



# Success story

St. John Ambulance brings defined benefit pensions back to work

## The situation

St. John Ambulance sponsored its own pension plan, which comprised of a closed defined benefit (DB) component and an ongoing defined contribution (DC) component. When the DB component of the pension plan was closed at the end of 2014, employees afterwards could only accrue benefits under the DC component of the plan on an ongoing basis. Looking for more benefit certainty for its employees and cost certainty for itself, St. John Ambulance sought a solution that would allow the nonprofit organization to move management of its pensions to experts so it could focus on providing its core services.

## Key factors

- St. John Ambulance has approximately 500 employees.
- Employees participated in a DC plan, in which they had to make investment decisions – and their retirement income ultimately depended on how those investments performed.
- St. John Ambulance was looking to join a DB pension plan that would offer more value to its employees through secure lifetime pensions, and freedom from the risk of making investment decisions.
- Having provided a DB pension plan only years prior, the employer wanted to bring the security and lower risk of a DB pension plan back for employees.

## About St. John Ambulance

The mission of St. John Ambulance is to enable Canadians to improve their health, safety and quality of life by providing health and safety training such as First Aid and CPR, and through community services.

## Why DBplus for members?



Through the DBplus design, CAAT allows employers with DB plans to merge into CAAT, allowing employers to get out of the pension management business.



By joining CAAT's DBplus, employees have peace of mind knowing CAAT is expertly investing the contributions they make to provide them with secure lifetime retirement income.



DBplus offers secure, predictable lifetime pension income plus early retirement features, conditional inflation protection and survivor benefits — all highly desirable to St. John Ambulance's employees.

## How CAAT is a win-win for members AND employers

- CAAT offers – through its DBplus plan design – secure, predictable lifetime pension income including other feature benefits that are highly desirable to St. John Ambulance's employees.
- CAAT replicates all past St. John Ambulance DB benefits, plus provide valuable conditional inflation protection increases in retirement.
- Members can opt to increase their guaranteed pension amounts by choosing to transfer existing funds from their DC plan into DBplus.
- CAAT is a large jointly sponsored pension plan (JSPP) that delivers DB pensions far more cost-efficiently than a single-employer pension plan can.
- As a profit-for-members trust, CAAT has desired scale and expertise in investment and other risk management, compliance, and pension administration.

## The outcome

Approximately 500 active employees joined CAAT.

All employees began contributing to and building secure lifetime pensions in DBplus from the date they enrolled.

Employees who wish to purchase additional lifetime pension, using their DC account in their prior plan, will benefit from consolidating their retirement benefits with a team of dedicated pension experts at CAAT.

The St. John Ambulance DB plan is merging into the CAAT Plan.

The employer will benefit from having its pension administration and governance also managed by CAAT.

*‘CAAT is proud to welcome members from St. John Ambulance. DBplus is helping more working Canadians improve their financial security in retirement while allowing employers to offer valuable and desirable defined benefit pensions at a fixed cost with no financial risks.’*

**Derek W. Dobson, CEO,  
CAAT Pension Plan**

*‘Joining CAAT will allow us to offer our valued employees a durable lifetime pension. It also means we’re able to move the management of pensions to those with pension expertise so we can concentrate on what we do best—namely, improving people’s health, safety and quality of life.’*

**Jerry Rankin, CEO,  
St. John Ambulance – National Office**

To discover how DBplus can meet the needs of an organization, get in touch with us. Visit our website at [dbplus.ca](http://dbplus.ca) or contact us at [Pension-Solutions@caatpension.ca](mailto:Pension-Solutions@caatpension.ca).

*DBplus is open to workplaces of different sizes, sectors, and industries across Canada. There are exceptions that apply which may require individual regulatory approval from appropriate provincial authorities.*



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