### CAAT FAQ Guide For Interviews

**How to use:** Use these talking points to attract, engage, delight and convert candidates by highlighting the impact of pension plan you offer.



**What is the CAAT Pension Plan?**

The CAAT Pension Plan is a modern defined benefit (DB) plan that invests funds and manages pensions for the benefit of Plan members. It is a jointly sponsored pension plan (JSPP), meaning members and employers have an equal say in Plan decisions about benefits, contributions and funding, and share the responsibility of Plan decisions.

**What are the features of my pension?**

The CAAT Pension Plan allows members to earn a valuable lifetime pension while they work. Your pension includes features members want:

* **A secure pension paid for life**   
  As a member, you would get secure, predictable pension payments for life.
* **Your employer contributes on your behalf**  
   In addition to your contributions, your employer will also make contributions to the CAAT Pension Plan on your behalf.
* **Inflation protection in retirement**   
  The impact of inflation on the pension you earn under CAAT will be partially offset by the Plan’s conditional inflation protection. This helps your pension retain purchasing power over time.
* **A pension for your surviving spouse**   
  A lifetime pension is payable to your surviving spouse. In case of death before retirement, more options are available.

**Are there other ways I can increase my pension?**

You may be able make a purchase, enabling you to retire with a larger pension if you:

* worked part time or on contract for an employer prior to that employer participating in the CAAT Pension Plan;
* had an unpaid leave of absence during your CAAT Plan membership;
* were a member of a Canadian registered pension plan before working for an employer that participates in the CAAT Plan.

During your CAAT Pension Plan membership, there may be times when you temporarily stop working and contributing to CAAT due to a leave of absence, and wish to restore those gaps in your contributions (e.g. an approved leave of absence without pay). If this applies to you, you can make a purchase, which will increase your pension. Purchases are subject to the limits imposed by the Income Tax Act.

**How does my Defined Benefit Pension compare to a Defined Contribution Plan or a Group RRSP?**

This brief comparison demonstrates the difference between CAAT, DC plans, and Group RRSP.

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|  | **Defined Contribution Plans** | **Group RRSP** |
| * Secure predictable lifetime pension * Early retirement available at age 50 * Inflation protection * No-cost survivor benefits * No investment decisions | Retirement payouts are uncertain  Must save more to retire early  No inflation protection  Risk of outliving savings  Retirement timing depends on investment volatility | Retirement payouts are uncertain  Must save more to retire early  No inflation protection  Risk of outliving savings  Retirement timing and income dependent on market volatility |