



The Ezra Penland Actuarial Recruitment
2025 – 2026
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 Life Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4-5 Exams	ASA	FSA
0-1 years	68-88	71-90			
1	75-95	81-98	85-109		
2	79-99	84-106	87-113	104-156	
3	82-102	89-110	90-124	109-168	
4	86-109	95-115	96-133	111-175	127-198
5		97-117	98-140	113-177	141-220
6		99-126	100-152	115-185	143-243
7		100-131	102-159	119-189	145-253
8			115-166	120-194	147-267
9			118-172	125-200	151-288
10				128-209	155-306
11				135-221	159-323
12				142-227	164-338
13				148-235	169-345
14				152-242	173-359
15				158-256	178-367
16				159-260	187-388
17				164-270	192-415
18				174-291	196-448
19				176-330	201-493
20+ years				183-372	208-520

*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	71-91	73-92			
1	77-98	83-102	86-112		
2	81-103	86-108	90-116	101-143	
3	85-110	92-112	94-127	104-160	
4	88-117	96-118	98-138	108-170	132-203
5		101-121	103-144	115-174	136-227
6		103-128	107-155	118-184	138-257
7		107-135	110-159	125-194	140-270
8			125-168	129-202	146-287
9			128-176	134-211	149-301
10				142-225	157-329
11				150-239	169-337
12				159-253	181-348
13				171-261	195-372
14				179-274	202-391
15				188-294	206-393
16				193-297	215-421
17				203-328	221-458
18				216-344	224-495
19				220-390	231-554
20+ years				227-451	234-579

*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	67-85	70-88			
1	73-91	79-94	83-107		
2	76-99	82-102	85-109	104-155	
3	79-102	87-107	88-120	109-164	
4	84-108	92-112	94-130	112-171	135-190
5		95-116	96-136	114-175	139-206
6		96-123	98-149	117-182	142-228
7		98-127	101-158	119-186	145-238
8			112-162	121-190	147-251
9			117-170	125-195	151-271
10				127-205	154-297
11				132-219	158-312
12				138-224	162-325
13				145-231	165-336
14				149-240	170-345
15				156-254	176-355
16				156-258	184-370
17				159-264	191-395
18				171-279	195-408
19				174-307	200-470
20+ years				177-359	203-485

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