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Victor P. Harte is a principal and consulting actuary in Milliman's Little Falls, New Jersey office. His clients have included Taft-Hartley funds, nonprofit organizations, public entities and corporations. Victor's areas of expertise include defined benefit plan funding issues, funding improvement and rehabilitation plans, expense requirements, plan redesign and nondiscrimination testing. He also has experience with defined contribution plans and nonqualified plans. Victor's experience includes assumption studies, withdrawal liability calculations, asset-liability forecasts, benefit improvement studies, early retirement window programs, plan mergers, compliance with nondiscrimination regulations and funding policy development. He has spoken at conferences including the International Foundation of Employee Benefit Plans Annual Conference, the Enrolled Actuaries Meeting, the American Society of Pension Actuaries, the Actuarial Society of New York and the New York State Association School of Business Officials. Victor has authored articles printed in various industry publications. He is a member of the International Foundation of Employee Benefit Plans Public Employees Board, the American Academy of Actuaries Multiemployer Pension Plan Committee and has served as a member of the International Foundation of Employee Benefit Plans Professionals Committee.