

## What's this about?

- The sale of the catering businesses may impact your super
- The changes will take time
- Some 'Do's, 'Don'ts, and myth busters
- We're here to support you

As you know, Qantas Airways Limited (**Qantas**) has announced its decision to sell Q Catering Limited (**Q Catering**) and Snap Fresh Pty Limited (**Snap Fresh**) to dnata, an aviation services company that is part of the Emirates Group.



This has repercussions on the superannuation benefits for Q Catering and Snap Fresh employees who are members of the Qantas Superannuation Plan (**Qantas Super**).

The trustee of Qantas Super is Qantas Superannuation Limited (the **Trustee**). The Trustee's role is to act in the best interests of its members as a whole, as it administers the Qantas Super Trust Deed and Rules in compliance with its duties and statutory obligations as a registrable superannuation entity.

The purpose of this letter is for the Trustee to explain what the proposed sale means for Qantas Super members who are employees of Q Catering and Snap Fresh.

## What's been agreed under the sale

Here's what Qantas has advised us:

- If the sale goes ahead, Q Catering and Snap Fresh will, in time, cease to be Associated Employers as defined in Qantas Super's Trust Deed and Rules;
- Recognising the importance of superannuation benefits to Q Catering and Snap Fresh employees, Qantas and dnata have agreed that they intend for these employees' super accounts to be transferred by way of a successor fund transfer from Qantas Super to a new super fund, which will be proposed by dnata;
- dnata will use all reasonable efforts to ensure that Q Catering and Snap Fresh will contribute to the new super fund on terms that are no less favourable for employees;
- The type of super account employees have now (that is, defined benefit or defined contribution) should continue and the super you've earned to date will be transferred into the new super fund. For example, if you're in a defined benefit division of Qantas Super now, you should expect to have a defined benefit structure in the new super fund.

**Important: If you choose to move your super account to a different super fund before the successor fund transfer date, the points set out above will no longer apply to you. This is particularly important if you're in a defined benefit division.**



As the Trustee, we must complete a detailed assessment of a proposed super fund before we can agree to a successor fund transfer, and dnata has not yet proposed the new superannuation fund to us – it is still early days.

The Australian Prudential Regulation Authority (APRA), which is the independent regulatory body for the superannuation industry, will be aware of the successor fund transfer.

More information overleaf 

## The successor fund transfer

If it goes ahead, the transfer will take place after the sale of Q Catering and Snap Fresh.

For the transfer to go ahead, the Trustee must be satisfied that it meets the following two tests:

**Test 1:** The transfer to the new super fund is in line with our duties to our members, including our duty to act in the best interests of members as a whole; and

**Test 2:** The rights you receive in the new fund for your super benefits will be equivalent to the rights you have in Qantas Super. This doesn't mean your rights must be exactly the same, just that as a bundle they'll be equivalent.

As you'd expect, this assessment is an important and complex activity that cannot be rushed. At this early stage, our best estimate is that the successor fund transfer could take as little as six months and as long as 24 months from the date of the sale.

Until a decision is made about the transfer, your super benefit will continue in Qantas Super on the current basis, unless your circumstances change or you decide otherwise.

## You're still in control of your super

Change can be confronting. Here are some tips to make sure you stay in control.

### Don't...

Don't make hasty decisions that you may later regret.

Don't take advice from friends or family who don't understand your type of super. No matter how good their intentions are, superannuation is not "one size fits all".

Don't ignore your super.

Don't give up on learning about your super.

### Do...

There's plenty of time for you to understand the implications of this change, and to get the help you need.

Superannuation arrangements, especially defined benefit, are complicated. If you want financial advice, make sure it's from a professional licensed financial adviser who is familiar with defined benefits. We can put you in touch with experts if you want.

Log into your account and find out what super you have, how it works, what insurance you have, and so on. Read any emails or letters from us. Look at the Qantas TV screens and noticeboards in your workplace for messages from us, like opportunities to attend seminars.

Learn as much as you can about your super. This is an opportunity for you to understand more about your super entitlements.

- Don't know how to log in?
- Want to know how much super you have?
- Not sure how your super is calculated?
- Need to talk to an expert about your defined benefit?

Call us on **1300 362 967!** We're here to help.

## Busting some myths

**Myth:** I am losing my super.

**Truth:** You are not losing your super. It'll be transferred to a new super fund if the successor fund transfer goes ahead. We don't know the name of the proposed new super fund yet. It's early days.

**Myth:** If the Trustee of Qantas Super doesn't approve the successor fund transfer of superannuation, the sale won't go ahead.

**Truth:** We are not directly involved with the decision to sell the Q Catering and Snap Fresh businesses; we can only make decisions in relation to Qantas Super. We'll work with the trustee of the new super fund in determining whether to approve the transfer or not.

**Myth:** I have a defined benefit account and will lose it in the transfer to the new super fund.

**Truth:** If you have a defined benefit account in Qantas Super at the time of the proposed successor fund transfer, the expectation is that a defined benefit account will be set up for you in the new super fund. The transfer won't occur until the Trustee is satisfied that your rights in the new super fund, including the way your super is calculated, are equivalent to the rights you have in Qantas Super.

**Myth:** I can keep my defined benefit in Qantas Super if I resign, retire, or go to a self managed super fund.

**Truth:** This is not true. If you're a defined benefit member and you resign, retire, or go to a self managed super fund, you'll no longer have a defined benefit super account. The only way for you, as a Q Catering or Snap Fresh employee, to keep your defined benefit account in the event of this sale is for your super account to be transferred to a new super fund through the successor fund transfer.

## We're here to support you

Since the proposed sale, representatives of the Qantas Super Trustee have held multiple superannuation briefings in Sydney, Melbourne, Brisbane, and Perth, speaking to more than 550 members. We are here to help and support you.

To keep up to date with the latest information, please visit [www.qantassuper.com.au/catering](http://www.qantassuper.com.au/catering). You'll find answers to frequently asked questions, dates for seminars, and you can make an appointment to meet one-on-one with a professional licensed financial adviser where you work.

You can also call us on 1300 362 967 for general enquiries and to ask to be put in touch with a licensed financial adviser who understands the defined benefits divisions in Qantas Super.

Remember, the Trustee can help you with questions about your super. If you want to talk about other implications regarding the sale, please speak to your Qantas manager.

Kind regards



**Michael Clancy**  
Chief Executive Officer  
Qantas Super



**Important:**  
Before making any big decision about your super account, especially if you're in a defined benefit division, consider getting advice from a professional licensed financial adviser. If you call us on 1300 362 967, we can put you in touch with a specialist who can help.

Phone 1300 362 967 (within Australia) +61 3 8687 1866 (outside Australia)



This document is of a general nature and does not take into account your personal objectives, situation or needs. In addition, the information contained in this document is generic and may not be applicable to members across all divisions. Before making a decision about Qantas Super, consider your financial needs and read the member disclosure documents applicable to your membership.

Issued by Qantas Superannuation Limited ABN 47 003 806 960 AFSL 288330 (Trustee, we, our, us) as trustee for the Qantas Superannuation Plan ABN 41 272 198 829 (Qantas Super). June 2018

