

Salary Sacrifice Agreement

This Agreement is made between:

Employer Name

Employer ABN

and

Full Name of Employee

Employee Date of Birth

CONNECT Membership Number

Employee Number (if applicable)

The Employer and the Employee agree:

1. The Employer will make pre-tax contributions ("Salary Sacrifice Contribution") of the following amounts to the CONNECT Superannuation Plan (ABN 93 419 175 950) in return for the Employee forgoing an equivalent amount of gross salary.

Amount of gross salary to be sacrificed per pay period % **OR** \$, .

Frequency of Pay Periods

Commencing Pay Period (first day of pay period)

The Employer may reduce the amount covered by this Agreement in order to comply with minimum salary requirements of relevant industrial agreements or contractual terms.

2. The Salary Sacrifice Contribution will not reduce the Employee's salary for the purposes of calculating any other remuneration or benefits, including leave payments, payments on termination of employment or Superannuation Guarantee contributions.
3. This Agreement may be varied in writing by the Employer and Employee, or may be terminated by either party giving [please complete] weeks' notice in writing to the other party.
4. In any case, this Agreement will not have effect at any time when the Employer is not entitled to make superannuation contributions on behalf of the Employee (for example, if the Employee has reached age 75 or is aged 65-74 and does not work for at least 40 hours in a continuous 30 day period during a financial year).
5. It is the Employee's responsibility to manage his/her level of salary sacrifice contributions to avoid excessive contributions tax.

In addition, the Employee:

1. Consents to his or her personal information being collected and used in accordance with CONNECT'S privacy policy;
2. Understands that neither the Trustee of CONNECT nor the Employer have provided advice as to the appropriateness of CONNECT or salary sacrifice arrangements for his or her personal objectives, financial situation or needs;
3. Understands that salary sacrifice contributions are preserved until retirement and will be invested in accordance with the Employee's chosen investment option.

Signed Employee:

Date:

Signed Employer:

Date:

Salary Sacrifice Fact Sheet

Employer choice

Your employer may choose whether or not to offer a salary sacrifice facility to its employees, (unless it is required to do so by law or an industrial agreement) and may withdraw or vary this facility. Your employer may also limit the number of times in a year that you can change the amount salary sacrificed.

Agreement cannot be retrospective

Under tax law, salary sacrifice agreements may only relate to income earned in the future. You cannot arrange salary sacrifice for work which has already been performed.

Tax

Salary sacrifice superannuation contributions are classed as employer contributions for superannuation and tax purposes and are taxed at 15%. They are not considered as part of your income for tax purposes, and so are not subject to fringe benefits tax or personal income tax (i.e. you pay income tax on the reduced salary or wages).

Salary sacrifice contributions count towards the concessional contributions cap (limit) in the same way as employer contributions. Any contributions above the cap are subject to additional tax.

If you expect to receive a bonus or commission, you should allow for superannuation guarantee contributions on those amounts when selecting the level of your salary sacrifice contributions.

Advice

Employees seeking to enter into or vary a salary sacrifice arrangement should obtain independent financial advice prior to doing so. Any such advice sought will be at the employee's expense. The employer shall not be held responsible for the financial consequences associated with the implementation of the financial advice or a failure by the employee to seek such advice.

About this Document

The information contained in this document is of a general nature only and does not take into account your personal financial objectives, situation or needs. If you require advice based on your own personal situation, we recommend you contact an authorised financial adviser before making any decision about your investments.

All care has been taken to ensure that the information contained in this document is correct, but neither the Trustee of CONNECT nor its advisors nor the employer accept responsibility for the content or any error or misprint or for any person who acts on this information.

For more information about CONNECT, call 1800 025 464 or visit the website **www.connectsuper.com.au**. For more information on salary sacrifice, contact the Australian Taxation Office on 13 10 20 or **www.ato.gov.au/superfunds**.

CONNECT members have access to professional financial planning advice through Industry Funds Financial Planning (IFFP). An IFFP representative can assist CONNECT members with a wide range of advice around super and investments. To contact the CONNECT Financial Planner call 1800 025 464.

PLEASE RETURN THIS FORM TO YOUR PAYROLL or HR MANAGER and NOT to CONNECT

SPEC Pty Ltd ABN 49 006 476 740 as Trustee of the CONNECT Superannuation Plan ABN 93 419 175 950
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