



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 Life Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4-5 Exams	ASA	FSA
0-1 years	66-86	69-88			
1	73-93	79-96	83-107		
2	77-97	82-103	85-111	95-138	
3	80-100	87-107	88-121	98-153	
4	84-107	92-112	94-130	103-163	126-192
5		95-115	96-136	105-164	130-214
6		96-123	97-148	110-175	132-237
7		97-128	100-155	116-180	135-247
8			112-162	119-188	138-260
9			115-168	124-195	143-281
10				127-204	149-300
11				134-215	155-315
12				141-222	160-329
13				147-230	166-335
14				151-235	172-350
15				157-249	177-358
16				158-254	185-380
17				163-265	190-406
18				173-284	195-437
19				175-322	200-482
20+ years				182-364	206-509

*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	69-88	71-89			
1	75-95	81-99	84-109		
2	79-100	84-105	87-113	98-140	
3	83-107	90-110	91-123	102-156	
4	86-114	94-115	96-135	106-166	129-198
5		98-118	101-140	112-169	133-222
6		100-125	104-152	115-180	134-250
7		104-132	107-156	122-189	137-262
8			122-164	126-197	149-279
9			125-172	131-207	146-294
10				138-220	153-321
11				147-234	165-329
12				156-246	176-341
13				166-254	190-364
14				174-268	197-380
15				183-286	201-385
16				189-289	209-411
17				198-321	215-448
18				210-336	219-481
19				214-382	226-539
20+ years				222-440	229-565

*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	65-83	68-86			
1	71-89	77-92	81-104		
2	74-96	80-99	83-106	93-137	
3	77-99	85-105	86-117	96-149	
4	82-105	90-109	92-127	101-160	123-189
5		93-113	94-133	103-162	127-205
6		94-120	96-145	108-171	129-226
7		96-124	99-153	114-178	132-238
8			110-159	116-185	135-250
9			114-166	123-190	140-269
10				126-199	145-296
11				132-213	153-309
12				138-219	157-323
13				144-226	164-329
14				149-233	169-344
15				155-247	174-349
16				156-251	183-368
17				159-258	189-394
18				171-272	193-408
19				173-299	199-468
20+ years				176-350	202-484

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

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