



Employer Update

June 25, 2024



Welcome to our new team members



- Maria Bamgboye
- Pension Analyst
with Employer Services
- Over 5 years of pension
administration experience

Welcome to our new team members

- Ronak Kakad
- Pension Analyst with Employer Services
- Over 4 years of pension administration experience



Welcome to our new team members



- Funmi Awo
- Pension Analyst with Employer Services
- Over 4 years of pension administration experience



Agenda

1. CAAT's progress
2. Conference resource hub
3. Announcing GROWTHplus!
4. Annual surveys
5. Annual statement update
6. Keeping members informed
7. Helpful resources
8. 2025 Plan changes recap
9. Portal update
10. Employer Manual user features
11. Upcoming events

CAAT's progress

- We reached a major milestone: **100,000 members!**
- 76 new employers in 2024 so far
 - 24 employers through affinity agreement with CBIA
 - 21 Nova Scotia Early Childhood Education providers; up to 300+ by year-end
- 4,745 new DBplus members; 517 new DBprime members



A cross-Canada success story

A map of Canada is shown in the background, with numerous green dots of varying sizes scattered across the landmass, representing the geographic distribution of union members. The dots are more densely packed in the southern and eastern parts of the country.

Every province and territory
(except Nunavut)

440 employers

20 different industries

21 unions and member
associations

100,000+ members

- 69,000+ active
- 5,000+ deferred
- 24,500+ retired

See our [Year in Review](#)
for more details

Pensions for Everyone Conference Hub

Visit the **Conference Resource Hub** to:

- Learn more about the Plan's 2023 performance
- Find out about CAAT's new offering
- Discover what pensions mean for members and how CAAT provides value to employers
- Hear why Canadians are choosing DB plans

www.caatpension.ca/pensions-for-everyone-hub

GROWTHplus

- **Coming soon!**
New CAAT offering:
the **GROWTHplus account**
- Opportunity to contribute more towards retirement and invest your money in the CAAT Fund
- Participating employers will not match contributions or have administration responsibilities





Complete the Annual Survey

- CAAT's Annual Employer and Member Surveys are open!
- Employers and members received a link to complete the survey via email
- Remember to complete the survey and share your opinions about your experience with CAAT by **July 12**

**Your anonymous feedback helps us
to improve and meet your needs**

Annual statement update

- **Active:** 65% of all active member statements completed by June 21
- **Retired and survivors:** All statements have been distributed
- **Deferred:** 61% were completed by June 21
- **Extension of Membership (EOM):** 92% completed

Employers have a crucial role to play in ensuring statements are completed on time. Every effort you can make to submit all necessary data and forms by the required deadlines will contribute to efficient processing of statements, to meet the statutory mailing dates.

Annual contribution reconciliations

- CAAT preparing annual reconciliations for all employers
- Process is currently under review to make enhancements
 - Delivery shifted to Fall 2024
- CAAT will confirm 2023 contribution remittance data against contributions received:
 - If a refund is due, you can take it as a credit against your monthly remittance
 - For amounts due to CAAT, please submit your payment along with your monthly remittance as soon as possible after receiving the report



Member learning sessions

- Booking for summer
- Webinar topics:
 - A future you can count on: Your CAAT Pension
 - Planning for retirement
 - Pension purchases
 - DBprime service purchases
 - DBplus pension purchases

Book a member webinar today

presentations@caatpension.ca



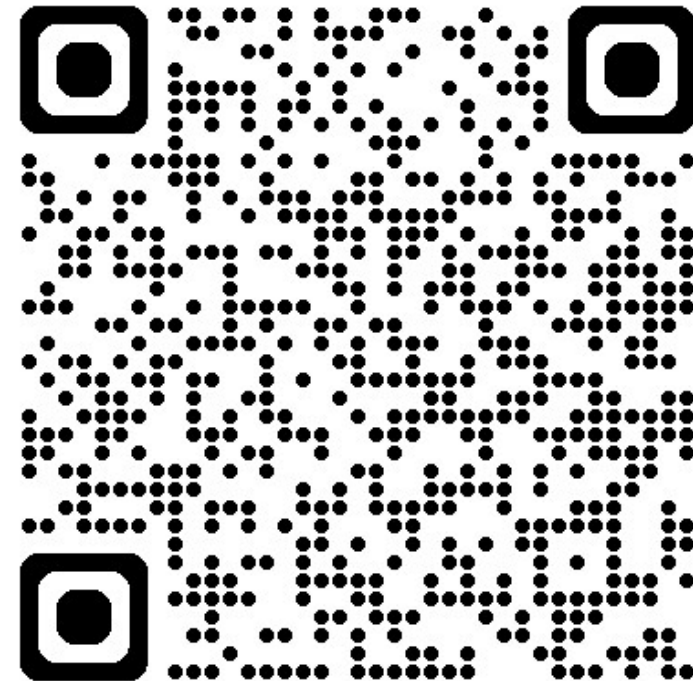
You can follow us
on Instagram!



Coming soon: *The Power of Your Pension*

In this webinar, you will learn:

- How your CAAT pension supports your business goals
- How the pension you offer attracts top talent, boosts employee retention and enhances your company's culture
- The resources available to position yourself as an employer of choice
- For your HR staff, including Recruiters, Hiring Managers and Total Rewards teams



The webinar will take place on August 14 at 11:00 AM

Book a one-on-one session with CAAT!

- Customized 30-minute session with CAAT
- Learn how to use the new Recruitment Toolkit to attract top candidates
- Get answers to your questions and leverage the DB pension you offer



Send us an email to presentations@caatpension.ca



plan ambassadors

CAAT PENSION PLAN

Ready to join the movement?



Only **26% of Canadians** have a workplace defined benefit pension.

We want to change this. We want
#PensionsForEveryone



Plan changes, effective January 1, 2025

Changes to DBprime

Fact sheet available on
[Employer Resources](#) webpage

- Contribution rates will **decrease** by 1% starting January 1, 2025
 - 10.2% on earnings up to YMPE
 - 13.8% on earnings above YMPE
- Applies to both member and employer contributions

**Members are building the same great pension,
but with lower contributions!**

Plan changes, effective January 1, 2025

Changes to DBplus

Fact sheet available on
[Employer Resources](#) webpage

- Annual pension factor will be 9.5% of member and employer contributions (an **increase** from the current 8.5%)
- Applies to pension earned on and after January 1, 2025

**Members' pensions are growing over 10% faster,
while contributions stay the same!**

Portal update

Enhancement to My Pension

- Retire Online is live
 - Streamlining the retirement process
 - Members elect their retirement options and manage related documents online
 - [Fact sheet](#) available for details
- Message Centre improvements live
 - Easier to navigate through, sort and preview messages

Enhancements to PAL

- Retire Online tracking available
 - When members use Retire Online, you can view the progress of their option decision in PAL
- Reporting feature being pilot-tested
 - You will be able to produce five standard reports to support your plan administration tasks

Portal activity

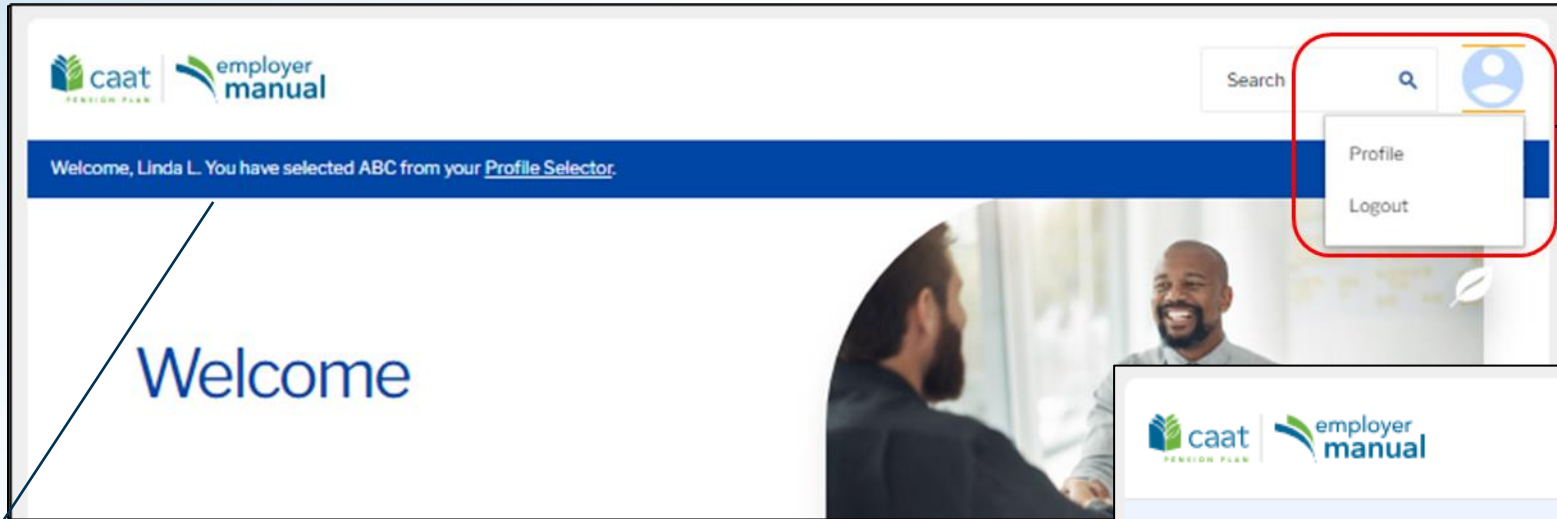
PAL

- **39,100+** transactions in 2024 YTD
- Leave starts most transacted using PAL with over 50% of total transactions
- Retirements and terminations with 14% each
- Please use PAL to submit your enrolments, retirements, terminations and leave start and end dates

My Pension

- **35,200+** members registered for My Pension
- Over 61,200 member transactions since launch
- Members have done almost 691,712 self-serve estimates in My Pension
- 18% of registered active members have opened their statement in My Pension

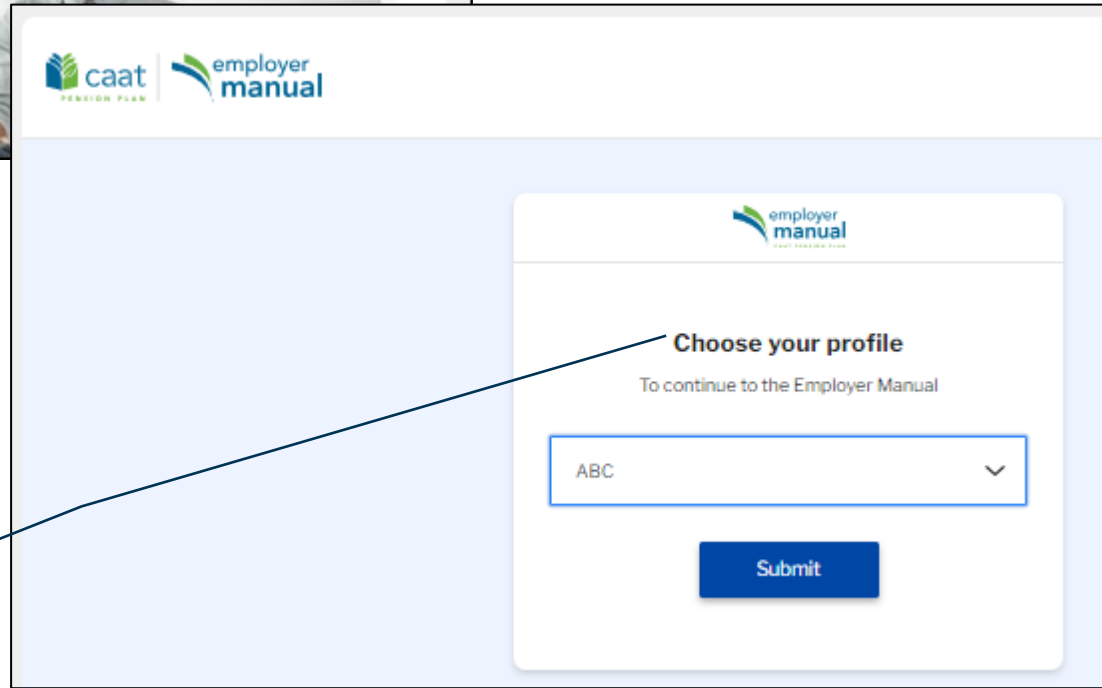
Employer Manual user features



Profile and Logout

New greeting banner

Profile selector: If you work for more than one employer, simply click on top blue bar to change employers.



Upcoming events

- July 12: Employer and member surveys close
- Employer education sessions
 - July 23: Eligibility and enrolment of Plan members
 - October 3: Leaves and pension purchases

Be sure to check out our [Employer Resources](#) webpage



Next Employer Update: September 24

