caat
PENSION PLAN

Contributions, Earnings and Pension Adjustments

Employer Education Session for DBplus-only employers



November 5, 2026



Agenda

1. Earnings and contributions
2. Contribution remittance
3. Pension adjustments

Earnings and contributions



Earnings types for contribution calculation

Eligible

- Regular salary
- Overtime pay
- Statutory holiday pay
- Bonuses
- Vacation pay

Non-Eligible

- Gratuities
- Membership fees
- Mileage allowance
- Retirement allowance
- Taxable benefits (including life insurance)
- Dividends (e.g., to business owner)

Participation Agreement may specify other included or excluded earnings

DBplus contribution maximum

- The combined total of member and employer contributions cannot exceed the year's **money purchase (MP) limit**
  - **2026 = $35,390**
  - **2027 = $36,390**
- If total contributions for a member have reached the annual limit, no further contributions should be made for the rest of the year
  - Similar to the method used for Canada Pension Plan contributions

DBplus contribution calculation

Contribution rates:

- Appear in the Exhibits of your Participation Agreement
- Percentage of eligible earnings



Contribution calculation example



David

- Monthly eligible earnings = $7,500
- Member contribution rate = 6.0%
- Employer contribution rate = 6.0%

Earnings	Member Contributions	Employer Contributions
$7,500	$450	$450

- Employer remits $900 to CAAT monthly

Contribution deductions stop when member reaches the maximum contribution limit

Contribution remittance



Contribution remittance overview

- Timely and accurate remittance of contributions is a key responsibility
- Accurate data ensures proper pension calculations and member reports
- Process differs for employers using Classic PBR vs. Data Exchange (DE)

Process	Classic PBR employers (Excel)	DE / Portal Upload employers
Remit funds	• Determine amount based on calculated contributions • Select remittance option and send funds	• Receive automated **invoice** from CAAT based on data feed • Select remittance option and send funds
Recordkeeping process	• Create **contribution remittance summary** in PAL to identify the total member and employer contributions, the reporting period and the payment date	• **Paid invoice** includes necessary information for recordkeeping • Not required to create a summary in PAL

Contribution remittance summary

Funds can be deposited and allocated only after a contribution remittance summary is submitted via PAL

Breakdown of funds sent to CAAT is essential, so delays in receiving a contribution remittance summary affect many aspects of the business

Missing remittance summaries can also lead to **late fees** and additional back-and-forth communication

Contribution remittance summaries are required with every payment

Please ensure the payment date and the amount of the remittance match what is sent to CIBC Mellon

Contribution remittance due dates

- Employers can remit contributions based on their payroll schedules
- Contribution remittances cannot be *less* frequent than once a month
- Contributions are based on pensionable earnings
- Contributions must be received by CIBC Mellon by the 30th calendar day following the end of the month to which the contributions relate

For example, contributions in respect of the month of May must be received **no later than** June 30.

Exception: If the 30th day following the end of the month falls on a weekend or statutory holiday, the due date shifts to the previous business day.

This remittance timeline applies to all CAAT participating employers, including where a Participation Agreement and/or MOA between a participating employer and the Plan may provide for a less generous timeline.

Month	Deadline to file contribution remittance
January 2026	March 2, 2026
February 2026	March 30, 2026
March 2026	April 30, 2026
April 2026	May 29, 2026
May 2026	June 30, 2026
June 2026	July 30, 2026
July 2026	August 28, 2026
August 2026	September 29, 2026
September 2026	October 30, 2026
October 2026	November 30, 2026
November 2026	December 30, 2026
December 2026	January 29, 2027

If the 30th of the next month falls on a weekend or holiday, the deadline is the closest previous business day

Contribution remittance categories

Remittance of payroll contributions

- Ongoing member and employer contributions
- Based on contribution rates in your Participation Agreement

Remittance for pension purchases

- Separate from required contributions
- Relate to purchases of eligible periods (e.g., leaves of absence)

How to submit contributions:
Options

- Main methods
  - Online biller pay
    - Compatible banks: CIBC, TD Canada Trust, RBC, BMO, National Bank, Scotiabank
  - Electronic fund transfer (EFT)
    - Direct transfer between employer and CAAT

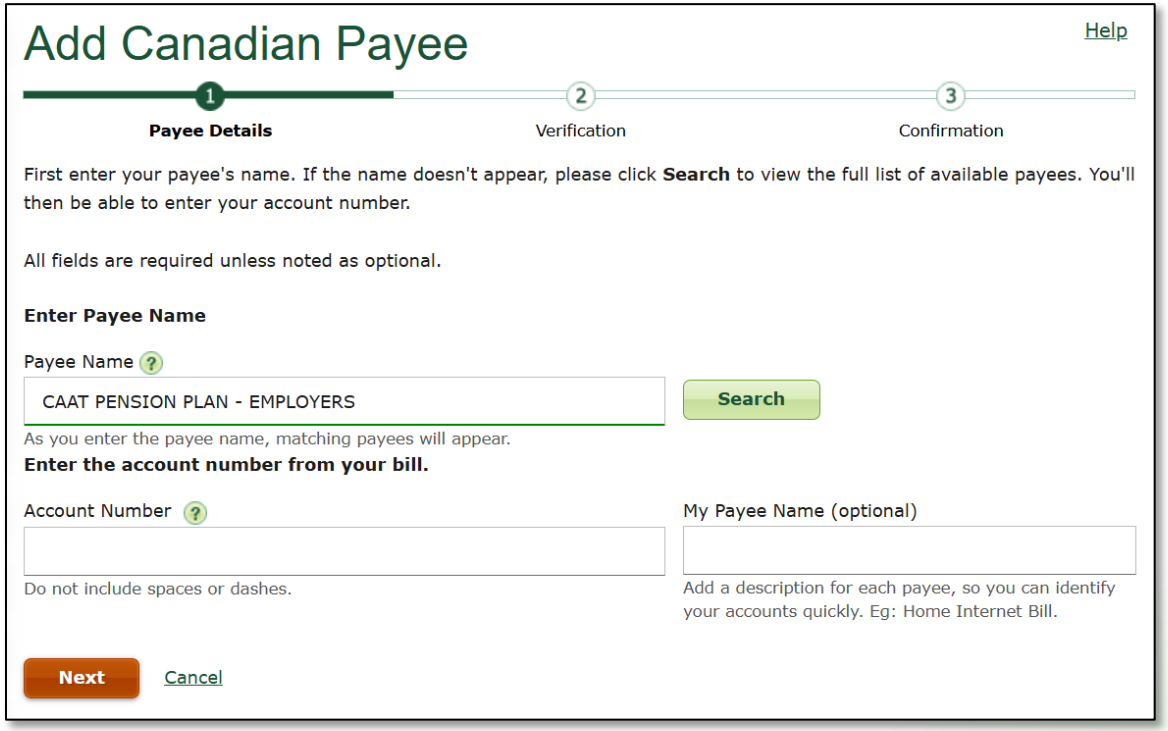
How to submit contributions:
Online biller pay

Important information:

- Payee Name:

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- Account number is your employer group number with leading zeros (10 digits)
  - Group number = 500
  - Account number = 0000000500

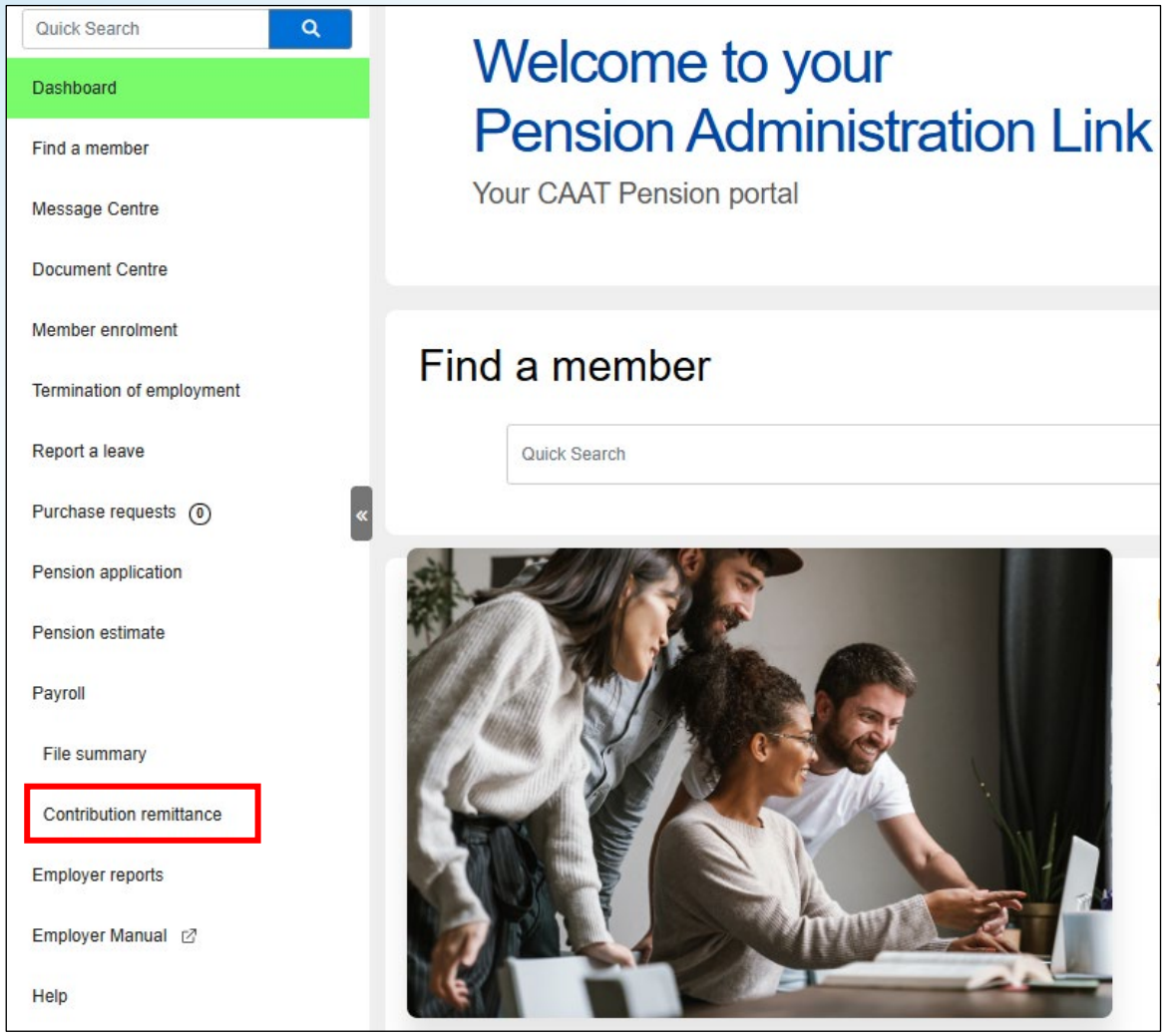


How to submit contributions:
Electronic funds transfer

- Electronic funds transfer (EFT) – direct transfer between employer and CAAT
- Please direct EFT payments for contribution remittances to the following bank account:

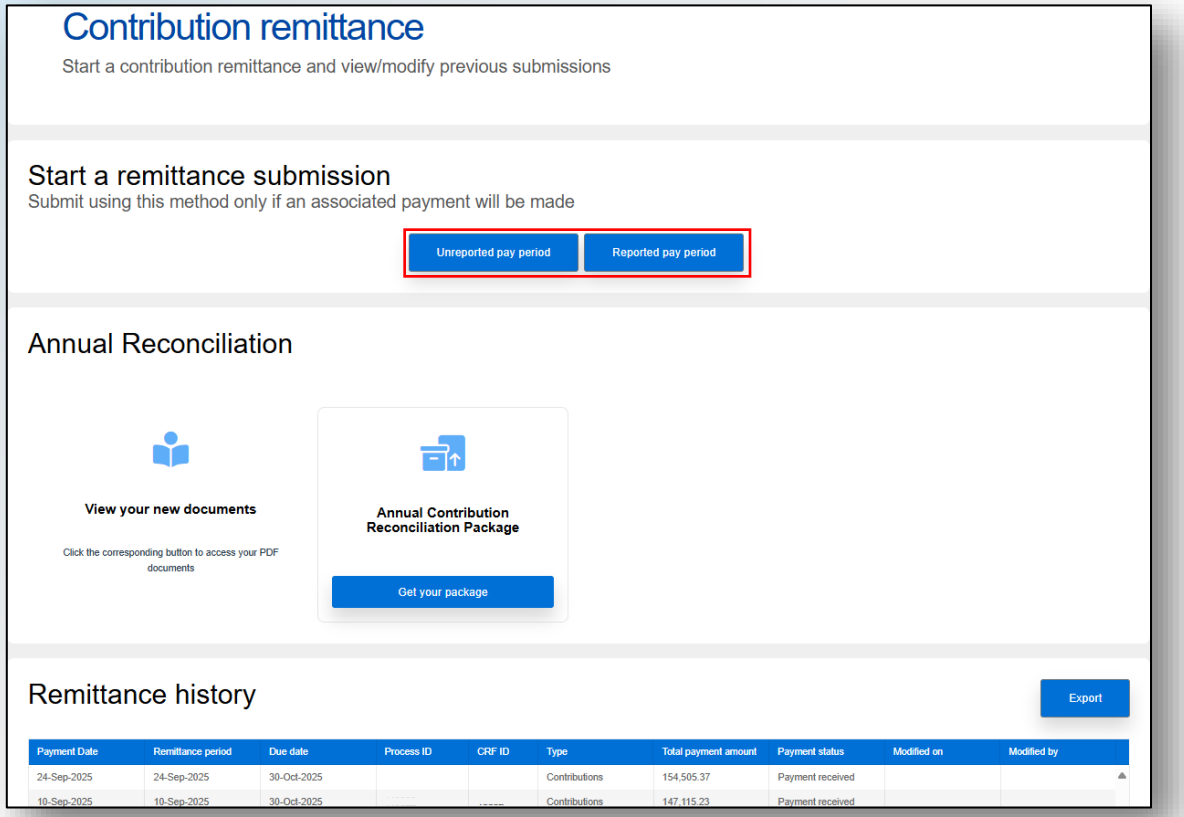
Name of Bank	CIBC
Address of Branch	199 Bay Street, Toronto, ON M5L 1G9
Transit No.	00002
Institution No.	010
Account No.	1573411
Payment Reference	CAAT Pension Plan

Contribution remittance summary using PAL
PBR only



- Log in to PAL and select **Contribution remittance** from left navigation
- Training session:
  - Contribution Remittances Using PAL (PDF)

Contribution remittance:
Using PAL (PBR only)



- Submit your payroll files and create a **contribution remittance summary** in PAL.
- **Unreported pay period**: choose this if you haven't submitted the PBR file yet or it isn't fully posted.
- **Reported pay period**: choose this if you've already submitted the PBR file and the records are 100% posted (preferred).

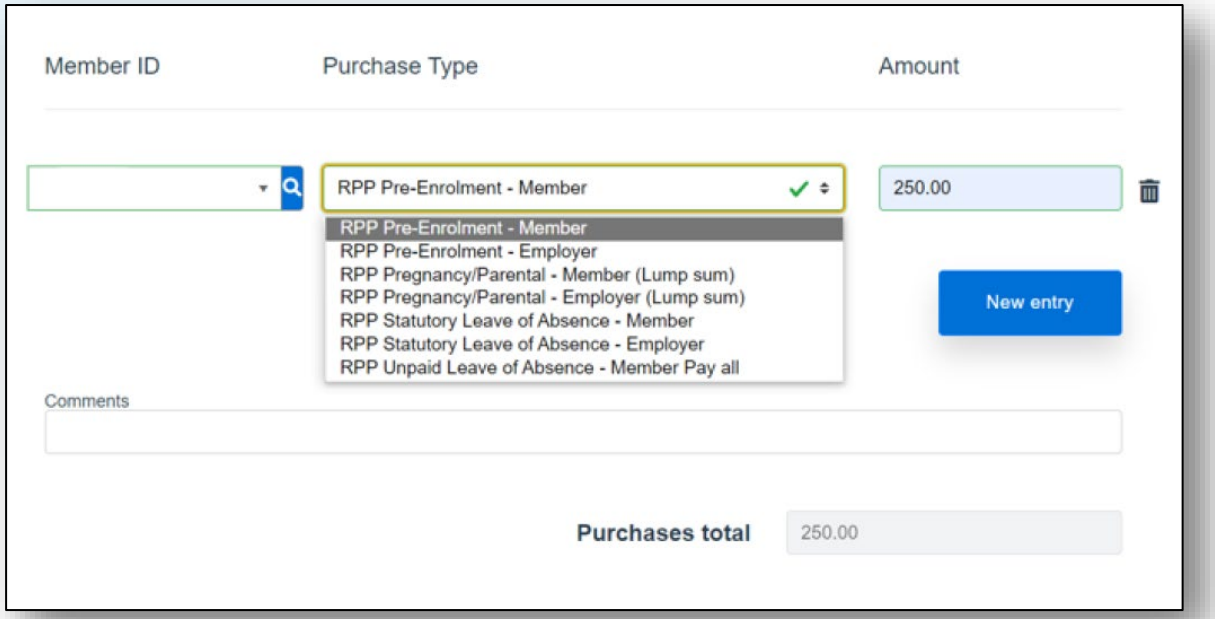
Contribution remittance:
Correcting errors using PAL (Classic PBR only)

If you identify an error in your contribution remittance summary

- Find the remittance record in the **Remittance history** table
  - If **Payment status** is still **Pending**, select the record, check **Are you reporting a data change?** then edit the summary and resubmit
  - If **Payment status** is **Payment received**, you cannot edit the summary — select **Unreported pay period** and enter the correct information
  - To correct an error in the amount, you can remit more or less on the next remittance

Contribution remittance summary:
Pension purchases

Purchases related to lump-sum pregnancy/parental/adoption leave, statutory leave of absence, transfer-in or other leaves.



To submit contributions for a pension purchase:

- Search for the **Member ID**
- Select the **Purchase Type**
- Include the **Amount**
- Add **Comments** as appropriate

Pension adjustments



One less step for employers

CAAT now calculates pension adjustments

Employers no longer need to report a pension adjustment when reporting terminations and retirements.

For cases first submitted to CAAT on or after October 22, 2026.

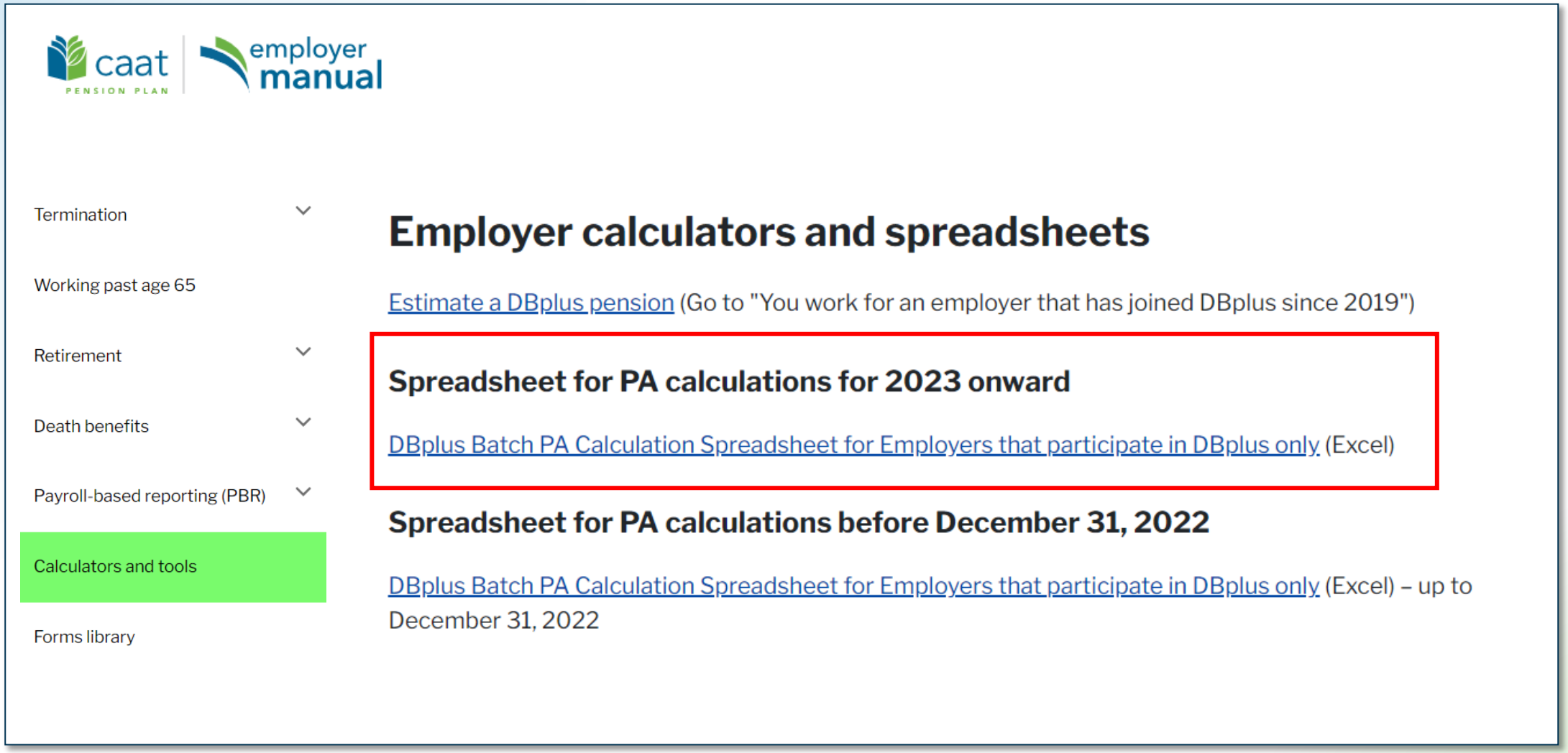


Pension adjustment calculation



* Prorated based on (member + employer contributions) ÷ money purchase limit

Pension adjustment tools



DBplus Batch PA Calculation Spreadsheet

CAAT Pension Plan

DB*plus* Batch PA Calculation for Future Accrual Only (FAO) Employers

Clear

ver: 1_2026

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Year: 2026

Annual Pension Factor: 9.5%
Maximum Contributuions (Money Purchase Limit): $35,390
Maximum PA: $34,790

This spreadsheet is intended to be used for calculating PAs for active members in the DBplus design. It does not take into consideration current year contributions made to a DB or DC pension plan prior to the enrolment date, in determining maximum contributions. For FAO employers in the first year of PA reporting, we use a $600 offset and this will be prorated between the prior plan and DBplus. Contact your Employer Pension Analyst for more details.

Results are based on information input by the user and the CAAT Plan does not review or verify the results . The CAAT Plan reserves the right to make any revisions to the tools. Please check the description of the spreadsheets in the Employer Manual to ensure you are using the correct version.

	Member SIN/ID/EE No.	Name	Member Contributions (Actual + Deemed)	Employer Contributions (Actual + Deemed)	Total Contributions	Benefit Accrual	Pension Adjustment	Warnings
1					$0.00	$0.00	**$0**	
2					$0.00	$0.00	**$0**	
3					$0.00	$0.00	**$0**	
4					$0.00	$0.00	**$0**	
5					$0.00	$0.00	**$0**	
6					$0.00	$0.00	**$0**	
7					$0.00	$0.00	**$0**	
8					$0.00	$0.00	**$0**	
9					$0.00	$0.00	**$0**	
10					$0.00	$0.00	**$0**	
11					$0.00	$0.00	**$0**	
12					$0.00	$0.00	**$0**	



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