



For Board of Governors of Lakehead University (Lakehead University) full-time faculty and full-time librarian employees

DBplus members can rely on a lifetime pension based on earnings that removes the need to worry about complex investments, market downturns, or outliving their savings. DBplus offers valuable features, such as predictable, lifetime income in retirement, inflation protection, and survivor benefits.

If you are employed by Lakehead University on a regular full-time basis as a librarian or faculty member and are represented by Lakehead University Faculty Association (LUFA), you will participate in the CAAT Pension Plan's DBplus design effective January 1, 2023.

Your contribution rate and your employer's contribution rate will be based on the percentage of pay when you become a DBplus member as shown in the table below:

Effective date	Employee Contributions	Employer Contributions	Total Contributions
January 1, 2023 and thereafter	6.50%	8.05%	14.55%

While you are working, your DBplus pension receives conditional Average Industrial Wage (AIW) enhancements that help keep your pension in line with wage inflation. Once you have retired, conditional inflation protection increases help your DBplus pension maintain purchasing power year after year.

To learn more about DBplus, consult your Member Handbook, or visit:

www.caatpension.ca/members

For questions about your pension benefits, contact CAAT member services at the CAAT Pension Plan by phone: 416-673-9000

Toll Free: 1-866-350-2228

Email: info@dbplus.ca