Member Guide
Super that’s working now so you can enjoy the future.

Product Disclosure Statement (PDS)
29 OCTOBER 2019
CareSuper is an award-winning industry super fund driven by a strong commitment to help you achieve your retirement goals. We manage more than $16 billion in assets for around 250,000 members Australia-wide (as at 30 June 2019).

**WORKING ONLY FOR YOU, NOT OTHERS**
As an industry fund we’re not trying to make money for shareholders — just your future.

**WE ACCEPT EMPLOYER CONTRIBUTIONS**
We’re a MySuper authorised fund. We can accept super contributions for people who have not chosen a super product. These are invested in our Balanced investment option (a MySuper product). The product dashboard for our MySuper Balanced option is available at caresuper.com.au/mysuper.

We offer 13 different investment options, including the Balanced (MySuper) option and access to a range of investments including shares and term deposits through the Direct Investment Option. This variety lets you mix and match your investments to suit your goals.

You can find important information about us, including Trustee and executive remuneration, our Trust Deed and Annual report and any documents prescribed by law, at caresuper.com.au/aboutus.

**THIS PDS IS FOR OUR EMPLOYEE PLAN AND PERSONAL PLAN**

**Employee Plan members**
Your employer pays your super contributions when or after you join.

**Personal Plan members**
You pay your own super contributions when you join.

If your employer has a Corporate insurance arrangement with CareSuper, the Corporate Insurance PDS is available at caresuper.com.au.
2. How super works

Super is designed to help you save for your retirement. Super is compulsory for eligible Australian employees. Here's how it works:

**MONEY IN**
- Employer contributions
- Your contributions (if any)
- Co-contributions (if eligible)
- Super you transfer in (if any)

**MONEY OUT**
- Fees and costs
- Tax (if any)
- Insurance fees (if applicable)

**INVESTMENT EARNINGS**
Your money buys units in the default MySuper option or your chosen investment option(s). Earnings depend on the performance of option(s) you are invested in and can be positive or negative.

**YOUR SUPER ACCOUNT BALANCE**

**EMPLOYER CONTRIBUTIONS ARE COMPULSORY**
Generally your employer is required by law to make superannuation guarantee (SG) contributions of 9.5% of your ordinary time earnings into your super account.

**IT’S (ALMOST ALWAYS) YOUR CHOICE WHERE EMPLOYER CONTRIBUTIONS GO**
Most people have the right to choose the super fund their employer pays their SG contributions into. If you don’t make a choice, contributions will go into your employer’s default super fund.

Organising to have your employer contribute to CareSuper is simple. Download our Choice form from caresuper.com.au/forms and hand it to your employer. Or ask them for a Choice form and complete it with your details and our ABN 98 172 275 725 and USI CAR0100AU. If you need any help, get in touch.

**COMBINE YOUR SUPER**
Opening up a CareSuper account is the perfect time to think about consolidating all of your super into one account. One account means one set of fees. Before consolidating, it’s important to consider if this is the right choice for you. How will it affect any insurance cover or other benefits you may have? Will your other super fund charge a sell spread? It’s easy to combine your super online via the Find my super section on MemberOnline or you can call us on 1300 360 149 and we’ll arrange it for you.

**UNDERSTAND DIFFERENT TYPES OF SUPER CONTRIBUTIONS YOU CAN MAKE**
Employer contributions alone may not give you the lifestyle you want when you retire or reduce paid work. Good thing you have choices when it comes to contributing yourself. Many of the options offer tax benefits to encourage super savings.

- **Salary sacrifice**
  You and your employer arrange for part of your before-tax salary to be paid directly into your super.

- **Personal contributions**
  You can make contributions to super from your take-home pay, after tax has been taken out.

- **Government co-contribution**
  You may be eligible for a free government co-contribution. You need to meet certain criteria and ensure we have your tax file number.
• **Spouse contributions**
  You can make contributions to your spouse’s account. You may be able to claim a tax offset for spouse contributions depending on your spouse’s income.

• **Downsizing contributions**
  Eligible homeowners aged 65 years and over who sell their main residence may be able to make a downsizer contribution of up to $300,000.

The government places a limit on the amount that can be contributed to super before higher tax and penalties apply. Visit [ato.gov.au](http://ato.gov.au) for more on the different contribution types a fund can accept by law, eligibility and contribution caps.

**MAKE CONTRIBUTION LIMITS AND TAX SAVINGS PART OF YOUR STRATEGY**
‘How super is taxed’ in section 7, sets out the tax benefits available as well as the government’s contribution limits on the amount you can contribute to super without incurring additional tax. Making these part of your contribution strategy means you can contribute and benefit from generous tax breaks.

**WHEN AND HOW YOU CAN GAIN ACCESS TO YOUR SUPER**
You may gain access to your super once you reach your ‘preservation age’, which ranges from 55 to 60 depending on what year you were born and meet a condition of release. How you access your money is up to you. You can:

• Stop work for good and set up an income stream (or take out some of, or the full amount, as a lump sum).

• Continue to work and set up a transition to retirement strategy, allowing you to access some of your super while you keep working.

Once you turn 65 you have unlimited access to your super even if you haven’t retired.

There are a few situations where you are allowed early access to your super, such as permanent incapacity, compassionate grounds or severe financial hardship.

**SITUATIONS WHEN SUPER MONEY MAY BE TRANSFERRED**
There are specific situations where super money may be transferred to an eligible rollover fund (ERF) or must be paid to the Australian Taxation Office (ATO). Your super money must be paid to the ATO if you qualify as a lost member, the amount is classified as unclaimed monies, you’re a former temporary resident and haven’t claimed your super or you qualify as an inactive member with no insurance cover and have a low balance of less than $6,000. Different fees, costs and investments will apply in the ERF or ATO. You can also rollover or transfer your benefit to another super fund. If you would like to transfer all or part of your super benefit please call us on **1300 360 149** for assistance.

**FIRST HOME SUPER SAVER SCHEME**
Eligible first home buyers can use super savings to help reach their deposit goal. Individuals can make up to $15,000 in personal contributions per year into their account, from which singles can access up to a maximum of $30,000. Couples can access up to $60,000 in total. When you’ve found your first home, you can apply to withdraw your savings. Eligibility conditions apply. Find out how it works at [ato.gov.au](http://ato.gov.au).

<table>
<thead>
<tr>
<th>Date of birth</th>
<th>Preservation age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before 1 July 1960</td>
<td>55</td>
</tr>
<tr>
<td>1 July 1960 — 30 June 1961</td>
<td>56</td>
</tr>
<tr>
<td>1 July 1961 — 30 June 1962</td>
<td>57</td>
</tr>
<tr>
<td>1 July 1962 — 30 June 1963</td>
<td>58</td>
</tr>
<tr>
<td>1 July 1963 — 30 June 1964</td>
<td>59</td>
</tr>
<tr>
<td>After 30 June 1964</td>
<td>60</td>
</tr>
</tbody>
</table>

You should read the important information about how super works before making a decision. Go to [caresuper.com.au/pds](http://caresuper.com.au/pds) and read Accessing your super. The material relating to how super works may change between the time when you read this PDS and the day you acquire the product.
Like any investment, super has risks. How much these risks affect your super depends on the investment option(s) you choose and their mix of assets.

Different investment options carry different levels of risk, which is determined by the assets the option invests in. By risk we mean your investment could fall in value or fall short of its target investment return. By assets we mean investments like shares, property, fixed interest and cash.

Each asset has a different level of risk and returns potential. Growth assets such as shares and property tend to perform better over the long run but with a higher level of short-term risk. Defensive assets such as cash and fixed interest tend to be more steady and stable, but with lower returns.

Investment returns are not guaranteed. The options you are invested in will change in value and may rise or fall at different times.

Future returns may differ from past returns. There is a risk you may lose money, or that the cost of living increases faster than your super grows, which means your super may not provide adequately for you when you stop paid work, or superannuation and tax laws may change. There is also a risk that some investments may not be able to be turned quickly into cash, which could result in a loss of capital.

Everyone has varying risk and return attitudes. Key considerations are your age, investment period, how comfortable you are with risk and the amount you have invested in and outside of super. These are important factors to weigh up when deciding your risk tolerance and how to invest your super.

Inflation, liquidity and the general risk of financial loss arising from factors such as market and currency risk are CareSuper’s key investment-related risks.

For more about investment-related risks, read the Investment Guide.
5. How we invest your money

No two CareSuper members are the same. We offer 13 different investment options, so you can choose an investment strategy to suit your own personal goals.

You can invest all your super in just one option or split your account over different options. This gives you the flexibility to mix and match any of our Managed and Asset class options and/or invest part of your super directly through our Direct Investment option (DIO).

OUR MANAGED OPTIONS INVEST IN A PRE-MIXED COMBINATION OF ASSETS

- Capital Guaranteed
- Capital Stable
- Conservative Balanced
- Balanced (MySuper)
- Sustainable Balanced
- Alternative Growth
- Growth

OUR ASSET CLASS OPTIONS INVEST IN SINGLE ASSET CLASSES

- Cash*
- Fixed Interest
- Direct Property
- Australian Shares
- Overseas Shares

*This option was previously known as ‘Capital Secure’. Only the name has changed – its objectives and features remain the same.

THE BALANCED (MYSUPER) OPTION APPLIES IF YOU DON’T MAKE A CHOICE

If you don’t make an investment choice, your super is automatically invested in our Balanced option (our MySuper option). It’s made to suit most members and may be a good choice if you’d rather leave investing your super to our team of in-house investment experts and specialist fund managers. Any death, TPD and terminal illness insurance proceeds received on behalf of a member will be invested in the Cash option, regardless of whether or not an investment choice is made.

YOU HAVE THE FLEXIBILITY TO SWITCH INVESTMENT OPTIONS

It’s easy to change your investment choice. You can switch investment options and change:

- How your current account balance is invested and/or
- How your future contributions and rollovers are invested.

You can make an investment switch:

- Through the Investments section on MemberOnline at caresuper.com.au
- By calling CareSuper on 1300 360 149.

Online switch requests received before midnight and over the phone switch requests completed before 8pm each business day will usually be processed the following business day. A business day is generally considered to be Monday to Friday and excludes national public holidays.

Different processing arrangements and timeframes may apply to investment transactions made within the DIO.

You can switch investment options daily. However, buy-sell spreads (set out in ‘Fees and Costs’ on page 8) apply to switches for some options.

ACCESS EXPERT HELP AT NO EXTRA COST

Choosing how to invest or switch between options isn’t something you do every day. Expert help weighing up your investment options is available over the phone and through MemberOnline at no extra cost, as part of your membership.

Before making an investment choice, you should consider the potential investment return, level of risk and investment timeframe associated with that investment option.
UNDERSTAND THE INVESTMENT DETAILS OF THE BALANCED OPTION

OVERVIEW
The Balanced (MySuper) option invests in a diversified mix of assets with an emphasis on Australian and overseas shares, property and alternatives. It’s designed to achieve relatively high returns in the medium to long term but is subject to short-term fluctuations in returns. Your money will go into this option if you don’t make an investment choice.

WHY YOU’D INVEST
Invest in this option if you are seeking returns above the rate of inflation over the long term.

INVESTMENT OBJECTIVE
To achieve returns after tax and fees that exceed inflation (as measured by the CPI) by at least 3% per year, over rolling 10-year periods.
To ensure as far as possible that the investment return members receive each year is competitive with comparable options in other super funds.

MINIMUM INVESTMENT TIMEFRAME
5+ years

ASSET MIX

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Benchmark %</th>
<th>Range %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australian shares</td>
<td>23</td>
<td>10-40</td>
</tr>
<tr>
<td>Overseas shares</td>
<td>27</td>
<td>10-40</td>
</tr>
<tr>
<td>Property</td>
<td>12</td>
<td>0-25</td>
</tr>
<tr>
<td>Alternatives*</td>
<td>27</td>
<td>0-55</td>
</tr>
<tr>
<td>Fixed interest</td>
<td>6</td>
<td>5-35</td>
</tr>
<tr>
<td>Cash</td>
<td>5</td>
<td>0-30</td>
</tr>
</tbody>
</table>

LIKELIHOOD OF A NEGATIVE ANNUAL RETURN
2.8 in every 20 years

RISK LEVEL
Medium

If we add, close or remove an investment option we will notify you prior. However, we can make changes to the investment strategy of our investment options without your consent and we may not notify you prior to these being made. Visit caresuper.com.au for up-to-date information.

*‘Alternatives’ describes a range of different investments. More information about this asset class is provided in the Investment Guide.

^Refer to the Investment Guide for information about these risk measures.

You should read the important information about how we invest your money (including our other investment options) before making a decision. Go to caresuper.com.au/pds and read the Investment Guide. You should also read the important information about our Responsible Investing Policy at caresuper.com.au/responsibleinvestingpolicy. The material relating to how we invest your money may change between the time when you read this PDS and the day you acquire the product.
6. Fees and costs

DID YOU KNOW?
Small differences in both investment performance and fees and costs can have a substantial impact on your long-term returns. For example, total annual fees and costs of 2% of your account balance rather than 1% could reduce your final return by up to 20% over a 30-year period from $100,000 to $80,000.

You should consider whether features such as superior investment performance or the provision of better member services justify the higher fees and costs. You or your employer, as applicable, may be able to negotiate to pay lower fees.* Ask your fund or financial adviser.

TO FIND OUT MORE
If you would like to find out more, or see the impact of the fees based on your own circumstances, the Australian Securities and Investments Commission (ASIC) website at moneysmart.gov.au has a superannuation fee calculator to help you check out different fee options.

* CareSuper’s fees are not negotiable

UNDERSTAND FEES AND COSTS FOR CARESUPER’S BALANCED (MYSUPER) OPTION
The fees shown below are for the Balanced (MySuper) option. They may be deducted directly from your account balance, from the calculation of the option’s investment return before it is allocated to your account, or from CareSuper’s assets as a whole. Entry and exit fees cannot be charged. You can use this table to compare costs between CareSuper’s MySuper product and other MySuper products.

<table>
<thead>
<tr>
<th>Type of fee</th>
<th>Amount</th>
<th>How and when paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment fee1 (estimated)</td>
<td>0.21% of the option’s assets per year</td>
<td>Not deducted from your account. Deducted from the fund’s assets and are reflected in the daily unit prices of the Balanced option.</td>
</tr>
<tr>
<td>Administration fee1 (estimated)</td>
<td>$78 per year Plus</td>
<td>Calculated based on the number of days in the year ($78 per year ÷ 365 x number of calendar days in the month) pro rata each month (e.g. January = 31 days). They are paid directly from your account monthly or on withdrawal.</td>
</tr>
<tr>
<td></td>
<td>0.19% of your account balance per year up to a $500 annual limit</td>
<td>Calculated and paid directly from your account monthly or on withdrawal.</td>
</tr>
<tr>
<td>Buy-sell spread</td>
<td>Buy 0.05%</td>
<td>Applies when you contribute to, or withdraw from, the Balanced investment option and is reflected in the daily unit prices. Buy-sell spread are subject to change.</td>
</tr>
<tr>
<td></td>
<td>Sell 0.05%</td>
<td></td>
</tr>
<tr>
<td>Switching fee</td>
<td>$0</td>
<td>Not applicable.</td>
</tr>
<tr>
<td>Advice fees relating to all members investing in a particular MySuper product or investment option</td>
<td>$0</td>
<td>Not applicable. The administration fee above includes the cost for any general advice and/or limited advice you receive. You also have the option of requesting that fees for personal advice relating to super be deducted directly from your account.</td>
</tr>
<tr>
<td>Other fees and costs2</td>
<td>Various</td>
<td>Deducted from your account where applicable.</td>
</tr>
<tr>
<td>Indirect cost ratio (ICR)1(estimated)</td>
<td>0.61% per year</td>
<td>Not deducted from your account. Deducted from investment returns received from, or assets of, underlying investment vehicles and reflected in the daily unit prices of the Balanced option.</td>
</tr>
</tbody>
</table>
EXAMPLE OF ANNUAL FEES AND COSTS

This table gives an example of how the fees and costs for CareSuper’s Balanced (MySuper) product can affect your superannuation investment over a one-year period. Use this table to compare this product with other MySuper products. Be careful to make comparisons on the same basis.

<table>
<thead>
<tr>
<th>CareSuper’s Balanced (MySuper)</th>
<th>Balance of $50,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment fees 0.21%</td>
<td>For every $50,000 you have in CareSuper’s Balanced (MySuper), you will be charged $105 each year.</td>
</tr>
<tr>
<td>PLUS Administration fees 0.19% + $78</td>
<td>And, you will be charged $95 in administration fees each year (based on a percentage of assets), plus $78 in administration fees regardless of your account balance.</td>
</tr>
<tr>
<td>PLUS Indirect costs for Balanced MySuper 0.61%</td>
<td>And, indirect costs of $305 each year will be deducted from your investment.</td>
</tr>
<tr>
<td><strong>EQUALS</strong></td>
<td>If your balance was $50,000, then for that year you will be charged fees of <strong>$583</strong> for Balanced (MySuper).</td>
</tr>
</tbody>
</table>

Note: additional fees may apply.

1 If your account balance is less than $6,000 at the end of the financial year (30 June), 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.

2 Other fees and costs, such as activity fees, advice fees for personal advice or insurance fees, may apply. Refer to ‘Additional explanation of fees and costs’ in What it costs to be a CareSuper member at caresuper.com.au/pds.

CHANGES TO FEES AND COSTS

We aim to keep our fees low but sometimes fee increases are inevitable. While we do not need your permission to increase our fees, you will be given at least 30 days notice before any fee increase is implemented, unless the increase is due to increased costs. Estimated fees and costs, such as the investment fee and indirect cost ratio can vary from year to year depending on what actual fees and costs are incurred by CareSuper, either directly or in relation to investments. Any estimated fees and cost changes are not notified in advance and updates are made available on our website.

Read the important information about fees and costs, including the fee definitions and information about investment fees and indirect costs for our other investment options, before making a decision. Go to caresuper.com.au/pds and read What it costs to be a CareSuper member. The material relating to fees and costs may change between the time when you read this PDS and the day you acquire the product.
7. How super is taxed

Super is generally taxed at lower rates compared to income or other investments. That’s because the government wants to provide an incentive for people to save for when they retire.

The summary of the current tax rules is based on us having your tax file number. Tax rules are complex and change frequently. Special rules apply if you have a total super balance (across all funds you participate in) above the government threshold of, currently, $1.6 million. You should always check for updated information available at [ato.gov.au](http://ato.gov.au).

### TAX ON CONTRIBUTIONS

<table>
<thead>
<tr>
<th>Concessional contributions</th>
<th>Employer contributions</th>
<th>Salary sacrifice</th>
<th>Personal after-tax contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taxed at 15% on amount up to $25,000 a year, if you earn between $37,000 and $250,000 per year</td>
<td>Any contributions your employer makes, including 9.5% SG contributions.</td>
<td>Any contributions you make that are deducted from your pre-tax salary and paid into super by your employer.</td>
<td>Personal contributions you make are treated as concessional if you claim a tax deduction for them.</td>
</tr>
<tr>
<td>Contribution cap</td>
<td>A limit of $25,000 per year applies to your combined total concessional contributions. Starting 1 July 2018, you may carry forward any unused amounts in your concessional contributions caps if you have less than $500,000 in super at the end of the financial year. Unused amounts carried forward expire after five years. The first year in which you can use any carried forward contribution cap amounts is financial year 2019/20. More information is available at <a href="http://ato.gov.au">ato.gov.au</a>.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If your income exceeds $250,000 p.a. you will pay an additional tax of 15% (total of 30%) on concessional contributions over the cap threshold. If your taxable income is under $37,000 p.a. you may receive a 15% tax offset on your concessional contributions, up to a cap of $500 per year.
TAX ON INVESTMENT EARNINGS
Investment earnings are taxed at up to 15%. Investment earnings are applied to your super account after tax has been deducted. Special tax rules apply to earnings from investments via the Direct Investment option. These are set out in the Investment Guide available at caresuper.com.au/investmentguide.

TAX ON WITHDRAWALS
After you turn 60 and meet a condition of release, you can withdraw your super without paying any additional tax.

If you make a withdrawal from your super before you turn 60, the amount of tax you pay depends on factors such as your age, your employment status, the size and type of benefit, and the taxable components.

Death benefits paid to financial dependents and eligible terminal illness benefits are usually tax free. Insured disablement benefits may be subject to tax.

PROVIDING YOUR TAX FILE NUMBER IS KEY TO KEEPING YOUR TAX BILL DOWN
The best time to give us your tax file number (TFN) is when you join. If we don’t hold your TFN, you can provide it at any time. CareSuper is authorised to collect your TFN but you are not obliged to provide it. You can provide your TFN online via MemberOnline, or by calling 1300 360 149. Without your TFN you will pay more tax on your concessional contributions and we can’t accept non-concessional contributions from you.

8. Insurance in your super

This is a summary of our insurance cover. If you have insurance cover through CareSuper the cost of your cover will be deducted from your account based on the premium rate tables shown in the Insurance Guides. From 1 August 2019, these costs depend on your age, gender and other factors. More details about eligibility for cover, how much it costs, cancelling and changing cover, the level and types of cover, when cover starts and ends, exclusions, restrictions and other important terms and conditions that may affect your entitlement to insurance are outlined in the Insurance Guides. You should read the Insurance Guides before deciding whether insurance cover is appropriate for you.

CareSuper provides access to three types of insurance cover to protect you and your loved ones against the unexpected (eligibility conditions apply).

1. Death cover
   Provides a benefit payment to your beneficiaries if you pass away. Alternatively, you may be eligible for a benefit payment if you have a terminal illness, subject to satisfying the insurance policy definition.

2. Total and permanent disablement (TPD) cover
   Provides you with a benefit payment if you’re unable to work again because of illness or injury and satisfy the insurance policy definition.

3. Income protection cover
   Provides you with a temporary income if you are medically unable to work and need time off work because of illness or injury.

Non-concessional contributions | Personal after-tax contributions | Spouse contributions
--- | --- | ---
Usually, no tax on amounts up to $100,000 per year | Contributions you make from after-tax salary (where you don’t claim as a personal tax deduction) | Where you contribute for your partner.
Contribution cap | A limit of $100,000 per year applies to non-concessional contributions. If you are under 65 you may contribute up to $300,000 in any three year period. Conditions apply. If your total super savings (across all your funds) is $1.6 million or more at the relevant date your non-concessional contribution cap is nil. |
WHEN INSURANCE COVER IS AUTOMATIC AND WHEN IT'S NOT

Your membership type determines whether or not you receive death and TPD cover automatically (subject to eligibility):

<table>
<thead>
<tr>
<th>Death cover</th>
<th>TPD cover</th>
<th>Income protection</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔</td>
<td>✔</td>
<td>✗</td>
</tr>
<tr>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

Where cover is not automatic, you need to apply for it. Cover is subject to the approval of the insurer, MetLife Insurance Limited ABN 75 004 274 882, AFSL No 238 096.

WHAT YOU DO FOR A LIVING DETERMINES YOUR OCCUPATIONAL CATEGORY

CareSuper has three occupational categories: General, Office and Professional. When you join as an Employee Plan member you automatically go into the General occupational category. If you’re an office worker or professional you can apply to change your category with effect from the date approved by the insurer. This means you’ll pay less for cover if you have fixed cover or income protection cover or receive more for the same price for the age-based cover applicable from 1 August 2019 (eligibility criteria apply).

DISCOVER WHAT EMPLOYEE PLAN MEMBERS RECEIVE

Standard cover is generally provided to eligible Employee Plan members, without the need for medical evidence. Conditions apply — see exclusions and restrictions on page 14. Standard cover that commences on or after 1 August 2019 provides age-based insurance cover — this means that your cover changes with age. The cost of this insurance is paid directly from your super account and will vary based on your age and gender.

Note: in certain circumstances, Employee Plan members joining on or after 1 August 2019 and before 9 December 2019, may be eligible for automatic insurance that commences prior to 1 August 2019 (referred to as ‘backdated cover’). The amount and cost of backdated cover from commencement of the cover until 31 July 2019 is different and is explained in the Guide to Backdated Cover (Employee Plan Only).

Any backdated cover held immediately before 1 August 2019 is converted to standard cover effective from 1 August 2019. This section summarises the amount of cover provided with standard cover from 1 August 2019 and how much it costs. The amount of cover and cost varies depending on whether you had backdated cover that converted to standard cover.

WHAT STANDARD COVER COSTS FOR EMPLOYEE PLAN MEMBERS WITHOUT BACKDATED COVER* ($ WEEKLY)

<table>
<thead>
<tr>
<th>Age</th>
<th>Death Male</th>
<th>Death Female</th>
<th>TPD Male</th>
<th>TPD Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-24</td>
<td>0.64</td>
<td>0.27</td>
<td>0.58</td>
<td>0.39</td>
</tr>
<tr>
<td>25-29</td>
<td>1.29</td>
<td>0.69</td>
<td>1.95</td>
<td>1.24</td>
</tr>
<tr>
<td>30-34</td>
<td>4.50</td>
<td>3.25</td>
<td>4.31</td>
<td>2.93</td>
</tr>
<tr>
<td>35-39</td>
<td>5.46</td>
<td>4.09</td>
<td>6.31</td>
<td>4.68</td>
</tr>
<tr>
<td>40-44</td>
<td>5.46</td>
<td>4.67</td>
<td>6.41</td>
<td>5.50</td>
</tr>
<tr>
<td>45-49</td>
<td>5.48</td>
<td>4.73</td>
<td>6.39</td>
<td>5.54</td>
</tr>
<tr>
<td>50-54</td>
<td>5.48</td>
<td>4.48</td>
<td>6.39</td>
<td>5.23</td>
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*The cost of age-based death and TPD cover provided automatically to eligible Employee Plan members who have backdated cover converted to standard cover effective on 1 August 2019 is 20% higher than the amounts shown above to reflect higher cover amounts. For example, if you were a male aged 35 at 1 August 2019 your death cover at that date costs $6.55 per week and TPD cover costs $7.57 per week.

1. Insurance fees for age-based cover are the same whether you are in the General, Office or Professional occupational category but the cover amounts differ depending on your occupational category. To change your occupational category, you must apply to our insurer, using our Changing your occupational category form.
2. Insurance fees shown are based on binary gender (male/female) pricing. If you do not identify as male or female, or if we are not advised of your gender by either you or your employer, pricing is based on the female gender.
3. Figures are rounded to two decimal places for disclosure only and actual insurance fees may differ due to the effects of rounding.
4. Insurance fees include insurance administration fees.
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*The amount of age-based death and TPD cover (based on the General occupational category) provided automatically to eligible Employee Plan members who have backdated cover converted to standard cover effective on 1 August 2019 is 20% higher than the amounts shown above. For example, if you were age 35 at 1 August 2019 your death cover is $368,700 and TPD cover is $368,700 at that date.

**SPECIAL NEW MEMBER OPTIONS**

As a new Employee Plan member, you’ll receive a welcome offer. You can:
- Increase standard death and/or TPD cover depending on your occupational category. (Limits apply.)
- fix your death and/or TPD cover up to the lesser of seven times total income or $750,000, and/or
- add income protection cover (maximum cover amounts apply depending on your total income and occupational category).

You’ll need to answer a few simple health questions — much easier than going through a full assessment process later. The offer is open for 90 days from the date on your welcome letter or email and is available to members who are under 60.

If you apply to increase your cover later, it’s likely you will need to provide detailed evidence of health and your application may be subject to loadings and/or exclusions. Cover through these New Member Options are subject to approval by our insurer.
WHEN COVER STARTS AND WHEN IT STOPS
For eligible Employee Plan members, standard cover starts on whichever date is later:

- The first day of the period that your employer pays the first employer contribution for you (usually the date you commence work with your employer).
- The date your employer becomes a default employer of CareSuper.
- The date 130 days before we receive your first employer contribution.

This means Employee Plan members may receive insurance cover that commences from a date before they are joined to CareSuper. In some cases, the cover may be backdated prior to 1 August 2019. As noted above, automatic cover backdated prior to 1 August 2019 is referred to as backdated cover and is converted to age-based standard cover effective on 1 August 2019, where applicable.

If you apply to increase or fix any death and TPD cover you automatically receive or add income protection cover, we will let you know in writing when the changes take effect.

Cover continues until there is no money in your account to pay the insurance fees, you reach age 65 for TPD or income protection cover or age 70 for death cover, we have not received an amount for you (e.g. contributions or transfers) for 16 consecutive months (i.e. your account is inactive) and you have not elected to keep your cover even if your account becomes inactive or another circumstance applies that causes your cover to cease. Detailed information about these circumstances is available in our Insurance Guide and our Guide to Backdated Cover (Employee Plan Only).

We will not necessarily notify you before or when cover ceases, however we are required to notify you (if you are contactable) if your account is inactive (or where otherwise required by law) and at risk of losing any insurance cover.

EXCLUSIONS AND RESTRICTIONS
You must be aged at least 15 and under age 70 and meet other eligibility criteria to obtain death cover and at least 15 and under 65 to obtain TPD cover. If you’ve received a TPD insurance payment of any type previously you will only be eligible for death cover.

If you have previously been paid a terminal illness benefit or been diagnosed with an illness that reduces your life expectancy to less than 24 months, you are not eligible for any cover. If either of the above circumstances apply to you, let us know so we can remove TPD cover or cancel your cover and stop deducting insurance fees so you don’t pay for cover you can’t claim on.

If you have two or more accounts with insurance cover in CareSuper and make an insurance claim, you can only receive one insurance benefit. That would normally be from your oldest account, unless your newest account pays out a higher benefit. If this is you, let us know so we can streamline your cover and make sure you are not paying for cover that you can’t claim on. Limited or restricted cover applies if you are not in active employment for all of the first 30 days after your cover commenced. Cover is also limited if your employer does not make a contribution within the first 120 days of you being eligible. Limited cover means the insurer will only pay a benefit where the illness or injury arises after cover has started. Refer to the Insurance Guides for details on limited cover.

Active employment means that you are employed to carry out identifiable duties, are performing those duties and, in the insurer’s opinion, are not restricted by sickness or injury from carrying out those duties on a full-time basis (35 hours per week), or the duties of your usual occupation on a full-time basis (even if not working on a full-time basis). All details, including exclusions, restrictions and definitions, are summarised in our Insurance Guides and our Guide to Backdated Cover (Employee Plan Only).

FIXING, CHANGING OR CANCELING YOUR COVER
You can apply to do any of the following at any time:

- Increase your cover by adding a fixed cover amount
- Fix your death and/or TPD cover so the amount stays the same or rises by 5% on 1 July each year
You should read the important information about insurance cover through CareSuper before making a decision. Go to caresuper.com.au/pds and read our Insurance Guide and Guide to Backdated Cover (Employee Plan only). The material relating to insurance in your super may change between the time when you read this PDS and the day you acquire the product.

9. How to open an account

It’s quick and easy to join our award-winning fund.

Joining our Employee Plan (your employer pays your super)

<table>
<thead>
<tr>
<th>Join online</th>
<th>Fill in a form</th>
<th>Your employer signs you up</th>
</tr>
</thead>
<tbody>
<tr>
<td>caresuper.com.au</td>
<td>Access the Member application form at caresuper.com.au/pds or call us on 1300 360 149.</td>
<td>Your employer can join you up as an Employee Plan member. If they need help they can call us on 1300 360 149.</td>
</tr>
</tbody>
</table>

Joining our Personal Plan (you pay your super contributions)

<table>
<thead>
<tr>
<th>Join online</th>
<th>Fill in a form</th>
<th>Add insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>caresuper.com.au</td>
<td>Access the Member application form at caresuper.com.au/pds or call us on 1300 360 149.</td>
<td>Insurance cover doesn’t come automatically when you join the Personal Plan. If you want cover, it’s easy to apply for it when you join.</td>
</tr>
</tbody>
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WE OFFER A 14 DAY COOLING OFF PERIOD

During the cooling off period you can cancel your membership if you change your mind. The cooling off period applies to the Employee Plan, unless your employer signed you up, and to the Personal Plan. New employers also have a cooling off period after joining and enrolling their first employee.

If you cancel your membership we’ll refund your money. The refund you receive will be adjusted to take any market movements in investment values (during the period between joining and cancelling your membership) into account. You will need to pay any government taxes and charges we have paid on your behalf.

If your refund is money that must by law stay in super, we’ll need to roll it into another super fund for you. If your money isn’t restricted, we’ll be able to pay it to you directly.
WE WANT TO HELP WITH ENQUIRIES AND COMPLAINTS
We’re ready to listen and we’ll address any problems as quickly and fairly as we can.

Contact
caresuper.com.au/getintouch
Call us
Call us on 1300 360 149 between 8am and 8pm, Monday to Friday AET.
Write to
CareSuper
Locked Bag 20019
Melbourne VIC 3001

You should read the important information about enquiries and complaints before making a decision. Go to caresuper.com.au/pds and read Making enquiries & complaints. The material relating to enquiries and complaints may change between the time when you read this PDS and the day you acquire this product.

PROTECTING YOUR PRIVACY
We collect your personal information in order to establish and manage your superannuation account. For more information see our Privacy Policy at caresuper.com.au/privacypolicy.

IT’S ALL AVAILABLE ONLINE
Website
caresuper.com.au is your go-to for the latest information and news. The information we provide online may include documents, notices or statements we are required to give you under superannuation law, such as significant event notices and annual statements.

MemberOnline
When you log in to MemberOnline you’ll see updates from us.

Email
We’ll email you information you need to know.

1300 360 149
caresuper.com.au/getintouch
CareSuper Locked Bag 20019 Melbourne VIC 3001

CARE Super Pty Ltd (Trustee) ABN 91 006 670 060 AFSL 235226
CARE Super (Fund) ABN 98 172 275 725

Dated 29 October 2019