



The Ezra Penland Actuarial Recruitment
2024 – 2025
ACTUARIAL SALARY SURVEYS

All survey data is derived from industry professional respondents to our salary survey questionnaire, and proprietary data from Ezra Penland Actuarial Recruitment. Surveys include all types of actuarial employment, representing the middle 85% of all compensation packages.



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	70-83	74-87			
1	75-87	78-92	80-96		
2	81-92	84-97	88-104	96-127	
3	84-98	87-104	93-110	97-134	
4	86-101	91-111	96-117	102-137	126-164
5	89-104	92-117	100-123	106-144	130-173
6	91-109	94-122	103-126	112-150	136-180
7		96-125	107-129	117-156	141-189
8			110-132	120-161	146-197
9			112-136	126-167	151-202
10				133-172	156-216
11				138-176	169-233
12				142-182	175-251
13				145-186	182-274
14				149-190	191-295
15				152-197	199-311
16				155-214	206-333
17				159-231	211-352
18				161-253	217-367
19				164-276	221-381
20+ years				167-353	228-495

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

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