



The Ezra Penland Actuarial Recruitment
2022 – 2023
ACTUARIAL SALARY SURVEYS

US Property and Casualty Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	ACAS	8 Exams	FCAS
0-1 years	64-81	66-89					
1	68-89	71-95	75-100	82-105	99-148		
2	71-92	74-100	79-108	86-114	103-154		
3	73-94	77-103	83-115	90-123	107-159		
4	79-100	82-107	87-119	94-130	111-168	120-180	133-208
5	84-106	87-111	91-124	99-134	113-177	128-187	140-220
6		90-118	94-124	101-140	119-182	134-201	148-232
7		93-125	98-134	105-146	128-188	141-214	157-244
8		96-132	103-140	110-152	135-193	151-216	163-255
9			107-143	116-156	143-200	157-220	168-275
10			112-149	122-161	151-207	162-229	174-297
11				125-166	155-214	168-239	180-319
12				128-171	158-221	173-249	186-341
13				131-176	162-228	178-259	192-364
14				135-182	166-242	184-293	198-385
15					169-261	189-327	203-414
16					173-279	193-350	208-443
17					177-298	198-373	212-472
18					181-316	203-396	217-502
19					185-343	207-423	222-531
20+ years					188-379	212-457	226-563

*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

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

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

US Pension Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 Exams	ASA	FSA
0-1 years	56-72	60-76			
1	62-76	66-81	68-85	74-110	
2	68-82	72-86	76-92	83-117	
3	71-89	76-92	80-98	88-124	
4	74-92	79-98	84-105	93-127	105-151
5	76-94	81-105	86-111	96-131	109-159
6		82-106	87-113	99-136	112-166
7		84-108	88-114	102-141	118-174
8		86-110	90-116	105-146	124-182
9			91-118	109-151	130-189
10			93-119	112-154	136-206
11				114-157	140-222
12				117-160	144-239
13				119-162	148-256
14				122-165	151-272
15				124-168	155-286
16				126-171	159-300
17				129-173	162-313
18				131-176	166-327
19				134-248	170-340
20+ years				136-319	174-354

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

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the middle 85% of all compensation packages