

NGS SUPER REMUNERATION DISCLOSURES

FOR THE PERIOD ENDING 30 JUNE 2020

DIRECTOR REMUNERATION

Our remuneration practices reflect our core values, placing our members at the centre of what we do. We also recognise that we need to resource the Fund in order to provide quality benefits and services to members.

Director remuneration consists of Board and Committee fees and superannuation guarantee contributions. These fees reflect the demands and responsibilities of the Directors.

The amounts paid to the Directors for the years ending 30 June 2020 and 30 June 2019 are set out below:

Name and Position	Appointment date	Paid to	FY 2019/20						FY 2018/19					
			Short-term employee benefits ¹		Post-employment benefits ³	Long term benefits ⁴	Termination benefits ⁵	Total	Short-term employee benefits ¹		Post-employment benefits ³	Long term benefits ⁴	Termination benefits ⁵	Total
			Cash salary, fees and short-term compensated absences	Non-monetary benefits ²					Cash salary, fees and short-term compensated absences	Non-monetary benefits ²				
Dick Shearman (Chair)	03/04/2012	Individual	\$81,999	\$0	\$23,280	\$0	\$0	\$105,279	\$78,363	\$0	\$25,000	\$0	\$0	\$103,363
Peter Fogarty (Deputy Chair) Retirement date: 30/07/2019	31/12/1995	Individual	\$5,497	\$0	\$660	\$0	\$0	\$6,157	\$64,763	\$0	\$7,772	\$0	\$0	\$72,535
David Buley (Director)	06/12/2005	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$54,239	\$0	\$6,509	\$0	\$0	\$60,748
Kathy Dickson (Director)	17/07/2015	Individual	\$49,473	\$0	\$10,731	\$0	\$0	\$60,204	\$54,401	\$0	\$0	\$0	\$0	\$54,401
Cathryn Hickey (Director)	17/02/2006	IEU VIC/TAS	\$54,421	\$0	\$0	\$0	\$0	\$54,421	\$53,430	\$0	\$0	\$0	\$0	\$53,430
Garry Le Duff (Director) Retirement date: 14/12/2018	01/02/2013	Individual	n/a	n/a	n/a	n/a	n/a	n/a	\$32,074	\$0	\$11,145	\$0	\$0	\$43,219
Geoff Newcombe (Director) (Deputy Chair from 31/07/2019)	01/03/2013	Individual	\$64,590	\$0	\$7,751	\$0	\$0	\$72,341	\$48,572	\$0	\$5,829	\$0	\$0	\$54,401
Margaret Sansom (Director)	13/05/2008	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$55,183	\$0	\$8,512	\$0	\$0	\$63,695
Glen Seidel (Director)	01/07/2005	Individual	\$31,205	\$0	\$4,629	\$0	\$0	\$35,834	\$33,547	\$0	\$0	\$0	\$0	\$33,547
		IEU SA	\$33,559	\$0	\$0	\$0	\$0	\$33,559	\$32,948	\$0	\$0	\$0	\$0	\$32,948
Georgina Smith (Director)	01/07/2014	Individual	\$53,367	\$0	\$14,972	\$0	\$0	\$68,339	\$43,044	\$0	\$16,645	\$0	\$0	\$59,690
Gloria Taylor (Director) Retirement date: 23/06/2020	24/06/2002	IEU NSW/ACT	\$67,119	\$0	\$0	\$0	\$0	\$67,119	\$65,897	\$0	\$0	\$0	\$0	\$65,897
Christine Wilkinson (Director)	01/03/2013	Individual	\$60,055	\$0	\$11,911	\$0	\$0	\$71,966	\$62,874	\$0	\$5,829	\$0	\$0	\$68,703
Wendy Willis (Director)	17/12/2018	Individual	\$24,737	\$0	\$3,364	\$0	\$0	\$28,101	\$12,871	\$0	\$729	\$0	\$0	\$13,600
		Pembroke School	\$27,210	\$0	\$0	\$0	\$0	\$27,210	\$13,358	\$0	\$0	\$0	\$0	\$13,358
Terence Burke (Director)	06/05/2019	Individual	\$57,569	\$0	\$6,908	\$0	\$0	\$64,477	\$0	\$0	\$0	\$0	\$0	\$0
Patrick Ponting (Director)	06/05/2019	Individual	\$57,569	\$0	\$6,908	\$0	\$0	\$64,477	\$0	\$0	\$0	\$0	\$0	\$0
Micheline Collopy (Director)	26/08/2019	Individual	\$39,853	\$0	\$4,782	\$0	\$0	\$44,635	n/a	n/a	n/a	n/a	n/a	n/a

¹ Directors do not receive other forms of short-term benefits, including profit sharing or bonuses.

² Includes packaging arrangements such as motor vehicle, parking, and education fees.

³ Post employment benefits include Superannuation Guarantee and salary sacrifice superannuation contributions.

⁴ Long term benefits include payments for long service leave.

⁵ Termination benefits include payments for unused annual leave on leaving service.

MANAGEMENT REMUNERATION

The following staff are responsible for the management of the Trustee company. The amounts paid to them for the years ending 30 June 2020 and 30 June 2019 are set out below:

Name and Position	FY 2019/20						FY 2018/19					
	Short-term employee benefits ⁶		Post-employment benefits ⁸	Long term benefits ⁹	Termination benefits ¹⁰	Total	Short-term employee benefits ⁶		Post-employment benefits ⁸	Long term benefits ⁹	Termination benefits ¹⁰	Total
	Cash salary, fees and short-term compensated absences	Non-monetary benefits ⁷					Cash salary, fees and short-term compensated absences	Non-monetary benefits ⁷				
Laura Wright (Chief Executive Officer) ¹¹	\$553,630	\$3,567	\$25,000	\$0	\$0	\$582,197	\$441,307	\$11,547	\$25,000	\$0	\$0	\$477,854
Ben Facer (Chief Strategy and Risk Officer)	\$421,096	\$0	\$25,000	\$0	\$0	\$446,096	\$384,999	\$0	\$25,000	\$0	\$0	\$409,999
Ben Squires (Chief Investment Officer)	\$437,486	\$33,683	\$25,000	\$0	\$0	\$496,169	\$371,162	\$35,368	\$25,000	\$0	\$0	\$431,530
Angie Matrippolito (Redundant 3 January 2020) (Chief Operating Officer)	\$199,029	\$0	\$14,212	\$0	\$196,563	\$409,803	\$333,750	\$0	\$25,000	\$0	\$0	\$358,750
Melissa Adam (appointed 24 September 2018) (Head of Brand and Marketing)	\$257,062	\$0	\$25,000	\$0	\$0	\$282,062	\$171,730	\$0	\$18,269	\$0	\$0	\$189,999
Lynn Monk (Head of People and Culture)	\$178,314	\$0	\$25,000	\$0	\$0	\$203,314	\$147,291	\$0	\$25,000	\$0	\$0	\$172,291

⁶ Executive Officers do not receive other forms of short-term benefits, including profit sharing or bonuses.

⁷ Includes packaging arrangements such as motor vehicle, parking, and education fees.

⁸ Post-employment benefits include Superannuation Guarantee and salary sacrifice superannuation contributions.

⁹ Long term benefits include payments for long service leave.

¹⁰ Termination benefits include payments for unused annual leave on leaving service.

¹¹ Acting Chief Executive Officer from 12 February 2018 to 25 September 2018.