



2004 SALARY SURVEY OF SAFETY, HEALTH & ENVIRONMENTAL PROFESSIONALS

This salary survey was compiled during the first quarter of 2004 by polling over 4000 safety, environmental and industrial hygiene professionals who work primarily in the manufacturing & service corporate sectors. In fact, most individuals 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 Relative to Years of EH&S Experience

<u>Years of EH&S Experience</u>	<u>Average Base Salary</u>	<u>Base Salary Range</u>	<u>% Certified*</u>
3	49,000	40,000 - 60,000	8
4	54,815	50,560 - 63,680	8
5	59,892	49,444 - 68,000	9
6	61,397	48,410 - 75,000	13
7	66,335	49,444 - 80,000	13
8	69,364	56,650 - 76,500	25
9	72,864	61,800 - 86,500	26
10	75,528	65,100 - 85,000	28
11	79,451	60,770 - 90,000	34
12	79,764	67,100 - 102,000	33
13	83,940	63,000 - 99,291	39
14	88,671	69,276 - 130,000	34
15	88,658	66,950 - 111,240	41
16	90,758	79,000 - 122,300	45
17	96,658	74,900 - 128,750	42
18	100,291	80,000 - 120,000	45
19	112,161	82,400 - 180,250	37
20 +	118,014	80,000 - 235,000	48

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

*Approximately 85% of those surveyed received some type of cash bonus in addition to their base salary.