



The Ezra Penland Actuarial Recruitment
2023 – 2024
ACTUARIAL SALARY SURVEYS

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 – 5 Exams	ASA	FSA
0-1 years	64-83	67-86			
1	72-92	75-95	79-100		
2	76-95	78-101	82-104	91-125	
3	79-97	83-105	85-108	94-136	
4	82-102	88-109	90-111	98-142	111-165
5		91-112	92-116	101-148	117-183
6		93-117	94-121	107-162	121-197
7		94-122	97-125	112-167	127-216
8			98-129	116-174	133-234
9			101-135	121-182	140-257
10				124-189	147-268
11				131-197	152-275
12				137-204	157-284
13				144-212	163-295
14				148-215	168-308
15				153-221	174-336
16				156-231	181-366
17				161-242	186-399
18				167-261	192-434
19				173-303	196-471
20+ years				180-336	202-504

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



US Life Actuaries, Consulting

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Years of Experience	2 Exams	3 Exams	4 – 5 Exams	ASA	FSA
0-1 years	67-85	69-87			
1	74-94	77--98	80-102		
2	78-98	80-103	84-106	94-127	
3	82-104	86-108	88-110	98-139	
4	84-109	90-112	94-116	101-145	114-171
5		94-115	98-120	108-153	120-191
6		97-119	101-125	112-167	123-211
7		101-126	104-129	118-176	129-231
8			108-134	123-183	135-253
9			111-138	128-194	143-270
10				135-205	151-289
11				144-216	162-296
12				152-228	174-312
13				163-236	187-324
14				171-248	193-338
15				179-258	198-363
16				187-266	205-397
17				196-298	211-441
18				204-313	216-478
19				212-363	222-528
20+ years				220-412	225-560

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



US Life Actuaries, Excluding Consulting

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Years of Experience	2 Exams	3 Exams	4 – 5 Exams	ASA	FSA
0-1 years	63-80	66-84			
1	70-88	73-91	77-97		
2	73-93	76-97	80-99	89-124	
3	76-96	81-103	83-104	92-132	
4	80-100	86-106	88-108	96-139	108-162
5		89-110	91-113	99-146	114-174
6		91-114	93-118	105-158	118-186
7		93-118	96-123	110-165	124-207
8			98-126	113-171	130-224
9			100-133	120-178	137-245
10				123-184	143-264
11				129-195	150-269
12				134-201	154-278
13				141-208	161-289
14				146-213	165-302
15				151-219	171-327
16				152-226	179-354
17				157-235	185-387
18				165-249	190-405
19				171-286	195-457
20+ years				174-322	198-479

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