



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