



Employer Update

March 26, 2026



Employer Update Agenda

- CAAT Governance update
- 2025 CAAT Plan performance
- We are here to support you
- Upcoming events
- Q&A



CAAT Governance Update



Independent governance review

- Independent governance review launched, led by an external expert
- Kevin Fahey appointed as acting CEO & Plan Manager, and new leadership team in place
- New appointments of Chair and Vice-Chair for the Board of Trustees
- Board will take actions to strengthen Plan governance
- Our commitment to members and employers remains unchanged

Governance matters do not affect the Plan's financial strength or ability to deliver secure, predictable pensions

The Plan is strong and well-positioned

Results of the actuarial valuation as of January 1, 2025:

124%

Funded



\$23.3B

Net Assets



\$6.1B

Funding Reserves

CAAT's **Annual Report, Digital Year in Review** and **Annual Performance Update** will be available this spring. Watch our website for more information.

Plan membership



800
Employers



20
Industries



125,000
Members



25
Unions and
member associations

Growth and diversification benefit both members and employers

2025 amendment summary



Decreased
DBprime
contribution rates



Increased
DBplus
pension factor



Improved
minimum payment
guarantee



Introduced
100% survivor
pension option



Permitted
deemed earnings
for DBplus leaves



Guaranteed AIW & early
retirement adjustment
factor extended for DBplus

We are here to
support you

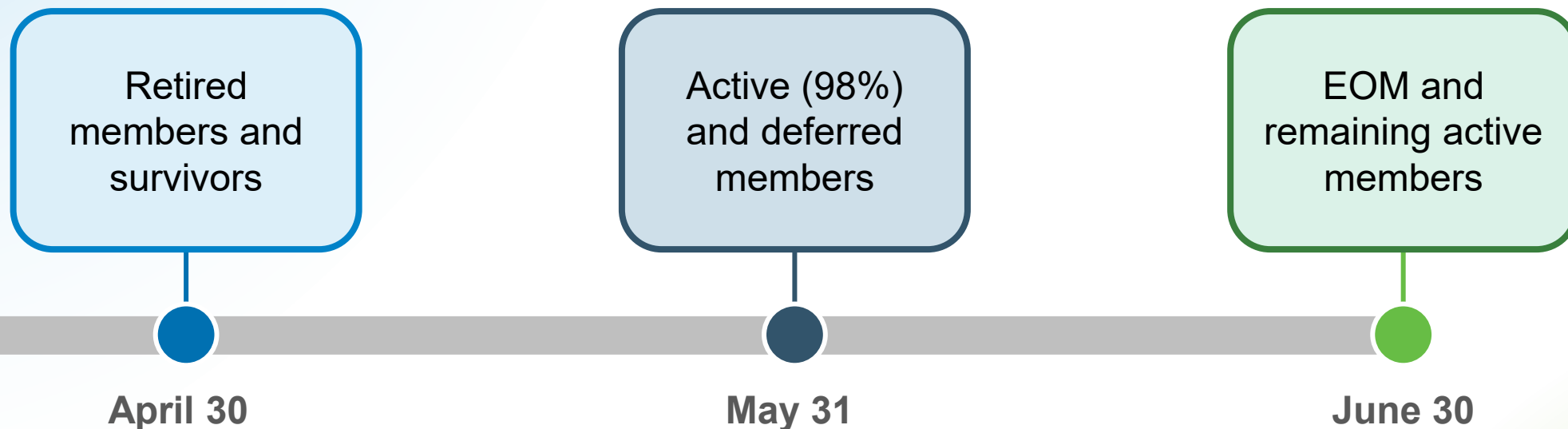


Employer support and reminders

- Employer Services team has expanded to meet the growing needs of our CAAT participating employers
- Improvements to **My Pension** give members access to enhanced pension information with just a few clicks
 - Encourage members to visit the new **Pension Insights** page when they receive their Annual Pension Statement
- **Reminder:** Send Pension Benefit Applications up to three months in advance, whenever possible

Members need help registering for **My Pension**? Visit www.caatpension.ca/sign-in-portals

Annual pension statements



In case you missed it: visit www.caatpension.ca/employers/employer-education for recordings of our recent *Annual Pension Statement Overview* sessions

Upcoming events

For members:

- Member learning sessions – [Join our next session, April 8](#)

For employers:

- 1:1 Recruitment Toolkit sessions with CAAT experts – [Book today!](#)
- The Power of Your Pension – [April 15](#)
- Employer education session – April 30



