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Wil J. Gaitan is the global benefits consulting practice leader and actuary with HUB International. His career in the global consulting space spans over 40 years. Wil has worked with Aon, Watson Wyatt, Buck Consultants and Alta Actuaries. He 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. Wil has been based for extended periods in the United States (Chicago and New York), Europe and Asia. He has written many articles and essays on employee compensation and benefits topics in globally circulated publications. Wil 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. He is also a certified compensation professional (CCP) and an enrolled actuary (EA) with the Department of Labor/Treasury in the United States. Wil serves as an instructor for the International Foundation of Employee Benefit Plans' Certificate in Global Benefits Management. He 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. Wil has lectured at Roosevelt University, Marquette University and the Graduate School of Business of Ateneo de Manila University.