



ENVIRONMENTAL HEALTH & SAFETY SEARCH ASSOCIATES, INC.

2007 SALARY SURVEY OF SAFETY, HEALTH & ENVIRONMENTAL PROFESSIONALS

This salary survey was compiled during 2006 by polling 5,312 safety, environmental and industrial hygiene professionals who work primarily in the manufacturing & service sectors. In fact, most individuals who surveyed are presently working for *Fortune 500* corporations. The results, therefore, reflect the salaries of individuals whom we believe have above average to excellent marketability in their field.

BASE SALARY ONLY Relative to Years of EH&S Experience **

Years of EH&S Experience	Average Base Salary	Base Salary Range	% Certified*
5	59,148	47,590 - 73,598	11
6	64,000	51,000 - 76,000	12
7	70,199	59,488 - 85,000	14
8	71,886	55,000 - 90,000	20
9	78,105	57,000 - 112,000	17
10	83,541	70,000 - 106,050	28
11	82,984	65,000 - 130,000	30
12	87,082	71,000 - 102,000	30
13	88,323	73,330 - 111,000	35
14	94,904	73,500 - 114,400	35
15	95,126	73,000 - 125,000	42
16	95,334	75,000 - 124,800	35
17	98,429	75,000 - 136,000	42
18	106,804	83,200 - 153,920	45
19	117,464	71,000 - 145,600	43
20+	125,496	82,000 - 218,400	47

* Candidates currently holding CIH, CSP, CHMM and/or PE certifications.

** Approximately 78% of those surveyed received some type of cash bonus in addition to their base salary.

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EH&S SEARCH ASSOCIATES, INC.

2007 SALARY SURVEY

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BASE SALARY ONLY relative to Scope of Responsibility

Type of Position		Single site employing		
		Less than 400	400-999	1,000+
Program Manager (top position)	Average	\$88,115	\$88,071	\$101,469
		Up to \$117,000	Up to \$133,000	Up to \$125,000
Program Supervisor (#2 position)	Average	\$74,874	\$79,800	\$81,187
		Up to \$108,160	Up to \$95,000	Up to \$100,000
Staff Position	Average	\$68,986	\$74,000	\$77,380
		Up to \$92,000	Up to \$93,000	Up to \$94,640

Type of position		Multi-site responsibility for		
		2-5 sites	6-19 sites	20+ sites
Vice President	Average	n/a	n/a	\$202,000
		n/a	n/a	Up to \$328,000
Director	Average	\$110,000	\$121,674	\$168,281
		Up to \$130,000	Up to \$143,000	Up to \$208,000
Manager	Average	\$94,900	\$100,600	\$115,170
		Up to \$124,800	Up to \$135,200	Up to \$140,000
Staff	Average	\$77,000	\$80,814	\$91,300
		Up to \$100,000	Up to \$101,629	Up to \$112,000