

# ClearView Retirement Plan Executive Officers as at 30 June 2017



ClearView Life Nominees Pty Limited ABN 37 003 682 175 AFSL 227683 is trustee for the ClearView Retirement Plan ABN 45 828 721 007

Name	Position	Appointed to CLN Board
Jennifer Lyon	Non-executive Chair and Director	1 July 2014
Louise Thurgood	Non-executive Director	16 December 2010
Susan Young	Non-executive Director	16 December 2010
Bruce Edwards	Non-executive Director	22 October 2012
Jane Paskin	Non-executive Director	1 February 2017
Athol Chiert	Chief Financial Officer and Company Secretary	4 November 2008
Elizabeth Briggs	Head of Legal and Company Secretariat, Company Secretary	14 December 2016
Simon Swanson	Managing Director	14 March 2012 – 25 January 2017
Greg Martin	Chief Actuary and Risk Officer	N/A
Justin McLaughlin	Chief Investment Officer	N/A
Sarah Cummings	General Manager, Development	N/A
Deborah Lowe	General Manager, People and Operations	N/A
Chris Blaxland-Walker	General Manager, Distribution	N/A
Todd Kardash	CEO – Dealer Group	N/A

# ClearView Retirement Plan Executive Officers - Board Attendance as at 30 June 2017



	1 July 2010 - 30 June 2011	1 July 2011 - 30 June 2012	1 July 2012 – 30 June 2013	1 July 2013 30 June 2014	1 July 2014 – 30 June 2015	1 July 2015 – 30 June 2016	1 July 2016 – 30 June 2017
	Attended	Attended	Attended	Attended	Attended	Attended	Attended
<b>Bruce Edwards*</b>	-	-	5	5	6	4	5
<b>Simon Swanson**</b>	-	2	9	5	4	4	1
<b>Louise Thurgood***</b>	3	5	8	5	6	4	4
<b>Susan Young***</b>	3	4	8	5	6	4	5
<b>Dr Gary Weiss#</b>	-	-	-	4	-	-	-
<b>Jennifer Lyon##</b>	-	-	-	-	6	4	5
<b>Jane Paskin###</b>	-	-	-	-	-	-	3

\* Mr Edwards was appointed to the CLN Board and was eligible to attend meetings from 22 October 2012.

\*\* Mr Swanson was appointed to the CLN Board and was eligible to attend meetings from 14 March 2012 until his resignation from the Board on 25 January 2017.

\*\*\* Ms Thurgood and Ms Young were appointed to the CLN Board and were eligible to attend meetings from 16 December 2010. Ms Young was appointed Chair on 1 July 2014 until 14 December 2016.

# Dr Weiss was appointed to the CLN Board and was eligible to attend meetings from 1 July 2013 until his resignation from the Board on 30 June 2014.

## Ms Lyon was appointed to the CLN Board and was eligible to attend meetings from 1 July 2014 and was appointed Chair on 14 December 2016.

### Ms Paskin was appointed to the CLN Board and was eligible to attend meetings from 1 February 2017.

# ClearView Retirement Plan Executive Officers - Remuneration 2016 Financial Year



2016 Financial Year	SHORT TERM EMPLOYEE BENEFITS				POST EMPLOYMENT		SHARE BASED PAYMENTS		TOTAL
	Salary & Fees (\$)	Bonus (\$)	Retention Bonus (\$)	Non-monetary (\$)	Termination Payment (\$)	Super (\$)	Employee Share Plan <sup>1</sup>	Performance based (%)	\$
S Swanson	99,275	49,685	-	2,216	-	3,089	-	32.2%	154,264
A Chiert	73,801	22,170	-	2,123	-	3,862	9,660	28.5%	111,616
C Robson	30,759	-	-	-	18,582	3,386	-	-	52,727
G Martin	74,374	23,281	-	2,770	-	6,987	9,660	28.1%	117,072
J McLaughlin	122,403	37,546	-	-	-	10,026	-	22.1%	169,975
T Thomas	9,202	-	-	-	13,768	638	-	0.0%	23,608
C Blaxland-Walker	22,203	6,859	-	849	-	2,193	734	23.1%	32,837
T Kardash	-	-	-	-	-	-	-	-	-
D Lowe	37,790	11,974	-	-	-	5,025	1,288	23.6%	56,077
S Cummings	66,237	20,122	-	-	-	4,943	2,754	24.3%	94,055
J Lyon	45,662	-	-	-	-	4,338	-	-	50,000
L Thurgood	45,662	-	-	-	-	4,338	-	-	50,000
S Young	54,795	-	-	-	-	5,205	-	-	60,000
B Edwards	3,000	-	-	-	-	-	-	-	3,000
<b>Total</b>	<b>685,163</b>	<b>171,637</b>		<b>7,958</b>	<b>32,350</b>	<b>54,030</b>	<b>24,096</b>	<b>20.1%</b>	<b>975,231</b>

<sup>1</sup> Benefit calculated using the Binomial model in respect of the future value of the ESP shares issued

# ClearView Retirement Plan Executive Officers - Remuneration 2015 Financial Year



2015 Financial Year	SHORT TERM EMPLOYEE BENEFITS				POST EMPLOYMENT		SHARE BASED PAYMENTS		TOTAL
	Salary & Fees (\$)	Bonus (\$)	Retention Bonus (\$)	Non-monetary (\$)	Termination Payment (\$)	Super (\$)	Employee Share Plan <sup>1</sup>	Performance based (%)	\$
S Swanson	99,998	52,546	-	1,986	-	3,217	-	33.3%	157,747
A Chiert	137,159	43,246	-	2,516	-	7,497	18,601	29.6%	209,020
C Robson	76,144	24,007	-	-	-	4,826	-	22.9%	104,976
G Martin	85,022	27,976	-	2,851	-	8,322	11,454	29.1%	135,625
J McLaughlin	196,823	63,430	-	-	-	16,713	-	22.9%	276,967
T Thomas	96,632	30,476	-	-	-	6,770	10,637	28.4%	144,515
C Blaxland-Walker	42,049	13,362	-	1,433	-	3,072	792	23.3%	60,707
T Kardash	-	-	-	-	-	-	-	-	-
J Lyon	45,662	-	-	-	-	4,338	-	-	50,000
L Thurgood	45,662	-	-	-	-	4,338	-	-	50,000
S Young	54,795	-	-	-	-	5,205	-	-	60,000
B Edwards <sup>2</sup>	-	-	-	-	-	-	-	-	0
<b>Total</b>	<b>913,827</b>	<b>255,042</b>	<b>-</b>	<b>8,786</b>	<b>-</b>	<b>64,298</b>	<b>41,485</b>	<b>-</b>	<b>1,283,438</b>

<sup>1</sup> Benefit calculated using the Binomial model in respect of the future value of the ESP shares issued

<sup>2</sup> Directors are on the Board of the parent entity, ClearView Wealth Limited, and no fees, benefits and costs of the non-executive director of the parent entity are allocated to entities in the Group. The Directors' remuneration is disclosed in the Remuneration Report of the ClearView Wealth Limited Annual Report published on the ASX and ClearView's website.

# ClearView Retirement Plan

## Executive Officers' Biographies



**Jennifer Lyon** (Chair) BSc (Maths) (Hons), FIAA, GAICD  
Independent Non-executive Chair and Director

Jenny was appointed CLN Director on 1 July 2014 and Chair of CLN on 14 December 2016. Jenny is an experienced actuary, small business owner and Director. Jenny is currently a Director of recruitment firm SKL Executive, and is a non executive Director and President of the Actuaries Institute of Australia.

Jenny was previously Managing Director of Qed Actuarial, a specialist actuarial recruitment firm, a director of Hall & Lyon which managed the distribution of actuarial education material, a Consultant with Optimiss Consulting, a business working with large listed firms in Australia providing strategies, advice and recruitment services to increase the number of women in senior management roles, and worked at AMP and Towers Perrin in superannuation and financial services.

**Bruce Edwards** BSc, MA, FIAA  
Independent Non-executive Director

Bruce Edwards was appointed CLN Director on 22 October 2012. Bruce is a qualified actuary with over 25 years in actuarial consulting, including five years as Managing Director of KPMG Actuaries. In recent years, he has held directorships with a number of life and general insurance companies, life insurance distribution companies and superannuation fund trustees, as well as lecturing in actuarial science at Macquarie University. He is a director of Munich Re in Australia (a life and general reinsurance business and a direct general insurance company). He is a Past President and active member of the Rotary Club of Sydney.

# ClearView Retirement Plan

## Executive Officers' Biographies



**Susan Young** BA (Hons. French and Education), MA, FCIS, FCSA, MAICD  
Independent Non-executive Director

Susan Young was appointed CLN Director on 16 December 2010 and Chair of the CLN Board from 1 July 2014 to 14 December 2016. Ms Young has over 30 years' experience in senior executive roles domestically and overseas, including Asia Pacific and the USA, with an early track record of 15 years in investment banking, followed by senior management roles in the corporate and professional services sector. She retired as a Partner and Senior Director of Spencer Stuart, a leading global executive search firm, and previously held operational management roles as both a divisional CFO and Joint Venture CEO/President for a Lend Lease Group company. Ms Young currently serves on the board of the Westmead Institute for Medical Research and is Governor of WWF Australia.

**Louise Thurgood** MBA, BA (Hons. Economics)  
Independent Non-executive Director

Louise Thurgood was appointed CLN Director on 16 December 2010. Louise has more than 17 years' experience in dynamic, complex, fast-growing global companies in the banking, finance and investment sectors. Her risk-skill experience extends across a wide range of industries, including infrastructure, agriculture, construction, renewable energy, and mining. Just prior to the GFC, Louise's risk knowledge and insight resulted in her being tasked with the difficult role of Group Treasurer of Babcock & Brown where she introduced new systems which assisted in the eventual restructure of the group. During the past five years, Louise has transitioned her career to fulfil several Non-Executive Director roles including current positions with CLN and Moorebank Intermodal Company. Louise also holds a small portfolio of not-for-profit board positions.

# ClearView Retirement Plan

## Executive Officers' Biographies



### **Jane Paskin** B Laws (Hons)

Independent Non-executive Director

Jane Paskin was appointed to the Board of CLN on 1 February 2017. She has over 25 years' financial services experience and has actively advised on many aspects of the development and operation of the wealth management industry over that period.

Jane has a profound understanding of superannuation, funds management and life insurance laws, together with experience in mergers and acquisitions, contract law, trust law, tax law; litigation, dispute resolution and compliance generally. She is highly regarded for her expertise and experience and is a frequent public speaker.

Jane is a Consultant at Clayton Utz (formally a Senior Partner heading up their Superannuation section). She holds a Bachelor of Laws (Hons), is a Fellow Trustee and Accredited Investment Fiduciary of ASFA, and is a graduate of the Australian Institute of Company Directors. She is currently Chair of Rice Warner Actuaries and is a director at Barnardos Australia (a not for profit child welfare agency) and a former director of the Association of Superannuation Funds of Australia Limited (ASFA).

# ClearView Retirement Plan

## Executive Officers' Biographies



**Simon Swanson** B.EC, B.Bus, ANZIIF (Fellow), CIP, FCPA  
Managing Director

Simon Swanson was a CLN Director from 14 March 2012 until 25 January 2017. Simon is an internationally experienced financial services executive having worked for over 35 years across life insurance, funds management, general insurance and health insurance. He has successfully led the largest life insurer (CommInsure, Sovereign and Colonial) in three countries and spent half of his career in the Asia Pacific region.

Simon is a former Chairman of ANZIIF's Life, Health and Retirement Income Faculty Advisory Board and former director of the Australian Literacy and Numeracy Foundation.

Simon led the team that founded ClearView in its current form and was appointed as Managing Director of ClearView on 26 March 2010.

**Athol Chiert** B.Com, B.Acc, CA (SA)  
Chief Financial Officer and Company Secretary

Athol was appointed CFO and Company Secretary on 4 November 2008. Athol has a life insurance and private equity background. He was previously the CFO of PrefSure Holdings Limited and PrefSure Life Limited and also served as a director and executive of the Global Capital Group both in Australia and South Africa. Athol has over 16 years' experience in the finance industry including holding directorships on investee and subsidiary entities. Athol commenced his professional career as an accountant with Arthur Andersen.

**Elizabeth Briggs** BAMediaLLB  
Head of Legal and Company Secretariat, Company Secretary

Elizabeth has over 10 years' experience in financial services and is the Head of Legal and Company Secretariat at ClearView. Elizabeth was appointed as Company Secretary for CLN on 14 December 2016. Elizabeth has been part of the legal team at ClearView for more than 4 years and prior to that held a variety of roles in funds management, superannuation and in private practice. Elizabeth is a member of the Law Society of NSW and is involved with a number of non for profit organisations.



# ClearView Retirement Plan

## Executive Officers' Biographies



**Greg Martin** BA, FIAA, FFin, FAICD  
Chief Actuary and Risk Officer

Greg has over 25 years experience specialising in life insurance and funds management and has held a number of other Appointed Actuary roles during his career. Greg has fellowships with the Institute of Actuaries of Australia, FINSIA and the AICD, and is a Chartered Enterprise Risk Actuary. He was a member of the Life Insurance Actuarial Standards Board, a member of two advisory panels to the Australian Accounting Standards Board and a member of multiple committees of the Institute of Actuaries of Australia. Greg has a wealth of experience in the areas of risk and capital management, financial management and reporting, and product pricing and management.

**Christopher Blaxland-Walker**  
General Manager, Distribution

Christopher has over 15 years' experience in financial services. He started his career at Legal and General in the call centre and worked in all areas of the company. In the last 10 years he has been involved in sales at CommInsure where he held the position of NSW State Manager before joining ClearView as the National Sales Manager in 2011.

**Justin McLaughlin** B.Eco Hons  
Chief Investment Officer

Justin is the Chief Investment Officer of ClearView. He has 20 years' experience in the industry with a focus on asset allocation and fund manager research. He started his career with the Federal Government Super Scheme (now CSS/PSS) where he had a number of roles in researching fund managers and working in tactical and strategic asset allocation. He has held Chief Economist and Investment Strategy roles with Advance Asset Management and United Funds Management. He has worked for TOWER (now TAL) and was Head of Research at Bridges a financial planning and stockbroking company for 8 years prior to joining ClearView.

# ClearView Retirement Plan

## Executive Officers' Biographies



**Deborah Lowe** B.Com (Eco), MBA AGSM  
General Manager, People and Operations

Deborah joined ClearView in 2013. She has over 25 years' experience in the financial services industry, specialising in both human resources and operations management. Deborah previously held senior human resources and operational roles with Barclays Global Investors. She worked in San Francisco for Barclay Global Investors implementing a global HRIS system and went on to manage the global administration of human resources. Prior to joining ClearView, she held a variety of lending, customer service and account management roles with the Commonwealth Bank of Australia.

**Todd Kardash**  
Chief Executive Officer, Matrix Planning Solutions

Todd has over 20 years' sales experience in the financial services industry. For five years prior to joining ClearView in 2011, Todd was Head of Adviser Distribution at CommInsure. From 2001 to 2005, he was involved in setting up the NAB Insurance dealer group as State Manager in NSW. Todd started in the industry as an adviser with National Mutual in 1989 where he built up the business to over 800 clients over a period of five and a half years before selling the practice to move into management with National Mutual (rebranded to AXA Asia Pacific in 1999).

**Sarah Cummings** B.Bus  
General Manager, Development

Sarah joined ClearView in 2013 and has 20 years' experience in financial services. She started her career in financial planning before moving to the corporate side of financial services. She then joined Asgard in distribution support across superannuation and investments. In 2001, Sarah joined FSP and was responsible for developing their wrap platform before joining AXA as a distribution executive responsible primarily for life insurance. Consequently she has had a broad experience across the wide facets of the financial services industry. Prior to her appointment to the leadership team, Sarah was Head of Wealth Product for ClearView and led the team delivering the WealthFoundations investment platform in 2014.

# ClearView Retirement Plan

## Former Executive Officers



ClearView Life Nominees Pty Limited ABN 37 003 682 175 AFSL 227683 is trustee for the ClearView Retirement Plan ABN 45 828 721 007

### Former Executive Officers

Name	Position	Appointed to CLN Board
Dr Gary Weiss	Chairman and Director	1 July 2013- 30 June 2014
Chris Robson	General Counsel and Company Secretary	4 April 2011–11 December 2015
Tony Thomas	General Manager - Operations and IT	N/A

# ClearView Retirement Plan

## Former Executive Officer Biographies



**Dr Gary Weiss** LLB (Hons), LLM and JSD  
Former Independent Non-executive Chair and Director

Gary has extensive international business experience and has been involved in numerous cross-border mergers and acquisitions. This includes an established track record in life insurance and wealth management businesses. He is Chairman of Ridley Corporation Limited, Executive Director of Ariadne Australia Limited, a Director of The Straits Trading Company Limited, Premier Investments Limited, Pro-Pac Packaging Limited, Tag Pacific Limited and Thorney Opportunities Limited, and an Alternate Director of Mercantile Investment Company Limited.

Gary was appointed CLN Director on 1 July 2013 and resigned as CLN Director on 30 June 2014.

**Chris Robson** BA (Hons), LLB, LLM  
Former General Counsel and Company Secretary

Chris has over 20 years' experience in the financial services industry and was ClearView's General Counsel between 4 April 2011 and 11 December 2015. Chris was previously General Counsel and Group Company Secretary for Challenger Limited (formerly Challenger Financial Services Group Limited). Before that, he was Head of Legal, Risk Management and Compliance at Barclays Global Investors Australia Limited. Chris has also held legal roles at the Commonwealth Bank of Australia, the Australian Securities and Investment Commission and the Commonwealth Attorney General's Department. He is a member of the Law Society of NSW and the Society of Notaries of NSW.

**Tony Thomas**  
Former General Manager, Operations and IT

Tony has over 20 years' experience in the financial services industry in Australia, NZ and the UK. Tony is a member of the Institute of Chartered Accountants in Australia and has held senior finance, company secretarial, operations and information technology roles at Calliden Group, TAL Limited, PrefSure Life and Lumley Life. Tony was General Manager, Operations and IT between April 2013 and November 2015.