



Employer Update

September 25, 2024



Welcome to our new team members



- Anitha Gananathan
- Pension Analyst
with Employer Services
- Over 2 years of pension
administration experience

Welcome to our new team members

- Difei Xu
- Pension Analyst with Employer Services
- Over 1 year of pension administration experience



Agenda

- GROWTHplus Investment Account
- CAAT's progress
- Member learning sessions
- Listening to employers
- Helpful resources
- Annual statements wrap-up
- 2025 Plan changes
- Contribution reconciliations
- Contribution remittance resources
- Non-contributing members reporting
- Portal update — new reports
- Employer Manual — what's new
- Upcoming events



GROWTHplus Investment Account

- **Launching in October!**
- If you missed our information webinar on September 19, we invite you to view the recording
- Visit our new webpage, caatpension.ca/employers/growthplus for information and resources including the [Quick Guide](#)

GROWTHplus 

CROISSANCEplus 

Exciting new investment opportunity for members!

CAAT's progress

- CAAT has surpassed 100,000 members
- 161 new employers in 2024
 - All 10 provinces & 2 territories
 - 70+ Nova Scotia Early Childhood Education providers; up to 250+ by year-end
- More than 8,800 new members by the end of Q2



“Our purpose is to improve retirement security for Canadians, because we believe that every Canadian deserves to retire well.” — Derek Dobson



Member learning sessions

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

Sessions include live demos of website tools

How to book a member webinar

presentations@caatpension.ca



You can follow us
on Instagram!

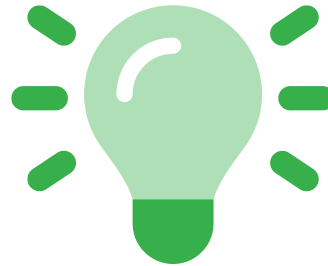


Listening to employers



Annual Employer Survey & Annual Member Survey

- Thank you for your input!
- Analysis is underway



Insights Panel

- Looking for new panel members
- caatpensionplan@caatpension.ca



Pension Analysts

- One-on-one support
- Call or email any time

CAAT is always interested to hear your questions, ideas and feedback

The Power of Your Pension webinars

What we cover

- 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

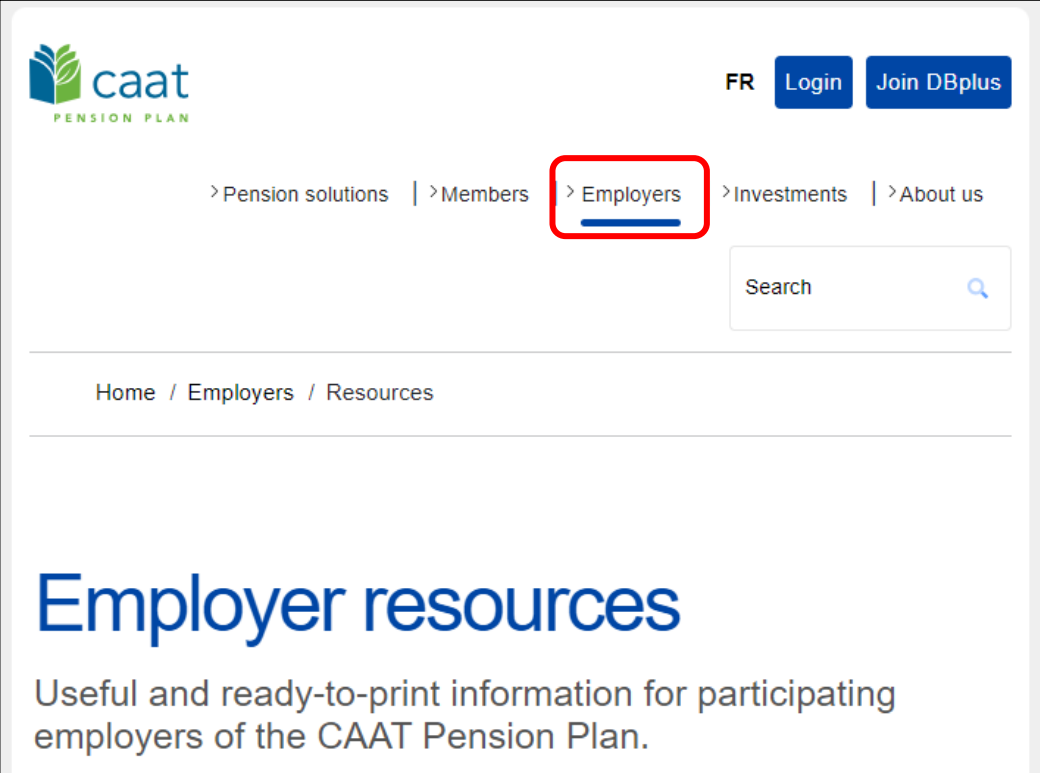
98%

**of attendees would
recommend the webinar
to a colleague**

The next webinars (English & French) are scheduled for November 2024

Resources for you

- Fact sheets
 - Retire Online
 - 2025 Plan changes
 - Unlock the power of your pension
- Recruitment Toolkit
- Presentation deck templates
- Resources to share with your employees

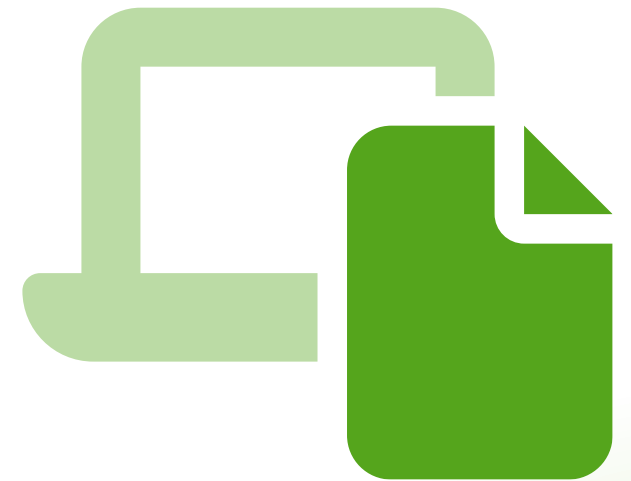


The screenshot shows the CAAT Pension Plan website. The logo is in the top left, and there are 'FR', 'Login', and 'Join DBplus' buttons in the top right. A navigation menu includes '> Pension solutions', '> Members', '> Employers' (highlighted with a red box), '> Investments', and '> About us'. A search bar is located below the navigation. The breadcrumb trail reads 'Home / Employers / Resources'. The main heading is 'Employer resources' in blue, followed by the text: 'Useful and ready-to-print information for participating employers of the CAAT Pension Plan.'

Looking for other resources? Let us know

Annual statements – Wrap-up

- 100% of all statements distributed — e-delivery or mailed
- More than half of members prefer delivery via **My Pension**
- Members can call Client Services if they need help with registration



Looking forward to a smooth statements process in 2025!

A new feature in the employer portal can help you get ready. Stay tuned....

Reminder: Plan changes, effective Jan. 1, 2025

Changes to DBprime

See the [Plan changes factsheet](#)

- Contribution rate will **decrease** by 1%
 - 10.2% on earnings up to YMPE
 - 13.8% on earnings above YMPE
- Applies to both member and employer contributions
- New rates apply on the entire first pay **processed** in January

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

Reminder: Plan changes, effective Jan. 1, 2025

Changes to DBplus

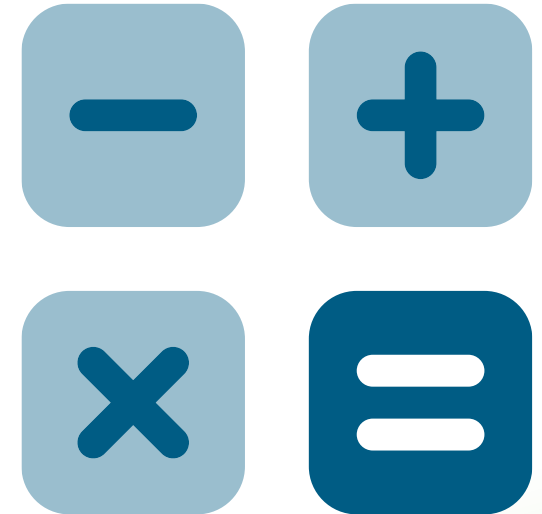
See the [Plan changes factsheet](#)

- 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
- No need to change payroll systems for DBplus!

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

Annual contribution reconciliations

- Process under review to make enhancements
 - Delivery over next 4 to 8 weeks
 - Employers with DBplus only and employers working with Administration Partners will be sent in the next 4 weeks and college-related employers in next 6 to 8 weeks
- CAAT will confirm 2023 contribution remittance data against contributions received:
 - Employer refund: Take it as a credit against your monthly remittance
 - Amounts due to CAAT: Please submit your payment along with your monthly remittance as soon as possible after receiving the report

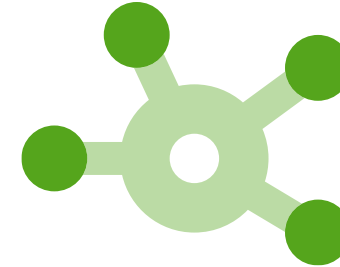


Contribution remittance – Your questions



Online Bill Payment

- Choose the right payee:
CAAT PENSION PLAN – EMPLOYERS
- Account number is employer group number expanded to 10 digits with extra zeroes at the start



EFT

Name of bank	CIBC
Address of branch	199 Bay Street, Toronto, ON M5L 1G9
Transit number	00002
Institution number	010
Account number	1573411
Payment reference	CAAT Pension Plan

- A payment advice produced (if any) should be emailed to:
finance@caatpension.ca

A contribution remittance summary is required with every payment made.

Non-contributing members

For college employers

Non-contributing (NC) member process:

- College employers to report any OTRFT member who has not contributed to the Plan in the last 12 months
- CAAT will prepare an Extension of Membership (EOM) letter, a termination package or retirement package as applicable
- Next report due October 31

Portal update – PAL

New “Employer reports” feature

- You can run five standard data reports at any time to support plan administration
- Ready to download immediately
- No need to ask for these reports from your Pension Analyst

Report types

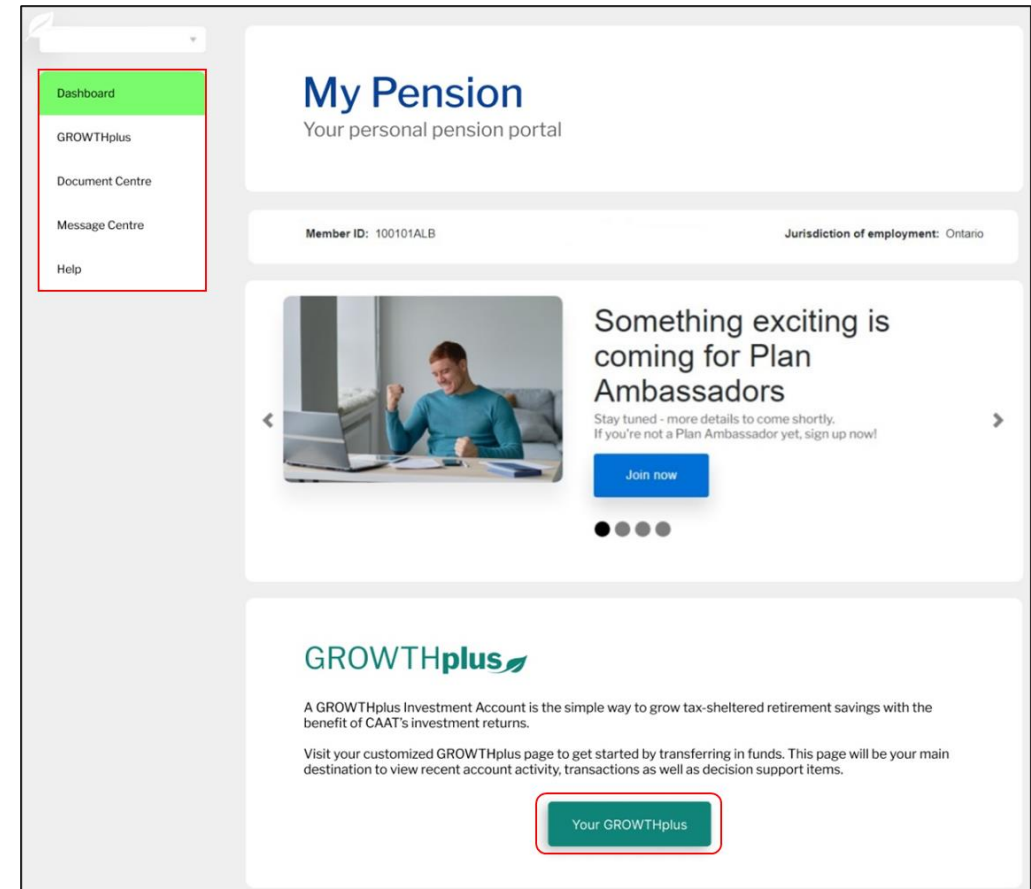
1. Active members
2. In-year data reported
3. Other than regular full time (OTRFT)
4. Member enrolments
5. Employment status

When the reports are available, you will see a new “Employer reports” menu item in PAL

Portal update – My Pension

Access for members of merged plans

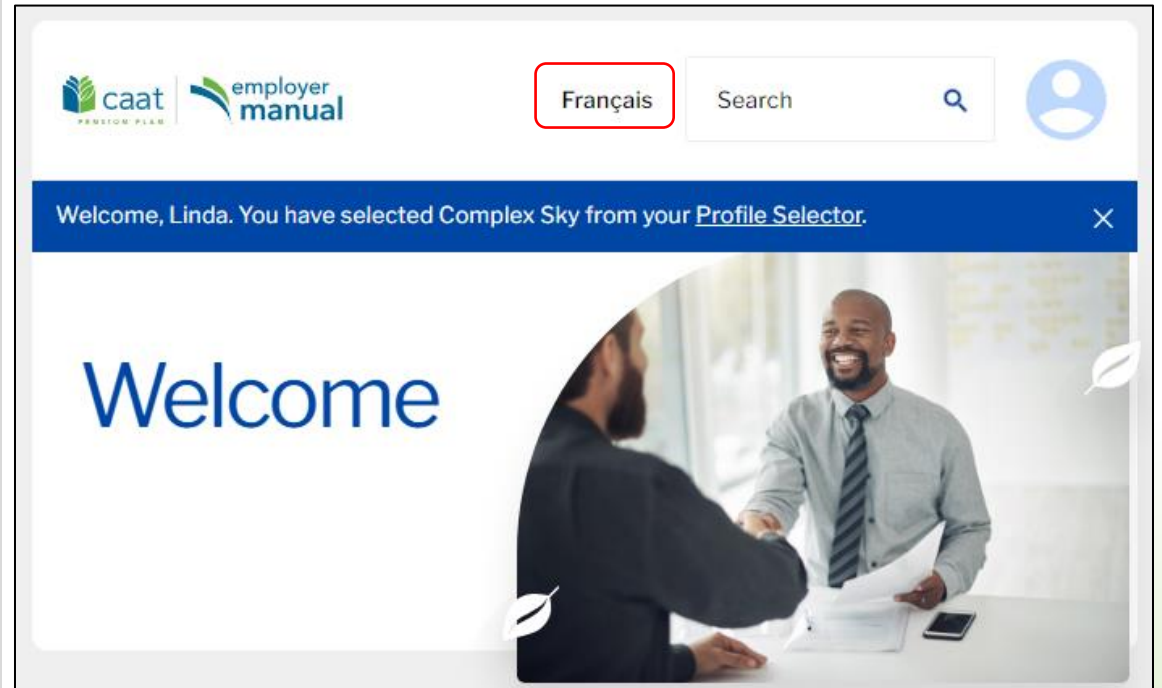
- Access to My Pension enabled for participation in the GROWTHplus Investment Account
 - Dashboard
 - GROWTHplus
 - Document Centre & Message Centre
 - Help



Members will receive a Member ID / Member Key (MKEY) for this purpose

Employer Manual

- French now available!
 - English/Français toggle in top navigation
- Project underway to make the Manual available to employers with merged plans



Contact your employer Pension Analyst with any questions

Upcoming events

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

- **Oct. 3 Employer education session – Leaves and pension purchases:**
 - 10 a.m.: Employers with both plan designs
 - 1 p.m.: Employers with DBplus only
- **Oct. 18:** All-day staff event > CAAT offices closed
- **Oct. 31:** Next deadline for NC members reporting (*college employers*)
- **Nov. 7 Employer education sessions:**
 - 10 a.m.: Pensionable earnings, service, contributions & pension adjustments
 - 1 p.m.: DBplus only — Pensionable earnings, contributions & pension adjustments



Next Employer Update: December 10

