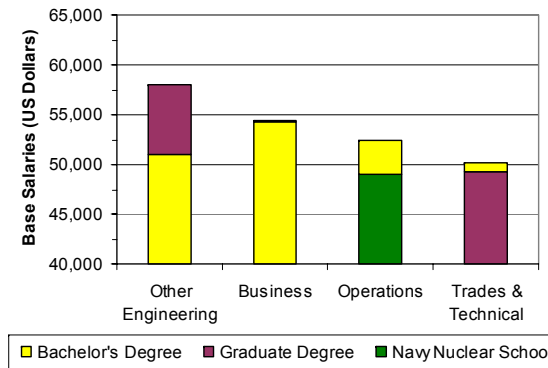
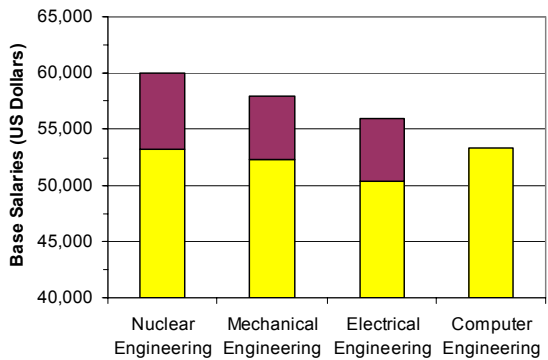


2006 BENCHMARKING REPORT

Data for this flyer is from the 2006 NA-YGN Recruiting and Retention survey. This report tabulates starting salaries by education level, company type, and company size; the ratio of salary increase for one and five year intervals; benefits received; length of time before promotions; turnover rates; effectiveness of work-study programs; company sponsored programs; and participation in professional societies.

STARTING SALARIES



*View the entire Benchmarking Survey Report online at:
<http://www.na-ygn.org>*

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Career Guide

November 2006

CAREER GUIDE

Young professional recruitment, retention, and development are issues currently challenging the nuclear industry. The aging nuclear workforce has a considerable impact on the young generation's careers.

Through an online survey, NA-YGN gathered information on how organizations recruit, retain, and develop their young professionals. NA-YGN members who completed the survey encompass the nuclear workforce at North American utilities, nuclear vendors, nuclear consultants, and government agencies.

JOB SEARCHES

Students and young professionals should consider the following items when choosing a first job in nuclear science and technology.

Choosing an Employer

- What type of work am I interested in?
- Where do I want to live?
- How much flexibility do I want in my work schedule?
- How much overtime will be required?
- How much travel will be required?

Analyzing a Starting Offer

- What is the offered base salary?
- What is the cost of living in the area where I'll be located?
- Is there a signing bonus available?
- What health benefits are available?
- What retirement benefits am I eligible for?
- What is the standard bonus I can expect to receive?
- How much vacation will I have, and when can I use it?

SURVEY RESULTS COMPILED BY JOB TYPE

	Nuclear Engineering	Mechanical Engineering	Electrical Engineering	Computer Engineering	Other Engineering	Business	Operations	Trades & Technical
Number of Respondents	81	100	37	12	52	28	13	14
Starting Salary	54,467	53,492	50,632	53,633	54,020	54,694	52,600	48,737
STARTING SALARIES BY EDUCATION LEVEL								
Bachelors Degree	53,282	52,332	50,283	53,378	53,023	54,292	52,500	50,200
Graduate Degree	59,997	57,966	56,000	55,164	59,337	54,500	60,000	49,267
STARTING SALARIES BY COMPANY TYPE								
Utility	53,678	52,314	51,915	55,006	53,961	65,857	52,600	48,737
Vendor	54,422	52,701	53,500	50,200	54,860	47,591	-	-
Consulting	53,867	53,478	50,833	-	-	-	-	-
Government / Regulator	63,500	-	34,000	-	53,256	-	-	-

SURVEY RESULTS COMPILED BY COMPANY TYPE

	Electric Utility	Government/ Regulator	Nuclear Vendor	Consulting Firm
Number of Respondents	232	7	119	18
BENEFITS				
Signing Bonus	0.21	0.43	0.72	0.56
Relocation Expenses	0.66	0.86	0.71	0.78
Annual Bonus	0.69	0.14	0.51	0.56
Performance-Based Incentive Pay	0.59	0.57	0.42	0.28
COMPANY SPONSORED PROGRAMS				
Mentoring Program	0.66	0.86	0.68	0.78
<i>Influence in Accepting Employment</i>				
Strongly Influenced	0.05	0.33	0.05	0.00
Moderately Influenced	0.27	0.50	0.30	0.43
Did Not Influence	0.68	0.17	0.65	0.57
Educational Reimbursement	0.95	0.71	0.94	0.89
<i>Influence in Accepting Employment</i>				
Strongly Influenced	0.17	0.00	0.37	0.19
Moderately Influenced	0.38	0.60	0.41	0.56
Did Not Influence	0.47	0.40	0.22	0.25
Planned Participation in Educational Reimbursement	0.58	0.00	0.68	0.69