



The Ezra Penland Actuarial Recruitment
2021 ACTUARIAL SALARY SURVEYS

US Property and Casualty Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | 5 Exams | ACAS | 8 Exams | FCAS |
|---------------------|---------|---------|---------|---------|---------|---------|---------|
| 0-1 years | 62-80 | 65-87 | | | | | |
| 1 | 67-87 | 70-93 | 73-98 | 81-103 | 97-145 | | |
| 2 | 70-90 | 73-98 | 78-106 | 85-112 | 101-151 | | |
| 3 | 72-93 | 76-102 | 81-113 | 88-121 | 105-156 | | |
| 4 | 78-98 | 81-105 | 85-117 | 93-127 | 109-165 | 117-176 | 130-205 |
| 5 | 83-104 | 86-109 | 89-121 | 97-132 | 111-173 | 125-183 | 138-216 |
| 6 | 85-110 | 88-115 | 92-126 | 99-137 | 116-178 | 131-198 | 145-228 |
| 7 | | 91-122 | 96-132 | 103-143 | 125-184 | 139-210 | 154-239 |
| 8 | | 94-129 | 101-137 | 108-149 | 133-190 | 148-212 | 160-254 |
| 9 | | | 105-141 | 114-153 | 140-196 | 154-216 | 165-269 |
| 10 | | | 110-146 | 120-158 | 148-203 | 159-225 | 171-291 |
| 11 | | | 112-151 | 123-163 | 152-210 | 165-235 | 177-313 |
| 12 | | | 115-156 | 126-168 | 155-217 | 170-244 | 183-335 |
| 13 | | | 118-161 | 129-173 | 159-223 | 175-254 | 188-357 |
| 14 | | | 120-166 | 132-178 | 163-238 | 180-287 | 194-377 |
| 15 | | | 123-171 | 135-183 | 166-256 | 185-320 | 200-406 |
| 16 | | | 126-176 | 138-188 | 170-274 | 190-343 | 204-435 |
| 17 | | | 128-181 | 141-193 | 174-292 | 195-366 | 209-463 |
| 18 | | | 131-186 | 145-198 | 177-310 | 199-388 | 213-492 |
| 19 | | | 134-192 | 148-203 | 181-337 | 204-416 | 217-521 |
| 20+ years | | | 137-197 | 151-209 | 185-372 | 208-448 | 222-552 |

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

US Property and Casualty Actuaries, Consulting Only

©2021 EzraPenland.com

| Years of Experience | 2 Exams | 3 Exams | 4 Exams | 5 Exams | ACAS | 8 Exams | FCAS |
|---------------------|---------|---------|---------|---------|---------|---------|---------|
| 0-1 years | 65-83 | 68-90 | | | | | |
| 1 | 70-91 | 72-97 | 76-102 | 84-107 | 101-151 | | |
| 2 | 72-94 | 75-102 | 81-110 | 88-117 | 105-157 | | |
| 3 | 75-96 | 79-106 | 84-117 | 91-126 | 109-162 | | |
| 4 | 81-102 | 84-109 | 89-122 | 96-133 | 113-171 | 122-183 | 135-213 |
| 5 | 86-108 | 89-113 | 93-126 | 101-137 | 115-180 | 130-191 | 143-225 |
| 6 | 88-114 | 91-120 | 96-131 | 103-142 | 121-185 | 136-205 | 151-237 |
| 7 | | 95-127 | 100-137 | 107-149 | 130-191 | 144-218 | 160-249 |
| 8 | | 98-134 | 105-143 | 113-155 | 138-197 | 154-220 | 166-261 |
| 9 | | | 110-146 | 118-159 | 146-204 | 160-224 | 172-280 |
| 10 | | | 115-152 | 124-164 | 154-211 | 166-234 | 178-303 |
| 11 | | | | 128-170 | 158-218 | 172-244 | 184-326 |
| 12 | | | | 131-175 | 162-225 | 177-254 | 190-348 |
| 13 | | | | 134-180 | 165-232 | 182-264 | 196-371 |
| 14 | | | | 137-185 | 169-247 | 187-299 | 202-392 |
| 15 | | | | 141-191 | 173-266 | 193-333 | 208-422 |
| 16 | | | | 144-196 | 177-285 | 198-357 | 212-452 |
| 17 | | | | 147-201 | 181-304 | 202-380 | 217-482 |
| 18 | | | | 150-206 | 185-322 | 207-404 | 221-512 |
| 19 | | | | 154-212 | 189-350 | 212-432 | 226-542 |
| 20+ years | | | | 157-217 | 192-387 | 217-466 | 231-574 |

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

US Property and Casualty Actuaries Insurance/All Others, Excluding Consulting, Excluding Reinsurance

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | 5 Exams | ACAS | 8 Exams | FCAS |
|---------------------|---------|---------|---------|---------|---------|---------|---------|
| 0-1 years | 61-76 | 64-83 | | | | | |
| 1 | 66-83 | 68-89 | 72-93 | 79-98 | 95-138 | | |
| 2 | 68-86 | 71-93 | 76-101 | 83-107 | 99-143 | | |
| 3 | 70-88 | 74-97 | 79-107 | 86-115 | 102-148 | | |
| 4 | 76-93 | 79-100 | 84-111 | 91-121 | 106-156 | 115-168 | 127-194 |
| 5 | 81-99 | 84-104 | 87-115 | 95-125 | 108-165 | 123-174 | 135-205 |
| 6 | 83-104 | 86-110 | 90-120 | 97-130 | 114-169 | 128-188 | 142-216 |
| 7 | | 89-116 | 94-125 | 100-136 | 123-175 | 136-200 | 151-227 |
| 8 | | 92-123 | 99-130 | 106-141 | 130-181 | 145-201 | 156-238 |
| 9 | | | 103-134 | 111-145 | 137-186 | 151-205 | 162-256 |
| 10 | | | 108-139 | 117-150 | 145-193 | 156-214 | 167-277 |
| 11 | | | 110-143 | 120-155 | 148-199 | 161-223 | 173-298 |
| 12 | | | 112-148 | 123-160 | 152-206 | 166-232 | 179-319 |
| 13 | | | 115-153 | 126-165 | 156-212 | 171-242 | 184-339 |
| 14 | | | 118-158 | 129-169 | 159-226 | 176-273 | 190-359 |
| 15 | | | 120-163 | 132-174 | 163-243 | 181-305 | 195-386 |
| 16 | | | 123-168 | 135-179 | 166-260 | 186-326 | 200-413 |
| 17 | | | 126-172 | 138-184 | 170-278 | 190-348 | 204-441 |
| 18 | | | 128-177 | 141-189 | 174-295 | 195-369 | 208-468 |
| 19 | | | 131-182 | 144-193 | 177-320 | 199-395 | 213-495 |
| 20+ years | | | 134-187 | 148-198 | 181-354 | 204-426 | 217-525 |

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

US Property and Casualty Actuaries, Reinsurance Only

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | 5 Exams | ACAS | 8 Exams | FCAS |
|---------------------|---------|---------|---------|---------|---------|---------|---------|
| 0-1 years | 64-93 | 66-102 | | | | | |
| 1 | 68-102 | 71-109 | 75-115 | 82-121 | 99-170 | | |
| 2 | 71-105 | 74-115 | 79-124 | 86-131 | 103-176 | | |
| 3 | 73-108 | 77-119 | 83-132 | 90-142 | 107-182 | | |
| 4 | 79-115 | 82-123 | 87-137 | 95-149 | 111-193 | 120-206 | 133-239 |
| 5 | 84-122 | 87-127 | 91-142 | 99-154 | 113-203 | 128-214 | 141-253 |
| 6 | 86-129 | 90-135 | 94-148 | 101-160 | 119-209 | 134-231 | 148-266 |
| 7 | | 93-143 | 98-154 | 105-167 | 128-215 | 142-246 | 157-280 |
| 8 | | 96-151 | 103-160 | 110-174 | 136-222 | 151-248 | 163-293 |
| 9 | | | 108-165 | 116-179 | 143-229 | 157-252 | 169-315 |
| 10 | | | 112-171 | 122-185 | 151-237 | 163-263 | 175-341 |
| 11 | | | 114-177 | 125-191 | 155-245 | 168-275 | 180-366 |
| 12 | | | 117-182 | 128-197 | 158-253 | 173-286 | 186-392 |
| 13 | | | 120-188 | 132-203 | 162-261 | 179-297 | 192-418 |
| 14 | | | 123-194 | 135-208 | 166-278 | 184-336 | 198-441 |
| 15 | | | 125-200 | 138-214 | 169-299 | 189-375 | 204-475 |
| 16 | | | 128-206 | 141-220 | 173-320 | 194-401 | 208-509 |
| 17 | | | 131-212 | 144-226 | 177-342 | 198-428 | 213-542 |
| 18 | | | 134-218 | 147-232 | 181-363 | 203-454 | 217-576 |
| 19 | | | 137-224 | 151-238 | 185-394 | 208-486 | 222-609 |
| 20+ years | | | 139-230 | 154-244 | 189-436 | 212-524 | 226-646 |

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

US Life Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 58-70 | 61-73 | | | |
| 1 | 61-81 | 64-85 | 67-88 | 77-107 | |
| 2 | 64-84 | 68-88 | 70-91 | 83-114 | |
| 3 | 67-88 | 72-92 | 75-95 | 86-121 | |
| 4 | 70-93 | 77-98 | 79-101 | 90-128 | 105-154 |
| 5 | 72-99 | 77-104 | 79-108 | 93-135 | 109-172 |
| 6 | 74-103 | 78-108 | 79-112 | 96-140 | 114-189 |
| 7 | | 79-113 | 82-117 | 99-146 | 120-207 |
| 8 | | 82-117 | 84-121 | 102-151 | 125-224 |
| 9 | | | 87-126 | 106-156 | 131-242 |
| 10 | | | 90-129 | 109-166 | 137-252 |
| 11 | | | 92-132 | 115-176 | 143-262 |
| 12 | | | 95-135 | 122-186 | 149-272 |
| 13 | | | 97-139 | 128-196 | 155-282 |
| 14 | | | 100-142 | 134-206 | 161-292 |
| 15 | | | 102-145 | 141-216 | 166-324 |
| 16 | | | 105-148 | 147-226 | 172-356 |
| 17 | | | 108-152 | 154-236 | 178-389 |
| 18 | | | 110-155 | 160-246 | 184-421 |
| 19 | | | 113-158 | 166-284 | 190-453 |
| 20+ years | | | 115-161 | 173-323 | 196-485 |

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

US Life Actuaries, Consulting Only

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 63-77 | 68-80 | | | |
| 1 | 68-89 | 70-94 | 73-97 | 84-117 | |
| 2 | 70-93 | 75-97 | 77-100 | 92-125 | |
| 3 | 74-97 | 80-101 | 82-104 | 95-133 | |
| 4 | 77-102 | 84-108 | 87-111 | 99-141 | 115-170 |
| 5 | 80-108 | 84-114 | 87-119 | 102-148 | 120-189 |
| 6 | 82-113 | 84-119 | 87-124 | 106-154 | 125-208 |
| 7 | | 87-124 | 90-128 | 109-160 | 132-228 |
| 8 | | 90-129 | 93-133 | 113-166 | 138-247 |
| 9 | | | 96-138 | 116-172 | 144-266 |
| 10 | | | 99-142 | 120-183 | 151-277 |
| 11 | | | 101-145 | 127-194 | 157-288 |
| 12 | | | 104-149 | 134-205 | 164-299 |
| 13 | | | 107-152 | 141-216 | 170-310 |
| 14 | | | 110-156 | 148-227 | 177-321 |
| 15 | | | 113-160 | 155-238 | 183-357 |
| 16 | | | 115-163 | 162-248 | 190-392 |
| 17 | | | 118-167 | 169-259 | 196-427 |
| 18 | | | 121-170 | 176-270 | 202-463 |
| 19 | | | 124-174 | 183-313 | 209-498 |
| 20+ years | | | 127-177 | 190-355 | 215-534 |

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

US Life Actuaries

Insurance/Reinsurance/All Others, Excluding Consulting

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 56-68 | 60-71 | | | |
| 1 | 60-79 | 62-83 | 65-85 | 75-104 | |
| 2 | 62-82 | 66-86 | 68-89 | 81-111 | |
| 3 | 65-85 | 70-89 | 73-92 | 84-117 | |
| 4 | 68-91 | 75-95 | 77-98 | 87-124 | 102-150 |
| 5 | 70-96 | 75-101 | 77-105 | 90-131 | 106-167 |
| 6 | 72-100 | 75-105 | 77-109 | 93-136 | 111-184 |
| 7 | | 77-110 | 80-114 | 96-142 | 116-201 |
| 8 | | 80-114 | 82-118 | 100-147 | 122-218 |
| 9 | | | 85-122 | 103-152 | 128-235 |
| 10 | | | 87-125 | 106-162 | 133-245 |
| 11 | | | 90-128 | 112-171 | 139-255 |
| 12 | | | 92-132 | 118-181 | 145-265 |
| 13 | | | 95-135 | 124-191 | 150-274 |
| 14 | | | 97-138 | 131-200 | 156-284 |
| 15 | | | 100-141 | 137-210 | 162-315 |
| 16 | | | 102-144 | 143-220 | 168-347 |
| 17 | | | 105-147 | 149-229 | 173-378 |
| 18 | | | 107-151 | 156-239 | 179-409 |
| 19 | | | 110-154 | 162-276 | 185-440 |
| 20+ years | | | 112-157 | 168-314 | 190-472 |

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

US Health Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 59-71 | 63-74 | | | |
| 1 | 63-82 | 66-86 | 68-89 | 79-106 | |
| 2 | 66-85 | 69-89 | 72-92 | 85-113 | |
| 3 | 69-89 | 74-93 | 77-95 | 88-120 | |
| 4 | 72-94 | 79-99 | 81-102 | 92-127 | 107-151 |
| 5 | 74-99 | 79-105 | 81-109 | 95-134 | 112-169 |
| 6 | 76-104 | 79-109 | 81-113 | 98-140 | 117-186 |
| 7 | | 81-114 | 84-118 | 102-145 | 122-203 |
| 8 | | 84-118 | 86-122 | 105-150 | 128-220 |
| 9 | | | 89-127 | 108-156 | 134-238 |
| 10 | | | 92-130 | 111-166 | 140-248 |
| 11 | | | 94-133 | 118-175 | 146-258 |
| 12 | | | 97-137 | 124-185 | 152-269 |
| 13 | | | 100-140 | 131-195 | 158-279 |
| 14 | | | 102-143 | 138-205 | 164-290 |
| 15 | | | 105-146 | 144-215 | 170-321 |
| 16 | | | 107-150 | 151-225 | 176-352 |
| 17 | | | 110-153 | 157-235 | 182-383 |
| 18 | | | 113-156 | 164-245 | 188-414 |
| 19 | | | 115-159 | 170-283 | 194-444 |
| 20+ years | | | 118-163 | 177-321 | 200-475 |

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

US Health Actuaries, Consulting Only

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 61-74 | 65-77 | | | |
| 1 | 65-85 | 68-89 | 71-92 | 82-110 | |
| 2 | 68-89 | 72-93 | 75-96 | 89-118 | |
| 3 | 72-92 | 77-96 | 80-99 | 92-125 | |
| 4 | 75-98 | 82-103 | 84-106 | 95-132 | 112-157 |
| 5 | 77-103 | 82-109 | 84-113 | 99-140 | 116-175 |
| 6 | 79-108 | 82-114 | 84-118 | 102-145 | 121-193 |
| 7 | | 84-118 | 87-123 | 106-151 | 127-211 |
| 8 | | 87-123 | 90-127 | 109-156 | 134-229 |
| 9 | | | 93-132 | 112-162 | 140-247 |
| 10 | | | 95-135 | 116-172 | 146-258 |
| 11 | | | 98-139 | 123-182 | 152-269 |
| 12 | | | 101-142 | 129-193 | 158-280 |
| 13 | | | 104-145 | 136-203 | 165-290 |
| 14 | | | 106-149 | 143-213 | 171-301 |
| 15 | | | 109-152 | 150-224 | 177-333 |
| 16 | | | 112-156 | 157-234 | 183-366 |
| 17 | | | 114-159 | 163-244 | 190-398 |
| 18 | | | 117-162 | 170-255 | 196-430 |
| 19 | | | 120-166 | 177-294 | 202-462 |
| 20+ years | | | 123-169 | 184-334 | 208-494 |

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

US Health Actuaries Insurance/Reinsurance/All Others, Excluding Consulting

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 58-70 | 62-72 | | | |
| 1 | 62-81 | 65-85 | 67-87 | 77-105 | |
| 2 | 65-84 | 68-88 | 71-91 | 84-111 | |
| 3 | 68-87 | 73-91 | 75-94 | 87-118 | |
| 4 | 71-93 | 77-97 | 80-101 | 90-125 | 106-149 |
| 5 | 73-98 | 77-103 | 80-107 | 94-132 | 110-166 |
| 6 | 75-102 | 77-108 | 80-112 | 97-138 | 115-183 |
| 7 | | 80-112 | 83-116 | 100-143 | 121-200 |
| 8 | | 83-118 | 85-120 | 103-148 | 126-217 |
| 9 | | | 88-125 | 106-153 | 132-234 |
| 10 | | | 90-128 | 110-163 | 138-244 |
| 11 | | | 93-131 | 116-173 | 144-255 |
| 12 | | | 95-134 | 123-183 | 150-265 |
| 13 | | | 98-138 | 129-192 | 156-275 |
| 14 | | | 101-141 | 135-202 | 162-285 |
| 15 | | | 103-144 | 142-212 | 168-316 |
| 16 | | | 106-147 | 148-222 | 174-346 |
| 17 | | | 108-151 | 155-231 | 180-377 |
| 18 | | | 111-154 | 161-241 | 186-407 |
| 19 | | | 114-157 | 168-279 | 191-438 |
| 20+ years | | | 116-160 | 174-316 | 197-468 |

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

US Pension Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4 Exams | ASA | FSA |
|---------------------|---------|---------|---------|---------|---------|
| 0-1 years | 55-71 | 59-75 | | | |
| 1 | 61-75 | 65-80 | 67-84 | 73-108 | |
| 2 | 67-81 | 71-85 | 74-90 | 82-115 | |
| 3 | 70-88 | 74-90 | 79-97 | 87-122 | |
| 4 | 73-90 | 78-97 | 83-103 | 92-125 | 104-149 |
| 5 | 74-93 | 79-103 | 84-109 | 95-129 | 107-156 |
| 6 | 76-95 | 81-105 | 85-111 | 98-134 | 110-164 |
| 7 | | 82-106 | 87-113 | 101-139 | 116-171 |
| 8 | | 84-108 | 88-114 | 104-144 | 122-179 |
| 9 | | | 90-116 | 107-149 | 128-186 |
| 10 | | | 92-117 | 110-152 | 134-202 |
| 11 | | | 93-118 | 112-154 | 138-219 |
| 12 | | | 95-120 | 115-157 | 142-235 |
| 13 | | | 96-121 | 117-160 | 145-252 |
| 14 | | | 98-122 | 120-163 | 149-268 |
| 15 | | | 99-124 | 122-165 | 153-281 |
| 16 | | | 101-125 | 124-168 | 156-295 |
| 17 | | | 102-126 | 127-171 | 160-308 |
| 18 | | | 104-127 | 129-173 | 163-321 |
| 19 | | | 105-129 | 132-244 | 167-335 |
| 20+ years | | | 107-130 | 134-314 | 171-348 |

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

All surveys are derived from
Ezra Penland Actuarial Recruitment proprietary information

Surveys include all types of actuarial employment, representing
the middle 85% of all compensation packages

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