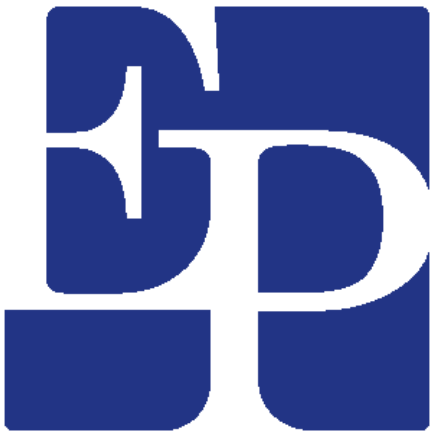


The Ezra Penland Actuarial Recruitment
2026 – 2027
ACTUARIAL SALARY SURVEYS

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 Pension Actuaries, All Employment Types

©2026 EzraPenland.com

Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	6 Exams	ASA	ASA +1	ASA +2	ASA +3	FSA
0-1 years	71-86	76-91								
1	76-90	80-96	81-98	82-102						
2	83-95	86-100	88-105	90-110	93-121	96-135	99-141	102-149	106-158	
3	85-102	89-107	93-111	97-116	98-127	99-141	101-147	105-156	109-165	
4	88-105	93-114	96-119	99-123	100-130	102-146	105-151	109-163	115-172	127-186
5		94-120	99-125	104-130	105-137	106-152	109-158	114-170	118-180	131-196
6		96-126	101-128	107-131	109-138	110-156	114-161	116-174	123-187	138-202
7			104-131	113-134	114-141	116-160	118-167	121-180	125-194	143-210
8			105-133	118-138	119-158	120-171	122-180	126-190	130-202	147-217
9						121-172	125-182	129-193	134-207	153-227
10						130-177	133-191	137-201	139-216	158-235
11						131-185	136-197	141-209	145-226	171-246
12						138-199	142-210	147-221	151-239	178-261
13						139-207	144-215	150-226	153-242	184-282
14						144-215	149-224	154-236	157-251	193-302
15-18						150-241	154-253	160-266	164-285	211-321
19-24						165-300	169-311	175-328	180-353	220-384
25-29						182-376	189-398	196-417	201-448	231-527
30+						199-446	207-487	214-507	221-527	252-666

*Base Salary Plus Paid Bonuses, In US$thousands

Ezra Penland Actuarial Recruitment / actuaries@EzraPenland.com / 800-580-3972