

## 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 2019/20 amount is followed by the 2018/19 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	\$41,050 (\$39,400)	-	\$3,900 (\$3,749)	-
Independent Chairperson since 07/02/2014				
Paul Conway	\$24,034 (\$23,451)	-	-	-
Member Representative Director since 14/11/1995				
Robert Jackson	\$5,338 (\$8,088)	-	\$507 (\$766)	-
Employer Representative Director since 07/04/2005				
Bruce Ede	\$16,822 (\$5,712)	-	\$647 (\$630)	-
Employer Representative Director since 24/11/2011				
Matt Journeaux	\$7,920 (\$6,522)	-	-	-
Member Representative Director since 11/03/2016				
Patricia Fernandez	\$6,699 (\$5,342)	-	-	-
Member Representative Director since 04/06/2016				
James Hardwick	\$4,893 --	-	-	-
Employer Representative Director since 04/12/2019				
Robert Slimmon	-- (\$936)	-	-- (\$89)	-
Member Representative Director from 29/06/2012 until 7 August 2018				

Directors	Short-term employment benefits		Post-employment benefits	Long-term employee benefits
	Cash salary or fees	Non-monetary benefits	Superannuation contributions	Long service leave
Kent Dickens	\$4,271 (\$2,388)	-	-- --	-
Employer Representative Director from 23/03/2005 until 03/12/2019				

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	\$246,451 (\$252,046)	\$9,226 (\$8,545)	\$24,980 (\$25,000)	\$6,218 (\$5,922)
Fund Manager/CEO since 26/11/2007				
Chris Artis	\$243,946 (\$229,979)	\$6,301 \$6,245	\$27,478 (\$25,984)	-
Investment Manager/CIO since 01/05/2017				
Chris Salamousas	\$199,647 (\$187,204)	\$9,226 (\$8,545)	\$17,121 (\$15,496)	\$4,504 (\$4,177)
Assistant Fund Manager/Fund Accountant since 10/06/1997				
Tracey Dunstone	\$161,712 (\$150,657)	\$6,301 (\$6,245)	\$25,000 (\$25,000)	\$4,020 (\$3,922)
Administration Manager since 23/01/2008				
Lucy Torrens	\$51,688 (\$30,219)	\$2,520 (\$2,498)	\$5,500 (\$22,584)	\$1,242 (\$1,212)
Systems Manager since 31/01/2011				
Lisa Saunders	\$25,776 (\$30,567)	-	-	-
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 and James Hardwick were paid to Kent's Employer, Fletcher International and James' Employer, Hardwicks.
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 01/07/2018 until 30/06/2020 there were no termination benefits paid.
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 01/07/2018.
9. MIESF does not make share-based payments.