



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 Pension Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4-5 Exams	ASA	FSA
0-1 years	70-85	75-89			
1	75-89	79-95	81-99		
2	82-94	85-99	88-106	96-141	
3	84-101	88-106	94-113	97-147	
4	87-104	92-113	96-120	102-150	126-185
5		93-119	100-126	107-157	130-194
6		95-125	103-129	112-163	137-201
7			108-132	118-171	142-207
8			110-135	121-177	146-215
9				127-184	152-220
10				134-189	157-231
11				138-192	170-243
12				143-196	176-258
13				145-200	183-281
14				150-205	192-301
15				153-211	201-319
16				156-218	208-341
17				160-236	212-361
18				161-259	219-377
19				164-283	223-392
20+ years				168-363	229-527

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

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