

Meat Industry Employees' Superannuation Fund Pty Ltd

Remuneration Disclosures for the Directors and Executive Officers

Details of the remuneration paid to the Directors of the Trustee and the Executive Officers of the Fund for the past two completed years or the period in those years during which they have been in the role are set out below. The 2016/17 amount is followed by the 2015/16 amount in brackets.

Directors	Short-term employment benefits		Post-employment benefits	Long-term employee benefits
	Cash salary or fees	Non-monetary benefits	Superannuation contributions	Long service leave
Chris White	\$36,500 (\$34,950)	-	\$3,467 (\$3,320)	-
Independent Chairperson since 07/02/2014				
Paul Conway	\$22,503 (\$17,805)	-	-	-
Member Representative Director since 14/11/1995				
Kent Dickens	\$3,000 (\$0)	-	-	-
Employer Representative Director since 23/03/2005				
Robert Jackson	\$5,936 (\$0)	-	\$564 (\$0)	-
Employer Representative Director since 07/04/2005				
Bruce Ede	\$4,565 (\$0)	-	\$522 (\$0)	-
Employer Representative Director since 24/11/2011				
Robert Slimmon	\$4,565 (\$1,560)	-	\$522 (\$0)	-
Member Representative Director since 29/06/2012				
Daryl Holloway	\$3,652 (\$0)	-	\$348 (\$0)	-
Employer Representative Director since 13/01/2015				
Matt Joumeaux	\$5,000 (\$0)	-	-	-
Member Representative Director since 11/03/2016				

Directors	Short-term employment benefits		Post-employment benefits	Long-term employee benefits
	Cash salary or fees	Non-monetary benefits	Superannuation contributions	Long service leave
Patricia Fernandez	\$5,000 (\$0)	-	-	-
Member Representative Director since 04/06/2016				
Charlie Donzow	-	-	-	-
Member Representative Director from 23/05/2005 until 03/06/2016				
Brian Crawford	-	-	-	-
Member Representative Director from 25/06/2009 until 15/12/2015				

Executive Officers	Short-term employment benefits		Post-employment benefits		Long-term employee benefits			
	Cash salary or fees	Non-monetary benefits	Superannuation contributions	Long service leave				
Bill McRobert	\$215,249	(\$209,736)	\$8,477	(\$7,851)	\$35,000	(\$35,000)	\$5,637	(\$5,473)
Fund Manager/CEO since 26/11/2007								
Mary McLaughlin	\$112,512	(\$164,655)	\$4,755	(\$5,361)	\$30,649	(\$34,263)		-
Investment Manager/CIO from 01/08/2013 until 03/02/2017								
Chris Artis	\$35,100	-	-	-	\$3,420	-		-
Investment Manager/CIO since 01/05/2017								
Chris Salamousas	\$177,349	(\$173,518)	\$8,477	(\$7,851)	\$14,424	(\$14,043)	\$3,990	(\$3,893)
Assistant Fund Manager/Fund Accountant since 10/06/1997								
Tracey Dunstone	\$122,425	(\$121,628)	\$7,888	(\$6,701)	\$35,000	(\$35,000)	\$3,450	(\$3,366)
Administration Manager since 23/01/2008								
Lucy Torrens	\$19,784	(\$17,674)	\$3,155	(\$2,680)	\$28,189	(\$29,110)	\$1,072	(\$1,046)
Systems Manager since 31/01/2011								
Lisa Saunders	\$27,833	(\$31,926)	-	-	-	-		-
Risk Manager since 28/05/2013								

Notes

1. The Director fees shown for Paul Conway, Matt Journeaux and Patricia Fernandez were paid to their Employer, the Australasian Meat Industry Employees Union. The Director fees shown for Kent Dickens were paid to Kent's Employer, Fletcher International.
2. MIESF does not pay short-term cash profit-sharing or other bonuses.
3. The non-monetary benefits are for car parks, including fringe benefits tax.

4. The only “other short-term employee benefits” paid are to Bill McRobert for reimbursement of fuel costs, including fringe benefits tax. These amounts have been included in Bill’s cash salary or fees.
5. MIESF does not pay post-employment benefits (other than superannuation contributions).
6. MIESF does not pay long-term employee benefits other than long service leave. The long service leave amounts shown are for entitlements accrued but not paid during the year.
7. During the period from 01/07/2015 until 30/06/2017 MIESF paid termination benefits to Mary McLaughlin in February 2017 of \$1,703 being unused leave entitlements.
8. No Directors or Executive Officers have received a sign-on bonus or any other payments for agreeing to take up a new position as a Director or as an Executive Officer of MIESF since 01/07/2015.
9. MIESF does not make share-based payments.
10. A contract for services for Chris Artis was negotiated during the period 01/07/2016 to 30/06/2017. Compensation was determined by the CEO in consultation with the Investment Committee. Compensation in future periods is determined by the CEO in consultation with the Trustee via the Remuneration Committee.