2023 Salary and Compensation Study

Executive Summary
A note from the AIHA

The information collected in this survey and reported in the aggregate is for informational purposes only.

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AIHA

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Executive Summary
January 2024

We are pleased to present the executive summary of our 2023 AIHA Salary and Compensation survey, which provides an overview of occupational and environmental health and safety (OEHS) professionals’ earnings and backgrounds. The summary also provides insight into several workforce issues faced by employers and their staff. We thank the Board of Global EHS Credentialing (BGC) for their partnership on this important research.

The full results of the 2023 Salary and Compensation Survey are available through our new online salary and compensation calculator. This interactive resource allows users to filter and review the salary and compensation information most relevant and useful to them, making it a valuable tool for individual professionals, employers, and recruiters. The salary and compensation calculator can be accessed from our website: www.aiha.org.

Sincerely,
AIHA
Executive Summary

Participants
2023 Salary and Compensation Survey
AIHA

The American Industrial Hygiene Association requested Vault Consulting LLC to act as a confidential agent in compiling the 2023 Salary and Compensation Survey.

Of the 11,179 individuals surveyed this year, 1,971 responded to the Salary and Compensation Survey, with 1,872 responses qualifying for inclusion in this report—a 17.6% response rate. Data are reported in composite form; that is, all participants, as well as by education, location, and other categories.

Not all participants reported on every item; consequently, the number of respondents, when analyzed per sort, may not equal the composite number. In some cases, data were excluded where they unnecessarily skewed the average.

The source data used to compile the report were not audited by our firm. However, the individual reports were reviewed for obvious clerical errors and missing data. In addition, after running preliminary reports, we identified material outliers and the specific companies reporting such data. Vault Consulting LLC staff contacted the participants regarding questionable items. Agreed-upon edits to data were incorporated into the final database and report.

If you have any questions, please contact Ian Santo Domingo, managing director, Vault Consulting, at isantod@vaultconsulting.com.

Vault Consulting LLC
www.VaultConsulting.com
8401 Greensboro Dr., Suite 500
McLean, Virginia 22102
PARTICIPATION, DEFINITIONS, AND METHODOLOGY

**PARTICIPATION**

<table>
<thead>
<tr>
<th>Year</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Industrial Hygiene Association Survey Sample Size</td>
<td>11,179</td>
</tr>
<tr>
<td>Total Participation</td>
<td>1,971</td>
</tr>
<tr>
<td>Response Rate</td>
<td>17.6%</td>
</tr>
</tbody>
</table>

**GEOGRAPHIC LOCATION CATEGORIES**

<table>
<thead>
<tr>
<th>Area</th>
<th>State/Territory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midwest</td>
<td>Iowa, Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, North Dakota, Nebraska, Ohio, South Dakota, Wisconsin</td>
</tr>
<tr>
<td>Northeast</td>
<td>Connecticut, Delaware, Massachusetts, Maine, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont</td>
</tr>
<tr>
<td>South</td>
<td>Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, Virginia, West Virginia</td>
</tr>
<tr>
<td>West</td>
<td>Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, New Mexico, Nevada, Oregon, Utah, Washington, Wyoming</td>
</tr>
<tr>
<td>Canada</td>
<td>All provinces and territories</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>All countries other than the United States and Canada</td>
</tr>
</tbody>
</table>

**United States Regional Detail**

<table>
<thead>
<tr>
<th>Area</th>
<th>State/Territory</th>
</tr>
</thead>
<tbody>
<tr>
<td>New England</td>
<td>Vermont, New Hampshire, Maine, Massachusetts, Connecticut, Rhode Island</td>
</tr>
<tr>
<td>Middle Atlantic</td>
<td>New York, New Jersey, Pennsylvania</td>
</tr>
<tr>
<td>South Atlantic</td>
<td>Maryland, Delaware, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida</td>
</tr>
<tr>
<td>East South Central</td>
<td>Kentucky, Tennessee, Mississippi, Alabama</td>
</tr>
<tr>
<td>West South Central</td>
<td>Texas, Oklahoma, Arkansas, Louisiana</td>
</tr>
<tr>
<td>East North Central</td>
<td>Wisconsin, Michigan, Illinois, Indiana, Ohio</td>
</tr>
<tr>
<td>West North Central</td>
<td>North Dakota, Minnesota, Iowa, Missouri, Kansas, Nebraska, South Dakota</td>
</tr>
<tr>
<td>Mountain</td>
<td>Montana, Idaho, Wyoming, Nevada, Utah, Colorado, Arizona, New Mexico</td>
</tr>
<tr>
<td>Pacific</td>
<td>Washington, Oregon, California, Alaska, Hawaii</td>
</tr>
</tbody>
</table>
RACE AND ETHNICITY DEFINITIONS

Definitions from the U.S. Census Bureau

- **Hispanic/Latino/Latina/Latinx**: A person of Cuban, Mexican, Puerto Rican, South or Central American, Spain, or other Spanish culture or origin, regardless of race.

- **White (Not Hispanic or Latinx)**: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

- **Black or African American (Not Hispanic or Latinx)**: A person having origins in any of the Black racial groups of Africa.

- **Native Hawaiian or other Pacific Islander (Not Hispanic or Latinx)**: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

- **Asian (Not Hispanic or Latinx)**: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

- **American Indian or Alaska Native (Not Hispanic or Latinx)**: A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

- **Bi-Racial/Mixed Race/Multi-Racial**: All persons who identify with more than one of the above races.
METHODOLOGY AND DATA ASSUMPTIONS

Classification Data
Analysis of each individual question was only performed for respondents who answered that particular question. Non-responses were excluded from the analysis. The geographic region designations were determined from the location of the employer’s headquarters reported in the Salary and Compensation Survey Questionnaire.

Compensation Data
The source data used to compile the report were not audited by our firm. However, the individual reports were reviewed for obvious clerical errors and missing data. In addition, after running preliminary reports, we identified material outliers and the specific companies reporting such data. Vault Consulting LLC staff contacted the reporting companies on questionable items. Agreed-upon edits to data were incorporated into the final database and report.

Outliers
Base salaries, bonuses, variable and incentive compensation, and other data identified as outliers that materially affect the report’s results may have been excluded from the data set.
EXECUTIVE SUMMARY

I: Objective

The purpose of the Salary and Compensation Survey was to provide members of the American Industrial Hygiene Association with detailed information on industry compensation practices, including salaries, bonuses, and benefits, among other pertinent metrics.

II: Findings – Participation

This year, 1,971 occupational and environmental health and safety (OEHS) professionals completed the survey. Of those who completed the survey, 1,872 responses were included in this report.

About four-fifths, or 80.6%, of respondents were employed by companies headquartered in the United States, with the largest proportions located in the South and West regions (see Page 6 for regional definitions). Beyond the United States, 9.4% of respondents were employed by companies headquartered in Canada and 10% by companies headquartered outside of the U.S. and Canada.

Applying a more detailed breakdown of the locations of employers' headquarters within the United States, the greatest survey participation came from the South Atlantic (21.8%) and Pacific (17.8%) regions. Conversely, the lowest participation came from the East South Central (3.3%) and the West North Central (5.7%) regions.
The survey participants ranged in age from 21 to 97 years old, with an average age of 47.5 and a median age of 48. The largest single age group represented in the study were those aged 46 to 55 (25.8%), with those aged between 36 and 45 following closely behind (23.2%). The two smallest participating populations were those at opposite ends of the spectrum: participants aged 35 and younger and those aged 66 and older. However, people aged 35 and younger represented 20.7% of participants, while those aged 66 and older represented just 7.2%. A few respondents (0.4%) chose not to disclose their ages.

This year, 1,971 occupational and environmental health and safety (OEHS) professionals completed the survey. Of those who completed the survey, 1,872 responses were included in this report.

The sample of OEHS professionals was diverse in terms of industry experience—a well distributed population with years of experience ranging from zero to more than 30 years. The distribution of participants with experience ranging from zero to 30 years was relatively similar and included between 9.7% and 15.7% of respondents in its narrower experience categories. The largest proportion of respondents (24.0%) were those with more than 30 years of experience.
At least one trade certification was possessed by 82.9% of respondents. Of those respondents, the most common certification was the Certified Industrial Hygienist (CIH) credential at 66.1%, followed by the Certified Safety Professional (CSP) credential at 38.5%. Additionally, 25.4% of participants with a trade certification indicated the “other” certification category in their responses.

Among those who indicated they had a trade certification, the average respondent had held their certification for 13.4 years. Participants with the CIH credential displayed the longest average certified period (14.6 years), while participants with the Certified Professional Product Steward (CPPS) credential displayed the shortest average period (3.7 years).

<table>
<thead>
<tr>
<th>Certifications</th>
<th>Average Years Held</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Industrial Hygienist (CIH)</td>
<td>14.6</td>
</tr>
<tr>
<td>Certified Hazardous Materials Manager (CHMM)</td>
<td>13.6</td>
</tr>
<tr>
<td>Other</td>
<td>12.7</td>
</tr>
<tr>
<td>Certified Safety Professional (CSP)</td>
<td>11.7</td>
</tr>
<tr>
<td>Certified Professional Product Steward (CPPS)</td>
<td>3.7</td>
</tr>
</tbody>
</table>
Analyzing the highest level of education achieved by respondents, the majority (87.7%) had obtained either a baccalaureate or master’s degree. The most common selection was a master’s degree other than an MBA, MPH, or MSPS (40.2%), while the next most common selection was a baccalaureate (26.3%).
III. Findings – Base Salaries and Variable Compensation

Analysis of base salary and variable compensation provides insights into variances based on geographic region, primary job role, and education level, among other factors. On average, base salaries were lowest in Canada, although the sample size of respondents based outside of the United States was comparatively small. The highest average total compensation was reported by participants located in the West of the U.S.

Within the U.S., base salaries were relatively comparable across three of the four regions, with respondents located in the Midwest reporting the lowest average base salary and those located in the West reporting the highest. About two-thirds, or 67.3%, of participants reported receiving some kind of bonus, variable, or incentive compensation. Of those who received a bonus, the average bonus amount was $20,893.

<table>
<thead>
<tr>
<th></th>
<th>Count</th>
<th>Average Base Salary</th>
<th>Average Bonus, Variable, or Incentive Compensation*</th>
<th>Average Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>1,872</td>
<td>$122,925</td>
<td>$14,241</td>
<td>$136,779</td>
</tr>
<tr>
<td>United States</td>
<td>1,508</td>
<td>$127,458</td>
<td>$14,128</td>
<td>$141,173</td>
</tr>
<tr>
<td>Midwest</td>
<td>295</td>
<td>$121,941</td>
<td>$12,950</td>
<td>$134,214</td>
</tr>
<tr>
<td>Northeast</td>
<td>272</td>
<td>$124,433</td>
<td>$11,332</td>
<td>$135,682</td>
</tr>
<tr>
<td>South</td>
<td>536</td>
<td>$126,644</td>
<td>$14,802</td>
<td>$141,071</td>
</tr>
<tr>
<td>West</td>
<td>405</td>
<td>$134,587</td>
<td>$15,967</td>
<td>$150,065</td>
</tr>
<tr>
<td>Canada</td>
<td>176</td>
<td>$99,295</td>
<td>$13,360</td>
<td>$112,352</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>188</td>
<td>$108,760</td>
<td>$15,984</td>
<td>$124,403</td>
</tr>
</tbody>
</table>

*Only includes respondents who reported receiving bonus, variable, or incentive compensation (i.e., compensation above base salary).

Among the primary job roles reported in the study, base salaries were highest for participants in the sales/marketing category and lowest in the education/training category. Variable compensation was highest for respondents in in management roles and lowest for those in education/training roles.
Executive Summary

Base salaries for all respondents generally increased with level of education. Respondents with doctorates reported the highest average base salary, followed by respondents with master’s degrees and baccalaureates. Similarly, those who had obtained at least one certification had a higher average base salary than those without a certification, $128,810 compared to $94,031.

<table>
<thead>
<tr>
<th>Count</th>
<th>Average Base Salary</th>
<th>Average Bonus, Variable, or Incentive Compensation*</th>
<th>Average Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>12</td>
<td>$92,376</td>
<td>$19,850</td>
</tr>
<tr>
<td>Associate Degree</td>
<td>15</td>
<td>$98,121</td>
<td>$12,412</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>493</td>
<td>$112,281</td>
<td>$14,069</td>
</tr>
<tr>
<td>Master’s Degree – MBA</td>
<td>49</td>
<td>$130,606</td>
<td>$14,966</td>
</tr>
<tr>
<td>Master’s Degree – MPH</td>
<td>347</td>
<td>$127,060</td>
<td>$14,758</td>
</tr>
<tr>
<td>Master’s Degree – Other (specify)</td>
<td>753</td>
<td>$125,301</td>
<td>$15,218</td>
</tr>
<tr>
<td>Doctorate (Including PhD, DrPH, JD)</td>
<td>178</td>
<td>$140,000</td>
<td>$10,618</td>
</tr>
<tr>
<td>Other</td>
<td>25</td>
<td>$96,664</td>
<td>$3,992</td>
</tr>
</tbody>
</table>

*Only includes respondents who reported receiving bonus, variable, or incentive compensation.
IV: Findings – Starting Salaries

Respondents were asked to report their starting salary as an occupational and environmental health and safety professional. The average starting salary among all respondents was $44,188, while the median starting salary was $40,000. The West and Midwest regions displayed the highest average starting salaries, while the lowest average starting salary was reported by participants based in countries outside the U.S. and Canada.

<table>
<thead>
<tr>
<th>Region</th>
<th>Count</th>
<th>Average Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>1,508</td>
<td>$45,340</td>
</tr>
<tr>
<td>Midwest</td>
<td>295</td>
<td>$47,011</td>
</tr>
<tr>
<td>Northeast</td>
<td>272</td>
<td>$43,258</td>
</tr>
<tr>
<td>South</td>
<td>536</td>
<td>$42,777</td>
</tr>
<tr>
<td>West</td>
<td>405</td>
<td>$48,900</td>
</tr>
<tr>
<td>Canada</td>
<td>176</td>
<td>$43,057</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>188</td>
<td>$36,056</td>
</tr>
<tr>
<td>Total</td>
<td>1,872</td>
<td>$44,188</td>
</tr>
</tbody>
</table>

V. Findings – Benefits

Benefits, along with salary and variable compensation, are critical components of a competitive compensation package. Companies that can offer superior benefits tend to keep their employee satisfaction levels high and their turnover rates low.

More than three-quarters (78%) of respondents reported that their employers offered a 401(k) contribution matching program. Of those who indicated a company match, the average matching contribution percentage was 12.4%. Seven percent of respondents representing companies that offered a 401k match indicated a 50% or greater matching contribution percentage.

Companies provided respondents an average of 11.6 holidays per year, which was consistent with the median number of 11 holidays per year. The average number of paid time off (PTO) days awarded to respondents was 18.9 days, and the median was 18 days. Additionally, 9% of respondents representing companies that provided PTO indicated that their companies employed “unlimited” PTO policies.

Participants were asked for the percentage of medical insurance premiums that were paid by their employer. Of the 84% of respondents who indicated their employer paid at least some percentage of their insurance premiums, on average, these employers paid 69.5% of employee premiums.

Aside from standard health insurance policies, the most popular special coverage benefits that employers offered to survey participants were: dental care (90%), vision care (86%), and pharmacy (68%). Canadian respondents displayed the most comprehensive benefits coverage. Respondents based outside the U.S. and Canada have improved their coverage compared to previous surveys but are lagging in the vision and dental care metrics.
### Benefits Offered

<table>
<thead>
<tr>
<th>Region</th>
<th>Count</th>
<th>Indemnity Plan</th>
<th>Managed Care</th>
<th>Dental Care</th>
<th>Vision Care</th>
<th>Hospice Care</th>
<th>Long Term Care</th>
<th>Pharmacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>1,508</td>
<td>14%</td>
<td>87%</td>
<td>92%</td>
<td>87%</td>
<td>12%</td>
<td>37%</td>
<td>66%</td>
</tr>
<tr>
<td>Midwest</td>
<td>295</td>
<td>15%</td>
<td>86%</td>
<td>94%</td>
<td>88%</td>
<td>11%</td>
<td>38%</td>
<td>71%</td>
</tr>
<tr>
<td>Northeast</td>
<td>272</td>
<td>15%</td>
<td>81%</td>
<td>89%</td>
<td>85%</td>
<td>10%</td>
<td>34%</td>
<td>65%</td>
</tr>
<tr>
<td>South</td>
<td>536</td>
<td>12%</td>
<td>90%</td>
<td>92%</td>
<td>88%</td>
<td>14%</td>
<td>39%</td>
<td>67%</td>
</tr>
<tr>
<td>West</td>
<td>405</td>
<td>14%</td>
<td>87%</td>
<td>91%</td>
<td>88%</td>
<td>12%</td>
<td>36%</td>
<td>63%</td>
</tr>
<tr>
<td>Canada</td>
<td>176</td>
<td>65%</td>
<td>31%</td>
<td>94%</td>
<td>92%</td>
<td>33%</td>
<td>54%</td>
<td>89%</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>188</td>
<td>30%</td>
<td>69%</td>
<td>75%</td>
<td>74%</td>
<td>20%</td>
<td>40%</td>
<td>65%</td>
</tr>
<tr>
<td>Total</td>
<td>1,872</td>
<td>20%</td>
<td>80%</td>
<td>90%</td>
<td>86%</td>
<td>15%</td>
<td>39%</td>
<td>68%</td>
</tr>
</tbody>
</table>
APPENDIX I

AMERICAN INDUSTRIAL HYGIENE ASSOCIATION

ANSWERS: OTHER (SPECIFY)
Executive Summary

Question 11: Which of the following best describes your primary job role? - Other (specify): - Text

- Account management and technical field work
- Advisor
- Advisor role to leadership and consultants
- Advisory
- All of the above
- Analysis (3)
- Assessment, Training, internal policy and program development, emergency response, committee service, program management
- Assessments AND Training
- Auditing
- Business Owner
- Capital Project Execution
- Chemist
- Client Consulting
- Combination of managing programs and field investigations
- Compliance (3)
- Compliance and Licensing
- Consulting (39)
- Corporate Staff
- Digital
- Director
- Document Preparation, SDS Authoring
- Education, training, research, engineering
- EHS (2)
- EHS & IH Support
- EHS Management
- EHSQ Software Industry
- Engineering
- Equal mix of training/assessments/research
- Equally management and sales/marketing
- Expert reports
- Expert services
- Expert testimony
- Expert Witness
- Exposure evaluation
- Field IH
- Field Investigation and consultation
- Field investigation/assessments/audits/policy management
- Field investigations & OH & IH Program Management
- Field Support
- Forensic Scientist
- Founder & Pres of OHS nonprofit corporation
- General health/safety/IH
- Global EHS
- Global owner of ergonomics program: develop training requirements, design requirements, support site ergonomists, research
- Gov regulator
- Government (3)
- Growing an H&S practice area; involves marketing, field work, and mentoring/training.
- Guidance
- H&S Policy
- Hazard Communication
- Health and Safety Program development and oversight
- HSE Specialist
- IH Lab Director
- IH Program support
- IH work, training, research, mentoring
- Industrial Hygiene (8)
- Inspection (2)
- Insurance
- Intern
- Internal Consultant
- Internal program management
- Knowledge management / data analytics
- laboratory (4)
- Legal support
- Litigation support (2)
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- Military
- Mix of management and field work
- Mixture of investigation/assessments/audits with program development and problem solving; risk management as well as OEHS and IH
- Non profit
- Not sure how to answer this. I’m an IH/Safety specialist for a lab / research site.
- Oil & Gas
- Operations
- OSHA Inspection
- Ownership/management
- Permitting, programs, investigation, audits, emergency etc
- Policy development and technical consulting
- Policy writing / application operations
- President
- Principle Consultant
- Product Safety Specialist
- Product Stewardship
- Program development (3)
- Program improvement
- Program management (6)
- PSM and IH
- Public health practice
- Purchasing
- Quality Assurance, Technical Resource
- Regulatory (8)
- Reporting
- Retired for 5 years
- Review and Consulting
- Risk Assessment Consulting (4)
- Safety (3)
- Safety and hygiene program implementation
- Safety Consulting
- Safety Coordination
- Safety Engineering
- Safety professional
- Safety Program Management and Training
- Safety Supervisor
- Safety Technician
- Sample Prep
- Sampling
- Science and Regulatory Advocacy
- SDS Authoring and Database Management
- Site IH
- Site Industrial Hygienist (2)
- Site supervision
- Software consulting
- Sr. technical advisor
- Subject Matter Expert
- Supervisor
- Supervisor but with some educational and field investigator roles
- Support, Subject Matter Expert
- Systems management
- Team Lead
- Technical Consultation
- Technical Advisor
- Technical Expertise
- Technical Global Process Owner
- Technical IH Strategy
- Technical Lead (3)
- Technical Support (3)
- University Setting
APPENDIX II:

AMERICAN INDUSTRIAL HYGIENE ASSOCIATION

2023 SALARY AND COMPENSATION STUDY QUESTIONNAIRE
AIHA 2023 Salary and Compensation Survey

Thank you for your interest in AIHA’s 2023 Salary and Compensation Survey, sponsored by the Board for Global EHS Credentialing. This survey provides detailed information on industry compensation practices, including salaries, bonuses, and benefits among other pertinent metrics.

AIHA has partnered with Vault Consulting, an independent consulting firm which specializes in association accounting and research, to conduct the survey and compile results, ensuring data confidentiality. No individual’s survey information will be identified in the published report. Vault will publish only aggregated data and will not share, query, or publish individual survey data with any other entity, including AIHA staff.

The survey should take approximately 5–8 minutes to complete.

Sponsored by:

1. Employment status:
   - Full-Time
   - Part-Time: # of hours per week __________
   - Student, Retired, Unemployed (Thank you; this completes the survey.)

2. What is your gender?
   - Gender (check all that apply): *
     - Female / Cis-Female
     - Male / Cis-Male
     - Trans Male
     - Trans Female
     - Non-Binary/Gender Non-Conforming/Gender Fluid/Other
     - Not Listed: If not listed, please describe: [open text box]
     - I do not wish to provide this information
3. **Race/Ethnicity (Definitions from the current US Census Bureau):** *
   - Hispanic/Latino/Latina/Latinx: A person of Cuban, Mexican, Puerto Rican, South or Central American, Spain, or other Spanish culture or origin regardless of race.
   - White (Not Hispanic or Latinx): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
   - Black or African American (Not Hispanic or Latinx): A person having origins in any of the Black racial groups of Africa.
   - Native Hawaiian or other Pacific Islander (Not Hispanic or Latinx): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
   - Asian (Not Hispanic or Latinx): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
   - American Indian or Alaska Native (Not Hispanic or Latinx): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
   - Bi-Racial/Mixed Race/Multi-Racial: All persons who identify with more than one of the above races.
   - I do not wish to provide this information

4. **What is your year of birth? (dropdown)**

5. **What is your highest level of formal education completed? (CHECK ONLY ONE)**
   - High School
   - Associate Degree
   - Baccalaureate Degree
   - Master’s Degree:
   - MPH
   - MBA
   - Other: _______________
   - Doctorate (including PhD, DrPH, JD)
   - Other: ___________________________

6. **Which of these certifications do you hold and for how many years? (CHECK ALL THAT APPLY)**
   **Hold Certification # of Years Certified**
   - Certified Industrial Hygienist (CIH)
   - _______ years
   - Certified Safety Professional (CSP)
   - _______ years
Executive Summary

- Certified Professional Product Steward (CPPS)
  - ________ years
- Certified Hazardous Materials Manager (CHMM)
  - ________ years
- Other: _________________
  - ________ years
- None

7. How many years of experience do you have in the OEHS profession? ________ years
   - 5 years or less
   - 6-10 years
   - 11-15 years
   - 16-20 years
   - 21-25 years
   - 26-30 years
   - Over 30 years

8. AIHA is interested in better understanding the range of starting salaries offered to Occupational, Environmental, Health and Safety professional.

   What was your starting salary in the OEHS profession? US$__________

9. How many people do you manage (direct and indirect reports)? ________ people

10. What is the geographic scope of your primary job responsibilities? (CHECK ONLY ONE)
    - Local
    - Regional
    - National
    - Global

11. Which of the following best describes your primary job role: (CHECK ONLY ONE)
    - Education/Training
    - Field Investigation/Assessments/Audits
    - Management
    - Research
    - Sales/Marketing
    - Other (SPECIFY) ________________________
12. Which of the following best describes your primary service offering: (CHECK ONLY ONE)
   - Industrial/Occupational Hygiene
   - Safety
   - Environmental
   - Product Stewardship
   - Other (SPECIFY) _______________________

13. Which of the following best describes your employer’s industry? (CHECK ONLY ONE)
   - Academia/Education
   - Aerospace
   - Agriculture, Forestry, and Fishing
   - Construction
   - Consulting (independent practitioner/self-employed)
   - Consulting Firm (as an employee)
   - Energy
   - Engineering
   - Entertainment
   - Government
   - Military/Public Health Officer
   - Healthcare
   - Insurance
   - Laboratories
   - Manufacturing
   - Mining
   - Oil and Gas
   - Pharmaceuticals and Biotechnology
   - Research and Development
   - Services
   - Transportation
   - Utilities
   - Wholesale and Retail
   - Other (please specify)
14. What is the location of your employer (where you work)?
   - U.S.
   - Choose State: (drop down list)
   - Canada
   - Outside the U.S. and Canada (Please specify)

15. How many full-time employees are at your location? ______ full-time employees

16. How many full-time employees are at all company locations? ______ full-time employees

17. What percentage of your job involves travel?
   - 0%
   - >0-10%
   - >10-25%
   - >25-50%
   - >50%

Compensation

18. As of January 1, 2023, what is your annual base salary (excluding bonus, or cash) from your primary employer? (Report in U.S. dollars) U.S.$__________________

19. What bonus, variable, or incentive compensation did you receive from your primary employer in 2022, whether paid in 2022 or 2023. (Report in U.S. dollars) US$_______________________

20. Which of the following benefits does your employer offer to regular full-time employees? (Please check all that apply.)
   - Medical Coverage
     - Indemnity Plan
     - Managed Care
   - Special Coverage (either as separate coverage or as a rider)
     - Dental Care
     - Vision Care
     - Hospice Care
     - Long Term Care
     - Pharmacy

21. Report the percentage of your total 2023 medical insurance premium costs that are paid by your employer. (Include only medical insurance premiums; exclude dental, vision, etc.): _______
22. If your employer offers a 401(k) match, please indicate your firm’s matching percentage:
   Matching contribution percentage: ________

23. How many paid holidays does your employer provide to regular full-time employees?
   Number of holidays: ________

24. How many days of paid time off (PTO) does your employer provide to regular full-time employees?
   PTO (days): ________
   Unlimited: ________

Your response has been recorded. Thank you for completing this survey.

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