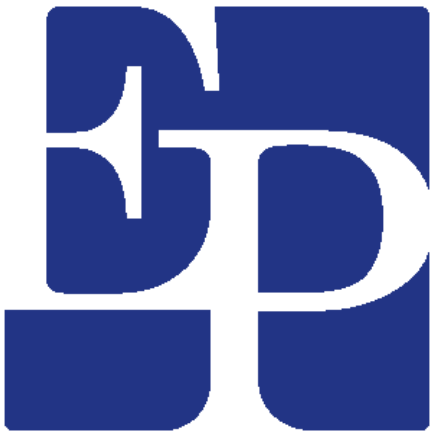


The Ezra Penland Actuarial Recruitment
2026 – 2027
ACTUARIAL SALARY SURVEYS

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 Health Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	6 Exams	ASA	ASA +1	ASA +2	ASA +3	FSA
0-1 years	68-91	71-96								
1	75-96	82-100	85-108	87-118						
2	78-101	88-106	90-113	92-124	94-130	99-144	103-149	106-155	110-179	
3	85-107	91-111	93-121	95-133	97-140	103-158	106-162	111-169	114-190	
4	89-113	97-116	98-130	99-145	101-153	107-168	110-173	113-186	119-197	136-221
5		101-121	102-136	103-152	105-159	111-174	115-180	119-189	125-206	140-240
6		105-130	106-147	107-166	110-170	114-186	119-191	122-203	129-214	145-255
7			111-149	113-178	115-182	120-193	123-199	126-212	133-227	148-265
8			114-150	116-193	119-196	123-206	127-209	130-222	138-235	151-273
9						127-216	129-221	133-232	142-243	160-294
10						130-226	133-231	138-241	146-255	165-313
11						135-235	139-242	143-250	149-268	173-329
12						140-245	143-250	147-261	153-281	179-348
13						143-253	147-260	151-271	157-290	184-362
14						149-263	156-268	163-280	168-302	189-376
15-18						158-286	166-293	173-306	179-334	202-419
19-24						171-333	179-341	188-352	193-393	210-466
25-29						185-380	193-387	202-410	208-445	217-521
30+						199-427	208-438	219-454	225-497	230-584

*Base Salary Plus Paid Bonuses, In US$thousands

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US Health Actuaries, Insurance

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	6 Exams	ASA	ASA +1	ASA +2	ASA +3	FSA
0-1 years	67-89	70-95								
1	75-92	77-98	81-106	86-113						
2	77-98	85-103	87-111	88-119	92-130	100-143	103-155	108-168	114-182	
3	80-103	88-108	90-119	92-128	96-136	105-152	107-161	111-174	118-190	
4	85-110	94-113	95-125	97-139	99-145	107-159	109-166	114-180	122-200	134-223
5		98-116	100-132	101-150	103-154	111-170	113-177	117-189	125-207	142-233
6		101-126	102-144	104-156	106-164	114-179	116-186	122-198	127-218	145-244
7			107-146	110-165	112-176	118-189	120-196	125-205	133-227	149-256
8			111-147	114-171	117-181	123-199	124-205	129-215	136-235	152-270
9						124-209	128-213	133-224	141-246	156-288
10						130-219	132-223	136-234	144-255	162-300
11						133-226	136-231	141-244	148-268	169-320
12						137-236	139-242	145-252	152-278	176-341
13						142-244	147-252	151-263	156-291	180-353
14						149-257	154-264	160-276	164-303	188-365
15-18						158-281	163-286	170-299	174-333	199-404
19-24						169-326	175-336	181-352	185-390	208-465
25-29						183-372	187-386	194-410	200-450	219-519
30+						193-407	200-422	207-448	212-496	229-584

*Base Salary Plus Paid Bonuses, In US$thousands

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US Health Actuaries, Consulting

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	6 Exams	ASA	ASA +1	ASA +2	ASA +3	FSA
0-1 years	74-93	76-94								
1	81-97	86-99	88-107	90-119						
2	84-106	89-107	92-114	95-125	96-138	103-151	104-159	109-170	115-184	
3	86-110	96-111	98-122	100-136	102-150	107-163	109-171	114-181	119-192	
4	93-118	101-120	102-134	103-149	105-160	111-171	114-179	120-190	124-204	140-229
5		105-128	106-143	107-160	110-169	117-182	118-190	125-201	129-215	156-240
6		106-137	109-155	111-174	114-179	122-194	124-203	129-214	134-229	159-257
7			113-162	117-183	120-189	126-207	128-217	134-225	138-240	164-269
8			117-166	122-196	126-199	131-217	135-226	140-235	144-252	169-284
9						136-228	141-236	146-249	150-265	174-297
10						142-239	146-244	152-256	155-276	181-311
11						148-251	154-255	159-270	163-287	190-334
12						153-262	159-270	165-283	169-303	196-363
13						158-270	164-282	171-291	175-313	204-379
14						161-283	173-290	181-300	195-322	211-397
15-18						185-306	194-312	201-323	205-348	232-446
19-24						204-356	213-365	224-374	226-385	245-516
25-29						211-417	216-427	226-437	229-447	261-595
30+						220-490	225-502	236-513	239-522	275-690

*Base Salary Plus Paid Bonuses, In US$thousands

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