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Jason Vary, President of Actuarial Solutions Inc., has practiced in defined benefit pension and retiree health plans for over twenty-five years. He has experience with many plan designs including single-employer, multi-employer, jointly-sponsored, private sector, government, unionized, non-unionized, as well as registered and non-registered executive plans. Jason works with clients on many projects including:

- valuation of plans for funding purposes
- accounting for plans under Canadian, U.S. and International GAAP
- revision and/or negotiation of benefit levels and ancillary benefits
- asset transfers between defined benefit plans
- conversion of defined benefit to defined contribution plans
- wind-up of defined benefit and/or defined contribution pension plans

He also provides clients with independent due diligence services with respect to mergers and acquisitions, and expert independent advice on matters before arbitrators and the courts.

In addition to his role as President, Jason has a blend of technical skills and expert advice that allow him to move seamlessly between the roles of consultant and actuary. He oversees all consulting assignments for the firm to ensure technical accuracy of all advice, as well as consistency of presentation.

Jason joined Actuarial Solutions Inc. in 2006. A Fellow of the Canadian Institute of Actuaries and the Society of Actuaries, Jason graduated from the University of Waterloo with an Honours Bachelor of Mathematics in 1998. His experience includes the retirement practices at Mercer and PricewaterhouseCoopers.

Jason is a frequent contributor to ASI's blog and has been quoted in various industry publications such as Benefits Canada, Benefits & Pensions Monitor, and Canadian Investment Review.

Jason is an active volunteer with the Canadian Institute of Actuaries, the International Actuarial Association, and the Financial Services Regulatory Authority of Ontario as follows:

Professional and Volunteer Activities

Canadian Institute of Actuaries (CIA)

Director, Board of Directors – 2016 to 2019
 Chair, International Affairs Council – 2024 to present (Member 2018-2024)
 Member, IAA Participation Committee – 2017 to present (Chair 2018-2021)
 Member, Public Affairs Council – 2014 to 2023
 Member, Pension Practice Committee – 2015 to 2019
 Chair, Eligibility and Education Council – 2012 to 2014 (Member 2009 to 2012)
 Chair, Task Force on Professionalism – 2012 to 2014
 Chair, Eligibility Committee – 2010 to 2012 (Member 2008 to 2010)
 Chair, Task Force on Associateship Implementation – 2010 to 2012
 Chair, Task Force to Enhance the Value Proposition of Associate Status – 2009 to 2011

International Actuarial Association (IAA)

Member, Nominations Committee – 2023 to present
 CIA Delegate, Professionalism Committee – 2017 to present (Vice Chair 2021-2024)
 Vice Chair, Membership Committee – 2019 to 2024 (CIA Delegate 2017-2018)

Financial Services Regulatory Authority of Ontario (FSRA, formerly FSCO)

Chair, Standing Technical Advisory Committee for Defined Benefit Single-Employer Pension Plans – 2025 to present (Member 2020-2025)
 Member, Technical Advisory Committee for Identifying and Strengthening the Supervision of Actively Monitored Plans – 2019 to 2020
 Member, FSCO Pension Actuarial Advisory Committee – 2014 to 2019

Society of Actuaries (SOA)

CIA Liaison & Member, Professional Education Management Committee – 2011 to 2016
 CIA Liaison, Education Committees – 2011 to 2014
 Education Committees – Course 5 Grader – 2002 to 2005

Benefits Canada

Pension & Investments Advisory Board – 2012 to present

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Select Publications & Presentations

Seminar: *"Recent Innovations in Canadian DB and DC Pensions"*, presented at the ISCEBS Employee Benefits Symposium, September 2025

Seminar: *"2025 Employee Savings Survey"*, presented at the Benefits Canada Employee Savings Summit, June 2025

Seminar: *"Innovative approaches to pension plans: Navigating retirement with flexibility, peace of mind and personalized guidance"*, presented at the CPBI Forum, June 2025

Instructor: *"Canadian Pension Certificate Program"*, sponsored by the Canadian Pension & Benefits Institute and Human Resources Professionals Association, 2019 to 2025

Seminar: *"Group Health Benefits and Pension 101"*, presented at the Advocis Greater Vancouver Chapter, June 2024

Seminar: *"2024 CAP Member Survey"*, presented at the Benefits Canada Live! Event, June 2024

Seminar: *"Understanding the Canadian Pension Landscape"*, presented at the Advocis National Coffee Talks, May 2024

Seminar: *"Growing Your Business with Non-Traditional Group Retirement Pension and Institutional Investment Solutions"*, presented at the Benefits Alliance Spark Conference, April 2024

Podcast: *"Individual Strategies Towards a Secure Retirement"*, sponsored by Healthcare of Ontario Pension Plan for FSRA's Pension Awareness Day, February 2024

Author: *"Bill C-228: The Four-year Countdown Starts Now"*, C.D. Howe Institute, May 2023

Seminar: *"Financial, Governance and Regulatory Impact on Pension Plans"*, presented at the Toronto Chapter of the International Society of Certified Employee Benefits Specialists, November 2022

Seminar: *"2022 CAP Member Survey"*, presented at the Benefits Canada Benefits & Pension Summit, June 2022

Seminar: *"Professionalism"*, presented at the International Association of Consulting Actuaries Virtual Conference, March 2022

Seminar: *"Post-pandemic Thoughts for DB and DC Pension Plans"*, presented at the IFEBP & ISCEBS "Canadian Employer Outlook" Virtual Conference, November 2021

Seminar: *"2021 CAP Member Survey"*, presented at the Benefits Canada Benefits & Pension Summit, May 2021

Seminar: *"Actuarial and Administrative Update: What Employers Need to Know"*, presented at the IFEBP Virtual "Canadian Employer Outlook: Benefit Strategies for the Future" Conference, October 2020

Seminar: *"The Actuarial Profession in Canada"*, presented at the University of Windsor, November 2019

Seminar: *"The Impact of Regulatory DB Funding Reform in Québec and Ontario"*, presented at the CIA Annual Conference, June 2018

Seminar: *"Quick Hits: 5 Ideas About Pensions in 50 Minutes"*, presented at the CPBI Forum, June 2018

Seminar: *"The Evolving Pension Landscape: Ontario Regulatory Update"*, presented at the CPBI Forum, June 2018

Seminar: *"Canadian Institute of Actuaries Discipline Process"*, presented at the International Actuarial Association Spring Meeting, May 2018

Seminar: *"Ontario's New Pension Funding Framework"*, presented at Independent Actuaries Network, January 2018

Seminar: *"Ontario's New Pension Fund Framework"*, presented at the FSCO Pension Forum, January 2018

Seminar: *"CPP Expansion: What's New and What's Next"*, presented at the Benefits Alliance Conference, October 2016

Interviews

"2025 Employee Savings Survey: How are plan sponsors addressing shifting financial priorities, savings journeys?", August 2025, Benefits Canada

"DC plans face policy limbo ahead of April election, say experts", March 2025, Benefits and Pensions Monitor

"DB pension plan sponsors facing 'bottleneck' in annuities market", November 2024, Benefits Canada

"CAAT pension plan's optional savings account allowing members to consolidate retirement savings", October 2024, Benefits Canada

"The vacuum of silence breeds conspiracy theories and mistrust", May 2024, Benefits and Pensions Monitor

"2022 CAP Member Survey: Perceptions of CAPs against a changing economic landscape", September 2022, Benefits Canada

"2021 CAP Member Survey – How are CAP members faring during coronavirus?", August 2021, Benefits Canada

"Pension regulators step up amid turmoil", February 2021, Benefits Canada

"Are pension funds considering filing early valuations?", April 2020, Canadian Investment Review

"OSFI temporarily freezes portability transfers, annuity purchases due to coronavirus", April 2020, Benefits Canada

"The impact of coronavirus on DB pension funding status, asset mix", March 2020, Benefits Canada

"Ontario raises threshold for pension plans requiring audited financial statements", January 2020, Benefits Canada

"CAPSA issues guidance on using annuity quotes for solvency or hypothetical windup liabilities", May 2019, Canadian Investment Review

"Decumulation, cyber security among initiatives in CAPSA's latest strategic plan", April 2019, Benefits Canada

"Revisiting the commuted-value standards", February 2019, Canadian Investment Review

"Communicating CPP enhancements and more pension action on the way", February 2019, Benefits Canada

"Pension legislation should balance DB sustainability with pension promise: CIA", January 2019, Benefits Canada

"Trends and changes for pension plan sponsors heading into 2019", December 2018, Canadian Investment Review

"Filling the DC Void", July 2017, Benefits Canada

"Two years later: Canada's DB, DC pension plans weathering the pandemic", March 2022, Benefits Canada

Please contact Jason Vary at 877.257.2038 or Jason@ActuarialSolutionsInc.com to learn more about Actuarial Solutions Inc. and how we can help.



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