



The Ezra Penland Actuarial Recruitment
2022 – 2023
ACTUARIAL SALARY SURVEYS

US Health Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 Exams	ASA	FSA
0-1 years	60-72	64-75			
1	64-83	67-87	69-90	80-108	
2	67-86	70-91	73-93	86-115	
3	70-90	75-94	78-97	90-122	
4	73-95	80-100	82-104	93-129	109-154
5	75-101	80-111	82-111	96-136	114-171
6		82-115	82-115	100-142	118-189
7		85-120	85-120	103-147	124-206
8		88-124	88-124	106-153	130-224
9			90-129	110-158	136-241
10			93-132	113-168	142-252
11				120-178	148-262
12				126-188	155-273
13				133-198	161-284
14				140-208	167-294
15				146-218	173-326
16				153-228	179-357
17				160-238	185-388
18				166-248	191-420
19				173-287	197-451
20+ years				180-326	203-483

*Base Salary Plus Paid Bonuses, In US\$thousands

All surveys are derived from
Ezra Penland Actuarial Recruitment proprietary information

Surveys include all types of actuarial employment, representing
the middle 85% of all compensation packages