



FAQs

Superannuation changes

Welcome to the new Adobe Staff Super Plan IOOF Employer Super

A super change made easy

About the changes to Adobe's staff super plan

After extensive due diligence and a review of various super funds, Adobe will transition their default staff super fund to Insignia Financial.

From 1 March 2023 our new staff super plan will be IOOF Employer Super which offers generous automatic acceptance levels on the default insurance, a wide range of investment options, easy access to your accounts online and access to help, guidance and support.

With IOOF Employer Super, your account keeping fee, admin fee, and insurance premiums on the default insurance will be covered by Adobe from 1 March 2023.

What does this mean and what do I need to do?

BT For Life (Mercer) staff super plan members

(Who joined Adobe before 1/11/2021)

You don't need to do anything, starting 1 March 2023, your regular super contributions will be automatically paid to the new Adobe Staff Super Plan, IOOF Employer Super.

If you **do not** wish for your regular super contributions to be directed to IOOF Employer Super, you will need to complete the [Superannuation standard choice form](#) to nominate your preferred superannuation provider and return it to Payroll by end of February 2023.

BT For Life (Mercer) staff super plan members

(Who joined Adobe on or after 1/11/2021)

Superannuation 'stapling' rules came into effect on 1 November 2021. As such, to ensure your regular super contributions are paid to the new Adobe Staff Super Plan, IOOF Employer Super and to take advantage of the benefits, you will need to complete the [Superannuation Standard Choice form](#) (nominating IOOF Employer Super as your choice) and return it to Adobe's payroll team by end of February, 2023.

If you **do not** wish for your regular super contributions to be directed to IOOF Employer Super, you will need to complete the [Superannuation Standard Choice form](#) to nominate your preferred superannuation provider and return it to Payroll by end of February 2023.

An important note

From 1 March 2023, Adobe will only be reimbursing IOOF Employer Super fees and insurance premiums. Adobe will not be reimbursing any BBT or Mercer fees or premiums from this date.

Members of any other fund

If you'd previously asked Adobe to pay contributions to a superannuation fund other than the default company super arrangement, your superannuation arrangements won't change. You can join the new Adobe Staff Superannuation Plan at any time (after 1 March 2023 when the plan has been established) and take advantage of the benefits by completing the [Superannuation Standard Choice Form](#) and returning it to [ERC](#). Refer to Insurance section for further details.

How can I move my current super balance to IOOF Employer Super?

Even if your future regular super contributions are to be directed to your new IOOF Employer Super account after 1 March 2023, your existing super fund balance will remain in your old account until you elect to transfer it to your new IOOF Employer Super account.

Your super balance will not transfer automatically. If you'd like to consolidate your super into one account, here's what you need to know.

It's easy to consolidate your super into your new Adobe Staff Superannuation Plan:

Arrange a meeting with Financial Decisions in February to discuss transferring your balance. Find contact details on page 4.

or alternatively

Step 1 Once you have received your welcome note in March, register for IOOF Online [here](#).

Step 2 Log on to your IOOF Online account and follow the steps to find and consolidate your super.

Find more information and helpful tips [here](#).

An important note

Before deciding to consolidate your super, we recommend you check to see whether you'll lose any benefits or entitlements such as insurance cover or incur transaction fees. There may also be tax implications.

For help, see the Guidance and Advice section

Insurance

Can I have an IOOF Employer Super account for the insurance only, and not for my super?

Yes, if you choose to direct your regular super contributions into an alternative fund, you will have an account automatically established within IOOF by Adobe, only for the purpose of holding the default insurance outlined below.

Adobe will cover the insurance premiums for the default insurance.

What is the default insurance available in the Adobe Staff Super Plan?

The Adobe Staff Super Plan offers a default amount of Death and Total and Permanent Disablement (TPD) and Income protection (IP), also known as Salary Continuance insurance cover for eligible employees. Adobe will pay for insurance premiums for the default cover while you are employed by Adobe.

Your standard Death and TPD and Income protection cover will be based on your employment category. The table below outlines how this is calculated. It's also important to note that Death cover ceases at age 75, TPD cover tapers 10% from age 60 and ceases at 67 (30% drop at end). IP cover ceases at age 65.

	Death & total & permanent disablement (TPD)	Income protection
What does this cover me for?	It provides you or your family with a lump sum payment if you become totally and permanently disabled through illness or injury, are terminally ill or die.	It provides you with a regular monthly income, after a minimum waiting period, if you can't work due to temporary illness or injury.
What is Adobe's default level of cover?	The level of default cover is calculated using the following formula: 3 x salary	Your cover provides you with an income payment of up to 75% of your base salary, for a two-year benefit period. You have a 30-day waiting period.
Casual employees	Casual employees will receive Death and TPD cover based on your age and gender.	Income Protection cover is not provided automatically for casual employees.
What is the automatic acceptance cover limit?	\$1,250,000	\$14,000 per month

Permanent and fixed-term employees (in both cases) working at least 15 hours per week, can tailor their Default Standard Death and TPD cover at any time.

Do the insurances automatically apply when an IOOF account is opened for me?

Yes, the default insurance will be automatically applied when your new account is established by Adobe.

As Adobe have advised they will pay the premium for your insurance in addition to super guarantee contributions, this means no minimum age or account balance must be met to have insurance applied.

This applies even if you only plan to use your IOOF Employer Super account to receive the insurance cover. However, if Adobe cease to pay for your cover (such as if your employment ends) we can only provide you with cover if you are over 25 and have a balance over \$6,000, or if you elect for us to continue to provide you cover.

Can I transfer my insurance from another super fund?

Yes, you can. If you have insurance cover with another super fund or in a retail policy, you may be able to transfer it to your Adobe Staff Super Plan account. This cover will be added on top of any existing cover you hold.

To apply to transfer your insurance and to check the conditions that apply, please refer to the [Product Disclosure Statement](#) and the [Transferring your Insurance Cover form](#).

The cost of this cover will **not** be covered by Adobe.

Plan Fees

Are the Adobe Staff Super Plan fees covered by Adobe?

Yes! As part of your employee benefits, Adobe pays an additional contribution to your super to cover the cost of your account keeping fee, administration fee and insurance premiums for default insurance cover. This benefit is only applicable whilst you are employed by Adobe. Other fees may apply, see [Product Disclosure Statement](#) for details.

For more information please see further fee information on the last page of this document or visit the [Adobe Staff Super Plan microsite](#) (site live from Feb 6).

Investments

Can I choose where to invest my funds?

Yes! The Adobe Staff Super Plan has a broad range of investment options. You can choose from over 600 different investment options including the default MySuper investment option, IOOF Balanced Investor Trust. For further details, visit the [Adobe Staff Super Plan microsite](#) and navigate to Investment Choices.

If you would like support navigating the investment choices, we can help you. See the Guidance and Advice section for your options.

Your account balance in the new Adobe Staff Super Plan will be invested in the MySuper investment option, the IOOF Balanced Investor Trust – unless you select other investment options. You can view and make changes to your investment mix once you are a member and have access to your super account online.

Online access

Can I check my Adobe Staff Super online?

Yes, you should check in on your super on a regular basis! When you become a member of the Adobe Staff Super Plan it's easy for you to register for [IOOF Online access](#).

IOOF Online allows you to check your super balance, view your portfolio summary, transaction history, it allows you to switch investments, update your account information and view your statements. You can even find and consolidate your lost super.

Coming Soon – We will soon be launching our IOOF App, allowing you to stay on top of your super.

Beneficiaries

Will the beneficiaries of my current BT or Mercer Super be moved to IOOF?

No, they will not. We encourage all employees to nominate their beneficiaries for their super and/or insurance, this can be done via [IOOF Online](#).

Family Benefits

Can my family access this staff super plan?

The offer to join this plan generously extends to your spouse and immediate family member (that includes parents, siblings, and children). Spouse and immediate family members can enjoy the low, discounted fees along with other product features such as extensive investment menu and IOOF Online.

Your family will not have any fees, costs or insurance premiums reimbursed by Adobe. Refer to the Fees section of the disclaimer to see the discounted fees they have exclusive access to and the [IOOF Insurance Guide](#) for more information on cover conditions.

Guidance and Advice

What happens if I need financial advice?

Through the Adobe Staff Super Plan, you'll have access to three main areas of financial advice through our partner, Financial Decisions:

- General advice over the phone, at no extra cost to you – where your personal financial circumstances aren't taken into account.
- Limited advice, over the phone or in person at no extra cost to you – where you need help with a specific issue or question about your super.
- Comprehensive personal advice on a fee-for-service basis.

For more information, please visit financialdecisions.com.au. You can contact them on info@financialdecisions.com.au or 02 9997 4647.

Or contact your dedicated IOOF Relationship Manager, Joshua Gaughan on the details found on the below, who can help, or put you in touch with the right person for your needs.

Where can I find out more?

If you'd like more information or assistance, the following options are here to help:

- Attend an information webinar – We have sent you an invitation to register for this webinar.
- Register for a one-on-one consultation with Financial Decisions by sending them an email at info@financialdecisions.com.au
- Visit the [Adobe Staff Super microsite](#) (site live from Feb 6).
- Email your questions to Joshua.gaughan@insigniafinancial.com.au or call on 02 9028 5931.
- Contact our financial advice partner Financial Decisions on info@financialdecisions.com.au or 02 9997 4647.

Further Plan Fee Information

Fees are disclosed below as you will see your fees deducted from your account before you are reimbursed by Adobe. The below discounted fees will apply to family members who join the plan.

Adobe has negotiated a competitive package in the Adobe Staff Super Plan as follows:

	MySuper and Core Menu	Full Menu
Your investment choices	Invest in the low-cost, default MySuper investment option. Or choose from a menu of ready-made portfolios managed by IOOF.	Choose from an extensive menu of managed funds, shares and term deposits.
Administration Fee[#]		
First \$500,000	0.12% pa (discounted from 0.35% pa)	0.12% pa (discounted from 0.70% pa)
Balance above \$500,000	Further tiered discounting applies.	
Account keeping fee	\$40 pa (discounted from \$90 pa)	\$40 pa (discounted from \$150 pa)

Fees are inclusive of GST less any applicable reduced input tax credits. The full range of fees is available in the IOOF Employer Super Product Disclosure Statement.

Important Information

IOOF Employer Super is issued by IOOF Investment Management Limited (IIML), ABN 53 006 695 021, AFS Licence 230524, as Trustee of the IOOF Portfolio Service Superannuation Fund, ABN 70 815 369 818 (RSE Licensee). IIML is part of the Insignia Financial Group of companies comprising Insignia Financial Ltd (formerly IOOF Holdings Ltd) ABN 49 100 103 722 and its related bodies corporate ('Insignia Financial Group'). Our Workplace Solutions Managers are authorized by IOOF Investment Services Ltd ABN 80 007 350 405, AFSL 230703 to provide general financial product advice on superannuation products.

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It is recommended that you consider the relevant IOOF Employer Super Product Disclosure Statement (PDS) before you make any decisions about your superannuation or insurance. A Target Market Determination (TMD) is also available for consumers to better understand products. You can obtain the latest copy of the PDS (or other disclosure documents) and TMD by calling us on 1800 913 118 or by searching for the applicable product on the website at ioof.com.au