

# Cbus Executive Remuneration Report 2018/2019

As at 30 June 2019

Executive	Date Commenced	Date Left during the period	Financial Year End	Total Remuneration Package	Actual cash salary	Superannuation	Short term compensated absences	Other short term employee benefits	Performance payment	Total Amount of Remuneration Paid to Executive	Comments and explanatory notes
<b>D Atkin</b> Chief Executive Officer	29/01/2008		2019	713,939.00	662,158.88	25,000.00	26,497.64	6,782.42 <sup>c</sup>	143,631.00 <sup>±</sup>	811,342.00	Notice Period – 6 months' notice by either party Other – Car park Provided ^Short Term absences – leave taken <Motor Vehicle Adjustment 2019 * Performance Payments were paid in September 2018 ± Performance Payments were paid in September 2019
			2018	699,254.60	622,661.79	25,000.00	90,765.06 <sup>^</sup>	–	90,903.00 <sup>*</sup>	738,426.85	
<b>M Boucher</b> Group Executive People, Technology & Enablement	15/04/2013		2019	408,000.00	339,482.71	25,000.00	43,363.48	1,891.00 <sup>#</sup>	84,248.00 <sup>±</sup>	462,657.19	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) Other – Car park Provided (28/5/2018) #Health & Wellbeing Reimbursement & Higher Duties ^Short Term absences – leave taken +Motor Vehicle Adjustment 2018 * Performance Payments were paid in September 2018 ± Performance Payments were paid in September 2019
			2018	400,000.00	292,301.02 <sup>±</sup>	25,000.00	46,199.07 <sup>^</sup>	22,884.76	52,920.00 <sup>*</sup>	386,384.85	
<b>R Campo</b> Group Executive Brand, Advocacy and Product	31/07/2017		2019	357,000.00	297,428.85	24,759.66	28,051.92	3,214.89 <sup>c</sup>	34,618.00 <sup>±</sup>	374,737.32	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) # Health & Wellbeing Reimbursement, Higher Duties, Mileage, Motor Vehicle 2018 < Health & Wellbeing Reimbursement, Higher Duties, Mileage, Motor Vehicle 2019 ^Short Term absences – leave taken * Performance Payments were paid in September 2018 ± Performance Payments were paid in September 2019
			2018	350,000.00	260,732.14	21,349.63	10,274.04 <sup>^</sup>	59,400.00 <sup>#</sup>	21,282.00 <sup>*</sup>	292,949.81	
<b>K Fok</b> Chief Investment Officer	03/12/2012		2019	643,750.00	561,274.08	25,000.00	57,115.39	1,094.00 <sup>#</sup>	130,863.00 <sup>±</sup>	726,280.47	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement, Higher Duties, Mileage, Motor Vehicle 2019 ^Short Term absences – leave taken * Performance Payments were paid in September 2018 ± Performance Payments were paid in September 2019
			2018	625,000.00	560,192.26	25,000.00	39,230.77 <sup>^</sup>	30,518.11	81,797.00 <sup>*</sup>	654,941.14	
<b>C Norman</b> Group Executive Member and Employer Experience	24/05/2018		2019	331,000.00	249,300.07	24,759.67	24,784.57	23,461.52 <sup>#</sup>	40,481.00 <sup>±</sup>	324,805.83	4 weeks' notice by either party *Includes Higher Duties Allowance #Higher Duties Allowance ± Performance Payments were paid in September 2019
			2018	311,000.00 <sup>*</sup>	17,307.70	1,923.08	–	5,161.53 <sup>#</sup>	–	24,392.31	
<b>K Wells-Jansz</b> Group Executive Finance, Risk & Governance	16/02/2009		2019	385,200.00	318,437.97	20,522.14	45,755.42	1,117.13 <sup>#</sup>	34,154.00 <sup>±</sup>	407,345.16	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) #Health & Wellbeing Reimbursement & Motor Vehicle Adjustment 2019 ^Short Term absences - leave taken * Performance Payments were paid in September 2018 ± Performance Payments were paid in September 2019
			2018	360,000.00	310,654.23	20,048.86	31,437.41 <sup>^</sup>	13,594.00 <sup>#</sup>	21,513.00 <sup>*</sup>	375,734.50	
<b>Executives who left during the period</b>											
<b>J Coysh</b> Group Executive Employers, Corporate Development & Strategy	14/07/2015	31/5/2019	2019	390,660.00	319,183.78	19,337.64	29,453.31	19,793.46 <sup>#</sup>	–	434,044.19	6 weeks' notice by either party (additional requirements in relation to a retrenchment or redundancy) Other – Car park Provided #Unused Annual Leave ^Short Term absences – leave taken +Motor Vehicle Adjustment 2018 * Performance Payments were paid in September 2018
			2018	383,000.00	334,269.63 <sup>±</sup>	19,316.40	17,916.79 <sup>^</sup>	14,594.00	46,276.00 <sup>*</sup>	386,096.82	