

Prestigious

doesn't have to mean

pretentious



INTERNATIONALLY MILLIMAN GLOBAL



Eckler Partners Ltd.

Consultants and Actuaries

It's about time... and you

As someone entering the workforce, you can expect to invest more than 50,000 hours in your professional career. Factor in study time, personal development and “extra” work, and that number could easily top 75,000 hours. That’s one heck of an investment, any way you look at it.

At Eckler Partners Ltd., we’re confident you’ll be aptly rewarded for your commitment, and on a number of different levels.

For starters, we’re a flat organization with very little in the way of bureaucracy. From day one, you’ll get to work alongside some of the industry’s best and brightest actuaries as you carry out a variety of challenging assignments.

We’re also committed to your personal and career development. Your education is as important to us as it is to you. We support formal mentoring, study and rewards programs designed specifically to encourage and reward your continued success.

Plus, we know that a cracking whip and a stifling culture don’t add up to higher productivity. That’s why a work-life balance and an informal business environment are an ingrained part of our corporate culture.

Sound too good to be true? Perhaps. But it’s also a reality. We didn’t earn our enviable reputation as the actuary’s actuary by being like everyone else.



Who we are

Eckler Partners is the largest independent, Canadian-owned actuarial consulting firm. Founded in 1927, the firm is owned and operated by its partners, all of whom are practising professionals.

The company has offices in five major centres across Canada (Vancouver, Winnipeg, Toronto, Montreal and Halifax) and three in the West Indies (Barbados, Jamaica, and Trinidad & Tobago). We are also a founding member of Milliman Global, an international network of independent actuarial consulting firms with offices in over 30 countries.

True, we’re not the biggest kid on the block. But of our 200 employees, 70 are actuaries – an actuary-to-employee ratio that’s unheard of elsewhere in the industry. And we’re by no means a minor player. We boast an impressive – and ever-expanding – list of loyal and high-profile clients.

So how does David compete with Goliath? Simple. We forge close and lasting relationships with our clients. An emphasis on quality – not quantity – keeps them coming back. It’s a formula that works. A steadily growing revenue stream has positioned us among the top 10 benefit/human resources consulting firms in Canada* and has made us one of the largest insurance consulting practices in the country.

* Benefits Canada, August 2004. Ranking based on revenue.



What we do

At Eckler Partners, we don't pretend to be all things to all people. We pick and choose our practice areas. This approach has enabled us to become industry leaders in several areas, including:

- ★ **Pension and benefits consulting**
- ★ **Life insurance consulting**
- ★ **Property and casualty consulting**

Our client list covers a broad spectrum – banks, trust companies, insurance companies, governments, universities, national and multinational corporations, multi-employer pension plans, regulators, religious organizations, professional groups and unions.

What we offer you

As a company, we have our needs. But as an individual, you have *your* needs. That's why we strive for a working relationship that's beneficial to both parties. Here's what we can offer you:

- ★ **A positive work environment** – We may be prestigious, but we're not pretentious. In fact, we're anything but. As soon as you step off the elevator, you'll notice that ours is an informal environment. Our dress code is business casual. And so too are our working relationships. Hierarchy is virtually non-existent. In a business where original ideas and ingenuity count, company partners work side-by-side with actuarial students to create effective solutions.
- ★ **Variety of work** – Nobody wants to be slotted in a pigeonhole doing the same task day in, and day out. That's why we encourage our employees to expand their horizons and to gain exposure to a variety of different assignments, project managers and clients.



★ **Unparalleled mentoring** – You'll have an opportunity to work alongside (not three layers below) some of the most senior and professionally active actuaries in Canada. You'll also benefit from a supportive and productive peer review process that forms the keystone of our unending commitment to quality.

★ **Career development** – Your commitment to continuing education is in our best interest. So, we'll encourage and support you in your studies. How? We promote the successful completion of exams, provide liberal study time, automatically adjust salaries after the successful completion of each actuarial exam, and pay exam-related expenses and bonuses.

★ **Career path opportunities** – Our consultants are free to design a consulting practice that's tailored to their individual interests. In short, the opportunities are limited only by your ambition and talent. And if you've got what it takes, the path to partnership is a very real possibility.

★ **Competitive compensation** – We offer an attractive salary that can be significantly augmented by a merit-based bonus. Better yet, we believe bonuses should be based on initiative, leadership, productivity and quality of work, not just billable hours.

Who we want

If you...

- ★ have an enthusiastic, professional attitude,
- ★ are an adaptable team player,
- ★ believe quality really does matter,
- ★ are a creative, self-motivated individual,
- ★ have a commitment to professional education,
- ★ possess excellent organizational skills, and
- ★ can communicate effectively

...we want you!



Eckler Partners...

*We provide an atmosphere for professional growth
in a unique and nurturing environment.*

*“For me, Eckler is the right fit. I connected with the people.
I also like the fact that the company’s culture and smaller size allow me to work
alongside accomplished actuaries. That’s a real plus for me.
The competitive study program is another plus – the accelerated
pay structure is a real motivator.”*

Kiersten Johnston

University of Toronto
Math & Actuarial Science, B.Sc.

*“As a recent graduate with a busy athletic career, Eckler is a perfect fit for me.
The culture supports a work-life balance that allows me to pursue my personal
and professional goals. At the same time, the firm’s commitment to exam success
ensures that I can expand my knowledge base and advance my career. At Eckler,
I feel like an individual, and to me, that’s what counts.”*

Daniella Vega

University of Waterloo
Actuarial Science, Hon. B. Mathematics

*“As a student, flexibility and understanding towards the examination process
are key to me. Eckler respects my need for study time, and co-workers provide
real mentoring opportunities. The environment is geared towards personal growth
and success, but recognizes the importance of work-life balance. It’s a combination
that allows for maximum development and maximum enjoyment.”*

Bradley Baker

University of Toronto
Actuarial Science, Hon. B. Sc.



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