

Key management personnel and remuneration disclosure for the year ended 30 June 2020

Key management personnel include both Directors and executives who have authority and responsibility for planning, directing and controlling the activities of the Fund.

(a) Directors

The following persons were Directors of LGIAsuper Trustee for the year ended 30 June 2020:

Director	Director and committee member	Representative body	Appointment date	Resignation / term expired date
Mr M W Bourke	Director and committee member	Employer representative	1 July 2016	30 September 2020
Cr C J O'Neil	Director and committee member	Employer representative	20 October 2016	-
Mr J S Smith	Chair and committee member	Independent	1 December 2013 1 October 2016-Chair	-
Mr P Kazacos	Director and committee member	Independent	8 December 2016	-
Mr R R Dewhurst	Director	Independent	6 June 2018	-
Ms J Sanders	Director	Member representative	1 July 2018	-
Mr R Burton	Director and committee member	Member representative	1 July 2018	-
Ms R Heit	Director and committee member	Member representative	1 July 2018	-
Cr M Jamieson	Director and committee member	Employer representative	1 July 2018	-

Special Advisors			
Name	Position	Committee	Appointment date
Mr M Petrie	Special Advisor	Audit and Risk Management Committee	1 February 2017
Mr A Cormie	Special Advisor	Investment Committee	2 February 2017
Mr J F Wilson	Special Advisor	Investment Committee	6 February 2019

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(b) Executives

The Chief Executive Officer (CEO) is appointed by LGIAsuper Trustee. The CEO in turn appoints the executives. The following persons were executives of LGIAsuper Trustee for the year ended 30 June 2020:

Name	Position	Appointment date	Employment terms
Ms K L Farrar	Chief Executive Officer	16 April 2018	Executive contract
Mr D J Todd	Chief Investment Officer	17 July 2006	Executive contract
Mr P C Gamin	Chief Financial Officer/ Chief Risk Officer	21 January 2013	Executive contract
Mrs E K Noonan	Chief Operating Officer	3 September 2018	Executive contract
Mr G Hollier	Chief Financial Officer	3 September 2018	Executive contract
Mr I Ortiz	Chief Technology Officer	1 October 2018	Executive contract
Ms A Peters	Chief Growth Officer	2 October 2018	Executive contract
Mr T Rieck	Chief Investment Officer	23 September 2019	Executive contract
Mr S Chan	Chief Risk Officer	1 October 2019	Executive contract
Ms S Sorrenson	General Counsel and Company Secretary	1 October 2019	Executive contract

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(c) Remuneration of Directors

Directors		Short-term		Post-employment	Total remuneration
Name	Position	Trustee fee \$'000	Trustee committee fee \$'000	Superannuation \$'000	\$'000
2019 - 2020					
Mr J S Smith	Chair	128	19	25	172
Mr P Kazacos	Director	86	38	-	124
Mr M Bourke	Director	65	20	8	93
Cr C O'Neil	Director	72	32	9	113
Mr R R Dewhurst	Director	72	20	9	101
Ms J Sanders	Director	51	-	22	73
Mr R Burton	Director	57	9	17	83
Ms R Heit	Director	67	20	15	102
Cr M Jamieson	Director	62	9	13	84
Total remuneration		660	167	118	945

Special Advisors					
2019 - 2020					
Mr A Cormie	-	-	24	2	26
Mr M Petrie	-	-	28	-	28
Mr J F Wilson	-	-	20	-	20
Total remuneration		-	72	2	74

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(c) Remuneration of Directors (continued)

Directors		Short-term		Post-employment	Total remuneration
Name	Position	Trustee fee \$'000	Trustee committee fee \$'000	Superannuation \$'000	Superannuation \$'000
2018 - 2019					
Mr J S Smith	Chair	130	19	25	174
Mr P Kazacos	Director	83	38	-	121
Cr M Bourke	Director	67	20	8	95
Cr C O'Neil	Director	73	33	9	115
Mr R R Dewhurst	Director	78	21	9	108
Ms J Sanders	Director	55	-	20	75
Mr R Burton	Director	63	9	13	85
Cr R Heit	Director	70	21	15	106
Mr M Jamieson	Director	62	9	14	85
Total remuneration		681	170	113	964

Special Advisors					
2018 - 2019					
Mr A Cormie	-	-	15	1	16
Mr M Petrie	-	-	16	-	16
Mr J F Wilson	-	-	11	-	11
Total remuneration		-	42	1	43

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(d) Remuneration of executives

Executives		Short-term			Post-employment		Termination benefits	Total remuneration
Name	Position	Salary(1) \$'000	Non-monetary benefits(2) \$'000	Bonus(3) \$'000	Super \$'000	Other(4) \$'000	\$'000	\$'000
2019 - 2020								
Ms K Farrar	Chief Executive Officer	516	1	-	25	-	-	542
Mr D J Todd ¹	Chief Investment Officer	477	13	-	22	3	324	839
Mr P C Gamin ²	Chief Financial Officer/ Chief Risk Officer	262	1	-	17	2	162	444
Mrs E Noonan	Chief Operating Officer	324	-	-	25	-	-	349
Mr G Hollier ³	Chief Financial Officer	303	-	-	25	7	-	335
Mr I Ortiz	Chief Technology Officer	300	-	-	25	-	-	325
Ms A Peters	Chief Growth Officer	326	-	-	25	-	-	351
Mr T Rieck ⁴	Chief Investment Officer	339	-	-	19	-	-	358
Mr S Chan ⁵	Chief of Risk	230	-	-	25	-	-	255
Ms S Sorrenson ⁶	General Counsel and Company Secretary	226	-	-	25	-	-	251
Total remuneration		3,303	15	-	233	12	486	4,049

1 Finished 30 September 2019

2 Finished 30 September 2019

3 Appointed to Chief Financial Officer 1 November 2019

4 Appointed to Chief Investment Officer 23 September 2019

5 Appointed to Chief Risk Officer 1 January 2020

6 Appointed to General Counsel and Company Secretary 1 January 2020

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Executives		Short-term			Post-employment		Termination benefits	Total remuneration
Name	Position	Salary(1) \$'000	Non-monetary benefits(2) \$'000	Bonus(3) \$'000	Super \$'000	Other(4) \$'000	\$'000	\$'000
2018 - 2019								
Ms K Farrar	Chief Executive Officer	542	-	-	25	-	-	567
Mr D J Todd	Chief Investment Officer	488	57	-	25	13	-	583
Mr I D Harcla	Chief Risk Officer/ Deputy CEO	285	14	-	19	4	80	402
Mr T J Willmington	Chief Operating Officer	225	8	-	11	1	328	573
Mr P C Gamin	Chief Financial Officer	302	19	-	25	8	-	354
Mr W Woo	Chief Digital Officer	92	-	-	18	-	144	254
Mrs E Noonan	Chief People & Culture	297	1	-	25	-	-	323
Mr G Hollier	Chief of Member Advice	241	1	-	25	-	-	267
Mr I Ortiz	Chief Technology Officer	262	-	-	25	-	-	287
Ms A Peters	Chief Growth Officer	211	-	-	19	-	-	230
Total remuneration		2,945	100	-	217	26	552	3,840

(1) Salary includes base pay plus annual leave accrued less annual leave taken less salary sacrificed non-monetary benefits

(2) Non-monetary benefits includes salary sacrificed benefits

(3) Bonus includes payment for the delivery of an IT software development project

(4) Other post-employment includes long service leave accrued less long service leave taken

(d) Remuneration of executives (continued)

Executives and management staff are employed under individual employment contracts and are paid under packaging arrangements. Remuneration is benchmarked with market rates for employees in the financial services industry every two years by an external independent expert.

Other staff are employed in line with award based conditions. An annual performance payment is potentially available for all staff below Manager level.