

Product Disclosure Statement update

23 October 2023

This notice updates the information in the Product Disclosure Statement and *Your Plan Fees and Benefits* booklet for your Plan in the Corporate Superannuation Division (CSD) of the Mercer Super Trust dated 1 April 2023. This notice should be read in conjunction with the Product Disclosure Statement and any other member materials you have received since joining the Mercer Super Trust.

Before making an investment decision, you should read the information in this notice and the PDS.

How we invest your money

This information corrects certain strategic asset allocation targets in 'About Mercer SmartPath' in section '5. How we invest your money' of the PDS.

Changes are shown in **green** below.

Path	Born prior to 1954*	Born 1954 to 1958	Born 1959 to 1963	Born 1964 to 1968	Born 1969 to 1973	Born after 1973+
Additional Target Return over CPI (% per annum)	2.25	2.75	3.25	3.75	4.00	4.00
Minimum suggested timeframe (years)	7	7	10	10	10	10
Growth assets target (%)	60	62	71	80	88	88
Growth assets range (%)	40–80	45–85	55–95	60–100	70–100	70–100
Defensive assets target (%)	40	38	29	20	12	12
Defensive assets range (%)	20–60	15–55	5–45	0–40	0–30	0–30
Standard Risk Measure#	Medium to high	Medium to high	Medium to high	High	High	High
Asset Class ranges (%)						
Australian Shares	0–30	5–35	10–40	15–45	20–50	20–50
International Shares	5–35	10–40	15–45	25–55	25–55	25–55
Real Assets	0–40	0–40	0–40	0–35	0–35	0–35
Alternative Assets	0–10	0–10	0–10	0–10	0–10	0–10
Growth Fixed Interest	10–30	5–25	5–25	0–20	0–15	0–15
Defensive Fixed Interest and Cash	5–35	5–35	0–25	0–20	0–15	0–15

Notes to table

The details in the table above for each path are effective as at 1 April 2023. Growth assets will gradually reduce for those born between 1954 and 1968 as members in each path get older. The strategic asset allocation for each asset class is set out in the *Investments* booklet.

See the *Investments* booklet for more information about the Standard Risk Measure.

* 'Born prior to 1954' includes the following paths - Born prior to 1929, Born 1929 to 1933, Born 1934 to 1938, Born 1939 to 1943, Born 1944 to 1948 and Born 1949 to 1953

+ 'Born after 1973' includes the following paths - Born 1974 to 1978, Born 1979 to 1983, Born 1984 to 1988, Born 1989 to 1993, Born 1994 to 1998, Born 1999 to 2003, Born 2004 to 2008, Born 2009 to 2013 and Born 2014 to 2018.

Investment option asset allocations, objectives, standard risk measures and minimum suggested timeframes change from time to time. You can view current investment option details at mercersuper.com.au/login using your personal login before you make any investment choices.

Closure of investment options

The following change was previously advised in the Product Disclosure Statement update dated 30 May 2023.

As a result of a recent review, the trustee has closed the following investment options on the CSD investment menu effective 28 June 2023:

- Mercer Growth Maximiser
- Mercer Enhanced Passive High Growth
- Mercer Enhanced Passive Moderate Growth.

This notice removes references to the closed investment options in the following sections of the *Your Plan Fees and Benefits* booklet:

- Footnote to the 'Fees and costs summary' table relating to investment and transaction costs
- 'Cost of product for 1 year' table in the 'Cost of product information' section
- 'Breakdown of certain fees and costs' table (including the related footnote) in the 'Additional explanation of fees and costs' section
- 'Estimated IC ranges, average performance fee and estimated transaction costs' table in the 'Additional explanation of fees and costs' section.

If you need assistance

Please visit mercersuper.com.au or call the Helpline on **1800 682 525** or +61 3 8306 0900 (if calling from overseas) from 8am to 7pm AEST Monday to Friday.

This notice has been issued by Mercer Superannuation (Australia) Limited (MSAL) ABN 79 004 717 533, Australian Financial Services Licence 235906, the trustee of the Mercer Super Trust ABN 19 905 422 981. 'MERCER' and Mercer SmartPath are Australian registered trademarks of Mercer (Australia) Pty Ltd (Mercer) ABN 32 005 315 917. Any advice contained in this notice is of a general nature only and does not take into account the personal needs and circumstances of any particular individual. Before acting on any advice, please consider the Product Disclosure Statement available at mercersuper.com.au/pds. The product Target Market Determination can be found at mercersuper.com.au/TMD. Seek professional advice from a licensed, or appropriately authorised, financial adviser if you are unsure of what action to take. Past performance is not a reliable indicator of future performance. The value of an investment in the Mercer Super Trust may rise and fall from time to time. The investment performance, earnings or return of capital invested are not guaranteed. Copyright © 2023 Mercer LLC. All rights reserved.

Mercer Tailored Super

Your Plan Fees and Benefits

1 April 2023

The information in this booklet forms part of the Product Disclosure Statement for Mercer Tailored Super (your Plan) – **Accumulation (choice) and Retained Benefits section** in the Corporate Superannuation Division of the Mercer Super Trust dated 1 April 2023.



Contents

About this booklet	1
How to contact us	2
Fees and costs	3
Insurance in your super	19
Receiving your benefits	34

About this booklet

This *Your Plan Fees and Benefits* booklet (Booklet) provides important information about Mercer Tailored Super (your Plan) in the Corporate Superannuation Division (CSD) of the Mercer Super Trust (MST) and forms part of your Product Disclosure Statement (PDS). This Booklet is for **Accumulation (choice) and Retained Benefits** members.

You should consider the information in this Booklet, PDS and the other important information booklets referred to in this Booklet and the PDS before making any decision about your super.

This Booklet contains general information only and does not take into account your individual objectives, financial situation or needs. Before acting on this information, you should consider whether it is appropriate to your objectives, financial situation and needs. You should get financial advice tailored to your personal circumstances.

Mercer Superannuation (Australia) Limited (MSAL) ABN 79 004 717 533 Australian Financial Services Licence (AFSL) 235906 is the trustee of the Mercer Super Trust ABN 19 905 422 981. In this Booklet, MSAL is called trustee, we or us.

Mercer Outsourcing (Australia) Pty Ltd (MOAPL) ABN 83 068 908 912 AFSL 411980, Mercer Investments (Australia) Limited (MIAL) ABN 66 008 612 397 AFSL 244385, Mercer Financial Advice (Australia) Pty Ltd (MFAAPL) ABN 76 153 168 293 AFSL 411766, JANA Investment Advisers Pty Ltd (JANA) ABN 97 006 717 568 AFSL 230693 and the insurer for your Plan, AIA Australia Limited ABN 79 004 837 861 AFSL 230043 (Insurer) are named in this Booklet and have consented to being so named. Mercer Consulting (Australia) Pty Ltd (MCAPL) ABN 55 153 168 140 AFSL 411770 provide actuarial and advisory services.

The trustee has appointed MIAL as an implemented consultant to provide investment strategy advice, portfolio management and implementation services including investment manager selection and monitoring, excluding the JANA Ready-made investment options for which JANA Investment Advisers Pty Ltd, ABN 97 006 717 568 AFSL 230693 (JANA), an investment consultant provides the same services.

MIAL is also the Responsible Entity of the Mercer Funds and the Mercer Investments Funds, in which the Mercer Super Trust invests. MIAL and JANA are named in this Booklet and has consented to being so named. MSAL, MOAPL, MIAL, MFAAPL and MCAPL are wholly owned subsidiaries of Mercer (Australia) Pty Ltd (Mercer) ABN 32 005 315 917.

AIA is the insurer of the group insurance policy, known as the trustee's umbrella policy.

Your Employer is as defined in the PDS. MSAL is responsible for the contents of this Booklet and is the issuer of this Booklet.

MOAPL, MIAL, MFAAPL, MCAPL, Mercer, your Employer, JANA and the Insurer are not responsible for the issue of, or any statements in this Booklet, the PDS or any other important information booklets referred to in this Booklet or the PDS. They do not make any recommendation or provide any opinion regarding your Plan or an investment in the Mercer Super Trust.

The value of the investments in your Plan may rise and fall from time to time. MSAL, MOAPL, MIAL, MFAAPL, MCAPL, Mercer, your Employer, JANA and the Insurer do not guarantee the investment performance, earnings, or the return of any capital invested in your Plan.



Updated information

The information in this Booklet, the PDS and the other booklets that are part of the PDS may change.

You can obtain updated information that is not materially adverse at mercersist.com.au or by calling the Helpline to request a copy of the information free of charge.

Changes that are materially adverse will be advised to you as required by law.

How to contact us

Helpline

Call the Helpline on **1800 682 525** or if calling from outside Australia on **+61 3 8306 0900** from 8am to 7pm AEST Monday to Friday.

We can help you in a number of languages, simply ask for a translator when you call.

Online

mercersuper.com.au

After you join your Plan, we will send you your personal login. You will then be able to access information to help keep you up to date and informed about your super in the Mercer Super Trust and other relevant information, including:

- a welcome letter confirming your choices in your Plan
- confirmation of any balances transferred in
- an online *MST Annual Report* to bring you up to speed on investment performance and what's happened to the Mercer Super Trust and your Plan over the year. You can access the *MST Annual Report* from **mercersuper.com.au** or you can request a hard copy free of charge from the Helpline
- an annual member statement showing changes to your super account
- investment updates and member communications to keep you informed
- notification of all material changes or the occurrence of significant events
- an exit statement when you cease to be a member of your Plan
- access to group briefings at work where available

Our online tools include:

- up to date information on investment options
- information from our wealth education experts
- financial planning tools
- ability to update your contact details and communication preferences

Our website is available 24 hours per day, seven days per week; however, the website may not be available when we need to carry out scheduled updates or maintenance.

By mail

General correspondence and forms

Mercer Super Trust
GPO Box 4303
Melbourne VIC 3001

To write to the trustee

Mercer Superannuation (Australia) Limited
GPO Box 4303
Melbourne VIC 3001

Make an enquiry or complaint

If you need to make an enquiry, we are here to help.

You can call the Helpline or download copies of documents from our website **mercersuper.com.au/documents**.

Some of these documents include:

- a) details of your cover (found in your PDS);
- b) the insurance contract with the insurer, sometimes called the policy document
- c) the trust deed that governs the operation of the Mercer Super Trust
- d) the designated rules covering the general operation of your Plan.

You can make an enquiry to access any personal information we hold about you or information we hold in relation to a claim or complaint you have made, including information that was relied upon to decide your claim or complaint.

We will provide you with information without requiring you to make an insurance claim or complaint. If you are not satisfied with our conduct, our response, or our decision; or the conduct or decision of our Insurer you can make a complaint. Refer to 'Enquiries and Complaints' section in the *Other Things You Should Know* booklet.



Keep your contact details up to date

We can only send you information if we have your current contact details. You can update your details at **mercersuper.com.au** (sign in using your personal login) or call the Helpline.

If the law permits, we may send member communications to you electronically (including member statements and significant event notices) by:

- email and/or
- SMS and/or
- a link to a website so you can download them.

We can also post any documents to you. When you receive your personal login details, simply update your communication preferences online under 'Personal Details' or call the Helpline.

Fees and costs

The 'Fees and costs summary' table shows fees and other costs that you may be charged in your Plan in the Mercer Super Trust. We may deduct these fees and other costs from your super account balance, from the returns on your investment or from the assets of the Mercer Super Trust as a whole.

We may charge other fees, such as activity fees, advice fees for personal advice and insurance fees but these will depend on the nature of the activity, advice or insurance that you have chosen or applicable to your Plan. Entry fees and exit fees cannot be charged.

You should read all the information about fees and other costs because it is important to understand their impact on your investment in the Mercer Super Trust.

- See the 'Fees and costs summary' and 'Breakdown of certain fees and costs' table for the fees applicable to each investment option.
- The 'Cost of product' information provides a summary calculation of the ongoing annual fees and costs for each investment option in your Plan over a one year period.
- The insurance costs applicable to your Plan can be found in the 'Insurance in your super' section.
 - For definitions of fees referred to in the tables below see the 'Defined fees' section.
 - For information on how the trustee may change fees, see the 'Fee changes' section.
 - For an explanation of the impact of GST on the fees and charges described in this Booklet, see the 'GST' section.
- Go to mercersuper.com.au/pds for:
 - our *Fact Sheets* which provide more information about contributions and how super is taxed.
 - the *Mercer Direct Member Guide* which provides more details about taxes and investments in the Mercer Direct investment option.
- The 'How Super is taxed' section of the *Other Things You Should Know* booklet summarises how tax may be applied to super.

Fees and costs summary

Mercer Tailored Super

Type of Fee or Cost	Amount	How and when paid
---------------------	--------	-------------------

Ongoing annual fees and costs¹

Administration fees and costs	<ul style="list-style-type: none"> An estimated expense allowance range of from 0.00% to 0.05% per annum of your super account balance, and Costs associated with product and strategic services, estimated to be 0.017% per annum of Mercer Super Trust assets. An asset based administration fee depending on the investment option you choose and the value of your super account balance (as shown in the table below). 	<p>The asset based administration fee and expense allowance are generally calculated and deducted daily when unit prices are determined.</p> <p>These deductions will be reflected in your super account balance. If the fee deducted from the unit price is greater than the applicable fee for your Plan, we will credit the difference on the last day of the month (or when you leave your Plan) to your super account balance by issuing additional units.</p>
--------------------------------------	--	---

Investment option	Asset based administration fee (% per annum of your super account balance)	
Mercer SmartPath	0.02%	
Mercer Direct	0.10%	
All other investment	First \$250,000	0.02%
	Balance over \$250,000 [#]	0.00%

[#] If the balance of your super account (excluding any balance in the Mercer SmartPath investment option and the Mercer Direct investment option) is over \$250,000, then the asset based administration fee for your balance invested in these investment options over \$250,000 is 0.00%.

The following Mercer Direct fees are generally deducted on the last day of the month from your super account balance:

- asset based administration fee and expense allowance (calculated on the last day of the month)
- portfolio administration fee.

These deductions are made in accordance with your investment strategy for future contributions.

Costs associated with product and strategic services are deducted from reserves on a monthly basis.

Mercer Direct

- The asset based administration fee of 0.10% per annum, regardless of the amount invested, and
- A portfolio administration fee of \$220.00 per annum (\$18.33 per month).

Investment fees and costs²

Investment fees
From 0.00% to 0.71% per annum of your super account balance, depending on the investment option you choose.

For the Mercer SmartPath investment option.

The investment fee depends on the path that applies to you in the table below:

Path*	Investment fee (% per annum of your super account balance)
Born prior to 1959	0.34%
Born 1959 or later*	0.40%

*Refer to the 'Cost of Product Information' section below for a breakdown of the cohorts.

Investment fees are generally calculated and deducted daily when unit prices are determined.

Investment costs are calculated and deducted daily (from the underlying investment vehicles or the relevant investment option) when unit prices are determined.

These deductions will be reflected in your super account balance.

Mercer Tailored Super		
Type of Fee or Cost	Amount	How and when paid
Ongoing annual fees and costs¹		
Investment fees and costs² (continued)	<p>Investment costs^{5 6 7}</p> <p>For Mercer SmartPath: Estimated investment costs of between 0.06% to 0.22% per annum of your super account balance, depending on which path you are in.</p> <p>For all other investment options (except Mercer Direct): Estimated investment costs of between 0.00% to 0.44% per annum of your super account balance depending on which investment option you choose.</p>	
Transaction costs^{5 6 7}	<p>Estimated transaction costs of between 0.00% to 0.27% per annum of your super account balance depending on which investment option you choose.</p> <p>For the Mercer SmartPath investment option</p> <p>Estimated transaction costs of between 0.05% to 0.09% per annum of your super account balance, depending on which path you are in.</p>	<p>Transaction costs are generally calculated and deducted daily (from the underlying investment vehicles or the relevant investment option) when unit prices are determined.</p> <p>This will be reflected in your super account balance.</p>
Member activity related fees and costs		
<p>Buy-sell spread</p> <p>For details of the buy-sell spreads applicable to a particular investment option, please refer to the information under the 'Buy and sell spreads' section in the 'Additional explanation of fees and costs' section of this Booklet.</p>	<p>From 0.00% to 0.25% of any part of your super account balance that you invest in particular investment options.</p> <p>For the Mercer SmartPath investment option</p> <p>Nil.</p>	<p>These costs are applied only once when the contribution or rollover is paid into the Mercer Super Trust (or a switch is made within the Mercer Super Trust). They are not paid at the time of making a withdrawal from the Mercer Super Trust.</p>
Switching fee	Nil.	Not applicable.
Other fees and costs^{3 4}	See notes ³ and ⁴ below.	See notes ³ and ⁴ below.

¹ If your super balance is less than \$6,000 at 30 June of any year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of your account balance. Any amount charged in excess of the cap must be refunded.

² Investment fees and costs includes an amount of between 0.00% and 0.26% per annum of your super account balance depending on which investment option you choose for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs' in this Booklet.

³ Other fees and costs may apply to you including: family law fees, advice fees for personal advice (which are negotiable) and insurance fees. For more details see the 'Additional explanation of fees and costs' section and 'Insurance fees' section of this Booklet.

⁴ Other fees and costs may apply if you are invested in the Mercer Direct investment option including: a brokerage fee, a management fee for exchange traded funds and a term deposit break fee (for more details see the 'Additional explanation of fees and costs' section of this Booklet).

⁵ The investment costs and transaction costs are as 1 April 2023 and are based on the actual information available and/or reasonable estimates for the financial year ending 30 June 2022. Fund expenses and performance based fees are based upon the latest information provided by the underlying investment managers, and are based upon the historical expenses and performance based fees for the actual assets held by the Mercer Super Trust as at the effective date of your Plan's PDS. For some investment managers, the expenses and performance based fees are based upon the twelve months to 30 June 2022, and for others, earlier dates. Where earlier dates have been used, they represent the latest information provided by investment managers, and we expect them to be similar for the 30 June 2022 financial year. Investment and transaction costs may vary from year to year. For more details see 'Investment costs' and 'Transaction costs' in the 'Additional explanation of fees and costs' section of this Booklet.

⁶ The investment and transaction costs for JANA investment options are based on the actual information available for the financial year ending 30 June 2022.

⁷ The investment and transaction costs for Mercer SmartPath Born 2009 to 2013 and Born 2014 to 2018, Mercer Growth, Mercer Growth Maximiser, Mercer Global Listed Property, Mercer Enhanced Passive High Growth and Mercer Enhanced Passive Moderate Growth are based on reasonable estimates only generally expected to apply to these options for the year ending 30 June 2023.

Example of annual fees and costs for the Mercer SmartPath investment option

This table gives an example of how the ongoing annual fees and costs for Mercer SmartPath (the MySuper product investment option for your Plan) can affect your superannuation investment over a one year period. You should use this table to compare this superannuation product with other superannuation products.

Example – Mercer SmartPath (Born 1964 to 1968)		Balance of \$50,000
Administration fees and costs	0.087%	For every \$50,000 you have in the Mercer SmartPath investment option you will be charged or have deducted from your investment \$43.50 in administration fees and costs.
PLUS Investment fees and costs	0.57%	And , you will be charged or have deducted from your investment \$285.00 in investment fees and costs.
PLUS Transaction costs	0.08%	And , you will be charged or have deducted from your investment \$40.00 in transaction costs.
EQUALS cost of product		If your balance was \$50,000 at the beginning of the year, then for that year you will be charged fees and costs of \$368.50* for the Mercer SmartPath Investment option.

*Note: Additional fees may apply.

The above example is based on the Born 1964 to 1968 path. The investment fees and costs and transaction costs for the Mercer SmartPath investment option vary depending on your path.

Cost of product information

Cost of product for 1 year

The cost of product gives a summary calculation about how ongoing annual fees and costs can affect your superannuation investment over a one year period for all superannuation products and investment options. It is calculated in the manner shown in the Example of annual fees and costs.

The cost of product information assumes a balance of \$50,000 at the beginning of the year. (Additional fees such as a buy-sell spread may apply: refer to the Fees and costs summary for the relevant superannuation product or investment option.)

You should use this figure to help compare superannuation products and investment options.

Investment Option	Cost of product
Mercer SmartPath Born prior to 1929	\$303.50
Mercer SmartPath Born 1929 to 1933	\$298.50
Mercer SmartPath Born 1934 to 1938	\$308.50
Mercer SmartPath Born 1939 to 1943	\$338.50
Mercer SmartPath Born 1944 to 1948	\$358.50
Mercer SmartPath Born 1949 to 1953	\$313.50
Mercer SmartPath Born 1954 to 1958	\$348.50
Mercer SmartPath Born 1959 to 1963	\$368.50
Mercer SmartPath Born 1964 to 1968	\$368.50
Mercer SmartPath Born 1969 to 1973	\$348.50
Mercer SmartPath Born 1974 to 1978	\$338.50
Mercer SmartPath Born 1979 to 1983	\$333.50
Mercer SmartPath Born 1984 to 1988	\$318.50
Mercer SmartPath Born 1989 to 1993	\$323.50
Mercer SmartPath Born 1994 to 1998	\$308.50
Mercer SmartPath Born 1999 to 2003	\$303.50
Mercer SmartPath Born 2004 to 2008	\$318.50
Mercer SmartPath Born 2009 to 2013	\$318.50
Mercer SmartPath Born 2014 to 2018	\$318.50
Mercer Diversified Shares	\$358.50
Mercer High Growth	\$398.50
Mercer Growth Maximiser	\$293.50
Mercer Select Growth	\$683.50
Mercer Growth	\$333.50
Mercer Moderate Growth	\$358.50
Mercer Conservative Growth	\$303.50

Investment Option	Cost of product
JANA Aggressive	\$418.50
JANA Assertive	\$408.50
JANA Moderate	\$383.50
JANA Cautious	\$338.50
JANA Conservative	\$313.50
JANA Cash	\$108.50
JANA Australian Shares	\$378.50
JANA International Shares	\$413.50
JANA Australian & International Shares	\$403.50
Mercer Sustainable Plus Australian Shares	\$443.50
Mercer Sustainable Plus International Shares	\$383.50
Mercer Sustainable Plus High Growth	\$448.50
Mercer Sustainable Plus Growth	\$388.50
Mercer Sustainable Plus Moderate Growth	\$418.50
Mercer Sustainable Plus Conservative Growth	\$328.50
Mercer Australian Shares	\$323.50
Mercer International Shares	\$343.50
Mercer International Shares - Hedged	\$418.50
Mercer Property	\$673.50
Mercer Global Listed Property	\$403.50
Mercer Fixed Interest	\$178.50
Mercer Cash	\$98.50
Mercer Passive Australian Shares	\$158.50
Mercer Passive International Shares	\$158.50
Mercer Passive Australian Listed Property	\$223.50
Mercer Enhanced Passive High Growth	\$183.50
Mercer Enhanced Passive Growth	\$193.50
Mercer Enhanced Passive Moderate Growth	\$198.50
Mercer Enhanced Passive Conservative Growth	\$203.50
Mercer Direct**	\$303.50

** Other fees and costs may apply if you are invested in the Mercer Direct investment option including: a brokerage fee, a management fee for exchange traded funds and a term deposit break fee (for more details see the 'Additional explanation of fees and costs' section of this Booklet).

Additional explanation of fees and costs

Breakdown of certain fees and costs table

This table shows a breakdown of the asset based administration fee, the investment fees and costs and transaction costs only, for each investment option. Other fees and costs also apply, see the 'Fees and costs summary' table earlier in the 'Fees and costs' section. See a description of these fees and costs in the 'Additional fees and costs' section of this Booklet. For Mercer SmartPath, the investment fees and costs and transaction costs that apply will depend on the path applicable to your year of birth.

Investment option		Investment fees and costs ¹		Administration fees ^{1 5}		Estimated Transaction costs (% per annum of super account balance) ^{2 3 4}	
		Investment fee (% per annum)	Estimated Investment costs (% per annum) ^{2 3 4}	Asset based administration fee (% per annum of super account balance)			
				First \$250,000	Balance over \$250,000 ⁵		
Mercer Ready-Made	Mercer SmartPath ⁷	Born prior to 1929	0.34	0.13	0.02	0.02	0.05
		Born 1929 to 1933	0.34	0.12	0.02	0.02	0.05
		Born 1934 to 1938	0.34	0.13	0.02	0.02	0.06
		Born 1939 to 1943	0.34	0.18	0.02	0.02	0.07
		Born 1944 to 1948	0.34	0.22	0.02	0.02	0.07
		Born 1949 to 1953	0.34	0.14	0.02	0.02	0.06
		Born 1954 to 1958	0.34	0.20	0.02	0.02	0.07
		Born 1959 to 1963	0.40	0.17	0.02	0.02	0.08
		Born 1964 to 1968	0.40	0.17	0.02	0.02	0.08
		Born 1969 to 1973	0.40	0.14	0.02	0.02	0.07
		Born 1974 to 1978	0.40	0.13	0.02	0.02	0.06
		Born 1979 to 1983	0.40	0.12	0.02	0.02	0.06
		Born 1984 to 1988	0.40	0.10	0.02	0.02	0.05
		Born 1989 to 1993	0.40	0.10	0.02	0.02	0.06
		Born 1994 to 1998	0.40	0.07	0.02	0.02	0.06
		Born 1999 to 2003	0.40	0.06	0.02	0.02	0.06
		Born 2004 to 2008	0.40	0.06	0.02	0.02	0.09
		Born 2009 to 2013	0.40	0.06	0.02	0.02	0.09
	Born 2014 to 2018	0.40	0.06	0.02	0.02	0.09	
		Mercer Diversified Shares	0.47	0.07	0.02	0.00	0.09
	Mercer High Growth	0.42	0.21	0.02	0.00	0.08	
	Mercer Growth Maximiser [^]	0.42	0.06	0.02	0.00	0.02	
	Mercer Select Growth [^]	0.70	0.43	0.02	0.00	0.15	
	Mercer Growth	0.38	0.16	0.02	0.00	0.04	
	Mercer Moderate Growth	0.33	0.23	0.02	0.00	0.07	
	Mercer Conservative Growth	0.28	0.19	0.02	0.00	0.05	
JANA Ready-Made	JANA Aggressive	0.63	0.09	0.02	0.00	0.03	
	JANA Assertive	0.59	0.11	0.02	0.00	0.03	
	JANA Moderate	0.53	0.11	0.02	0.00	0.04	
	JANA Cautious	0.44	0.11	0.02	0.00	0.04	
	JANA Conservative	0.36	0.14	0.02	0.00	0.04	
	JANA Cash	0.12	0.01	0.02	0.00	0.00	
	JANA Australian Shares	0.55	0.09	0.02	0.00	0.03	
	JANA International Shares	0.71	0.02	0.02	0.00	0.01	
	JANA Australian & International Shares	0.64	0.06	0.02	0.00	0.02	

Breakdown of certain fees and costs table (continued)

Investment option		Investment fees and costs ¹		Administration fees ¹⁵		Estimated Transaction costs (% per annum of super account balance) ^{2 3 4}	
		Investment fee (% per annum)	Estimated Investment costs (% per annum) ^{2 3 4}	Asset based administration fee (% per annum of super account balance)			
				First \$250,000	Balance over \$250,000 ⁶		
Mercer	Mercer Sustainable Plus Australian Shares [^]	0.60	0.03	0.02	0.00	0.17	
	Mercer Sustainable Plus International Shares [^]	0.60	0.05	0.02	0.00	0.03	
	Mercer Sustainable Plus High Growth [^]	0.50	0.20	0.02	0.00	0.11	
	Mercer Sustainable Plus Growth	0.48	0.13	0.02	0.00	0.08	
	Mercer Sustainable Plus Moderate Growth [^]	0.45	0.22	0.02	0.00	0.08	
	Mercer Sustainable Plus Conservative Growth [^]	0.40	0.12	0.02	0.00	0.05	
	Mercer Sector	Mercer Australian Shares	0.45	0.04	0.02	0.00	0.07
		Mercer International Shares	0.53	0.03	0.02	0.00	0.04
		Mercer International Shares - Hedged [^]	0.54	0.14	0.02	0.00	0.07
		Mercer Property	0.55	0.44	0.02	0.00	0.27
		Mercer Global Listed Property [^]	0.60	0.06	0.02	0.00	0.06
		Mercer Fixed Interest	0.15	0.09	0.02	0.00	0.03
		Mercer Cash	0.10	0.01	0.02	0.00	0.00
	Mercer Passive	Mercer Passive Australian Shares	0.20	0.02	0.02	0.00	0.01
		Mercer Passive International Shares	0.20	0.02	0.02	0.00	0.01
		Mercer Passive Australian Listed Property [^]	0.25	0.05	0.02	0.00	0.06
		Mercer Enhanced Passive High Growth [^]	0.21	0.02	0.02	0.00	0.05
		Mercer Enhanced Passive Growth	0.24	0.04	0.02	0.00	0.02
		Mercer Enhanced Passive Moderate Growth [^]	0.24	0.03	0.02	0.00	0.04
		Mercer Enhanced Passive Conservative Growth	0.24	0.05	0.02	0.00	0.03
	Mercer Direct	Mercer Direct	0.00	0.00	0.10	0.10	0.00

Breakdown of certain fees and costs table (continued)

Notes:

- ¹ If your super balance is less than \$6,000 at 30 June of any year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of your account balance. Any amount charged in excess of the cap must be refunded.
- ² The investment costs and transaction costs as at 1 April 2023 and are based on the actual information available and/or reasonable estimates for the financial year ending 30 June 2022. Fund expenses and performance based fees are based upon the latest information provided by the underlying investment managers, and are based upon the historical expenses and performance based fees for the actual assets held by the Mercer Super Trust as at the effective date of your Plan's PDS. For some investment managers, the expenses and performance based fees are based upon the twelve months to 30 June 2022, and for others, earlier dates. Where earlier dates have been used, they represent the latest information provided by investment managers, and we expect them to be similar for the 30 June 2022 financial year. Investment and transaction costs may vary from year to year. For more details see 'Investment costs' and 'Transaction costs' in the 'Additional explanation of fees and costs' section of this Booklet.
- ³ The investment and transaction costs for JANA investment options are based on the actual information available for the financial year ending 30 June 2022.
- ⁴ The investment and transaction costs for Mercer SmartPath Born 2009 to 2013 and Born 2014 to 2018, Mercer Growth, Mercer Growth Maximiser, Mercer Global Listed Property, Mercer Enhanced Passive High Growth and Mercer Enhanced Passive Moderate Growth are based on reasonable estimates only generally expected to apply to these options for the year ending 30 June 2023.
- ⁵ In addition to the asset based administration fee shown in the table above, the administration fees and costs also include for all investment options the following:
- an estimated expense allowance range of 0 - 0.05% per annum, and
 - costs associated with product and strategic services, estimated to be 0.017% per annum of Mercer Super Trust assets.
- ⁶ Any balance in the Mercer Direct investment option is not counted in the calculation of the member's super account balance for determining the balance over \$250,000 where a nil administration fee applies.
- ⁷ For Mercer SmartPath, the fees for each path are effective at 1 April 2023 and are subject to change. The investment fees vary depending on which path you are in and generally reduce as you get older. For more details see 'Mercer SmartPath investment option' in the 'Investment fees' section in this Booklet.
- [^] The combined maximum investment fee, expense allowance and administration fee shall not exceed 4.00% per annum for these investment options.
- [#] The investment and transaction costs for Mercer SmartPath Born 2009 to 2013 and Born 2014 to 2018, Mercer Growth, Mercer Growth Maximiser, Mercer Global Listed Property, Mercer Enhanced Passive High Growth and Mercer Enhanced Passive Moderate Growth are based on reasonable estimates only generally expected to apply to these options for the year ending 30 June 2023.

Administration fees and costs

Administration fees and costs relate to the administration and operation of the Mercer Super Trust (see the 'Defined Fees' section of this Booklet) and includes:

- an asset based administration fee, and
- an estimated expense allowance, and
- costs associated with product and strategic services.

Estimated expense allowance

The trustee has the right to reimburse itself from the assets of the Mercer Super Trust. These reimbursements are for actual outgoings reasonably incurred with the running of the Mercer Super Trust, where those outgoings are not specifically for a division, plan or member account. If the trustee charges an expense allowance, that amount is included in the administration fee of the relevant investment option (as set out in the 'Fees and costs summary' table). The allowance is passed on to members by an adjustment to the unit price reducing the investment performance of the relevant investment option.

If you are invested in the Mercer Direct investment option, the expense allowance is generally calculated and deducted on the last day of each month from your super account balance (in accordance with your investment strategy for future contributions). This fee is calculated as follows:

Applicable annual expense allowance times your balance in the Mercer Direct investment option (on the last day of the month) divided by 12.

The expense allowance varies from year to year reflecting the actual expenses incurred. Therefore, it is not possible to provide a precise figure for the expense allowances for investment options as they are not known until the end of the financial year. However, the range of expected expense allowances is set out in the 'Breakdown of certain fees and costs' table.

The actual expense allowance may exceed the estimated ranges set out in the 'Breakdown of certain fees and costs table'. We would only expect this to occur if there were unexpected expenses.

Actual expense allowances are provided in the *MST Annual Report*.

The trustee is also entitled to be indemnified out of the assets of the Mercer Super Trust if it incurs any liabilities, losses, costs and expenses in administering the Mercer Super Trust. See 'Trustee's indemnity' later in this Booklet for more details about this right of indemnity.

Worked example:

Assume an amount of \$50,000 is invested for 12 months in the Mercer SmartPath investment option.

The expense allowance is between 0.00% and 0.005% per annum of your super account balance, which is between \$0.00 and \$25.00 per annum.

Member Reserve

The trustee currently pays certain costs associated with product and strategic services from reserves, which are estimated to be 0.017% per annum of Mercer Super Trust assets.

The size of the Reserve is reported each year in the *MST Annual Report*.

Additional Units*

We deduct a standard asset based administration fee of 0.15% per annum (or 0.10% per annum for the Mercer SmartPath investment option) from each investment option before the unit price is determined. If the administration fee applicable to all or part of your super account balance is less than 0.15% per annum (or 0.10% per annum for the Mercer SmartPath investment option) of your super account balance, we credit additional units monthly at the end of each month to your super account. The amount of additional units will be based on the difference between the standard administration fee of 0.15% per annum (or 0.10% per annum for the Mercer SmartPath investment option) deducted and the administration fee applicable to you as described in the tables above.

We allocate any additional units according to your investment strategy for future contributions.

* Not applicable for the Mercer Direct investment option.

Investment fees and costs

Investment fees

Investment fees apply to each investment option and typically vary depending on the type of assets the option invests in and the management style (for example, active or passive).

Investment fees are the fees payable to the trustee for the exercise of care and expertise relating to the investment of the assets of the Mercer Super Trust and generally include the fees payable to the underlying investment managers for most asset classes.

Mercer SmartPath investment option

Your investments in Mercer SmartPath will be placed in one of the paths based on your date of birth and will remain in that path for the duration of your investment in Mercer SmartPath.

Over the years, your path's exposure to growth and defensive assets will change. When your path's asset allocation changes, your path's investment fees may be adjusted as well.

Investment costs what is included?

Each investment option has associated Investment Costs (IC) that are incurred by the underlying investment vehicles into which the Mercer Super Trust invests.

ICs may include but are not limited to:

- performance fees
- investment fees for certain asset classes, namely investments in direct/unlisted real assets, such as property and infrastructure
- any expenses charged by the underlying investment vehicles or manager of those vehicles
- over-the-counter derivative costs.

Performance fees

The trustee does not directly charge any performance fees. However, performance fees may be charged by underlying investment vehicles or managers of those vehicles and these are included in the IC.

These fees are reflected in the unit price of the underlying investment vehicle and accordingly form part of the IC of the relevant investment option.

Underlying investment vehicles or managers that charge a performance fee will generally only apply those fees when performance is greater than an agreed target. Accordingly, performance related fees will generally only arise when higher returns, relative to a specified target for a particular manager, are achieved.

Where applicable, performance fees are based on an average for the five year period to 1 April 2023 (unless the option has been available for a shorter inception period or the actuals are not available for the most recent financial year in which case we use a reasonable estimate). Performance fees are based upon the latest information provided by the underlying investment managers, as well as historical expenses and performance fees for the actual assets held by the Mercer Super Trust as at the effective date of your Plan's PDS. See the 'Estimated IC ranges, average performance fee and estimated transaction costs' table for details.

Calculation of the Investment costs

The actual IC for each investment option (including each path in Mercer SmartPath) is determined at the end of each financial year. The MST Annual Report provides the actual ICs that applied for each investment option (including each path in Mercer SmartPath) for that financial year.

The 'Estimated IC ranges, average performance fee and estimated transaction costs' table on the next page gives you an estimate of the ranges of the future ICs that are generally expected to apply for each investment option. These ranges do not act as limits or caps on the ICs that may apply in the future as the ICs may vary from year to year reflecting the indirect costs (if any) incurred by the underlying investment vehicles or managers.

Changes in the ICs for a financial year may be disclosed via:

- the website mercersuper.com.au where the change is not materially adverse
- a notice to you when there is a materially adverse change to the ICs.

Past fees and costs may not be a reliable indicator of future fees and costs.

Transaction costs*

*** The following information applies to all investment options except the Mercer Direct investment option.**

Transaction costs are the costs associated with trading to manage the investment strategy for each investment option, as well as the buy-sell spreads that may be applied at the time of an investor making an application (buy spread) and withdrawal (sell spread) to cover the costs of these transactions.

Transaction costs include:

- brokerage,
- settlement costs (including custody costs),
- clearing costs,
- stamp duty on an investment transaction, and
- buy-sell spreads less any costs recouped by the underlying investment vehicles.

No part of any transaction cost is paid to the trustee or any investment manager as a fee and such costs are not subject to GST.

The actual transaction costs for each investment option (including each path in Mercer SmartPath) are determined at the end of each financial year. The MST Annual Report provides the actual transaction costs for that financial year.

For each of the investment options, the estimated transaction costs as at 1 April 2023 are set out in the 'Breakdown of certain fees and costs' table earlier in this Booklet.

For each of the investment options, the 'Estimated Transaction Costs Ranges' are provided in the table below which gives you an estimate of the ranges of the future transaction costs that are generally expected to apply to the individual investment options. These ranges do not act as limits or caps that may apply in the future as transaction costs may vary from year to year reflecting the transaction costs (if any) incurred by the underlying investment vehicles or managers.

Estimated IC ranges, average performance fee and estimated transaction costs

Investment option	Estimated IC range (% per annum of your super account balance)	Average performance fee (% per annum of your super account balance)	Estimated transaction costs range (% per annum of your super account balance)
Mercer SmartPath – Born prior to 1929	0.05-0.35	0.03	0.00-0.10
Mercer SmartPath - Born 1929 to 1933	0.05-0.35	0.03	0.00-0.10
Mercer SmartPath - Born 1934 to 1938	0.05-0.35	0.04	0.00-0.10
Mercer SmartPath - Born 1939 to 1943	0.10-0.35	0.06	0.00-0.10
Mercer SmartPath – Born 1944 - 1948	0.15-0.40	0.07	0.00-0.10
Mercer SmartPath - Born 1949 to 1953	0.10-0.35	0.04	0.00-0.10
Mercer SmartPath - Born 1954 to 1958	0.15-0.40	0.07	0.00-0.10
Mercer SmartPath - Born 1959 to 1963	0.10-0.40	0.06	0.05-0.15
Mercer SmartPath - Born 1964 to 1968	0.10-0.40	0.07	0.05-0.15
Mercer SmartPath - Born 1969 to 1973	0.10-0.35	0.07	0.00-0.10
Mercer SmartPath - Born 1974 to 1978	0.10-0.35	0.06	0.00-0.10
Mercer SmartPath - Born 1979 to 1983	0.05-0.35	0.05	0.00-0.10
Mercer SmartPath - Born 1984 to 1988	0.05-0.35	0.04	0.00-0.10
Mercer SmartPath - Born 1989 to 1993	0.05-0.35	0.04	0.00-0.10
Mercer SmartPath - Born 1994 to 1998	0.00-0.35	0.02	0.00-0.10
Mercer SmartPath - Born 1999 to 2003	0.00-0.35	0.02	0.00-0.10
Mercer SmartPath - Born 2004 to 2008	0.00-0.35	0.02	0.05-0.15
Mercer SmartPath - Born 2009 to 2013	0.00-0.35	0.02	0.05-0.15
Mercer SmartPath - Born 2014 to 2018	0.00-0.35	0.02	0.05-0.15
Mercer Diversified Shares	0.00-0.20	0.03	0.05-0.15
Mercer High Growth	0.15-0.40	0.10	0.05-0.15
Mercer Growth Maximiser	0.00-0.15	0.02	0.00-0.05
Mercer Select Growth	0.25-0.85	0.26	0.10-0.20
Mercer Growth	0.10-0.40	0.05	0.00-0.10
Mercer Moderate Growth	0.15-0.40	0.10	0.00-0.10
Mercer Conservative Growth	0.10-0.35	0.07	0.00-0.10
JANA Aggressive	0.00-0.25	0.05	0.00-0.05
JANA Assertive	0.05-0.25	0.05	0.00-0.05
JANA Moderate	0.05-0.25	0.04	0.00-0.10
JANA Cautious	0.05-0.25	0.03	0.00-0.10

Estimated IC ranges, average performance fee and estimated transaction costs (continued)

Investment option	Estimated IC range (% per annum of your super account balance)	Average performance fee (% per annum of your super account balance)	Estimated transaction costs range (% per annum of your super account balance)
JANA Conservative	0.05-0.25	0.03	0.00-0.10
JANA Cash	0.00-0.10	0.00	0.00-0.00
JANA Australian Shares	0.00-0.30	0.09	0.00-0.05
JANA International Shares	0.00-0.10	0.01	0.00-0.05
JANA Australian & International Shares	0.00-0.20	0.05	0.00-0.05
Mercer Sustainable Plus Australian Shares	0.00-0.10	0.00	0.10-0.25
Mercer Sustainable Plus International Shares	0.00-0.10	0.00	0.00-0.05
Mercer Sustainable Plus High Growth	0.10-0.35	0.08	0.05-0.15
Mercer Sustainable Plus Growth	0.05-0.35	0.02	0.05-0.15
Mercer Sustainable Plus Moderate Growth	0.10-0.35	0.08	0.05-0.15
Mercer Sustainable Plus Conservative Growth	0.05-0.30	0.01	0.00-0.10
Mercer Australian Shares	0.00-0.20	0.02	0.00-0.10
Mercer International Shares	0.00-0.10	0.00	0.00-0.10
Mercer International Shares - Hedged	0.10-0.20	0.00	0.00-0.10
Mercer Property	0.30-0.70	0.15	0.15-0.40
Mercer Global Listed Property	0.00-0.15	0.00	0.00-0.10
Mercer Fixed Interest	0.05-0.20	0.00	0.00-0.05
Mercer Cash	0.00-0.10	0.00	0.00-0.00
Mercer Passive Australian Shares	0.00-0.10	0.00	0.00-0.05
Mercer Passive International Shares	0.00-0.10	0.00	0.00-0.05
Mercer Passive Australian Listed Property	0.00-0.10	0.00	0.00-0.10
Mercer Enhanced Passive High Growth	0.00-0.10	0.00	0.00-0.10
Mercer Enhanced Passive Growth	0.00-0.10	0.00	0.00-0.05
Mercer Enhanced Passive Moderate Growth	0.00-0.10	0.00	0.00-0.10
Mercer Enhanced Passive Conservative Growth	0.00-0.15	0.00	0.00-0.05
Mercer Direct	0.00-0.00	0.00	0.00-0.00

Past fees and costs may not be a reliable indicator of future fees and costs

Buy and sell spreads

For some investment options, the entry price for the issue of units is different from the exit price for the redemption of those units. The difference between the entry and exit price is commonly called a buy-sell spread.

Buy-sell spreads are only applied at the time the contribution or rollover is paid into the Mercer Super Trust (or a switch is made within the Mercer Super Trust). It is not applied when you make a withdrawal from the Mercer Super Trust.

The table below shows estimates of the buy-sell spreads for affected investment options. The estimated buy-sell spreads can often vary slightly.

Investment option	Estimated buy/sell spread %
JANA Aggressive	0.20
JANA Assertive	0.20
JANA Moderate	0.20
JANA Cautious	0.20
JANA Conservative	0.15
JANA Australian Shares	0.25
JANA International Shares	0.20
JANA Australian & International Shares	0.25
JANA Cash	0.00

There are no buy-sell spreads applied for any other investment option as we use a single unit price for both the issue and redemption of units (i.e. the entry price equals the exit price).

Where a buy-sell spread, is applied it is an additional cost to you. The buy-sell spread is not subject to GST.

The trustee reserves the right to apply a buy-sell spread to any investment option in the future.

Other fees

The following fees may be additional to the fees and costs shown in the PDS and this Booklet.

Intrafund and Advice fees

Fees for intrafund advice or limited financial advice are included in the administration fees and costs described above.

As a Mercer Super member, you can pay for advice that is related to your account in the Mercer Super Trust from your super and/or pension account balance.

You will need to provide written consent to us via our Advice Fee Deduction form, available at mercersuper.com.au (sign in using your personal login).

Any fees you pay from your Mercer Super account will reduce your account balance.

Call the Helpline if you wish to find out more about financial advice services.

Insurance fees

If you have insurance cover, premiums are deducted monthly from your super account. See the 'Insurance in Your Super' section in this Booklet for the insurance premiums applying for your Plan.

For Retained Benefits members, MOAPL receives 11.55% inclusive of GST (10.50% net of GST) of the premiums charged by the Insurer as a fee for administering your Plan's insurance arrangements including underwriting and claims processing. The Insurer pays this fee and it is built into the premium rates described in the 'Insurance in Your Super' section later in this Booklet.

Family law fees

A charge of \$541.00 will apply if your super is subject to an agreement or court order that splits your super between you and your former spouse. This charge is generally split equally between you and your former spouse.

Mercer Direct fees

Brokerage fee

This fee applies only to members who are invested in the Mercer Direct investment option and have shares and/or exchange traded funds.

A flat brokerage fee of 0.11% inclusive of GST (subject to a minimum \$22 inclusive of GST) applies to each trade. The brokerage fee will be deducted from your Mercer Direct cash hub at the time the trade is processed. GST will be applied at this time.

For example, if you invested in the Mercer Direct investment option and purchased \$90,000 worth of shares, the brokerage fee charged and deducted from your Mercer Direct Cash Hub would be \$99 inclusive of GST (being 0.11% of \$90,000).

Management fee for Exchange Traded Funds (ETFs)

This fee applies only to members who are invested in the Mercer Direct investment option and have ETFs.

Fees incurred by the ETF, including management fees, custody costs and other expenses may be deducted from the returns from underlying securities in the ETF.

See the Mercer Direct section of the secure member website for a list of available ETFs. See the ETF provider's website for more information including any fees that may apply.

Term deposit break fee

If you cancel a term deposit before the maturity date, the term deposit provider may withhold some or all of the earnings that would have been due had you held the term deposit to maturity. Refer to the term deposit provider for any applicable fees associated with ending a term deposit prior to its maturity.

Additional fees that can arise

The trustee may incur various costs, charges and expenses (outgoings) in respect of your Plan, whilst acting as trustee of the Mercer Super Trust. These can include the cost of arranging transfers of members in and out of your Plan, Plan legal expenses and the payment of taxes and charges.

Expense recovery fee

Under the terms of the governing rules, the trustee may recover these outgoings from your Plan subject, generally to an agreement with your Employer.

Or the trustee may instead charge an expense recovery fee of up to 1.00% per annum on the value of your super account balance. The trustee does not currently charge an expense recovery fee, but reserves the right to do so in the future, subject to your Employer agreeing to the fee. This expense recovery fee is a different fee to the expense allowance described earlier in this section of the Booklet.

Where the trustee starts charging an expense recovery fee, the costs applicable to the relevant investment option may increase. We will write to notify you, at least 30 days before such an increase.

Switching fees

The trustee is also entitled to charge members a switching fee of up to \$637.15 (indexed annually) for each switching request received. The next indexation of this maximum switching fee is due on 1 January 2024.

The trustee does not currently charge a switching fee or an expense recovery fee but reserves the right to do so in the future. We will let you know at least 30 days before such fees are charged.

Fee changes

Indexation of fees

Family law and portfolio administration fees (for the Mercer Direct investment option) are indexed annually on 1 January to generally reflect Average Weekly Ordinary Time Earnings (see 'Fees and other costs table'). The fees applicable for 1 April 2023 are set out in this Booklet.

The next indexation is due on 1 January 2024.

The portfolio administration fee is indexed in increments of \$5.00 only where the cumulative increase since the previous indexation is \$4.00 or more.

Fee increases

In addition to indexing fees, the trustee has the right to increase fees at any time, without your prior consent, subject to the maximum fees set out below. Fees may increase due to changes in economic conditions, or Government regulations, supplier charges increases, or a substantial reduction in the size of your Plan. We will give you at least 30 days written notice of any such increase in fees.

Where there is a materially adverse change to the fees the PDS and this Booklet will be updated. Where the change is not materially adverse, the change will be detailed on the website mercersuper.com.au

Fee changes on transfer to the Retained Benefits section

If you're an Accumulation (choice) member, your super will generally be automatically transferred to the Retained Benefits section of your Plan (where different premiums will apply) if you cease employment with your Employer and your super account balance is at least \$500.

Maximum fees

Under the Plan rules, the trustee has the right to charge maximum fees as follows:

- a dollar based administration fee of \$20.35 (indexed annually) per member per month
- for investment options established before 1 July 2005, investment fees and asset based administration fees together not exceeding 2.50% per annum of your super account balance
- for investment options established on or after 1 July 2005, investment fees and asset based administration fees together not exceeding 4.00% per annum of your super account balance (see the applicable 'Breakdown of certain fees and costs table' for details of those investment options where a combined maximum fee of 4.00% per annum applies)
- an expense recovery fee of 1.00% per annum of your super account balance, and
- a switching fee of \$637.15 (indexed annually) for each switching request received.

The trustee has chosen to forego these maximums for the fees charged (if any) as shown in the 'Fees and costs summary table' and 'Breakdown of certain fees and costs' tables above. Any future fee increases will be within these maximum limits.

Further, pursuant to legislation, for super accounts with a balance below \$6,000 at 30 June, there is a cap on the total combined administration, investment fees and costs and transaction costs that can be charged to those members' accounts for the prior year. Any fees in excess of this cap will be refunded.

GST

The GST disclosures in this Booklet are of a general nature only.

GST is not payable on units purchased in the Mercer Super Trust. However, fees payable in respect of the management of the Mercer Super Trust are subject to GST, as described below.

GST applies to all fees charged to the Mercer Super Trust. Generally, the Mercer Super Trust cannot claim full input tax credits in respect of these fees, but will usually be entitled to reduced input tax credits (currently up to 75% of the GST paid) in respect of some of these fees. As a result, the fees payable to us including GST are higher than those disclosed in this Booklet.

Any fees payable to us as set out in this Booklet approximate the net cost of these fees (after GST) and assume that reduced input tax credits are available.

The Brokerage fee for the Mercer Direct investment option set out in this Booklet is shown including GST.

Tax and your super

The 'How Super is Taxed' section in *Other Things You Should Know* booklet provides a summary of how your super is taxed. For more details about tax and your super see our *Fact Sheets*.

See the *Mercer Direct Member Guide* for more information about taxes on amounts invested in the Mercer Direct investment option. You can download the *Fact Sheets* and *Mercer Direct Member Guide* at mercersuper.com.au/pds

Our fund is entitled to a tax benefit on gross administration fees and costs, investment fees and costs, and insurance premiums paid to our service providers. We may pass this tax benefit on investment fees and costs and insurance premiums to you by reducing the amount of the fees, costs and insurance premiums that you pay.

We disclose all fees, costs and premiums in our PDS and Booklets as the gross amount before any tax benefit is applied, so the actual net amount that you pay may be less than the figures shown.

Further information

The trustee does not retain for its own use any profit made on the netting of transactions (even though the governing documents permit it to do so) and has no intention to do so in the future.

The trustee may retain for its own use any interest earned on contributions tax from the date it deducts an amount for this tax to the date it pays it to the Australian Taxation Office (ATO).

Defined fees

Definitions of the various fee types referred to in this section are listed below:

Activity fees

A fee is an activity fee if:

- (a) the fee relates to costs incurred by the trustee of the Mercer Super Trust that are directly related to an activity of the trustee:
 - (i) that is engaged in at the request, or with the consent of a member; or
 - (ii) that relates to a member and is required by law; and
- (b) those costs are not otherwise charged as administration fees and costs, investment fees and costs, transaction costs a buy-sell spread, a switching fee, an advice fee or an insurance fee.

Administration fees and costs

Administration fees and costs are fees and costs that relate to the administration or operation of the Mercer Super Trust and includes costs incurred by the trustee of the Mercer Super Trust that:

- relate to that administration or operation of the Mercer Super Trust; and
- are not otherwise charged as investment fees and costs, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

Advice fees

A fee is an advice fee if:

- (a) the fee relates directly to costs incurred by the trustee of the Mercer Super Trust because of the provision of financial product advice to a member by:
 - (i) a trustee of the Mercer Super Trust; or
 - (ii) another person acting as an employee of, or under an arrangement with, the trustee of the Mercer Super Trust; and
- (b) those costs are not otherwise charged as administration fees and costs, investment fees and costs, a switching fee, an activity fee or an insurance fee.

Buy-sell spreads

A buy-sell spread is a fee to recover costs incurred by the trustee of the Mercer Super Trust in relation to the sale and purchase of assets of the Mercer Super Trust. Refer to 'Buy and Sell spreads' in the 'Transaction costs' section earlier in this Booklet for details. The trustee currently does not charge any buy and sell spreads.

Exit fees

An exit fee is a fee, other than a buy-sell spread, that relates to the disposal of all or part of a member's interests in a superannuation entity. The trustee does not charge exit fees.

Investment fees and costs

Investment fees and costs are fees and costs that relate to the investment of the assets of the Mercer Super Trust and includes:

- (a) fees in payment for the exercise of care and expertise in the investment of those assets (including performance fees*); and
- (b) costs incurred by the trustee of the Mercer Super Trust that:
 - (i) relate to the investment of assets of the entity; and
 - (ii) are not otherwise charged as administration fees and costs, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

Switching fees

A switching fee for a MySuper product means a fee to recover the costs of switching all or part of a member's interest in the Mercer Super Trust from one class of beneficial interest in the Mercer Super Trust to another.

A switching fee for superannuation products, other than a MySuper product, is a fee to recover the costs of switching all or part of a member's interest in the Mercer Super Trust from one investment option or product in the Mercer Super Trust to another.

Transaction costs

Transaction costs are costs associated with the sale and purchase of assets of the Mercer Super Trust other than costs that are recovered by the Mercer Super Trust charging buy-sell spreads.

Insurance in your super

This section includes insurance eligibility and the type, amount and cost of insurance cover available in your Plan. You should read it in conjunction with the PDS and the *Insurance* booklet which describes the terms and conditions of your insurance cover in your Plan.

See the Glossary in the *Insurance* booklet for definitions of more insurance terms.

What do these terms mean?

Accumulation (choice) member	means you are an employee who has elected to join the Plan where it is not your default fund.
Cover Expiry Age for Accumulation (choice) members	Age 67 for Death cover Age 67 for TPD cover Age 65 for TTD cover
Cover Expiry Age for Retained Benefits members	Age 80 for Death cover Age 75 for TPD cover
Full Time	means you are employed to work 15 or more hours per week for your Employer.
Part Time	means you are employed to work less than 15 hours per week for your Employer.
Retained Benefits member	means an Accumulation (choice) member of the Plan who has either: <ul style="list-style-type: none"> • left your Employer, or • Exercised Choice of fund, and has been transferred to the Retained Benefits section of your Plan.
Salary	for the purpose of calculating your insurance cover under your Plan, is your regular remuneration under the terms of your employment as advised by your Employer including fringe benefits. It doesn't generally include bonuses, commission, investment and interest income; however, it may include Employer Superannuation Guarantee (SG) contributions.
Waiting Period	TPD – 3 months TPD – Medical Condition – No Waiting Period TPD – Cognitive Impairment – 6 months TTD – 90 days.

Your super payout may include insurance

You will be entitled to a super payout if you die or become totally and permanently disabled while a member of your Plan. This super payout comprises:

- your super account balance (see later in this Booklet for details), and
- any insurance amount received.

If you are an Accumulation (choice) member, you may be able to receive a Monthly Benefit if you become totally but temporarily disabled if you choose this option.

Your insurer

The trustee has appointed AIA Australia Limited ABN 79 004 837 861 AFSL 230043 (referred to as the Insurer throughout this Booklet) to provide the insurance for your Plan. The trustee's umbrella insurance policy provides this insurance subject to the terms and conditions of the insurance policy issued by the Insurer to the trustee. The terms and conditions of the insurance policy will prevail if there is any inconsistency between the insurance policy and the information about your insurance cover in your Plan (as described in this Booklet or the Insurance booklet).

The trustee has the right to change the Insurer.

What insurance cover is available

The insurance cover generally available under your Plan, if you are eligible, is:

- Death (including Terminal Illness) cover
- Total and Permanent Disablement (TPD) cover, and
- Income Protection (IP) – Total but Temporary Disablement (TTD) cover.

If eligible, you will generally be provided with a basic level of Death (inclusive of Terminal Illness) and TPD cover. The Terminal Illness benefit is an advanced payment of your death benefit and is based on the same acceptance terms (such as an exclusion, restriction or premium loading) and maximum benefit amount.

Conditions apply to your insurance cover

Like most forms of insurance, some conditions (and exclusions) apply to the granting or payout of your insurance cover. See a description of the conditions (and exclusions) that apply to the insurance cover available through your Plan in this section of the Booklet and in the *Insurance* booklet.

If you are a Retained Benefits member you should also refer to 'Retained Benefits members' later in this section for more information.

Eligibility for cover – Accumulation (choice) members

Employee	Type of cover generally available		
	Basic Death and TPD	Voluntary Death and TPD	Life Events cover
Permanent Employee or Contractor, working Full Time	Yes	You may be eligible to apply	You may be eligible to apply
Permanent Employee or Contractor, working Part Time	Yes	You may be eligible to apply	You may be eligible to apply
Casual	Yes	No	No

Which TPD definition applies?

A different TPD definition may apply in different circumstances.

- If you are aged up to 67 years, you are assessed against the Full TPD definition.

Maximum Benefit Amount

The maximum amount of insurance cover is:

- unlimited for Death cover,
- for TPD cover,
 - up to the day immediately prior to your 65th birthday, \$5 million,
 - on and from your 65th birthday up to Cover Expiry Age, \$3 million.

Your total amount of TPD cover (and your total TPD insurance amount payable under any TPD claim(s) in the Mercer Super Trust) must not exceed this maximum benefit amount, when combined with any other TPD cover you may already have in the Mercer Super Trust. This includes membership of any plan in the Corporate Superannuation Division including the Mercer SmartSuper Plan.

Eligibility for insurance cover - Accumulation (choice) members

To be eligible for insurance cover:

- you must be a member of your Plan; and
- your Employer must pay SG contributions on your behalf to the Mercer Super Trust; and
- you meet the Putting Members' Interests First (PMIF) minimum age and balance requirements as set out below*; and
- you have not opted out of cover.

Additionally,

- you meet the Insurer's definition of Australian Resident on the date you become eligible for cover; and
- you're aged 14 years or more and are less than the maximum entry age on the date you become eligible for cover.

PMIF minimum age and balance requirements

Set out below are the PMIF requirements and conditions that apply unless you are a PMIF Exempt Member*:

When you join your Plan	PMIF requirements
If you join your Plan before age 25	You must turn age 25; and Your account balance must have reached \$6,000 or more since joining your Plan
If you join your Plan aged 25 or more	Your account balance must have reached \$6,000 or more since joining your Plan

* A PMIF Exempt Member means:

- your Employer pays the full cost of premiums for automatic (default) insurance (in addition to its SG obligations), or
- you are a Defined Benefit member, or
- you are an Australian Defence Force (ADF) Super member or a person who would be an ADF Super member if you had not chosen a fund – in which case you must tell us.

If you are eligible for insurance cover, automatic (default) cover commences:

- on the date you meet PMIF requirements; or
- where you have not met PMIF requirements, the date we receive your opt in election (which must be received within 90 days of your welcome letter); or
- for PMIF exempt members, the date you first become eligible for cover.

Your cover will be subject to New Events Cover until you are At Work for 30 consecutive days after your cover starts. See the table below for details on when the At Work condition may be extended.

Opt in to cover before you meet the PMIF minimum age and balance requirements

	Conditions
If you opt in within 90 days of the date shown on your welcome letter	The cover you have elected commences on the date your Plan receives your election to opt-in to cover and will be subject to New Events Cover until you are At Work for 30 consecutive days after your cover starts. However, if you join your Plan 120 days or more after commencing employment with your Employer, New Events Cover will apply until the earlier of: <ul style="list-style-type: none"> • 24 consecutive months after your cover starts or • you meet PMIF requirements.
If you opt in more than 90 days after the date shown on your welcome letter	The cover you have elected is subject to underwriting and will commence from the date your application is accepted by the Insurer.

Important

You should immediately contact your Employer or call the Helpline to establish your insurance eligibility if you have not received written confirmation from us regarding your membership in the Mercer Super Trust within 120 days from when you become eligible to be a member of the Plan.

Exercising Choice

You will not be eligible for any insurance cover within the Mercer Super Trust if:

- you choose to have your SG contributions paid to another fund, and
- your Employer pays an SG contribution on your behalf to your chosen fund

before your Employer has paid an SG contribution on your behalf to the Mercer Super Trust.

This applies regardless of your Employer paying an SG contribution on your behalf to the Mercer Super Trust (by mistake or otherwise) while continuing to pay SG contributions on your behalf to your chosen fund.

Transfer of Insurance from another super fund

You may also be able to transfer any existing Death only, Death and TPD or TTD cover you hold with other super fund(s) or insurance policies to your existing membership under your Plan (subject to limits, conditions and approvals). Call the Helpline for details of how you can transfer any existing cover to your Plan membership.

Automatic cancellation of cover

Inactive accounts: In accordance with the Protecting Your Super legislation any insurance cover you have will be cancelled if we have not received any contributions and/or rollovers to your super account for a continuous period of 16 months and you have not elected to have or keep your insurance cover. The cancellation of insurance cover is aimed at reducing the erosion of super account balances by insurance premiums for unwanted cover.

We will contact you before we cancel your cover and you will have an opportunity to elect to maintain your insurance cover. If you want to elect to maintain your insurance cover, call the Helpline to request the relevant form.

This does not apply where your Employer pays the full cost of premiums for your automatic (default) insurance cover under your Plan.

If your cover is cancelled the cost of all insurance cover will stop being deducted from your super account balance. You may be able to reinstate cover subject to certain conditions. Call the Helpline for more information about the options available to you, any underwriting conditions or limitations that may apply.

Underwriting

Underwriting is a process where the Insurer considers your application for cover by taking into account your lifestyle, current health, salary details, past medical history and your family medical history. The Insurer will require satisfactory evidence of these before providing or increasing any insurance cover for you. To start this process, you will generally be required to complete a personal statement. The Insurer may ask you for further information based on their assessment. The Insurer may accept, decline or impose special conditions (such as an exclusion, restriction or premium loading) for the amount of cover that is subject to underwriting.

Underwriting will apply if:

- you do not join your Plan when you first become eligible, or
- you re-join your Plan, or
- this Plan is not your Employer's default fund for you for choice of fund purposes, or
- where applicable, you do not meet PMIF requirements and you apply for cover after 90 days of the date shown on your welcome letter
- you take out Voluntary Insurance cover.

You will be advised of the date your cover starts and/or if the Insurer accepts your application with underwriting terms.

We will reduce your super payout if, for some reason, the trustee cannot arrange cover for you on standard terms or if the Insurer does not pay out all or part of the insured part of your super.

Accumulation (choice) members

Basic Death and TPD cover

Amount of cover

You have a choice of between one and six units of Death and TPD cover.

See the 'Accumulation (choice) members - Insured amounts for one unit of cover' table for the dollar amount of cover that each unit provides (depending on your age next birthday).

How to choose cover and your default cover

Complete the 'Insurance' section of the *Application Form* to choose your level of cover when joining your Plan.

You will be provided with the default level of 3 units of Death and TPD cover, if you do not make a valid choice.

Changing your cover

You can adjust, opt out of or cancel your Death or Death and TPD cover at any time. Use your personal login at mercersuper.com.au or complete and return the relevant form available from the Helpline.

TPD cover will be cancelled if you choose to cancel or opt out of Death cover.

If eligible underwriting will not be required if you make an election for up to six units of cover and the insurance election is received by your Plan within the period;

- from the date you first become eligible for, or opt in to insurance, and
- 60 days from the date your Employer pays the first SG contribution on your behalf.

and the amount of cover you applied for does not exceed your Plan's AAL or maximum benefit amount.

The increased portion of cover will be limited to New Events Cover until you are At Work for 30 consecutive days.

You will require underwriting if:

- you make an election for 6 units or higher cover, or
- you make an election to increase your cover after 60 days from the date your Employer pays the first SG contribution on your behalf, or
- you did not join your Plan when first eligible for insurance cover and you make an election to increase your cover, or
- you've chosen and been accepted for a level of cover, but in the future you choose to increase your level of cover.

The Insurer will provide interim accidental cover while assessing your application. See the Insurance booklet for more information.

You will be advised of the date your cover starts if the Insurer accepts your application.

Annual cost of cover

The 'Death and TPD premium rate table for Accumulation (choice) members' shows premium rates per age next birthday.

To work out your annual cost of cover:

- look up your age next birthday in the left hand column then
- multiply the figure in the applicable right hand column by your cover amount then
- divide by 1,000.

How we calculate and deduct cost of cover

We first calculate your annual cost of cover at the date your cover starts and then 1 July annually thereafter. There are some circumstances when we recalculate your annual cost of cover e.g. if you change your cover.

We deduct the cost of your cover from your super account each month based on your annual cost.

We will continue to charge premiums to your super account if you are on leave without pay.

Example

Jack is age 45 (46 next birthday), is a Permanent Employee and takes out 3 units of cover.

Jack's cover amount is worked out as:

$3 \times \$90,000 = \$270,000.$

Therefore, if Jack was to die or become totally and permanently disabled Jack's total super payout would be his super account balance plus his cover amount of \$270,000.

From the 'Death and TPD premium rate table for Accumulation (choice) members' you can see that at age 46 next birthday the annual premium for Death and TPD cover is \$2.24 for every \$1,000 of cover. This means the annual total cost of Jack's cover is $\$2.24 \times \$270,000 \div 1,000 = \$604.80.$

Accumulation (choice) members - insured amounts for one unit of cover

Age next birthday	Death only or Death/TPD Insured amount \$
15	50,000
16	50,000
17	50,000
18	50,000
19	50,000
20	50,000
21	55,000
22	60,000
23	65,000
24	70,000
25	75,000
26	75,000
27	75,000
28	75,000
29	75,000
30	77,500
31	77,500
32	80,000

Age next birthday	Death only or Death/TPD Insured amount \$
33	80,000
34	82,500
35	82,500
36	85,000
37	87,500
38	90,000
39	92,500
40	95,000
41	100,000
42	100,000
43	97,500
44	95,000
45	92,500
46	90,000
47	85,000
48	80,000
49	75,000
50	70,000
51	65,000
52	60,000
53	53,000
54	47,000
55	41,500
56	36,500
57	31,500
58	27,500
59	24,000
60	20,500
61	18,000
62	15,500
63	13,500
64	11,500
65	10,000

Death and TPD premium rate table for accumulation (choice) members

Age next birthday	Annual premium rates per \$1,000 of Death cover only* \$	Annual premium rates per \$1,000 of Death and TPD cover* \$	Age next birthday	Annual premium rates per \$1,000 of Death cover only* \$	Annual premium rates per \$1,000 of Death and TPD cover* \$
15	0.38	0.49	43	1.00	1.65
16	0.38	0.49	44	1.07	1.86
17	0.47	0.58	45	1.15	2.05
18	0.55	0.70	46	1.26	2.33
19	0.58	0.79	47	1.39	2.63
20	0.60	0.81	48	1.52	2.97
21	0.60	0.81	49	1.65	3.31
22	0.60	0.79	50	1.80	3.72
23	0.58	0.77	51	2.01	4.23
24	0.55	0.71	52	2.20	4.72
25	0.53	0.70	53	2.41	5.34
26	0.49	0.66	54	2.67	6.03
27	0.49	0.66	55	2.93	6.82
28	0.49	0.66	56	3.27	7.80
29	0.49	0.68	57	3.65	8.93
30	0.49	0.68	58	4.06	10.26
31	0.53	0.71	59	4.53	11.77
32	0.55	0.73	60	5.08	13.55
33	0.55	0.75	61	5.68	15.60
34	0.55	0.79	62	6.39	18.01
35	0.58	0.85	63	7.18	20.76
36	0.58	0.86	64	8.12	23.95
37	0.60	0.94	65	9.10	27.64
38	0.66	1.03	66	10.04	30.47
39	0.68	1.11	67	11.05	33.58
40	0.73	1.20			
41	0.83	1.35			
42	0.88	1.50			

*The actual premium rates may be marginally lower or higher than shown as the premium rates have been rounded to two decimal places. As premiums are paid monthly in arrears rather than annually in advance, these rates include a frequency loading.

Voluntary Insurance cover

Cover available

You can apply for Voluntary Insurance for Death only cover or for Death and TPD cover in equal amounts. You cannot apply for Voluntary Insurance for TPD cover only. This cover is in addition to any basic cover you may already have.

You can choose to cover yourself for any lump sum amount, as long as it is in multiples of \$1,000 and the total amount of your basic and Voluntary Insurance cover does not exceed the maximum amount of insurance cover as described earlier under 'Maximum benefit amount'. For example, you may choose to take out \$20,000, \$50,000 or \$100,000 worth of Voluntary Insurance cover in addition to your basic cover.

Voluntary TPD cover

When you turn age 60, any insured amount of Voluntary TPD cover you have will start to reduce. Your TPD cover will progressively reduce until your 65th birthday when it will remain unchanged until your 67th birthday. Refer to the table below for an example.

Current Age	Percentage of TPD cover remaining	TPD cover amount (\$100,000)
59	100%	\$100,000
60	85%	\$85,000
61	70%	\$70,000
62	55%	\$55,000
63	40%	\$40,000
64	25%	\$25,000
65	10%	\$10,000
66	10%	\$10,000
67	0%	Nil

Any Death cover will remain at your original insured amount.

Applying for cover and changing your cover

You can apply for, adjust, or cancel your Voluntary Insurance cover at any time either online by using your personal login at mercersuper.com.au or by completing and returning the relevant form available from the Helpline.

If you choose to apply for, adjust or cancel Voluntary Insurance for Death only cover, this may also apply to your Voluntary Insurance for TPD cover. Your total amount of Voluntary Insurance for TPD cover cannot be greater than your total amount of Voluntary Insurance for Death only cover.

Acceptance of this cover or changing to a higher level in the future is subject to underwriting and will only start or change once your Plan's Insurer accepts your application.

You will be advised of the date your cover starts if the Insurer accepts your application.

The Insurer will provide you with interim accidental cover while the Insurer assesses your application. For more details, see the *Insurance* booklet.

Annual cost of cover

The 'Death and TPD premium rate table for Accumulation (choice) members' shows premium rates per age next birthday.

To work out your annual cost of cover:

- look up your age next birthday in the left hand column then
- multiply the figure in the applicable right hand column by your cover amount then
- divide by 1,000.

How we calculate and deduct cost of cover

We first calculate your annual cost of cover at the date your cover starts and then at 1 July annually thereafter. There are some circumstances when we recalculate your annual cost of cover e.g. if you change your amount of cover.

We deduct the cost of your cover from your super account each month based on your annual cost.

For Permanent Employees and Contractors, we will continue to charge premiums to your super account if you are on leave without pay.

Example – Voluntary Insurance cover

Amy is age 45 (46 next birthday), is a Permanent Employee and works Full Time.

Amy elects and is accepted for Voluntary Death and TPD cover of \$100,000.

From the 'Death and TPD premium rate table for Accumulation (choice) members' you can see that at age 46 next birthday the annual premium for Voluntary Death and TPD Insurance cover is \$2.33 for every \$1,000 of cover.

This means the annual total cost of Jack's Voluntary Insurance cover is $\$2.33 \times \$100,000 \div 1,000 = \$233.00$.

Accumulation (choice) members

Life Events cover

You may be eligible to apply for more Death or Death and TPD cover (Life Events cover) without underwriting.

You will need to:

- have Death or Death and TPD cover, and
- have recently experienced one of the life events described in the *Insurance* booklet, and
- be aged under 65 years on the date you complete the *Life events application form in the Mercer Super Trust*, and
- apply within 60 days of the life event occurring by completing a *Life Events application form in the Mercer Super Trust* (available from the Helpline).

You can elect any amount in multiples of \$1,000 that will provide cover up to the lesser of:

- 25% of your total insurance cover, or
- \$200,000.

See the *Insurance* booklet for more details about Life Events cover conditions.

We calculate the cost of this cover in the same way as basic cover and deduct it from your super account each month.

Accumulation (choice) members - TTD cover

Cover available

You can apply to have TTD cover if you are an Accumulation (choice) member of your Plan and a Permanent Employee or Contractor working Full Time.

Permanent Employees and Contractors working Part Time and Casual Employees are not eligible for TTD cover.

If you are an eligible member and would like to apply for TTD cover, complete the 'Insurance' section of the *Application Form* on joining your Plan or you can simply call the Helpline.

You will not be provided with TTD cover unless you make a choice..

Monthly Benefit and maximum benefit amount

Where this cover applies and you become totally but temporarily disabled because of injury or illness, you'll generally be eligible to receive a Monthly Benefit after the Waiting Period for up to the maximum Benefit Period, subject to satisfaction of the insurance policy terms, payable up to the Cover Expiry Age.

The maximum Benefit Period of two years applies to TTD and the Partial Disablement benefit. However where you are no longer an Australian Resident, no longer permanently in Australia or not eligible to work in Australia and claim while overseas, your Benefit Period will be limited to a maximum period of 6 months for each claim that occurs while you are overseas unless you return to Australia for assessment and treatment for the duration of your claim. This restriction does not apply where you are working overseas for your Employer.

The Monthly Benefit is:

75% of your annual Salary ÷ 12, with a maximum benefit amount of \$40,000 per month.

Your Monthly Benefit is subject to your Plan's Automatic Acceptance Limit (AAL) and underwriting if required.

We will calculate your cover based on your actual annual Salary, not the annualised equivalent Salary, if your Salary is adjusted due to working reduced hours.

Your Monthly Benefit may be reduced by certain other payments that arise independently of the insurance policy. For more details, see 'Your TTD benefit can be reduced' in the *Insurance* booklet.

If your Salary includes SG contributions paid by your Employer, then the portion of your Monthly Benefit relating to this component will be paid to your super account in your Plan on your behalf.

You may be entitled to continue to receive a reduced Monthly Benefit if you return to work with the same Employer but in a reduced capacity. However certain conditions apply. For more details, see 'Partial Disablement benefit' in the *Insurance* booklet.

Underwriting will be required before the Insurer can provide cover for you.

You will be advised of the date your cover starts if the Insurer accepts your application.

We will reduce your TTD super payout if for some reason the trustee cannot arrange cover for you on standard terms or if the Insurer doesn't pay out the insured part of your TTD benefit.

Annual cost of cover

The 'TTD premium rate table for Accumulation (choice) members' shows premium rates per age next birthday.

To work out your annual cost of cover:

- look up your age next birthday in the left hand column then
 - multiply the figure in the applicable right hand column by your insurance amount
- then
- divide by 1,000.

Your insurance amount is generally 75% of your annual Salary unless we have advised you otherwise.

How we calculate and deduct cost of cover

We first calculate your annual cost of cover at the date your cover starts and then at 1 July annually thereafter. There are some circumstances when we recalculate your annual cost of cover e.g. if your Salary or employment status changes.

We deduct the cost of your cover from your super account each month based on your annual cost.

We will continue to charge the cost of TTD cover to your super account if you are on leave without pay.

The cost of all your insurance cover will stop being deducted from your super account while you are receiving a TTD or Partial Disablement benefit.

TTD premium rate table for accumulation (choice) members

Age next birthday	Annual premium rates per \$1,000 of annual TTD cover*
15	1.83
16	1.86
17	1.89
18	1.89
19	1.92
20	1.92
21	1.92
22	1.92
23	1.89
24	1.86
25	1.83
26	1.86
27	1.83
28	1.83
29	1.83
30	1.89
31	1.92
32	1.96
33	2.09
34	2.18
35	2.28
36	2.51
37	2.77
38	3.06
39	3.33
40	3.65
41	3.88
42	4.34
43	4.69
44	5.15
45	5.61
46	6.19

Age next birthday	Annual premium rates per \$1,000 of annual TTD cover*
47	6.81
48	7.50
49	8.28
50	9.10
51	10.07
52	11.18
53	12.42
54	13.82
55	15.35
56	16.63
57	18.13
58	19.79
59	21.68
60	23.90
61	26.41
62	29.31
63	32.67
64	30.61
65	16.85

* The actual premium rates may be marginally lower or higher than shown as the premium rates have been rounded to two decimal places. Premium rates include stamp duty of 8.1%. As premiums are paid monthly in arrears rather than annually in advance, these rates include a frequency loading.

Example - TTD cover

Mai is an Accumulation (choice) member and a Permanent Employee who:

- works Full Time,
- is age 45 (46 next birthday), and
- earns a Salary of \$85,000 per annum.

Mai applies and is accepted for TTD cover.

From the 'TTD premium rate table for Accumulation (choice) members' you can see that at age 46 next birthday the annual premium for TTD cover is \$6.19 for every \$1,000 of annual cover.

This means the annual total cost of Mai's TTD cover is $\$6.19 \times \$63,750$ (75% of \$85,000) $\div 1,000 = \$394.62$

Retained Benefits members – Death and TPD cover

If you leave your Employer or Exercise Choice then once all contributions due for you have been paid into the Mercer Super Trust, the trustee will process your super payout. If your super account balance is worth at least \$500 you will automatically be transferred to the Retained Benefits section of your Plan and you will become a Retained Benefits member.

All Retained Benefits members who are Australian residents are eligible for Death and TPD cover. TTD cover is not available in the Retained Benefits section.

If, for some reason, the trustee cannot arrange cover for you on standard terms or if the Insurer doesn't pay out all or part of the insured part of your super, your payout will be reduced accordingly.

Amount of cover

If you had insurance cover immediately prior to transferring to the Retained Benefits section, then the dollar amount of your Death or Death and TPD cover immediately prior to you transferring to the Retained Benefits section will, subject to the conditions below automatically continue in this section.

The amount of transferred insurance cover is subject to a maximum amount (see 'Maximum Benefit Amount' later in this section). Any restrictions, exclusions or premium loading that applied to your Death or TPD cover prior to becoming a Retained Benefits member will generally continue in the Retained Benefits section of your Plan.

If you were declined for Death and/or TPD cover, or had no Death or TPD cover immediately prior to becoming a Retained Benefits member, you will not be covered for any Death or TPD cover on joining the Retained Benefits section.

If you had ceased employment or Exercised Choice due to injury or illness, then you are not eligible to be paid a TPD benefit in the Retained Benefits section of your Plan for the same injury or illness (or any directly or indirectly related condition arising from the injury or illness) which caused you to Exercise Choice or stop working with your Employer.

The cost of insurance cover will generally be higher than what it was while you were an Accumulation (choice) member. However, you will not be charged any insurance premiums in respect of any Death or Death and TPD cover that has automatically continued in the Retained Benefits section for the first 60 days after you stopped working for your Employer or Exercised Choice.

Indexation benefit

To protect your cover against inflation, your Death and TPD amount of cover will automatically increase each year on 1 July, up to age 80 for Death cover and age 75 for TPD cover (subject to a minimum of 5%) by the lesser of:

- the CPI increase, and
- 7.5%.

Transfer of Insurance from another super fund or insurance policy

You may also be able to transfer any existing Death or Death and TPD cover you hold with other super fund(s) or insurance policies to your existing membership in the Retained Benefits section (subject to limits, conditions and approvals). Call the Helpline for details of how you can transfer any existing cover.

Applying for cover and changing your cover

As a Retained Benefits member, you can apply for, adjust or cancel cover at any time either online by using your personal login at mercersuper.com.au or by completing and returning the relevant form available from the Helpline.

You can choose to cover yourself for any additional Death or Death and TPD cover as long as it is in multiples of \$1,000. Your Death or Death and TPD cover will be subject to the maximum benefit amount (see 'Maximum benefit amount' later in this section for details).

Any TPD cover that you apply for cannot be more than your total Death cover.

All other insurance cover will be cancelled if you choose to cancel or opt out of Death cover.

Please note that any increase in Death and TPD cover or any request for new insurance cover will be subject to underwriting and will only start or change once your Plan's Insurer accepts your application.

You will be advised of the date your cover starts if the Insurer accepts your application.

The insurer will provide you with interim accidental cover while the Insurer assesses your application. For more details, see the *Insurance* booklet.

Maximum Benefit Amount

If you have an account that is transferred to the Retained Benefits section and at that time you do not have any existing insurance cover in the Retained Benefits section, the maximum amount of insurance cover for Death cover is unlimited (for members less than age 80). The maximum amount insurance cover for TPD is:

- up to the day immediately prior to your 65th birthday, \$5 million, where any amount above \$3 million and a portion of the total amount (depending on your age) is based on the Limited TPD definition, and
- on and from your 65th birthday up to your 70th birthday, \$3 million where a portion of the total amount (depending on your age) is based on the Limited TPD definition, and
- on and from your 70th birthday up to your 75th birthday, \$250,000 where the total amount is based on the Limited TPD definition.

See the 'Which TPD Definition applies?' section later in this booklet for further information.

In addition, if you have existing insurance cover in the Retained Benefits section then the maximum amount of Death or Death and TPD cover is the greater of:

- your existing amount of cover, or
- your new automatically transferred cover, or
- the combined amount of your existing and new automatically transferred cover, limited to \$2 million.

For all members, the total amount of TPD cover you have must not exceed the maximum benefit amount applicable to your age group when combined with any other TPD cover you may already have in the Mercer Super Trust.

In this case, Mercer Super Trust means any Plan or Plans within the CSD insured with the Insurer.

Which TPD Definition applies?

The TPD definitions are set out in the Glossary in the *Insurance* booklet. You will be assessed on a Full TPD definition, a Limited TPD definition or in some cases, a mixture of both, based on:

- the amount of TPD insurance cover you have, and
- your age at the date of disablement, and
- the benefit design of your insurance cover.

Your TPD cover will be subject to the Full TPD definition up to age 60.

On and from age 60 up to your Cover Expiry Age, both the Full TPD definition and the Limited TPD definition, will apply to all or that part of your TPD cover in varying proportions subject to the details below.

The portion of your TPD cover that will be assessed on the Full TPD definition, will be reduced by 1/120th times the number of months (i.e. 10% per year) from your 60th birthday. The remaining portion of your TPD cover will be assessed on the Limited TPD definition. For example, at age 62, 80% of your TPD cover would be subject to the Full TPD definition and the remainder (20%) would be subject to the Limited TPD definition.

Where your TPD cover is in excess of \$3 million, the portion above \$3 million will be assessed on the Limited TPD definition regardless of your age.

Your TPD cover will be assessed on the Limited TPD definition from age 70 to age 75.

Annual cost of cover

The 'Death and TPD premium rate table for Retained Benefits members' shows premium rates per age next birthday.

To work out your annual cost of cover:

- look up your age next birthday in the left hand column then
- multiply the figure in the applicable right hand column by your cover amount then
- divide by 1,000.

How we calculate and deduct cost of cover

The cost of your insurance cover will only start to be deducted from your super account in the Retained Benefits section from the 61st day after you have stopped being employed by your Employer or Exercised Choice.

You will not be charged any insurance premiums for any cover transferred to the Retained Benefits section for the first 60 days after you have stopped being employed by your Employer or Exercised Choice. Refer to the 'Extended Cover' section of the Insurance Booklet for more information.

The cost of any new or increased insurance cover you applied for will be deducted from your super account, from the date your application is accepted by the Insurer.

Death and TPD premium rate table for retained benefits members

Age next birthday	Annual premium rates per \$1,000 of Death cover only* \$	Annual premium rates per \$1,000 of Death and TPD cover* \$	Age next birthday	Annual premium rates per \$1,000 of Death cover only* \$	Annual premium rates per \$1,000 of Death and TPD cover* \$
15	0.35	0.46	50	1.68	3.47
16	0.35	0.46	51	1.87	3.94
17	0.44	0.54	52	2.05	4.39
18	0.51	0.65	53	2.24	4.97
19	0.54	0.74	54	2.49	5.62
20	0.56	0.75	55	2.73	6.35
21	0.56	0.75	56	3.05	7.26
22	0.56	0.74	57	3.4	8.31
23	0.54	0.72	58	3.78	9.56
24	0.51	0.67	59	4.22	10.96
25	0.49	0.65	60	4.73	12.62
26	0.46	0.61	61	5.29	14.53
27	0.46	0.61	62	5.95	16.77
28	0.46	0.61	63	6.69	19.32
29	0.46	0.63	64	7.56	22.3
30	0.46	0.63	65	8.47	25.73
31	0.49	0.67	66	9.35	28.37
32	0.51	0.68	67	10.29	31.26
33	0.51	0.70	68	11.27	34.25
34	0.51	0.74	69	12.39	37.61
35	0.54	0.79	70	13.58	41.23
36	0.54	0.81	71	14.91	45.29
37	0.56	0.88	72	16.40	49.75
38	0.61	0.96	73	18.03	54.67
39	0.63	1.03	74	19.83	60.18
40	0.68	1.12	75	21.84	66.26
41	0.77	1.26	76	24.05	N/A
42	0.82	1.40	77	26.51	N/A
43	0.93	1.54	78	29.19	N/A
44	1.00	1.73	79	32.04	N/A
45	1.07	1.91	80	35.19	N/A
46	1.17	2.17			
47	1.30	2.45			
48	1.42	2.77			
49	1.54	3.08			

* The actual premium rates may be marginally lower or higher than shown as the premium rates have been rounded to two decimal places. As premiums are paid monthly in arrears rather than annually in advance, these rates include a frequency loading.

Example

Zac ceases employment. He has a super account balance greater than \$500 and is automatically transferred to the Retained Benefits section of the Plan.

Zac works more than 15 hours per week and is age 45 (46 next birthday). As an Accumulation (choice) member (prior to becoming a Retained Benefits member), he had total Death and TPD cover of \$150,000 in the Plan.

From the 'Death and TPD premium rate table for Retained Benefits members', you can see that at age 46 next birthday, the annual premium for Death and TPD cover is \$2.08 for every \$1,000 of cover. This means the annual total cost of Zac's Death and TPD cover is $\$2.08 \times \$150,000 \div 1,000 = \$312.00$.

This cost will be deducted from Zac's super account from the 61st day of Jim becoming a member of the Retained Benefits section.

Zac later elects and is accepted to increase his total Death and TPD cover to \$250,000.

At age 46 next birthday the annual premium for Death and TPD cover is \$2.08 for every \$1,000 of cover. This means the annual total cost of Zac's new increased Death and TPD cover is $\$2.08 \times \$250,000 \div 1,000 = \$520.00$.

The cost of Zac's cover will be deducted from his super account each month based on his annual cost of cover starting from the date the Insurer accepts his application and Zac is advised in writing of his new insurance arrangements.

Life Events cover

You may be eligible to apply for more Death only or Death and TPD cover (Life Events cover) without underwriting.

You will need to:

- have Death or Death and TPD cover, and
- have recently experienced one of the life events described in the *Insurance* booklet, and
- be aged under 65 years on the date you complete the *Life events application form in the Mercer Super Trust*, and
- apply within 60 days of the life event occurring by completing a *Life Events application form in the Mercer Super Trust* (available from the Helpline).

You can elect any amount in multiples of \$1,000 that will provide cover up to the lesser of:

- 25% of your total insurance cover, or
- \$200,000.

See the *Insurance* booklet for more details about Life Events cover conditions.

We calculate the cost of this cover in the same way as your Death and TPD cover and deduct it from your super account each month.

Receiving your benefits

This section includes information about how your Plan works and if you are an Accumulation (choice) member, what happens to your benefits and insurance cover when you leave your Employer or Exercise Choice.

You have accumulation style super. Your super account balance is made up of:

- amounts contributed to your account by you or your Employer or in respect of you

plus

- any money you transfer in from other super funds

less

- taxes and surcharges, fees, expenses, insurance premiums and amounts paid out to or for you

plus

- investment earnings (which can be positive or negative).

Your member statement explains how your super has performed throughout the previous year.

Your Plan provides lifetime pension payments to a number of retired members. This means that even though you have accumulation style super, you are a member of a defined benefit superannuation plan.

Assets attributable to lifetime pension liabilities have been invested in a special lifetime pensions portfolio with an investment strategy designed to match these liabilities and for determining the amount of investment income that is tax free. The assets, however, form part of the overall assets of the Plan.

Therefore, your total payout may be reduced below your standard benefit payout amount if:

- your Plan winds up at a time when the level of funding is inadequate, and
- your Employer is unable or unwilling to make up the difference.

Your Plan's *Supplementary Annual Report* contains information about your Plan's level of funding. You can access the report at mercersuper.com.au (sign in using your personal login).

Leaving your plan

Most employees can choose a super fund for their employer's SG contributions (this is called Exercising Choice). If you are an Accumulation (choice) member, once you finish working for your Employer or if you Exercise Choice you may be able to stay a member of your Plan.

If you have left your Employer or Exercised Choice, the trustee, can process your super payout once it receives notice of this and that all contributions due for you have been paid into the Mercer Super Trust.

Leaving your employer

Depending on your circumstances, you will have different options:

If you are changing jobs and haven't reached your retirement age, some or all of your super may have to stay invested in a super fund until you retire.

If you:

- (1) retiring permanently from work
- (2) older than your preservation age, and
- (3) an Australian citizen; or a New Zealand citizen; or an Australian permanent resident

you can receive your super in cash or can roll it over to another fund.

Exercising Choice

Although you can join your Plan by choice, in the CSD we use the term 'Exercising Choice' to cover the situation where, after joining your Plan, you advise your Employer to make contributions to another super fund. This is so we can explain what happens if you do this.

Your Employer will advise whether you are able to Exercise Choice.

If you become a member of the Mercer Super Trust and then Exercise Choice, your Employer will need to notify the trustee of the date it first remitted contributions to your chosen fund. This will be your Effective Date. The trustee will then write to you and notify you that membership of your Plan will change.

You could permanently lose valuable insurance rights if you become a member of the Mercer Super Trust and then subsequently Exercise Choice.

You should seek advice from a licensed or appropriately authorised financial adviser before making any decision.

Super worth less than \$500

If you are an Accumulation (choice) member, you must notify the trustee where you would like us to transfer your super account balance if you leave your Employer or you Exercise Choice and it is less than \$500 (on the date we process your benefit).

When requested, you need to tell the trustee where you would like us to transfer your super account balance, within 30 days. This can be your new Employer's super fund or another approved superannuation arrangement. You may take in cash any unrestricted non-preserved amounts.

If the trustee does not hear from you within 30 days, the trustee may transfer your super account balance to the ATO. Once your benefit is transferred to the ATO, you will no longer be a member of the Mercer Super Trust; or have any right to claim a benefit from the fund and any insurance cover you may have had through your Plan will cease.

A confirmation letter will be issued to you if your benefit is paid to the ATO.

Any insurance cover you have in your Plan and any insurance premium deductions stop from the date you leave your Employer or your Effective Date.

You will be entitled to extended cover on Death, TPD and TTD (for an Accidental Injury only) for the amount of insurance that applied immediately before the date you leave your Employer or your Effective Date. This cover will be available for up to 60 days from the date you leave your Employer or your Effective Date. Accidental Injury is defined in the Insurance booklet. No premiums are deducted for extended cover.

If you re-join the Accumulation (choice) section of your Plan after Exercising Choice, you will require underwriting before the Insurer can provide any insurance cover for you. You will be advised if this is required.

Super worth at least \$500

If you are an Accumulation (choice) member, we will generally automatically transfer your super to the Retained Benefits section of your Plan if you leave Employer, or Exercise Choice, and your super account balance is worth at least \$500 (on the date we process your benefit).

Detailed below are the key features of the Retained Benefits section:

- other than the administration fee, fees and costs remain the same as those which applied before you were transferred to the Retained Benefits section (see the 'Fees and Costs' section earlier in this Booklet),
- the cost of insurance cover (premiums) will generally be higher than what it was while an Accumulation (choice) member,
- your super will continue to be invested in the same investment options (including Mercer Direct[^]) that your super was invested before you were transferred to the Retained Benefits section (call the Helpline for details),
- available investment options (including Mercer Direct[^]) will remain the same as those available before you were transferred to the Retained Benefits section and you'll be able to switch the investment options applicable to your super at any time,
- non-preserved benefits can be taken in cash and/ or you can transfer amounts to other approved superannuation arrangements, provided your super account balance remains above \$500,
- you can rollover amounts from other approved superannuation arrangements,
- your subsequent employer or any other person can make contributions for you and you can make after-tax contributions too,
- any preferred beneficiary or binding death benefit nomination that applied before you were transferred to the Retained Benefits section will continue to apply in that section, and
- you must maintain a super account balance of at least \$500 at all times*.

The dollar amount of your Death and TPD cover that applied on the date of leaving your Employer or your Effective Date will generally automatically continue in the Retained Benefits section, provided you meet certain eligibility criteria.

Any TTD cover you have in your Plan and any TTD insurance premium deductions stop from the date you leave your Employer or your Effective Date.

You will be entitled to extended cover on TTD (for an Accidental Injury only) for the amount of insurance that applied immediately before the date you leave your Employer or your Effective Date. This cover will be available for up to 60 days from the date you leave your Employer or your Effective Date. Accidental Injury is defined in the Insurance booklet. There are no insurance premiums charged for this 60-day extended cover period.

[^] If any part of your super is invested in the Mercer Direct investment option, your Mercer Direct investments will not change and will be automatically transferred to your membership in the Retained Benefits section of the Plan – you do not need to do anything for this to occur.

^{*} On an annual basis, the Plan's administrator will notify you if your super account balance falls below \$500. If this happens, you can either increase your super account balance (by making a contribution or a transfer to your account), or you will need to provide written instructions for the payment of your super account balance from the Plan.

If your super account balance is not increased to at least \$500 or you do not provide written payment instructions within 90 days of you receiving notification from the Plan's administrator that your super account balance is below \$500, then the trustee may transfer your super account balance to the ATO.

Once your benefit is transferred to the ATO: you will no longer be a member of the Mercer Super Trust; or have any right to claim a benefit from the fund and any insurance cover you may have had through your Plan will cease.

A confirmation letter will be issued to you if your benefit is paid to the ATO.

You will cease to be a Retained Benefits member of the Plan if your whole super account is transferred to another approved superannuation arrangement or paid out of the Plan to you.

You should note that if you cease to be a Retained Benefits member, you may be eligible to apply for a continuation option for Death only cover under a personal policy with the Plan's Insurer. See the Insurance booklet for details.

It is strongly recommended that you speak to a licensed, or appropriately authorised, financial adviser regularly to assess whether your investment and/or your insurance options in the Retained Benefits section continue to suit your personal needs and circumstances.

If you re-join the Accumulation (choice) section of your Plan after Exercising Choice, you will require underwriting before the Insurer can provide any insurance cover for you. You will be advised if this is required. You will be advised if this is required.



Looking for financial advice?

If you wish to find out about Mercer financial advice services or speak to a Mercer financial adviser call **1800 702 993**.

Mercer financial advisers are authorised representatives of Mercer Financial Advice (Australia) Pty Ltd.
