



The Ezra Penland Actuarial Recruitment  
2023 – 2024  
ACTUARIAL SALARY SURVEYS



## US Pension Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4-5 Exams	ASA	FSA
0-1 years	61-74	65-78			
1	66-78	69-83	71-87		
2	72-84	75-88	79-94	87-119	
3	75-91	78-95	83-100	92-126	
4	78-94	81-102	86-108	99-130	116-155
5	80-97	83-108	90-115	102-134	120-164
6	82-102	85-112	93-118	106-141	126-172
7		87-116	98-120	111-147	129-179
8			101-122	117-151	136-187
9			103-125	122-156	142-195
10				126-160	149-209
11				129-164	156-227
12				133-167	162-246
13				136-171	168-263
14				139-175	172-276
15				141-179	177-289
16				144-183	180-307
17				148-187	184-322
18				151-203	187-338
19				153-256	191-352
20+ years				155-327	193-376

\*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.