



Nicholas H. Gubbay, FCIA, FFA

**Principal
Eckler Ltd.**

Vancouver, British Columbia

Mr. Gubbay is a principal in the Vancouver office of Eckler Ltd. He assists public and private sector clients with the design and funding of employee benefit plans and in the evaluation of liabilities associated with nonpension postretirement and postemployment benefits, including self-insured disability plans. Mr. Gubbay has managed client relationships for a number of large public sector organizations and consulted to numerous single and multi-employer benefit trusts, including with labour representation, on a variety of benefit-related issues. His experience also includes providing clients with benchmarking studies and facilitating the design and implementation of the resulting improved programs. Mr. Gubbay joined Eckler Ltd. in November 2015. Prior to that, he was a partner in the Vancouver office of a large, international consulting firm he joined in 2003, having previously worked for 13 years in the benefits consulting field and life insurance industries in South Africa. He graduated from the University of Cape Town in 1987 with a bachelor of business science (honours) degree in actuarial science. Mr. Gubbay is a fellow of the Canadian Institute of Actuaries and a fellow of the Faculty of Actuaries.