



Employer Update


November 4, 2025




Update on Employer Services team

- Number of CAAT participating employers continues to grow
- Employer Services team is also expanding to meet the growing needs of more employers
 - Two new team leads, six analysts in Q1 and Q2
 - One new team lead, five analysts in Q3 and Q4

Team structure




Leah Tsang
Manager, Employer Services



Greg De Carvalho
Team Lead, Employer Services
Decentralized Employers

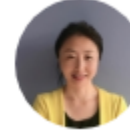
- Zain Khan, Senior Pension Analyst
- Shuyang Ma, Senior Pension Analyst
- Jerry Qi, Senior Pension Analyst
- Jason Clarke, Pension Analyst
- Ronak Kakad, Pension Analyst
- Rid Kootbally, Pension Analyst
- * Allison Wong, Pension Analyst
- Difei Xu, Pension Analyst



Anna Gurdon*
Team Lead, Employer Services
Small Employers (< 200 members)

- Dipak Patel, Senior Pension Analyst
- * Jennifer Poon, Senior Pension Analyst
- Keniel Jamieson, Pension Analyst
- Maureen Russouw, Pension Analyst
- Mehdi Samadian, Pension Analyst
- * Parmjot Sandhu, Pension Analyst

* New team members since June.



Joyce Zhang
Team Lead, Employer Services
Large Employers (> 200 members)

- Erin Rabovsky, Senior Pension Analyst
- * Jeremy Santiago, Senior Pension Analyst
- Mushfique Ahmed, Pension Analyst
- Maria Bamgboye, Pension Analyst
- Holden Murphy, Pension Analyst
- * Tharani Rajeswaran, Pension Analyst



Agenda

- CAAT's progress
- GROWTHplus anniversary
- Member learning sessions
- *The Power of Your Pension*
- Recruitment Toolkit
- 2025 data collection schedule
- Administration reminders
- Recap: Survivor benefits changes
- Purchasing strike periods
- Non-contributing members reporting
- Upcoming events

CAAT's progress

- Growing from 710 to 790 participating employers by end of Q3 2025
- More than 10,800 new DBplus members
- Over 123,000 members in total, all statuses



[Annual Performance Update](#) recording

Link to CAAT's [Year in Review](#)



Check out the GROWTHplus [Quick Guide](#) for employers

GROWTHplus Investment Account

- Optional participation for members
- Opportunity to contribute more towards retirement alongside their CAAT pension
- Participants benefit from CAAT's investment expertise, diversification and focus on long-term performance
- Employers do not match contributions or have administration responsibilities

Member learning sessions

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



All sessions include live demos of CAAT tools

How to book a member webinar

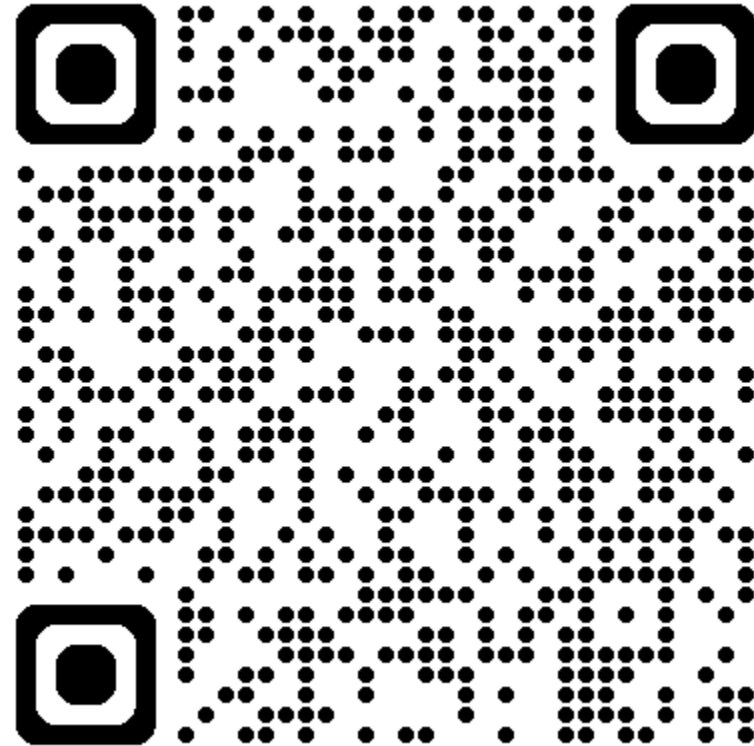
presentations@caatpension.ca



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 total rewards package
- The resources available to position yourself as an employer of choice
- For your HR staff, including Recruiters, Hiring Managers and Total Rewards teams



Next sessions will take place on Nov 19 (ENGLISH) and Nov 26 (FRENCH)

Book a one-on-one session with CAAT!

- Customized 30-minute consultation with our pension experts
- Learn how to effectively use CAAT's Recruitment Toolkit on your hiring platforms
- Get answers to all your questions!

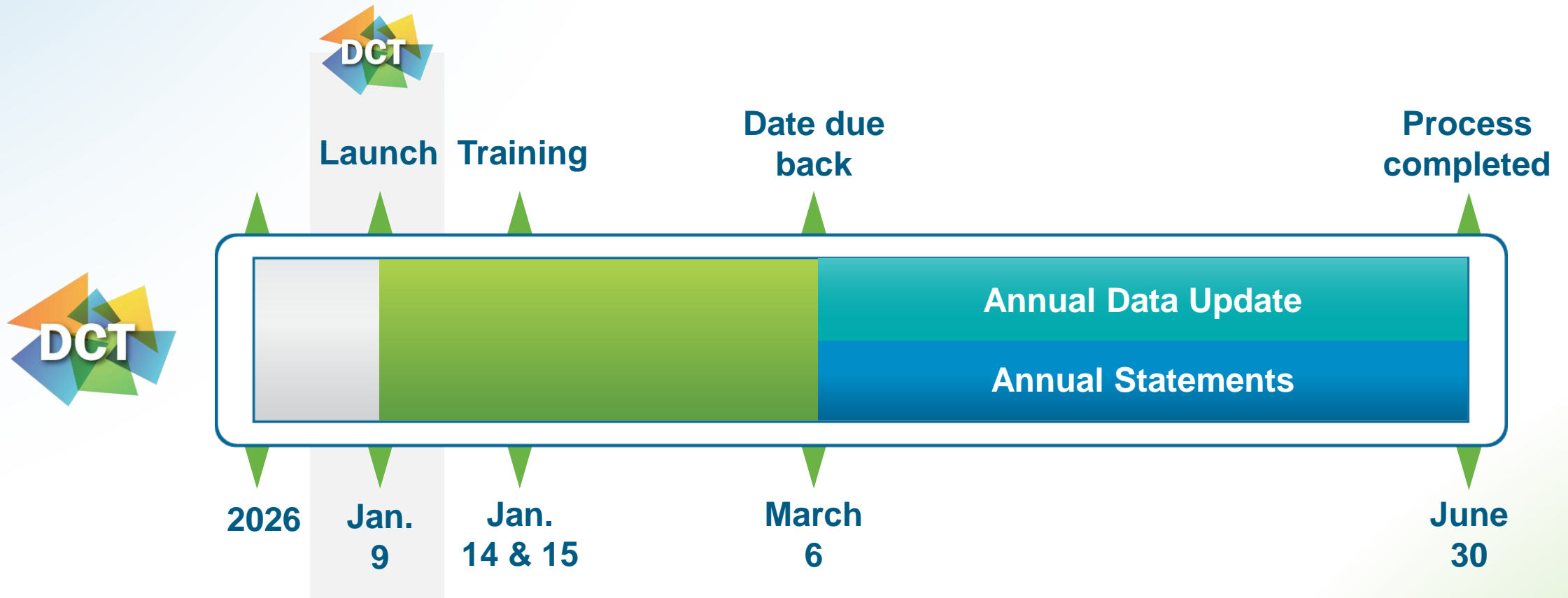


Send us an email to presentations@caatpension.ca

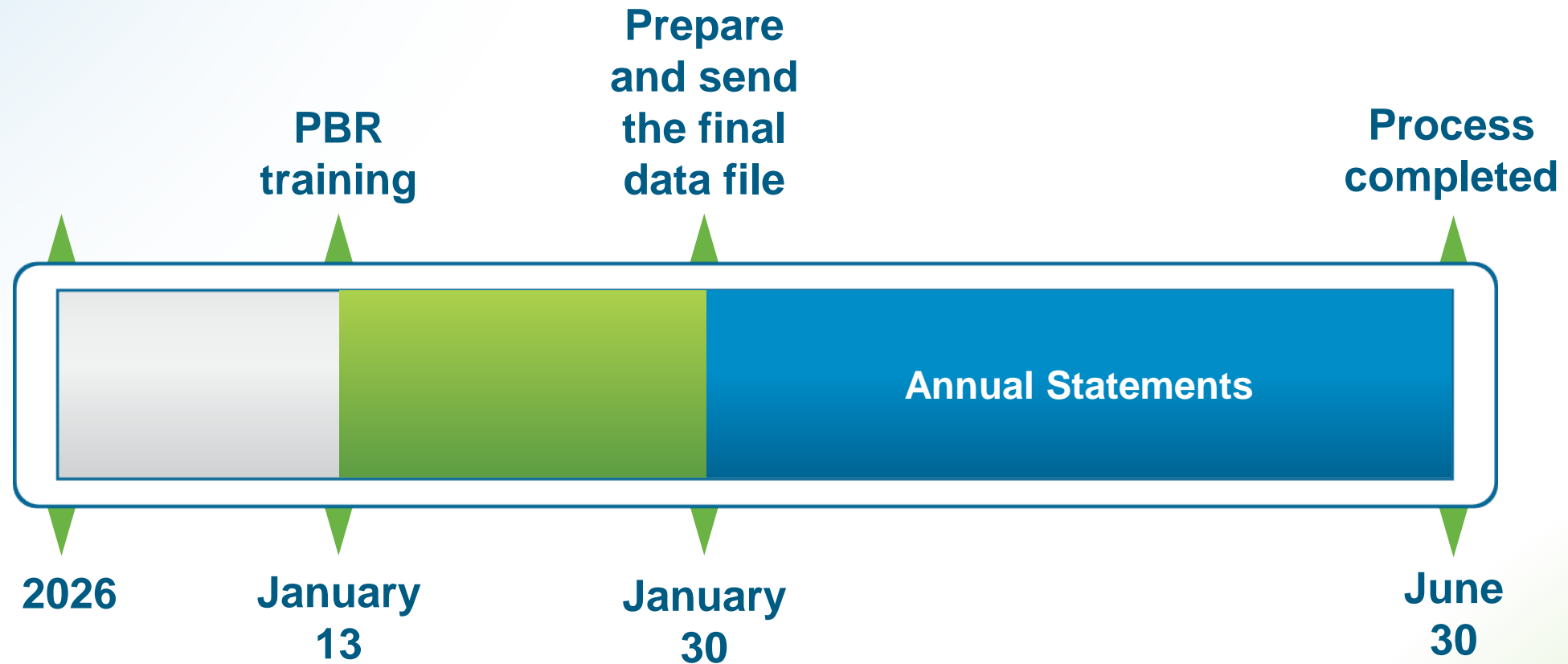
2025 data collection schedules

2025 Data Collection Tool (DCT) schedule

Employers with both DBprime and DBplus



Payroll-based reporting (PBR) data collection schedule



Recap: Survivor benefits changes

100% survivor pension option

- Additional option at retirement
- Increases spousal survivor benefit to the retirement-date spouse from 60% to 100%
- The member's pension is actuarially reduced if either the 75% or 100% option is elected

180-month minimum payment guarantee

- An increase from the current 60-month minimum payment guarantee
- No additional cost
- Applies to all living members on or after May 28, 2025 (not to survivor pensions in pay)

More flexibility, added financial security, and greater peace of mind

Age 71 members

- Members must start collecting their pension in the year they reach age 71
- Pension payments must start by December 1 at the latest
- Members can collect their pension and also continue working
- A letter is sent to the member with their retirement option package advising that they must start their pension but can still be employed

References to “retirement” in the package refer to retirement under the Plan only.



Office closures

CAAT's offices will be closed on:

- **Friday, November 14** (all day)
- **Friday, December 12** (afternoon)
- **Wednesday, December 24** at 1 p.m.
- **Thursday, December 25**
through **Tuesday, December 30**
- **December 31** — office open
(no Reception services)
- **Thursday, January 1, 2026**

For employers who work
directly with CAAT

Purchasing strike periods

For college employers:

- Tentative agreement reached
- Strike period: September 11 to October 15
- Affected members may make a pension purchase
- CAAT will provide a template to gather the required data from employers and proactively prepare a purchase quote package for each member who is eligible to make a purchase:
 - Data required:
 - Member data for the **unreported period** up to the strike
 - **Deemed earnings** during the strike period

Purchasing strike periods

	DBprime members	DBplus members
Cost basis	Based on deemed earnings for the strike period	
Member pays	Both member and employer portions of contributions	
Payment method(s)	Cash (cheque or online biller pay), or transfer from RRSP	Transfer from RRSP only

DBprime:

- Purchase within 6 months = cost is two times contributions
- Purchase after 6 months = cost is the higher of two times contributions or the actuarial cost of the service

DBplus:

- Purchase within 6 months = no purchase adjustment factor applied
- Purchase after 6 months = purchase adjustment factor applied (less pension for same amount of contributions)

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
 - Less than 25 members – report using PAL
 - Greater than 25 members – report using Excel spreadsheet
- CAAT will prepare an Extension of Membership (EOM) letter, a termination package or retirement package, as applicable
- Next report due December 31

Upcoming events

Employer education session:

- November 6:
 - 10 a.m. – Pensionable earnings, service, contributions & pension adjustments – DBprime & DBplus
 - 1 p.m. – Pensionable earnings, contributions & pension adjustments – DBplus only



