

Industry super for workers in the timber, pulp and paper, furniture and joinery industries



First Super

Annual Report 2010–11



The super fund with a step-by-step plan for your financial future

If you are viewing this report online, you can obtain a free paper copy from us by calling 1300 360 988.

First Super – Your industry fund

- ✓ Low fees
- ✓ Pays no commissions to financial advisers
- ✓ Pays no dividends to shareholders
- ✓ Run only to benefit member
- ✓ Supports and invests in Australian industries

First Super is the Industry Fund for the Timber, Pulp and Paper, Furniture and Joinery industries. At the date of this report First Super had:

- Approximately 74,000 members;
- Around \$1.6 billion in members' funds; and
- Enhanced benefits and improved services for many members.

Focused on our industries

First Super is focused on meeting the retirement savings needs of workers in our industries through:

- Support for members, their families and communities;
- Regular visits to workplaces and regional centres;
- On-site advice and support when redundancies are announced; and
- Special low-cost financial planning service for members 45 years and older.

First Super is the official sponsor of:

- Mt. Gambier & District Junior Cricket Association;
- Oberon Junior Rugby League;
- Major industry events;
- Industry training and design awards.

Investing in our industries

First Super understands our industries, the investment opportunities within them, and the potential benefits for our members. The Fund's investments already include companies within our industries, and we are actively reviewing further investment opportunities to benefit all of our members.



You may register to receive a printed copy of the Annual Report by mail each year by calling 1300 360 988.

Co-Chairs' message

While the US and European economies continued to struggle and share markets were very volatile, 2010-11 was a reasonable year for superannuation investors given the circumstances.

First Super's investment choice options credited 9.0% for Shares Plus, 7.3% for Conservative Balanced, and 4.5% for Cash.

The modest result of 6.7% for the default Balanced option (in which most members are invested) was disappointing; especially given last year's strong 11.0% return. However, we believe that the resulting average of 8.8% return per annum since moving to a more defensive investment strategy two years ago justifies the Board's decision to do so.

The 2010-11 result was below par because the Balanced fund held cash in excess of its long-term target, and because some investment managers underperformed.

As a consequence and as part of its responsibility to its members, the Board will continue to review the Fund's investment allocation and the performance of those investments.

Currently, First Super does have a more defensive investment strategy than many other funds. We think it's important to try to protect member accounts from losses, especially when share markets are so volatile. As markets tumbled early in the new financial year, First Super's strategy has provided some downside protection as planned. There are times when markets will fall. But over the September

quarter 2011, First Super's defensive strategy limited the extent of short-term losses compared to most other funds.*

The Board has decided that this defensive investment stance will be maintained, given continuing uncertainty in the world economy and investment markets.

The Board continues to explore options to further protect members' funds while still achieving the long-term investment objectives.

EXTENDED MEMBER SERVICES

First Super is a very member-focused industry fund, and the Board is constantly looking for ways to improve member services and communication.

The First Super Call Centre now has more staff to answer your questions and respond to your service requests.

We have expanded financial planning services for members. First Super Financial Planners are available to help you review your superannuation, insurance needs, financial position and options. Our planners regularly visit workplaces and regional centres, or are available on the phone.

First Super's special \$250 flat fee for a basic financial plan is now available to members aged 45 and over.

Members are once again reminded to think about the potential consequences for themselves and their families of being under-insured or uninsured in the event of injury, illness or worse.

First Super offers low-cost insurance cover payable from a member's account. From as little as 53 cents per week for a unit of Death & TPD cover, it's an affordable way to ensure that you

or your family will have money to pay the mortgage and the bills should tragedy strike.

We encourage you to make that first call to a Financial Planner for a chat.

MORE EFFICIENT CONTRIBUTIONS PAYMENT SYSTEMS

The Fund has introduced B-Pay and EFT for payment of super contributions and a payroll conversion service to enable more efficient submission of contributions returns by employers.

First Super Coordinators are also working more closely with employers to ensure that members' super contributions are paid on time.

In closing, we would like to once again thank you, our members and employers, for your continued support of your industry fund.

As Co-Chairs, you have our commitment and that of the Board that we will continue to work hard to improve the Fund's services to you while investing your retirement savings carefully in this very challenging environment.

Michael O'Connor

Construction Forestry
Mining & Energy Union,
Forestry & Furnishing
Products Division

Allan Stewart

Timber Trade
Industrial Association

* SuperRatings survey of Default Funds, September 2011

2011 Returns

Super Members

2011 and long-term crediting rates for each investment option (% p.a.)

Investment Option	1 year	2 years	3 years	5 years	10 years	Return since inception	Date of Inception
Balanced (default)	6.7%	8.8%	0.4%	2.0%	5.0%	8.3%	1/07/1988*
Shares Plus	9.0%	11.4%	-0.1%	0.3%	3.1%	3.2%	1/03/2001
Cash	4.5%	3.9%	3.7%	4.1%	4.5%	4.9%	1/03/2001
Conservative Balanced	7.3%	8.8%	2.3%	N/A	N/A	2.3%	1/07/2008

*The composition of the Balanced option was fundamentally different prior to 1 July 1988.

Pension Members

2011 and long-term crediting rates for each investment option (% p.a.)

Investment Option	1 year	2 years	3 years	5 years	Return since inception	Date of Inception
Balanced (default)	7.5%	10.1%	0.7%	2.6%	5.5%	18/03/2005
Shares Plus	9.7%	12.3%	-0.3%	0.9%	4.5%	1/07/2005
Cash	5.3%	4.6%	4.4%	4.7%	4.5%	1/07/2005
Conservative Balanced	8.2%	9.8%	2.6%	N/A	2.6%	1/07/2008

Note: 5 and 10 year rates are based on the crediting rates for similar investment options in the former Timber Industry Super Scheme up to 30 June 2008 and First Super since. 'N/A' indicates there were no similar investment options available 5 or 10 years ago. Rates are not guaranteed and may not be the same as those allocated to your account for reasons including the date you joined and the timing of contributions. Past performance is not a reliable indicator of future performance.

Investing your money

First Super invests for the long term to generate earnings over time while limiting investment risk.

Protection through diversification

First Super invests in a range of assets to spread investment risk. This approach has historically delivered strong returns over the longer term, and provided a buffer against losses by the worst performing asset classes.*

Risk and Return

You can choose a different investment option from the default (Balanced) by selecting one or more of First Super's other investment options. When you choose an investment option, you may like to keep the relationship between Investment risk and reward in mind. Generally:

- 'Growth' assets (e.g. shares, property) tend to go up and down in value over the short term, but also tend to outperform Defensive investments over the long term.*
- 'Defensive' assets (e.g. cash, fixed interest) tend to fluctuate

in value less over the short term, but also tend to deliver lower returns over the longer term.*

If you value security over the risk of seeking higher returns, then an investment option with more defensive assets may suit you. This may be a consideration for members approaching retirement. Other members close to retirement might continue to invest in growth assets because, for example, they intend to transfer their super to an Allocated Pension, giving them a longer investment time frame.

* Past investment performance is not a reliable indicator of future investment performance.

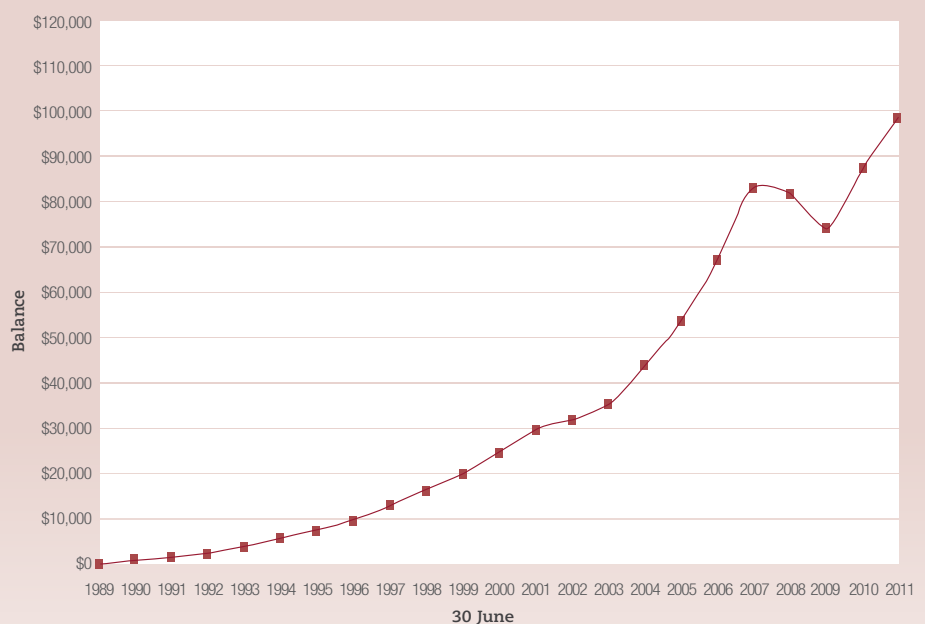
Tax-effective long-term saving

The average annual return for First Super's accumulation default option, in which most accumulation members are invested, has been around 8.3% p.a. since 1989.

The graph at right shows movements in the value of a hypothetical account opened on 1 July 1989 in the TISS Fund (now First Super), where the member earned Average Weekly Ordinary Time Earnings and compulsory superannuation contributions were made monthly. The graph assumes direct fees of \$1.35 per week, which is higher than the fees that would have been charged over the period. Investment earnings (positive or negative) are added at the rates actually paid by the default investment option.

Superannuation Guarantee did not commence until 1 July 1992, then built to 9% in 2002. Contributions shown in the graph before 1 July 1992 are 3% industrial award contributions.

Member since 1 July 1989: Earning at AWOTE and Contributing at SG Rates



While investment returns change over time and can be negative, the trend is for the investment account balance to increase at a fairly steady rate over the medium to long term. Even though past investment performance is not a reliable indicator of future investment performance, this graph illustrates the practical effect investment in the Balanced investment option is intended to produce over the long term.

Investment options

First Super lets accumulation and pension members choose how their super is invested. You can choose to invest in one or a combination of the following five investment options:

- 1 Shares Plus
- 2 Growth
- 3 Balanced (default option)
- 4 Conservative Balanced
- 5 Cash

You also have the flexibility to change your investment choice, provided you have an account balance of at least \$1,000.

Split to make up your own mix

You can split your super to make up your own mix in any percentage split across the five investment options that totals 100%. This flexibility enables you to tailor how your super is invested, to more closely fit your individual needs and attitude to risk.

FOR EXAMPLE, YOU COULD CHOOSE TO SPLIT YOUR INVESTMENT:

50% in Balanced 50% in Shares Plus or

25% in Cash 75% in Conservative Balanced.

If you do not make a choice, your super money will be invested in the default Balanced option.

If you would like help making your investment choice, financial planning advice is available to First Super members. Call 1300 360 988 for more information or to arrange for a financial planner to contact you.

The investment options available to members are summarised below.

Investment options

Shares Plus

OBJECTIVES

- Achieve an investment return (after tax and investment expenses) that exceeds inflation, as measured by the Consumer Price Index, by at least 4.0% per annum over rolling seven year periods;
- To confine the chance of the rate credited to members falling below zero in any financial year to less than one in five; and
- Achieve an investment return (after tax and investment expenses) that exceeds the median of the SuperRatings High Growth (91-100) Option Survey over rolling five year periods.

INVESTOR PROFILE

This investment option is likely to appeal to members with a long-term view of their superannuation savings and/or who are prepared to accept higher risk in the search for higher returns.

RISK PROFILE

The Shares Plus option is likely to provide a high degree of volatility and fluctuations in returns and is at the high end of the risk/return range. The risk may increase by the nature of overseas investments, which means that this option is subject to the considerable extra risk of currency fluctuations and international events. It is likely to outperform the other investment options offered in the longer term.

RISK CLASSIFICATION

High risk

Returns can fluctuate from year to year, either moderately or considerably.



ASSET ALLOCATION AND RANGES

Asset Class	Target %	Range %
Australian Equities	42.0	32 – 52
International Equities	32.0	22 – 42
Australian Private Equity	5.0	0 – 10
International Private Equity	1.0	0 – 5
Australian Infrastructure	5.0	0 – 10
International Infrastructure	5.0	0 – 10
Property	10.0	0 – 20

Investment options

Growth

OBJECTIVES

- Achieve an investment return (after tax and investment expenses) that exceeds inflation, as measured by the Consumer Price Index, by at least 3.75% per annum over rolling five year periods;
- To confine the chance of the rate credited to members falling below zero in any financial year to less than one in seven; and
- Achieve an investment return (after tax and investment expenses) that exceeds the median of the Super Ratings Default Option Survey over rolling five year periods.

INVESTOR PROFILE

This option is likely to appeal to members who are prepared to accept higher investment risk in the search for higher returns, but also wish to reduce the risk of very large investment losses by diversifying into some defensive assets.

RISK PROFILE

The Growth option is likely to provide a high degree of volatility and fluctuations in returns. It has a lower investment risk/return profile than the Shares Plus option because it has a higher exposure to defensive assets. Over the long term it is likely to outperform the other investment options except for Shares Plus.

RISK CLASSIFICATION

Medium to High risk

Returns can fluctuate from year to year, either moderately or considerably.



ASSET ALLOCATION AND RANGES

Asset Class	Target %	Range %
Australian Equities	33.0	23 – 43
International Equities	26.0	16 – 36
Australian Private Equity	5.0	0 – 10
International Private Equity	1.0	0 – 5
Australian Infrastructure	5.0	0 – 10
International Infrastructure	5.0	0 – 10
Property	10.0	5 – 15
Fixed Interest	13.0	5 – 15
Cash	2.0	0 – 5

Balanced (Default Option)

OBJECTIVES

- Achieve an investment return (after tax and investment expenses) that exceeds inflation, as measured by the Consumer Price Index, by at least 3.5% per annum over rolling five year periods;
- To confine the chance of the rate credited to members falling below zero in any financial year to less than one in ten.

INVESTOR PROFILE

This investment option is likely to appeal to members seeking mid to long-term growth of their superannuation along with diversification across asset classes.

RISK PROFILE

Designed to provide good growth over the mid to longer term while reducing risk through diversification. Likely to slightly under-perform against the First Super Shares Plus and Growth options over the long term.

RISK CLASSIFICATION

Medium risk

Returns can fluctuate from year to year, either moderately or considerably.



ASSET ALLOCATION AND RANGES

Asset Class	Target %	Range %
Australian Equities	24.0	14 – 34
International Equities	18.0	8 – 28
Australian Private Equity	5.0	0 – 10
International Private Equity	1.0	0 – 5
Timber, Furniture and Pulp & Paper investments	2.0	0 – 5
Australian Infrastructure	5.0	0 – 10
International Infrastructure	5.0	0 – 10
Property	10.0	0 – 20
Fixed Interest	28.0	16 – 36
Cash	2.0	0 – 10

Investment options

Conservative Balanced

OBJECTIVES

- Achieve an investment return (after tax and investment expenses) that exceeds inflation, as measured by increases in the Consumer Price Index, by at least 3.0% per annum over rolling five year periods;
- To confine the chance of the rate credited to members falling below zero in any financial year to less than one in fifteen; and
- Achieve an investment return (after tax and investment expenses) that exceeds the median of the SuperRatings Conservative Balanced (41 - 59) Option Survey over rolling five year periods.

INVESTOR PROFILE

Members investing for the short to medium term who want a more secure option with less chance of fluctuations than the Shares Plus, Growth or Balanced options and/or members looking for lower risk options for their superannuation savings.

RISK PROFILE

Designed to provide more stable returns than the Shares Plus, Growth or Balanced options. It is at the lower end of the risk/return range and is likely to under-perform against the Shares Plus, Growth or Balanced options over the medium to long term.

RISK CLASSIFICATION

Low to Medium risk

Returns can fluctuate from year to year, either moderately or considerably.



ASSET ALLOCATION AND RANGES

Asset Class	Target %	Range %
Australian Equities	17.0	10 – 24
International Equities	13.0	6 – 20
Australian Infrastructure	5.0	0 – 10
International Infrastructure	5.0	0 – 10
Property	10.0	0 – 20
Fixed Interest	30.0	25 – 45
Cash	20.0	2 – 25

Cash

OBJECTIVES

- Achieve an investment return (after tax and investment expenses) that exceeds inflation, as measured by increases in the Consumer Price Index, by at least 1.0% per annum over rolling five year periods;
- To confine the chance of the rate credited to members falling below zero in any financial year being negligible; and
- Achieve an investment return (after tax and investment expenses) that exceeds the median of the SuperRatings Cash Option Survey over rolling five year periods.

INVESTOR PROFILE

Members investing for the short term and/or those who want a secure option with a low chance of investment fluctuations.

May be suitable for members intending to realise or reorganise their investments in the near future who want to avoid the possibility of a loss over that period.

RISK PROFILE

Designed to provide very stable returns at the lowest end of the risk/return range. However, it is likely to under-perform all other investment options offered over all but the shortest periods.

RISK CLASSIFICATION

Very Low risk

Returns can fluctuate from year to year, either moderately or considerably.



ASSET ALLOCATION AND RANGES

Asset Class	Target %
Cash	100.0

Generally, investment options are managed with the aim of meeting the investment objectives. This means asset allocations can vary as the Trustee seeks to position each option to meet its investment objectives in changing investment markets.

Investments held by the Fund

The following list shows the investment funds employed by First Super and the direct investments made as at 30 June 2011:

	June 2011 \$
Australian Equities	
<i>Listed Equities</i>	
BT Australian Equity Mandate	105,303,763
Eley Griffiths Small Co Mandate	28,592,281
IFM Enhanced Index Fund	73,595,819
Invesco Small Caps Australian Equity Fund	9,518,260
Maple Brown Abbott Australian Equity Fund	76,555,879
Perpetual Australian Equity Mandate	98,969,363
Total Listed Equities	392,535,365

<i>Unlisted/Private Equities</i>	
Frontier (Direct Investment)	309,355
ING Private Equity Fund I	1,273,079
ISH/Members Equity (Direct)	22,584,492
Super Benefits Administration Pty Ltd (Direct Investment)	1,259,138
Macquarie Alternative Investment Trust I	789,794
Macquarie Alternative Investment Trust III	18,587,926
Macquarie Alternative Investment Trust IV	29,052,012
Quay Australian 3 Fund	7,679,244
Quay Australian 4 Fund	1,958,647
Quay Partners First Trust	462,400
Total Unlisted Equities	83,956,087

International Equities	
<i>International Share fund</i>	
BlackRock Unhedged World Equity Fund	53,106,900
BlackRock Hedged World ex-Australia Equity Index Fund	1,640,379
Capital International Global Equity Fund (Unhedged)	87,051,271
Deutsche Global Thematic Fund	49,866,505
International Equity Transition	5
Orbis Global Equity Fund	72,519,463
Total International Share fund	264,184,523

<i>International Private Equity</i>	
IFM Global Equities Trust	4,685,641
Wilshire Pooled Superannuation Trust	10,104,097
Westbourne FY 1	15,039,808
Total International Private Equity	29,829,546

	June 2011 \$
Property	
AMP Core Property Fund	33,942,114
AMP Property Income Fund	8,768,331
Fortius Opportunistic Property Fund I	5,876,648
Franklin International Real Estate Fund 2	2,017,615
ISPT Core Fund	89,752,597
QIC Property Fund	53,132,825
Total Property	193,490,130

Other	
Forestry (Direct Investment)	590,733
Total Other	590,733

Australian Infrastructure	
AMP Capital Investors	8,416,600
Hastings UTA	8,883,732
IFM Australian Infrastructure Fund	62,133,803
Total Australian Infrastructure	79,434,135

International Infrastructure	
IFM International Infrastructure Fund	32,320,269
Total International Infrastructure	32,320,269

Fixed Interest	
IFM Alternative Fixed Income Fund	25,220,257
BlackRock Indexed Australian Bond Fund	98,706,039
BlackRock Overseas Bond Index Fund	36,805,183
IFM Australian Credit Opportunities Mandate	49,933,571
PIMCO Fixed Interest Fund	86,555,734
PIMCO Australian Focus Fund	70,825,496
Super Loans Trust (Members Equity)	14,338,913
Total Fixed Interest	382,385,193

Cash & Capital Guaranteed	
CFS - Premium Cash Fund	53,586,453
Short term cash	115,893,647
Total Cash & Capital Guaranteed	169,480,100
Total Investments	1,628,206,082

Investment performance and your account

Investment earnings (positive or negative) are calculated monthly for each investment option. After the end of the financial year (30 June), your account is adjusted, based on the accumulated monthly performance of each investment option after deducting tax and fees.

If you are paid a benefit during the year, an interim rate of earnings (positive or negative) will be applied to your entire account balance at the time you take your payment (this does not apply to regular pension payments). Interim rates are based on the declared monthly returns to the date of exit or change, plus the estimated investment returns for any part-month up to that date.

The long-term crediting rates of the Fund are shown in the tables below.

The Fund offered four investment options from 1 July 2008. Other than the Conservative Growth option, which was completely new, each of these was a continuation of a pre-existing investment option within the old Timber Industry Superannuation Scheme (TISS). Figures are shown as percentage return per annum.

Accumulation investment performance history is shown as performance per annum.

Accumulation Division (% p.a.)

Option	1 Year	2 Years	3 Years	5 Years	10 Years
Balanced (Default)	6.7%	8.8%	0.4%	2.0%	5.0%
Shares Plus	9.0%	11.4%	-0.1%	0.3%	3.1%
Cash	4.5%	3.9%	3.7%	4.1%	4.5%
Conservative Balanced	7.3%	8.8%	2.3%	N/A	N/A

*The composition of the Balanced option was fundamentally different prior to 1 July 1988.

Investment returns for 1, 2 and 3 years were earned in the First Super fund. Investment returns beyond 3 years were earned inside the former TISS fund.

Past performance is not a reliable indicator of future performance.

Pension Division (% p.a.)

Option	1 year	2 Years	3 Years	5 Years
Balanced (Default)	7.5%	10.1%	0.7%	2.6%
Shares Plus	9.7%	12.3%	-0.3%	0.9%
Cash	5.3%	4.6%	4.4%	4.7%
Conservative Balanced	8.2%	9.8%	2.6%	N/A

Investment returns for 1, 2 and 3 years were earned in the First Super fund. Investment returns beyond 3 years were earned inside the former TISS fund.

Past performance is not a reliable indicator of future performance.

Operations of the Fund

The Trustee

The Trustee of First Super is First Super Pty Ltd (ABN 42 053 498 472 AFSL 223988, RSEL L0003049), which is responsible for ensuring that the Fund is managed in accordance with the Trust Deed and the relevant law. First Super is a regulated fund, required to be audited and to lodge an annual return with APRA each year.

The Trustee holds professional indemnity insurance. At the date this report was issued, the Trustee had not incurred any penalties under s 38A of the *Superannuation Industry Supervision Act 1993*.

The Board of Directors

At 30 June 2011, the Directors of First Super were:

Member Representatives

Michael O'Connor (Co-Chair)
Frank Vari
Alex Millar
Kevin Millie
David Kirner

Employer Representatives

Allan Stewart (Co-Chair)
Mike Radda
Lindsay Morling
Martin Lewis
Peter Bennett

Independent Director

Bob Smith

The Trustee Board is currently made up of five Directors nominated by the CFMEU (Forestry and Furnishing Products Division), five nominated by employer associations and employers and one Independent Director. Directors are appointed by the Board after considering the qualifications and suitability of nominees.

Committees

The Trustee has established subcommittees to deal with issues and make recommendations to the full Board.

The Board meets five times a year. Subcommittees generally meet four times a year. Additional meetings may be scheduled if required.

The Board undertakes an annual review of its performance and the performance of subcommittees. Every second year, an independent external review of the performance of the Board and its Committees is commissioned.

The Nominations Committee is responsible for succession planning, and reports to the Board on such matters.

Service providers

First Super appoints professional advisers and service providers to assist in the day-to-day running of the Fund. These are appointed following a process of due diligence. At 30 June 2011, First Super used the following advisers and service providers:

Administration:	Super Benefits Administration Pty Ltd
External Auditor:	KPMG
Internal Auditor:	Ernst & Young
Insurer:	OnePath Ltd
Investment Adviser:	Frontier Investment Consulting Pty Ltd
Master Custodian:	National Australia Bank Ltd
Tax Adviser:	Ernst & Young
Actuary:	Mercer

Advisers and service providers may change from time to time.

Reserves

Until June 2006, the Fund kept a portion of its investment earnings in a reserve account to be used in times of poor investment returns. Since then, a reserve has been maintained for administration and operational purposes only, such as paying costs and receiving investment income.

The value of the reserve at 30 June each year for the past 5 years is shown below:

Date	Reserve
30 June 2011	\$15,127,326
30 June 2010	\$15,827,246
30 June 2009	\$ 6,748,812
30 June 2008	\$3,079,552
30 June 2007	\$3,434,088

The reserve is invested in the Balanced investment option. In addition, the Fund holds liquid assets of not less than \$250,000, as a condition of its Licence issued by APRA.

Directors' and Officers' Remuneration Report

The Directors of First Super Pty Ltd are paid for the work they do as Directors, though in some cases payment is made to a Director's employer to compensate it for time spent by the Director managing the business of the Trustee and Fund.

The level of fees paid is examined by the Remuneration Committee, which may seek independent advice from time to time. Based on information available, the Remuneration Committee is satisfied that the level of remuneration paid to Directors is reasonable.

Fees paid to Directors are paid in respect of:

- **Board Meeting Payments.** This covers preparation for and attendance at Board meetings. These payments include an allowance for travel and accommodation for those Directors required to travel interstate to attend meetings – i.e. Directors who have to travel interstate to attend a meeting are required to pay for their travel, accommodation and meal costs from the director's fees that they receive.
- **Subcommittee Meeting Payments.** This covers preparation for and attendance at subcommittee meetings. These payments include an allowance for travel and accommodation for those Directors required to travel interstate to attend meetings – i.e. Directors who have to travel interstate to attend a meeting are required to pay for their travel, accommodation and meal costs from the director's fees that they receive.
- **Workshop & Training Course Payments.** This covers Directors' participation in approved workshops and training courses. An additional payment is made to cover relevant expenses.
- **Conference Payments.** This covers Directors' participation in approved conferences. These payments include an allowance for travel and accommodation for those Directors required to travel interstate to attend conferences.
- **Extra Duties Payment.** From time to time, the Board may ask individual Directors to devote extra time or to undertake extra duties. Directors who undertake these tasks at the Board's direction may be paid a fee for doing so.

Training and professional development

Directors are required to undertake an induction process leading up to and following their appointment. Directors are also required to maintain their skills and competencies by participating in industry programs, seminars, conferences, relevant presentations at Board and committee meetings and other training and professional development activities. Directors and officers are required to undertake a minimum of eight hours of professional development each year to maintain their skills and competencies, but are expected to complete not less than 15 hours.

Reimbursement of expenses

Directors may also be reimbursed for expenses associated with undertaking their duties and attending to the business of the Trustee and Fund. As noted above, however, Directors must fund their travel and accommodation relating to attendance at Board and committee meetings and conferences from the fees paid to them for these events.

Director & CEO Remuneration Table for the year ended 30 June 2011

Role	Fees
Co-Chairs:	
– Board Meetings – Intrastate	\$5,250/meeting
– Board Meetings – Interstate	\$6,350/meeting
– Committee Meetings – Intrastate	\$2,250/meeting
– Committee Meetings – Interstate	\$3,350/meeting
Other Trustee Directors:	
– Board Meetings – Intrastate	\$3,000/meeting
– Board Meetings – Interstate	\$4,100/meeting
– Committee Meetings – Intrastate	\$1,500/meeting
– Committee Meetings – Interstate	\$2,600/meeting
Workshops/Training Courses (Co-Chairs & Trustees):	
– Intrastate	\$1,350/day
– Interstate	\$1,350/day (plus \$1,100 for expenses)
Conferences	\$1,100/day
Reference Committees	Reimbursement of expenses
Company Secretary / CEO	\$250,000 total salary package (plus reimbursement of approved business expenses)

Directors' meetings attendance record for the year ended 30 June 2011

Director	Board meetings	Attendance	Committee meetings	Attendance	Professional development hours
Michael O'Connor	5	4	17	16	19
David Kirner	5	5	11	11	15.5
Alex Millar	5	5	6	4	29
Kevin Millie	5	5	4	4	20.5
Frank Vari	5	5	6	4	22.25
Allan Stewart	5	5	17	17	39
Lindsay Morling	5	5	11	11	16.5
Peter Bennett	5	4	6	6	32
Martin Lewis	5	5	11	11	31
Mike Radda	5	4	6	5	11.25
Bob Smith	5	4	4	4	13

Directors' fees paid for the year ended 30 June 2011 (including GST where applicable):

Director	Amount \$	Payment made to:
Michael O'Connor	68,750.00	CFMEU-FFPD
David Kirner	58,080.00	CFMEU-FFPD
Alex Millar	33,962.50	CFMEU-FFPD
Kevin Millie	40,315.00	CFMEU-FFPD
Frank Vari	24,750.00	CFMEU-FFPD
Allan Stewart	102,465.00	Allan Stewart & Associates Pty Ltd
Lindsay Morling	49,775.00	Lindsay Morling
Peter Bennett	41,222.50	Peter Bennett
Martin Lewis	58,382.50	Martin Lewis
Mike Radda	26,730.00	UCI Projects Pty Ltd
Bob Smith	43,340.00	Bob Smith
	547,772.50	

Financial Information

Abridged Financial Statements for the 2010–11 financial year

The audit of the financial statements is complete, and a clear audit opinion has been received. Copies of the audited financial statements, Actuarial Report, Trust Deed or any other prescribed documentation are available upon request.

Statement of Financial Position as at 30 June 2011	30 June 2011 (\$)	30 June 2010 (\$)
Assets		
Investments	1,634,203,628	1,471,226,243
Other assets	17,938,555	24,973,890
Total assets	1,652,142,183	1,496,200,133
Liabilities		
Trade and other payables	(4,441,550)	(3,804,937)
Benefits payable	(612,975)	(101,588)
Current tax liabilities	(4,783,641)	(4,708,926)
Total liabilities	(9,838,166)	(8,615,451)
Net assets	1,642,304,017	1,487,584,682
Represented by liability for accrued benefits		
Members' funds	1,626,926,691	1,471,507,436
Reserves	15,377,326	16,077,246
Liability for accrued benefits	1,642,304,017	1,487,584,682

Operating Statement For the period ended 30 June 2010	30 June 2011 (\$)	30 June 2010 (\$)
Revenue from investments	106,093,935	148,176,844
Revenue from contributions	182,917,454	155,406,803
Other revenue	13,441,779	8,963,900
Total revenue	302,453,168	312,547,547
Total expenditure	(19,735,829)	(18,461,164)
Benefits accrued before tax	282,717,339	294,086,383
Tax expense	(24,127,306)	(19,808,525)
Benefits accrued after tax	258,590,033	274,277,858

A copy of the full audited financial accounts is available on request (call 1300 360 988) or may be downloaded from www.firstsuper.com.au

Changes to super

Over the past year the Commonwealth Government has announced a number of changes to superannuation. The most important changes that may affect your First Super account were:

Big changes to superannuation laws

The government intends to introduce a raft of changes to superannuation law over the next few years. While details remain uncertain, the major proposals are that:

- A new type of superannuation account will be introduced called MySuper. The government expects My Super to be a lower cost and easier to understand product.
- The superannuation regulator (APRA) will be given enhanced powers to collect and publish data, regulate how superannuation funds operate and license Trustees.
- There will be a ban on commissions and other volume-based payments to financial advisers.
- The Government will permit superannuation funds to make greater use of tax file numbers to help members consolidate superannuation accounts. This measure will lead to greater efficiency and lower costs for many people.
- The government will gradually increase the Superannuation Guarantee from 9 per cent to 12 per cent, however the details of how this will be done remain unclear.
- The government will act to remove barriers that prevent efficiency in administration. This could reduce costs for members but it may also have unintended consequences, such as loss of insurance cover if you are a member of more than one fund. We will publish more information on our website when the proposal firms up.

Budget changes

- **Excess contributions tax relief.** From 1 July 2011, members who breach the concessional contributions cap by up to \$10,000 can request that these excess contributions be refunded to them if they have breached the concessional caps for the first time.
- **Minimum pension payments.** For 2011–12, the minimum payment amounts for members receiving allocated pension payments will be 75% of the normal minimum. For example, a person aged 65 must withdraw at least 3.75% of their account balance instead of the normal 5%. This has been done to allow people to draw less from their allocated pension account during the current investment volatility if they wish to do so.
- **Over-50s concessional contributions cap.** The over-50s concessional contributions cap is to be indexed rather than remaining at \$50,000. This increases the ability of people over 50 to save for their retirement through salary sacrifice if they have less than \$500,000 in superannuation savings.
- **Freeze on indexation of the co-contribution income thresholds.** The Government has frozen the income thresholds for the co-contribution until 2013.
- **Disclosure of super contribution payments.** From 1 July 2012 employers will be required to report on employee payslips the amount of superannuation actually paid into their super accounts. Employees and employers will also receive quarterly notification from their superannuation fund if regular payments cease.

Please contact us if you would like more information on any of these changes and proposed changes.

Changes made by the Trustee

During the 2010–11 financial year the Trustee made further improvements to services for members and employers, and planned an additional investment choice for members.

The following service enhancements were introduced:

- Allowing members to switch investment options weekly
- Increased staffing in the Fund's Call Centre (wholly dedicated to servicing First Super members and employers)
- Additional First Super Coordinator resources to further support members and employers
- Allocation of an IFFP* Financial Planner to specifically service First Super members
- An expanded program of visits by Financial Planners to workplaces to brief and advise members, particularly those facing redundancy
- Extension of the special \$250 fee for a basic financial plan to all members aged 45 and over (previously limited to members aged 50 and over)
- Introduction of BPay and Electronic Funds Transfer options for employers to pay contributions.

From 31 October 2011, Accumulation Fund members will have an additional investment choice option.

The new 'Growth' option sits between the Shares Plus and Balanced (default) options in terms of risk classification. Details of the Growth option are shown on page 7 of this report.

The Growth option will also be available to Pension members at a later date – watch our website for details.

A new Product Disclosure Statement and associated documents that describe First Super's products and provide information about them will be issued on 31 October 2011 and posted on our website. Apart from the introduction of the new Growth investment option and the extension of the special \$250 financial planning service to include members aged between 45 and 49, there are no material changes to the Fund that affect the rights or benefits of any members.

The Fund's website is currently being upgraded, and when completed, will offer members and employers easier access to more information, along with several useful superannuation tools. Look out for the new website launch over the next few months.

The Trustee welcomes suggestions for further product and service improvements from members and employers.

* Industry Fund Financial Planning - see www.iffp.com.au

Benefits

Benefits paid by the First Super Accumulation Division

Withdrawal Benefit

When you leave the Fund, we will pay a Withdrawal Benefit, which is the balance of your Member Account. You do not have to take a Withdrawal Benefit if you leave your current employer; you can keep your money in the Fund. In most cases, you can also choose to have future super contributions from different employers made to your First Super account.

Retirement Benefit

When permitted by law, you can receive a Retirement Benefit. Your Retirement Benefit can be taken as multiple drawdowns. You may be able to draw on your Retirement Benefit if you are aged 55 or over and still working, by using a Transition to Retirement strategy. Otherwise, to begin drawing your Retirement Benefit, you must generally reach:

- your preservation age (currently age 55), and permanently retire from the workforce;
- age 60 and cease gainful employment with an employer; or
- age 65.

Death Benefit

If you die while you are a member of First Super, your account balance will be paid as a lump sum. In addition, any insured Death Benefit may also become payable, provided the Fund's insurer accepts a claim for payment. Who will receive your death benefit when you die depends on the law and what you ask us to do. You have two available options:

- (i) Do nothing, in which case the law requires the Trustee to pay your benefit to your dependants or estate or, if neither exists, to another person; or
- (ii) Complete a Non-binding Nomination of Beneficiary form.

A Non-binding Nomination of Beneficiary form allows you to nominate your preferred beneficiary or beneficiaries. The Trustee will take this into account when making a payment, but will ultimately decide who should receive your Death Benefit according to the law. Payment will usually be made to one or more of your dependants or your legal personal representative.

Under superannuation law, a dependant is generally a child, a spouse or a person with whom you have an interdependency relationship. Two people may have an interdependency relationship if:

- they have a close personal relationship;
- they live together;
- one or each of them provides the other with financial support; and/or
- one or each of them provides the other with domestic support and personal care.

An interdependency relationship may also exist where there is a close personal relationship between two people who do not satisfy other criteria because either or both of them suffer from a physical, intellectual or psychiatric disability. Examples of interdependency relationships may include:

- same-sex couples who reside together and are interdependent;
- siblings who reside together; or
- an adult child who resides with and cares for an elderly parent.

Terminal Illness Benefit

If you are diagnosed as having a terminal illness whilst you are a member of the Fund, an amount equivalent to your Death Benefit may become payable while you are still alive, provided that the insurer accepts your claim for payment.

Total & Permanent Disablement Benefit

If you become totally and permanently disabled (TPD), the balance of your First Super account may become payable. In addition, any insured TBD Benefit may also become payable if the Insurer accepts your claim for payment.

Income Protection Benefit

Income Protection Benefits are available to members who decide to apply for cover and whose claims are accepted by First Super's insurer. Generally, this insurance provides a benefit of up to 85% of your salary if you are unable to work due to temporary illness or injury.

Financial Hardship & Compassionate Benefits

The criteria set by the Government for payment of these benefits is summarised below.

To be eligible for a Financial Hardship Benefit, you must have:

- Been in receipt of a specified Commonwealth income support payment (e.g. Newstart Allowance) for a continuous period of 26 weeks and be unable to meet immediate family living expenses; or
- Reached your superannuation preservation age; and
- Received Commonwealth income support payments for a cumulative period of 39 weeks after reaching preservation age and not been gainfully employed on a full-time, or part-time, basis on the date of the application.

Applications may be lodged with the Trustee and will be assessed according to the relevant law. Approval is not automatic.

Applications for a Compassionate Benefit may be submitted to the Australian Prudential Regulation Authority (APRA) and must relate to paying or meeting an expense of:

- treatment and transport for you or a dependant concerning life-threatening illness or injury, acute or chronic pain, or acute or chronic mental disturbance;
- modifying your home or motor vehicle if you or a dependant has a severe disability;
- palliative care for you or a dependant, or the death, funeral or burial expenses of a dependant;
- mortgage payments to prevent your lender selling your home; or
- similar grounds.

To apply for a Compassionate Benefit, please contact the Australian Prudential Regulatory Authority at www.apra.gov.au.

Insurance issued in error

Insurance cover issued in error is invalid. If you have been allocated any insurance cover by First Super and it is subsequently discovered you were ineligible to receive it for any reason, all premiums paid will be refunded to your account along with an allowance for any investment earnings lost.

Benefits paid by the First Super Allocated Pension Division

First Super offers two allocated pensions:

- An Allocated Pension, and
- A Transition to Retirement Allocated Pension.

The Allocated Pension

An Allocated Pension lets you convert your superannuation into regular income in retirement. You can choose the number of payments you wish to receive and their frequency, which can be monthly, quarterly, half-yearly or yearly.

You can also draw down lump sums when it suits you. The minimum lump sum withdrawal is \$1,000 – and a lump sum withdrawal cannot occur until you have received at least one regular income payment. This is a legal requirement that cannot be waived.

The government has made rules about the amount you can draw down in a year, and these are summarised below under the heading 'Government Limits on Payments'.

The Transition to Retirement Allocated Pension

The Transition to Retirement Allocated Pension can give you a tax-effective income stream while you're still working, but there are restrictions on the amount you can withdraw. These are explained below.

If you are 55 years of age or older, a Transition to Retirement Pension can help you ease your way into retirement without sacrificing your standard of living.

Depending on your circumstances, it may help you to:

- **Reduce your working hours.** If you want to cut back your hours of work, you can replace any income lost by drawing regular payments from your Transition to Retirement Pension.
- **Increase your retirement savings.** By making extra contributions to your super account via a salary sacrifice arrangement, you may increase your retirement savings.
- **Pay less tax.** If you are between 55 and 60 years of age, your Allocated Pension payments will be subject to tax. However, some of your payments

may be tax-free and you'll receive a 15% tax offset on any taxable proportion. Once you reach age 60, all of your Transition to Retirement Pension payments will become tax-free.

When you permanently retire, your Transition to Retirement Pension will convert to an Allocated Pension – but if you decide before then that you want to stop your Transition to Retirement Pension you can roll the balance of your account back into your First Super Accumulation Account.

Call us on 1300 360 988 or visit www.firstsuper.com.au to download a copy of the First Super Allocated Pension PDS.

Government limits on payments

Minimum annual payment: For both Allocated Pensions Payments, at least one payment of a minimum amount must be made at least once a year. The minimum amount is a percentage of account balance by the age shown below.

Age	Annual percentage of account balance
55–64	4
65–74	5
75–84	6
85–94	10
95+	14

But: the Government has announced a temporary 75% reduction in the minimum drawdown amount that members must take. This arrangement may change again without notice.

Contact us on 1300 360 988 for more information.

Maximum payment: For the Transition to Retirement Pension, the maximum that can be withdrawn in any year equals 10% of your account balance at the start of each year. This means that if you have \$100,000 in your account, you can withdraw a maximum of \$10,000 over the year. There is no limit on the maximum withdrawal amount for Allocated Pensioners.

Other important information

Value of your member account

The value of each First Super member's investment is recorded in your member account. Except for the Income Protection Benefit, benefits paid out by the Fund are paid from or include the balance of your member account. The balance of your member account equals:

- the total contributions and transfers paid in,
- less tax, fees and charges, insurance premiums and any previous withdrawals or transfers out of the account
- plus investment gains or losses. Investment earnings (negative or positive) are calculated monthly and applied to your account when you leave the Fund, make a partial withdrawal or on 30 June or each year. All investment earnings are declared after deduction of investment tax, fees and costs.

How to claim a benefit

Please contact us if you would like to claim a benefit or to enquire about setting up an Allocated Pension.

Accumulation Division members should note that the Government has placed restrictions on when you can claim superannuation benefits. In general, access depends upon the 'preservation' classification that applies. There are three classes of preservation:

- (1) **Unrestricted non-preserved benefits:** These are benefits that are generally rolled over from another superannuation fund, but could have been cashed previously; they can be paid to you at any time.
- (2) **Restricted non-preserved benefits:** These benefits are not preserved, but they cannot be cashed until you leave service with your current employer or are otherwise eligible.
- (3) **Preserved benefits:** All contributions and earnings paid or accruing from 1 July 1999 are preserved in the superannuation system until an approved benefit can be paid, (for example, through retirement, death, disability or commencement of an Allocated Pension).

Preservation of benefits is complex, and the Government may change the rules from time to time. You can contact the First Super Trustee for up-to-date information.

Payment restrictions

The Fund is subject to a range of legislation, some of which means that benefit payments cannot be made to any person unless that person provides sufficient identification material to comply with the *Anti Money Laundering and Counter Terrorism Financing Act 2006 (Cth)*.

Insurance

Accidents do happen. People get sick. First Super's insurance can help you to minimise the financial impact on you and your family. You can get the death, disability (TPD) and income protection insurance cover you need without the hassle or cost of doing it yourself.

Types of cover

Death: is a lump sum benefit paid if you die or are diagnosed with a terminal illness. This money can help pay for your funeral, cover your debts and provide for your dependants.

TPD: is a lump sum benefit paid if you suffer a total and permanent disability. The money can help cover the long-term costs of a disability, including medical treatment, ongoing care and modifications to your home.

Income Protection: is a monthly benefit that replaces up to 85% of your income if you can't work because of sickness or injury. These payments can help you pay your day-to-day expenses.

How much does it cost?

Premiums for these insurance packages are paid out of your super account. Premiums depend on factors including age, gender and the level of risk in your occupation. At the date this report was published, premiums for Death and TPD insurance started at as little as \$1.17 per week per unit of cover.

You can find out how much insurance you currently have, and how much it costs, by checking your annual super statement or by calling First Super on **1300 360 988**.

You can also apply to increase your cover up to \$2 million.

Please see the PDS for information on default insurance and for the terms and conditions that apply to insurance.

TRUST DEED CHANGES

The Trust Deed contains the rules of the Fund. During the year, the Trustee made substantial changes to the Trust Deed. However, no change was made that had an adverse affect on the value or calculation of any benefit for any beneficiary.

The key changes made were:

- Consolidation of a number of earlier amendments into a single document that is easier to understand. This document was executed as a new Trust Deed to remove doubt about whether any past amendments continued to have an effect separate from the single document;
- Removal of a number of redundant clauses relating to features or regulations that no longer apply;
- Modernisation of language and definitions to make the Trust Deed easier to read; and
- Clarification of the powers and obligations of the Trustee to make them consistent with the law as it currently stands.

You should contact us if you have any questions about the Trust Deed.

DERIVATIVES

First Super and external investment managers may use derivative investments to help manage risk and for other defensive purposes. Derivative investments are not used for speculative investing. Where derivative investments are used, the Trustee considers the associated risks and controls that are in place by monitoring the managers' Risk Management Statement and preparing its own.

SOCIALLY RESPONSIBLE INVESTING

Labour standards and environmental, social or ethical considerations may be taken into account in the selection, retention or realisation of investments.

SUPERANNUATION SURCHARGE

The superannuation surcharge payable by high income earners on contributions and termination payments made on or after 1 July 2005 has been abolished. However, the ATO continues to send assessments relating to prior years. Should First Super receive such an assessment, we will deduct the charge directly from your account.

PROTECTING YOUR BENEFIT

Commonwealth Government regulations protect the benefits of members with superannuation account balances of less than \$1,000. Normally, fees for small account holders may not exceed the amount of earnings credited to your account. But in times of a negative investment return, the amount charged

may be up to \$10 in direct fees. This ensures that your investment is usually protected and does not get eroded by fees and charges. Tax and insurance premiums will, however, continue to be deducted from your account, regardless of your balance, until it reaches zero.

ELIGIBLE ROLLOVER FUND (ERF)

In accordance with superannuation legislation, First Super has nominated an Eligible Rollover Fund (ERF) to receive the accounts of lost members or members with small, inactive accounts. Our nominated ERF is Australia's Unclaimed Super Fund (AUSfund).

The Government has provided for lost and inactive members with an account balance of \$200 or less to be transferred to the ATO instead of an ERF. However, being transferred to AUSfund or the ATO may affect your benefits in other ways because:

- You will cease to be a member of First Super; and
- Any insurance cover you had with First Super will cease.

Neither AUSfund nor the ATO offers insured benefits in the event of death or disability and may have a different investment strategy to First Super. If your benefit is transferred to AUSfund or the ATO, you will become subject to the governing rules the operations of either AUSfund or the ATO.

If First Super can provide AUSfund with current contact details, it will send you its current Product Disclosure Statement (PDS). You can also ask AUSfund for a copy of its PDS.

If First Super is required to transfer your account to the ATO, the ATO should make efforts to contact you. Both AUSfund and the ATO will generally protect accounts from erosion due to any administration levy or fees.

You can contact AUSfund at:

AUSfund Administration
PO Box 2468
Kent Town SA 5071

T: 1300 361 798 (for the cost of a local call)

F: 1300 366 233 (for the cost of a local call)

E: admin@AUSfund.net.au

W: www.unclaimedsuper.com.au

You can contact the ATO by calling 13 10 20 or visiting www.ato.gov.au

COMPLAINTS

The Trustee has established a procedure to deal fairly with member complaints. All complaints will be handled in a courteous and confidential manner, and will be properly considered and dealt with within 90 days. If you believe you have a complaint, please write to:

Superannuation Complaints Officer
c/o First Super
PO Box 666
Carlton South VIC 3053

Once the Trustee has investigated your complaint, you will receive a written reply explaining the Trustee's decision. If you are not satisfied with this decision, you may choose to take your complaint to the Superannuation Complaints Tribunal (SCT).

The SCT is an independent body established by the Commonwealth Government to review certain types of Trustee decisions. If the SCT accepts your complaint, it will attempt to resolve the matter through conciliation, which involves assisting you and the Fund to reach a mutual agreement.

If conciliation is unsuccessful, the SCT will make a determination, which is binding. Time limits apply to making certain complaints, particularly in relation to Death & Total and Permanent Disablement benefits, so you should approach the SCT promptly if you are dissatisfied with the decision of the Trustee.

If you wish to find out whether the Tribunal can handle your complaint and the type of information you would need to provide, you can contact the SCT at:

Locked Bag 3060, Melbourne VIC 3001
T: 1300 884 114
F: 03 8635 5588
E: info@sct.gov.au
W: www.sct.gov.au

If your complaint is outside the jurisdiction of the SCT, you might be able to take it to the Financial Ombudsman Service (FOS). FOS can be contacted at:

Financial Ombudsman Service (FOS)
GPO Box 3
Melbourne VIC 3001
T: 1300 780 808
W: www.fos.org.au

This service is provided to you free of charge.

PRIVACY

First Super has arrangements in place to protect the privacy of members' personal information, which will only be shared with other organisations for the purpose of administering your account or as otherwise authorised by you. A copy of our Privacy Policy is available on request.

PROVIDING YOUR TAX FILE NUMBER (TFN)

Under the Superannuation Industry (Supervision) Act 1993, your superannuation fund is authorised to collect your TFN, which will only be used for lawful purposes. These purposes may change in the future as a result of legislative change.

The trustee of your superannuation fund may disclose your TFN to another superannuation provider, when your benefits are being transferred, unless you request the trustee of your superannuation fund in writing that your TFN not be disclosed to any other superannuation provider.

It is not an offence not to quote your TFN. However giving your TFN to your superannuation fund will have the following advantages (which may not otherwise apply):

- (i) your superannuation fund will be able to accept all types of contributions to your account/s;
- (ii) the tax on contributions to your superannuation account/s will not increase;
- (iii) other than the tax that may ordinarily apply, no additional tax will be deducted when you start drawing down your superannuation benefits; and
- (iv) it will make it much easier to trace different superannuation accounts in your name so that you receive all your superannuation benefits when you retire.

You may provide your TFN orally or in writing (including electronically). Your annual Member Benefit Statement shows whether you have supplied your TFN. If you have not supplied us with your TFN but would like to do so, please contact us on **1300 360 988**.

Need more information?

For information or assistance regarding your super account, contact us:

Call: **1300 360 988**

Web: www.firstsuper.com.au

E-mail: mail@firstsuper.com.au

Fax: 1300 362 899

Address: Level 3, 200 Arden St
North Melbourne, Vic 3051

TALK TO SOMEONE WHO KNOWS

First Super's Coordinators are available to help with more complicated issues. They can speak with you over the phone or visit your workplace. First Super's Financial Planner is also available to discuss the financial planning services available to you.

We will provide you with any information you reasonably require to understand your benefit. This includes, but is not limited to:

- benefit quotes
- the trust deed
- audited accounts
- insurance policies
- product disclosure statements, and
- the Risk Management Plan.

You can also obtain a printed copy of this annual report or the PDS at no charge by contacting us.

NEED HELP TO GET YOUR FINANCES ON TRACK?

A financial planner can help you to:

- better manage your money
- sort out your super
- achieve your financial goals (such as reduce debt, increase savings)
- identify your insurance needs, to help protect you and your family
- access your super when you turn 55
- make the most of a redundancy payout
- plan for your retirement and access government benefits.

Our financial planners receive no commissions for signing you up to a particular product or service; they work on a fee-for-service basis, so you'll know what it's going to cost you up-front.

Your initial consultation is free and First Super members who are 45 years of age or older get a \$250 flat-fee financial planning service. Call **1300 360 988** to speak to our Financial Planner.*

* Financial planning is supplied by Industry Fund Financial Planning (IFFP). IFFP is a division of Industry Fund Services Pty Ltd – ABN 54 007 016 195, AFSL 232514. Complex plans may incur a higher fee. Offer current at October 2011 but may be varied or withdrawn at any time.