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Bert D. Defever is a principal in Mercer/Mercer Marsh Benefits multinational advisory team in Chicago. As a senior international consultant with close to 20 years of experience, he helps multinational employers with strategic direction regarding total rewards and benefits plans for their operations worldwide. Bert's areas of expertise include consulting on benefits and total rewards strategies as well as global governance, cross-border transfers, plan design and financing methods, due diligence and post-deal harmonization for international mergers, acquisitions and divestitures, global retirement accounting consolidation and insurance renewals. Prior to joining Mercer, he was a vice president at WTW's global consulting practice and a director at Buck Consultants' global consulting team, where he combined his global consulting role with that of office manager and market leader for Buck's operations in Belgium. Bert holds master's degrees in business engineering and actuarial sciences from Vrije Universiteit Brussel (Belgium) and is a member of the Institute of Actuaries in Belgium (IABE).