



The Ezra Penland Actuarial Recruitment
2022 – 2023
ACTUARIAL SALARY SURVEYS

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

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