

# Intrust Super Executive Remuneration Disclosure



The following information pertains to executive officers of Intrust Super and individual trustees of IS Industry Fund Pty Ltd for the 2016-17 and 2017-18 financial years as prescribed under section 29QB of the Superannuation Industry [Supervision] Act 1993.

## Remuneration details

All contracts for services for Directors, Chief Executive Officer and Executive Managers are reviewed by the Nominations and Remuneration Committee, with a recommendation being made to the Board on the appropriateness of any remuneration pursuant to a contract of services.

Individual Trustees	Short term employment benefits				Post-employment benefits		Long-term employee benefits
	Cash salary, fees and short-term compensated absences	"Short-term cash profit-sharing and other bonuses	Non-monetary benefits	Other short-term employee benefits	Pension and superannuation benefits	Other post-employment benefits	
<b>2017/18</b> <b>2016/17</b>							
<b>Sandy McDonald</b>	-	-	-	-	-	-	-
	<b>\$18,516</b>	-	-	-	<b>\$1,759</b>	-	-
Director – Employer representative since 01/04/1997 Director – Employer representative until 31/12/2016							
<b>Justin O'Connor</b>	<b>\$30,594</b>	-	-	-	<b>\$2,906</b>	-	-
	<b>\$29,680</b>	-	-	-	<b>\$2,820</b>	-	-
Director – Employer representative since 04/06/2007							
<b>Charles [Jim] Stewart</b>	<b>\$30,594</b>	-	-	-	<b>\$2,906</b>	-	-
	<b>\$29,680</b>	-	-	-	<b>\$2,820</b>	-	-
Director – Employer representative since 01/01/2015							
<b>Gary Bullock*</b>	<b>\$41,900</b>	-	-	-	-	-	-
	<b>\$31,750</b>	-	-	-	-	-	-
Director – Member representative since 02/09/2004							
<b>Fiona Scalon*</b>	<b>\$33,500</b>	-	-	-	-	-	-
	<b>\$31,750</b>	-	-	-	-	-	-
Director – Member representative since 25/01/2011							
<b>Troy Burton</b>	<b>\$33,500</b>	-	-	-	-	-	-
	<b>\$32,500</b>	-	-	-	-	-	-
Director – Member representative since 3/03/2016							
<b>Michael Wilson</b>	<b>\$30,594</b>	-	-	-	<b>\$2,906</b>	-	-
	<b>\$13,261</b>	-	-	-	<b>\$1,260</b>	-	-
Director – Employer representative since 1/01/2017							

\* Director fees were paid to the employer of the director, United Voice

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Executive Officers	Short term employment benefits				Post-employment benefits		Long-term employee benefits
	Cash salary, fees and short-term compensated absences	Short-term cash profit-sharing and other bonuses	Non-monetary benefits	Other short-term employee benefits	Pension and superannuation benefits	Other post-employment benefits	
<b>2017/18</b>							
<b>2016/17</b>							
<b>Brendan O'Farrell</b>	\$425,152		\$17,000		\$21,500	-	-
	\$434,498*		\$17,000		\$28,000	-	-
Chief Executive Officer since 16/05/2005							
<b>Lawrence Chand</b>	\$174,417	\$12,264	-	-	\$22,402	-	-
	\$167,467	-	-	-	\$20,096	-	-
Executive Manager – Finance and Business Operations since 28/11/2011							
<b>Bronwyn Proud</b>	\$106,150	\$10,508	\$14,000	-	\$13,999	\$39,965	-
	\$148,645	-	\$21,000	-	\$17,837	-	-
Executive Manager – Risk and Company Secretary since 10/12/2007 Executive Manager – Risk and Company Secretary until 28/02/2018							
<b>Aaron Lee</b>	\$171,750	\$12,045	-	-	\$22,055	-	-
	\$163,100	-	-	-	\$19,572	-	-
Executive Manager – Marketing since 02/10/2012							
<b>Daryl Whittaker</b>	\$39,985	\$19,619	-	-	\$10,512	\$4,909	-
	\$112,422	\$18,133	\$18,524	-	\$35,816	-	-
Senior Client Service Manager since 04/08/2014 Executive Manager – Employer Services & Sales since 01/01/2015 Executive Manager – Employer Services & Sales until 19/10/2017							
<b>Christian Engelhardt</b>	\$44,135	-	-	-	\$5,296	-	-
	-	-	-	-	-	-	-
Executive Manager – Risk and Company Secretary since 19/03/2018 Executive Manager – Risk until 17/10/2018							
<b>Stephanie Langdon</b>	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Acting Executive Manager – Employer Services & Sales since 01/07/2018							
<b>Lisa Swenson</b>	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Executive Manager – Risk and Company Secretary since 17/10/2018							

\* Includes \$34,581 backpay from previous financial year

Intrust Super does not pay any of the following:

- Payments to an individual trustee or executive officer as part of consideration for agreeing to hold a position
- Equity-settled share-based payment, cash-settled share based payment or any other form of share-based payment

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## Performance-related bonus [As at 25 October 2018]

Key Performance Indicators determine any performance related bonus. For Daryl Whittaker, the criteria that relate to these Key Performance Indicators include contribution and member growth, compliance management, staff management, client servicing and new business activities.

Stephanie Langdon will be eligible for performance-related bonus in the 2018/19 financial year up to a maximum amount of 50% of base salary. The minimum amount payable is \$0.

Lawrence Chand and Aaron Lee, will be eligible for a performance-related bonus in the 2017/18 and 2018/19 financial years up to a maximum amount of 10% of base salary. The minimum amount payable is \$0.

Lisa Swenson will be eligible for a performance related bonus in the 2018/19 financial year up to a maximum amount of 10% of base salary. The minimum amount payable is \$0.

Any bonus amounts payable for 2017/18 will be made during the 2018/19 financial year.

2017/18 2016/17	Cash bonus	Grant Date	Financial year the bonus relates to	% of bonus achieved in the financial year	% of bonus forfeited in the financial year
Daryl Whittaker	\$19,619	15/09/17	2016/17	29.7%	70.3%
	\$18,133	15/11/16	2015/16	45.4%	54.6%
Lawrence Chand	\$12,264	15/09/17	2016/17	73.0%	23.0%
	-	-	2015/16	-	-
Bronwyn Proud	\$10,508	15/09/17	2016/17	71.0%	29.0%
	-	-	2015/16	-	-
Aaron Lee	\$12,045	15/09/17	2016/17	73.0%	23.0%
	-	-	2015/16	-	-

The Trustee of Intrust Super is IS INDUSTRY FUND Pty Ltd | MySuper Unique Identifier: 65704511371601 | ABN: 45 010 814 623 | AFSL No: 238051 RSE Licence No: L0001298 | RSE Registration No: R1004397 | Intrust Super ABN 65 704 511 371 | USI/SPIN: HPP0100AU