

# Cbus Board Remuneration Report 2019/20

As at 30 June 2020

Director	Board and Committee membership	Date commenced	Date left during the period	Year	Fee (if applicable)	SG contributions/ equivalent	Total remuneration paid (AUD)	Fees paid to
<b>S Bracks</b> Chair	Chair of Board Member – Investment Committee Member – Audit & Risk Management Committee Member – People, Culture and Remuneration Committee Member – Growth Committee	Feb-09		2020	158,567.40	15,063.91	173,631.31	Director
				2019	157,344.24	14,947.71	172,291.95	
<b>S Beynon</b>	Member – Board Member – Member and Employer Services Committee	Aug-09		2020	45,071.77	4,281.81	49,353.58	Director
				2019	58,351.63	5,543.40	63,895.03	
<b>H Davis</b>	Member – Board Member – Investment Committee Member – People, Culture and Remuneration Committee	Feb-19		2020	78,855.15	7,491.24	86,346.39	Director
				2019	11,628.69	1,104.73	12,733.42	
<b>S Dunne</b>	Chair – Investment Committee Member – Board Member – Growth Committee	Feb-16		2020	176,418.32	12,019.23	188,437.55	Director
				2019	164,703.69	15,646.85	180,350.54	
<b>J Edwards</b> Independent	Member – Board Member – Investment Committee Member – Audit & Risk Management Committee	Oct-17		2020	115,474.60	10,970.09	126,444.69	Director
				2019	113,499.85	10,782.48	124,282.33	
<b>K Keys</b>	Chair – People, Culture & Remuneration Committee Member – Board Member – Investment Committee	Jul-18		2020	64,516.42	6,129.06	70,645.48	ACTU / Director
				2019	41,669.50	3,958.60	45,628.10	
<b>R Mallia</b>	Chair – Member & Employer Services Committee Member – Board Member – People, Culture & Remuneration Committee	Feb-11		2020	68,597.48	6,516.75	75,114.23	CFMEU
				2019	76,444.08	7,262.18	83,706.26	
<b>A McDonald</b>	Chair – Audit & Risk Management Committee Member – Board Member – Investment Committee	Apr-09		2020	86,822.24	8,248.12	95,070.36	Director
				2019	98,400.41	9,348.04	107,748.45	
<b>A Milner</b>	Member – Board Member – Audit & Risk Management Committee	Aug-14		2020	52,111.38	4,950.58	57,061.96	Director
				2019	55,928.77	5,313.24	61,242.01	
<b>D Noonan</b>	Member – Board Member – Investment Committee Member – Growth Committee	Nov-06		2020	73,130.41	6,947.38	80,077.78	CFMEU
				2019	81,886.39	7,779.21	89,665.60	
<b>F O’Grady</b>	Member – Board Member – Audit & Risk Management Committee	Feb-11		2020	52,111.38	4,950.58	57,061.96	Director
				2019	55,858.04	5,306.51	61,164.55	
<b>E Setches</b>	Member – Board Member – Investment Committee Member – Growth Committee	Oct-13		2020	64,062.12	6,085.92	70,148.04	CEPU
				2019	55,700.64	5,291.55	60,992.19	
<b>R Spatore</b>	Member – Board Member – Audit & Risk Management Committee Member – Member and Employer Services Committee	Jul-18		2020	62,969.18	5,982.07	68,951.25	Director
				2019	54,328.93	5,161.25	59,490.18	
<b>D Wawn</b>	Member – Board Member – Member and Employer Services Committee Member – People, Culture and Remuneration Committee Member – Growth Committee	Dec-17		2020	72,878.67	6,923.47	79,802.13	MBA
				2019	79,458.19	7,548.52	87,006.71	
<b>M Zelinsky</b>	Member – Board Member – Member and Employer Services Committee	Aug-14		2020	44,697.43	4,246.28	48,943.71	AWU
				2019	53,293.73	5,062.89	58,356.62	

## Former Directors

<b>W Harnisch</b>		Apr-00	Dec-17	2020	–	–	–	Director
				2019	568.37	54.00	622.37	
<b>G Kearney</b>		Aug-11	Dec-17	2020	–	–	–	ACTU
				2019	874.31	83.06	957.37	
<b>P Kennedy</b>		Mar-04	Dec-18	2020	–	–	–	Director
				2019	59,458.26	5,648.54	65,106.80	
<b>P Smith</b>		Dec-10	Jun-18	2020	–	–	–	Director
				2019	13,568.60	1,289.02	14,857.62	
<b>G Thompson</b>		Dec-01	Dec-19	2020	52,311.46	4,969.58	57,281.04	AMWU
				2019	70,800.11	6,726.01	77,526.12	

## Alternate Directors @ Jun19

<b>B Davis</b> (Alternate for Zelinsky)		Aug-13	Jun-19	2020	2,422.86	230.17	2,653.03	AWU
				2019	19,807.38	1,881.69	21,689.07	
<b>A Donnellan</b> (Alternate for Thompson)		Aug-14	Jun-19	2020	–	–	–	AMWU
				2019	14,890.95	1,414.63	16,305.58	
<b>A Hicks</b> (Alternate for Setches)		Aug-15	Jun-19	2020	–	–	–	CEPU
				2019	2,635.05	250.33	2,885.38	

Total Board Remuneration	FY16	FY17	FY18	FY19	FY20
Directors' Fee Paid	1,200,139.12	1,236,485.25	1,123,746.70	1,341,099.81	1,271,018.27
SG paid on Fees	114,013.22	117,466.12	106,755.93	127,404.44	116,006.24
Total Directors' remuneration paid by the Trustee company on behalf of the Fund	1,314,152.34	1,353,951.37	1,230,502.63	1,468,504.25	1,387,024.51

Cbus Trustee Schedule of Fees	FY16 <sup>^</sup>	FY17 <sup>^</sup>	FY18 <sup>^</sup>	FY19 <sup>^</sup>	FY20 <sup>^</sup>
Chair of the Board	155,250.00	159,907.49	164,864.63	169,810.57	174,904.89
Independent Director	113,058.75	116,450.51	120,060.73	123,662.29	127,372.16
Chair of the Investment Committee	164,172.00	167,563.47	171,173.43	176,308.70	181,597.96
Board Member (base fee)	21,157.22	21,791.93	22,467.48	23,141.51	23,835.75
Board member (attendance fee)	2,425.55	2,498.31	2,575.76	2,653.03	2,732.62
Committee chair (attendance fee)	4,646.63	4,646.63	4,646.63	4,786.03	4,929.61
Committee member (attendance fee)	2,425.55	2,498.31	2,575.76	2,653.03	2,732.62

<sup>^</sup> inc SG 9.5%