

		Short-Term Benefits	Post-Employment Benefits
		Fixed Salary Paid ¹	Voluntary Contribution Superannuation ⁵
Non-Executive Directors (GTS)			
Mr George Venardos ¹⁸	2017	\$ 71,850	\$ 357
Chair	2016	\$ 20,159	\$ 100
Mr John Barrington ¹⁴	2017	\$ 94,074	\$ 50
	2016	\$ 16,094	\$ 80
Mr Stephen Somogyi	2017	\$ 23,834	\$ 119
	2016	\$ 17,108	\$ 85
Ms Alice Williams ¹⁵	2017	\$ 10,074	\$ 50
	2016	\$ 16,094	\$ 80
Mr Andrew Bloore ¹⁶	2017	\$ 14,955	\$ 74
	2016	Not Applicable	Not Applicable
Mr John Dowling	2017	\$ 14,298	\$ 71
	2016	\$ 14,586	\$ 73
Mr Ian Todd	2017	\$ 16,836	\$ 1,995
	2016	\$ 14,740	\$ 1,850
Mr Timothy Logan	2017	\$ 14,261	\$ 71
	2016	\$ 14,586	\$ 73
Ms Linda Jenkinson ¹⁷	2017	\$ 14,955	\$ 74
	2016	Not Applicable	Not Applicable

		Short-Term Benefits		Long-Term Benefits		Post-Employment Benefits	Termination Benefits
		Fixed Salary Paid ¹	Annual Incentives (STI) Paid ²	Long-Term Incentive (LTI) Granted ³	Long-Term Incentive (LTI) Paid ⁴	Voluntary Contribution Superannuation ⁵	Contractual and non-contractual payments ⁶
Executive Officers							
Mr Mario Pirone	2017	\$ 78,508	\$ 67,620	\$ 44,100 ⁷	\$ 77,558 ⁹	\$ 600	
Managing Director	2016	\$ 74,769	\$ 70,950	\$ 43,150 ⁷	\$ 0 ⁸	\$ 750	
Ms Theresa Mills ¹¹	2017	\$ 50,927	\$ 0	\$ 0	\$ 0	\$ 2,538	\$ 173,995
	2016	\$ 246,384	\$ 0	\$ 0	\$ 0	\$ 15,692	
Mr Sam Horskins ¹⁸	2017	\$ 51,955	\$ 7,434	\$ 11,151	\$ 6,240	\$ 0	
	2016	\$ 32,669	\$ 5,200	\$ 7,780	\$ 8,500	\$ 0	
Mr Greg Everett ¹²	2017	\$ 39,289	Not Applicable	Not Applicable	Not Applicable	\$ 0	\$ 0
	2016	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mr Antony Jarvis ¹⁸	2017	\$ 39,320	\$ 6,300	\$ 3,150	\$ 0	\$ 223	
	2016	\$ 18,843	\$ 3,080	\$ 0	\$ 0	\$ 94	
Mr Gary McGrath ¹⁰	2017	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
	2016	\$ 173,220	\$ 0	\$ 0	\$ 0	\$ 862	\$ 15,358
Ms Sharon McNeill	2017	\$ 160,165	\$ 18,000	\$ 18,000	\$ 8,000	\$ 873	
	2016	\$ 142,186	\$ 16,500	\$ 16,500	\$ 0	\$ 707	
Mr David Frost	2017	\$ 203,162	\$ 19,350	\$ 19,350	\$ 15,000	\$ 1,117	
	2016	\$ 190,071	\$ 23,500	\$ 23,500	\$ 0	\$ 946	
Ms Rena Padman ¹³	2017	\$ 128,095	Not Applicable	Not Applicable	Not Applicable	\$ 639	
	2016	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	

Notes and Footnotes:

- Amounts reported reflect a portion of each individual's overall remuneration package, according to time spent on the Guild Superannuation business, versus time on other company entities that form part of the Guild Group.

- Amounts are in gross dollars, rounded to the nearest dollar and can be taken to apply for the full year unless otherwise indicated.

¹ Fixed salary includes paid absences and salary sacrificed items. Minimum SGC superannuation payments are excluded.

² Annual cash bonus (STI) for financial year performance including superannuation, and paid October following end of financial year.

³ Long Term Incentive (LTI) granted, as a fixed cash amount for financial year performance, in October following end of financial year.

- ⁴ Long Term Incentive (LTI) paid as a fixed cash amount as 100% of amount granted subject to completion of a further two years of employment with the organisation e.g. LTI granted for FY15 performance is paid October 2017. In accordance with scheme rules, cash amounts paid out may be reduced (or payment delayed) only in exceptional circumstances to safeguard the company.
- ⁵ Voluntary superannuation contributions paid from fixed salaries (¹) which are over and above SGC minimum contribution.
- ⁶ Termination benefits paid on cessation of employment.
- ⁷ Long Term Incentive (LTI) granted for financial year performance in October following end of financial year, capped as a percentage of TEC i.e. base salary + superannuation + salary sacrificed items. Cash value is converted to the same number of LTI options, for payment in the future based on the changing value of Group Net Assets (GNA). Vesting date is upon completion of further two years of employment, and may be exercised for up to a maximum of 8 years subject to remaining an employee with the organisation. GNA determines value of options and amount payable when exercised, calculated as [Latest GNA – Initial GNA]/Initial GNA.
- ⁸ Mr Mario Pirone's FY14 LTI have vested but not exercised. See notation 7 for further detail.
- ⁹ Mr Mario Pirone's FY14 and FY15 LTI have vested and both years have been exercised. See notation 7 for further detail.
- ¹⁰ Mr Gary McGrath was appointed on 1 January 2015 and resigned on 21 June 2016.
- ¹¹ Ms Theresa Mills resigned on 18th November 2016.
- ¹² Mr Greg Everett was appointed on 08th May 2017.
- ¹³ Ms Rena Padman was appointed on 27th July 2016.
- ¹⁴ Mr John Barrington acted in executive capacity for the super fund (August – December 2016) and retired effective 31st December 2016.
- ¹⁵ Ms Alice Williams retired on 31st December 2016.
- ¹⁶ Mr Andrew Bloore was appointed on 01st September 2016.
- ¹⁷ Ms Linda Jenkinson was appointed on 01st September 2016.
- ¹⁸ Mr George Venardos, Sam Horskins and Antony Jarvis's remuneration have increased reflecting increased time spent on the Guild Superannuation business in FY16/17.