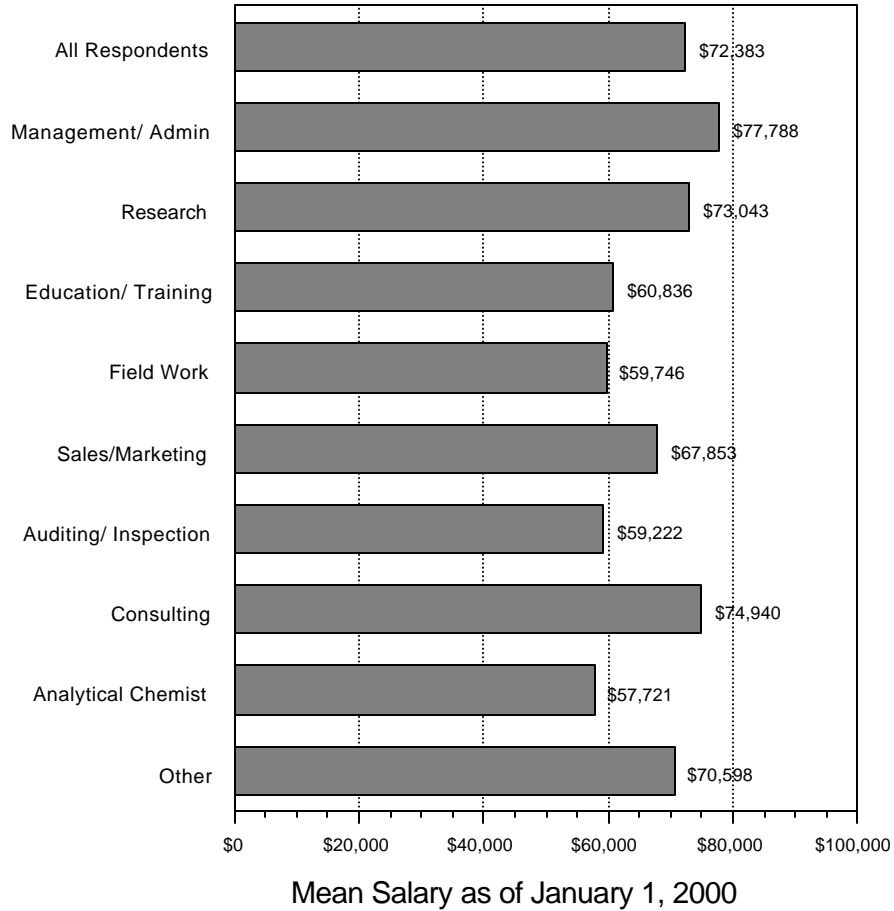
The average (mean) salary, as of January 1, 2000, reported by 1,718 Industrial Hygienists was \$72,383. There were three responsibility areas with average salaries higher than the average for the entire sample: Management/Administration (\$77,788), Consulting (\$74,940) and Research (\$73,043).

Industrial Hygienists responsible for Sales/Marketing had an average salary of \$67,853, with the other four responsibility areas at \$60,000 or below. Included in this latter group were Education/Training (\$60,836), Field Work (\$59,746), Auditing/Inspection (\$59,222) and Analytical Chemist (\$57,721).

To provide a more complete picture of the distribution of annual salaries by job responsibility, first quartile (25%), third quartile (75%), and median (mid-point) figures are displayed below. The salary range between the first and third quartiles is referred to as the mid-50% range since one-half of all salaries fall within that range.

ANNUAL SALARY

By Primary Job Responsibility

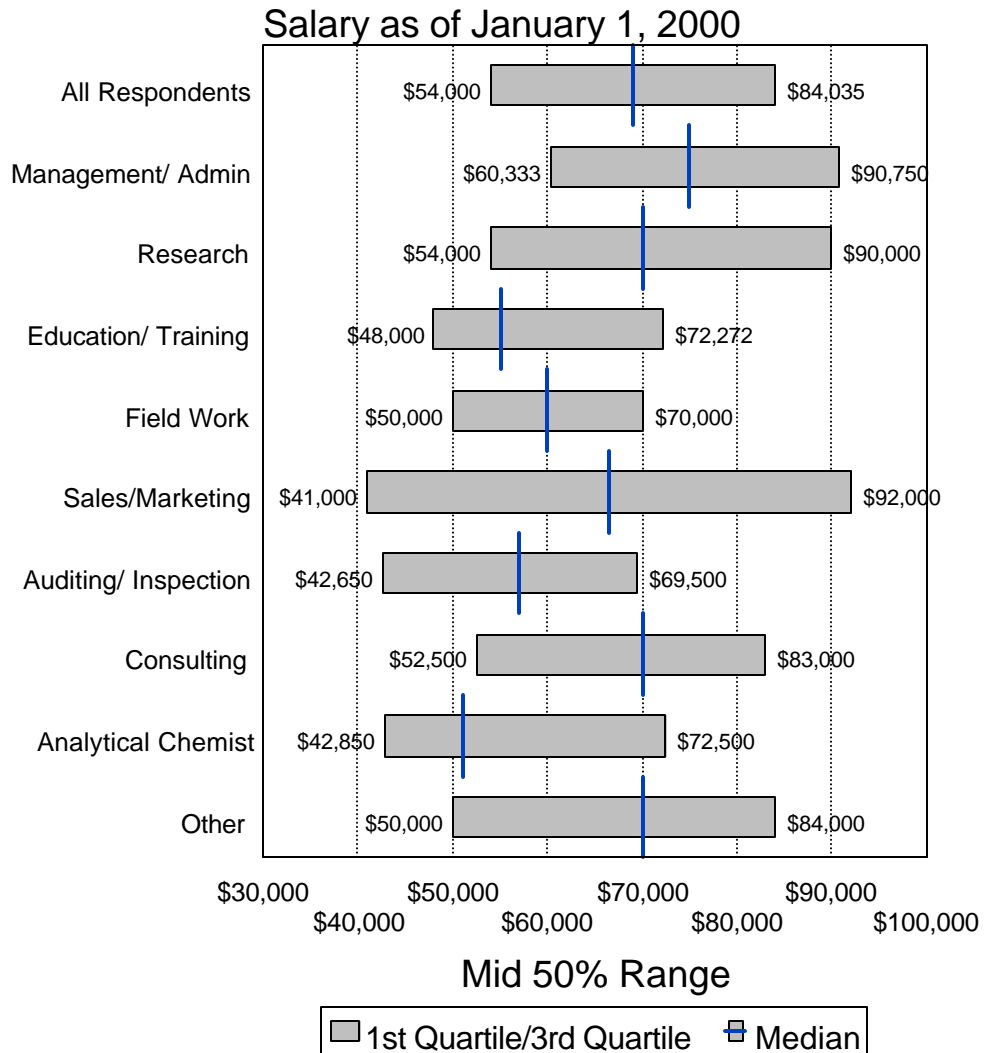


Source: AIHA 2000 Salary Survey

The widest range was reported for Sales/Marketing, where the mid-50% range was \$41,000 to \$92,000, a range of \$51,000. This indicates a lot of variability in salaries, no doubt based on a variety of responsibilities and sales compensation plans. On the other hand, one-half of all Field Work salaries fell in the rather narrow range of \$50,000 to \$70,000, suggesting a fairly standard set of requirements for the position.

ANNUAL SALARY

By Primary Job Responsibility



Additional Compensation

Respondents were asked to report any additional cash compensation they received from their primary employer during 1999. Fewer than half of all respondents (820 out of 1,718) reported any additional compensation, and the average amount received was \$11,495. This is only based on those who received additional compensation and, therefore, does not include zero amounts for those who did not receive additional compensation.

Those in Sales/Marketing received the highest additional compensation, \$14,083, but this is only based on six respondents and should be used with caution. The next highest group was Consultants, who averaged \$13,430, followed by Management/Administration, with an average of \$12,406 in additional compensation or 1999.

Total Compensation

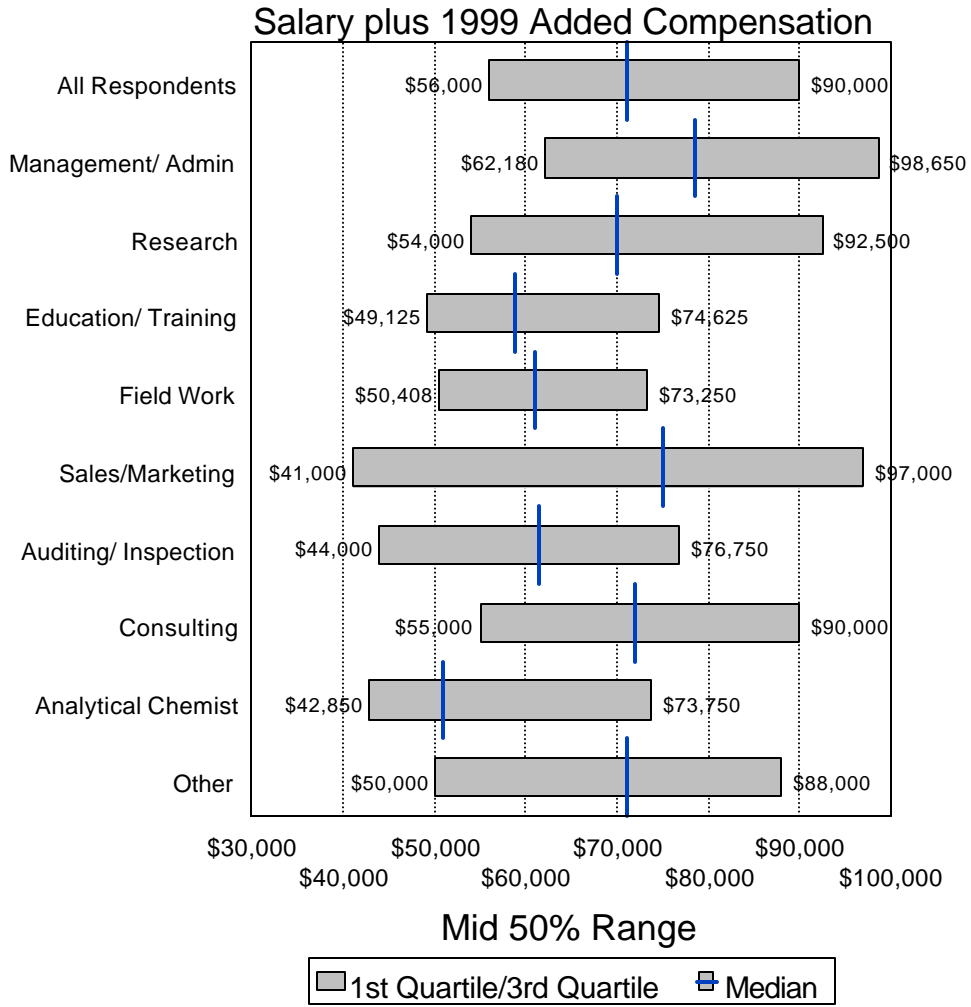
For each respondent, a value for total compensation was computed as the sum of additional compensation in 1999 and base salary effective January 1, 2000. In these calculations, if no additional compensation was reported, a value of zero was added to base salary.

For all Industrial Hygienists who responded (1,718) the average total compensation was \$77,829 for the past year. Management/Administration garnered the highest amount, an average of \$84,515 based on 817 respondents.

For those whose primary responsibility was Consulting, the average Total Compensation was \$81,135. The lowest average value was for Analytical Chemists, \$60,237, but the sample size for this group was very small (14 respondents).

TOTAL COMPENSATION

By Primary Job Responsibility



MANAGEMENT/ADMINISTRATION

Average Age.....	44.5
Percent with Bachelors.....	31.9%
Percent with Graduate Degree.....	65.5%
Average Years of Experience.....	17.4
Average Number Full-Time Employees at Location.....	2,272
Average Hours Worked in a Typical Week.....	47.7
Average Number of People Supervised.....	12.3
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	63.5%
Percent CIH Certified.....	55.7%
Percent Who Started Career as an I.H.....	44.2%

Average Annual Salary (January 1, 2000).....	\$77,788
Average Total Compensation.....	\$84,515

Respondent Profile

Management/ Administration

		Total
All Respondents		818
Years in Profession	Average	17.4
Age	Average	44.5
Gender	Male	75.6%
	Female	24.4%
Highest Education Level	BS, BA	31.9%
	MS, MA	49.8%
	MPH	9.2%
	DrPH, PhD	6.5%
	Other	2.6%
Primary (>50%) Discipline	Industrial Hygiene	63.5%
	Safety	28.3%
	Environment	8.2%
Certifications	CIH	55.7%
	CSP	30.1%
	PE	3.5%
	Other Certificate	27.6%
	No Certificate	19.2%
Started Career as Industrial Hygienist	Yes	44.2%
	No	55.8%
Current Employer	Government	13.1%
	Consulting firm	7.9%
	Laboratory	2.7%
	Academic institution	5.1%
	Private industry	63.6%
	Labor	1.0%
	Insurance	.4%
	Self employed	6.2%
U.S. Census District	New England	6.0%
	Middle Atlantic	14.8%
	South Atlantic	17.9%
	East S. Central	3.4%
	West S. Central	10.1%
	East N. Central	20.4%
	West N. Central	7.6%
	Mountain	6.0%
Pacific	13.7%	
Full-time employees at this location	Average	2,272
Full-time employees at all locations	Average	31,537
Years at current employer	Average	9.5
Hours worked in typical week	Average	47.7
Years in position	Average	5.5
Number of people supervised	Average	12.3

Table A: Annual Salary**Management/ Administration**

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		817	77,788	26,000	60,333	75,000	90,750	200,000
Age	Less than 35	122	53,668	30,000	46,000	53,250	60,125	90,000
	35 - 39	128	70,657	33,280	59,000	68,000	83,075	150,000
	40 - 44	142	82,605	38,000	68,094	79,000	92,250	200,000
	45 - 49	179	81,747	26,000	67,000	80,000	95,000	175,000
	50 - 54	137	86,578	35,000	69,704	83,200	100,545	170,000
	55 or more	106	89,391	33,000	66,992	81,000	107,000	200,000
Gender	Male	612	80,472	30,000	63,120	77,530	92,375	200,000
	Female	198	69,577	26,000	54,840	65,000	83,000	150,000
Highest Education Level	BS, BA	259	68,594	30,000	53,000	65,000	82,000	150,000
	MS, MA	405	79,672	26,000	64,000	75,000	91,000	200,000
	MPH	75	84,495	38,000	70,000	81,000	100,000	170,000
	DrPH, PhD	53	96,032	35,000	77,500	90,800	116,500	160,000
	Other	21	82,112	50,000	65,000	75,000	94,450	165,000
Primary (>50%) Discipline	Industrial Hygiene	233	75,764	26,000	62,000	74,500	87,000	175,000
	Safety	104	71,158	32,000	56,000	68,000	81,750	200,000
	Environment	30	74,109	33,000	60,750	71,000	92,000	150,000
Certifications	CIH	455	85,420	36,000	68,000	82,000	97,800	200,000
	CSP	246	84,467	26,000	69,851	82,000	95,760	200,000
	PE	29	95,166	65,000	80,000	90,000	105,500	150,000
	Other Certificate	226	76,170	26,000	55,197	69,751	93,000	200,000
	No Certificate	157	66,606	30,000	49,800	62,000	76,060	200,000
Started Career as Industrial Hygienist	Yes	351	80,169	30,000	63,000	78,000	93,000	200,000
	No	443	75,633	26,000	60,000	71,000	89,000	200,000
Current Employer	Government	107	72,858	36,000	60,000	70,300	82,000	165,000
	Consulting firm	65	84,462	26,000	57,500	80,000	105,000	200,000
	Laboratory	22	75,439	35,000	60,750	71,000	90,450	120,000
	Academic institution	42	77,663	34,500	58,025	72,250	93,875	158,000
	Private industry	519	78,492	30,000	62,000	75,000	91,000	170,000
	Labor	8	79,528	64,000	67,780	82,000	83,775	100,000
	Insurance	3	93,333	60,000				150,000
	Self employed	51	72,397	38,000	53,000	69,550	88,000	200,000
Employees at This Location	Less than 30	57	71,074	26,000	51,000	70,000	80,500	200,000
	30 - 199	160	78,870	32,000	60,000	73,500	92,000	200,000
	200 - 699	210	77,075	37,500	60,725	72,000	91,250	165,000
	700 - 2,499	214	76,121	30,000	60,000	75,000	87,700	145,000
	More than 2,500	158	81,497	31,000	62,850	77,500	95,250	170,000
Years at Current Employer	Less than 3 years	170	68,433	32,000	52,375	63,000	82,000	150,000
	3 - 5 years	158	71,906	30,000	58,375	68,000	81,250	200,000
	6 - 9 years	141	74,899	33,000	60,000	72,000	87,500	170,000
	10 - 14 years	170	81,103	26,000	65,000	79,000	95,000	150,000
	15 or more years	178	91,067	35,000	74,975	86,188	105,000	200,000
Number of People Supervised	None	255	68,674	26,000	55,000	67,000	80,000	160,000
	Less than 3	154	69,846	30,000	58,000	68,000	82,000	150,000
	3 - 9	253	82,979	33,280	65,000	80,000	95,000	200,000
	10 or more	155	92,201	31,000	72,000	90,000	107,000	200,000
U.S. Census District	New England	48	79,751	37,000	67,250	79,750	90,475	150,000
	Middle Atlantic	121	80,187	37,500	62,000	77,000	91,000	200,000
	South Atlantic	146	77,599	33,280	59,950	76,060	91,250	175,000
	East S. Central	28	72,755	30,000	59,525	70,500	87,373	125,000
	West S. Central	82	76,109	32,000	62,875	72,000	85,250	140,000
	East N. Central	166	76,995	32,000	58,225	73,102	93,000	200,000
	West N. Central	62	76,888	34,000	60,000	69,550	90,000	160,000
	Mountain	49	69,714	30,000	53,750	68,000	82,000	115,000
Pacific	112	83,163	26,000	63,475	76,324	97,875	170,000	

		Number Respo	Mean	Minimum	Additional Cash	First Quartil	Media	Thir Quartil	Maximum
	Less than 35	63	8.89	1,00	250	2.70	5,00	7,00	35,00
Age	35 - 39	72	8.62	450	2.70	5,00	11,50	60,00	
	40 - 44	83	12.67	500	3,00	6,00	13,75	121,00	
	45 - 49	92	16.48	400	4,00	8,00	19,50	300,00	
	50 - 54	66	12.71	1,00	4,00	7,85	15,25	66,00	
	55 or more	64	17.48	500	4,00	8,00	21,50	110,00	
Gende	Male	333	13.00	250	3,00	6,00	15,00	300,00	
	Female	105	10.60	280	2,55	4,00	10,00	121,00	
Highest Education	BS	136	10.25	280	2,00	5,00	10,00	121,00	
	MS	217	13.30	250	3,00	6,00	15,00	300,00	
	MPH	46	11.34	400	3,00	7,50	15,50	55,00	
	DrPH_PhD	30	17.91	1,00	4,00	11,00	25,00	90,00	
	Other	12	12.43	1,00	4,25	5,25	24,31	30,00	
Primary (>50%)	Industrial	114	12.96	400	3,00	6,25	12,00	300,00	
	Safety	59	9.33	250	2,50	5,00	8,30	110,00	
	Environment	17	8.28	1,00	1,40	3,00	7,75	45,00	
	CIH	262	13.78	400	3,00	6,10	15,00	300,00	
Certification	CSP	150	15.53	500	3,87	8,00	17,62	300,00	
	PE	21	11.85	3,00	5,50	10,00	15,00	55,00	
	Other	121	13.60	500	3,00	8,00	16,50	121,00	
	No	76	11.59	250	1,90	3,75	14,50	66,00	
Started Career as Hygienis	Yes	205	14.12	250	2,50	6,00	15,00	300,00	
	No	225	10.94	450	3,00	5,30	13,00	90,00	
Current	Government	25	5.37	400	1,85	2,50	3,25	68,50	
	Consulting	38	11.64	500	3,00	5,10	15,00	67,00	
	Laboratory	9	21.00	1,30	3,25	9,28	38,50	80,00	
	Academic	6	4.11	1,00	1,15	2,25	8,50	10,00	
	Private	337	13.12	250	3,00	6,00	15,00	300,00	
	Labor	4	6.36	450	1,58	6,50	11,00	12,00	
	Insuranc	2							
	Self	22	10.23	280	1,92	6,10	10,50	55,00	
Employees at Location	Less than 30	31	11.23	450	2,50	5,00	15,00	68,00	
	30 - 199	88	13.90	500	3,00	5,50	15,00	90,00	
	200 - 699	126	12.40	250	3,00	7,75	14,00	121,00	
	700 - 2,499	130	10.36	500	2,42	5,00	15,00	110,00	
	More than 2,500	56	15.74	750	3,00	5,00	10,00	300,00	
Years at Current	Less than 3	89	9.96	250	1,75	4,00	11,00	80,00	
	3 - 5 years	89	10.75	500	2,10	5,00	10,00	121,00	
	6 - 9 years	74	11.27	450	3,00	6,00	11,25	80,00	
	10 - 14 years	89	14.19	1,00	3,00	5,00	15,00	300,00	
	15 or more	102	15.23	400	5,00	8,00	25,00	90,00	
	None	139	7.56	250	2,20	4,50	10,00	74,00	
Number of Supervise	Less than 3	81	9.83	280	2,55	5,00	10,00	90,00	
	3 - 9	144	12.76	400	3,00	7,60	16,00	110,00	
	10 or more	79	22.91	500	4,50	10,00	25,00	300,00	
	New	22	8.83	1,00	2,75	5,00	9,25	55,00	
U.S. Census	Middle	63	13.72	1,00	3,00	8,00	15,00	121,00	
	South	76	11.51	400	2,12	4,65	14,68	90,00	
	East S.	17	15.22	750	2,30	5,00	12,00	80,00	
	West S.	47	10.61	1,00	3,00	6,00	10,00	73,00	
	East N.	103	10.40	500	3,00	5,50	15,00	63,00	
	West N.	29	11.76	1,00	3,00	8,00	21,00	42,00	
	Mountain	24	26.14	500	3,00	5,00	24,50	300,00	
	Pacific	60	12.66	250	3,00	7,00	12,29	110,00	

Table C: Total Compensation from Primary Employer*

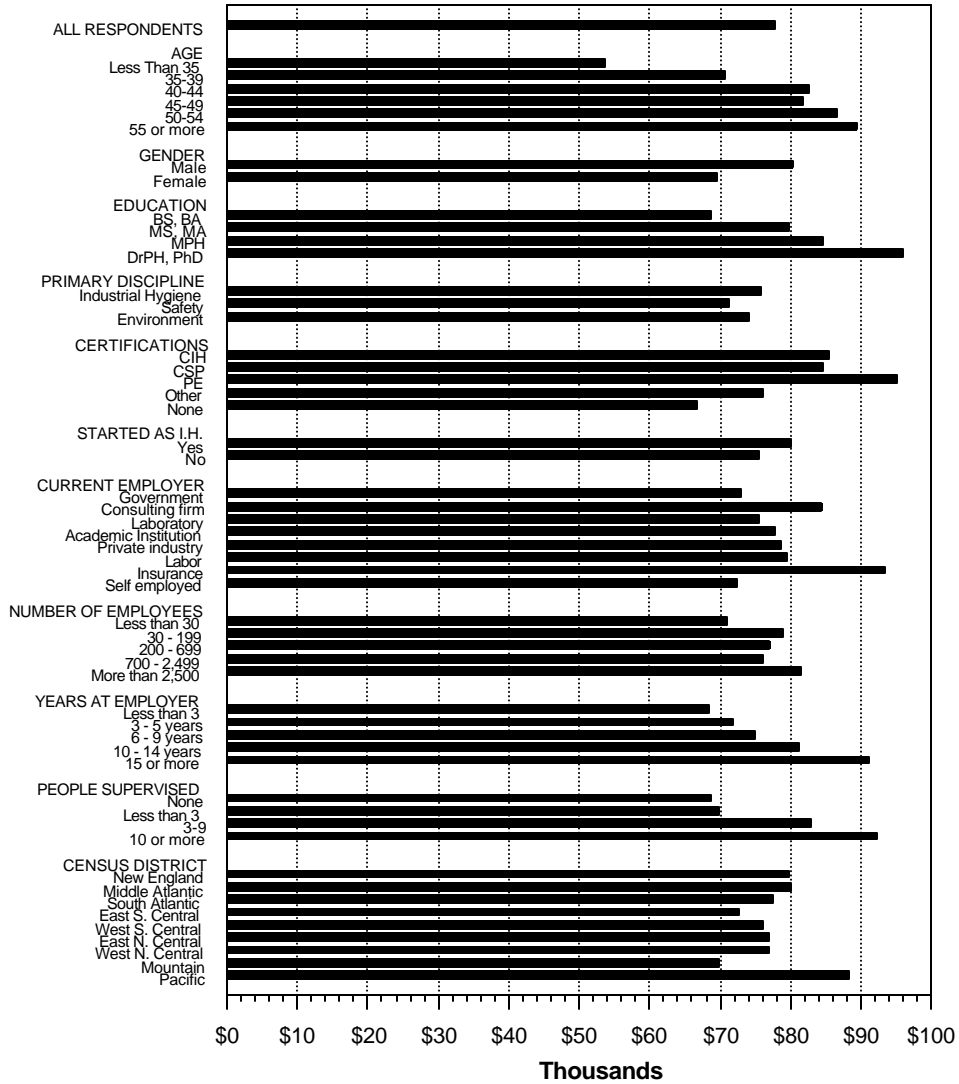
Management/ Administration

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		817	84,515	26,000	62,180	78,439	98,650	415,000
Age	Less than 35	122	56,194	31,000	48,000	55,450	64,125	115,000
	35 - 39	128	75,506	36,000	60,250	71,775	86,800	170,000
	40 - 44	142	90,010	40,000	70,000	84,000	103,000	226,000
	45 - 49	179	90,218	26,000	68,500	84,000	103,000	415,000
	50 - 54	137	92,706	35,000	70,000	88,500	105,000	216,000
Gender	55 or more	106	99,945	36,000	70,000	88,750	120,000	240,000
	Male	612	87,550	31,000	65,000	81,000	100,000	415,000
Highest Education Level	Female	198	75,198	26,000	57,500	68,000	86,675	226,000
	BS, BA	259	73,980	31,000	53,500	68,000	88,500	226,000
Primary (>50%) Discipline	MS, MA	405	86,799	26,000	65,000	80,000	99,100	415,000
	MPH	75	91,455	38,000	73,125	86,000	110,000	170,000
	DrPH, PhD	53	106,171	35,000	79,000	95,000	127,121	240,000
	Other	21	89,219	50,000	68,250	85,000	104,450	165,000
Certifications	Industrial Hygiene	233	82,106	26,000	62,450	76,000	93,875	415,000
	Safety	104	76,454	32,000	58,725	70,000	85,000	230,000
	Environment	30	78,802	36,000	60,750	75,250	92,250	195,000
Started Career as Industrial Hygienist	CIH	455	93,358	36,000	70,000	86,000	104,500	415,000
	CSP	246	93,938	26,000	72,000	87,750	105,000	415,000
	PE	29	103,752	73,000	83,100	97,000	111,500	205,000
	Other Certificate	226	83,452	26,000	57,375	73,000	103,250	226,000
	No Certificate	157	72,218	32,000	51,250	64,500	82,650	216,000
Current Employer	Yes	351	88,421	31,000	65,000	82,000	101,000	415,000
	No	443	81,192	26,000	62,000	75,000	95,000	216,000
	Government	107	74,115	36,000	60,000	72,000	84,545	165,000
	Consulting firm	65	91,270	26,000	60,250	81,000	105,250	217,000
	Laboratory	22	84,034	35,000	62,250	73,150	112,500	200,000
	Academic institution	42	78,251	34,500	58,675	74,800	93,875	158,000
	Private industry	519	87,012	31,000	64,000	80,000	100,000	415,000
	Labor	8	82,709	69,000	73,893	82,000	83,775	112,000
Employees at This Location	Insurance	3	104,167	62,500				150,000
	Self employed	51	76,811	40,000	55,000	75,000	90,000	200,000
	Less than 30	57	77,182	26,000	59,375	73,000	89,850	200,000
	30 - 199	160	86,516	32,000	62,250	79,500	100,000	217,000
	200 - 699	210	84,516	37,500	62,000	77,150	99,025	240,000
Years at Current Employer	700 - 2,499	214	82,418	32,000	62,465	78,000	97,000	230,000
	More than 2,500	158	87,077	31,000	64,750	82,000	100,000	415,000
	Less than 3 years	170	73,650	32,000	54,718	66,250	86,375	205,000
	3 - 5 years	158	77,962	31,000	60,000	71,775	87,319	226,000
	6 - 9 years	141	80,818	36,000	60,000	76,570	94,000	217,000
Number of People Supervised	10 - 14 years	170	88,533	26,000	67,750	82,000	100,000	415,000
	15 or more years	178	99,800	35,000	78,000	93,000	117,250	240,000
	None	255	72,795	26,000	56,000	69,500	85,000	160,000
	Less than 3	154	75,017	32,000	59,000	70,000	87,500	240,000
U.S. Census District	3 - 9	253	90,245	36,000	68,000	83,000	105,000	230,000
	10 or more	155	103,880	31,000	75,000	95,680	114,000	415,000
	New England	48	83,799	37,000	68,250	80,450	94,500	205,000
	Middle Atlantic	121	87,332	37,500	64,500	80,000	98,150	240,000
	South Atlantic	146	83,591	36,000	60,475	80,283	98,775	200,000
	East S. Central	28	81,996	32,000	59,750	73,713	90,073	205,000
	West S. Central	82	82,192	32,000	64,750	76,250	100,000	180,000
	East N. Central	166	83,454	32,600	59,800	76,750	100,000	200,000
	West N. Central	62	82,391	37,000	60,650	71,050	98,500	190,000
	Mountain	49	82,518	31,000	58,000	72,000	86,688	415,000
Pacific	112	89,946	26,000	65,445	81,000	105,750	230,000	

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

MANAGEMENT / ADMINISTRATION

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

RESEARCH

Average Age.....	44.7
Percent with Bachelors.....	11.3%
Percent with Graduate Degree.....	81.2%
Average Years of Experience.....	17.2
Average Number Full-Time Employees at Location.....	1,187
Average Hours Worked in a Typical Week.....	45.5
Average Number of People Supervised.....	3.3
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	82.8%
Percent CIH Certified.....	58.5%
Percent Who Started Career as an I.H.	36.0%

Average Annual Salary (January 1, 2000).....	\$73,043
Average Total Compensation.....	\$74,871

Respondent Profile

Research

		Total
All Respondents		53
Years in Profession	Average	17.2
Age	Average	44.7
Gender	Male	66.0%
	Female	34.0%
Highest Education Level	BS, BA	11.3%
	MS, MA	34.0%
	MPH	5.7%
	DrPH, PhD	41.5%
	Other	7.5%
Primary (>50%) Discipline	Industrial Hygiene	82.8%
	Safety	3.4%
	Environment	13.8%
Certifications	CIH	58.5%
	CSP	11.3%
	PE	1.9%
	Other Certificate	17.0%
	No Certificate	28.3%
Started Career as Industrial Hygienist	Yes	36.0%
	No	64.0%
Current Employer	Government	28.8%
	Consulting firm	3.8%
	Laboratory	11.5%
	Academic institution	23.1%
	Private industry	19.2%
	Labor	1.9%
	Self employed	11.5%
U.S. Census District	New England	5.7%
	Middle Atlantic	7.5%
	South Atlantic	24.5%
	East S. Central	3.8%
	West S. Central	1.9%
	East N. Central	26.4%
	West N. Central	7.5%
	Mountain	7.5%
Pacific	15.1%	
Full-time employees at this location	Average	1,187
Full-time employees at all locations	Average	20,946
Years at current employer	Average	9.9
Hours worked in typical week	Average	45.5
Years in position	Average	6.9
Number of people supervised	Average	3.3

Table A: Annual Salary

Research

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		53	73,043	23,000	54,000	70,000	90,000	160,000
Age	Less than 35	9	41,688	23,000	32,000	36,900	53,475	67,700
	35 - 39	6	66,150	37,500	52,875	64,000	82,350	95,400
	40 - 44	10	65,930	43,500	50,250	58,500	79,600	108,000
	45 - 49	11	74,182	33,000	65,000	77,500	85,000	102,000
	50 - 54	11	88,718	47,600	75,000	86,000	105,000	135,000
	55 or more	6	108,000	66,000	69,000	101,000	152,500	160,000
Gender	Male	35	79,366	31,000	58,000	78,000	100,000	160,000
	Female	18	60,749	23,000	41,285	66,350	73,350	98,000
Highest Education Level	BS, BA	6	50,523	23,000	31,729	47,750	70,500	84,000
	MS, MA	18	67,428	33,000	44,625	67,500	80,875	160,000
	MPH	3	67,167	59,000				77,500
	DrPH, PhD	22	84,955	31,000	65,275	85,500	105,250	150,000
	Other	4	70,988	48,950	51,213	66,500	95,250	102,000
Primary (>50%) Discipline	Industrial Hygiene	24	76,790	33,000	58,250	74,400	94,050	111,300
	Safety	1						
	Environment	4	79,410	34,638	40,479	66,500	131,250	150,000
Certifications	CIH	31	80,939	47,600	65,000	78,000	95,400	150,000
	CSP	6	73,500	52,000	56,500	67,500	97,000	100,000
	PE	1						
	Other Certificate	9	65,704	31,000	39,069	58,000	84,750	135,000
	No Certificate	15	61,490	23,000	36,900	48,950	75,000	160,000
Started Career as Industrial Hygienist	Yes	18	70,328	33,000	55,000	73,000	85,500	105,000
	No	32	71,918	23,000	47,938	70,000	89,000	160,000
Current Employer	Government	15	66,773	23,000	47,600	70,000	90,000	105,000
	Consulting firm	2						
	Laboratory	6	74,333	31,000	32,500	68,000	104,500	160,000
	Academic institution	12	83,367	36,900	59,500	76,750	104,500	150,000
	Private industry	10	80,140	42,000	52,875	75,600	104,325	135,000
	Labor	1						
	Self employed	6	63,156	34,638	36,785	68,900	84,250	85,000
Employees at This Location	Less than 30	6	73,456	34,638	44,360	60,500	98,125	160,000
	30 - 199	12	68,304	31,000	39,000	70,000	84,750	150,000
	200 - 699	12	76,833	33,000	56,500	72,500	98,000	135,000
	700 - 2,499	9	54,056	23,000	37,500	58,000	65,500	83,500
	More than 2,500	6	88,067	67,700	73,925	86,700	102,825	111,300
Years at Current Employer	Less than 3 years	15	60,777	23,000	36,900	56,000	84,000	108,000
	3 - 5 years	8	60,730	34,638	43,875	61,500	67,275	106,000
	6 - 9 years	8	70,000	47,600	58,000	64,500	90,550	96,000
	10 - 14 years	7	61,643	33,000	52,000	65,000	77,500	78,000
	15 or more years	15	98,820	58,000	75,000	90,000	111,300	160,000
Number of People Supervised	None	28	67,100	23,000	45,988	66,850	83,000	108,000
	Less than 3	10	65,610	33,000	51,225	64,000	87,000	95,400
	3 - 9	11	81,218	31,000	52,000	70,000	111,300	160,000
	10 or more	4	110,750	85,000	89,250	104,000	139,000	150,000
U.S. Census District	New England	3	50,867	33,000				72,000
	Middle Atlantic	4	110,250	56,000	67,000	117,500	146,250	150,000
	South Atlantic	13	57,661	23,000	38,319	58,000	70,000	98,000
	East S. Central	2						
	West S. Central	1						
	East N. Central	14	75,086	33,000	57,500	74,000	95,550	111,300
	West N. Central	4	64,650	36,900	40,675	59,850	93,425	102,000
	Mountain	4	76,125	45,000	54,625	84,750	89,000	90,000
Pacific	8	82,788	58,000	62,450	75,500	82,375	160,000	

Table B: Additional Compensation from Primary Employer*

Research

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		12	8,075	100	1,275	3,600	8,000	40,000
Age	Less than 35	2						
	40 - 44	1						
	45 - 49	4	3,350	1,200	1,700	3,600	4,750	5,000
	50 - 54	3	16,833	1,500				40,000
	55 or more	2						
Gender	Male	9	10,378	1,200	2,350	4,500	17,000	40,000
	Female	3	1,167	100				3,000
Highest Education Level	BS, BA	1						
	MS, MA	3	3,167	1,500				5,000
	DrPH, PhD	6	13,300	100	925	6,750	28,750	40,000
	Other	2						
Primary (>50%) Discipline	Industrial Hygiene	5	4,020	400	1,700	3,200	6,750	9,000
	Safety	0	.	.	.	.	.	.
	Environment	0	.	.	.	.	.	.
Certifications	CIH	6	4,067	1,200	1,425	3,850	6,000	9,000
	CSP	1						
	PE	0	.	.	.	.	.	.
	Other Certificate	3	18,000	5,000				40,000
	No Certificate	5	6,500	100	250	3,000	14,500	25,000
Started Career as Industrial Hygienist	Yes	4	3,175	1,500	1,875	3,100	4,550	5,000
	No	7	11,386	100	400	4,000	25,000	40,000
Current Employer	Government	2						
	Consulting firm	1						
	Laboratory	1						
	Academic institution	2						
	Private industry	4	12,275	100	1,075	4,500	31,250	40,000
	Self employed	2						
Employees at This Location	30 - 199	3	1,600	400				3,200
	200 - 699	6	9,600	100	1,150	3,500	16,750	40,000
	700 - 2,499	1						
Years at Current Employer	Less than 3 years	6	2,150	100	325	2,100	3,650	5,000
	3 - 5 years	1						
	6 - 9 years	1						
	15 or more years	4	13,625	1,500	2,125	6,500	32,250	40,000
Number of People Supervised	None	5	2,520	400	950	3,000	3,850	4,500
	Less than 3	2						
	3 - 9	2						
	10 or more	3	10,067	1,200				25,000
U.S. Census District	Middle Atlantic	1						
	South Atlantic	2						
	West S. Central	1						
	East N. Central	4	2,275	100	450	2,250	4,125	4,500
	West N. Central	1						
	Mountain	2						
	Pacific	1						

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

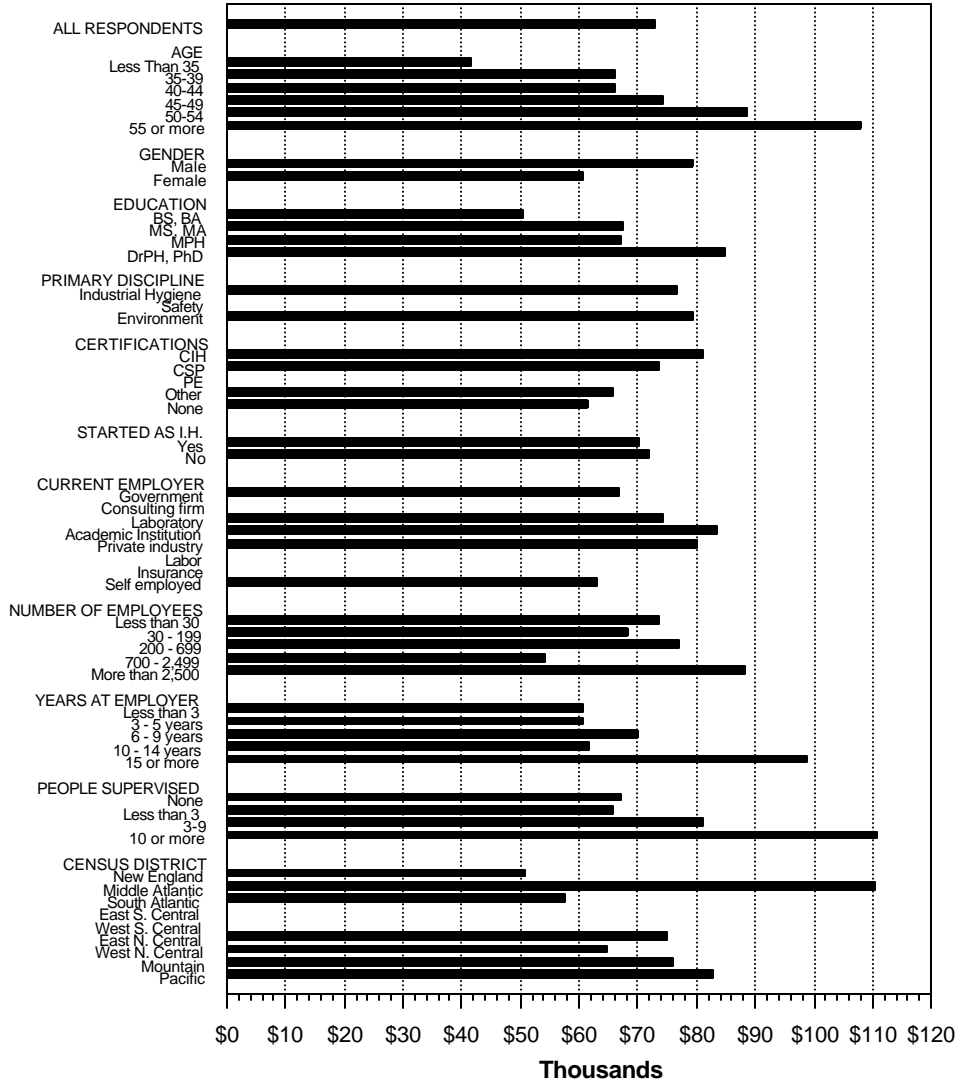
Research

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		53	74,871	23,000	54,000	70,000	92,500	175,000
Age	Less than 35	9	42,065	23,000	32,819	36,900	53,675	67,700
	35 - 39	6	66,150	37,500	52,875	64,000	82,350	95,400
	40 - 44	10	65,940	43,500	50,250	58,500	79,600	108,000
	45 - 49	11	75,400	33,000	65,000	77,500	88,500	106,000
	50 - 54	11	93,309	47,600	75,000	90,000	105,000	175,000
Gender	55 or more	6	112,917	66,000	69,000	115,750	152,500	160,000
	Male	35	82,034	31,000	58,000	78,000	100,500	175,000
Highest Education Level	Female	18	60,944	23,000	41,625	66,350	73,350	98,000
	BS, BA	6	51,056	23,000	31,729	47,750	71,300	87,200
	MS, MA	18	67,956	33,000	44,625	67,500	83,250	160,000
	MPH	3	67,167	59,000				77,500
	DrPH, PhD	22	88,582	31,000	65,275	88,100	105,750	175,000
Primary (>50%) Discipline	Other	4	72,088	49,350	51,513	66,500	98,250	106,000
	Industrial Hygiene	24	77,627	36,000	58,250	74,400	95,300	111,300
	Safety	1						
	Environment	4	79,410	34,638	40,479	66,500	131,250	150,000
Certifications	CIH	31	81,726	47,600	65,000	78,000	95,400	150,000
	CSP	6	74,250	52,000	56,500	67,500	100,125	100,500
	PE	1						
	Other Certificate	9	71,704	31,000	39,069	58,000	91,750	175,000
	No Certificate	15	63,657	23,000	36,900	49,350	75,000	160,000
Started Career as Industrial Hygienist	Yes	18	71,033	36,000	55,000	73,000	88,875	105,000
	No	32	74,409	23,000	48,038	70,000	93,750	175,000
Current Employer	Government	15	67,073	23,000	47,600	70,000	90,000	105,000
	Consulting firm	2						
	Laboratory	6	75,833	31,000	32,500	68,000	111,250	160,000
	Academic institution	12	85,825	36,900	59,500	76,750	106,125	150,000
	Private industry	10	85,050	42,000	52,950	78,100	107,325	175,000
	Labor	1						
Employees at This Location	Self employed	6	63,890	34,638	36,785	68,900	86,450	87,200
	Less than 30	6	73,456	34,638	44,360	60,500	98,125	160,000
	30 - 199	12	68,704	31,000	39,000	70,000	86,950	150,000
	200 - 699	12	81,633	36,000	56,575	72,500	102,500	175,000
	700 - 2,499	9	54,611	23,000	37,500	58,000	65,500	88,500
	More than 2,500	6	88,067	67,700	73,925	86,700	102,825	111,300
Years at Current Employer	Less than 3 years	15	61,637	23,000	36,900	56,100	87,200	108,000
	3 - 5 years	8	63,855	34,638	43,875	61,500	67,275	131,000
	6 - 9 years	8	70,563	47,600	58,000	64,500	90,550	100,500
	10 - 14 years	7	61,643	33,000	52,000	65,000	77,500	78,000
	15 or more years	15	102,453	58,000	75,000	95,000	111,300	175,000
Number of People Supervised	None	28	67,550	23,000	46,088	66,850	85,775	108,000
	Less than 3	10	66,520	33,000	51,300	64,000	91,250	95,400
	3 - 9	11	85,309	31,000	52,000	70,000	111,300	175,000
	10 or more	4	118,300	86,200	91,150	118,500	145,250	150,000
U.S. Census District	New England	3	50,867	33,000				72,000
	Middle Atlantic	4	120,250	56,000	67,000	125,000	168,750	175,000
	South Atlantic	13	57,784	23,000	38,319	58,000	70,000	98,000
	East S. Central	2						
	West S. Central	1						
	East N. Central	14	75,736	36,000	57,525	74,000	96,675	111,300
	West N. Central	4	65,650	36,900	40,675	59,850	96,425	106,000
	Mountain	4	79,625	45,000	55,875	89,250	93,750	95,000
Pacific	8	83,188	58,000	62,450	75,500	84,775	160,000	

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

RESEARCH

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

EDUCATION/TRAINING

Average Age.....	42.9
Percent with Bachelors.....	35.4%
Percent with Graduate Degree.....	60.1%
Average Years of Experience.....	14.9
Average Number Full-Time Employees at Location.....	2,798
Average Hours Worked in a Typical Week.....	45.6
Average Number of People Supervised.....	8.2
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	63.2%
Percent CIH Certified.....	41.2%
Percent Who Started Career as an I.H.	26.5%

Average Annual Salary (January 1, 2000).....	\$60,836
Average Total Compensation.....	\$63,590

Respondent Profile

Education/ Training

		Total
All Respondents		68
Years in Profession	Average	14.9
Age	Average	42.9
Gender	Male	65.2%
	Female	34.8%
Highest Education Level	BS, BA	35.4%
	MS, MA	30.8%
	MPH	3.1%
	DrPH, PhD	26.2%
	Other	4.6%
Primary (>50%) Discipline	Industrial Hygiene	63.2%
	Safety	34.2%
	Environment	2.6%
Certifications	CIH	41.2%
	CSP	14.7%
	PE	2.9%
	Other Certificate	30.9%
	No Certificate	32.4%
Started Career as Industrial Hygienist	Yes	26.5%
	No	73.5%
Current Employer	Government	13.2%
	Consulting firm	2.9%
	Laboratory	2.9%
	Academic institution	38.2%
	Private industry	32.4%
	Labor	2.9%
	Self employed	7.4%
U.S. Census District	New England	3.0%
	Middle Atlantic	16.4%
	South Atlantic	14.9%
	East S. Central	6.0%
	West S. Central	7.5%
	East N. Central	22.4%
	West N. Central	4.5%
	Mountain	9.0%
Pacific	16.4%	
Full-time employees at this location	Average	2,798
Full-time employees at all locations	Average	39,071
Years at current employer	Average	8.0
Hours worked in typical week	Average	45.6
Years in position	Average	6.6
Number of people supervised	Average	8.2

Table A: Annual Salary

Education/ Training

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		68	60,836	21,000	48,000	55,000	72,272	140,000
Age	Less than 35	18	47,042	33,280	42,250	48,000	50,250	72,696
	35 - 39	10	61,418	38,000	52,250	58,500	70,510	88,000
	40 - 44	11	56,930	32,000	51,000	55,000	62,000	85,000
	45 - 49	8	70,575	52,000	65,750	70,000	80,750	84,600
	50 - 54	11	72,502	40,000	45,000	75,000	80,000	140,000
	55 or more	10	68,760	21,000	46,450	67,500	90,250	130,000
Gender	Male	43	62,674	21,000	48,600	57,500	77,600	140,000
	Female	23	57,126	32,000	48,000	52,000	65,680	91,000
Highest Education Level	BS, BA	23	53,147	32,000	48,000	51,000	60,500	85,000
	MS, MA	20	55,209	21,000	42,750	52,000	70,772	84,600
	MPH	2						
	DrPH, PhD	17	72,172	40,000	52,500	70,000	87,500	130,000
	Other	3	90,575	51,725				140,000
Primary (>50%) Discipline	Industrial Hygiene	24	59,263	21,000	48,250	54,000	72,022	92,424
	Safety	13	54,710	40,000	44,500	51,725	67,500	71,000
	Environment	1						
Certifications	CIH	28	64,486	21,000	51,250	65,000	79,125	92,424
	CSP	10	66,020	40,000	57,000	66,250	75,022	90,000
	PE	2						
	Other Certificate	21	71,492	34,000	51,363	65,000	86,500	140,000
	No Certificate	22	48,662	32,000	40,750	48,500	52,500	80,000
Started Career as Industrial Hygienist	Yes	18	59,782	34,000	43,750	51,500	70,674	140,000
	No	50	61,216	21,000	49,650	56,250	75,650	130,000
Current Employer	Government	9	61,153	34,000	45,388	58,000	81,300	85,000
	Consulting firm	2						
	Laboratory	2						
	Academic institution	26	64,939	21,000	43,000	62,500	81,000	140,000
	Private industry	22	57,186	33,280	49,650	52,863	63,295	88,000
	Labor	2						
	Self employed	5	58,000	38,000	39,000	52,000	80,000	82,000
Employees at This Location	Less than 30	10	60,400	40,000	40,000	55,000	79,750	90,000
	30 - 199	7	59,742	43,000	48,000	57,500	72,696	80,000
	200 - 699	15	64,759	32,000	45,000	59,000	77,600	140,000
	700 - 2,499	13	56,385	41,000	44,500	50,000	67,500	88,000
	More than 2,500	19	59,490	21,000	51,000	55,000	75,000	92,424
Years at Current Employer	Less than 3 years	18	50,521	33,280	39,500	47,500	55,625	91,000
	3 - 5 years	13	55,246	40,000	44,500	50,000	66,598	88,000
	6 - 9 years	12	70,425	48,000	53,250	62,250	81,200	140,000
	10 - 14 years	15	66,519	32,000	55,000	68,000	80,000	85,000
	15 or more years	10	66,642	21,000	47,500	62,500	84,606	130,000
Number of People Supervised	None	39	54,769	33,280	44,000	51,000	60,500	91,000
	Less than 3	8	59,775	32,000	49,250	56,750	72,272	90,000
	3 - 9	11	70,425	21,000	52,000	68,000	80,000	140,000
	10 or more	10	74,802	40,000	58,500	72,500	86,106	130,000
U.S. Census District	New England	2						
	Middle Atlantic	11	64,100	48,000	48,600	52,000	70,000	130,000
	South Atlantic	10	46,446	33,280	36,831	44,000	55,044	65,680
	East S. Central	4	50,000	41,000	42,000	48,500	59,500	62,000
	West S. Central	5	70,620	40,000	55,500	77,600	82,250	85,000
	East N. Central	15	67,433	40,000	50,000	59,000	84,000	140,000
	West N. Central	3	63,200	50,000				84,600
	Mountain	6	54,949	32,000	38,000	55,000	73,272	75,000
Pacific	11	62,766	21,000	50,000	65,000	82,000	92,424	

Table B: Additional Compensation from Primary Employer*

Education/ Training

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		29	6,457	300	1,125	3,000	10,000	37,000
Age	Less than 35	5	2,400	500	750	2,000	4,250	5,500
	35 - 39	7	8,221	1,150	1,500	2,900	8,000	37,000
	40 - 44	7	3,929	700	1,000	2,000	8,700	11,000
	45 - 49	2						
	50 - 54	4	5,450	300	600	5,750	10,000	10,000
	55 or more	4	12,125	3,500	5,125	10,000	21,250	25,000
Gender	Male	17	8,524	300	1,300	5,000	10,500	37,000
	Female	11	3,123	600	1,000	2,000	3,500	10,000
Highest Education Level	BS, BA	9	6,678	600	900	2,000	6,850	37,000
	MS, MA	9	6,561	500	1,075	2,900	10,500	25,000
	MPH	1						
	DrPH, PhD	7	7,729	300	1,500	10,000	10,000	19,300
	Other	1						
Primary (>50%) Discipline	Industrial Hygiene	7	5,786	300	500	2,000	10,000	25,000
	Safety	6	2,800	600	900	1,500	4,800	8,700
	Environment	1						
Certifications	CIH	9	6,644	300	1,100	5,500	10,500	19,300
	CSP	7	7,743	600	700	5,000	10,000	25,000
	PE	2						
	Other Certificate	11	6,427	300	1,100	5,000	10,000	19,300
	No Certificate	9	6,539	500	1,075	2,000	6,100	37,000
Started Career as Industrial Hygienist	Yes	8	6,919	500	775	1,575	8,750	37,000
	No	21	6,281	300	1,500	3,500	10,000	25,000
Current Employer	Government	3	2,050	1,150				3,000
	Consulting firm	1						
	Laboratory	1						
	Academic institution	8	9,763	300	1,625	10,000	16,975	25,000
	Private industry	11	3,227	700	1,000	2,000	5,000	8,700
	Labor	2						
Employees at This Location	Self employed	3	19,333	10,000				37,000
	Less than 30	6	9,275	1,150	2,538	7,750	14,500	25,000
	30 - 199	3	800	300				1,100
	200 - 699	7	5,757	500	600	2,900	10,000	19,300
	700 - 2,499	5	3,600	1,500	1,750	3,000	5,750	8,000
	More than 2,500	8	8,863	700	1,125	5,350	10,000	37,000
Years at Current Employer	Less than 3 years	7	6,914	300	1,000	1,500	5,500	37,000
	3 - 5 years	8	7,400	500	1,250	5,500	10,425	25,000
	6 - 9 years	5	4,120	700	1,350	2,900	7,500	10,000
	10 - 14 years	6	4,842	600	1,013	2,250	7,450	19,300
	15 or more years	3	10,000	10,000				10,000
Number of People Supervised	None	18	5,997	300	1,000	2,000	8,175	37,000
	Less than 3	4	5,250	500	1,625	5,250	8,875	10,000
	3 - 9	3	5,167	1,500				11,000
	10 or more	4	10,700	3,500	5,125	10,000	16,975	19,300
U.S. Census District	New England	1						
	Middle Atlantic	6	4,633	600	900	3,250	9,275	11,000
	South Atlantic	4	10,375	1,000	1,125	1,750	28,250	37,000
	East S. Central	3	1,400	700				2,000
	West S. Central	2						
	East N. Central	6	6,442	300	938	3,950	12,325	19,300
	West N. Central	1						
	Mountain	2						
Pacific	3	4,167	500				10,000	

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

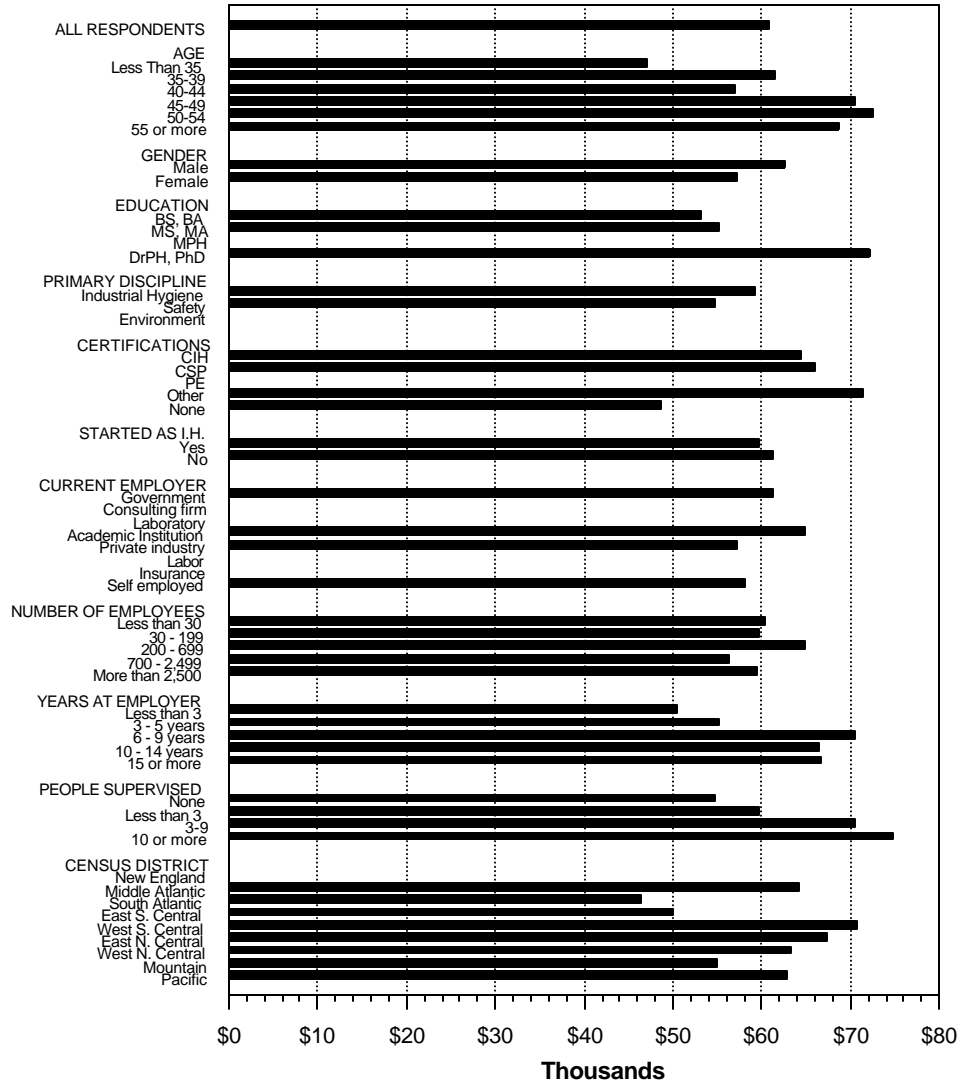
Education/ Training

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		68	63,590	21,000	49,125	58,875	74,625	140,000
Age	Less than 35	18	47,708	33,280	42,250	48,500	52,250	72,696
	35 - 39	10	67,173	50,000	55,000	64,540	77,500	96,000
	40 - 44	11	59,430	32,000	51,000	55,000	69,200	89,000
	45 - 49	8	73,063	52,000	65,750	70,300	81,200	103,300
	50 - 54	11	74,484	40,000	46,500	77,600	85,000	140,000
	55 or more	10	73,610	21,000	49,650	69,250	94,000	130,000
Gender	Male	43	66,044	21,000	50,000	65,000	79,500	140,000
	Female	23	58,620	32,000	48,000	52,725	69,200	92,000
Highest Education Level	BS, BA	23	55,760	32,000	48,600	54,000	67,500	85,000
	MS, MA	20	58,161	21,000	49,125	54,000	70,772	92,000
	MPH	2						
	DrPH, PhD	17	75,354	40,000	55,750	70,000	91,712	130,000
	Other	3	90,908	52,725				140,000
Primary (>50%) Discipline	Industrial Hygiene	24	60,951	21,000	49,625	58,850	72,022	92,424
	Safety	13	56,002	40,000	44,500	52,725	69,900	73,500
	Environment	1						
Certifications	CIH	28	66,621	21,000	52,125	66,090	83,325	103,300
	CSP	10	71,440	51,000	62,500	69,050	77,522	100,000
	PE	2						
	Other Certificate	21	74,858	34,000	51,863	67,500	93,500	140,000
	No Certificate	22	51,337	32,000	43,000	49,750	55,288	80,000
Started Career as Industrial Hygienist	Yes	18	62,857	34,000	47,750	57,075	73,272	140,000
	No	50	63,854	21,000	50,000	60,250	78,075	130,000
Current Employer	Government	9	61,836	34,000	46,388	59,150	81,300	88,000
	Consulting firm	2						
	Laboratory	2						
	Academic institution	26	67,943	21,000	43,825	65,000	86,500	140,000
	Private industry	22	58,799	33,280	49,750	53,500	67,925	96,000
	Labor	2						
	Self employed	5	69,600	40,000	46,000	75,000	90,500	92,000
Employees at This Location	Less than 30	10	65,965	40,000	49,000	62,075	88,250	100,000
	30 - 199	7	60,085	43,300	49,000	58,600	72,696	80,000
	200 - 699	15	67,445	32,000	45,000	61,900	77,600	140,000
	700 - 2,499	13	57,769	43,000	45,250	50,000	69,250	96,000
	More than 2,500	19	63,221	21,000	52,500	62,700	79,500	92,424
	Years at Current Employer	Less than 3 years	18	53,210	33,280	42,250	51,250	60,200	91,000
3 - 5 years	13	59,800	43,000	47,000	52,000	70,948	96,000	
6 - 9 years	12	72,142	48,000	54,250	65,100	81,200	140,000	
10 - 14 years	15	68,455	32,000	55,000	68,000	80,000	103,300	
15 or more years	10	69,642	21,000	47,500	67,500	92,106	130,000	
Number of People Supervised	None	39	57,537	33,280	46,500	52,725	65,000	96,000
	Less than 3	8	62,400	32,000	49,875	61,500	72,272	100,000
	3 - 9	11	71,835	21,000	52,000	68,000	88,000	140,000
	10 or more	10	79,082	40,000	62,250	75,550	95,143	130,000
U.S. Census District	New England	2						
	Middle Atlantic	11	66,627	48,000	49,000	53,000	73,500	130,000
	South Atlantic	10	50,596	33,280	36,831	49,000	65,545	75,000
	East S. Central	4	51,050	43,000	43,875	49,250	60,025	62,700
	West S. Central	5	76,220	65,000	68,000	77,600	83,750	88,000
	East N. Central	15	70,010	40,000	50,000	61,900	91,000	140,000
	West N. Central	3	65,033	55,000				84,600
	Mountain	6	56,799	32,000	38,000	55,550	75,772	85,000
Pacific	11	63,902	21,000	50,000	65,000	85,000	92,424	

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

EDUCATION / TRAINING

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

FIELD WORK

Average Age.....	41.3
Percent with Bachelors.....	35.5%
Percent with Graduate Degree.....	60.3%
Average Years of Experience.....	12.6
Average Number Full-Time Employees at Location.....	2,539
Average Hours Worked in a Typical Week.....	45.0
Average Number of People Supervised.....	.9
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	86.7%
Percent CIH Certified.....	47.5%
Percent Who Started Career as an I.H.	39.6%

Average Annual Salary (January 1, 2000).....	\$59,746
Average Total Compensation.....	\$62,154

Respondent Profile

Field Work

		Total
All Respondents		237
Years in Profession	Average	12.6
Age	Average	41.3
Gender	Male	67.5%
	Female	32.5%
Highest Education Level	BS, BA	35.5%
	MS, MA	43.6%
	MPH	13.7%
	DrPH, PhD	3.0%
	Other	4.3%
Primary (>50%) Discipline	Industrial Hygiene	86.7%
	Safety	10.6%
	Environment	2.8%
Certifications	CIH	47.5%
	CSP	19.5%
	PE	.8%
	Other Certificate	29.2%
	No Certificate	26.7%
Started Career as Industrial Hygienist	Yes	39.6%
	No	60.4%
Current Employer	Government	20.3%
	Consulting firm	7.2%
	Laboratory	1.7%
	Academic institution	4.2%
	Private industry	51.1%
	Labor	3.8%
	Insurance	.8%
	Self employed	11.0%
U.S. Census District	New England	6.0%
	Middle Atlantic	11.1%
	South Atlantic	11.5%
	East S. Central	5.5%
	West S. Central	11.5%
	East N. Central	18.7%
	West N. Central	4.7%
	Mountain	15.7%
Pacific	15.3%	
Full-time employees at this location	Average	2,539
Full-time employees at all locations	Average	34,429
Years at current employer	Average	7.7
Hours worked in typical week	Average	45.0
Years in position	Average	5.8
Number of people supervised	Average	.9

Table A: Annual Salary

Field Work

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		237	59,746	20,000	50,000	60,000	70,000	100,000
Age	Less than 35	64	48,989	20,000	39,175	49,157	57,980	74,000
	35 - 39	34	61,044	37,000	52,375	60,900	71,175	86,000
	40 - 44	54	63,889	32,000	53,000	65,890	74,625	86,520
	45 - 49	37	63,991	31,200	54,000	64,000	71,050	90,000
	50 - 54	28	65,628	40,000	56,831	66,000	75,250	90,000
Gender	55 or more	20	64,685	40,830	54,250	65,000	72,250	100,000
	Male	160	62,219	29,000	53,000	61,915	70,975	100,000
Highest Education Level	Female	77	54,607	20,000	43,000	53,000	66,500	85,000
	BS, BA	83	55,206	20,000	45,000	55,000	65,000	86,520
	MS, MA	102	63,016	24,000	53,000	64,388	74,000	100,000
	MPH	32	62,616	31,200	52,925	65,000	71,750	87,000
	DrPH, PhD	7	59,286	43,000	52,000	61,000	66,000	75,000
Primary (>50%) Discipline	Other	10	59,240	38,000	41,600	57,500	76,250	85,000
	Industrial Hygiene	156	60,313	26,000	50,000	60,000	71,775	90,000
	Safety	19	61,124	32,000	54,500	63,450	70,000	79,000
Certifications	Environment	5	55,600	40,000	40,500	52,000	72,500	80,000
	CIH	112	67,259	31,200	60,000	69,250	75,000	90,000
	CSP	46	68,837	48,000	60,000	68,000	77,850	87,265
	PE	2						
	Other Certificate	69	58,500	24,000	48,000	59,000	70,000	87,265
Started Career as Industrial Hygienist	No Certificate	63	50,400	20,000	40,000	50,500	59,922	100,000
	Yes	91	58,050	20,000	48,000	59,600	70,000	87,000
Current Employer	No	139	60,912	24,000	52,000	61,000	70,900	100,000
	Government	48	59,527	28,000	52,000	59,663	65,000	90,000
	Consulting firm	17	44,888	24,000	30,100	44,000	57,500	72,000
	Laboratory	4	66,550	31,200	41,900	74,500	83,250	86,000
	Academic institution	10	46,573	32,000	38,000	44,000	50,875	80,000
	Private industry	121	62,018	20,000	52,000	64,400	72,000	100,000
	Labor	9	61,639	48,000	53,500	62,500	65,900	82,000
	Insurance	2						
Employees at This Location	Self employed	26	61,482	36,500	49,500	64,888	71,500	85,000
	Less than 30	37	52,626	24,000	37,750	55,000	63,725	82,000
	30 - 199	31	56,786	28,000	48,000	59,000	67,000	75,000
	200 - 699	40	62,182	34,000	52,250	64,000	71,775	90,000
	700 - 2,499	50	61,975	36,500	49,781	65,000	72,000	87,000
Years at Current Employer	More than 2,500	72	61,267	20,000	50,500	60,000	73,000	90,000
	Less than 3 years	76	55,494	20,000	45,000	55,000	67,750	86,520
	3 - 5 years	47	56,266	28,000	47,300	55,000	68,000	83,000
	6 - 9 years	38	64,927	32,000	50,454	68,000	74,000	90,000
	10 - 14 years	36	63,978	38,000	56,000	62,975	71,725	90,000
Number of People Supervised	15 or more years	39	63,034	41,000	52,000	62,000	71,100	100,000
	None	183	60,314	26,000	50,000	60,000	71,000	100,000
	Less than 3	36	54,383	20,000	45,000	53,500	67,750	83,000
	3 - 9	15	65,348	48,000	54,000	65,000	77,800	86,000
U.S. Census District	10 or more	3	61,442	55,000				70,000
	New England	14	56,088	28,000	38,000	60,915	70,250	80,000
	Middle Atlantic	26	60,391	26,000	53,000	59,500	70,000	100,000
	South Atlantic	27	57,863	29,000	48,000	58,494	70,000	87,000
	East S. Central	13	57,433	38,900	49,096	56,000	69,000	72,000
	West S. Central	27	59,113	36,500	48,000	54,000	69,500	90,000
	East N. Central	44	60,087	31,200	50,875	60,000	70,000	85,000
	West N. Central	11	57,791	31,200	54,500	60,000	68,000	72,000
Mountain	37	58,929	20,000	46,514	62,000	70,500	86,000	
Pacific	36	64,375	24,000	58,250	65,000	74,750	90,000	

Table B: Additional Compensation from Primary Employer*

Field Work

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		92	6,203	200	1,500	3,500	7,000	73,000
Age	Less than 35	22	3,677	500	1,000	3,250	5,125	16,000
	35 - 39	13	10,371	500	2,000	3,500	10,250	73,000
	40 - 44	28	5,202	400	2,500	4,000	7,034	24,000
	45 - 49	12	9,767	200	688	5,000	10,375	60,000
	50 - 54	10	4,830	500	2,000	3,500	6,850	13,000
Gender	55 or more	7	6,257	200	300	1,500	5,000	32,000
	Male	68	6,896	200	1,213	3,850	7,386	73,000
Highest Education Level	Female	24	4,239	300	2,025	3,500	5,375	15,000
	BS, BA	28	9,423	500	1,313	3,250	7,439	73,000
Primary (>50%) Discipline	MS, MA	46	4,493	200	1,500	3,850	7,000	15,000
	MPH	12	4,283	500	1,375	3,250	5,000	13,000
	DrPH, PhD	2						
	Other	3	5,167	3,500				8,000
Certifications	Industrial Hygiene	60	6,498	200	1,200	3,500	6,469	73,000
	Safety	8	5,625	300	2,250	4,350	7,750	16,000
	Environment	1						
Started Career as Industrial Hygienist	CIH	53	6,413	200	1,500	3,700	8,025	73,000
	CSP	18	5,333	400	2,000	3,850	7,146	24,000
	PE	1						
	Other Certificate	26	4,300	200	1,425	4,000	5,000	16,000
	No Certificate	19	7,794	300	1,500	3,000	6,000	60,000
Current Employer	Yes	39	7,513	400	1,500	4,000	8,000	73,000
	No	50	5,419	200	1,238	3,250	5,200	60,000
	Government	8	1,206	300	600	1,100	1,438	3,000
	Consulting firm	7	11,000	500	1,000	4,000	5,000	60,000
	Laboratory	2						
	Academic institution	1						
	Private industry	61	6,942	200	2,750	4,000	7,315	73,000
Labor	3	2,833	1,500				5,000	
Employees at This Location	Self employed	10	3,270	200	438	2,350	5,138	10,500
	Less than 30	11	8,109	500	1,200	1,500	5,000	60,000
	30 - 199	10	8,886	500	4,000	5,500	11,020	32,000
	200 - 699	21	3,520	200	800	3,500	5,400	9,000
	700 - 2,499	22	5,541	250	1,238	3,500	8,250	24,000
Years at Current Employer	More than 2,500	27	7,255	200	2,000	3,500	7,585	73,000
	Less than 3 years	28	4,425	200	1,500	3,500	5,000	24,000
	3 - 5 years	21	4,261	500	850	2,500	7,293	15,000
	6 - 9 years	23	8,529	200	1,000	4,000	8,550	73,000
	10 - 14 years	11	4,827	250	1,250	5,000	7,500	10,000
Number of People Supervised	15 or more years	8	12,875	2,000	3,000	6,000	13,250	60,000
	None	70	6,334	200	1,200	3,500	7,011	73,000
	Less than 3	16	4,019	200	2,125	4,000	5,750	9,000
U.S. Census District	3 - 9	6	10,500	2,500	2,875	6,250	17,750	32,000
	New England	4	5,075	500	1,250	4,650	9,325	10,500
	Middle Atlantic	9	9,776	1,500	1,600	3,500	6,543	60,000
	South Atlantic	11	4,277	800	1,000	2,000	3,500	15,000
	East S. Central	5	3,270	800	1,150	2,000	6,025	8,550
	West S. Central	13	3,569	200	500	3,000	5,500	10,000
	East N. Central	18	5,240	900	3,000	4,000	8,150	10,000
	West N. Central	6	6,517	200	350	750	11,750	32,000
	Mountain	14	9,804	250	1,750	4,000	8,875	73,000
Pacific	12	6,825	300	3,000	5,000	8,781	24,000	

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

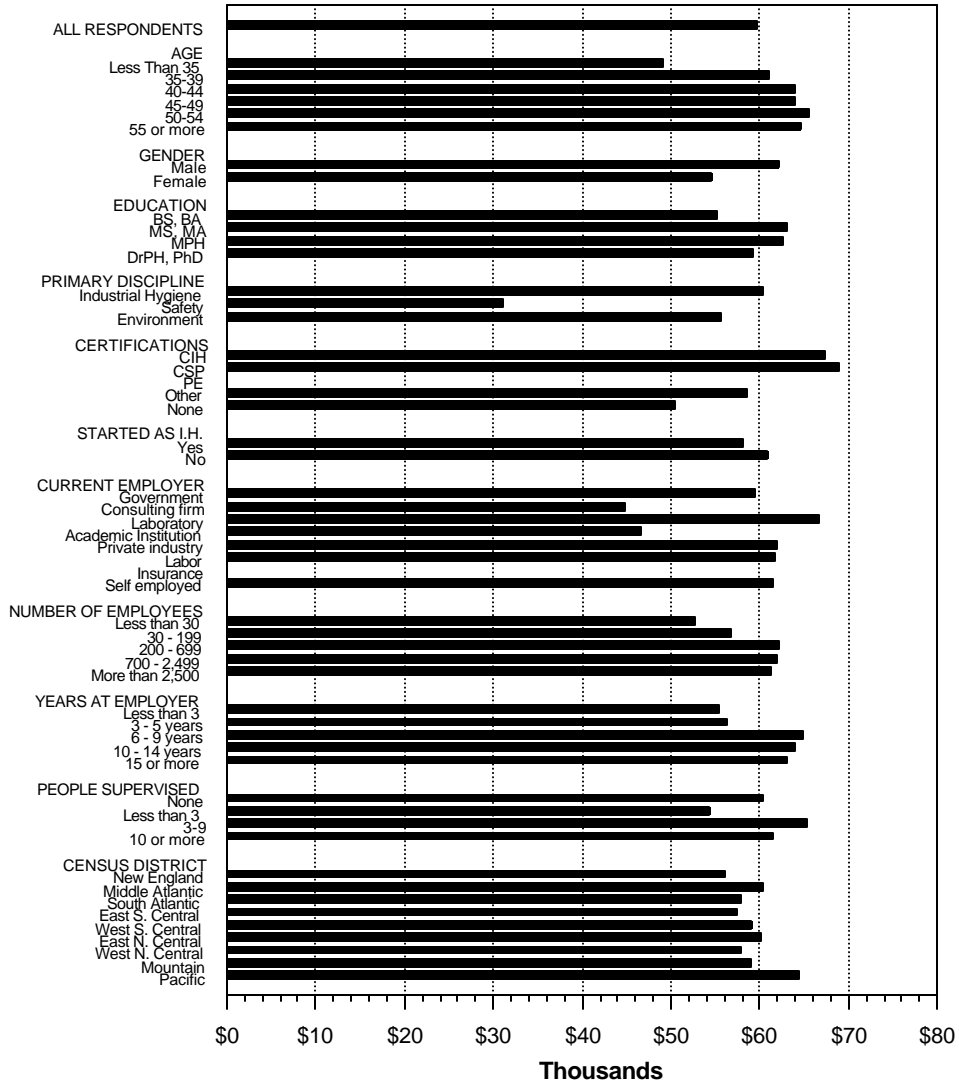
Field Work

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		237	62,154	20,000	50,408	61,000	73,250	146,000
Age	Less than 35	64	50,253	20,000	40,375	50,153	59,950	77,700
	35 - 39	34	65,010	37,000	53,375	61,750	74,706	146,000
	40 - 44	54	66,587	32,000	54,500	67,484	77,200	110,520
	45 - 49	37	67,159	31,700	55,500	65,000	79,000	120,000
	50 - 54	28	67,353	40,000	56,831	67,750	81,000	95,000
	55 or more	20	66,875	40,830	56,375	65,000	74,500	100,000
Gender	Male	160	65,150	30,000	54,000	63,900	75,000	146,000
	Female	77	55,929	20,000	43,000	54,000	70,400	88,600
Highest Education Level	BS, BA	83	58,384	20,000	45,000	57,000	66,600	146,000
	MS, MA	102	65,042	29,000	53,000	65,300	77,175	102,000
	MPH	32	64,222	31,700	53,475	65,000	73,500	97,000
	DrPH, PhD	7	63,893	43,000	52,000	61,000	75,000	98,000
	Other	10	60,790	38,000	46,600	57,500	79,250	85,000
Primary (>50%) Discipline	Industrial Hygiene	156	62,812	26,000	50,000	60,000	74,000	146,000
	Safety	19	63,492	32,000	54,500	63,800	75,000	84,000
	Environment	5	55,850	40,000	40,500	52,000	73,125	80,000
Certifications	CIH	112	70,294	31,700	60,000	70,500	80,000	146,000
	CSP	46	70,924	48,000	61,225	69,000	80,250	110,520
	PE	2						
	Other Certificate	69	60,121	29,000	49,000	59,325	72,500	88,000
	No Certificate	63	52,750	20,000	40,830	52,000	61,000	120,000
Started Career as Industrial Hygienist	Yes	91	61,270	20,000	49,000	60,000	74,000	146,000
	No	139	62,862	26,000	52,000	62,500	73,500	120,000
Current Employer	Government	48	59,728	28,500	52,000	59,747	65,938	90,000
	Consulting firm	17	49,418	26,000	30,850	44,000	62,500	120,000
	Laboratory	4	70,765	31,200	41,900	79,180	91,215	93,500
	Academic institution	10	46,823	32,000	38,000	44,000	51,500	80,000
	Private industry	121	65,518	20,000	52,500	65,000	75,313	146,000
	Labor	9	62,583	53,000	53,500	62,500	66,900	83,500
	Insurance	2						
Employees at This Location	Self employed	26	62,740	36,500	49,515	64,888	76,050	85,000
	Less than 30	37	55,037	26,000	38,500	56,000	64,500	120,000
	30 - 199	31	59,652	28,500	48,000	59,325	72,000	98,000
	200 - 699	40	64,030	34,000	52,250	66,000	75,319	95,000
	700 - 2,499	50	64,413	36,500	51,625	65,000	74,000	110,520
	More than 2,500	72	63,988	20,000	51,500	61,500	77,000	146,000
	Years at Current Employer	Less than 3 years	76	57,124	20,000	45,000	56,200	70,225	110,520
3 - 5 years	47	58,170	28,500	48,000	57,918	70,000	87,000	
6 - 9 years	38	70,089	32,000	52,375	70,500	81,500	146,000	
10 - 14 years	36	65,453	38,000	56,000	62,975	74,850	95,000	
15 or more years	39	65,675	41,000	52,000	64,000	72,000	120,000	
Number of People Supervised	None	183	62,737	26,000	50,500	61,830	74,000	146,000
	Less than 3	36	56,169	20,000	46,000	55,000	68,725	85,500
	3 - 9	15	69,548	48,000	54,500	72,000	81,500	98,000
	10 or more	3	61,442	55,000				70,000
U.S. Census District	New England	14	57,538	28,500	38,000	60,915	73,125	85,800
	Middle Atlantic	26	63,775	26,000	54,500	60,000	71,475	120,000
	South Atlantic	27	59,605	29,000	48,000	59,000	70,000	102,000
	East S. Central	13	58,691	41,500	49,496	56,000	70,000	78,550
	West S. Central	27	60,831	36,500	49,400	57,000	70,000	97,000
	East N. Central	44	62,231	31,200	52,000	60,000	74,750	88,600
	West N. Central	11	61,345	31,700	54,500	60,400	72,000	98,000
	Mountain	37	62,639	20,000	47,400	62,250	75,150	146,000
Pacific	36	66,650	29,000	60,000	65,984	76,750	110,520	

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

FIELD WORK

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

SALES/MARKETING

Average Age.....	43.6
Percent with Bachelors.....	66.7%
Percent with Graduate Degree.....	33.4%
Average Years of Experience.....	12.6
Average Number Full-Time Employees at Location.....	147
Average Hours Worked in a Typical Week.....	47.7
Average Number of People Supervised.....	4.6
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	50.0%
Percent CIH Certified.....	20.0%
Percent Who Started Career as an I.H.	14.3%

Average Annual Salary (January 1, 2000).....	\$67,853
Average Total Compensation.....	\$73,487

Respondent Profile

Sales/ Marketing

		Total
All Respondents		15
Years in Profession	Average	12.6
Age	Average	43.6
Gender	Male	80.0%
	Female	20.0%
Highest Education Level	BS, BA	66.7%
	MS, MA	20.0%
	MPH	6.7%
	DrPH, PhD	6.7%
Primary (>50%) Discipline	Industrial Hygiene	50.0%
	Safety	25.0%
	Environment	25.0%
Certifications	CIH	20.0%
	CSP	13.3%
	PE	.0%
	Other Certificate	40.0%
	No Certificate	53.3%
Started Career as Industrial Hygienist	Yes	14.3%
	No	85.7%
Current Employer	Consulting firm	13.3%
	Laboratory	13.3%
	Private industry	60.0%
	Insurance	13.3%
U.S. Census District	New England	13.3%
	Middle Atlantic	13.3%
	South Atlantic	13.3%
	West S. Central	6.7%
	East N. Central	26.7%
	West N. Central	13.3%
	Mountain	6.7%
Pacific	6.7%	
Full-time employees at this location	Average	147
Full-time employees at all locations	Average	11,395
Years at current employer	Average	7.9
Hours worked in typical week	Average	47.7
Years in position	Average	5.0
Number of people supervised	Average	4.6

Table A: Annual Salary**Sales/ Marketing**

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		15	67,853	27,000	41,000	66,400	92,000	120,000
Age	Less than 35	2						
	35 - 39	2						
	40 - 44	3	53,000	41,000				65,000
	45 - 49	5	74,880	35,000	50,700	75,000	99,000	106,000
	50 - 54	1						
	55 or more	2						
Gender	Male	12	69,067	27,000	41,375	70,700	89,625	120,000
	Female	3	63,000	30,000				106,000
Highest Education Level	BS, BA	10	59,490	27,000	33,750	59,000	76,875	120,000
	MS, MA	3	75,500	42,500				106,000
	MPH	1						
	DrPH, PhD	1						
Primary (>50%) Discipline	Industrial Hygiene	4	86,225	42,500	54,875	98,200	105,600	106,000
	Safety	2						
	Environment	2						
Certifications	CIH	3	92,000	78,000				106,000
	CSP	2						
	PE							
	Other Certificate	6	61,400	30,000	33,750	59,700	85,000	106,000
	No Certificate	8	69,675	27,000	41,375	70,000	98,925	120,000
Started Career as Industrial Hygienist	Yes	2						
	No	12	65,400	27,000	41,375	65,700	81,375	120,000
Current Employer	Consulting firm	2						
	Laboratory	2						
	Private industry	9	66,489	27,000	36,250	75,000	93,450	106,000
	Insurance	2						
Employees at This Location	Less than 30	6	53,217	30,000	33,750	41,750	75,900	104,400
	30 - 199	6	73,250	27,000	46,500	73,750	99,000	120,000
	200 - 699	2						
	700 - 2,499	1						
Years at Current Employer	Less than 3 years	3	48,167	27,000				82,500
	3 - 5 years	5	74,800	30,000	41,500	65,000	113,000	120,000
	6 - 9 years	2						
	10 - 14 years	3	66,467	41,000				92,000
	15 or more years	2						
Number of People Supervised	None	7	68,486	30,000	35,000	75,000	92,000	104,400
	Less than 3	4	54,125	27,000	30,500	41,750	90,125	106,000
	3 - 9	1						
	10 or more	3	89,633	66,400				120,000
U.S. Census District	New England	2						
	Middle Atlantic	2						
	South Atlantic	2						
	West S. Central	1						
	East N. Central	4	56,950	27,000	27,750	48,200	94,900	104,400
	West N. Central	2						
	Mountain	1						
	Pacific	1						

Table B: Additional Compensation from Primary Employer*

Sales/ Marketing

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		6	14,083	3,000	4,500	6,250	28,000	40,000
Age	35 - 39	1						
	40 - 44	1						
	45 - 49	3	11,333	5,000				24,000
	50 - 54	1						
Gender	Male	5	12,100	3,000	4,000	5,000	23,750	40,000
	Female	1						
Highest Education Level	BS, BA	2						
	MS, MA	3	23,833	7,500				40,000
	MPH	1						
Primary (>50%) Discipline	Industrial Hygiene	3	23,000	5,000				40,000
	Safety	0	.	.	.	.	.	.
	Environment	1						
Certifications	CIH	3	12,167	5,000				24,000
	CSP	2						
	PE		.	.	.	.	.	.
	Other Certificate	3	12,167	5,000				24,000
	No Certificate	2						
Started Career as Industrial Hygienist	Yes	2						
	No	4	13,875	3,000	3,500	6,250	31,875	40,000
Current Employer	Consulting firm	2						
	Private industry	3	23,833	7,500				40,000
	Insurance	1						
Employees at This Location	Less than 30	2						
	30 - 199	2						
	200 - 699	1						
	700 - 2,499	1						
Years at Current Employer	3 - 5 years	2						
	6 - 9 years	2						
	10 - 14 years	2						
Number of People Supervised	None	3	5,167	3,000				7,500
	Less than 3	2						
	10 or more	1						
U.S. Census District	New England	1						
	Middle Atlantic	1						
	West S. Central	1						
	East N. Central	1						
	West N. Central	1						
	Pacific	1						

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

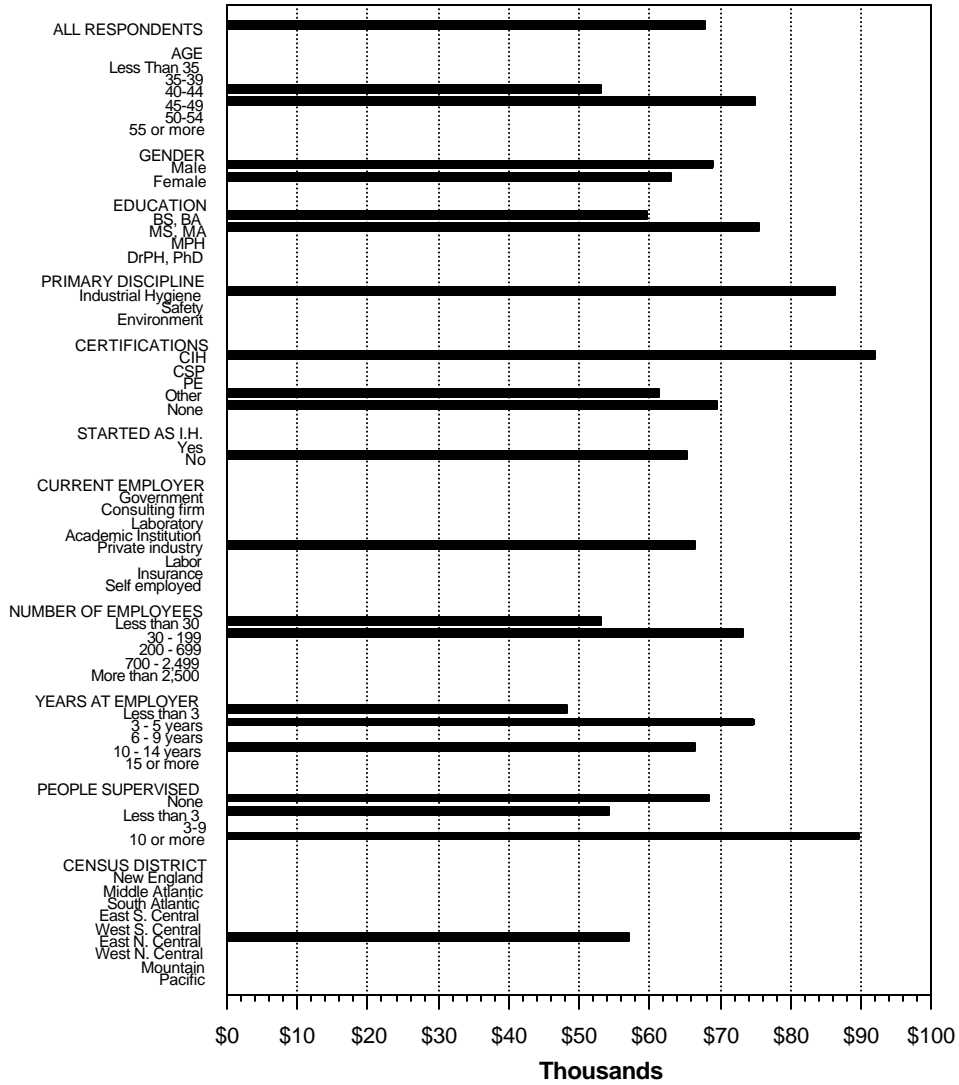
Sales/ Marketing

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		15	73,487	27,000	41,000	75,000	97,000	130,000
Age	Less than 35	2						
	35 - 39	2						
	40 - 44	3	54,000	41,000				68,000
	45 - 49	5	81,680	35,000	53,200	75,000	113,500	130,000
	50 - 54	1						
Gender	55 or more	2						
	Male	12	74,108	27,000	47,750	78,750	94,125	120,000
	Female	3	71,000	30,000				130,000
Highest Education Level	BS, BA	10	60,290	27,000	33,750	60,500	76,875	120,000
	MS, MA	3	99,333	82,500				130,000
	MPH	1						
	DrPH, PhD	1						
Primary (>50%) Discipline	Industrial Hygiene	4	103,475	82,500	86,125	100,700	123,600	130,000
	Safety	2						
	Environment	2						
Certifications	CIH	3	104,167	85,500				130,000
	CSP	2						
	PE							
	Other Certificate	6	67,483	30,000	33,750	62,200	96,625	130,000
	No Certificate	8	75,050	27,000	47,750	78,750	98,925	120,000
Started Career as Industrial Hygienist	Yes	2						
	No	12	70,025	27,000	44,000	73,200	84,750	120,000
Current Employer	Consulting firm	2						
	Laboratory	2						
	Private industry	9	74,433	27,000	41,500	82,500	94,950	130,000
	Insurance	2						
Employees at This Location	Less than 30	6	60,717	30,000	33,750	56,200	87,975	104,400
	30 - 199	6	74,583	27,000	46,500	75,250	102,750	120,000
	200 - 699	2						
	700 - 2,499	1						
Years at Current Employer	Less than 3 years	3	48,167	27,000				82,500
	3 - 5 years	5	80,200	30,000	41,500	68,000	125,000	130,000
	6 - 9 years	2						
	10 - 14 years	3	69,800	41,000				97,000
	15 or more years	2						
Number of People Supervised	None	7	70,700	30,000	35,000	75,000	97,000	104,400
	Less than 3	4	70,125	27,000	30,500	61,750	118,125	130,000
	3 - 9	1						
	10 or more	3	91,300	71,400				120,000
U.S. Census District	New England	2						
	Middle Atlantic	2						
	South Atlantic	2						
	West S. Central	1						
	East N. Central	4	58,200	27,000	27,750	50,700	96,150	104,400
	West N. Central	2						
	Mountain	1						
Pacific	1							

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

SALES / MARKETING

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

AUDITING/INSPECTION

Average Age.....	41.2
Percent with Bachelors.....	38.2%
Percent with Graduate Degree.....	56.1%
Average Years of Experience.....	12.7
Average Number Full-Time Employees at Location.....	1,642
Average Hours Worked in a Typical Week.....	44.7
Average Number of People Supervised.....	1.4
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	60.9%
Percent CIH Certified.....	39.3%
Percent Who Started Career as an I.H.	40.9%

Average Annual Salary (January 1, 2000).....	\$59,222
Average Total Compensation.....	\$64,100

Respondent Profile

Auditing/ Inspection

		Total
All Respondents		89
Years in Profession	Average	12.7
Age	Average	41.2
Gender	Male	67.4%
	Female	32.6%
Highest Education Level	BS, BA	38.2%
	MS, MA	39.3%
	MPH	15.7%
	DrPH, PhD	1.1%
	Other	5.6%
Primary (>50%) Discipline	Industrial Hygiene	60.9%
	Safety	26.1%
	Environment	13.0%
Certifications	CIH	39.3%
	CSP	14.6%
	PE	1.1%
	Other Certificate	27.0%
	No Certificate	37.1%
Started Career as Industrial Hygienist	Yes	40.9%
	No	59.1%
Current Employer	Government	32.6%
	Consulting firm	3.4%
	Laboratory	1.1%
	Academic institution	3.4%
	Private industry	47.2%
	Labor	4.5%
	Self employed	7.9%
U.S. Census District	New England	6.8%
	Middle Atlantic	18.2%
	South Atlantic	9.1%
	East S. Central	5.7%
	West S. Central	8.0%
	East N. Central	14.8%
	West N. Central	4.5%
	Mountain	14.8%
Pacific	18.2%	
Full-time employees at this location	Average	1,642
Full-time employees at all locations	Average	35,861
Years at current employer	Average	6.8
Hours worked in typical week	Average	44.7
Years in position	Average	4.7
Number of people supervised	Average	1.4

Table A: Annual Salary

Auditing/ Inspection

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		89	59,222	26,000	42,650	57,000	69,500	130,000
Age	Less than 35	27	45,251	30,000	37,725	42,000	52,000	65,000
	35 - 39	13	53,301	26,000	40,500	52,632	67,100	77,000
	40 - 44	11	65,266	37,000	51,000	63,000	81,000	100,000
	45 - 49	14	70,313	40,000	57,825	63,400	79,585	130,000
	50 - 54	18	69,679	44,000	52,750	69,500	81,273	104,000
	55 or more	6	66,583	33,000	39,750	66,000	84,625	119,500
Gender	Male	60	61,876	30,000	42,000	62,500	75,350	130,000
	Female	29	53,731	26,000	43,650	52,000	61,050	85,000
Highest Education Level	BS, BA	34	53,567	26,000	39,679	49,900	67,175	104,000
	MS, MA	35	65,194	32,820	51,000	65,000	77,000	130,000
	MPH	14	61,602	32,000	43,000	59,500	67,933	119,500
	DrPH, PhD	1						
	Other	5	44,045	37,000	39,000	42,000	50,113	52,000
Primary (>50%) Discipline	Industrial Hygiene	28	58,668	33,000	46,000	59,232	68,675	100,000
	Safety	12	52,347	32,000	36,290	47,500	63,750	104,000
	Environment	6	56,933	37,000	45,250	54,900	71,700	76,800
Certifications	CIH	35	70,970	33,000	60,000	66,000	81,000	130,000
	CSP	13	78,137	48,000	63,500	77,000	100,000	104,000
	PE	1						
	Other Certificate	24	62,459	36,500	42,000	61,000	75,850	119,500
	No Certificate	33	47,759	26,000	40,000	46,000	52,716	84,100
Started Career as Industrial Hygienist	Yes	36	63,302	26,000	45,500	59,732	78,335	130,000
	No	52	55,959	30,000	42,000	52,316	66,550	104,000
Current Employer	Government	29	52,800	26,000	38,221	52,000	65,500	85,000
	Consulting firm	3	65,100	48,500				76,800
	Laboratory	1						
	Academic institution	3	48,773	32,820				77,000
	Private industry	42	65,289	30,000	48,169	62,750	77,445	130,000
	Labor	4	51,500	42,000	42,500	52,000	60,000	60,000
	Self employed	7	58,400	40,000	49,800	57,000	65,000	84,100
Employees at This Location	Less than 30	16	54,107	37,585	44,000	52,316	61,875	79,000
	30 - 199	19	58,368	30,000	40,160	59,000	71,000	104,000
	200 - 699	23	54,232	26,000	40,000	51,000	65,000	119,500
	700 - 2,499	13	60,505	41,500	49,500	60,000	65,600	104,000
	More than 2,500	15	70,379	36,500	52,000	73,000	82,000	100,000
Years at Current Employer	Less than 3 years	28	55,361	26,000	40,040	52,000	65,150	100,000
	3 - 5 years	24	51,278	30,000	39,038	45,000	59,750	104,000
	6 - 9 years	14	60,269	37,585	51,750	61,250	66,750	84,100
	10 - 14 years	11	67,854	40,000	53,000	67,700	81,000	100,000
	15 or more years	12	74,983	41,000	54,625	68,000	97,200	130,000
Number of People Supervised	None	65	55,552	26,000	41,500	52,000	64,400	119,500
	Less than 3	11	62,236	40,000	43,300	57,000	81,000	100,000
	3 - 9	8	72,688	42,000	60,500	73,400	87,025	100,000
	10 or more	5	78,750	38,718	53,209	77,000	105,165	130,000
U.S. Census District	New England	6	64,033	52,000	55,000	65,000	69,150	81,000
	Middle Atlantic	16	68,650	42,000	51,250	59,732	83,775	130,000
	South Atlantic	8	63,439	37,585	44,600	72,000	76,950	80,330
	East S. Central	5	50,945	40,000	41,000	48,225	62,250	62,500
	West S. Central	7	58,686	30,000	33,000	60,000	69,000	104,000
	East N. Central	13	54,714	32,820	39,359	49,800	68,500	100,000
	West N. Central	4	56,750	41,000	41,750	53,500	75,000	79,000
	Mountain	13	44,117	26,000	34,750	41,500	51,000	85,000
Pacific	16	65,706	40,000	54,000	65,350	76,000	100,000	

Table B: Additional Compensation from Primary Employer*

Auditing/ Inspection

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		38	11,426	350	2,000	4,461	11,625	83,579
Age	Less than 35	8	6,189	500	1,375	6,633	8,438	15,000
	35 - 39	6	2,408	350	1,438	2,500	3,475	4,000
	40 - 44	8	14,063	500	1,125	4,461	10,250	83,579
	45 - 49	6	19,953	2,500	2,663	3,750	50,750	59,000
	50 - 54	6	9,583	1,000	1,750	8,750	18,250	19,000
	55 or more	4	20,125	6,000	6,000	12,250	42,125	50,000
Gender	Male	27	12,330	500	2,000	4,000	12,000	83,579
	Female	11	9,208	350	1,500	4,922	8,750	48,000
Highest Education Level	BS, BA	12	15,644	350	1,625	5,500	16,750	83,579
	MS, MA	18	6,710	500	1,600	3,250	6,125	59,000
	MPH	5	19,350	4,000	6,375	15,000	34,500	50,000
	Other	3	9,641	4,922				18,000
Primary (>50%) Discipline	Industrial Hygiene	13	7,264	350	1,650	3,000	5,383	50,000
	Safety	4	7,750	2,000	2,750	5,500	15,000	18,000
	Environment	2						
Certifications	CIH	18	14,898	500	1,950	4,000	13,625	83,579
	CSP	9	5,858	2,000	3,359	4,000	6,250	18,500
	PE	1						
	Other Certificate	9	7,317	350	2,250	5,000	13,500	19,000
	No Certificate	11	9,425	500	2,000	4,922	8,750	48,000
Started Career as Industrial Hygienist	Yes	17	14,792	350	2,250	4,000	11,875	83,579
	No	20	8,936	500	1,850	5,500	11,875	50,000
Current Employer	Government	6	19,892	350	463	10,250	48,500	50,000
	Consulting firm	2						
	Private industry	23	11,308	500	2,500	4,000	6,765	83,579
	Labor	3	6,833	4,000				11,500
	Self employed	4	5,313	2,000	2,250	5,250	8,438	8,750
Employees at This Location	Less than 30	6	3,975	350	2,338	4,000	5,625	7,500
	30 - 199	9	16,175	1,000	1,500	6,000	17,000	83,579
	200 - 699	8	17,809	2,500	3,706	7,625	40,625	50,000
	700 - 2,499	8	6,196	500	1,575	4,750	10,316	18,000
	More than 2,500	6	2,286	500	500	2,359	4,000	4,000
Years at Current Employer	Less than 3 years	13	19,779	1,000	3,250	8,750	33,500	83,579
	3 - 5 years	6	3,667	500	1,625	4,000	5,375	6,500
	6 - 9 years	7	3,124	350	500	2,000	3,300	11,500
	10 - 14 years	5	4,237	500	1,750	4,922	6,383	6,765
	15 or more years	7	16,000	1,000	3,500	6,000	18,500	59,000
Number of People Supervised	None	25	9,124	350	2,609	4,922	10,125	50,000
	Less than 3	8	4,688	500	500	3,000	6,625	18,500
	3 - 9	3	30,193	1,000				83,579
	10 or more	2						
U.S. Census District	New England	4	2,325	500	625	1,400	4,950	6,000
	Middle Atlantic	7	27,335	6,000	6,500	11,500	59,000	83,579
	South Atlantic	6	4,975	350	838	2,750	7,750	19,000
	East S. Central	3	8,641	4,922				15,000
	West S. Central	3	19,433	3,300				50,000
	East N. Central	6	7,953	2,718	2,929	5,750	13,625	18,500
	Mountain	4	15,313	500	1,375	6,375	38,188	48,000
	Pacific	4	2,500	1,500	1,625	2,250	3,625	4,000

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

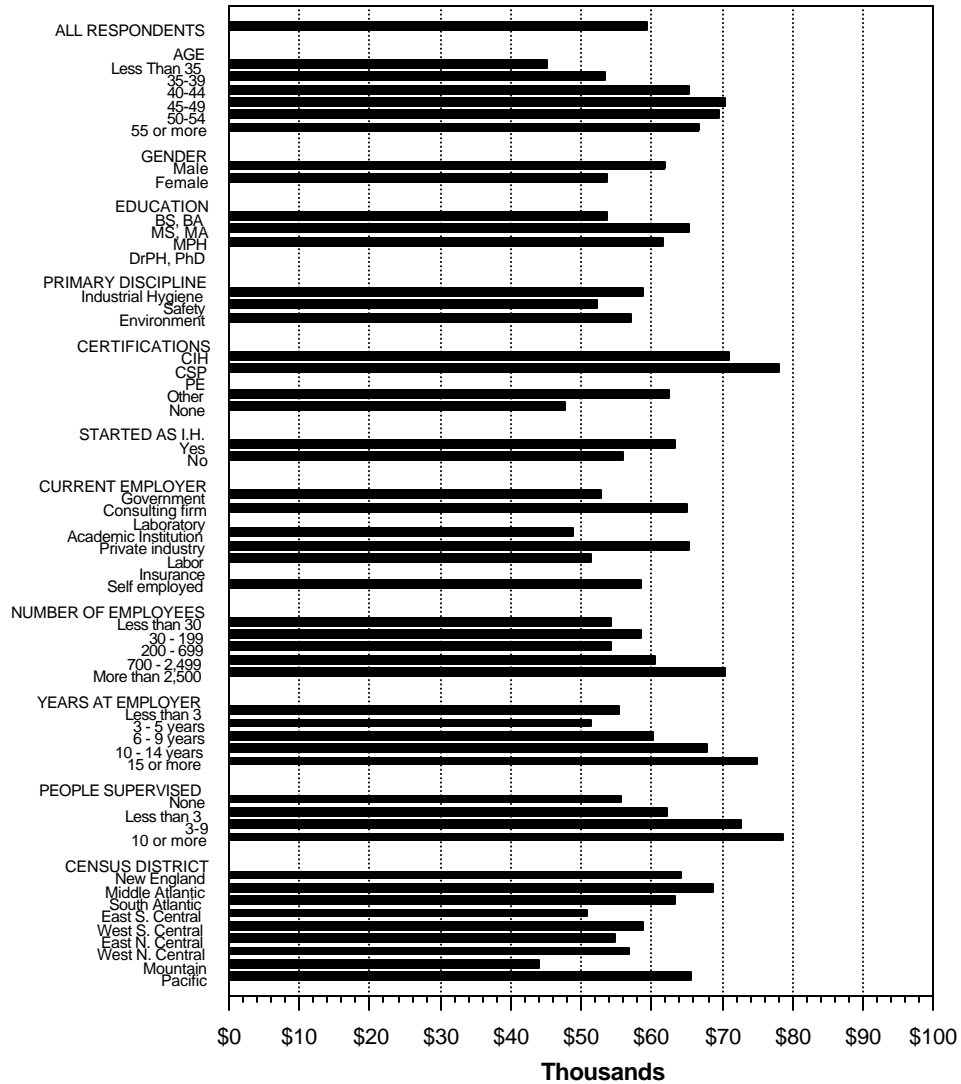
Auditing/ Inspection

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		89	64,100	26,000	44,000	61,550	76,750	189,000
Age	Less than 35	27	47,085	30,000	37,725	42,000	57,300	77,000
	35 - 39	13	54,413	26,000	42,000	52,632	69,650	81,000
	40 - 44	11	75,493	37,000	53,000	65,000	82,000	173,279
	45 - 49	14	78,864	40,000	61,900	66,600	89,000	189,000
	50 - 54	18	72,874	44,000	57,500	70,750	85,275	110,000
Gender	55 or more	6	80,000	48,000	65,250	78,000	94,000	119,500
	Male	60	67,424	30,000	44,500	65,000	80,500	189,000
	Female	29	57,223	26,000	43,650	56,000	65,365	98,000
Highest Education Level	BS, BA	34	59,089	26,000	39,679	54,650	70,375	173,279
	MS, MA	35	68,645	32,820	52,000	65,500	81,000	189,000
	MPH	14	68,513	32,000	50,750	62,500	87,083	119,500
	DrPH, PhD	1						
	Other	5	49,829	37,000	39,000	48,000	61,574	70,000
Primary (>50%) Discipline	Industrial Hygiene	28	62,041	36,500	52,000	63,150	75,450	100,000
	Safety	12	54,930	32,000	36,290	47,500	70,750	104,000
	Environment	6	58,350	37,000	45,250	58,650	71,950	77,800
Certifications	CIH	35	78,632	38,718	62,500	70,000	85,000	189,000
	CSP	13	82,192	48,000	69,000	81,498	102,000	110,000
	PE	1						
	Other Certificate	24	65,203	36,500	43,500	64,400	78,700	119,500
	No Certificate	33	50,901	26,000	40,000	48,000	59,425	98,000
Started Career as Industrial Hygienist	Yes	36	70,287	26,000	49,000	64,000	81,373	189,000
	No	52	59,396	30,000	43,475	57,150	70,750	110,000
Current Employer	Government	29	56,915	26,000	39,359	53,000	68,350	99,330
	Consulting firm	3	69,433	48,500				82,000
	Laboratory	1						
	Academic institution	3	48,773	32,820				77,000
	Private industry	42	71,481	30,000	50,250	65,865	81,498	189,000
	Labor	4	56,625	42,000	43,500	56,500	69,875	71,500
	Self employed	7	61,436	43,000	57,000	60,100	65,000	86,100
Employees at This Location	Less than 30	16	55,598	37,935	45,000	52,816	64,375	81,000
	30 - 199	19	66,030	30,000	40,160	59,000	77,800	173,279
	200 - 699	23	60,427	26,000	40,000	60,000	72,300	119,500
	700 - 2,499	13	64,318	42,000	49,500	66,000	70,750	110,000
	More than 2,500	15	71,293	36,500	52,500	73,000	86,000	104,000
Years at Current Employer	Less than 3 years	28	64,544	26,000	40,945	60,825	78,500	173,279
	3 - 5 years	24	52,195	30,000	39,038	45,000	59,750	104,000
	6 - 9 years	14	61,831	37,935	51,750	63,150	71,700	86,100
	10 - 14 years	11	69,780	43,000	53,147	70,000	81,500	100,000
	15 or more years	12	84,317	41,000	62,625	73,250	103,875	189,000
Number of People Supervised	None	65	59,061	26,000	42,500	57,500	70,500	119,500
	Less than 3	11	65,645	40,000	43,300	57,300	85,500	104,000
	3 - 9	8	84,010	48,000	60,500	73,900	94,750	173,279
	10 or more	5	94,350	38,718	53,209	77,000	144,165	189,000
U.S. Census District	New England	6	65,583	53,000	55,250	66,000	73,625	81,500
	Middle Atlantic	16	80,609	42,000	52,158	65,500	100,375	189,000
	South Atlantic	8	67,171	37,935	44,600	74,750	80,200	99,330
	East S. Central	5	56,129	40,000	44,000	53,147	69,750	77,000
	West S. Central	7	67,014	30,000	51,000	65,000	83,000	104,000
	East N. Central	13	58,384	32,820	39,359	57,300	81,749	104,000
	West N. Central	4	56,750	41,000	41,750	53,500	75,000	79,000
	Mountain	13	48,829	26,000	34,750	42,000	56,775	98,000
	Pacific	16	66,331	40,000	54,000	66,600	76,000	100,000

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

AUDITING / INSPECTION

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

CONSULTING

Average Age.....	44.2
Percent with Bachelors.....	31.6%
Percent with Graduate Degree.....	65.8%
Average Years of Experience.....	17.4
Average Number Full-Time Employees at Location.....	1,091
Average Hours Worked in a Typical Week.....	48.0
Average Number of People Supervised.....	2.2
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	82.9%
Percent CIH Certified.....	62.6%
Percent Who Started Career as an I.H.	41.5%

Average Annual Salary (January 1, 2000).....	\$74,940
Average Total Compensation.....	\$81,135

Respondent Profile

Consulting

		Total
All Respondents		342
Years in Profession	Average	17.4
Age	Average	44.2
Gender	Male	79.3%
	Female	20.7%
Highest Education Level	BS, BA	31.6%
	MS, MA	47.4%
	MPH	11.1%
	DrPH, PhD	7.3%
	Other	2.6%
Primary (>50%) Discipline	Industrial Hygiene	82.9%
	Safety	10.4%
	Environment	6.6%
Certifications	CIH	62.6%
	CSP	30.1%
	PE	8.2%
	Other Certificate	28.1%
	No Certificate	17.5%
Started Career as Industrial Hygienist	Yes	41.5%
	No	58.5%
Current Employer	Government	8.5%
	Consulting firm	50.6%
	Laboratory	.9%
	Academic institution	3.2%
	Private industry	15.5%
	Labor	8.2%
	Insurance	11.7%
	Self employed	1.5%
U.S. Census District	New England	6.2%
	Middle Atlantic	19.2%
	South Atlantic	16.3%
	East S. Central	3.0%
	West S. Central	10.9%
	East N. Central	13.6%
	West N. Central	6.8%
	Mountain	5.9%
Pacific	18.0%	
Full-time employees at this location	Average	1,091
Full-time employees at all locations	Average	16,558
Years at current employer	Average	6.8
Hours worked in typical week	Average	48.0
Years in position	Average	5.8
Number of people supervised	Average	2.2

Table A: Annual Salary

Consulting

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		340	74,940	20,000	52,500	70,000	83,000	500,000
Age	Less than 35	56	49,747	30,000	42,000	47,000	57,194	75,000
	35 - 39	51	63,553	25,000	52,000	65,000	75,000	100,000
	40 - 44	54	78,187	40,000	60,750	72,000	89,250	175,000
	45 - 49	78	79,045	30,000	54,750	73,750	95,000	250,000
	50 - 54	57	89,518	35,000	65,000	80,000	91,000	450,000
	55 or more	39	82,792	20,000	65,000	78,000	100,000	200,000
Gender	Male	266	78,748	20,000	56,000	73,065	85,000	500,000
	Female	70	59,223	28,600	45,000	55,000	67,750	160,000
Highest Education Level	BS, BA	107	65,845	20,000	48,000	65,000	79,200	160,000
	MS, MA	161	74,002	25,000	53,500	68,600	82,000	450,000
	MPH	38	84,708	36,000	58,500	77,500	100,250	250,000
	DrPH, PhD	25	112,237	45,000	76,250	95,000	117,500	500,000
	Other	9	55,000	30,000	43,000	55,000	65,000	80,000
Primary (>50%) Discipline	Industrial Hygiene	174	74,001	25,000	50,000	67,250	83,000	500,000
	Safety	22	72,509	32,988	58,500	67,500	83,625	136,000
	Environment	14	63,450	32,000	47,500	62,500	80,250	101,000
Certifications	CIH	212	82,120	20,000	65,000	75,000	91,125	450,000
	CSP	101	82,865	20,000	62,000	75,000	87,500	450,000
	PE	27	81,398	35,000	63,000	77,300	90,000	200,000
	Other Certificate	95	76,113	30,000	52,000	68,000	80,000	450,000
	No Certificate	60	61,593	25,000	42,000	49,702	61,500	500,000
Started Career as Industrial Hygienist	Yes	140	81,012	25,000	52,625	72,000	92,750	500,000
	No	195	70,733	20,000	52,500	69,000	80,000	250,000
Current Employer	Government	29	59,838	28,600	45,702	54,600	69,500	101,000
	Consulting firm	171	73,739	30,000	52,000	72,000	84,000	200,000
	Laboratory	3	79,338	74,000				84,013
	Academic institution	11	58,891	40,000	42,000	52,000	64,200	130,000
	Private industry	53	70,101	40,000	57,392	70,000	80,000	120,000
	Labor	28	68,753	42,000	56,560	71,475	75,000	102,000
	Insurance	40	107,545	20,000	45,190	87,500	120,000	500,000
	Self employed	5	61,400	53,000	56,500	60,000	67,000	70,000
Employees at This Location	Less than 30	163	80,363	25,000	50,000	71,000	90,000	500,000
	30 - 199	69	67,204	28,600	54,500	68,000	76,100	107,000
	200 - 699	33	72,248	42,000	64,322	73,000	80,000	102,000
	700 - 2,499	24	70,188	39,500	54,000	62,326	85,350	120,000
	More than 2,500	35	64,621	40,000	49,000	65,000	80,000	101,820
Years at Current Employer	Less than 3 years	108	65,217	20,000	45,125	59,120	80,000	200,000
	3 - 5 years	77	75,811	32,988	52,750	68,000	82,500	450,000
	6 - 9 years	55	81,974	35,000	54,000	68,500	82,000	500,000
	10 - 14 years	55	80,790	40,000	66,000	75,000	98,500	160,000
	15 or more years	44	81,789	50,000	63,750	76,200	88,000	200,000
Number of People Supervised	None	189	71,393	20,000	49,202	65,000	80,000	500,000
	Less than 3	68	75,243	39,500	52,625	70,000	81,500	250,000
	3 - 9	65	81,943	40,000	59,000	75,000	100,000	200,000
	10 or more	18	85,751	45,000	70,250	84,507	100,250	160,000
U.S. Census District	New England	21	68,418	35,000	47,500	68,688	81,500	160,000
	Middle Atlantic	65	71,955	30,000	58,750	71,000	80,000	125,000
	South Atlantic	54	72,927	30,000	51,875	66,800	91,625	250,000
	East S. Central	10	70,800	34,000	64,750	71,000	81,250	102,000
	West S. Central	37	73,948	25,000	48,000	70,000	85,507	200,000
	East N. Central	46	69,147	20,000	49,250	72,400	81,250	160,000
	West N. Central	23	57,179	37,000	41,200	55,600	67,000	101,820
	Mountain	20	71,187	28,600	51,000	72,000	83,750	125,000
Pacific	60	96,768	35,000	60,000	74,500	98,125	500,000	

Table B: Additional Compensation from Primary Employer*

Consulting

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		162	13,430	100	2,000	5,000	12,500	150,000
Age	Less than 35	33	3,057	300	1,000	2,500	4,500	9,000
	35 - 39	23	11,974	100	1,500	4,500	15,000	74,000
	40 - 44	31	14,355	1,000	3,500	7,000	20,000	69,500
	45 - 49	33	19,355	300	2,750	6,000	17,000	150,000
	50 - 54	24	23,593	500	3,000	12,000	25,000	115,000
	55 or more	15	8,767	1,000	2,000	3,800	11,000	50,000
Gender	Male	133	14,460	100	2,500	5,000	14,500	150,000
	Female	28	8,884	300	1,050	3,250	10,750	65,000
Highest Education Level	BS, BA	54	9,861	300	1,875	3,500	8,000	115,000
	MS, MA	76	14,314	100	2,000	5,000	15,000	150,000
	MPH	15	15,400	500	3,000	8,000	25,000	50,000
	DrPH, PhD	9	25,833	1,500	5,000	14,000	40,000	95,000
	Other	8	11,475	800	3,250	7,000	10,000	50,000
Primary (>50%) Discipline	Industrial Hygiene	74	15,371	100	2,000	4,000	12,750	150,000
	Safety	13	15,069	1,000	3,450	7,000	15,000	72,000
	Environment	12	9,733	800	3,250	5,500	10,000	50,000
Certifications	CIH	101	16,880	100	2,500	6,000	20,000	150,000
	CSP	50	18,493	500	3,950	7,000	21,250	150,000
	PE	14	29,810	500	1,875	5,000	50,000	150,000
	Other Certificate	54	14,628	300	2,000	5,000	15,000	115,000
	No Certificate	25	7,150	300	1,000	3,000	5,500	95,000
Started Career as Industrial Hygienist	Yes	62	17,835	300	2,500	6,500	16,500	150,000
	No	100	10,700	100	2,000	4,169	10,000	95,000
Current Employer	Government	3	1,667	1,500				2,000
	Consulting firm	97	10,673	300	2,000	5,000	12,000	100,000
	Laboratory	1						
	Academic institution	4	14,125	2,000	2,000	2,250	38,125	50,000
	Private industry	32	12,625	300	2,500	4,750	11,750	84,000
	Labor	13	8,509	100	1,060	3,400	8,000	50,000
	Insurance	10	54,634	2,000	16,085	40,000	100,000	150,000
Self employed	2							
Employees at This Location	Less than 30	73	13,900	300	2,000	5,000	15,000	115,000
	30 - 199	34	10,600	500	3,000	5,000	12,750	74,000
	200 - 699	16	9,681	300	1,725	5,000	9,250	65,000
	700 - 2,499	14	5,350	100	1,375	2,750	5,250	30,000
	More than 2,500	18	13,472	1,000	2,000	4,750	11,250	84,000
Years at Current Employer	Less than 3 years	54	14,089	300	2,000	5,000	15,000	150,000
	3 - 5 years	39	12,462	100	2,000	3,000	11,000	95,000
	6 - 9 years	28	16,161	300	2,250	5,500	14,250	115,000
	10 - 14 years	21	8,490	500	1,750	4,000	12,000	30,000
	15 or more years	20	14,905	1,200	3,875	7,000	15,750	84,000
Number of People Supervised	None	79	12,262	100	2,000	4,000	8,000	150,000
	Less than 3	34	16,972	300	2,000	3,600	12,750	100,000
	3 - 9	38	11,447	1,000	3,000	8,000	16,500	50,000
	10 or more	11	17,727	5,000	7,000	12,000	25,000	50,000
U.S. Census District	New England	12	9,542	500	1,625	3,750	5,000	72,000
	Middle Atlantic	34	13,659	300	3,000	5,000	15,250	74,000
	South Atlantic	28	9,539	300	2,000	4,000	13,000	50,000
	East S. Central	7	10,714	300	1,700	6,000	8,000	50,000
	West S. Central	11	9,875	1,000	1,120	6,000	20,000	30,000
	East N. Central	19	21,563	300	2,000	6,000	20,000	115,000
	West N. Central	10	4,310	100	875	1,750	9,250	16,000
	Mountain	11	11,568	450	3,800	6,000	12,000	50,000
Pacific	29	19,363	700	2,500	5,000	17,500	150,000	

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

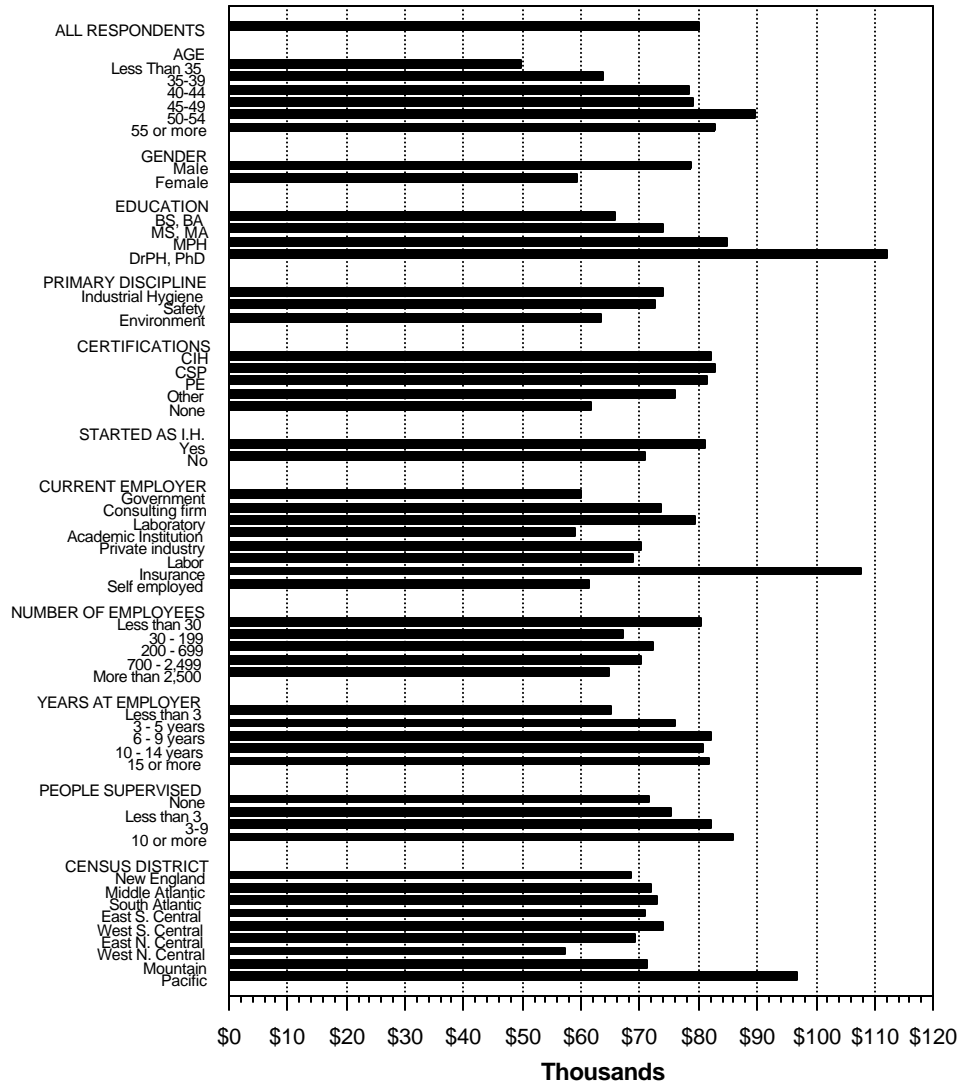
Consulting

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		340	81,135	20,000	55,000	72,000	90,000	500,000
Age	Less than 35	56	51,549	30,300	42,000	48,250	59,840	81,000
	35 - 39	51	68,953	25,000	54,000	68,500	80,000	148,000
	40 - 44	54	85,141	40,000	65,000	79,000	98,500	175,000
	45 - 49	78	87,234	30,000	57,500	77,450	100,000	350,000
	50 - 54	57	99,452	45,000	65,500	82,400	107,750	450,000
	55 or more	39	86,164	20,000	66,500	78,000	101,500	200,000
Gender	Male	266	85,717	20,000	58,750	75,700	96,000	500,000
	Female	70	62,777	28,600	45,000	56,550	69,172	180,000
Highest Education Level	BS, BA	107	70,173	20,000	50,000	68,500	82,400	160,000
	MS, MA	161	80,759	25,000	55,750	71,000	90,000	450,000
	MPH	38	90,787	36,000	63,750	83,250	105,750	250,000
	DrPH, PhD	25	121,537	45,000	77,250	100,000	131,500	500,000
	Other	9	65,200	35,000	45,400	68,000	82,500	102,000
Primary (>50%) Discipline	Industrial Hygiene	174	80,538	25,000	52,450	69,850	90,000	500,000
	Safety	22	81,413	32,988	60,000	75,000	95,500	152,000
	Environment	14	71,793	36,800	53,000	65,000	87,250	135,000
Certifications	CIH	212	89,834	20,000	67,000	80,000	100,000	450,000
	CSP	101	91,332	20,000	65,000	79,000	98,000	450,000
	PE	27	96,855	40,000	74,500	80,300	103,500	350,000
	Other Certificate	95	83,696	30,300	55,000	71,000	100,000	450,000
	No Certificate	60	64,572	25,000	43,250	50,000	64,613	500,000
Started Career as Industrial Hygienist	Yes	140	88,910	25,000	56,000	73,450	100,000	500,000
	No	195	75,864	20,000	54,000	71,546	87,000	250,000
Current Employer	Government	29	60,010	28,600	45,702	56,100	69,500	101,000
	Consulting firm	171	79,386	30,300	57,000	74,500	94,000	300,000
	Laboratory	3	83,338	74,000				96,013
	Academic institution	11	64,027	40,000	44,000	52,000	66,200	180,000
	Private industry	53	77,723	40,000	57,392	72,600	90,000	167,000
	Labor	28	72,704	42,000	57,590	73,175	80,250	152,000
	Insurance	40	121,203	20,000	46,820	100,000	135,750	500,000
	Self employed	5	62,600	53,000	56,500	64,000	68,000	71,000
Employees at This Location	Less than 30	163	86,162	25,000	53,000	75,000	100,000	500,000
	30 - 199	69	72,427	28,600	56,500	71,000	81,500	150,000
	200 - 699	33	76,942	42,000	64,472	75,000	88,000	132,000
	700 - 2,499	24	73,309	40,000	55,125	65,000	88,350	135,000
	More than 2,500	35	71,549	40,000	49,000	69,600	86,000	167,000
Years at Current Employer	Less than 3 years	108	71,618	20,000	45,500	60,500	82,000	350,000
	3 - 5 years	77	82,123	32,988	55,000	70,300	90,500	450,000
	6 - 9 years	55	90,201	40,000	60,000	72,000	100,000	500,000
	10 - 14 years	55	84,032	40,000	66,500	78,000	100,000	160,000
	15 or more years	44	88,564	50,000	65,000	81,700	94,250	225,000
Number of People Supervised	None	189	76,518	20,000	50,000	67,000	83,000	500,000
	Less than 3	68	82,707	40,000	56,500	70,150	90,000	300,000
	3 - 9	65	88,636	40,000	60,250	81,000	107,750	225,000
	10 or more	18	96,584	45,000	75,000	97,500	108,750	160,000
U.S. Census District	New England	21	73,871	38,500	48,750	69,688	86,500	160,000
	Middle Atlantic	65	79,099	30,000	60,000	75,000	97,500	148,000
	South Atlantic	54	77,873	30,300	53,500	69,800	95,000	250,000
	East S. Central	10	78,300	34,000	66,025	72,000	93,000	135,000
	West S. Central	37	76,884	25,000	51,500	71,000	95,007	200,000
	East N. Central	46	78,053	20,000	51,500	74,750	86,250	190,000
	West N. Central	23	59,053	37,000	42,000	55,600	68,500	103,320
	Mountain	20	77,549	28,600	57,750	72,565	88,250	175,000
Pacific	60	104,968	35,000	61,873	75,250	109,375	500,000	

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

CONSULTING

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

ANALYTICAL CHEMIST

Average Age.....	44.6
Percent with Bachelors.....	66.7%
Percent with Graduate Degree.....	26.7%
Average Years of Experience.....	15.7
Average Number Full-Time Employees at Location.....	1,166
Average Hours Worked in a Typical Week.....	46.0
Average Number of People Supervised.....	1.1
Percent Who Spend More Than 50% of Time in Industrial Hygiene.....	87.5%
Percent CIH Certified.....	40.0%
Percent Who Started Career as an I.H.....	20.0%

Average Annual Salary (January 1, 2000).....	\$57,721
Average Total Compensation.....	\$60,237

Respondent Profile

Analytical Chemist

		Total
All Respondents		15
Years in Profession	Average	15.7
Age	Average	44.6
Gender	Male	66.7%
	Female	33.3%
Highest Education Level	BS, BA	66.7%
	MS, MA	20.0%
	DrPH, PhD	6.7%
	Other	6.7%
Primary (>50%) Discipline	Industrial Hygiene	87.5%
	Safety	.0%
	Environment	12.5%
Certifications	CIH	40.0%
	CSP	.0%
	PE	.0%
	Other Certificate	26.7%
	No Certificate	40.0%
Started Career as Industrial Hygieni	Yes	20.0%
	No	80.0%
Current Employer	Consulting firm	6.7%
	Laboratory	20.0%
	Private industry	33.3%
	Labor	20.0%
	Self employed	20.0%
U.S. Census District	New England	33.3%
	Middle Atlantic	6.7%
	South Atlantic	6.7%
	East S. Central	6.7%
	West S. Central	6.7%
	East N. Central	26.7%
	West N. Central	13.3%
Full-time employees at this location	Average	1,166
Full-time employees at all locations	Average	29,345
Years at current employer	Average	14.0
Hours worked in typical week	Average	46.0
Years in position	Average	7.1
Number of people supervised	Average	1.1

Table A: Annual Salary**Analytical Chemist**

		Salary as of January 1, 2000						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		14	57,721	32,000	42,850	51,000	72,500	100,000
Age	Less than 35	2						
	35 - 39	2						
	40 - 44	4	57,000	46,000	46,500	51,000	73,500	80,000
	45 - 49	3	64,967	60,900				70,000
	50 - 54	2						
	55 or more	1						
Gender	Male	9	58,233	35,000	40,700	46,800	77,000	100,000
	Female	5	56,800	32,000	40,000	54,000	75,000	80,000
Highest Education Level	BS, BA	9	49,344	32,000	35,700	46,800	62,450	70,000
	MS, MA	3	72,667	48,000				90,000
	DrPH, PhD	1						
	Other	1						
Primary (>50%) Discipline	Industrial Hygiene	7	60,543	32,000	45,000	46,800	90,000	100,000
	Safety		.	.	.	.	.	.
	Environment	1						
Certifications	CIH	6	70,800	46,800	52,200	67,000	92,500	100,000
	CSP		.	.	.	.	.	.
	PE		.	.	.	.	.	.
	Other Certificate	4	47,175	35,000	37,750	46,400	57,375	60,900
	No Certificate	5	48,280	32,000	34,200	45,000	64,000	80,000
Started Career as Industrial Hygienist	Yes	3	47,600	32,000				64,000
	No	11	60,482	35,000	45,000	54,000	80,000	100,000
Current Employer	Consulting firm	1						
	Laboratory	3	45,000	35,000				54,000
	Private industry	4	71,600	36,400	44,800	75,000	95,000	100,000
	Labor	3	47,600	32,000				64,000
	Self employed	3	61,000	45,000				90,000
Employees at This Location	Less than 30	4	39,700	32,000	32,750	40,000	46,350	46,800
	30 - 199	5	58,980	46,000	50,000	60,900	67,000	70,000
	200 - 699	2						
	700 - 2,499	2						
	More than 2,500	1						
Years at Current Employer	Less than 3 years	1						
	6 - 9 years	3	47,767	36,400				60,900
	10 - 14 years	5	49,760	32,000	33,500	45,000	68,400	90,000
	15 or more years	5	73,600	54,000	59,000	70,000	90,000	100,000
Number of People Supervised	None	8	55,338	32,000	45,250	47,400	63,225	100,000
	Less than 3	3	71,333	54,000				90,000
	3 - 9	3	50,467	35,000				80,000
U.S. Census District	New England	5	54,760	35,000	40,900	48,000	72,000	80,000
	Middle Atlantic	1						
	South Atlantic	1						
	West S. Central	1						
	East N. Central	4	39,850	32,000	33,100	40,700	45,750	46,000
	West N. Central	2						

Table B: Additional Compensation from Primary Employer*

Analytical Chemist

		Additional Cash Compensation 1999						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		5	7,044	300	611	5,000	14,500	15,000
Age	35 - 39	1						
	40 - 44	1						
	45 - 49	1						
	50 - 54	1						
	55 or more	1						
Gender	Male	4	7,556	300	456	7,461	14,750	15,000
	Female	1						
Highest Education Level	BS, BA	2						
	MS, MA	2						
	DrPH, PhD	1						
Primary (>50%) Discipline	Industrial Hygiene	4	7,556	300	456	7,461	14,750	15,000
	Safety		.	.	.	.	.	.
	Environment	0	.	.	.	.	.	.
Certifications	CIH	4	7,556	300	456	7,461	14,750	15,000
	CSP		.	.	.	.	.	.
	PE		.	.	.	.	.	.
	Other Certificate	1						
	No Certificate	1						
Started Career as Industrial Hygienist	Yes	2						
	No	3	11,333	5,000				15,000
Current Employer	Private industry	2						
	Labor	2						
	Self employed	1						
Employees at This Location	Less than 30	1						
	30 - 199	1						
	200 - 699	1						
	700 - 2,499	1						
	More than 2,500	1						
Years at Current Employer	10 - 14 years	2						
	15 or more years	3	6,974	922				15,000
Number of People Supervised	None	3	5,407	300				15,000
	Less than 3	1						
	3 - 9	1						
U.S. Census District	New England	3	2,074	300				5,000
	West S. Central	1						
	West N. Central	1						

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer*

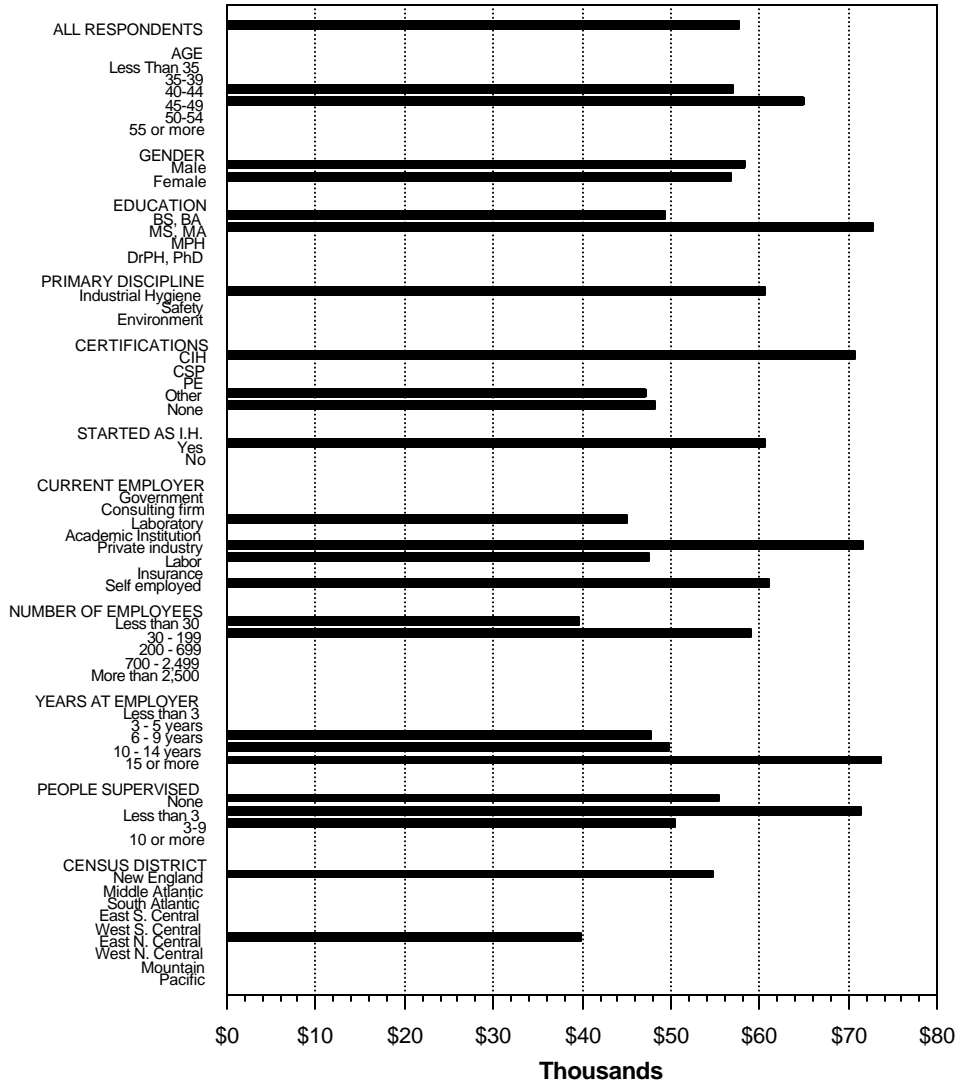
Analytical Chemist

		Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
		Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents		14	60,237	32,000	42,850	51,000	73,750	115,000
Age	Less than 35	2						
	35 - 39	2						
	40 - 44	4	58,250	46,000	46,500	51,000	77,250	85,000
	45 - 49	3	65,274	60,900				70,000
	50 - 54	2						
	55 or more	1						
Gender	Male	9	61,591	35,000	40,700	47,100	84,461	115,000
	Female	5	57,800	32,000	40,000	54,000	77,500	85,000
Highest Education Level	BS, BA	9	49,480	32,000	35,700	47,100	62,911	70,000
	MS, MA	3	79,000	48,000				104,000
	DrPH, PhD	1						
	Other	1						
Primary (>50%) Discipline	Industrial Hygiene	7	64,860	32,000	45,000	47,100	104,000	115,000
	Safety							
	Environment	1						
Certifications	CIH	6	75,837	47,100	52,275	67,461	106,750	115,000
	CSP							
	PE							
	Other Certificate	4	47,250	35,000	37,750	46,550	57,450	60,900
	No Certificate	5	49,280	32,000	34,200	45,000	66,500	85,000
Started Career as Industrial Hygienist	Yes	3	48,007	32,000				64,922
	No	11	63,573	35,000	45,000	54,000	85,000	115,000
Current Employer	Consulting firm	1						
	Laboratory	3	45,000	35,000				54,000
	Private industry	4	76,600	36,400	44,800	77,500	107,500	115,000
	Labor	3	48,007	32,000				64,922
	Self employed	3	65,667	45,000				104,000
Employees at This Location	Less than 30	4	39,775	32,000	32,750	40,000	46,575	47,100
	30 - 199	5	59,164	46,000	50,000	60,900	67,461	70,000
	200 - 699	2						
	700 - 2,499	2						
	More than 2,500	1						
Years at Current Employer	Less than 3 years	1						
	6 - 9 years	3	47,767	36,400				60,900
	10 - 14 years	5	52,620	32,000	33,500	45,000	75,550	104,000
	15 or more years	5	77,784	54,000	59,461	70,000	100,000	115,000
Number of People Supervised	None	8	57,365	32,000	45,250	47,550	63,917	115,000
	Less than 3	3	76,000	54,000				104,000
	3 - 9	3	52,133	35,000				85,000
U.S. Census District	New England	5	56,004	35,000	41,050	48,000	74,961	85,000
	Middle Atlantic	1						
	South Atlantic	1						
	West S. Central	1						
	East N. Central	4	39,850	32,000	33,100	40,700	45,750	46,000
	West N. Central	2						

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

ANALYTICAL CHEMIST

Mean Annual Salary as of January 1, 2000



Source: AIHA 2000 Salary Survey

APPENDIX A
Respondent Background

		Total	
		Count Percent	Count
Background			
All Respondents	----- -----	100.0%	1,724
Years in Profession	5 years or less	10.4%	179
	6 - 10 years	16.2%	278
	11 - 14 years	17.5%	300
	15 - 19 years	17.5%	300
	20 - 24 years	21.4%	367
	25 years or more	17.1%	293
Age	Less than 35	18.2%	312
	35 - 39	15.2%	260
	40 - 44	17.7%	303
	45 - 49	20.8%	356
	50 - 54	16.6%	285
	55 or more	11.6%	199
Gender	Male	73.7%	1,259
	Female	26.3%	450
Highest Level of Education Completed	BS, BA	32.6%	558
	MS, MA	46.1%	790
	MPH	10.1%	173
	DrPH, PhD	7.9%	135
	MD	.2%	3
	Other	3.2%	54
Certifications	CIH	54.5%	939
	CSP	25.7%	442
	PE	3.7%	64
	Other Certificate	28.0%	483
	No Certificate	22.2%	382
Started Career as Industrial Hygienist	Yes	41.5%	699
	No	58.5%	984
Current Employer	Government	14.6%	252
	Consulting firm	15.6%	269
	Laboratory	2.6%	44
	Academic institution	6.6%	113
	Private industry	48.3%	832
	Labor	3.3%	56
	Insurance	2.7%	47
	Self employed	6.4%	110

Background		Total	
		Count Percent	Count
Employees at This Location	Less than 30	18.7%	310
	30 - 199	19.3%	321
	200 - 699	21.2%	352
	700 - 2,499	20.9%	347
	More than 2,500	19.9%	331
Employees at All Company Locations	Less than 200	18.7%	286
	200 - 1999	19.9%	304
	2000 - 7,999	20.6%	315
	8,000 - 29,999	18.8%	287
	More than 30,000	21.9%	335
Years at Current Employer	Less than 3 years	25.4%	438
	3 - 5 years	20.9%	360
	6 - 9 years	16.7%	287
	10 - 14 years	18.3%	315
	15 or more years	18.7%	322
Primary Responsibility	Management/ Administration	47.9%	818
	Research	3.1%	53
	Education/ Training	4.0%	68
	Field Work	13.9%	237
	Sales/ Marketing	.9%	15
	Auditing/ Inspection	5.2%	89
	Consulting	20.0%	342
	Analytical Chemist	.9%	15
Other	4.0%	69	
Years in Current Position	Less than 2 years	21.9%	373
	2 - 3 years	26.4%	450
	4 - 5 years	15.2%	259
	6 - 9 years	16.1%	275
	10 years or more	20.5%	349
Number of People Supervised	None	47.5%	819
	Less than 3	18.5%	319
	3 - 9	22.2%	382
	10 or more	11.8%	204
U.S. Census District	New England	6.4%	110
	Middle Atlantic	15.3%	262
	South Atlantic	16.2%	277
	East S. Central	3.9%	66
	West S. Central	10.1%	173
	East N. Central	18.9%	323
	West N. Central	6.7%	115
	Mountain	7.8%	133
	Pacific	14.8%	254

Respondent Profile by Primary Job Responsibility

		Total					All Respondents
		Primary Responsibility					
		Management/ Administration	Research	Education/ Training	Field Work	Sales/ Marketing	
All Respondents		829	55	76	239	15	1214
Years in Profession	Average	17.3	17.0	15.0	12.6	12.6	16.2
Age	Average	44.5	44.5	43.1	41.3	43.6	43.8
Gender	Male	75.2%	65.5%	62.2%	67.4%	80.0%	72.4%
	Female	24.8%	34.5%	37.8%	32.6%	20.0%	27.6%
Highest Education Level	BS, BA	32.0%	12.7%	32.9%	35.2%	66.7%	32.2%
	MS, MA	49.8%	34.5%	34.2%	44.1%	20.0%	46.7%
	MPH	9.2%	5.5%	4.1%	13.6%	6.7%	9.6%
	DrPH, PhD	6.4%	40.0%	24.7%	3.0%	6.7%	8.4%
	Other	2.5%	7.3%	4.1%	4.2%	.0%	3.2%
Primary (>50%) Discipline	Industrial Hygiene	64.1%	82.8%	65.9%	86.7%	50.0%	71.3%
	Safety	27.9%	3.4%	31.8%	10.5%	25.0%	22.0%
	Environment	8.0%	13.8%	2.3%	2.8%	25.0%	6.6%
Certifications	CIH	56.0%	56.4%	42.1%	47.5%	20.0%	53.0%
	CSP	29.9%	10.9%	13.2%	19.7%	13.3%	25.8%
	PE	3.6%	1.8%	3.9%	.8%	.0%	3.0%
	Other Certificate	27.6%	18.2%	28.9%	29.0%	40.0%	27.7%
	No Certificate	19.1%	29.1%	32.9%	26.9%	53.3%	22.3%
Started Career as Industrial Hygienist	Yes	43.9%	35.3%	29.3%	40.1%	14.3%	41.5%
	No	56.1%	64.7%	70.7%	59.9%	85.7%	58.5%
Current Employer	Government	13.1%	27.8%	11.8%	20.1%	.0%	14.9%
	Consulting firm	7.8%	3.7%	5.3%	7.1%	13.3%	7.4%
	Laboratory	2.9%	11.1%	2.6%	1.7%	13.3%	3.1%
	Academic institution	5.1%	24.1%	36.8%	4.2%	.0%	7.7%
	Private industry	63.4%	18.5%	31.6%	51.5%	60.0%	57.0%
	Labor	1.0%	1.9%	2.6%	3.8%	.0%	1.6%
	Insurance	.5%	.0%	.0%	.8%	13.3%	.7%
	Self employed	6.2%	13.0%	9.2%	10.9%	.0%	7.5%
U.S. Census District	New England	5.9%	5.5%	4.0%	5.9%	13.3%	5.9%
	Middle Atlantic	15.0%	7.3%	17.3%	11.0%	13.3%	14.0%
	South Atlantic	18.0%	23.6%	13.3%	11.4%	13.3%	16.6%
	East S. Central	3.4%	3.6%	5.3%	5.5%	.0%	3.9%
	West S. Central	10.0%	3.6%	6.7%	11.4%	6.7%	9.8%
	East N. Central	20.2%	27.3%	22.7%	19.0%	26.7%	20.5%
	West N. Central	7.5%	7.3%	5.3%	5.1%	13.3%	7.0%
	Mountain	5.9%	7.3%	8.0%	15.6%	6.7%	8.0%
Pacific	13.9%	14.5%	17.3%	15.2%	6.7%	14.3%	
Full-time employees at this employer	Average	2,255	1,187	2,673	2,564	147	2,273
Full-time employees at all employers	Average	31,269	20,946	38,193	34,520	11,395	31,635
Years at current employer	Average	9.5	9.7	7.7	7.7	7.9	9.0
Hours worked in typical week	Average	47.4	44.8	43.0	44.8	47.7	46.5
Years in position	Average	5.5	6.7	6.3	5.8	5.0	5.6
Number of people	Average	12.1	3.2	7.3	.9	4.6	9.1

Respondent Profile by Primary Job Responsibility

		Total				All Respondents
		Primary Responsibility				
		Auditing/ Inspection	Consulting	Analytical Chemist	Other	
All Respondents		91	368	16	70	545
Years in Profession	Average	12.7	17.9	16.9	15.1	16.6
Age	Average	41.2	44.8	45.4	44.2	44.1
Gender	Male	65.9%	78.8%	62.5%	66.7%	74.6%
	Female	34.1%	21.2%	37.5%	33.3%	25.4%
Highest Education Level	BS, BA	39.6%	31.6%	68.8%	27.1%	33.5%
	MS, MA	38.5%	46.6%	18.8%	48.6%	44.7%
	MPH	15.4%	11.2%	.0%	7.1%	11.0%
	DrPH, PhD	1.1%	7.9%	6.3%	11.4%	7.2%
	Other	5.5%	2.7%	6.3%	5.7%	3.7%
Primary (>50%) Discipline	Industrial Hygiene	60.9%	83.6%	88.9%	86.1%	80.8%
	Safety	26.1%	10.2%	.0%	5.6%	11.7%
	Environment	13.0%	6.2%	11.1%	8.3%	7.6%
Certifications	CIH	38.5%	62.2%	43.8%	61.4%	57.6%
	CSP	15.4%	30.2%	.0%	15.7%	25.0%
	PE	2.2%	7.9%	.0%	1.4%	5.9%
	Other Certificate	26.4%	28.0%	25.0%	32.9%	28.3%
	No Certificate	37.4%	17.7%	37.5%	20.0%	21.8%
Started Career as Industrial Hygienist	Yes	40.0%	41.1%	18.8%	49.3%	41.3%
	No	60.0%	58.9%	81.3%	50.7%	58.7%
Current Employer	Government	33.0%	7.9%	.0%	17.1%	13.0%
	Consulting firm	3.3%	48.6%	6.3%	2.9%	33.9%
	Laboratory	1.1%	.8%	18.8%	1.4%	1.5%
	Academic institution	3.3%	3.0%	.0%	11.4%	4.0%
	Private industry	46.2%	14.9%	31.3%	55.7%	25.9%
	Labor	4.4%	7.9%	18.8%	1.4%	6.8%
	Insurance	.0%	15.2%	.0%	.0%	10.3%
	Self employed	8.8%	1.6%	25.0%	10.0%	4.6%
U.S. Census District	New England	6.7%	6.0%	31.3%	7.1%	7.0%
	Middle Atlantic	18.9%	19.2%	6.3%	18.6%	18.7%
	South Atlantic	8.9%	16.8%	6.3%	17.1%	15.2%
	East S. Central	5.6%	2.7%	6.3%	4.3%	3.5%
	West S. Central	7.8%	11.3%	6.3%	15.7%	11.1%
	East N. Central	14.4%	13.2%	31.3%	18.6%	14.6%
	West N. Central	5.6%	6.9%	12.5%	4.3%	6.5%
	Mountain	14.4%	5.5%	.0%	4.3%	6.7%
Pacific	17.8%	18.4%	.0%	10.0%	16.7%	
Full-time employees at this	Average	1,658	1,026	1,096	2,251	1,289
Full-time employees at all	Average	35,434	15,645	27,252	26,818	20,476
Years at current employer	Average	6.8	6.8	13.2	8.1	7.1
Hours worked in typical	Average	44.4	46.3	44.5	46.8	46.0
Years in position	Average	4.6	5.7	6.7	4.6	5.4
Number of people	Average	1.4	2.1	1.1	6.1	2.5

APPENDIX B

Summary of Annual Salary and Total Compensation

Table A: Annual Salary by Primary Job Responsibility

	Salary as of January 1, 2000						
	Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents	1,718	72,383	20,000	54,000	69,000	84,035	500,000
Management/ Administration	817	77,788	26,000	60,333	75,000	90,750	200,000
Research	53	73,043	23,000	54,000	70,000	90,000	160,000
Education/ Training	68	60,836	21,000	48,000	55,000	72,272	140,000
Field Work	237	59,746	20,000	50,000	60,000	70,000	100,000
Sales/ Marketing	15	67,853	27,000	41,000	66,400	92,000	120,000
Auditing/ Inspection	89	59,222	26,000	42,650	57,000	69,500	130,000
Consulting	340	74,940	20,000	52,500	70,000	83,000	500,000
Analytical Chemist	14	57,721	32,000	42,850	51,000	72,500	100,000
Other	67	70,598	30,000	50,000	70,000	84,000	135,000

Table B: Additional Compensation from Primary Employer by Primary Job Responsibility*

	Additional Cash Compensation 1999						
	Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents	820	11,495	100	2,250	5,000	12,000	300,000
Management/ Administration	443	12,406	250	3,000	5,000	14,000	300,000
Research	12	8,075	100	1,275	3,600	8,000	40,000
Education/ Training	29	6,457	300	1,125	3,000	10,000	37,000
Field Work	92	6,203	200	1,500	3,500	7,000	73,000
Sales/ Marketing	6	14,083	3,000	4,500	6,250	28,000	40,000
Auditing/ Inspection	38	11,426	350	2,000	4,461	11,625	83,579
Consulting	162	13,430	100	2,000	5,000	12,500	150,000
Analytical Chemist	5	7,044	300	611	5,000	14,500	15,000
Other	24	11,861	472	2,000	3,750	7,750	80,000

* Only includes respondents who received additional compensation

Table C: Total Compensation from Primary Employer by Primary Job Responsibility

	Total Compensation ** (Current Base Salary plus 1999 Additional Cash Compensation)						
	Number of Respondents	Mean	Minimum	First Quartile 25%	Median 50%	Third Quartile 75%	Maximum
All Respondents	1,718	77,829	20,000	56,000	71,100	90,000	500,000
Management/ Administration	817	84,515	26,000	62,180	78,439	98,650	415,000
Research	53	74,871	23,000	54,000	70,000	92,500	175,000
Education/ Training	68	63,590	21,000	49,125	58,875	74,625	140,000
Field Work	237	62,154	20,000	50,408	61,000	73,250	146,000
Sales/ Marketing	15	73,487	27,000	41,000	75,000	97,000	130,000
Auditing/ Inspection	89	64,100	26,000	44,000	61,550	76,750	189,000
Consulting	340	81,135	20,000	55,000	72,000	90,000	500,000
Analytical Chemist	14	60,237	32,000	42,850	51,000	73,750	115,000
Other	67	74,847	30,000	50,000	71,000	88,000	160,000

** Sum of Current Base Salary and 1999 Additional Cash Compensation whether or not additional compensation received

APPENDIX C

Survey Instrument

AMERICAN INDUSTRIAL HYGIENE ASSOCIATION
MEMBER SALARY SURVEY

Background Information About You

1. In what state do you live? _____
2. How many years' experience do you have in the occupational and environmental health field?
_____ years
3. When were you born? 19 ____
4. What is your gender? Male Female
5. Highest level of education completed: *(Check only one)*
 1 BS, BA 3 MPH 5 MD
 2 MS, MA 4 DrPH, PhD 6 Other
6. Which of these certifications do you hold? *(Check all that apply)*
 a Certified Industrial Hygienist (CIH) e Occupational Health & Safety Technician (OHST)
 b Certified Safety Professional (CSP) f Registered Occupation Hygienist (ROH)
 c Professional Engineer (PE) g State Licensing Certificate
 d Industrial Hygienists in Training (IHIT) h Other *(Specify)* _____
7. Did you start your career as an industrial hygienist? Yes No

About Your Employer

8. Check which of the following **best describes your current employer**: *(Check only one)*
 1 Government (local, regional, state, federal) 6 Labor
 2 Consulting firm 7 Insurance
 3 Laboratory 8 Self employed
 4 Academic Institution 9 Other *(Specify)* _____
 5 Private industry _____
9. a. How many full-time employees are at your location? _____
b. How many full-time employees are at all company locations? _____
10. How long have you been at your current place of employment? _____ years

Your Job Position

11. What is your job title? _____

12. Check which of the following best describes your primary responsibility? (*Check only one*)

- | | |
|--|---|
| <input type="checkbox"/> 1 Management/Administration | <input type="checkbox"/> 6 Auditing/Inspection |
| <input type="checkbox"/> 2 Research | <input type="checkbox"/> 7 Consulting |
| <input type="checkbox"/> 3 Education/Training | <input type="checkbox"/> 8 Analytical Chemist |
| <input type="checkbox"/> 4 Field Work | <input type="checkbox"/> 9 Other (<i>Specify</i>) _____ |
| <input type="checkbox"/> 5 Sales/Marketing | |

13. Please indicate how much of your time is spent in the following disciplines or subject areas:

- | | |
|--|---------|
| a. Occupational/Industrial Hygiene | _____ % |
| b. Safety | _____ % |
| c. Environment | _____ % |
| d. Other | _____ % |
| e. Other | _____ % |
| f. Other | _____ % |
| g. Other | _____ % |
| | 100 % |

14. How many hours do you work in a typical week? _____ hours

15. How long have you been in this position? _____ years

16. How many people do you supervise? _____

Compensation

17. Annual salary as of January 1, 2000 from primary employer? \$ _____

18. Additional cash compensation from primary employer received in 1999? \$ _____

Please mail or FAX this survey no later than *August 23, 2000* to:

ASSOCIATION RESEARCH, INC.

4 Research Place, Suite 220

Rockville, MD 20850-3226

FAX ARI at (301) 948-1435

APPENDIX D

Map of U.S. Census Districts