

# Executive Officers and Remuneration

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## EISS Super's Executive Officers

The current relevant executive officers of EISS Super for the purposes of 29QB of the Superannuation Industry (Supervision) Act 1993 (Cth) are as follows:

- Justin Page, Chairperson
- Juliet Dunworth, Director
- Yasemin Onat, Director
- Michael Roche, Director
- Warren Mundy, Director
- Matthew McCann, Director
- Thomas Costa, Director
- Alexander Hutchison, Chief Executive Officer
- Lance Foster, Chief Financial Officer
- Stephanie Lyons, Chief Risk Officer
- Ross Etherington, Chief Investment Officer
- Louise Gilmartin, Head of Investment Operations
- Stephanie Redmond, General Counsel and Company Secretary

## Remuneration

The remuneration of the relevant executive officers of EISS Super for the two most recently completed financial years is set out below:

2019/20						
Name and position	Appointment date	Short-term employee benefits			Post-employment benefits	Total
		Salary & fees	Cash incentives	Non-monetary benefits	Superannuation	
Terence Downing (Chairperson)	17/10/08 (ceased 17/10/20)	\$ 105,445	Nil	Nil	\$ 10,017	\$ 115,462
Justin Page (Director)	25/08/16	\$ 63,050 <sup>2</sup>	Nil	Nil	\$ 5,981	\$ 69,031
Juliet Dunworth (Director)	13/12/13	\$ 60,165	Nil	Nil	\$ 5,716	\$ 65,881
Yasemin Onat (Director)	23/04/15	\$ 58,770	Nil	Nil	\$ 5,583	\$ 64,353
Michael Roche (Director)	03/11/16	\$ 60,165	Nil	Nil	\$ 5,716	\$ 65,881
Warren Mundy (Director)	31/03/17	\$ 60,117	Nil	Nil	\$ 5,711	\$ 65,828
Matthew McCann (Director)	08/11/18	\$ 60,245 <sup>2</sup>	Nil	Nil	\$ 5,749	\$ 65,994
Thomas Costa (Director <sup>1</sup> )	22/08/19	\$ 49,051 <sup>3</sup>	Nil	Nil	\$ 4,660	\$ 53,711
Alexander Hutchison (Chief Executive Officer)	12/06/12	\$ 582,736	Nil	\$ 42,288 <sup>4</sup>	\$ 21,003	\$ 646,027
Lance Foster (Chief Financial Officer)	24/06/15	\$ 415,555	Nil	Nil	\$ 21,003	\$ 436,558
Stephanie Lyons (Chief Risk Officer)	19/05/14	\$ 347,323	Nil	Nil	\$ 21,003	\$ 368,326
Ross Etherington (Chief Investment Officer)	09/12/15	\$ 399,479	Nil	Nil	\$ 21,003	\$ 420,482
Louise Gilmartin (Head of Investment Operations)	02/02/16	\$ 233,775	Nil	Nil	\$ 21,003	\$ 254,778
Stephanie Redmond (General Counsel)	18/06/19	\$ 281,800	Nil	Nil	\$ 22,090	\$ 303,890
Jodie Bailey (Chief Customer Officer <sup>1</sup> )	03/08/17 (ceased 25/09/19)	\$ 169,705	Nil	Nil	\$ 4,847	\$ 174,552

1 For part of the year.

2 The whole of the fees were paid to the director's sponsoring organisation, the Electrical Trades Union.

3 The whole of the fees were paid to the director's sponsoring organisation, Unions NSW.

4 Reportable Fringe Benefit for the use of motor vehicle.

## 2018/19

Name and position	Appointment date	Short-term employee benefits			Post-employment benefits	Total
		Salary & fees	Cash incentives	Non-monetary benefits	Superannuation	
Terence Downing (Chairperson)	17/10/08	\$ 71,460	Nil	Nil	\$ 6,789	\$ 78,249
Stephen Butler (Director <sup>1</sup> )	18/05/12 (ceased 08/11/18)	\$ 15,239 <sup>2</sup>	Nil	Nil	\$ 2,128	\$ 17,367
Juliet Dunworth (Director)	13/12/13	\$ 42,860	Nil	Nil	\$ 4,072	\$ 46,932
Michael Roche (Director)	03/11/16	\$ 42,860	Nil	Nil	\$ 4,072	\$ 46,932
Warren Mundy (Director)	31/03/17	\$ 44,940	Nil	Nil	\$ 4,269	\$ 49,209
Mark Morey (Director <sup>1</sup> )	17/08/12 (ceased 24/05/19)	\$ 39,288 <sup>3</sup>	Nil	Nil	\$ 3,732	\$ 43,020
Yasemin Onat (Director)	23/04/15	\$ 42,860	Nil	Nil	\$ 4,072	\$ 46,932
Justin Page (Director)	25/08/16	\$ 42,860 <sup>2</sup>	Nil	Nil	\$ 4,072	\$ 46,932
Matthew McCann (Director <sup>1</sup> )	08/11/18	\$ 27,620 <sup>2</sup>	Nil	Nil	\$ 2,624	\$ 30,244
Alexander Hutchison (Chief Executive Officer)	12/06/12	\$ 565,216	Nil	\$ 42,370 <sup>4</sup>	\$ 21,326	\$ 628,912
Lance Foster (Chief Financial Officer)	24/06/15	\$ 356,917	Nil	Nil	\$ 20,531	\$ 377,448
Stephanie Lyons (Chief Risk Officer)	19/05/14	\$ 344,500	Nil	Nil	\$ 20,531	\$ 365,031
Ross Etherington (Chief Investment Officer)	09/12/15	\$ 384,046	Nil	Nil	\$ 20,531	\$ 404,577
Louise Gilmartin (Head of Investment Operations)	02/02/16	\$ 242,038	Nil	Nil	\$ 20,531	\$ 262,569
Stephanie Redmond (General Counsel <sup>1</sup> )	18/06/19	\$ 7,796	Nil	Nil	\$ 858	\$ 8,654
Jodie Bailey (Chief Customer Officer)	03/08/17 (ceased 25/09/19)	\$ 344,644	Nil	Nil	\$ 20,531	\$ 365,175
Chris Robson (General Counsel <sup>1</sup> )	12/02/16 (ceased 11/06/19)	\$ 334,586	Nil	Nil	\$ 20,531	\$ 355,117

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