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Wil J. Gaitan is the global benefits consulting practice leader and a global consulting actuary with HUB International. His career in the global consulting space spans over 40 years. He has worked with Aon, Watson Wyatt, Buck Consultants and Alta Actuaries. Gaitan has extensive experience working with corporate headquarters of multinationals as well as delivering on-site advice to organizations in 60 countries in Asia, Europe, the Middle East, Africa, and North and South America. He has been based for extended periods in the United States (Chicago and New York), Europe and Asia. Gaitan has written many articles and essays on employee compensation and benefits topics in globally circulated publications. He is a member of the American Academy of Actuaries (MAAA) and the International Association of Consulting Actuaries, a fellow of the Conference of Consulting Actuaries (FCA) and an associate of the Society of Actuaries. Gaitan is also a certified compensation professional (CCP) and an enrolled actuary (EA) with the Department of Labor/Treasury in the United States. He serves as an instructor for the International Foundation of Employee Benefit Plans' Certificate in Global Benefits Management. Gaitan earned a bachelor of science degree in mathematics and a master of science degree in applied mathematics (actuarial science) from Roosevelt University in Chicago, Illinois. He has lectured at Roosevelt University, Marquette University and the Graduate School of Business of Ateneo de Manila University.