



Plum Super

Fee Brochure

The information in this document forms part of the Plum Super Product Disclosure Statement (PDS), dated 1 July 2019.

Together with the Investment Menu for your Plan, the Investment Menu for the Plum Personal Plan, the Insurance Guide for your Plan, the Insurance Guide for the Plum Personal Plan, these documents should be considered before making a decision about whether to invest in the product.

They are available by logging into your account at plum.com.au with your member number and password.

This brochure contains additional information about the fees and costs referred to in the 'Fees and Costs' section of the PDS.

This brochure also defines the fees shown in the 'Fees and Costs' section of the PDS. We're required by law to provide these to you.

Information in this document may change from time to time. We'll notify you of changes that are materially adverse. We may provide this information to you by mail, email or by making the information available on plum.com.au but you may not be directly notified of these updates. You may however, obtain a paper copy of these change communications on request free of charge by contacting us.



Contact us

For more information visit plum.com.au or call us from anywhere in Australia on **1300 55 7586** or contact your financial adviser.

Postal address

Plum Super
GPO Box 63
Melbourne VIC 3001

Registered address

Ground Floor, MLC Building
105-153 Miller Street
North Sydney NSW 2060

Additional explanation of fees and costs

Fee cap for small amounts

If your account balance for a product offered by the Fund is less than \$6,000 at the end of the Fund's income year, the total combined amount of administration fees, investment fees and indirect costs charged to you is capped at 3% of the account balance. Any amount charged in excess of that cap must be refunded.

Fee rebates

Investment fee rebates

Your employer may have arranged a reduction in the Investment fees for some of the investment options available to you. If applicable, details of the Investment fee rebate will be shown for each investment option in the **Investment Menu**, and you'll receive a rebate on the Investment fees by way of additional Investment fee rebate 'units' credited to your account at the end of each month or when you leave your Plan, according to your investment strategy at the time. The units credited include GST and Reduced Input Tax Credit, but exclude other taxes including contributions tax.

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Some investment managers provide a rebate on their management fee, which is passed back to you and reflected in the unit price of the applicable investment option. The investment fees in the PDS and the Investment Menu are shown after allowing for this rebate.

Plan management fee - Plum Personal Plan

This example shows how the plan management fee is calculated in the Plum Personal Plan.

If you have a total account balance of \$150,000, with \$50,000 of your balance invested in MySuper and \$100,000 invested in other investment options, the plan management fee is calculated as follows:

| Step 1 | <p>The average plan management fee rate for investment options other than MySuper is calculated using your total account balance, as shown in the table below.</p> <table border="1"> <thead> <tr> <th>Total account balance</th> <th>Plan management fee (for investment options other than MySuper)</th> </tr> </thead> <tbody> <tr> <td>\$0 to \$100,000</td> <td>up to 0.80% pa</td> </tr> <tr> <td>next \$100,000</td> <td>up to 0.40% pa</td> </tr> <tr> <td>balance over \$200,000</td> <td>up to 0.25% pa</td> </tr> </tbody> </table> <p>So, for a total balance of \$150,000 the average plan management fee rate will be: $(\\$100,000 \times 0.80\% + \\$50,000 \times 0.40\%) \div \\$150,000 = 0.67\%$</p> | Total account balance | Plan management fee (for investment options other than MySuper) | \$0 to \$100,000 | up to 0.80% pa | next \$100,000 | up to 0.40% pa | balance over \$200,000 | up to 0.25% pa |
|---|---|-----------------------|---|------------------|----------------|----------------|----------------|------------------------|----------------|
| Total account balance | Plan management fee (for investment options other than MySuper) | | | | | | | | |
| \$0 to \$100,000 | up to 0.80% pa | | | | | | | | |
| next \$100,000 | up to 0.40% pa | | | | | | | | |
| balance over \$200,000 | up to 0.25% pa | | | | | | | | |
| Step 2 | <p>The average plan management fee rate of 0.67% pa is applied to your balance in investment options other than MySuper.</p> <p>$\\$100,000 \times 0.67\% \text{ pa} = \\670 pa</p> <p>This amount is deducted from your balance in the investment options other than MySuper.</p> | | | | | | | | |
| Step 3 | <p>The MySuper plan management fee is calculated using a fixed rate of 0.50% pa which is applied to your balance in the MySuper investment option.</p> <p>$\\$50,000 \times 0.50\% \text{ pa} = \\250 pa</p> <p>This amount is deducted from your balance in the MySuper investment option.</p> | | | | | | | | |
| <p>In this example, the total plan management fee paid is $\\$250 + \\$670 = \\$920 \text{ pa}$.</p> | | | | | | | | | |

Investment fees

You'll be charged an investment fee which includes fees charged by us that relate to the investment of the fund's assets, management fees paid to investment managers and other expenses such as custody costs, registry costs, auditing fees and tax return fees.

Investment fees are reflected in the daily unit price and any reporting on the performance of the investment option.

The investment fees for each investment option are set out in the **Investment Menu**.

Indirect costs

When investing your money, other costs and expenses may be incurred that won't be included in the investment fee but will reduce the net return of the investment option.

Indirect costs may be made up of:

- Performance-related costs**

Performance-related costs are amounts that investment managers may charge when their performance exceeds a specified level. Where any of the investment managers of a multi-manager portfolio are entitled to an amount, a performance-related cost may be payable regardless of the overall performance of the investment option. This means that amounts may be payable to an investment manager even if the investment option itself produces negative performance. Different performance-related costs may be payable to different investment managers and will vary depending on the investment manager's performance.
- Other indirect costs**

Include any other investment manager expense recoveries, management costs of underlying investment managers, costs associated with derivatives and certain transaction costs such as brokerage, stamp duty and settlement costs that aren't recovered by a buy-sell spread.

Indirect costs don't include any transaction costs incurred when the market process for purchasing assets causes the price paid to be higher than the value of the assets immediately after the purchase transaction, for example, where bid/ask spreads are incurred.

Indirect costs are reflected in the daily unit price and any reporting on the performance of the investment option. They may vary from time to time and are subject to change for a variety of reasons, including performance or when changes are made to the asset allocation of the investment option. You won't be given advance notice of any changes to indirect cost amounts. You should refer to plum.com.au for updated amounts.

The indirect cost ratio for each investment option is set out in the **Investment Menu**. Except for new investment options, the amounts are based on actual costs incurred for the financial year to 30 June 2019 and involve estimates where information was unavailable at the date that the **PDS** was issued. For new investment options, the amounts reflect the Trustee's reasonable estimate at the date of the **PDS** of those costs that will apply for the current financial year. A breakdown of performance-related costs and other indirect costs are shown for each investment option. Where we expect that typical ongoing indirect costs are likely to be materially different from the amounts set out in the **Investment Menu**, we have noted this in the applicable investment option profile shown in the **Investment Menu**.

Importantly, past indirect costs aren't a reliable indicator of future indirect costs.

Transaction costs

When assets in an investment option are bought or sold, costs such as brokerage, stamp duty and settlement costs are incurred. Some or all of these costs may be recovered by a buy-sell spread. Any of these costs not recovered by a buy-sell spread reduce the net return of the investment option and are included in the indirect cost ratio.

Additional transaction costs may be incurred when the market process for purchasing assets causes the price paid to be higher than the value of the assets immediately after the purchase transaction, for example, where bid/ask spreads are incurred. Some or all of these costs may also be recovered by a buy-sell spread. Any of these costs not recovered by a buy-sell spread reduce the net return of the investment option and are set out as annual **Net transaction costs** for each investment option in the **Investment Menu**. These amounts are deducted from the assets of the investment option and reflected in the daily unit price and any reporting on the performance of the investment option.

The **Investment Menu** also sets out the annual **Gross transaction costs** incurred which range from 0.00% pa to 0.58% pa. Gross transaction costs are the total costs incurred before deducting amounts recovered by a buy-sell spread or any amounts included in the indirect cost ratio.

Except for new investment options, the transaction cost amounts are based on actual costs incurred for the financial year to 30 June 2019 and involve estimates where information was unavailable at the date that the **PDS** was issued. For new investment options, the amounts reflect the Trustee's reasonable estimate at the date of the **PDS** of those costs that will apply for the current financial year. Where we expect that typical ongoing transaction costs are likely to be materially different from the amounts set out in the **Investment Menu**, we have noted this in the applicable investment option profile shown in the **Investment Menu**.

No part of the transaction costs (including buy-sell spreads) are paid to us or any investment managers. Transaction costs are an additional cost to you and may change without prior notice to you.

Importantly, past transaction costs are not a reliable indicator of future transaction costs.

Borrowing (Gearing) costs

Some investment options available on our **Investment Menu** incur borrowing (or gearing) costs, where borrowing is part of the investment strategy of funds that the superannuation fund invests into. Borrowing costs include all costs in relation to the loan arrangement, including upfront costs to establish the arrangement and ongoing costs such as interest payments.

Borrowing costs are an additional cost to you. They are deducted from the assets of the investment option and reflected in the daily unit price and any reporting on the performance of the investment option. Borrowing costs may rise and fall over time, and will depend on the level of gearing, the interest amount and other amounts paid to lenders.

Borrowing costs may change without prior notice to you.

Estimated borrowing costs are set out for each investment option in the **Investment Menu** and range from 0.00% pa to 1.10% pa. Except for new investment options, the amounts are based on actual costs incurred for the financial year to 30 June 2019 and involve estimates where information was unavailable at the date that the **PDS** was issued. For new investment options, the amounts reflect the Trustee's reasonable estimate at the date of the **PDS** of those costs that will apply for the current financial year. Where we expect that typical ongoing borrowing costs are likely to be materially different from the amounts set out in the **Investment Menu**, we have noted this in the applicable investment option profile shown in the **Investment Menu**.

Importantly, past borrowing costs are not a reliable indicator of future borrowing costs.

Property operating costs

Where an investment option has exposure to unlisted property, operating costs such as rates, utilities and staff costs may be incurred.

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Property operating costs are an additional cost to you. They are deducted from the assets of the investment option and are reflected in the daily unit price and any reporting on the performance of the investment option. No part of property operating costs is paid to us or any investment managers. Property operating costs may change without prior notice to you.

Estimated property operating costs are set out for each investment option in the **Investment Menu** and range from 0.00% pa to 0.19% pa. Except for new investment options, the amounts are based on actual costs incurred for the financial year to 30 June 2019 and involve estimates where information was unavailable at the date that the **PDS** was issued. For new investment options, the amounts reflect the Trustee's reasonable estimate at the date of the **PDS** of those costs that will apply for the current financial year.

Importantly, past property operating costs are not a reliable indicator of future property operating costs.

Insurance costs

These will apply if you have insurance as described in the **Insurance Guide**. For further information on insurance see Section 8 of the **PDS** and in the **Insurance Guide**.

Government Levies

Certain levies are imposed on superannuation funds by the Government and the amount of these levies may vary from year to year.

We may recover some or all of these amounts from members and these amounts are reflected as the Government Levy Cost Recovery in the fees and costs table in the **PDS**. This amount is an estimate and the actual cost recovery amount may differ from the amounts shown.

Operational Risk Financial Requirement (Reserve)

The Government requires us to keep a financial reserve (Reserve) to cover any losses that members incur due to operational errors. The Reserve has been established in full by us, however, we may require members to contribute to the Reserve in the future. If we do, we'll notify you in advance of any deductions.

Fees paid to NAB Group companies

We may use the services of related companies where it makes good business sense to do so and will benefit our customers. Amounts paid for these services are always negotiated on an arms-length basis and are included in all the fees detailed in the **PDS**.

Other fees we may charge

Fees may be charged if you request a service not currently offered. We'll agree any additional fee with you before providing the service. We may charge members, or the Fund generally, with actual or estimated costs of running the Fund. These may include costs resulting from Government legislation, terminating your Plan, or fees that are charged by third parties. If the actual costs are less than estimated costs we have deducted from your account, the difference may be retained in the Fund and used for the general benefit of members.

Defined Fees

Activity fees

A fee is an *activity fee* if:

- a. the fee relates to costs incurred by the trustee of the superannuation entity 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 an administration fee, an investment fee, a buy-sell spread, a switching fee, an advice fee or an insurance fee.

Administration fees

An *administration fee* is a fee that relates to the administration or operation of the superannuation entity and includes costs that relate to that administration or operation, other than:

- a. borrowing costs,
- b. indirect costs that are not paid out of the superannuation entity that the trustee has elected in writing will be treated as indirect costs and not fees, incurred by the trustee of the entity or in an interposed vehicle or derivative financial product, and
- c. costs that are otherwise charged as an investment fee, 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 superannuation entity because of the provision of financial product advice to a member by:
 - i. a trustee of the entity, or
 - ii. another person acting as an employee of, or under an arrangement with, the trustee of the entity, and
- b. those costs are not otherwise charged as an administration fee, an investment fee, a switching fee, an activity fee or an insurance fee.

Buy-sell spreads

A *buy-sell spread* is a fee to recover transaction costs incurred by the trustee of the superannuation entity in relation to the sale and purchase of assets of the entity.

Exit fees

An *exit fee* is a fee, other than a buy-sell spread, that relates to the disposal of all or part of members' interests in a superannuation entity.

Indirect cost ratio

The *indirect cost ratio (ICR)* for a MySuper product or an investment option offered by a superannuation entity, is the ratio of the total of the indirect costs for the MySuper product or an investment option, to the total average net assets of the superannuation entity attributed to the MySuper product or an investment option.

Note: A fee deducted from a member's account or paid out of the superannuation entity is not an indirect cost.

Insurance fee

A fee is an *insurance fee* if:

- a. the fee relates directly to either or both of the following:
 - i. insurance premiums paid by the trustee of a superannuation entity in relation to a member or members of the entity
 - ii. costs incurred by the trustee of a superannuation entity in relation to the provision of insurance for a member or members of the entity, and
- b. the fee does not relate to any part of a premium paid or cost incurred in relation to a life policy or a contract of insurance that relates to a benefit to the member that is based on the performance of an investment rather than the realisation of a risk, and
- c. the premiums and costs to which the fee relates are not otherwise charged as an administration fee, an investment fee, a switching fee, an activity fee or an advice fee.

Investment fees

An *investment fee* is a fee that relates to the investment of the assets of a superannuation entity 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 that relate to the investment of assets of the entity, other than:
 - i. borrowing costs, and
 - ii. indirect costs that are not paid out of the superannuation entity that the trustee has elected in writing will be treated as indirect costs and not fees, incurred by the trustee of the entity or in an interposed vehicle or derivative financial product, and
 - iii. costs that are not otherwise charged as an administration fee, 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 is a fee to recover the costs of switching all or part of a member's interest in the superannuation entity from one class of beneficial interest in the entity to another.

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

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