



The Ezra Penland Actuarial Recruitment
2022 – 2023
ACTUARIAL SALARY SURVEYS

US Life Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 Exams	ASA	FSA
0-1 years	59-71	62-74			
1	62-82	65-86	68-89	78-108	
2	65-86	69-90	72-93	85-115	
3	68-89	73-93	76-96	88-123	
4	72-95	78-99	81-103	91-130	107-157
5	73-100	78-106	81-110	94-137	111-174
6		78-110	81-114	98-142	116-192
7		81-115	83-119	101-148	122-210
8		83-119	86-123	104-153	127-228
9			88-128	107-159	133-246
10			91-131	111-169	139-256
11				117-179	145-266
12				124-189	151-276
13				130-199	157-286
14				137-209	163-297
15				143-219	169-329
16				150-229	175-362
17				156-240	181-395
18				163-250	187-427
19				169-289	193-460
20+ years				176-328	199-493

*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