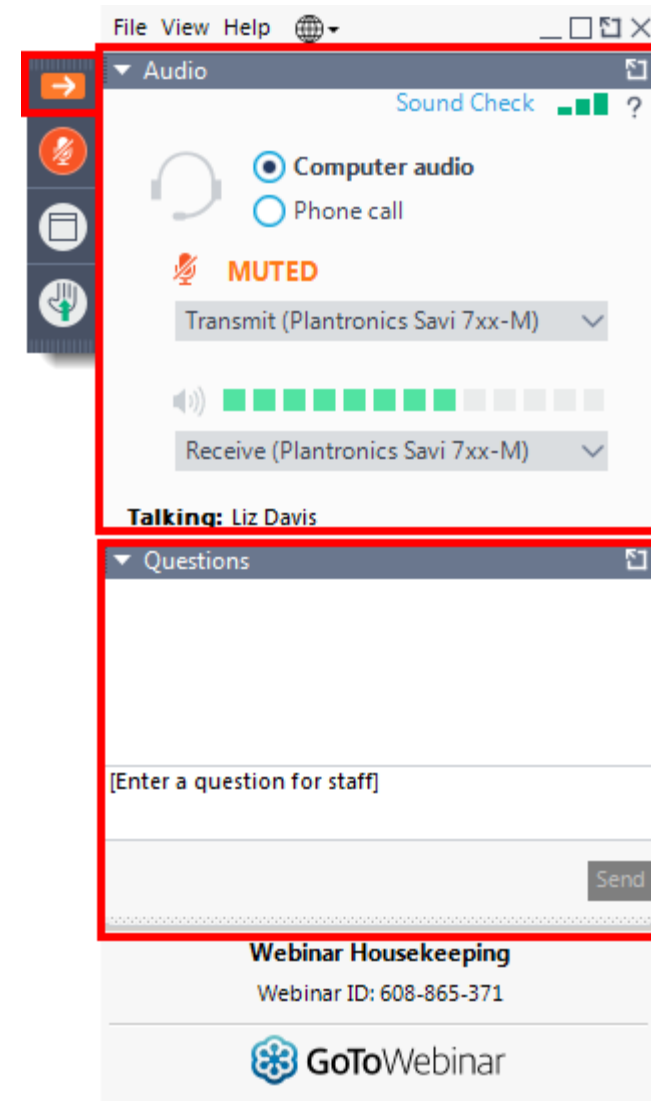


While we wait – audio instructions

- Select the Audio section of the GoToWebinar control panel.
- Select Computer audio or Phone call.
- To submit a question or comment, type it in the Questions panel.



Land Acknowledgement

“We acknowledge that our office sits on the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit, and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.”

Pronunciation

Anishnabeg: (ah-nish-naw-bek)

Haudenosaunee: (hoodt-en-oh-show-nee)

Métis: (may-tee)





Employer Update

November 29, 2022





Agenda

1. Growth and Innovation
2. 2023 Rates
3. Deadlines, Schedules, and Reminders
4. News for Employers Who Work Directly with CAAT

Growth and Innovation



New Employer Services Team Members

- Keniel Jamieson joined on September 19
- Pension Analyst with Employer Services

New Transition Team Members

- Anson Wong joined as a Pension Analyst on April 25
- Joanna Latchman joined as a Pension Analyst on May 16
- Jamshid Noori joined as a Senior Pension Analyst on May 30

Poll Question

CAAT Plan is one of Canada's fastest growing plans

Growth in 2022

- 83 new employers
- 50 employers through affinity agreement with Canadian Bar Insurance Association
- Over 280 employers participate in the CAAT Pension Plan



Talent Recruitment Toolkit

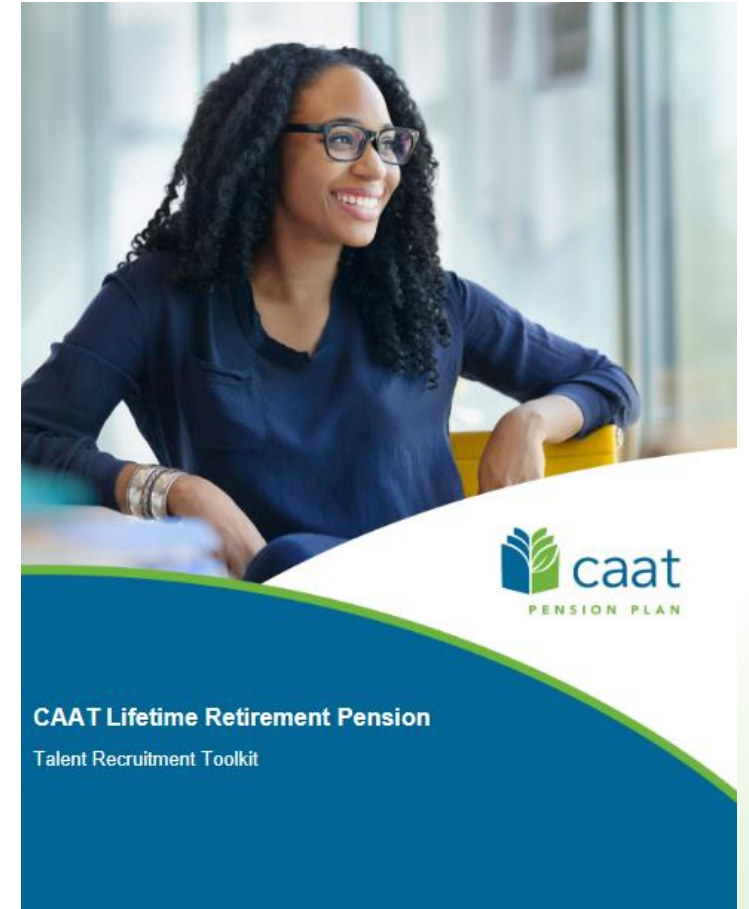
Enhance your recruitment strategy

- Attract top candidates
- Retain valuable employees
- Become an employer of choice



Lifetime Retirement Pension badge

Show candidates why they should choose your organization



Contributors Podcast

- Season 2 has launched!
- Each episode provides tangible ideas for leaders to try at their organization
- Over 56,000 downloads

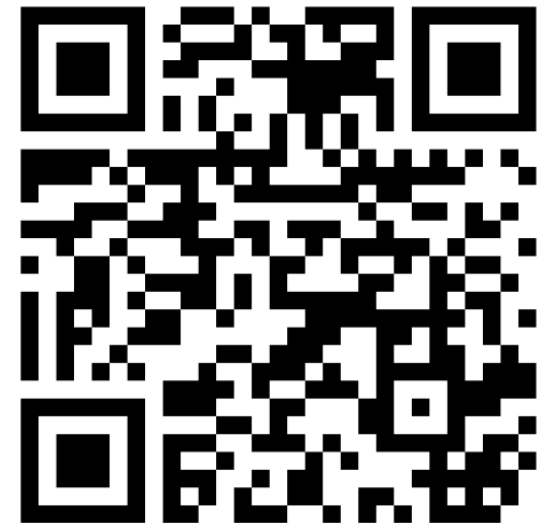


ContributorsPodcast.ca

Become a Plan Ambassador

- Every Canadian deserves retirement security
- Amplify the message that pensions are for everyone
- CAAT has a solution to spread retirement income across Canada

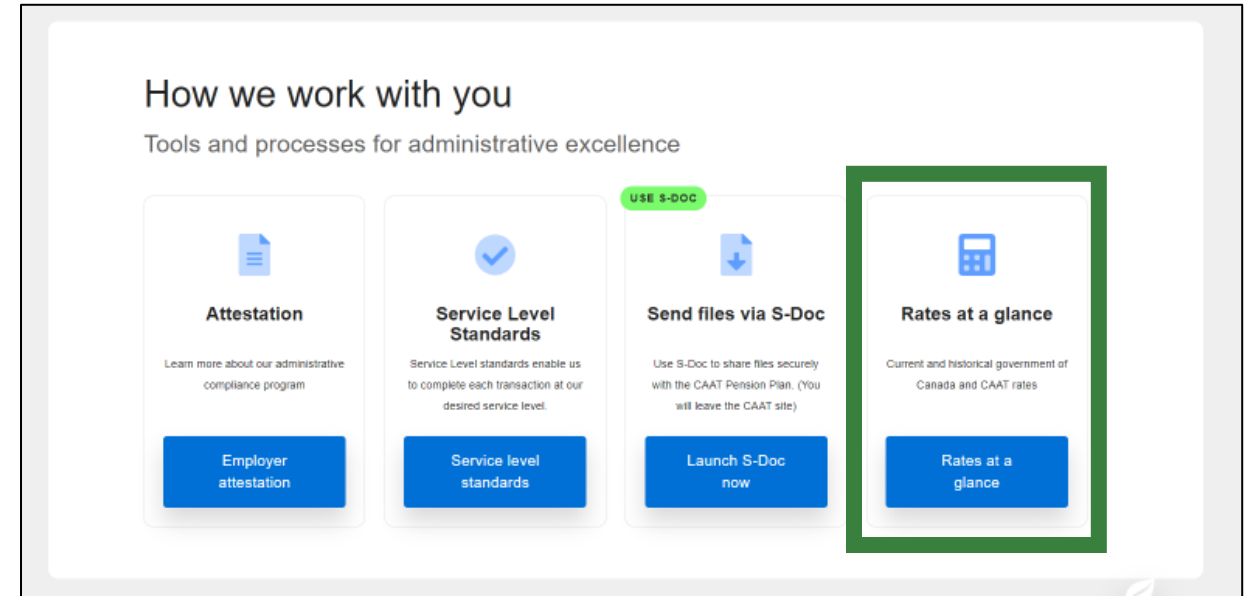
caatpension.ca/members/Plan-Ambassadors



2023 Rates

2023 Rates

- Plan contribution rates
 - No changes for 2023
 - DBplus-only: refer to your MOA or Participation Agreement
- 2023 Inflation protection rate
 - 4.71%
- Average Industrial Wage (AIW) increase
 - 2.48%



Visit the “Rates at a glance” on the [Employer Page](#)

2023 Rates - DBprime

\$66,600

**Year's Maximum
Pensionable Earnings
(YMPE)**

\$198,643.50

**DBprime RCA earnings
threshold**

\$30,960

**Maximum Pension
Adjustment (PA)**

\$3,506.67

**Maximum Benefit
Entitlement**

2023 Rate - DBplus

- Money Purchase limit
 - Used to determine maximum DBplus contributions
 - Used for DBplus Pension Adjustment offset (starting in 2023)

\$31,560

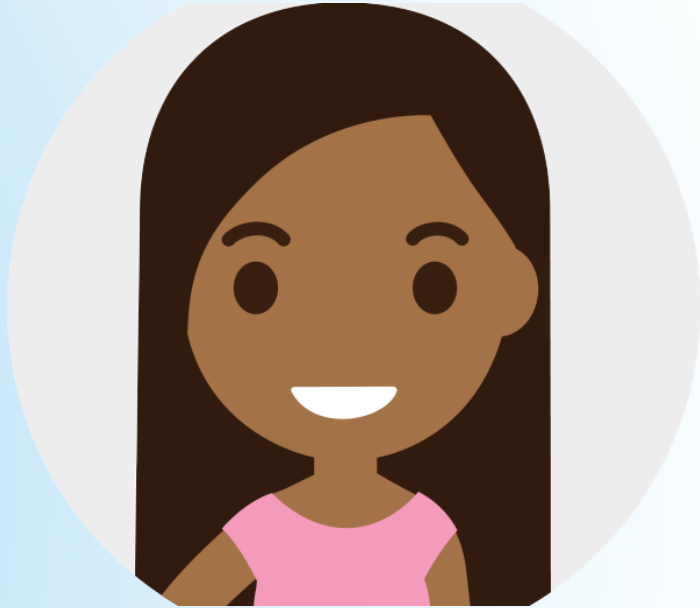
**Maximum of total
member and employer
contributions**



Steve

Example: Less Than The Maximum

- DBplus earnings = \$60,000
- 9% contribution rate for member and employer
- Member contributions = \$5,400
- Employer contribution = \$5,400
- Total contributions = \$10,800 which are under the 2023 DBplus maximum of \$31,560



Jill

Example: Up To The Maximum

- DBplus earnings = \$190,000
- 9% contribution rate for member and employer
- Member contributions = \$17,100
- Employer contribution = \$17,100
- Total contributions = \$34,200, these exceed the 2023 DBplus maximum of \$31,560 so should be capped at \$15,780 for both member and employer contributions

Deadlines, Schedules, and Reminders

Revised 2023 DBplus Pension Adjustment Formula

- Pension Adjustment formula now **includes an offset calculation** based on total contributions and the 2023 Money Purchase Limit.
- Refer to our **training webinars** about how to calculate the Pension Adjustments with the new formula.
- DBplus Pension Adjustment **calculator tools are available** in the Employer Manual.

Contribution Remittance Timing Change

Effective November 1, 2022, contributions are due to the Plan by the **20th calendar day of the following month.**

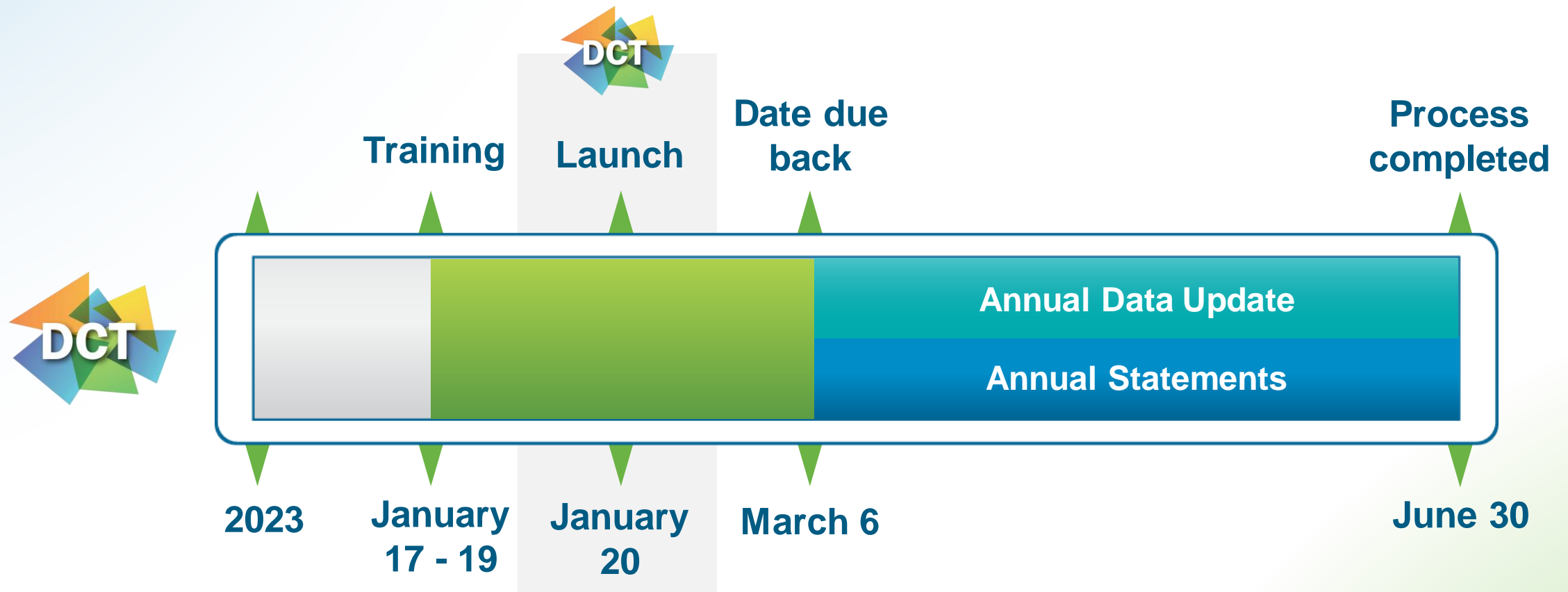
- If the 20th day of the month falls on a weekend or holiday, the due date will be the business day before the 20th.
- This change is on a go-forward basis only. For any deadlines missed prior to November 1, 2022, late fees still apply.

Year-End Processing Deadlines

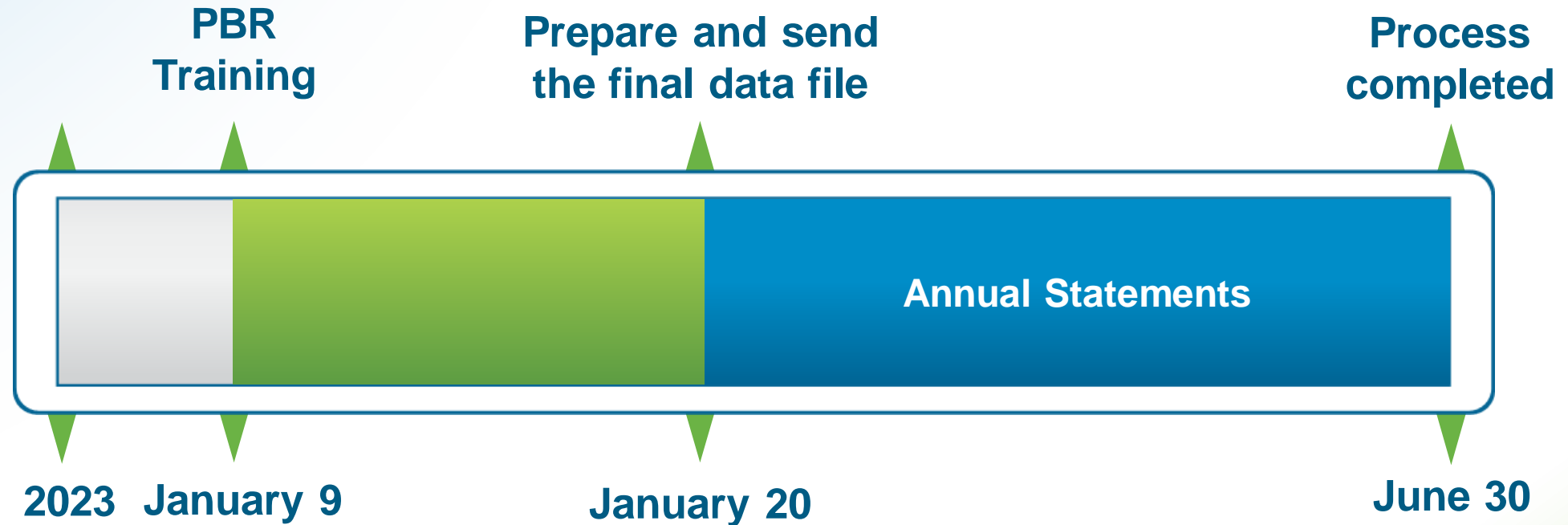
	Employers who work directly with CAAT	Employers who work with CAAT Administration Partners
In-year reporting deadline, for employers using DCT	December 2	Collected by Administration Partner
Pension Purchases	December 2	December 2
Member documents for January 1 pension start	December 2	December 2
Member documents for termination or death benefits	December 5 - noon	November 30

2023 Data Collection Tool (DCT) Schedule

Employers with DBprime and DBplus only



Payroll Based Reporting Data Collection Schedule





Office Closures

We will be closed from **12:00 p.m. on Friday December 16** for staff holiday event

Office will be closed for the holidays starting on **Monday December 26, 2022** and will re-open on **Tuesday January 3, 2023**

Poll Question

Book a Member Learning Session

- Webinar Topics
 - Plan overview
 - DBprime service purchases
 - DBplus pension purchases
 - Planning for retirement





Email Us to Get Started

Send your request to:

presentations@caatpension.ca

Q3 2022 Member Events Service Standards

Process	Volume	Target Turnaround	Attainment	Average Turnaround
Retirements	658	30 days	98%	13 days
New pension starts	495	2 days	99%	1 day
Deaths	99	30 days	99%	28 days
Service purchase quotes	128	30 days	96%	11 days
Pension estimates	240	10 days	96%	5 days
Terminations	771	30 days	97%	10 days
Enrolments	2,188	10 days	100%	1 day

Q3 2022 Employer Services Service Standards

Process	Volume	Target Turnaround	Attainment
Emails and PAL messages	1,248	1 business day	90%
Voicemails	32	1 business day	97%

2022 Employer Attestation

What is it?

- Annual process
- Employers certify in writing that they complied with core areas of responsibility
- Employers with **200 or more members** and who were in the Plan **on or before January 1, 2022**, will need to complete the attestation

What do I need to do?

- Send updated training attendance report by **December 16**
- 2022 training record will be included for employers who work directly with the Plan
- Watch for Attestations that will be sent in January to CEOs
- Return by **March 31**

For employers who work
directly with CAAT

Non-Contributing Member Data College Employers

- PAL submissions or data files for your Other Than Regular Full-Time (OTRFT) members who have not contributed in 2022 is due by **December 31, 2022**
- Send your data file to your Employer Pension Analyst
- These members will not be included on your 2022 DCT



2022 Portal Enhancements

My Pension (members)

- Launch to retired and deferred members
- Online statements for all members
- Pension payment history
- Online purchase quotes

Pension Administration Link – PAL (employers)

- Leave reporting
- Pension purchase quotes
- Manage user access
- Coming soon: easier access for annual data submission

Future Portal Enhancements



Making
administration
easier



Reduce paper



Expanding online



Unified
experience



Self-service



Personalized



Streamline
workflow

Help Us Promote My Pension

- CAAT's online member portal
- Self-serve features
 - Update email address, mailing address and phone number
- 24/7 online access
 - Digital copies of correspondence
 - Estimator auto-populates member's earnings
- Online access = happy members
- 2nd most common way for members to get pension information
- Be our partner to spread the word!

Upcoming events

- Employer education sessions
 - January 9 – DBplus Only employers – Year-end updates training
 - January 17 – DCT Training – Full Overview
 - January 19 – DCT Refresher Training
- Employer Update webinar
 - February 28





Questions

