

8 May 2009

This Supplementary Product Disclosure Statement (SPDS) supplements the Integra Super Member and Employer Product Disclosure Statements (PDS) dated 1 October 2007 and the Supplementary Product Disclosure Statement dated 1 November 2008 and is to be read together with that PDS and SPDS. Terms defined in the PDS have the same meaning as in this SPDS. ING Custodians Pty Limited (ABN 12 008 508 496, AFSL 238346, RSE L0000673) (ING Custodians) is the Trustee of the ING MasterFund (ABN 53 789 980 697, RSE R1001525) (Fund) and the issuer of this SPDS.

The purpose of this SPDS is to update the PDS to include:

- **Fee information**
 - Performance fee for the BlackRock Asset Allocation Alpha fund
 - Transaction cost factors
- **Investment menu changes**
 - Investment fund closure
 - Suspension of investment fund
 - Changes to investment funds
- **Other updated disclosure**
 - Incoming superannuation from the United Kingdom
 - Member protection
 - Super contribution caps and withholding tax
 - Contributions that can be made
- **Updated superannuation legislation**
 - Salary sacrifice legislation
 - Same sex legislation
 - Superannuation arrangements for temporary residents
 - Bankruptcy legislation.

Fee information

Performance fee for the BlackRock Asset Allocation Alpha fund

The text shown in the box below should be inserted at the end of the 'Performance fees' text in the following parts of the PDS:

Integra Super PDS Member Guide

'Additional explanation of fees and costs' Page 30

Integra Super PDS Employer Guide

'Additional explanation of fees and costs' Page 27

BlackRock Asset Allocation Alpha fund

We do not charge performance fees directly. However, performance fees may be payable from the underlying fund to the investment manager. The investment manager may charge a performance fee if the underlying fund outperforms the relevant investment benchmark. The benchmark and performance fee for the BlackRock Asset Allocation Alpha fund is noted below.

Benchmark	Performance fee	Actual performance fee as at 30 June 2008 (%p.a.)*
UBS Bank Bill Index	20% of outperformance above the benchmark†	4.17

* Past performance is not indicative of future performance. The performance fee payable may differ from year to year.

† The difference between the performance return of BlackRock Asset Allocation Alpha and its corresponding benchmark (cumulative outperformance) must be greater than it was when a performance fee was last paid (high water mark).

Any such performance fees are reflected as a reduction in the returns generated by the underlying fund and, therefore, in the value of the investment. The performance fee is accrued daily and drawn monthly in arrears. Each unit price of the underlying fund reflects accrued performance fees.

Transaction cost factors

The text shown in the box below replaces the 'Transaction cost factors (buy/sell spreads)' text in the following parts of the PDS:

Integra Super PDS Member Guide

- 'Additional explanation of fees and costs'
- 'Transaction cost factors (buy/sell spreads)' Page 32

Integra Super PDS Employer Guide

- 'Additional explanation of fees and costs'
- 'Transaction cost factors (buy/sell spreads)' Page 27

Transaction cost factors (buy/sell spreads)

Transaction costs are additional costs incurred when buying and selling investment fund assets. These transaction costs include brokerage, stamp duty and costs incurred when buying and selling units in underlying investment funds.

A transaction cost factor (buy spread) may be included in the unit price used to buy units in an investment fund to allow for some or all of the costs of buying assets. Similarly, a transaction cost factor (sell spread) may be included in the unit price used to sell units in an investment fund to allow for some or all of the costs of selling assets.

Transaction cost factors of up to 1.40% may apply when calculating 'buy' (issue) and 'sell' (redemption) unit prices. The transaction cost factors that apply are based on an estimate of the transaction costs incurred by the investment fund. These costs are deducted by us and paid to the underlying fund. They are an additional cost paid by members at the time of the transaction. The transaction cost factors for each investment fund are available by contacting Customer Services or at www.ing.com.au > Resources > Fund Performance.

For example, for every \$1,000 invested in ING Managed Growth, the estimated transaction cost that is incurred is 0.18% or \$1.80. This amount is reflected in the 'buy' (issue) unit price at the time of the transaction.

Investment menu changes

Investment fund closure

The investment fund shown in the box below is closed to new investors. Disregard all references and information relating to this investment fund within the following parts of the PDS:

Integra Super PDS Investment Choice Guide

- 'What investment funds are available for each profile?'
 - 'Moderate funds' Page 27
- 'Investment Management Fees'
 - 'Moderate' Page 51
- 'ING Protected Growth' Page 64

Integra Super PDS Member Guide

- 'Forms – New Member Form'
 - '1. Investment Choice Nomination' Page 4

Integra Super PDS Employer Guide

- 'A wide choice of Investment Funds'
 - 'Employer default investment strategy' Page 7
- 'Forms – Employer Application Form'
 - '3. Employer default investment strategy nomination' Page 4

Closed investment fund:

- ING Protected Growth

Suspension of investment fund

The investment fund shown in the box below is temporarily suspended. References and information relating to this investment fund appear within the following parts of the PDS:

Integra Super PDS Investment Choice Guide

- 'What investment funds are available for each profile?'
 - 'Defensive funds' Page 21
- 'Investment Management Fees'
 - 'Defensive' Page 51
- 'ING Australia manages the ING Mortgages fund available in Integra Super' Page 57

Integra Super PDS Member Guide

- 'Forms – New Member Form'
 - '1. Investment Choice Nomination' Page 4

Suspended investment fund:

- ING Mortgages

Additionally, the following disclosure should be included within the following part of the PDS:

Integra Super PDS Investment Choice Guide

- 'Important information regarding investment funds' Page 65

Suspension of funds

ING Mortgages has been suspended until further notice. This means that currently no applications, switches or withdrawals are allowed for this fund. Current information regarding the suspension of funds is available at www.ing.com.au > Resources > Fund suspensions.

Changes to investment funds

Changes to the ING Capital Guaranteed investment fund

Replace the asset allocation, benchmarks and ranges with those shown below in the following part of the PDS:

Integra Super PDS Investment Choice Guide

‘What investment funds are available for each profile’
– ‘Conservative funds’ Page 23

New asset allocation benchmarks and ranges		
Asset class	Benchmark (%)	Range (%)
Cash	20	10–65
Australian fixed interest	35	22.5–47.5
Inflation linked bonds	5	2.5–7.5
International fixed interest	10	5–15
Property securities	10	0–15
Australian shares	17.5	5–30
International shares	2.5	0–5

Change to the Credit Suisse International Shares fund

The following text needs to be inserted under the Credit Suisse International Shares profile on the page indicated:

Integra Super PDS Investment Choice Guide

‘What investment funds are available for each profile?’
– ‘High growth funds – international shares’ Page 48

Investors should be aware that Credit Suisse has entered into an agreement with Aberdeen Asset Management PLC to sell its Global Investors business, including Credit Suisse Asset Management (Australia) Limited. The transaction completion date is 30 April 2009. Aberdeen have advised that post completion of the transaction, they intend to terminate Capital International as the investment adviser for stock selection for the Credit Suisse International Shares fund, and will assume responsibility for stock selection and all other portfolio management decisions for the fund. Any reference to Capital International in this PDS needs to be considered in conjunction with this paragraph.

Other updated disclosure

Various parts of the PDS have updated disclosure shown in the boxes below that need to be inserted on the pages indicated:

Incoming superannuation from the United Kingdom

The following text is updated information within the following part of the PDS:

Integra Super PDS Member Guide

‘What happens to any super you had in the United Kingdom?’ Page 24

What is QROPS?

‘QROPS’ stands for Qualifying Recognised Overseas Pension Scheme. Integra Super is a QROPS, which allows it to receive UK pension entitlements. The Integra Super QROPS reference number is QROPS500295.

UK law and the requirements of the UK pension scheme regulator, Her Majesty’s Revenue and Customs (HMRC), regulate a transfer from the UK. The laws and requirements continue to be relevant after the transfer takes place. After it is transferred, Australian taxation laws and the rules of Integra Super also apply. Accordingly, we recommend you seek professional advice from a financial adviser and/or taxation adviser familiar with the UK pension regime, the Australian superannuation regime, the operations of Integra Super and your circumstances before transferring money from a UK registered pension fund or withdrawing money that has already been transferred.

Important notes on the transfer of money from a UK pension fund

If you are planning to transfer funds from a UK registered pension scheme (‘UK transferred funds’) to Integra Super, some of the matters you should take into account are:

- UK pension laws and Australian superannuation laws are subject to change and this may affect the QROPS status of Integra Super.
- UK transferred funds not received in Australian dollars may take longer to reach your account due to bank clearance procedures. Transferred funds may also be subject to fluctuations in currency rates and additional charges.
- UK transferred funds will be credited to your existing Fund investment (a new Fund account can be arranged if you are not currently a member) and will be reported accordingly. We recommend that you review your current investment choice to ensure that the funds received are applied to your satisfaction.
- If a QROPS makes a payment, the Trustee must generally notify HMRC. There is an exception if you are not a UK resident at the time of the payment and have not been a UK tax resident in that or any of the five preceding UK tax years. HMRC requires a QROPS to treat each payment or transfer (no matter how much is involved) as UK transferred funds until those funds have been exhausted.
- The Trustee may require information from you before it accepts UK transferred funds, and again before processing a payment or transfer, to help establish whether or not it needs to notify HMRC of payments and transfers in.
- You may have ongoing self-assessment obligations under UK law.

- A fee of A\$110 is payable upfront. This fee will be deducted from your UK transferred assets. Other fees and charges that apply may include third party bank fees and currency exchanges fees. After your funds are transferred, the regular Fund fees and charges will apply.
- Under Australian law, the UK transferred funds will be treated as contributions. They are therefore subject to the usual rules affecting contributions (see further information below).
- The length of your Australian residency will have an impact on the tax treatment of your UK transferred funds as follows:
 - Any UK transferred amounts received within six months after you become an Australian resident will be treated as a non-concessional contribution and will therefore be subject to the caps on non-concessional contributions.
 - In the case of transfers more than six months after you become an Australian resident, any component that represents the growth in the value of your benefit between the time you became an Australian resident and the time the transfer occurs (the growth component) forms part of your assessable income and will be taxed at your marginal tax rate. However, if your UK transferred funds represent the whole of your interest in a UK pension fund, you may fill in an Australian Taxation Office Election Notice (which the Administrator can mail to you) stating the amount of the growth component you want to have treated as a taxable contribution to Integra Super. That part of the growth component will be taxed at the concessional rate of 15%. The balance of the UK transferred amount is treated as a non-concessional contribution. You should consult with your financial adviser to consider your options.

In summary, the cap on non-concessional contributions from 1 July 2008 is \$150,000 (\$165,000 for 2009/10) (indexed) per financial year but if you are under age 65 you can contribute up to \$450,000 (\$495,000 for 2009/10) as a single contribution. However, if you do this in any financial year, you forfeit the right to make additional non-concessional contributions in the subsequent two financial years, including from other sources of funds.

The Fund cannot accept a transfer amount in excess of the ‘Fund Capped Contribution’ limit of \$450,000 (2008/09) (\$495,000 2009/10) for a member aged under 65 at any time within the financial year, or otherwise \$150,000 (2008/09) (\$165,000 2009/10).

The total amount of transfers to an Australian superannuation scheme that exceed the non-concessional cap will be subject to excess contributions tax.

Additional rules

The UK portion of the superannuation benefit will be treated as the first portion of your superannuation benefit withdrawn when you make a withdrawal from superannuation, irrespective of when contributions were made in Australia. A rollover of your UK benefit to another superannuation fund is only allowed where the other superannuation fund is a QROPS. If a withdrawal is made to a non-QROPS status fund, a tax liability may be incurred by you. You should consult with your financial adviser in these circumstances.

A QROPS confirmation of residency form is to be completed for each withdrawal. Once you have been confirmed as satisfying the non-UK residency rule, a single withdrawal is possible.

Member protection

The text below replaces existing content within the following parts of the PDS:

Integra Super PDS Member Guide

‘Additional explanation of fees and costs’

– ‘Member protection’

Page 34

Integra Super PDS Employer Guide

‘Additional explanation of fees and costs’

– ‘Member protection’

Page 29

Member protection

Under Federal Government legislation, superannuation funds are required to protect certain small account balances from erosion by fees. A protected small account is an individual member’s account with a balance of less than \$1,000 that includes employer contributions for Superannuation Guarantee or award purposes.

Integra Super protects small accounts by ensuring any fees (those fees levied on a dollar basis excluding percentage based fees which are included in the unit price) deducted in any reporting period do not exceed the investment earnings credited to a member’s account for that period. However, insurance premiums or taxation, if any, will continue to be deducted from a member’s account.

Any dollar based fees, in excess of investment earnings which have been deducted, are reimbursed to members with account balances under \$1,000 at the annual review date.

In the event that the total earnings of Integra Super are less than the total administration fees for all members in any reporting period, we will debit each account in Integra Super to pay for the administration of the Fund in a fair and equitable manner consistent with the Superannuation Industry (Supervision) Act. In these circumstances we may charge small account holders an amount equal to the investment return credited to their account, plus \$10.

Under current legislation, the cost of providing member protection can be deducted, at the Trustee’s discretion, from the Fund. The costs of providing member protection will be included in the ‘Other Management Costs’ shown on the member’s Annual Statement and will be up to a maximum of 0.11% p.a. (0.09% p.a. after tax) of fund assets.

If a member leaves their employer and their account balance is less than \$1,000, we may transfer their account balance to an Eligible Rollover Fund that accepts small balances and complies with member protection rules.

Super contributions caps and withholding tax

New rates and tax thresholds have been issued for the financial year 2009/10 as follows:

New increased caps

Concessional contributions cap	\$55,000
Non-concessional contributions cap (annual amount)	\$165,000
Non-concessional contributions cap (brought forward amount)	\$495,000
CGT cap	\$1,100,000
Untaxed plan cap amount	\$1,100,000
Nil tax threshold for super lump sum	\$150,000

Further detail and specific references within the parts of the PDS that require updating are outlined below on the following page:

Concessional contributions cap

The text shown in the box below should replace the first paragraph under ‘Concessional contribution cap’ in the following part of the PDS:

Integra Super PDS Member Guide Page 37

An annual cap on concessional contributions applies on a financial year basis. The cap is \$55,000 for 2009/10 and will be indexed to Average Weekly Ordinary Time Earnings (AWOTE) but will only increase in \$5,000 increments.

The amount shown in the box below should replace all amount references of \$50,000 under the ‘Are there any limits to the contributions I can make?’ section in the following part of the PDS:

Integra Super PDS Member Guide Page 40

\$55,000

Non-concessional contributions cap

The text shown in the box below should replace the first and second paragraph under ‘Non-concessional contribution cap’ in the following part of the PDS:

Integra Super PDS Member Guide Page 37

An annual cap on non-concessional contributions applies on a financial year basis. The non-concessional cap is \$165,000 for 2009/10 and is set at three times the concessional contributions cap. Please note that individuals aged 50 or over who have a transitional concessional cap of \$100,000 will not be entitled to a non-concessional cap of \$300,000.

If you are aged 65 at any time during the financial year, larger contributions can be made by bringing forward two years contributions. The cap for 2009/10 for brought forward amounts is \$495,000. Persons who already brought forward non-concessional caps are not eligible for the increased threshold, i.e. if you have brought forward contributions you are limited to your non-concessional contributions cap that applied at that time. For example, if you have used up part of or the entire three year \$450,000 cap you will not have access to the additional \$45,000 until the brought forward period is re-started.

The amount shown in the box below should replace the amount in the second bullet point under ‘Non-concessional contribution cap’ in the following part of the PDS:

Integra Super PDS Member Guide Page 37

\$1,100,000

The amount shown in the box below should replace all amount references of \$150,000 under the ‘Are there any limits to the contributions I can make?’ section in the following part of the PDS:

Integra Super PDS Member Guide Page 40

\$165,000

The amount shown in the box below should replace all amount references of \$450,000 under the ‘Are you under age 65?’ section in the following part of the PDS:

Integra Super PDS Member Guide Page 40

\$495,000

Nil tax threshold for super lump sums

The amount shown in the box below should replace the amount and period reference in the footnote at the end of the ‘Are you under age 60?’ section in the following part of the PDS:

Integra Super PDS Member Guide Page 41

\$150,000 (2009/10)

Contributions that can be made

The table below replaces the one within the following part of the PDS:

Integra Super PDS Member Guide

‘What are the types of contributions that can be made into your Integra Super account?’

Investment type	How does it work?
Rollovers/transfers	Any benefit transferred from another superannuation or rollover fund. Integra Super allows you to rollover by completing the Rollover Form available at www.ing.com.au/member
Concessional contributions	
Employer (Superannuation Guarantee) contributions	Your employer is generally required under Superannuation Guarantee (SG) law to contribute a minimum of 9% of your salary (ordinary time earnings) into super (more may apply if you are covered under an award or employer agreement) at least every quarter. These contributions and their investment earnings are taxed at 15%!
Additional employer contributions	Your employer may have elected to make additional contributions for you, which they contribute along with SG. These contributions and their investment earnings are also taxed at 15%!
Salary sacrifice contributions	Your employer has agreed to your request to contribute to super instead of paying you that amount as salary. It may be referred to as an ‘employer contribution’. These contributions and their investment earnings are also taxed at 15%! There are benefits and limitations to be aware of with salary sacrifice arrangements. See pages 38 and 39 for more information.
Personal super contributions	If you do not earn income from employment or if your employment income is less than 10% of your assessable income plus reportable fringe benefits, you may be entitled to a tax deduction for your personal contributions to the fund. These contributions and their investment earnings are taxed at 15%.
Non-concessional contributions	
Personal contributions	You may decide to make a regular or a one-off contribution to your super from your take-home income, referred to as ‘voluntary’, ‘post-tax’ or ‘non-concessional’ contributions. You can contribute a lump sum or regular payments by BPAY, Internet banking (EFT), payroll deduction through your employer, cheque or direct debit. These contributions are not taxed on entry into super! The investment earnings are taxed at 15%.
Government co-contribution	Where your income is less than \$60,342 p.a. and if you make personal contributions to super you may have access to a government incentive of up to \$1,500! The maximum co-contribution is \$1,500 per year and reduces depending upon your income, and is deposited into your super account by the ATO, provided you have lodged your tax return. The government matches your personal contributions, with up to \$1.50 for every \$1 you contribute, subject to the maximum of \$1,500. These contributions are not taxed but their earnings are taxed at 15%.
Spouse contributions	Your spouse or partner may decide to contribute to your super account for your benefit. In this case, ‘spouse’ or ‘partner’ includes a person who, although not legally married to you, lives with you on a bona fide domestic basis as your wife, husband or same sex partner. It generally does not include a person who lives separately and apart from you on a permanent basis.
Directed termination payments	A directed termination payment is a transitional employment termination payment that an employee has directed his or her employer to rollover to a complying fund on his or her behalf. You should talk to your financial adviser in relation to any directed termination payments you wish to make.
Transfers from foreign super funds	Refer to page 24 of this guide for more information.

Updated superannuation legislation

The 2008/09 budget delivered a number of proposed changes affecting superannuation. We have summarised the legislated changes affecting Integra Super members below.

Members please note: This information is of a general nature only. Your financial adviser can help you determine the impact these changes may have on your investment.

The text below is updated information that should be included within the following parts of the PDS:

Integra Super PDS Member Guide	
‘How does salary sacrificing work’	Page 38
Integra Super PDS Employer Guide	
‘Tax information’	
– ‘Salary sacrifice’	Page 38

Salary sacrifice legislation

Changes to salary sacrifice legislation

From 1 July 2009, legislation will change to expand the definition of income that is used to determine eligibility for government support programs and certain tax offsets.

To ensure that employees who have access to salary sacrifice arrangements are treated as equally as those who do not, salary sacrifice contributions to superannuation will now be included in ‘income’. Payments that may be affected include government co-contribution, income support for people below age pension age, family assistance, child support and financial and retirement savings assistance delivered through the tax system.

The following text boxes are updated information for inclusion within the following parts of the PDS:

Integra Super PDS Member Guide	
‘What other superannuation information do I need to know?’	Page 41
Integra Super PDS Employer Guide	
‘Superannuation information’	Page 38

Same sex legislation

Effect of the changes to same sex legislation

The Federal Government has legislated to provide recognition for same sex partners and their children, as well as extending the rights available to opposite sex de facto couples.

Some of the key areas of change include superannuation, family law, social security and taxation. Further information on how these changes may impact members is outlined below. Members should also speak with their financial adviser.

Some of these changes are already in effect, while others come into effect on 1 July 2009.

If a member is in a same sex relationship, the primary areas of change that may apply are:

- death benefits and contributions
- small superannuation funds
- tax on superannuation death benefits.

How might these changes affect members?

If a member is in a same sex relationship, the law now enables them to:

- nominate their partner or their partner’s children as a dependant for death benefit payment and anti-detriment payment purposes
- elect their partner’s children to receive a child death benefit pension (subject to usual restrictions)
- revert their pension to their partner in the event of their death (reversionary pension)*
- make superannuation contributions on behalf of their partner (spouse contributions)*
- split their superannuation contributions (tax deductible Personal and Employer) with their partner*.

* Members should seek financial advice to ensure that these financial planning strategies are suitable for them.

Superannuation arrangements for temporary residents

Temporary residents (i.e. a holder of a temporary visa under the Migration Act 1958, other than a retirement visa holder, subclass 405 or 410)*

Temporary residents will only be able to access preserved benefits on the following grounds:

- death
- terminal illness
- permanent incapacity
- departing Australia superannuation payment (DASP)
- temporary incapacity.

These changes are in addition to the new withholding tax rates applicable to DASP payments.

Other legislative changes impacting temporary residents*

- Payment of unclaimed superannuation to the Australian government

Legislation has been passed to use superannuation arrangements to transfer the unclaimed account balance of temporary residents, six months after they depart Australia and no longer hold a visa. Departed temporary residents will be able to claim back, at anytime, any superannuation that has been paid to the government.

Benefit payments for temporary residents will not be able to be made as an income stream unless for reasons of terminal illness, permanent incapacity or death.

- New withholding tax for temporary residents

Along with the changes to temporary residents unclaimed superannuation, new withholding tax rates apply on benefits cashed out by temporary residents upon permanent departure of Australia e.g. DASP.

New rates in effect are:

- tax free component – no tax payable
- taxable component – taxed at 35%
- untaxed taxable component – taxed at 45%.

* Superannuation rules for temporary residents do not apply to New Zealand citizens and permanent residents and holders of a current subclass 405 or 410 visa.

Bankruptcy legislation

Bankruptcy

Superannuation has been exempt as an asset of a bankrupt person in the past. However, amendments to the Bankruptcy Act allows bankruptcy trustees to recover superannuation contributions made prior to bankruptcy with the intention to defeat creditors. These amendments have commenced and are applicable to contributions made on or after 28 July 2006.

The amendments will also allow an Official Receiver to issue a notice to freeze a contributor's interest in a superannuation fund or a Notice to recover void contributions.

Customer Services

Phone 133 665 weekdays between 8.00am and 8.00pm (Sydney time)

Fax 02 9234 6668

Email customer@ing.com.au

Postal address

Integra Super
GPO Box 5306
Sydney NSW 2001

Website www.ing.com.au/member



This Supplementary Product Disclosure Statement (SPDS) supplements the Integra Super Member and Employer Product Disclosure Statements (PDS) dated 1 October 2007 and is to be read together with that PDS. Terms defined in the PDS have the same meaning as in this SPDS. ING Custodians Pty Limited (ABN 12 008 508 496, AFSL 238346, RSE L0000673) (ING Custodians) is the Trustee of the ING MasterFund (ABN 53 789 980 697, RSE R1001525) and the issuer of this SPDS.

The purpose of this SPDS is to update the PDS to include:

- **Fee changes**
 - Change to the Withdrawal Fee
 - Change to the Member Fee account balance waiver threshold
 - Performance fee
 - Increase to the Credit Suisse Property fund's Investment Management Fee
 - Administration Fee
- **Investment menu changes**
 - New investment funds
 - Investment fund closures
 - Changes to investment funds
 - Increase in the maximum number of investment funds that can be selected
 - Other important information
- **Insurance changes**
 - Increase in the maximum Total and Permanent Disablement (TPD) Benefit
 - Increase in the maximum Group Salary Continuance (GSC) Benefit
 - Increase in the maximum Terminal Illness Benefit
 - Changes to cover when working overseas and during unpaid leave
 - Introduction of a TPD continuation option
 - Introduction of an Insurance Administration payment
 - Changes to Automatic Acceptance Limits and conditions
- **Other updated disclosure:**
 - Anti-money laundering and counter-terrorism legislation
 - Launch of a new Financial Ombudsman Service
 - 2008/2009 Federal Budget update
 - Changes to transaction processing

Fee changes

Change to the Withdrawal Fee

The Withdrawal Fee has been indexed in line with changes to the Consumer Price Index.

Replace the 'Withdrawal Fee' disclosed in the following parts of the PDS with the updated fee shown in the box below:

Integra Super PDS Member Guide

'Fees and other costs' Page 27

'Additional explanation of fees and costs'

– 'Withdrawal Fee' Page 30

– 'Example of annual fees and costs for a balanced investment fund' Page 35

Integra Super PDS Employer Guide

'Fees and other costs' Page 22

'Additional explanation of fees and costs'

– 'Example – ING Managed Growth investment fund' Page 30

\$77.16 (\$65.59 after tax)

Change to the Member Fee account balance waiver threshold

The Member Fee is waived for account balances over \$30,000 as at 30 June or at the time of leaving Integra Super.

Replace the account balance waiver referenced in the following parts of the PDS with the updated account balance value shown in the box below:

Integra Super PDS Member Guide

'Do the same fees and charges apply in Integra Super Personal' Page 19

'Fees and other costs' Page 29

'Additional explanation of fees and costs'
– 'Member Fee' Page 32

Integra Super PDS Employer Guide

'Competitive pricing with group fee discounts' Page 10

'When members leave your plan' Page 12

'Fees and other costs' Page 24

'Additional explanation of fees and costs'
– 'Member Fee' Page 27

\$30,000

Performance fee

In addition to the list of investment funds to which a performance fee applies, the following parts of the PDS should now be updated to include the investment fund in the box below:

Integra Super PDS Member Guide

‘Additional explanation of fees and costs’
– ‘Performance fees’ Page 31

Integra Super PDS Employer Guide

‘Additional explanation of fees and costs’
– ‘Performance fees’ Page 27

BlackRock Asset Allocation Alpha

Increase to the Credit Suisse Property fund’s Investment Management Fee (IMF)

Effective 8 December 2008, the IMF of the Credit Suisse Property fund is increasing.

Replace the IMF disclosed in the following part of the PDS with the updated fee shown below.

Integra Super PDS Investment Choice Guide

‘Investment Management Fees’ Page 51

The IMF is as follows:		
Investment fund	IMF p.a.	IMF p.a. (after tax)
Credit Suisse Property	0.81%	0.69%

Administration Fee

There is no change to the Administration Fee being charged. The text in the box clarifies the rebate applicable.

Replace the ‘Administration Fee and Administration Fee rebate’ text disclosed in the following parts of the PDS with the updated text shown in the box below:

Integra Super PDS Member Guide

‘Additional explanation of fees and costs’ Page 30
‘Administration Fee and Administration Fee rebate’ Page 31

Integra Super PDS Employer Guide

‘Additional explanation of fees and costs’ Page 25
‘Administration Fee and Administration Fee rebate’ Page 26

Administration Fee

A fee of 1.29% p.a. (1.10% p.a. after tax) is calculated and deducted from the assets of the investment fund and included in the investment fund’s daily unit price. For example, if your account balance is \$10,000, then the Administration Fee would be \$110 p.a. This amount may be reduced by any Administration Fee rebates that may be applicable. The Administration Fee rebate is generally determined and paid at 30 June each year.

Administration Fee rebate

An Administration Fee rebate may apply at 30 June:

- where the member is part of an employer plan and the employer plan’s total plan balance exceeds \$250,000 or
- where the member is part of Integra Super Personal and their account balance exceeds \$100,000.

The method used to calculate the rebate is as follows:

- The rebate is based on the weighted average account balance over the period 1 July to 30 June.
- For member accounts (including family members) that are part of an employer plan, the calculation is based on the member account balance as a proportion of the total employer plan balance over the period 1 July to 30 June.
- The rebate is credited to the member’s account at 30 June each year.

The Administration Fee rebate is generally not payable to the member if they withdraw their account balance prior to 30 June, however, the Administration Fee rebate may apply at 30 June and upon withdrawal in the following circumstances:

- Where the member is part of an employer plan and a non-standard Administration Fee applies. Refer to the Welcome Statement for information to see if a non-standard Administration Fee applies.
- Where the member is part of an employer plan or Integra Super Personal and Administration Fee commission has been rebated.

If a member withdraws from the employer plan and transfers to Integra Super Personal, any entitlement to the Administration Fee rebate is based upon the Administration Fee applicable in Integra Super Personal and the member’s individual account balance. Where a member has previously introduced family members to Integra Super Personal, any rebate will be calculated using the combined account balances of the linked family member accounts. Where the Administration Fee rebate applies it will be shown on a member’s Annual Statement.

Investment menu changes

New investment funds

Effective 3 November 2008, three new investment funds will be added to the investment menu.

Insert the investment manager information and fund profile information, including investment objective, investment strategy, investment timeframe, asset allocation and performance on the pages indicated below within the PDS.

How to invest in the new investment funds

If you would like to invest in any of the new investment funds detailed below, please use the updated Member Investment Choice Nomination Form available from the Member Super Centre at www.ing.com.au/member

Integra Super PDS Investment Choice Guide

‘Who are the investment managers’ Page 58

BlackRock Investment Management (Australia) Limited
BLACKROCK

ABN 13 006 165 975
Established 1988
Funds under management \$15.6 billion (as at 31 December 2007)

BlackRock Investment Management (Australia) Limited is an Australian subsidiary of BlackRock, Inc. Through its subsidiaries and affiliates, BlackRock provides global investment management, risk management and advisory services to institutional and retail clients around the world. In its merger with Merrill Lynch Investment Managers, which closed 29 September 2006, it significantly increased its assets under management and more importantly, transformed the business into a truly global one. BlackRock’s assets under management are more than US\$1.3 trillion (as at December 2007).

Integra Super PDS Investment Choice Guide

Insert a new investment profile: Page 50
‘High growth funds – alternative’

BlackRock Asset Allocation Alpha

☐ Diversified across investment managers

☒ Single investment manager

☒ Diversified across asset classes

☐ Sector fund

Investment objective

The fund’s investment objective is to maximise total returns by implementing a diverse range of global tactical asset allocation strategies within a flexible but disciplined risk management framework. The fund aims to provide investors with the benefits of an active asset allocation process which could either be combined with specialist sector funds or utilised as a total return fund. The fund targets a return of 12 percentage points above the UBS Bank Bill Index over rolling three year periods, before fees, charges and taxes. Most, if not all, of the fund’s returns are likely to be in the form of income.

Investment strategy

The investment strategies are thematic, concentrating on exploiting trends, likely developments and mispricing in global asset markets. The thematic strategies employed are the product of BlackRock’s analysis which focuses on a fundamental assessment of economics, liquidity and valuations. BlackRock draws on its worldwide research capabilities and fund management expertise in developing and exploiting these strategies.

Investment timeframe5 years

Asset allocation

Asset class	Benchmark (%)	Range (%)
N/A	N/A	N/A

Performance

For current investment returns go to www.ing.com.au/member

Underlying investment fund: BlackRock Asset Allocation Alpha Fund (Class D Units)

Integra Super PDS Investment Choice Guide

‘High growth funds – international shares’ Page 50

Vanguard International Shares Index (Hedged)

☐ Diversified across investment managers

☐ Diversified across asset classes

☒ Single investment manager

☒ Sector fund

Investment objective

The fund aims to match the total return (before fees, charges and taxes) of the MSCI World ex-Australia Index (with net dividends reinvested), hedged to Australian dollars.

Investment strategy

To closely track the Index, the fund employs optimisation techniques which involve selecting a representative sample of shares in the Index. The fund holds most of the shares in the Index but allows individual share weightings to vary marginally from the Index from time to time. The fund may invest in shares that have been or are expected to be included in the Index.

The fund uses forward foreign exchange contracts to offset depreciation and/or appreciation in the value of the securities resulting from fluctuation of the currencies in the countries where the securities are held. The net result for the fund is that the total return is relatively unaffected by currency fluctuations.

Investment timeframe 5 years

Asset allocation

Asset class	Benchmark (%)	Range (%)
International shares	100	100

Performance

For current investment returns go to www.ing.com.au/member

Underlying investment fund: Vanguard International Shares Index

Integra Super PDS Investment Choice Guide

‘High growth funds – international shares’ Page 45

OptiMix Global Emerging Markets Shares

☒ Diversified across investment managers

☐ Diversified across asset classes

☐ Single investment manager

☒ Sector fund

Investment objective

The fund aims to achieve returns (before fees, charges and taxes) that exceed the MSCI Emerging Markets (Free) Index (\$A unhedged), over periods of five years or more.

Investment strategy

The fund invests predominantly in a diversified portfolio of shares in global emerging markets through a mix of managers. The fund is actively managed in accordance with the OptiMix Manage the Managers process.

Investment timeframe 7 years

Asset allocation

Asset class	Benchmark (%)	Range (%)
Cash	0	0-20
Global emerging markets shares	100	80-100

Performance

For current investment returns go to www.ing.com.au/member

Investment Management Fees

The Investment Management Fees for the new funds are as follows.

Integra Super PDS Investment Choice Guide

‘Investment Management Fees’ Page 52

Investment fund	IMF p.a.	IMF p.a. (after tax)
BlackRock Asset Allocation Alpha	1.23%	1.05%
Vanguard International Shares Index (Hedged)	0.45%	0.38%
OptiMix Global Emerging Markets Shares	1.06%	0.90%

Investment fund closures

Three investment funds are now closed to new investors. Disregard all references and information relating to the closed investment funds (shown in the box below) within the following parts of the PDS.

Integra Super PDS Investment Choice Guide

‘What investment funds are available for each profile?’ Pages 22-50

‘Investment Management Fees’ Pages 51-52

‘Who are the investment managers’ Pages 53-61

Integra Super PDS Member Guide

‘Forms’ Page 5

Closed investment funds

- AMP Capital Equity
- Perpetual International Shares
- UBS Diversified Fixed Income

The closure of these funds means that after 1 November 2008 new investors are unable to select or switch into these funds.

Changes to investment funds

A number of investment funds have updated disclosure. Please replace the disclosure as indicated in the relevant parts of the PDS.





Integra Super PDS Investment Choice Guide

‘Specialist investment managers’

Page 54

OptiMix specialist investment manager changes

Replace the specialist investment managers table with that shown below.

Specialist investment managers				
International Shares	Global Emerging Markets	Global Smaller Companies	Australian Shares	Australian Property Securities
<div> Capital International™</div> <div> FRANKLIN TEMPLETON INVESTMENTS</div> <div> ALLIANCE Growth Equities</div> <div> MFS INVESTMENT MANAGEMENT</div> <div> Investec Asset Management</div> <div> Pareto *</div>	<div> PANAGORA</div> <div> Deutsche Asset Management Deutsche Bank Group</div> <div> COMGEST</div> <div> OPTIMIX</div>	<div> Rosenberg</div> <div> LAZARD</div> <div> Schroders</div> <div> Pareto *</div>	<div> ING</div> <div> Tyndall</div> <div> DEXIA Ausbil Dexia Limited Australia</div> <div> Plato INVESTMENT MANAGEMENT</div> <div> ORION asset management</div> <div> BARCLAYS GLOBAL INVESTORS</div>	<div> challenger</div> <div> MACQUARIE</div>
Global Property Securities	International Fixed Interest	Australian Fixed Interest	Australian Inflation Linked Fixed Interest Bonds	Cash
<div> ING</div> <div> FORTIS Fortis Investments</div>	<div> FRANKLIN TEMPLETON INVESTMENTS</div> <div> TCW †</div> <div> SINOZIA</div>	<div> WESTERN ASSET</div> <div> CREDIT SUISSE</div>	<div> CREDIT SUISSE</div> <div> UBS Global Asset Management</div>	<div> CREDIT SUISSE</div> <div> UBS Global Asset Management</div>
<p>* Currency manager.</p> <p>† Manages US Mortgage backed securities within International Fixed Interest.</p> <p>The specialist investment managers are current as at the time of the preparation of the PDS. The investment managers are regularly reviewed and may be removed at any time and the investment objectives and strategies may be changed without prior notification to you. As a result, the investment managers within may vary throughout the life of the PDS.</p> <p>Current information on the specialist investment managers is available at the Member Super Centre at www.ing.com.au/member</p>				

Long/short investment strategy

It is proposed that OptiMix will introduce a long/short investment strategy for its International Shares asset class in the future. Accordingly, the following disclosure should be included in the following parts of the PDS.

Integra Super PDS Investment Choice Guide

‘How the OptiMix investment process works’ Page 55

Long/short investment strategies involve the purchase of undervalued shares (long position) and short selling of overvalued shares (short position).

The benefits

A long position allows a manager to profit from stocks that are expected to increase in value. Short selling allows managers to profit from stocks that are expected to decline in value by selling borrowed stock at a higher price and buying it back at a lower price. This means that a long/short investment strategy allows managers to add value from both falling and rising stock prices, thereby potentially enhancing returns for investors.

When will the change occur?

This is a proposed change and as such, it has no definitive start date. Where relevant law permits, we expect this strategy to be implemented towards the end of 2008.

Funds impacted by the change:

- OptiMix Balanced
- OptiMix Conservative
- OptiMix Global Shares
- OptiMix Growth
- OptiMix High Growth
- OptiMix Moderate

Further information on long/short strategies is provided on page 7 of this SPDS.

Change to OptiMix Property Securities

Update the asset allocation benchmarks and ranges with those shown in the box below in the following part of the PDS.

Integra Super PDS Investment Choice Guide

‘High growth funds – property’ Page 34

New asset allocation benchmarks

Asset class	Benchmark (%)	Range %
Cash	0	0-10
Property securities	100	90-100

Changes to the Barclays Global Investors Diversified Growth fund

Replace the asset allocation benchmarks and ranges with those shown in the box below in the following part of the PDS.

Integra Super PDS Investment Choice Guide

‘Growth funds’ Page 30

New asset allocation benchmarks and ranges

Asset class	Benchmark (%)	Range %
Cash	6	0-15
Australian fixed interest	14	10-30
International fixed interest	3	0-10
Property securities	5	0-15
Australian shares	34	25-45
International shares (unhedged)	20	20-40
International shares (hedged)	8	
Global listed infrastructure (unhedged)	5	0-10
Commodities	3	0-5
Global inflation-linked bonds	2	0-5

Changes to the Zurich Managed Growth fund

Replace the investment objective, investment strategy and asset allocation benchmarks and ranges with updated details shown in the boxes below in the following parts of the PDS.

Integra Super PDS Investment Choice Guide

‘Investment Management fees’ Page 51

Integra Super PDS Member Guide

‘Forms’ Page 4

Zurich Investments Managed Growth

Integra Super PDS Investment Choice Guide

‘Growth funds’ Page 32

Investment objective

To provide investors with capital growth over the medium to long term and a modest level of income. The fund aims to outperform the performance benchmark over a period of five years.

Investment strategy

The fund invests in a mix of Australian and international shares, fixed interest securities, property securities and cash. The fund is designed to reduce investment risk by diversifying across asset classes.

Asset allocation benchmarks and ranges

Asset class	Benchmark (%)	Range (%)
Cash	5	0-15
Australian fixed interest	12	2-20
International fixed interest	11	2-35
Property securities	4.5	0-12
Global property securities	4.5	0-12
Australian shares	36	20-46
International shares	27	10-38

Zurich International Shares name change

Replace references to the fund’s name within the following parts of the PDS as shown in the box below.

Integra Super PDS Investment Choice Guide

‘High growth funds – international shares’	Page 50
‘Investment Management Fees’	Page 52

Integra Super PDS Member Guide

Forms	Page 5
-------	--------

Zurich Investments Global Thematic Shares

Increase in the maximum number of investment funds that can be selected

Members and employers are able to construct a personal investment strategy or employer default investment strategy (whichever is applicable) of up to 10 investment funds.

Update references to the maximum number of investment funds that can be held, in the following parts of the PDS with text in the box below:

Integra Super PDS Member Guide

‘Can you choose an investment strategy for your super?’	Page 10
---	---------

Integra Super PDS Employer Guide

‘Employer default investment strategy’	Page 7
--	--------

10 investment funds

Other important information

The following disclosure needs to be included in the following parts of the PDS:

Investing through Integra Super and investing directly

Integra Super PDS Investment Choice Guide

‘Important information’	Page 62
-------------------------	---------

- There are differences between investing through Integra Super and investing directly that you should consider, such as:
- you may not normally be able to invest directly into the wholesale managed fund options available in Integra Super
 - consolidated reporting is available in Integra Super rather than individual reporting on a fund-by-fund basis if you were investing directly
 - when you purchase units through Integra Super, the Trustee is the legal owner of the units rather than you when you invest directly.

Securities lending

Integra Super PDS Investment Choice Guide

‘Important information’	Page 66
-------------------------	---------

Some of the funds available through Integra Super invest in pooled investment funds that may participate in securities lending through the appointed custodian. The objective of securities lending is to derive additional value for investors through the lending of securities to third parties. In exchange for the lending of securities the custodian receives a net fee income which is passed to the relevant fund and is reflected in the unit price.

The risk associated with the fund participating in securities lending is that the borrower does not return the equivalent securities lent. However, that risk is minimised as the custodian is required to receive sufficient collateral to mitigate any counterparty risk.

Typically, securities are made available by the custodian to be lent to third parties who expect to profit from the expected fall in value of that security, a strategy known as ‘short selling’. The risk associated with short selling for the lender is that the value of the returned securities will be less than what was originally lent.

Long/short strategy

Integra Super PDS Investment Choice Guide

‘Important information’	Page 66
-------------------------	---------

Some of the funds available through Integra Super may invest in pooled investment funds that may adopt an investment strategy known as ‘long/short’.

Where relevant law permits, a long/short strategy allows the investment manager to use financial leverage by short selling poor performing stocks and purchasing stocks (i.e. going ‘long’) that are expected to have better returns.

The greater diversification that the long/short strategy delivers enables the investment manager to potentially deliver additional investment returns as it reflects both their positive and negative views on different stocks and sectors.

To facilitate a long/short strategy, a fund manager may enter into agreements with third party prime brokerage companies authorising the prime brokerage companies to borrow and lend securities.

A risk of participating in lending securities is that the borrower may not return the equivalent securities lent. However, that risk is minimised as the prime broker is required to receive sufficient collateral to mitigate any counterparty risk. However, a portion of the securities lent to the prime broker may not be collateralised.

Typically, securities are made available to the prime broker to be lent to third parties who expect to profit from the expected fall in value of that security, a strategy known as ‘short selling’. The risk associated with short selling for the lender is that the value of the returned securities will be less than they were when originally lent.

The investment manager may instruct the prime broker to utilise a ‘stop/loss’ strategy to protect the fund from the risk of unlimited loss.

Another risk is that the collateral provided to the prime broker when borrowing to undertake a shorting strategy is not returned when requested.

Liquidity risk

Integra Super PDS Member Guide

'Are there any risks in investing in super?' Page 16

Integra Super PDS Employer Guide

'Are there any risks?' Page 33

Add a bullet point:

- liquidity risk

Integra Super PDS Investment Choice Guide

'Important information' Page 66

Liquidity risk arises when it is difficult to sell an asset at short notice (i.e. within 30 days) without resulting in a reduction in the value of the asset.

Assets such as shares, listed property securities and cash are generally considered liquid as they are generally traded on active markets where assets can be more easily realised at their full value. Private and unlisted assets such as direct property, leveraged leases, private placements and infrastructure are generally considered illiquid as they are not generally traded on active markets and can take longer to convert the assets to cash.

During abnormal or extreme market conditions some normally liquid assets may become illiquid, restricting our ability to sell them at short notice and to make withdrawal payments or process switches for investors without delays or loss in value.

You may be able to manage liquidity risk by diversifying across a range of investment funds.

It may take longer than 30 days to process a withdrawal or switch request in the unlikely event of an investment fund ceasing to be 'liquid'.

Insurance changes

Increase in the maximum TPD Benefit

Replace the maximum TPD Benefit amount shown in the following part of the PDS with the new amount shown in the box below:

Integra Super PDS Insurance Guide

'Maximum insurance cover' Page 3

The second bullet point should read:

- \$3 million for Tailored Death and TPD or 3 units of Standard Death and TPD Cover

Increase in the maximum GSC Benefit

Replace the maximum GSC Benefit amount shown in the following part of the PDS with the new amount shown in the box below:

Integra Super PDS Insurance Guide

'Maximum insurance cover' Page 3

The third bullet point should read:

- The lesser of \$25,000 per month or 75% of salary for GSC Cover.

Increase in the maximum Terminal Illness Benefit

Replace the maximum Terminal Illness Benefit amount shown in the following part of the PDS with the new amount shown below:

Integra Super PDS Insurance Guide

'Death Benefit and Terminal Illness Benefit' Page 8

The maximum benefit amount is \$2.5 million.

Changes to cover when working overseas and during unpaid leave

Terms of cover have been updated as outlined below and should be reflected in the following part of the PDS:

Integra Super PDS Insurance Guide

'Cover during paid and unpaid leave' Page 20

Cover during unpaid leave will be extended until benefit expiry. After 12 months on unpaid leave TPD will be assessed on 'Definition 2' only (see page 9 of the Integra Super PDS Insurance Guide for Definition 2).

'Cover whilst overseas' Page 20

Cover continues for up to three years from the date the member departs Australia to work overseas, subject to the conditions outlined under 'When cover ends' and 'Cover whilst overseas'.

Introduction of a TPD Continuation Option

The following part of the PDS requires updating with text shown in the box below:

Integra Super PDS Insurance Guide

'Leaving Integra Super' Page 21

Delete the fourth and fifth paragraphs and insert the following:

If the member had Death Only or Death and TPD cover, they may apply for an individual policy on their life for the amount equal to or less than the Death Only or Death and TPD cover that they were insured for under the employer's policy.

Introduction of an Insurance Administration payment

Insert the text in the box below in the following part of the PDS:

Integra Super PDS Member Guide

'Insurance premiums' Page 33

Integra Super PDS Employer Guide

'Insurance premiums' Page 28

Integra Super PDS Insurance Guide

'Premiums' Page 13

Insurance Administration payment

The insurer may pay ING Life Limited (as the administrator) an amount of up to 5.0% p.a. (no GST is payable on this amount) of insurance premiums. Insurance premiums are inclusive of this amount.

Changes to Automatic Acceptance Limits and conditions

Change to cover obtained under Automatic Acceptance

The Automatic Acceptance Limits (AAL) disclosed in the following part of the PDS have been updated as follows:

Integra Super PDS Employer Guide

‘Automatic acceptance tables’ Page 9

Table 2: Tailored Cover – Death and TPD

No. of employees eligible to join the employer plan	% of eligible employees who must join the plan for the AAL to apply	Maximum AAL – Death/TPD
1–4	Not available	Not available
5–9	100%	\$250,000
10–19	75%	\$300,000
20–29	75%	\$400,000
30–49	75%	\$450,000
50–99	75%	\$500,000
100–249	75%	\$600,000
250+	75%	Negotiable*

* Employers with more than 250 insured members can apply for an individually determined AAL.

Table 3: Group Salary Continuance

No. of employees eligible to join the employer plan	% of eligible employees who must join the plan for the AAL to apply	Maximum AAL – Group Salary Continuance
1–9	Not available	Not available
10–19	75%	\$4,000 per month
20–25	75%	\$5,000 per month
26–49	75%	\$5,000 per month
50–74	75%	\$6,000 per month
75–99	75%	\$7,000 per month
100–249	75%	\$8,000 per month
250+	75%	Negotiable*

* Employers with more than 250 insured members can apply for an individually determined AAL.

Change to terms of AAL

A term of insurance cover under AAL has changed as outlined below.

Integra Super PDS Insurance Guide

‘Automatic acceptance’ Page 3

Eligibility for Automatic Acceptance under Integra Super is not prejudiced by members having insurance cover that provides similar benefits.

Other updated disclosure

Various parts of the PDS have new disclosure shown in the boxes below that need to be inserted on the pages indicated:

Integra Super PDS Member Guide

‘What other superannuation information do I need to know’ Page 42

Integra Super PDS Employer Guide

‘Superannuation information’ Page 38

Anti-money laundering and counter-terrorism legislation

Laws were implemented from 12 December 2007 to improve Australia’s existing anti-money laundering and counter-terrorism financing (AML/CTF) system. These laws meet higher international standards to protect Australian businesses from being used for money laundering and terrorism financing. As a result, ING is required to identify their clients for certain transactions.

Client verification will be needed when the following scenario occurs:

- Superannuation products – withdrawal stage.

Generally, your financial adviser will undertake the steps necessary to verify your identity, but to enable them to do so, you will need to provide certain documents (such as your passport or current drivers licence) for sighting and verification. If you are undertaking these transactions without a financial adviser, you will need to include certified copies of these documents with your transaction request.

If you do not provide identifying documents we will not be able to process your transaction.

The AML/CTF Act also imposes reporting obligations on us if we form suspicions about the identity of someone we are transacting with or about the transaction itself. In these circumstances, we may decide to delay or decline to process that transaction and report it to the regulator if we are concerned that the request or transaction may breach the provisions of the AML/CTF Act or cause us to commit an offence under the Act. If we take this step you will not incur any liability from us.

Please note: we will still request verification of a member’s identity under existing business procedures that are separate from the AML/CTF legislation, e.g. cash payments over certain amounts, death benefit payment etc.

Launch of a new Financial Ombudsman Service

A new Financial Ombudsman Service (FOS) began operating on 1 July 2008. The FOS represents a merger of three of the complaints schemes operating in the financial services industry – the Financial Industry Complaints Service (FICS), the Banking and Financial Ombudsman Service (BFSO) and the Insurance Ombudsman Service (IOS).

The new FOS will continue to operate the rules and procedures of the three existing schemes, with a view to operating under a single set of rules no later than 1 January 2010.

2008/2009 Federal Budget update

The 2008/2009 budget delivered a number of proposed changes affecting superannuation. Some of these initiatives are yet to be legislated and may change. We have summarised some of the proposed changes affecting Integra Super members below.

Please note: this information is of a general nature only. Your financial adviser can help you determine the impact these changes may have on your investment.

Salary sacrificing into superannuation

With effect from 1 July 2009, the government is proposing to expand the definition of income that is used to determine eligibility for government support programs and certain tax offsets.

To ensure that employees who have access to salary sacrifice arrangements are treated as equally as those who do not, salary sacrifice contributions to superannuation will now be included in 'income'. Payments that may be affected include government co-contribution, income support for people below age pension age, family assistance, child support and financial and retirement savings assistance delivered through the tax system.

Commonwealth Seniors Health Card

From 1 July 2009, it is proposed that the Commonwealth Seniors Health Card income test will also include salary sacrifice contributions to superannuation, as well as income from superannuation income streams.

Tax free terminal illness benefit payments

Changes to tax and superannuation law for benefit payments, effective 1 July 2007, ensure members who have satisfied a 'terminal medical condition' condition of release can now receive their lump sum payments tax free. For more information contact your financial adviser.

Payment of Temporary Residents' Superannuation to the Australian Government

The government is proposing to use unclaimed superannuation arrangements to transfer the unclaimed account balance of temporary residents, six months after they depart Australia and no longer hold a visa. Departed temporary residents will be able to claim back, at any time, any superannuation that has been paid to the government.

Same sex couples

Proposed legislation has been introduced to remove same sex discrimination from a wide range of Commonwealth laws, including tax, superannuation, social security, health, aged care, veterans' entitlements, workers compensation and employment entitlements. The reforms are being phased in over 2008/2009, and will provide new rights for same sex couples and their children.

Changes to transaction processing

Integra Super PDS Member Guide

'How are your transactions processed?' Page 42

Integra Super PDS Employer Guide

'Processing transactions' Page 39

Change in effective date for switch requests

The effective date of a switch between investment funds will be the date your correctly completed switch request is processed at 347 Kent Street, Sydney NSW 2000.

Switches are usually processed within 10 working days after receiving the correctly completed switch request. However, it is possible a greater period of time (up to 30 days) may be necessary to process the request.

Suspension of processing policy

We may suspend applications, switches and withdrawals where:

- we believe on reasonable grounds that the purchase and sale of assets is not fair and reasonable
- we cannot, for whatever reason, determine the price at which the assets should be purchased or sold or
- we identify instances of market manipulation.



Customer Solutions

Phone 133 665 weekdays between
8.00am and 8.00pm (Sydney time)

Fax 02 9234 6668

Email customer@ing.com.au

Postal address

Integra Super
GPO Box 5306
Sydney NSW 2001

Website www.ing.com.au/member

ING Custodians Pty Limited
ABN 12 008 508 496
AFSL 238346
RSE L0000673
347 Kent Street
Sydney NSW 2000



> Integra Super

Combined Product Disclosure Statement and Financial Services Guide

Employer Guide



Effective 1 October 2007

The Employer PDS is comprised of:

- **Employer Guide (this guide)**
- Member Guide
- Investment Choice Guide
- Insurance Guide

Where an employer joins Integra Super, their employees become members of the ING MasterFund (ABN 53 789 980 697, RSE R1001525, SFN 292 916 944, SPIN MMF0146AU) (Fund). ING Custodians Pty Limited (ABN 12 008 508 496, AFSL 238346, RSE L0000673) (ING Custodians) is the Trustee of the Fund and the issuer of this Product Disclosure Statement (PDS). ING Custodians is a subsidiary of ING Australia Limited ABN 60 000 000 779 (ING Australia).

The Trustee invests all contributions in a master life policy issued by ING Life Limited ABN 33 009 657 176 (ING Life) which then invests in selected investment fund(s). The master life policy is governed by the Life Insurance Act 1995 (Act) and is a contract between the Trustee and ING Life. ING Life is required to conduct its business in accordance with the Act and in the best interests of policyholders, invest all of the assets it receives from the Trustee in statutory funds approved by the Australian Prudential Regulation Authority (APRA), and must comply with prescribed capital and solvency standards. ING Life is also the administrator of the Fund.

The Trustee is responsible for the operation of the Fund and compliance with the governing rules (which includes the Fund's Trust Deed). The Trustee has in place professional indemnity insurance which may insure it and the directors of the Trustee in case of loss due to a claim against the Trustee.

An investment in the Fund is neither a deposit nor a liability of:

- Australia and New Zealand Banking Group Limited ABN 11 005 357 522 or any of its related corporations (ANZ)
- ING Australia
- ING Bank (Australia) Limited ABN 24 000 893 292 (ING Bank)
- ING Investment Management Limited ABN 23 003 731 959 (INGIM)
- any other company in the ING Group (ING) other than ING Life in relation to the master policy.

If the employer has selected insurance cover as part of Integra Super, the insurance cover is provided by ING Life under group policies issued to the Trustee.

The Trustee reserves the right to change the insurer(s), or vary the benefits or premium rates from time to time.

This PDS should not be used as a substitute for financial advice and employers should speak to a licensed financial adviser before participating in Integra Super. This PDS will assist employers to determine whether this product is suitable for their employees' needs and assist members to understand their superannuation benefits. You should read all parts of this PDS. To the extent that any inconsistency arises between this PDS and the governing rules of the Fund, the governing rules prevail.

The Trustee relies on a number of third parties for the provision of specialist services in respect of the Fund, such as ING Life to provide the master life policy and through it:

- INGIM to manage ING investment funds except ING Mortgages which is managed by ING Australia. INGIM is not a subsidiary of ING Australia
- INGIM to also manage specialist OptiMix Manage the Managers investment funds
- a range of external fund managers who manage the investment funds other than those managed by INGIM.

The Trustee operates these relationships on an arms length basis.

ING Custodians is responsible for the contents of this PDS except for information about external fund managers and externally managed investment funds. Information about each external fund manager and the investment strategy, objective and asset allocation of any investment fund it manages, is based on information provided by the external fund manager. The external fund managers have provided consent to be named. The external fund managers have consented to the information they have provided being included in this PDS in the form and context in which it has been included and they have not withdrawn their consent at the time of preparation of this PDS. They take no responsibility for any other information in this PDS.

The value of investments in managed funds, superannuation and retirement products rises and falls. Neither ING Custodians nor any company in ANZ or ING guarantees investment performance, earnings, or return of capital investment in the Fund unless otherwise stated. Past performance is not necessarily indicative of future performance.

In this PDS, the terms 'we', 'us', 'our' and Trustee refer to ING Custodians.

The Trustee can change any procedures or terms and conditions referred to in this PDS with reasonable notice.

The invitation to invest in Integra Super in this PDS is only available to persons receiving this PDS in Australia. It is not made, directly or indirectly, to persons in any other country.

ING Custodians Pty Limited
347 Kent Street
Sydney NSW 2000

GPO Box 5306
Sydney NSW 2001

Phone 133 665
Fax 02 9234 6668
Website www.ing.com.au
Email customer@ing.com.au

Contents

Product Disclosure Statement

The Employer Guide contains important information about Integra Super to help you understand how your plan will operate, the fee structure that can apply and the features and benefits available to you and your members. Please review the information carefully and retain this guide, in addition to the Employer Kit you would have received upon commencing your plan.

Why ING?3

Welcome to Integra Super4

How will your Integra Super plan operate?6

How does Integra Super benefit your employees?.....16

What are the fees and costs?20

What else do you need to know?.....31

Employer Application form

Why ING?



ING Australia Limited (ING Australia) is one of Australia's leading fund managers, life insurers and superannuation providers with more than \$40 billion in assets under management. ING Australia is a joint venture between the global ING Group, which owns 51%, and one of Australia's major banks, ANZ, which owns 49%.

Our global strength and expertise can help you grow and protect your wealth

ING Australia provides a broad range of financial products and services through an extensive network of professional financial advisers and financial institutions, including its own advice groups.

ING Group is a global financial services company of Dutch origin with 150 years of experience, providing a wide array of banking, insurance and asset management services in over 50 countries. Our 120,000 employees work daily to satisfy a broad customer base: individuals, families, small businesses, large corporations, institutions and governments. Based on market capitalisation, ING is one of the 20 largest financial institutions worldwide and ranked in the top 10 in Europe.

Investment expertise

ING Australia uses ING Investment Management Limited (INGIM) to manage ING investment fund options. INGIM is ING Group's specialist global investment manager with highly qualified investment professionals in all major asset classes – Australian shares, global shares, property, fixed interest and cash.

ING Australia's multi-manager investment funds, OptiMix, are managed by a specialist investment team that actively researches, selects and manages complementary fund managers for each OptiMix fund.

By combining the strengths of a number of specialist managers OptiMix aims to provide consistent long-term performance. OptiMix's active Manage the Managers process extends across a broad range of asset classes and fund managers within Australia and internationally.

Social and environmental responsibilities

At ING Australia we value and appreciate our people, our customers, the environment and the society we live and operate in. We are committed to acting ethically to meet our social and environmental responsibilities.

We are actively involved in the community through charitable programs and sponsorships, supporting a range of Australian charities through the ING Foundation. The Foundation was established in 1978 and manages an ongoing program of grants to charitable causes and cultural institutions. All employees are encouraged to donate their time and skills through fundraising and volunteering programs with charity partners.

By combining our resources with the wider community we can truly make a difference to the lives of others.

Welcome to Integra Super

Thank you for choosing ING, one of the largest and most trusted names in superannuation in Australia to manage, grow and protect the retirement savings of your employees.

As an employer, there are many things to consider when establishing and managing your new employer plan. At ING we understand that you want a solution that meets your compulsory obligations, is hassle free and is highly valued by your employees.

That's why we're here to provide you with an expertly designed workplace super solution that delivers exceptional value, is easy to use and provides an extensive range of innovative employer and member services. All of this designed to consolidate your role as an employer of choice.

And with ING you can also feel confident that you have chosen one of the largest and most trusted names in superannuation in Australia to manage, grow and protect the retirement savings of your employees.

With more than A\$10 billion in employer super funds under management, managed for more than 38,000 employers and their 700,000 employees, ING is one of Australia's most competitive and most highly rated employer super providers.

As an ING employer super client, you now have access to the following extensive range of services:

- ✓ Hassle free new plan installation, transition management and new member set up service
- ✓ Dedicated account management and client service consultants for larger plans
- ✓ A wide choice of investment funds
- ✓ Access to comprehensive insurance cover for death, disablement and income protection
- ✓ Competitive and flexible pricing with group fee discounts
- ✓ Efficient and time saving online contribution payment options
- ✓ Free and easy remittance of contributions to other super plans
- ✓ Policy committee support
- ✓ Dedicated customer service and reliable administration support
- ✓ Simple and easy to use website

For your employees we offer an extensive range of member services, including:

- ✓ A new online Member Super Centre that has everything all available conveniently in one place
- ✓ Interactive and online financial education, calculators and seminars
- ✓ Exclusive banking, lifestyle and entertainment benefits via ING's InvestorBenefits package
- ✓ Family member benefits and discounts
- ✓ Hassle free rollover assistance from other super funds they may have elsewhere
- ✓ Helpful and efficient telephone and online customer service
- ✓ The ability for members to keep many benefits when they change jobs
- ✓ A straightforward transfer to pension option when members retire

All of this designed to consolidate your role as an employer of choice.

Who is Integra Super designed for?

Integra Super is designed specifically for small to medium sized businesses that:

- have between two and several hundred employees
- have low staff turnover and low levels of casual staff†
- want a super fund that already complies with the COF legislation and makes operating in a 'choice' environment easy.

So, congratulations! By choosing ING for your super you now have the confidence to know that your employees' hard earned retirement savings are managed by one of the world's largest superannuation, insurance and investment specialists.

We look forward to helping grow, manage and protect your employer plan super, today, tomorrow and always.

† Integra Super is not designed for employers with more than 20% casual employees or high staff turnover (more than 30% p.a.).

In this section:

How will your Integra Super plan operate?

In this section of the guide, we will outline the key services that support the operation of your plan, from smooth transition to ongoing servicing, as well as the insurance cover available and the selection of a default investment strategy.

Hassle free new plan installation and transition management	7
A wide choice of investment funds	7
Comprehensive insurance cover	8
Competitive pricing with group fee discounts	10
Efficient and time saving online contribution payment options	10
Free and easy remittance of contributions to other super plans	10
Policy committee support	11
Dedicated customer service and reliable administration support	11
Simple and easy to use website	11
When members leave your plan	12
Transacting	13

Hassle free new plan installation and transition management service

Integra Super offers a comprehensive transition service, providing an effective and seamless transfer into Integra Super. To ensure a successful transfer, the transition process is managed from beginning to end by specialist staff.

A rigorous project management methodology is followed to ensure all components of the transition are managed in a consistently efficient and effective manner. Success is based on getting it right – the first time!

The well established and documented plan installation service includes:

- the appointment of a dedicated Transition Service Consultant to monitor the transition, ensuring the transition process runs as smoothly as possible
- end-to-end management of the transition process, from confirmation of transfer to the delivery of member information
- negotiation with internal and external stakeholders to ensure the prompt delivery of all required information and services for the transition
- close and regular communication with you and/or relevant company staff on the transition progress
- development of solutions to overcome any transition issues or complexities
- training on the use of EasyTransact
- a free rollover assistance service to help your employees transfer monies from their old employer fund or other super accounts, into Integra Super, quickly and easily. For more information on this service, simply tick the box in the Rollover assistance section of the Employer Application Form when you join.

Members will also be notified of these services when they join your plan.

A wide choice of investment funds

You can select from a range of investment funds for your plan's default investment strategy. Your employees then have access to over 50 investment funds, across all risk profiles, through funds managed by INGIM, including OptiMix Manage the Managers funds, as well as a range of leading external managers.

You can refer to the Investment Choice Guide for more detailed information on the investment funds available. The Investment Choice Guide also includes a self assessment questionnaire that members can complete to assist them in understanding their investor risk profile and how they can choose an appropriate personal investment strategy aligned to their investment needs and goals.

Employer default investment strategy

Integra Super gives you access to a wide range of investment funds from which you can design an investment strategy that generally reflects the needs of your employees. This becomes the default investment strategy for all members of the plan who do not select their own personal investment strategy. We recommend you contact your plan's financial adviser for information on the process of making a default investment strategy decision.

You can select up to eight of the following diversified investment funds to form your plan's employer default investment strategy:

ING investment funds

- ING Balanced
- ING Capital Stable
- ING Managed Growth
- ING Protected Growth

OptiMix investment funds

- OptiMix Balanced (Trustee default)
- OptiMix Conservative
- OptiMix Growth
- OptiMix Moderate

External investment funds

- Barclays Global Investors Diversified Growth
- Colonial First State Diversified
- Perpetual Balanced Growth
- Perpetual Conservative Growth
- Schroder Balanced
- UBS Balanced
- UBS Defensive
- Zurich Managed Growth

If you do not select an employer default investment strategy, all members' contributions will be made into the Trustee's default investment strategy, OptiMix Balanced, until such time as members select their own personal investment strategy.

Information about selecting an investment strategy and the risk profiles of the investment funds can be found in the Investment Choice Guide, which forms a part of this PDS.

Members will be advised of the investment strategy that applies to them in the Welcome Statement that they receive upon joining Integra Super.

Unlimited switching

Currently there is no Switching Fee* charged for switching between investment funds and no limit to how often members can switch! There is a minimum of \$250 per switch.

Comprehensive insurance cover

Insurance cover is provided through insurance policies issued to the Trustee by ING Life. Your plan will be automatically established with one unit of Death and TPD default insurance cover. This means that all members of your plan, regardless of their occupation, will have insurance cover upon joining. Of course, you can nominate insurance cover to override this automatic default cover (either more or less) from the types of cover outlined below.

1. Death Only Cover (including terminal illness)

or

2. Death (including terminal illness) and Total and Permanent Disablement (TPD) Cover

and/or

3. Group Salary Continuance (GSC) Cover – either:

- a two year benefit period
- a to age 65 benefit period.

TPD Only cover is not available.

You also have the flexibility to tailor the insurance benefit formula to meet the general needs of your employees. You may select a fixed amount of cover or cover may be determined using a formula such as X times salary times years of future service or Y times salary, less accumulation in the member's account.

* Please note that transaction cost factors may apply.

Insurance premiums are calculated and deducted monthly in arrears from members' accounts or pro-rated upon leaving the Fund. Members will be advised of the type of cover, amount of insurance cover, insurance benefits and the premiums applicable to them on their Welcome Statement.

Detailed information about the insurance cover offered through Integra Super can be found in the Insurance Guide, which forms a part of this PDS. The Automatic Acceptance Levels are provided below.

Automatic acceptance

When you establish insurance cover for your plan, an Automatic Acceptance Level (AAL) may apply. An AAL is the maximum amount of cover available without members needing to provide evidence of good health. The plan AAL is determined based on the number of eligible employees and the percentage of those eligible who join the plan.

The amount of any AAL depends on a number of factors. Automatic acceptance is subject to the following:

- The eligibility criteria for each category of members must be set out in the Employer Application Form and cannot be changed (except with our written approval).
- Upon the member becoming eligible to join Integra Super, you must notify us of their membership and remit an initial contribution within 120 days of their joining your plan. If an eligibility criteria is not established, the default will be the later of the date the member joined the employer or the date the plan was established.
- The method of calculating the benefit in respect of each member must be set out in the Employer Application Form and cannot be changed (except with our written approval).
- You must provide an At Work Certificate for each member.
- ING Life must be your sole insurer for this type of insurance.
- The number of eligible employees who join the plan meeting the level required in the automatic acceptance tables.

Automatic acceptance tables

Table 1: Standard Cover – Death and TPD

No. of employees eligible to join the employer plan	No. of eligible members for 1 unit of default cover to apply	% of eligible employees who must join the plan for the AAL to apply for additional units	Maximum units of cover available
1–9	No minimum	N/A	1 unit of cover
10–19	No minimum	75%	2 units of cover
20+	No minimum	75%	3 units of cover

Table 2: Tailored Cover – Death and TPD

No. of employees eligible to join the employer plan	% of eligible employees who must join the plan for the AAL to apply	Maximum AAL – Death/TPD
1–4	Not available	Not available
5–9	100%	\$200,000
10–19	75%	\$250,000
20–29	75%	\$400,000
30–49	75%	\$450,000
50–99	75%	\$500,000
100–249	75%	\$600,000
250+	75%	Negotiable*

Table 3: Group Salary Continuance

No. of employees eligible to join the employer plan	No. of eligible employees who must join the plan for the AAL to apply	Maximum AAL – Group Salary Continuance
1–9	Not available	Not available
10–19	75%	\$3,000 per month
20–25	75%	\$4,000 per month
26–49	75%	\$5,000 per month
50–74	75%	\$6,000 per month
75–99	75%	\$7,000 per month
100–249	75%	\$8,000 per month
250+	75%	Negotiable*

* Employers with more than 250 insured members can apply for an individually determined AAL.

Competitive pricing with group fee discounts

Integra Super is provided to you at a very competitive price. This is due to the pooling together of all of your employees' superannuation and that of their family members who have joined Integra Super Personal. This can result in members accessing group based fees and premiums. These fees and premiums are made possible by ING's size, scale and expertise in employer super.

When your plan is established in Integra Super, you will be automatically registered to EasyTransact and as a result, your employees benefit from a discount on the annual Member Fee, which is on top of Integra Super's already competitive pricing.

For members with account balances over \$25,000, their Member Fee is reduced to nil!

Administration Fee rebates also apply as your plan size grows and can continue even when members transfer to Integra Personal Super.

Efficient and time saving online contribution payment options

As an Integra Super employer, you will be automatically registered for EasyTransact, ING's time saving online superannuation servicing system, for the administration of your plan.

EasyTransact simplifies time-consuming transactions such as super contribution remittances, new member notifications and exiting member notifications.

Using EasyTransact you can:

- access ING's Super Clearing Service to remit contributions to the plan as well as other super funds
- make easy online contributions using either BPAY®, or Employer Initiated Direct Debit payment options
- update member details
- maintain control over all contributions paid by you
- produce Superannuation Guarantee contribution reports for your employees
- provide your employees' Tax File Numbers (TFN).

EasyTransact uses the highest levels of encryption to provide sound security for online transactions. There is an easily downloadable instruction guide and a site tour of EasyTransact in the Employer Centre at www.ing.com.au, plus online and phone-based support from the EasyTransact Support team.

As part of your registration to EasyTransact you will receive a login ID and password, a training guide and a call from one of our transition consultants to arrange your initial training. The EasyTransact Support team will provide all your ongoing training and support.

For more information you can:

- login to the Employer Centre at www.ing.com.au
- contact the EasyTransact Support team on 1800 251 588, weekdays, between 8.30am and 5.00pm (Sydney time)
- email the EasyTransact Support team anytime at easytransact.helpdesk@ing.com.au

You can access a copy of the current EasyTransact Terms & Conditions on the Employer Centre at www.ing.com.au or request a copy by contacting the EasyTransact Support team on 1800 251 588.

If you do not wish to use EasyTransact, you can also make contributions by completing a Contributions Remittance Advice Form or you can still remit contributions for your members using easy payment methods, such as BPAY and Direct Credit (EFT). Please refer to page 14 of this guide for a detailed table outlining some of the key transaction processes for further information.

Free and easy remittance of contributions to other super plans

Through EasyTransact you will also be able to access ING's Super Clearing Service, giving you the flexibility to not only make contributions to Integra Super, but also to any other complying fund selected by your employees.

The Super Clearing Service will be free of charge to employers who nominate their Integra Super plan as their default super fund and where at least 50% of their employees (who are registered on EasyTransact) have their super contributions paid to Integra Super. The 50% assessment will be based on the total number of employees whose contributions are being administered through EasyTransact.

The service will accept payment from you and remit to other complying super funds for the benefit of your employees – it's that simple!

Policy committee support

The Trustee is required to make reasonable attempts to establish a policy committee whenever:

- an employer pays contributions into the plan on behalf of more than 49 of its employees or
- five or more members of an employer group write to the Trustee requesting that a policy committee be established.

The committee must include an equal number of employer and employee members. If a policy committee is established, its members will be listed on the members' Annual Statements.

The policy committee should:

- meet at least once a year to consider issues about the super plan
- provide the Trustee with feedback and make recommendations about the operation of the plan.

For more information on policy committees visit the Employer Centre at www.ing.com.au

Dedicated customer service and reliable administration support

To assist you with your plan, a dedicated team of customer service consultants are on hand to provide you with reliable administration support. This team is responsible for the day to day administration and servicing of your plan.

ING's Employer Centre is available to you on 133 665 weekdays, between 8am to 8pm (Sydney time) or you can contact us online at customer@ing.com.au

Ongoing support and communication

Each year, at the completion of your plan's annual review, you will be provided with an Annual Review pack which will contain a summary of the employer contributions you have made during the year, along with a copy of the most recent Integra Super Annual Report.

You can download a copy of the most recent Integra Super Annual Report from the Employer Centre at www.ing.com.au, or you can phone Customer Services on 133 665 to have a copy sent to you free of charge.

Simple and easy to use website

ING's simple and easy to use Employer Centre is a dedicated online area within ING Australia's website. It has been developed especially for employers, allowing them to:

- find out more about ING's Employer Super solutions, services and support
- get the latest employer super breaking news and understand your obligations including Choice of Superannuation Fund information, policy committee support and other legislation updates.
- access a range of publications and forms for employers and employees
- understand the range of integrated member education tools available to you.

All in the one place! ING's Employer Centre can be accessed from the home page of www.ing.com.au and selecting 'Employer' in the login area.



When members leave your plan

When an employee terminates employment with you they won't need to worry about how this will affect their super. An employee's account balance will be automatically transferred to Integra Super Personal where they will retain a number of benefits. For example:

- any insurance cover will automatically continue at a fixed cover level and any benefit formula that previously applied, will cease
- they will continue to have access to group based insurance premium rates
- they will have access to the same specially selected investment funds
- they will retain their previous investment strategy, being either your nominated plan default investment strategy or the member's own personal investment strategy
- they may consolidate monies from other super funds and continue to make contributions into their account in Integra Super Personal account
- their new employer may also make contributions on their behalf
- a very competitive Member Fee of \$65.88 p.a. (\$56 p.a. after tax) will apply, where their account balance is over \$25,000, the Member Fee is waived
- the Integra Super Personal Administration Fee will apply and any rebates will be based on the combined value of the member's and any linked family member accounts
- all other fees and charges will be the same as the Integra Super Employer Division.

A 'Changing jobs' kit will be sent to these members once you have notified us that they have left your employment. This kit includes a Choice of Superannuation Fund Nomination Form that can be given to their new employer if they wish to continue to have their contributions paid into Integra Super.

To ensure your employees understand the benefits of keeping their Integra Super account, we encourage you to notify us as soon as they leave so the kit can be sent to them promptly. Alternatively, you can keep a supply of our kits at your office to give to terminating employees.

The kits are available to be ordered or downloaded from the Employer Centre at www.ing.com.au at no cost to you.

Transacting

Integra Super provides you with a number of options to make managing your plan easy. You can refer to this transacting table for brief information on any of the main or frequent processes you undertake for your plan.



Phone

Customer Services 133 665
EasyTransact 1800 251 588



Mail

Integra Super
ING Life Limited
GPO Box 5306
Sydney NSW 2001



Fax

02 9234 6668



Website

Visit Employer Centre at
www.ing.com.au or for your electronic
payments options your financial
institution's website










Email

customer@ing.com.au

The following tables provide you with information on how to transact and manage Integra Super.

How do I...?	Information I need to know	My options	What I need to do
Establish my plan	It is important you read all parts of the Integra Super PDS – Employer Guide (this guide), the Member Guide, Insurance Guide and the Investment Choice Guide and speak to your plan's financial adviser to consider the superannuation needs of your employees and how your superannuation plan can assist you in becoming an employer of choice. When you join Integra Super you are automatically registered to EasyTransact – ING's time saving online superannuation servicing system.	 	Mail or fax the completed Employer Application Form (included in this Employer Guide).
Add new members	You can add new members to your plan by logging in to EasyTransact. EasyTransact is also an easy way for you to meet your TFN obligations for new members. Simply provide the new member's TFN at the time of admitting them to your plan. Refer to page 32 of this guide for more information on providing TFNs for your new and existing members.		EasyTransact Use your login ID and password to access EasyTransact and select the 'New Member' option on the index screen.
Make contributions*	Login to EasyTransact and make contributions online using either BPAY or Direct Debit. Minimum payment requirements are: Minimum annual contribution per member: \$1,500 Minimum contribution per investment fund: \$250		BPAY To make contributions by BPAY, follow the instructions in the 'EasyTransact – Quick Step Guide' available from Customer Services or the Employer Centre at www.ing.com.au Direct Debit To register for Employer Initiated Direct Debit, complete the Employer Initiated Direct Debit Request in section 2 of the Employer Application Form.

How do I...?	Information I need to know	My options	What I need to do														
Make contributions* (continued)	Non-EasyTransact If you decide not to use EasyTransact for the administration of your plan, please choose from BPAY, Internet Banking (EFT), Direct Debit or cheque to make your contributions.		BPAY  Members and employers should contact their participating financial institutions to make contributions from their cheque or savings account. The Biller Code and a unique Reference Number (made up of the Contribution Code and Member Number) will need to be quoted. The Member Number can be obtained by contacting Customer Services. This Member Number is specific to each member and can be used for all future contributions made via BPAY. Depending on the type of contributions being paid, the relevant Contribution Code will need to be entered. Biller Code: 564906 Reference Number: <Contribution Code> + <Member Number> Contributions: <table><tr><th>Code</th><th>Type</th></tr><tr><td>11</td><td>Superannuation Guarantee</td></tr><tr><td>12</td><td>Self-employed contributions</td></tr><tr><td>13</td><td>Member voluntary</td></tr><tr><td>14</td><td>Salary sacrifice</td></tr><tr><td>15</td><td>Spouse</td></tr><tr><td>16</td><td>Employer additional</td></tr></table>	Code	Type	11	Superannuation Guarantee	12	Self-employed contributions	13	Member voluntary	14	Salary sacrifice	15	Spouse	16	Employer additional
		Code	Type														
		11	Superannuation Guarantee														
12	Self-employed contributions																
13	Member voluntary																
14	Salary sacrifice																
15	Spouse																
16	Employer additional																
																	
			Internet banking (EFT)  For contributions using internet banking (EFT) from a nominated financial institution account, the relevant details are outlined below. Account Name: <Member First Name> + <Member Last Name> BSB: 012-911 Account Number: 000564906 Description/Reference Number: <Contribution Code> + <Member Number> Contributions: <table><tr><th>Code</th><th>Type</th></tr><tr><td>SG</td><td>Superannuation Guarantee</td></tr><tr><td>MD</td><td>Self-employed contributions</td></tr><tr><td>MV</td><td>Member voluntary</td></tr><tr><td>SS</td><td>Salary sacrifice</td></tr><tr><td>SP</td><td>Spouse</td></tr><tr><td>EA</td><td>Employer additional</td></tr></table>	Code	Type	SG	Superannuation Guarantee	MD	Self-employed contributions	MV	Member voluntary	SS	Salary sacrifice	SP	Spouse	EA	Employer additional
Code	Type																
SG	Superannuation Guarantee																
MD	Self-employed contributions																
MV	Member voluntary																
SS	Salary sacrifice																
SP	Spouse																
EA	Employer additional																
			 Direct Debit Complete the 'Direct Debit Request (DDR) Form – Employer' available from Customer Services or the Employer Centre at ing.com.au and return it to our office.														

How do I...?	Information I need to know	My options	What I need to do
Make contributions* (continued)	Non-EasyTransact		Cheque Complete the Contributions Remittance Advice form, included in this Employer Guide, from Customer Services or the Employer Centre at www.ing.com.au and return it to our office. Please quote the member number(s) and the type of contribution you are making. Cheque payments can be mailed to our office.
Change insurance details	Choose from Death Only, Death and TPD or Group Salary Continuance Cover. Read the insurance guide, which forms a part of this PDS and discuss the amount and type of insurance cover you may want for your employees with your plan's financial adviser before you make a decision.	 	Complete the Insurance Application Form available from Customer Services or the Employer Centre at www.ing.com.au and return it to our office.
Exit members from your plan	You can advise us of when members leave your service by logging into EasyTransact.		EasyTransact Login to EasyTransact and select the 'Exit Member' option on the index screen and remit the member's final contribution.
Change your employer default investment strategy	Read the Investment Choice Guide, which forms part of this PDS and discuss any change in your plan's default strategy with your plan's financial adviser before you make a decision.	 	Complete the Integra Super Employer Default Investment Strategy Application Form, available from Customer Services or the Employer Centre at www.ing.com.au and return it to our office.
Set up a policy committee	A policy committee needs to be established in certain circumstances. For more information please refer to page 11 of this guide.		For more information on policy committees visit the Employer Centre at www.ing.com.au

* The existing fees on a member's current investment will apply to contributions made by any of these methods. Contributions will be allocated in accordance with the member's current investment instructions. Where an instruction has not previously been provided, contributions will be allocated to the Trustee's default investment strategy.

How does Integra Super benefit your employees?

By choosing ING to provide your plan's superannuation solution, you can be assured that Integra Super will provide your employees with many benefits, even if they leave your service. Benefits that your employees can take advantage of throughout their membership include an interactive website, access to financial tools, banking and lifestyle benefits, introducing family members and other useful services.

Innovative online Member Super Centre with everything in one place	17
Extensive financial education with online calculators and seminars	17
Extensive banking, lifestyle and entertainment package – InvestorBenefits	17
Family member benefits and discounts	18
Hassle free rollover assistance from other super funds	18
Helpful and efficient telephone and online customer service	18
Ongoing and easy to understand communication and support	18
Choice of over 50 investment funds with unlimited switching	18
Ability to keep many benefits even when members change jobs	19
Straightforward transfer to pension option when retiring	19

Innovative online Member Super Centre with everything in one place

Super is a journey and where members end up will depend on the path they choose and the support they receive along the way. To help, ING has developed an innovative online Member Super Centre to assist them along the way today, tomorrow and always.

Members are encouraged to visit www.ing.com.au/member at anytime to learn more about their plan, as well as explore super news, check investment performance, learn about super through a variety of interactive educational tools and calculators, access forms and brochures, search for lost super and more!

Activating their new online account

Upon becoming a member they will receive a Welcome Kit and Welcome Statement in the mail. This information will provide members with all the necessary tools they need to help set up their new super account.

To activate their online account securely, new members will also be posted a new Member Card with their unique Online User ID. This will arrive shortly after their Welcome Kit.

In the secure area of the Member Super Centre, members can view their plan summary, change their details, complete forms, modify their personal investment strategy, view their insurance details, check transactions, access exclusive member banking, lifestyle and entertainment offers, and most importantly, watch their super grow!

Accessing their super account online anytime

Members will be able to access and manage their account online. Below are some of the things members can do online:

- View their entire account online, including details about investment funds, unit price, current units held and account balances.
- Monitor the status of transactions for new investments, applications, switches and contributions.
- View, print and download a transaction history, which provides details of all finalised transactions for an investment product.
- View and print snapshots of their superannuation investments.
- Request a switch at any one time between up to eight investment funds.
- Monitor their investments online by viewing or downloading their most recent statements and saving them to their computer.

Extensive financial education with online calculators and seminars

Online financial education

In order to help members manage their savings for retirement, ING has developed an extensive financial education program designed to answer the most commonly asked questions about super, including managing and growing their super, investment choice and how much super is enough.

One of the key features of the innovative online Member Super Centre is the series of education tutorials. We encourage members to take the time to view them.

The tutorials include:

- Getting started
- Super basics
- Grow your super
- Investment choice for your super
- Insurance through super
- How much super is enough?
- Changing jobs
- Approaching retirement

Calculators for investors

As part of the tutorials, members can also access comprehensive and useful calculators which will help them determine the best solutions to suit their financial circumstances and personal situation.

Exclusive banking, lifestyle and entertainment package – InvestorBenefits

InvestorBenefits provides members with exclusive banking, lifestyle and entertainment discounts and special offers so they can benefit from their super today while working towards a retirement lifestyle they desire. With ING, a member's super will reward them today and tomorrow!

InvestorBenefits gives members access to exclusive discounts and special offers on accommodation, travel, shows, adventure and leisure experiences, telecommunication, fitness and car hire, in addition to the discounted banking and insurance packages available through ANZ, our joint venture partner.

Family member benefits and discounts

Members can introduce members of their family to ING. A family member will join your employer plan (in the personal division) and not only receive all the benefits on offer, but they will also receive any Administration Fee rebates applicable to your employer plan.

Since their account balance is included in the total of your employer plan's account balance, this can also mean reduced fees for all other members in your employer plan.

Family members are also able to access insurance cover with ING Life.

Hassle free rollover assistance from other super funds

It's more than likely that members have had more than one job, so chances are that members will have more than one super fund.

ING encourages the rollover and consolidation of members' super accounts, so that their super savings are working harder for them!

There are big savings for members by keeping all of their super in one account. For example, members can save money by paying only one set of fees and save time (and filing space) by having only one set of paperwork to manage.

Members simply need to complete a Super Transfer Service (Rollover) Form for each of their old super funds to roll them over into their new ING account. ING will do the rest on their behalf.

ING also provides a 'Lost Super' tool on our website for members to search for their super.

No Contribution or Transfer fees

When members transfer or roll over amounts from other super funds into their ING account, ING will not charge Contribution or Transfer fees. More good reasons to roll over their super to their ING account!

Helpful and efficient telephone and online customer service

We are always available to help members over the phone. Our friendly Customer Service team can be contacted on 133 665 weekdays, between 8am and 8pm (Sydney time). Alternatively, members can email us at customer@ing.com.au with their query.

Ongoing and easy to understand communication and support

Annually, your employees will receive an Annual Statement and the Integra Super Annual Report that includes a member newsletter. These communications provide information on the management and financial conditions of the Fund and the investment performance of the investment funds, as well as updates on the features of Integra Super and any legislative developments that might impact your employees' superannuation entitlements.

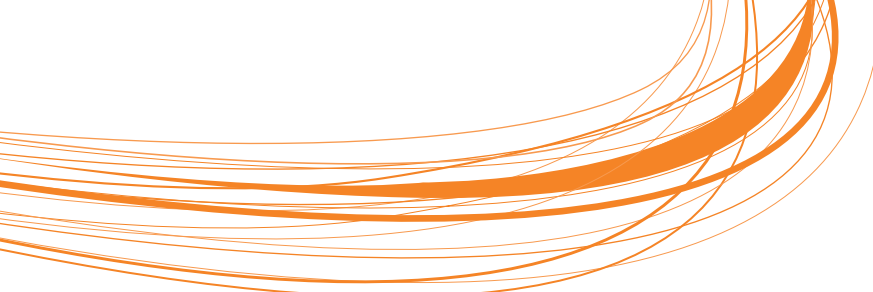
Choice of over 50 investment funds with unlimited switching

You may have chosen a default investment strategy for your plan. Alternatively, if you have not made a selection, the Trustee's 'default' investment strategy is the OptiMix Balanced fund.

Members of ING have the flexibility to switch from the default investment strategy and choose their own personal investment strategy, as their circumstances and needs change throughout their life. ING provides access to a wide range of more than 50 investment funds and fund managers, covering a variety of risk and return horizons.

The leading fund managers members have access to are outlined further in the Investment Choice Guide, which forms part of this PDS.

Members can easily make an investment choice that suits their investor profile. Knowing their 'investor profile' may assist them in choosing the right strategy for their super, as it takes into account their attitude to investment risk and investment timeframe.



By completing the self assessment questionnaire available in the Investment Choice Guide, which forms a part of this PDS or online at the Member Super Centre, members will arrive at an 'investor profile' which may be suitable for their personal investment strategy. Selecting the profile which best reflects their investment goals and financial attitudes will assist them in choosing the investment fund(s) which is most suited to their situation.

Unlimited switching

Currently there is no Switching Fee* charged for switching between investment funds and no limit to how often members can switch! There is a minimum of \$250 per switch.

Ability to keep many benefits even when members change jobs

There may come a time when members want to change employment and when they do, we'll be there for them. There's no need to leave ING – we'll stay with them.

When a member leaves your service (for any reason other than retirement, death or disablement) they will be automatically transferred into Integra Super Personal. By keeping their ING super account, they will retain many of the benefits they enjoyed as a member of your plan, for example, group based insurance premium rates.

It's easy for members (and their new employer) to continue making contributions to this ING account. All members need to do is take the Fund Nomination Form (available from the Member Super Centre) with them to their new job.

When we're notified by you that the member has left your employment, we'll send the member a 'Changing jobs' kit, which will walk the member through the simple steps to stay with ING and make the transition into Integra Super Personal easy.

Straightforward transfer to pension option when retiring

By the time a member retires they will probably have spent a long time building their super savings. So, we're sure they'll want to enjoy a long time spending it too.

As the member approaches retirement, it is important to seek financial advice to ensure they have everything in order for this next exciting phase in their life. It's a big life change, so there's a lot to consider and discuss with their financial adviser, including:

- future financial needs
- the most effective way to structure investments inside and outside superannuation
- the most appropriate retirement income stream.

ING's OneAnswer Pension option

OneAnswer Allocated Pension invests eligible superannuation savings to pay a regular income stream until the account balance is exhausted. It offers flexibility to choose payment amounts equal to or above the minimum amounts set by the government with the frequency of payments set by the member.

* Please note that transaction cost factors may apply.

In this section:

What are the fees and costs?

Integra Super’s excellent service and features are competitively priced representing exceptional value for you and your employees.

Fees and other costs21

Additional explanation of fees and costs25

Did you know?

Small differences in both investment performance and fees and costs can have a substantial impact on your long term returns.

For example, total annual fees and costs of 2% of your Fund balance rather than 1% could reduce your final return by up to 20% over a 30 year period (for example, reduce it from \$100,000 to \$80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs.

You may be able to negotiate to pay lower contribution fees and management costs where applicable. Ask the Fund or your financial adviser.

To find out more

If you would like to find out more, or see the impact of the fees based on your own circumstances, the Australian Securities and Investments Commission (ASIC) website (www.fido.asic.gov.au) has a superannuation fee calculator to help you check out different fee options.

Fees and other costs

Government regulations require all superannuation product issuers to include the following standard consumer advisory warning as set out below. The information in the consumer advisory warning is standardised across all superannuation product issuers and does not provide any specific information on the fees and charges for the Fund.

This document shows the fees and other costs that members may be charged. These fees and costs may be deducted from member account balances, from the returns on their investment or from the Fund assets as a whole.

Taxes are set out in another part of this guide. Insurance costs are set out in the Insurance Guide, which forms a part of this PDS.

You should read all the information about fees and costs because it is important to understand their impact on a member's investment.

Investment Management Fees for particular investment funds are set out in the Investment Choice Guide, which forms a part of this PDS.

Type of fee or cost	Amount	How and when paid
Fees when a member's money moves in or out of the Fund*		
Establishment Fee The fee to open a member's investment.	Not applicable.	Not applicable.
Contribution Fee The fee on each amount contributed to a member's investment – either by you or the member.	Not applicable.	Not applicable.
Withdrawal Fee The fee on each amount a member takes out of their investment.	Up to \$76.47 (\$65 after tax ¹).	Withdrawal Fee Deducted from the member's account balance for each withdrawal at the time the withdrawal request is processed. The fee may be waived in some circumstances. (Refer to 'Withdrawal Fee' in the 'Additional explanation of fees and costs' on page 25 of this guide for further information.)
Termination Fee The fee to close an investment.	Not applicable.	Not applicable.

Type of fee or cost	Amount	How and when paid
Management costs		
	<p>Plus – Member Fee of:</p> <p>EasyTransact \$60 p.a. (\$51 p.a. after tax)</p> <p>Non-EasyTransact \$95 p.a. (\$80.75 p.a. after tax)</p> <p>Personal members \$65.88 p.a. (\$56 p.a. after tax)</p> <p>For members with account balances above \$25,000, no Member Fee applies.</p>	<p>Member Fee</p> <p>Calculated and deducted from the member's account balance annually (at 30 June) or pro rated on a daily basis upon the member leaving the fund.</p> <p>Upon the member's transfer to Integra Super Personal the Personal members Member Fee will apply.</p> <p>The Member Fee is waived for account balances over \$25,000 at 30 June or at the time of leaving the Fund.</p> <p>(Refer to 'Management costs' in the 'Additional explanation of fees and costs' on page 25 of this guide for further information.)</p>
Service fees⁴		
Investment Switching Fee*	Not applicable.	Not applicable.
The fee for changing investment funds		

* The member may also incur a buy/sell spread when their money moves in or out of an investment fund (including when they fully withdraw from the Fund). (Refer to 'Transaction cost factors (buy/sell spreads)' in 'Additional explanation of fees and costs' on page 27 of this guide for further information.)

1 Wherever a fee in this table is shown as an after tax amount, the fee shown in brackets is the fee that applies after taking into account the benefit of the tax deduction. (Refer to 'Income tax and fees' in 'Additional explanation of fees and costs' on page 25 of this guide for further information.)

2 This fee includes an amount payable to your plan's financial adviser. (Refer to 'Adviser remuneration' in 'Additional explanation of fees and costs' on page 25 of this guide for further information.)

3 The total employer plan balance includes the account balances of family members in Integra Super Personal who are linked to a member of your plan. (Refer to page 29 of this guide for further information.)

4 Other service fees may apply. (Refer to 'Service fees' in the 'Additional explanation of fees and costs' on page 27 of this guide for further information.)

Additional explanation of fees and costs

Income tax and fees

The fees and charges shown in this PDS are shown before taking account of any income tax deduction available ('before tax'). Where a tax deduction is available for fees and charges, that deduction will generally be passed on to members, therefore, we have also shown the fees and charges after any income tax deduction available ('after tax'), as this reflects the net amount that will be charged to members.

For example, if members are charged a \$100 'before tax' fee and a tax deduction is available (at 15%), the amount of the fee deducted from their account balance will be \$85.

Further information about tax can be found on page 38 of this guide.

Goods and Services Tax (GST) and fees

Expenses that we pay in administering a member's superannuation investment may be subject to GST. To the extent that an input tax credit can be claimed for GST, the benefit of the credit is passed on to members. Unless we indicate otherwise, the fees and charges in this PDS are shown after taking account of the input tax credit that is passed on to the member from the Fund.

Adviser commission shown in this PDS includes GST but does not take into account the credit that can be claimed for GST paid.

Adviser remuneration

Your plan's financial adviser may be paid for selling you this product or for providing advice to you and members of your plan. These commissions are already incorporated into the relevant fees on pages 22-24 of this guide. Where a fee or cost includes commission, this 'Additional explanation of fees and costs' section provides further information about the commission.

If you have negotiated an Adviser Service Fee, further details are outlined on page 27 of this guide.

Adviser remuneration may be withheld where contributions do not meet the Integra Super minimum requirements or where a member's account balance is less than \$1,500. Where these minimum requirements are subsequently met, and depending upon the remuneration type, the commission withheld in the previous 12 months may be paid to the financial adviser.

Alternative Form of Remuneration Register

ING Australia Limited maintains an Alternative Form of Remuneration Register (Register) in accordance with IFSA Industry Code of Practice on Alternative Forms of Remuneration in the Wealth Management Industry. The Register outlines the alternative forms of remuneration which are paid and received from givers and receivers of such remuneration. If you would like to view the Register, please contact Customer Services on 133 665.

Fees when the member's money moves in or out of the Fund

Withdrawal Fee

This fee is payable on any partial or full withdrawal (including family law payments and contributions splitting) of the member's investment from Integra Super.

We will waive this fee in the following circumstances:

- a withdrawal benefit is transferred to another ING product or Integra Super Personal
- financial hardship claims
- specified compassionate grounds claims
- death and/or TPD claims.

The Withdrawal Fee is indexed annually in line with changes in the Consumer Price Index (CPI) using the 31 December year end rate.

Management costs

Administration Fee

A fee of 1.29% p.a. (1.10% p.a. after tax) is calculated and deducted from the assets of the investment fund and included in the investment fund's daily unit price. For example, if the member's account balance is \$10,000, then the Administration Fee would be \$110 p.a. This amount may be reduced by any Administration Fee rebate that may be applicable.

Administration Fee rebate

An Administration Fee rebate can be determined either on the member's individual account balance (individual rebate) and/or as part of the employer plan balance (employer plan rebate).

The employer plan rebate is determined at 30 June each year for employer plan account balances greater than \$250,000 and/or where Administration Fee commission has been rebated. However, no rebate is payable to the member if they withdraw their account balance prior to 30 June. The method used to calculate the rebate is as follows:

- The rebate is based on the weighted average account balance over the period 1 July to 30 June.
- For member accounts (including family members) that are part of an employer plan, the calculation is based on the member account balance as a proportion of the total employer plan balance over the period 1 July to 30 June.
- The rebate is credited to the member's account at 30 June each year.

If a member is not eligible for the employer plan rebate they may be eligible for an individual rebate, where their account balance is greater than \$250,000 and/or where Administration Fee commission has been rebated. In this case, the rebate will be credited to the member's account twice yearly (usually in January and July) or upon withdrawal.

These rebates are shown on a member's Annual Statement as an Administration Fee rebate.

If a member withdraws from the employer plan and transfers to Integra Super Personal, any entitlement to the Administration Fee rebate is based upon the Administration Fee applicable in Integra Super Personal and the member's individual account balance. Where a member has previously introduced family members into Integra Super Personal, any rebate will be calculated based on the combined account balance of their and any linked family member accounts.

Administration Fee commission

The commission payable monthly from the Administration Fee to your plan's financial adviser and is up to 0.44% p.a. and based on the weighted average of the total employer plan balance at the end of the previous month. For example, if the member's account balance is \$10,000 and the Administration Fee commission nominated was 0.40% p.a., then the Administration Fee commission the member pays would be \$40 p.a. The commission is flat and generally cannot change within each of the Administration Fee tiers.

Administration Fee commission will not be paid for member's account balances less than \$1,500.

Note: This commission amount is included in the Administration Fee shown on page 23 of this guide. This commission is negotiated between you and your plan's financial adviser.

If a member transfers or joins Integra Super Personal, this commission (up to a maximum of 0.44% p.a.) is negotiable between the member and their financial adviser.

Investment Management Fee

Investment Management Fees (IMF) range between 0.34% p.a. to 1.80% p.a. (0.29% p.a. to 1.53% p.a. after tax). If the member had investment holdings in ING Managed Growth of \$10,000 and the IMF was 0.60% p.a., then the IMF incurred by the member would be \$60 p.a. The IMF includes the fees, charges and expense recoveries which relate specifically to the management of the member's selected investment fund(s). The IMFs are listed in the Investment Choice Guide, which forms a part of this PDS. The expense recoveries (which form a part of the IMF) are an expense of the Fund and are charged by the underlying fund manager. They are therefore not a fee or charge of the Trustee. The expense recoveries are subject to change without notice and can vary over time.



Performance fees

Performance fees are included in the Investment Management Fee and are currently only applicable only for the OptiMix funds.

OptiMix funds

We pay the fees of the investment managers from the management costs of each OptiMix fund. The management costs of OptiMix Australian Shares, OptiMix Geared Australian Shares, OptiMix Conservative, OptiMix Moderate, OptiMix Balanced, OptiMix Growth and OptiMix High Growth funds may include a performance fee payable to the investment manager. To align the investment managers' interests with members' interests, the performance fee is only paid if the investment managers meet specified performance targets. Any such performance fees do not represent an additional charge to your members.

Member Fee

The Member Fee is deducted from a member's account balance annually (at 30 June) or pro rated on a daily basis upon their leaving the Fund.

The Member Fee will be \$60 p.a. (\$51 p.a. after tax) if you are registered for and continue to use ING's online superannuation servicing system, EasyTransact.

If you are not registered for or no longer use EasyTransact, then the non-EasyTransact Member Fee of \$95 p.a. (\$80.75 p.a. after tax) will apply.

If a member transfers to Integra Super Personal or joins as a family member, the Member Fee applicable will be \$65.88 p.a. (\$56 p.a. after tax).

The Member Fee is waived for member account balances over \$25,000 at 30 June or at the time of leaving the Integra Super.

Service fees

Switching Fee

Currently, there is no Switching Fee charged for switching between investment funds. We have the power and reserve the right to impose a Switching Fee in the future.

Note: Transaction cost factors will be incurred when switching between investment funds and are included in the unit price for each investment fund.

Transaction cost factors (buy/sell spreads)

Transaction costs are additional costs incurred when buying and selling investment fund assets. These transaction costs include brokerage, stamp duty and costs incurred when buying and selling units in underlying investment funds.

A transaction cost factor of up to 0.60% ('buy' spread) may be included in the unit price used to buy units in an investment fund to allow for some or all of the costs of buying assets. Similarly, a transaction cost factor of up to 0.60% ('sell' spread) may be included in the unit price used to sell units in an investment fund to allow for some or all of the cost of selling assets.

The transaction cost factors that apply are based on an estimate of the transaction costs incurred by the investment fund. These costs which may change from time to time without notice, are deducted by us and paid to the underlying fund and are an additional cost paid by you at the time of the transaction. The transaction cost factors for each investment fund are available by calling Customer Services on 133 665 or visiting the ING website at www.ing.com.au

For example, for every \$1,000 that the member invests in OptiMix Balanced, the estimated transaction cost that is incurred is 0.18% or \$1.80. This amount is reflected in the 'buy' unit price at the time of their transaction.

Note: If a transaction cost factor applies to an investment fund then it will apply when switching.

Adviser Service Fee (optional)

You may negotiate to pay your plan's financial adviser an Adviser Service Fee. This is the fee charged by your plan's financial adviser for advice about superannuation matters relating to the employer plan.

If this fee is agreed, you and your plan's financial adviser have a choice on the basis of the fee, either:

- a dollar-based fee
- a percentage of the member's account balance.

Where the dollar based fee is agreed, a maximum fee of \$176 p.a. (\$150 p.a. after tax) will be deducted from the member's account balance.

Alternatively, where the percentage based fee is agreed, the cost to the member is up to 1.18% p.a. of the member's account balance. For example, if the member's account balance is \$10,000 and the Adviser Service Fee nominated was 1.00% p.a., then the Adviser Service Fee would be \$100 p.a.

This fee is deducted from the member's account balance half-yearly in January and July. You can terminate this fee at any time by notifying the Trustee in writing.

If the member transfers to Integra Super Personal, this fee will continue, however, this fee is then negotiable between the member and their financial adviser.

Adviser Service Fee commission

Depending upon whether the percentage or dollar-based Adviser Service Fee is agreed (as explained above). Up to 1.00% p.a. (inclusive of GST) of the member's account balance or up to \$150 p.a. (inclusive of GST) is paid to your plan's financial adviser on a monthly basis.

Personal Advice Fee (optional)

If a member chooses to use your plan's financial adviser's services for advice about their superannuation, they can negotiate a Personal Advice Fee of up to \$5,882.35 p.a. (up to \$5,000 p.a. after tax) directly with the financial adviser. The fee is deducted from their account balance in the month after the fee is agreed and is not an ongoing fee. The member and the financial adviser must complete the Personal Advice Fee Form available from the Member Super Centre at www.ing.com.au/member and submit it to us. The form serves as a record of the agreement between the member and the financial adviser of the fees and services provided.

Personal Advice Fee commission

If this fee is agreed (as explained above) up to \$5,000 p.a. (inclusive of GST) is paid to your plan's financial adviser and will need to be re-negotiated between the member and your plan's financial adviser each time their services are required.

Family law fees

We do not currently charge family law fees. We have the power and reserve the right to impose family law fees in the future, for some costs incurred in attending to certain enquiries and administration work in relation to family law and superannuation matters. For more information please refer to page 39 of this guide.

Contributions splitting fees

We do not currently charge contributions splitting fees. We have the power and reserve the right to impose contributions splitting fees in the future. For more information please refer to page 40 of this guide.

Other fees and additional information

Insurance premiums

If members have insurance cover, the premium is automatically deducted from the member's account balance at the end of each month from the investment fund with the highest balance. For new and withdrawing members, the premium is charged on a pro rated daily basis. The actual premium(s) depends on a number of factors, including, but not limited to, their occupation, age, gender and the amount and type of cover taken and will be shown on the Welcome Statement, which is sent to the member upon joining Integra Super. The insurance premiums in subsequent years will be advised in the member's Annual Statement. The members' insurance premiums are inclusive of the insurance commission.

For more information on the insurance cover available in Integra Super please refer to page 8 of this guide and the Insurance Guide, which forms a part of this PDS.

Insurance commission

Commission of up to 22% p.a. (Death Only Cover, Death and TPD Cover and GSC Cover) of insurance premium(s) is paid monthly to your plan's financial adviser. For example, if the member's premium is \$100, your plan's financial adviser will be paid \$20 p.a. commission.

For Tailored and GSC Cover, commission is negotiated between you and your plan's financial adviser. If you have negotiated insurance commission which is less than the maximum set out above, this will be reflected in the members' insurance premiums.

For Standard Death Only, Death and TPD Cover, commission is fixed at 22% p.a.

Other payments

In addition to any financial adviser commissions, we may make payments to dealer groups or financial advisers in a variety of ways, based on commercial arrangements. We may also make payments to dealer groups or financial advisers based on the volume of business they generate or the value of transfers into the Fund. These payments are up to a maximum of 0.20% p.a. of funds under management and/or a maximum of 1.50% of contributions and transfers into the Fund.

These payments are made by us and not charged to members.

Fund manager payments

We may receive a fund manager payment from external fund managers based on funds under management. These amounts are already considered when we determine the fees and charges for each investment fund. These payments come from each investment manager's resources and are not additional fees to members. These fund manager payments are up to a maximum of 0.60% p.a.

Member protection

Under Federal Government legislation, superannuation funds must protect small account balances from erosion by fees. A 'small account' is an individual member's account with less than \$1,000 that includes employer contributions for Superannuation Guarantee or award purposes.

Integra Super protects small accounts by ensuring fees deducted in any reporting period do not exceed the investment earnings credited to a member's account for that period. However, insurance premiums or taxation, if any, will continue to be deducted from the member's account.

Any fees in excess of investment earnings which have been deducted are reimbursed to members with account balances under \$1,000 at the annual review date.

If a member's account balance is less than \$1,000 we may transfer the member's account balance to an Eligible Rollover Fund (ERF) that accepts small balances and complies with member protection rules. For more information about the ERF please refer to page 40 of this guide.

Processing fee

Your financial institution may charge you a processing fee each time you make a Direct Debit payment. This amount will vary depending on the financial institution.

Dishonour Fee

You may be charged a \$9 fee where any regular payment made by BPAY or Direct Debit is dishonoured.

Family fee discounting

Upon joining Integra Super Personal, family members are linked to a member of an employer plan. This link means family members will be subject to the same Administration Fee arrangement as the employer plan. The family member's account balance is included in the 'total plan balance' when calculating the rebate applicable to the employer plan. These Administration Fee discounts will continue for as long as the family member is linked to the plan.

Refer to pages 25-26 for the Administration Fee arrangements applicable in Integra Super Personal and the application to family members.

Maximum fees and charges

The ING MasterFund Trust Deed allows us to deduct expenses from the Fund and charge higher fees than those outlined.

Certain fees and charges may be increased. However, the following limits will apply:

- The Contribution Fee cannot be increased to more than 10% of the amount contributed.
- The Administration Fees in any year cannot be increased to more than 3% of the value of the balance in each member's account.
- The Member Fee* cannot be increased to more than \$2.91 per member per week.
- The Withdrawal Fee*† cannot be increased to more than 2.5% of the amount withdrawn or \$77.47 (whichever is greater).
- The maximum Switching Fee payable is 2.5% or an amount of \$30 (whichever is greater), this does not include transaction cost factors.

The above fees are expressed on an 'after tax' basis.

* These amounts are adjusted by changes to CPI annually at 1 July.

† This can be waived in certain circumstances.

Alterations to fees

We reserve the right to change any of our fees and charges from their present levels without your consent. Where there is an increase to a fixed fee, we will provide you with 30 days prior written notice. However, where the fee increase is within a disclosed fee range, 30 days prior written notice will only be provided where the fee increases beyond the maximum fee.

The Investment Management Fees may be altered by the investment manager, as disclosed in the Investment Choice Guide, which forms a part of this PDS.

The information contained in this PDS is up to date at the time of its preparation.

Example of annual fees and costs for a balanced investment fund

This table gives an example of how the fees and costs in a balanced investment fund for this product can affect the member's superannuation investment over a one year period. Members should use this table to compare this product with other superannuation products.

Example – ING Managed Growth investment fund

Balance of \$50,000 with total contributions of \$5,000 during year		
Contribution	Not applicable.	For every \$5,000 members put in, they will be charged \$0.
PLUS Management costs	1.51% – 1.99% (1.28% – 1.69% after tax)	And, for \$50,000 members have in the Fund, members will be charged \$755 – \$995 (\$640 – \$845 after tax) each year
EQUALS Cost of fund		If members put in \$5,000 during a year and their balance was \$50,000, then for that year they will be charged fees of from: \$755 – \$995* (\$640 – \$845 after tax) What it costs will depend on the investment fund chosen and the fees negotiated with the Fund or financial adviser.

* Additional fees may apply.

If members take out an amount of their investment, they may be charged a Withdrawal Fee of \$76.47 (\$65 after tax) each time members withdraw.

Administration Fee rebates may be applicable depending upon your total plan balance. The range of effective management costs used in this example is based upon a total employer plan balance of between \$250,000 and \$5 million, with the relevant Administration Fee rebate (if applicable) and maximum Administration Fee commission included.

In this section:

What else do you need to know?

This section outlines what you need to know about certain superannuation rules relating to contributions, the release and access of superannuation, as well as the tax treatment. This section can be read in conjunction with the Member Guide, which provides more detail on these areas from the member’s perspective.

- Why it’s important a member provides their Tax File Number 32
- Are there any risks? 33
- Choice of superannuation fund 34
- Contributions and benefit payments 36
- Who can make contributions to a member’s Integra Super account..... 36
- Accessing superannuation benefits 37
- Tax information 38
- Superannuation information 38
- Privacy 41
- How to obtain up to date information 42
- Direct Debit Request Service Agreement 42



Why it's important a member provides their Tax File Number (TFN)

The changes to legislation, effective 1 July 2007, mean that if a member's superannuation is with us and we don't have their TFN, they:

- could pay 46.5% tax on concessional contributions (such as compulsory employer contributions and salary sacrifice)
- will be unable to make non-concessional contributions (after-tax contributions)
- could miss out on any government co-contribution payments (if eligible)
- will not be able to split their eligible contributions with their spouse.

Although it is not an offence for a member not to quote their TFN, it is worthwhile noting that the above factors could significantly impact a member's superannuation savings.

How can this be avoided?

It's simple – a member needs to be sure to provide us with their TFN right from the time they join Integra Super.

How can a TFN be provided to us?

A member can provide their TFN in the following ways:

- by completing the Tax File Number Nomination Form and returning it to us via post or fax.
- the Tax File Number Nomination Form is available from www.ing.com.au/member. This form can then be sent to GPO Box 7024, Sydney NSW 2001 or faxed to 02 9234 6668.
- by calling 133 665, weekdays between 8am and 8pm (Sydney time)

Alternatively, and given that it is now an employer's obligation to pass on their employees' TFNs, you can conveniently enter your new employees' TFNs into EasyTransact at the time of admitting new employees to your plan.

What are an employer's TFN responsibilities?

For a number of years, you have had an obligation to pass on a TFN to the super fund where your employee has authorised you to provide their TFN to the super fund. You are obliged to provide your employee's TFN to their super fund where they have completed a TFN declaration. This will apply to all new employees and any existing employees who complete a TFN declaration form.

If you make a superannuation contribution for your employee, you need to provide their TFN to their super fund within 14 days of receiving their TFN declaration form. But if you do not make a contribution for your employee in that period, you may pass your employee's TFN on to their super fund at the time when you first make such a contribution after receiving the declaration form.

You should be aware that you could incur financial penalties if you fail to pass on an employee's TFN. More information can be found at the ATO's website – www.ato.gov.au

You are able to notify us of your employees' TFNs through EasyTransact.

Collection of Tax File Numbers

The government has imposed rules relating to the provision of TFNs to superannuation funds which took effect from 1 July 2007. The legislation is designed to help members keep track of their superannuation (including any lost benefits), and to ensure they are not taxed at a rate higher than necessary.

To make it as easy and convenient for employers to notify us of their employees' TFN we have introduced TFN collection functionality through EasyTransact.

How can employers provide a TFN for a new member?

The TFN is a mandatory field for new member applications. When submitting a new member application through EasyTransact, the user simply needs to enter the TFN using the TFN field on the new member screen. If no value is entered in the TFN field when a contribution is made, an error message will appear advising the employer of the consequences of not providing a TFN. Contact details for EasyTransact Support will be visible on the screen in case the employer needs assistance. Further details are available in the EasyTransact Quick Step Guide which can be accessed at the online Employer Centre at www.ing.com.au

How can employers provide a TFN for an existing member?

The member amendments screen allows employers to provide TFNs for Integra Super members on EasyTransact. The TFN field is the last field on the member amend details screen.

For more information visit the Employer Centre at www.ing.com.au

Are there any risks?

Investing in super provides both opportunities and risks and it is important to be aware of and assess the risks associated with investing. Outlined below are the significant risks that may impact a member's investment.

Investment risk

Investment risk means the value of members' investments could fall. Rises and falls in investment value occur for a variety of reasons, and sometimes quickly. For more detailed explanations of these reasons, we recommend you consult your plan's financial adviser.

Falls in the value of investments primarily occur when the fund in which investments are held experience a fall in the value of its assets.

Factors that can impact members' investments include:

- changes in the economic and political climate
- changes in government policies and laws
- movements in currency markets
- changes in interest rates
- credit risk
- investment decisions made by fund managers
- the selection of fund managers.

Except for investments in ING Cash (which provides a guarantee that the unit price will never fall) the value of investments can rise and fall.

How we manage investment risks

Information about the investment processes used by the fund managers to manage investment risk can be found in the Investment Choice Guide, which forms a part of this PDS.

Investing internationally

Investing internationally may expose members to risks not associated with Australian investments. For example, depending on how the member invests, an international investment may be affected by movements in local financial markets, currency and interest rates.

How we manage international risks

Information about the investment process used by ING to manage international investments can be found in the Investment Choice Guide, which forms a part of this PDS.

When managing an investment fund, each fund manager may use various techniques to counter, or take advantage of, movements in currency. For example, investment funds can be 'unhedged', 'hedged', or a fund manager may elect to actively manage currency. If fund managers use hedging as a substantial part of their investment process, it is noted in the Investment Choice Guide, which forms a part of this PDS. Please speak to your financial adviser if you require further information on these strategies.

Access to superannuation money

A risk of investing is that members may not be able to withdraw their money whenever they want (including where they make personal and/or salary sacrifice contributions). For more information please refer to 'Accessing superannuation benefits' on page 37 of this guide. The Member Guide, which forms a part of this PDS, provides further detailed information.

Changes to superannuation law

There is a risk that changes to superannuation law may impact both you and members and further changes to superannuation law can be expected.

How we manage changes to superannuation law

We will keep you and your members informed about any changes to superannuation that may have an influence on members' investments or the way the investments can be accessed. We usually notify changes through the Integra Super Annual Report or via the Member Super Centre at www.ing.com.au/member or the Employer Centre at www.ing.com.au. For information about superannuation changes and the impact on your plan, please contact your plan's financial adviser.



Selection of employer default investment strategy

You have the option to select an employer default investment strategy for your plan from a broad range of diversified investment funds. This selection should be carefully considered and should generally reflect the superannuation needs of your employees. This means that if your employees do not select their own personal investment strategy, all their contributions will be invested in the employer default investment strategy selected by you. Before making a default investment strategy selection, you should speak with your plan's financial adviser about your selection and the type of investment fund(s) that are most appropriate for your employees.

If you do not select an employer default investment strategy, the Trustee's default investment strategy, OptiMix Balanced, will apply to members as their personal investment strategy.

More information about selecting an employer default investment strategy can be found on page 7 of this guide.

The risk profiles of the investment funds from which you can select an employer default investment strategy can be found in the Investment Choice Guide, which forms a part of this PDS.

How we manage default investment strategy risk

The Trustee reserves the right to review and approve your employer default investment strategy selection before it can be applied to your members' contributions, to ensure it is appropriate. In the event that you do not select an employer default investment strategy, the Trustee's default will apply to members' contributions.

Personal and salary sacrifice contributions

If you agree to remit personal and/or salary sacrifice contributions on behalf of your employees, they should be made aware that they will not be able to withdraw their benefit whenever they want. More information about when benefits can be withdrawn can be found on page 37 of this guide.

Other risks

We are committed to providing our customers with access to the best possible investment selection and to act in the best interest of members as a whole. In doing this, it is sometimes necessary for the Trustee to:

- add, close or terminate an investment fund
- change the investment approach used by an investment fund
- change the fund manager managing an investment fund

- change the rules that govern an investment fund (e.g. changing fees, notice periods or withdrawal features)
- change an investment fund's objective/investment strategy (including the benchmark), asset allocation, neutral position, range and currency strategy and the number of asset classes
- change the rules of Integra Super.

How we manage other risks

The Trustee generally undertakes a review of Integra Super's investment and insurance benefits annually.

In some cases we can make changes to the rules of Integra Super without informing members in advance. Any proposed changes will always be considered in light of their potential impact on members.

We will notify existing members in affected investment funds as soon as practicable after any changes via our website and/or the next Integra Super Annual Report.

You should refer to the ING website for updated information about the investment funds. For further details refer to 'How to obtain up to date information' on page 42 of this guide.

Choice of superannuation fund

Choice of Superannuation Fund (COF), which commenced on 1 July 2005, allows employees (with some exceptions) to choose the superannuation fund into which their employer Superannuation Guarantee (SG) contributions are paid.

Who doesn't COF apply to

Generally, COF legislation will not require an employer to contribute to an employee's chosen fund where the employee falls within one of the following groups:

- Some public sector employees.
- Employees whose contributions are made under or in accordance with, Certified Agreements or Australian Workplace Agreements under, either the Industrial Relations Act 1988 or the Workplace Relations Act 1996.*

* Employees working for a corporation who were previously employed under a State industrial award are eligible for COF under a Federal Workplace Agreement (known as notional agreement preserving State awards) and may have access to COF.

- Employees subject to certain Victorian Government employment agreements in force under the Employee Relations Act 1992 (Vic) and which continues to be in operation under section 515 of the Workplace Relations Act 1996.
- Some employees in defined benefit superannuation funds.

Responsibilities for employers under COF

Employers must provide a 'Standard choice form' to:

- all new eligible employees (employed by your company on or after 1 July 2005) within 28 days of their commencement
- an eligible employee who has chosen a fund that is no longer an eligible choice fund within 28 days of becoming aware
- eligible employees who are using your employer default eligible choice fund, within 28 days of you changing the default fund
- all eligible employees who request a 'Standard choice form' within 28 days of it being requested in writing (where they have not exercised choice in the previous 12 months).

Employers are able to provide a 'Standard choice form' on paper or electronically. This means that employers have the choice to photocopy the form and give them to employees or use email to send it to them.

If you are using ING's Integra Super as your employer default fund, you can find a copy of a 'Standard choice form' pre-populated with details of the fund on ING's Employer Centre at www.ing.com.au. This form can be distributed to eligible employees after completing the required employer details.

Where your employees are new to your company or would like a summary of Integra Super's features and benefits, ING has developed an Induction Kit, introducing Integra Super.

COF legislation generally requires a minimum level of death insurance that the fund must offer as the default fund. To help meet this COF requirement, all new plans that join Integra Super after 1 October 2007 will be set up with one unit of Standard Death and TPD Cover as the default insurance arrangement. Employers still have the flexibility to opt out of the default cover or select from the wide range of insurance options available in Integra Super.

Penalties for employers who don't comply with COF

COF legislation does not affect when an employer must pay SG contributions for their employees.

COF legislation does, however, require that when an employee provides an employer with all the required information for their chosen fund and an employer has had two months to get ready to make contributions to that fund, that any SG contributions made for that employee after this period must be made to their chosen fund. If this does not occur the choice shortfall penalty will apply.

The choice shortfall may also apply where an employer does not give an employee a 'Standard choice form' in the required timeframe.

The choice shortfall is part of the SG charge and is approximately 25% of the contributions that should have been made to an employee's chosen fund and is limited to \$500 per quarter or a longer period as determined by the Commissioner of Taxation. An interest component and administration charge will also be payable. The choice shortfall, interest component and administration charge is payable to the Australian Taxation Office (ATO) and is not tax deductible for the employer. The choice shortfall and interest component is remitted to the employee's superannuation fund by the ATO.

When a member makes a 'choice'

If an employee chooses to have their SG contributions re-directed to another complying super fund, any remaining account balance will continue within your employer plan until they advise otherwise. As a continuing member of your employer plan, they will be subject to the fees and insurance arrangements that have been established (or may be altered in the future) by you.

Contributions and benefit payments

Different types of superannuation contributions

The table below provides details about the types of employer contributions that can be made to Integra Super.

Contribution type	How does it work?
Concessional contributions	
Compulsory super contributions	You are generally required under Superannuation Guarantee (SG)* law to contribute a minimum of 9% of your employees' salary (ordinary time earnings) into super (more may apply if they are covered under an Award or employer agreement).
Additional employer contributions	You may have elected to make additional contributions for your employees.
Salary sacrifice contributions	You have agreed to an employee's request to contribute to super instead of paying them that amount as salary. It may be referred to as an 'employer contribution'.

* Employer payslip obligations – under the workplace relations system, employers have certain payslip obligations in relation to the reporting of SG contributions. For further information, visit the government website www.ows.gov.au or seek professional advice from your plan's financial adviser.

Who can make contributions to a member's Integra Super account?

The following table outlines the rules relating to who can make superannuation contributions.

Member's age	Who can contribute
Under 65	You, members and their eligible spouse.
At least 65 but under 70	You and the member's eligible spouse, provided the member has been gainfully employed [†] for at least 40 hours during any 30 consecutive day period in a financial year (1 July to 30 June).
At least 70 but under 75	You and the member, provided they have been gainfully employed [†] for at least 40 hours during any 30 consecutive day period in the financial year. You may make an employer contribution (this excludes SG payments unless the payment relates to a period when you were under age 70).
75 and over	You may make an employer contribution (this excludes SG), if it is permitted under an Industrial Award.

[†] Gainfully employed means being employed or self-employed for gain or reward in any business, trade, profession, vocation, calling, occupation or employment.

Accessing superannuation benefits

The Federal Government has put rules in place to restrict when a member's superannuation benefits can be accessed. These rules, known as 'conditions of release', help to ensure that their superannuation savings are used for retirement purposes.

Access to a member's superannuation savings will depend on the classification of their benefit based on the following three categories:

Unrestricted non-preserved

These amounts may be accessed at any time.

Restricted non-preserved

These amounts may only be accessed on meeting a condition of release, or if the member leaves the service of a contributing employer.

Preserved

These amounts can only be accessed on meeting one of the following conditions of release:

- A member leaves their current employer and their preserved account balance is under \$200.
- Permanent retirement on or after a member reaches their preservation age (refer to the preservation age table on this page).
- Reaching age 60 and subsequently ceasing a gainful employment arrangement.
- The member's death.
- Reaching age 65, whether the member has retired or not.*
- The member's inability to continue working due to permanent incapacity.†
- Severe financial hardship (please complete an Application for Early Release of Benefits due to Severe Financial Hardship).
- Specified compassionate grounds.
- Some former temporary residents of Australia will have the option of accessing their superannuation benefits after permanently departing Australia.

In certain circumstances, members can request the Trustee to pay their benefit in the form of an income stream whilst they are still working under Transition to Retirement rules.

Members should speak to their financial adviser for further details.

From 1 July 1999, all new contributions and any earnings are preserved.

Preservation age

If you were born	Preservation age
before 1 July 1960	55
between 1 July 1960 and 30 June 1961	56
between 1 July 1961 and 30 June 1962	57
between 1 July 1962 and 30 June 1963	58
between 1 July 1963 and 30 June 1964	59
after 30 June 1964	60

When a member satisfies a condition of release

A member may receive their benefit from Integra Super as a lump sum or it can be used to purchase a retirement income stream, such as a pension or annuity.

If a member withdraws a lump sum it will be treated as an Employment Termination Payment (ETP). This amount can be paid to them as a cheque or deposited into their nominated bank account.

Before withdrawing, members should first speak to a financial or taxation adviser, as the way superannuation is withdrawn can have a substantial impact on tax liability.

* Contributions you make under the Superannuation Guarantee system or an industrial award after members reach age 65 (and investment earnings on them) will not be paid until you are no longer required to make these contributions to members.

† Permanent incapacity means the Trustee must be reasonably satisfied that the member is unlikely, because of ill health (whether physical or mental), ever again to engage in gainful employment for which they are reasonably qualified by education, training or experience.

Tax information

Superannuation and taxation

This section is of a general nature only and is based on current tax law, which may change. You should speak to your financial adviser or tax adviser if you require further tax information.

The Federal Government actively encourages all Australians to save for their retirement, and one of the ways it does this is to provide tax concessions to money invested in superannuation.

For most people, the tax you pay in a superannuation fund is generally lower than tax you would pay on an investment outside superannuation, which is why super can be a tax-effective way to grow your retirement savings.

Generally, your super may be taxed:

- when contributions are made
- while your super is invested
- when you withdraw money from super.

Deductibility of contributions

You can generally claim a tax deduction for contributions made, however, your employees may be subject to additional tax liabilities if contributions made by them or on their behalf exceed certain contributions caps. Further information on the contributions caps is detailed in the Member Guide, which forms a part of this PDS.

Superannuation Guarantee

The law requires you to make superannuation contributions for your employees. You must contribute 9% of each employee's earnings base (generally defined as Ordinary Time Earnings) to a complying superannuation fund or Retirement Savings Account (RSA).

You are required to make contributions for your employees on a quarterly basis, by the 28th day following the quarter ending 30 September, 31 December, 31 March and 30 June.

If you do not make the required contributions for an employee by the due date, you will have to pay the Superannuation Guarantee charge, which is not tax deductible.

Salary sacrifice

In addition to the contributions you are required to make for your employees by law, some employees may wish to forgo part of their pre-tax wage or salary and have this paid into superannuation. This is often called 'salary sacrificing' or 'salary packaging'.

The current tax laws allow employees to 'salary sacrifice' into superannuation before they pay income tax on their salary. These contributions are treated as employer contributions.

You will generally be entitled to a tax deduction for total employer contributions.

Personal contributions

Employees can make additional personal contributions from their after tax income to Integra Super. Employees are not normally entitled to a tax deduction for personal contributions.

Superannuation information

The role of the Trustee

As Trustee of Integra Super, ING Custodians is responsible for the operation of the Fund and compliance with the Trust Deed, and superannuation law.

The Trustee is also responsible for:

- protection of members' rights and interests
- correct and timely payment of benefits
- appropriate investment of Integra Super's assets
- ensuring Integra Super is properly administered
- arranging audits of Integra Super
- reporting to members
- lodgement of Integra Super tax returns and APRA reporting.

The Trustee has in place professional indemnity insurance which may insure it and its directors in case of loss due to a claim against the Fund.

The Trust Deed

The Fund is governed by a Trust Deed, which forms part of the Fund's governing rules. Together with superannuation law, the Fund's governing rules set out the rules and procedures under which the Fund operates, and ING Custodians' duties and obligations as the Trustee. If there is any inconsistency between the Trust Deed and this PDS, the terms of the Trust Deed will override the disclosure in this PDS.

A copy of the Trust Deed is available from us upon request.

Compliance

The Trustee operates a compliance program to assist it in complying with the Trust Deed and the relevant laws. The Trustee is also required to have the Fund audited each year and to lodge an annual return with APRA.

Processing transactions

Unit prices are determined on a daily basis. When a valid and complete transaction request is received by us, the following transaction rules will apply:

- We aim to process withdrawals as soon as reasonably practicable, ordinarily within five business days of receipt, but we have up to 30 days from our receipt of a withdrawal transaction request to process a withdrawal. Withdrawals will be processed using the most current unit price available. This will generally be the unit price declared the business day prior to processing. If a member withdraws part of their member account balance, they must retain a minimum of \$5,000 in the account.
- Switches received by us before 5pm (Sydney time) will receive the unit price declared the following business day after the request is received. Generally, this will be processed within four business days.
- Contributions received by us before 5pm (Sydney time) will be processed within four business days of our receipt of the contribution transaction request. The unit price declared on the date of receipt will be used.

To ensure the efficient processing of all transaction requests they must be received at ING's Head Office, 347 Kent Street, Sydney 2000.

If we are unable to process a contribution immediately for any reason, including outstanding requirements, we are required to hold the contribution in a trust account. This is generally for short periods of time as most applications are processed overnight.

We will retain any interest payable by our bank on this account to meet, among other things, bank fees and other bank administrative costs we incur in operating this account. The effective time of investment will generally be the time that the application, any outstanding requirements and the application monies are received at ING's Head Office, 347 Kent Street, Sydney 2000.

Confirming transactions

Members will receive written confirmation of certain transactions including switches, rollovers and benefit payments.

You can request confirmation of your transactions and any other additional information about Integra Super in the following ways:

- Call us on 133 665 weekdays, between 8am and 8pm (Sydney time) and have your query answered over the phone or ask for a written confirmation of the recent transactions you have made to be sent to you.
- Email us at customer@ing.com.au

If you have made a request and do not receive confirmation within a reasonable time, you should contact Customer Services on 133 665 to confirm that ING has received your request.


Superannuation and family law

Superannuation laws facilitate the division of a member's superannuation benefits upon breakdown of marriage. The laws enable the 'splitting' and 'flagging' of a superannuation benefit. 'Splitting' means that the payment of the superannuation benefit is split between the separating parties. 'Flagging' prevents the super benefit from being paid by the Trustee until the parties or the court decides how to split the benefit between the separating parties.

Splitting or flagging can be achieved by agreement between the separating parties, or by court order. If requested, we are required to provide information about a member's super benefit to either:

- their spouse
- a person who intends to enter into an arrangement with the member about splitting their superannuation interests in the event of a separation of marriage.

The request must be in a form prescribed by law. The law prevents us from telling the member about any such request and from providing the member's address to a person requesting the information.



Please note: The Trustee may charge for costs incurred in attending to enquiries and/or other work in relation to family law and superannuation matters. Currently, we do not charge such fees. We will advise you and members of any changes to this position. For more information speak to your financial or legal adviser.

Contributions splitting

Some members are now able to split their eligible contributions with their spouse. The regulations allow employer and certain concessional (personal and spouse) contributions made on or after 1 January 2006 to be split with a member's qualifying spouse.

Members can speak to their plan's financial adviser for more information on contributions splitting or the fee discounts available to family members in Integra Super Personal.

Further information on contributions splitting can be found in the Integra Super Member Guide, which forms a part of this PDS.

The Eligible Rollover Fund

An Eligible Rollover Fund (ERF) is a low risk, low return investment fund which does not offer insurance cover.

A member's benefits may be transferred to an ERF if their account balance is less than \$1,000 and:

- we have not received a contribution from the member (or received on their behalf) for two consecutive years and/or
- where one item of correspondence is returned to us as unclaimed mail from the member's last known address.

Before transferring the member's super benefits to an ERF, the Trustee will attempt to contact the member and provide them with an option to nominate another fund.

The ERF chosen for Integra Super is:

Australian Eligible Rollover Fund
Jacques Martin Administration & Consulting Pty Limited
Locked Bag 5429
Parramatta NSW 2124
Phone 1800 677 424

We will notify the member if the ERF changes in the future.

Set out below is a summary of some of the significant features of the Australian Eligible Rollover Fund (AERF), current as at the date of the preparation of this PDS. For detailed information about the AERF, please contact the AERF directly. The trustee of the AERF is Perpetual Trustee Company Limited ABN 42 000 001 007. If a member's benefits are transferred to the AERF:

- the member will cease to be a member of Integra Super and will become a member of the AERF, meaning they will be subject to its governing rules, including a different fee structure
- member investment choice will not be available. The member's benefits will be invested in a diversified portfolio with exposure to both growth assets (equities and property) and defensive assets (fixed interest and cash). There is no guarantee that investment returns will not be negative
- the member's benefits will be 'member protected' meaning that, generally, administration charges cannot exceed investment earnings on their account in a reporting period. However, other costs, such as taxes, may be deducted. Members' benefits will not be protected against negative returns
- the AERF is unable to accept any ongoing contributions from the member or you, however, rollovers from other superannuation funds may be permitted
- the AERF does not offer insurance benefits. Any insurance cover the member had as part of their Integra Super account will cease.

Lost members

If two items of written communication to the member are returned to us as unclaimed mail from their last known address, we will classify them as a 'lost member' and report this to the ATO. Lost members who have balances of less than \$1,000 may be transferred to the ERF.

Unclaimed money

If the member reaches age 65 and has not claimed their Integra Super benefits, and the Trustee is unable to make contact with them within the relevant time period, then the benefit is considered unclaimed. In these circumstances the Trustee is required to pay the benefit as unclaimed monies to the Office of State Revenue in the member's state or territory.

Cooling-off period

Generally, you may cancel your employer application to participate in the Fund within 14 days of the earlier of:

- the day the first employees receive confirmation of superannuation interests
- the end of the fifth day after we first issue superannuation interests to your employees.

This is known as the 'cooling-off' period. During this time you may cancel your employer application by notifying us in writing.

You must nominate (within one month after notifying us that you wish to exercise your right of cancellation) an alternative eligible superannuation fund, approved deposit fund or Retirement Savings Account into which the employer contributions received by us are to be repaid. Your right of cancellation is taken to have been exercised only on receipt by us of the nomination. You must make the nomination by advising us in writing. If we do not receive a nomination from you within this one-month period, you are taken not to have exercised the right of cancellation.

If you have exercised the right of cancellation, as described above, and any part of the monies to be repaid includes personal contributions by members (including monies rolled over or transferred from another superannuation fund), we will:

- transfer restricted non-preserved benefits or preserved benefits (for an explanation of these terms please refer to page 37 of this guide) to another eligible superannuation fund nominated by the member
- pay any other monies as directed by the member.

In the event that a superannuation fund nominated by either you or the member does not accept the receipt of the monies (or a member does not tell us what to do with personal contributions), we may transfer the monies to be repaid to an ERF.

Customer concerns

We aim to resolve all complaints quickly and fairly. If you or a member have a complaint, please contact Customer Services on 133 665 or write to:

Complaints Resolution Officer
Integra Super
ING Custodians Pty Limited
GPO Box 5306
Sydney NSW 2001

Having followed our dispute resolution process, if you or the member are not satisfied with our response you or the member can contact the Superannuation Complaints Tribunal (SCT):

Superannuation Complaints Tribunal
Locked Bag 3060
GPO Melbourne VIC 3001
Phone 1300 780 808
Fax 03 8635 5588
www.sct.gov.au

The SCT is an independent body set up by the Federal Government to assist in the resolution of complaints.

Privacy

We are committed to ensuring the confidentiality and security of personal information. The Privacy Policy details how we manage personal information and is available on request or may be downloaded from the Employer Centre at www.ing.com.au

Members may request access to the information held by us about the member, the member's investment(s) and any other ING products or services which the member may hold, by contacting the Privacy Officer. The member may assist us by contacting Customer Services if any of their personal information is incorrect, has changed or requires updating.

In order to undertake the management and administration of our products and services, it may be necessary for us to disclose the member's personal information to certain third parties. Unless the member consents to such disclosure we will not be able to process the application or provide the member with ING's products or services.

For life risk products we collect health information with the member's consent. The member's health information will only be disclosed to service providers for the purpose of underwriting or assessing the member's application or assessing any claim.

The parties to whom we may routinely disclose the member's personal information include:

- organisations providing medical or other services for the purpose of the assessment of claims such as reinsurance organisations
- organisations undertaking compliance functions of our information
- organisations maintaining our information technology systems
- authorised financial institutions
- organisations providing mailing and printing services
- the member's financial adviser.

Where you have appointed a financial adviser for a plan under Integra Super, we will provide a member's personal information to your plan's financial adviser in order to undertake the management and administration of the plan. You may change your plan's financial adviser or appoint a financial adviser by notifying us in writing.

Where the member wishes to authorise any other parties to receive information and/or undertake transactions on their behalf, please notify us in writing.

We will also disclose the member's personal information in circumstances where we are required by law to do so.

The Family Law Act 1975 enables certain persons to request information about the member's interest in a superannuation fund.

We and other members of ING Group may send the member information about our financial products and services from time to time. The member may elect not to receive such information at any time by contacting Customer Services.

If you have any further questions about privacy, please write to us or contact us at:

ING – Privacy Officer
GPO Box 75
Sydney NSW 2001
Phone 02 9234 8111
Fax 02 9299 3979
Email privacy@ing.com.au

In this section 'we', 'us', and 'our' refers to ING Life and ING Custodians.

How to obtain up to date information

The information contained in this PDS is up to date at the time of its preparation. However, some of the information can change from time to time, for example, information about investment management expenses, other fees or the investment strategy of a particular investment fund. We will notify you in accordance with superannuation law if there is a materially adverse change to information in this PDS or a materially adverse omission from this PDS.

For other changes, and information about investment fund performance, you can obtain up to date information at any time by either calling Customer Services on 133 665 or by visiting our website at www.ing.com.au. You should also refer to the latest Integra Super Annual Report available from the Employer Centre at www.ing.com.au

We can send you a copy of the updated information, free of charge, upon request.

Direct Debit Request Service Agreement

This Direct Debit Request (DDR) Service Agreement is issued by ING Life. You should carefully read this Direct Debit Service Agreement before completing and signing the Direct Debit Request authorisation which forms part of the Employer Application Form.

For all enquiries about your direct debit arrangement, contact Customer Services on 133 665 or write to:

ING Life Limited
GPO Box 5306
Sydney NSW 2001

Our commitment to you

ING will:

- arrange for funds to be debited from your account as authorised in the Direct Debit Request
- give you at least 14 days notice in writing before changing the terms of the debiting arrangements, unless the changes are made at your request and
- keep information relating to your direct debit request private and confidential.

If the due date of the debit falls on a weekend or public holiday, your account will be debited on the next working day.

Your commitment to us

It is your responsibility to:

- ensure your nominated account can accept direct debits and that all account holders on the nominated account agree to the debiting arrangement
- ensure that the account details that you have provided are correct by checking them against a recent account statement
- advise us if the nominated account is transferred or closed, or the account details have changed
- ensure there are sufficient funds available in the nominated account to meet each direct debit
- check with your financial institution before completing the direct debit request, in the event that you have any queries about how to complete the direct debit request.

If there are insufficient funds in your account, you may be charged a fee from ING and/or your financial institution.

Your rights

You may defer, alter or cancel the debiting arrangements you hold with ING at any time by providing written notice. Such notice should be received at least two weeks before the next debit is due.

Where you consider that a debit has been initiated incorrectly, you should contact ING directly. We will then investigate your query.

If we find that your account has been incorrectly debited we will arrange for your financial institution to adjust your account (including interest and charges) accordingly. We will also notify you in writing of the amount by which your account has been adjusted.

If we find that your account has not been incorrectly debited, we will provide you with reasons and any evidence for this finding. If we cannot resolve the matter, you can still refer it to your financial institution, which may lodge a claim on your behalf.

Financial Services Guide

July 2007

This FSG is designed to assist you in deciding whether to use any of the products and services offered by our licensed entities.

What is a Financial Services Guide?

This Financial Services Guide (FSG) is an important document that outlines the type of products and services that each of our licensed entities are authorised to provide under our Australian Financial Services (AFS) licences. Please refer to the table of licensed entities displayed on page 2 for information about these products and services.

This FSG is designed to assist you in deciding whether to use any of the services offered by our licensed entities. In this document, 'we', 'our' or 'us' refers to the entities listed on this page.

The purpose of the FSG is to provide you with information, prior to a financial service being provided, about:

- who we are and how we can be contacted
- what services and products we are authorised to provide to you under our AFS licences
- how we, and any other relevant parties, are paid
- who to contact should you have a complaint.

If you choose to use our services or you are issued with one of our products or one of our products is recommended to you, you are likely to also receive from us a Product Disclosure Statement (PDS). Each PDS contains information about a particular product and will assist you in making an informed decision about that product or service. The PDS will include information about matters such as terms and conditions of the product, associated costs and any significant benefits and risks.

If you receive personal advice from a financial adviser, you will be provided with a Statement of Advice (SoA). Personal advice is advice that takes into account one or more of your financial objectives, financial situation and needs. An SoA will contain the advice and the details on which the advice is based.

This FSG gives you information about:

- ING Australia Limited
ABN 60 000 000 779
(ING Australia)
- ING Life Limited
ABN 33 009 657 176
AFSL 238341 (ING Life)
- ING Funds Management Limited
ABN 21 003 002 800
AFSL 238342 (INGFM)
- ING Custodians Pty Limited
ABN 12 008 508 496
AFSL 238346
RSE L0000673 (ING Custodians)
- ING General Insurance Pty Limited
ABN 56 072 892 365
AFSL 288160 (INGGI)

Who is ING?

ING in Australia

ING Australia Limited (ING Australia) is one of Australia's leading fund managers, life insurers and superannuation providers with over \$40 billion in assets under management. ING Australia is a joint venture between the global ING Group, which owns 51%, and one of Australia's major banks, ANZ, which owns 49%. The licensed entities listed on page 1 are separate entities from ANZ or any ANZ Group entity and are not authorised deposit-taking institutions under the Banking Act 1959.

ING Australia provides a broad range of financial products and services through an extensive network of professional financial advisers and financial institutions, including its own advice groups.

Under the Australian Prudential Regulatory Authority licensing system for superannuation trustees, ING Custodians is a Registrable Superannuation Entity (RSE).

ING Group

ING Group is a global financial services company of Dutch origin with 150 years of experience, providing a wide array of banking, insurance and asset management services in over 50 countries. Our 120,000 employees work daily to satisfy a broad customer base: individuals, families, small businesses, large corporations, institutions and governments. Based on market capitalisation, ING is one of the 20 largest financial institutions worldwide and ranked in the top 10 in Europe.

What financial services and products do we offer?

Australian Financial Services licence holder	Authorised services we can provide under our licence	Products which relate to our authorised services
ING Life Limited ABN 33 009 657 176 AFSL 238341 (ING Life)	<ul style="list-style-type: none">• General financial product advice• Deal in a financial product	<ul style="list-style-type: none">• Life insurance• Life investment insurance
ING Funds Management Limited ABN 21 003 002 800 AFSL 238342 (INGFM)	<ul style="list-style-type: none">• General financial product advice• Deal in a financial product• Operate a registered scheme	<ul style="list-style-type: none">• Managed investments
ING Custodians Pty Limited ABN 12 008 508 496 AFSL 238346 RSE L0000673 (ING Custodians)	<ul style="list-style-type: none">• General financial product advice• Deal in a financial product	<ul style="list-style-type: none">• Superannuation• Managed investments• Investor Directed Portfolio Services• Custodial or depository service (from September 2006)• Clearing house facility
ING General Insurance Pty Limited ABN 56 072 892 365 AFSL 288160 (INGGI)	<ul style="list-style-type: none">• General financial product advice• Deal in a financial product	<ul style="list-style-type: none">• General insurance

When providing these financial services and products, each licensed entity acts on its own behalf.

We are not licensed to provide you with personal financial advice. Our staff can only provide you with factual information and in some circumstances may provide general financial product advice. Our staff do not take your personal circumstances into consideration when providing general financial product advice. If you require personal financial product advice that takes into account your objectives, financial situation and needs, you will need to contact a financial adviser.

How can we be contacted?

Our contact details are listed below:

ING Life Limited Phone: 133 667 Mail: ING Life Limited GPO Box 4148 Sydney NSW 2001 Email: customer@ing.com.au Website: www.ing.com.au	ING Custodians Pty Limited Phone: 133 665 Mail: ING Custodians Pty Limited GPO Box 5306 Sydney NSW 2001 Email: customer@ing.com.au Website: www.ing.com.au
ING Funds Management Limited Phone: 133 665 Mail: ING Funds Management Limited GPO Box 5306 Sydney NSW 2001 Email: customer@ing.com.au Website: www.ing.com.au	ING General Insurance Pty Limited Phone: 1800 815 688 Mail: ING Insurance Centre GPO Box 390 Melbourne VIC 3001 Email: onlineinsurance@ing.com.au Website: www.ing.com.au

If your enquiry is of a general nature, please phone us on 02 9234 8111 or refer to your disclosure documents (PDS, Annual Report or Annual Statement), for the relevant Customer Services number.

How do you do business with us?

The PDS for each product outlines its administration procedures and processes. Please refer to the relevant PDS for detailed information on how a product is administered.

How can you give us instructions?

You can give us instructions by telephone, mail, email, fax or via our website. There may be special instruction arrangements for some products or services – details of which are explained in the relevant PDS.

How are we paid for the services we provide?

If you buy a product we offer, the product issuer (i.e. one of the licensed entities listed in this FSG) will receive fees and charges in relation to your purchase of that product. These fees may include entry fees and management fees (which include transaction and ongoing costs). In some situations, withdrawal fees, exit fees, account fees and transaction fees may apply. The fees you pay and any benefits we receive for each product we offer are set out in detail in the PDS for the particular product.

ING Life and INGGI will receive insurance premiums paid for any insurance cover or annuity you obtain from us.

We do not charge you additional fees for any information you receive from us. However, your financial adviser may charge you fees for providing personal financial product advice. This will be set out in a separate FSG and/or Statement of Advice (SoA) that you should receive from your financial adviser.

What commissions, fees or other benefits are received?

Our employees, authorised representatives and directors are paid a salary, but do not receive commissions. However, they may be eligible for performance related payments from us based on personal performance in meeting or exceeding customer service standards and/or an assessment of team, division or company performance.

You may receive advice about our products from financial advisers who do not work for us directly (although they may work for another licensee in the ING Group). These advisers may receive remuneration from us if you buy our product(s).

Your financial adviser is required by law to provide you with a copy of their FSG and/or SoA. These documents list all remuneration and commissions they receive for providing you with a particular product/service, if the remuneration or commissions are calculable at the time or as soon as practicable after you receive personal advice. If the remuneration is not calculable at the time you receive personal advice, information on how their commission will be calculated will be provided at the time the personal advice is given or as soon as practicable thereafter. This includes alternative (e.g. non-monetary) forms of remuneration such as paying for conferences, sponsorships, etc.

We may pay commissions or provide other benefits to third parties for referring customers to us. This could be made up of a single one-off payment or calculated as a percentage of the total amount of sales generated by their referrals or agreed payments in expectation of referrals. Details of any remuneration or commission they receive will be provided to you by the referrer.

ING Australia maintains an Alternative Form of Remuneration Register (Register) in accordance with IFSA Industry Code of Practice on Alternative Forms of Remuneration in the Wealth Management Industry. The Register outlines the alternative forms of remuneration which are paid and received from givers and receivers of such remuneration. If you would like to review the Register, please contact Customer Services on the relevant contact number listed in your disclosure documents (PDS, Annual Report or Annual Statement).

How do we protect your privacy?

The privacy of your personal information is important to us. We have systems and processes in place to protect your privacy. We need to collect personal information to administer our customer relationships and provide you with appropriate products and services.

For detailed information on how we handle your personal information, please read our Privacy Policy which you can download from our website www.ing.com.au or request a copy from the relevant Customer Services area. Please refer to your PDS, Annual Report or Annual Statement for contact details.

What should you do if you have a complaint?

We have established procedures to ensure all enquiries and complaints are properly considered and dealt with. If you have an enquiry or complaint about the operation or management of our products or services, please phone the relevant Customer Services area listed in your PDS, Annual Report or Annual Statement, or write to us at:

Complaints Resolution Officer
ING Australia
GPO Box 5306
Sydney NSW 2001

If you are not satisfied with our response, you may lodge a written complaint with the relevant organisation listed below:

Non-superannuation/ Life insurance/ Investment products	Superannuation products	General insurance products
Financial Industry Complaints Service (FICS) PO Box 579 Collins Street West Melbourne VIC 8007 Fax: 03 9621 2291 Phone: 1300 780 808 Email: fics@fics.asn.au Website: www.fics.asn.au	Superannuation Complaints Tribunal (SCT) Locked Bag 3060 Melbourne VIC 3001 Fax: 03 8635 5588 Phone: 1300 780 808 Email: info@sct.gov.au Website: www.sct.gov.au	Insurance Ombudsman Service (IOS) PO Box 561 Collins Street West Melbourne VIC 8007 Fax: 03 9621 2060 Phone: 1300 780 808 Email: ios@insuranceombudsman.com.au Website: www.insuranceombudsman.com.au

These external, independent bodies have been established to help clients who have tried to resolve their complaint with the relevant financial institution but have been unable to do so. We are bound by their decisions.

It is important that you contact us in the first instance so we can endeavour to resolve your complaint in accordance with our procedures, otherwise the relevant external independent body may be unable to assist you.

Employer Forms – Instructions

Employer Application Form

- Complete all sections of the Employer Application Form. Any incomplete section may delay your application and acceptance into Integra Super.
- Section 2 allows you to nominate your preferred payment option when remitting contributions via EasyTransact. Your plan will be automatically registered for EasyTransact, ING's online superannuation servicing system. You will be contacted and advised of your login details and provided with assistance to establish your plan. You will also need to complete the Direct Debit Service Request if you choose to remit via Direct Debit. Please contact Customer Services if you wish to discuss alternative payment options.
- Please ensure you carefully consider the employer default investment strategy and select the insurance cover which is to apply for your employees. Sections 3 and 4 should be completed to nominate an employer default investment strategy and advise the insurance arrangements applicable for your plan.
- Please ensure the application is signed, dated and returned to the address below.

New Member Details Form

- If you choose not to use EasyTransact, you will need to complete this form to advise us of your employees' details. An employer's at work certificate is also included in this form.
- This form must be used to advise us of any new employees added to your plan in the future if not using EasyTransact.

Contributions Remittance Advice form

- You will need to complete this form if you choose to remit contributions via cheque.
- Please ensure that the cheque is attached to the form when sent to us and that the cheque amount matches the total contributions amount.
- All cheques should be made payable to 'ING Life Limited – Integra Super'.

All forms should be returned to:

Integra Super
ING Life Limited
GPO Box 5306
Sydney NSW 2001

Contact your financial adviser or Customer Services on 133 665 for assistance with completing the forms.

For copies of all the forms available to employers and members in Integra Super, go to the 'Publications and forms' section of the ING website at www.ing.com.au



> INVESTMENT > INSURANCE
> SUPERANNUATION

Employer Initiated Direct Debit Request (continued)

Details of account (account to be debited)

Name of financial institution

Address of financial institution

Name of account

BSB numberAccount number

Signature (all signatures if joint account)

Date

D

D

M

M

Y

Y

Y

Y

Signature

Date

D

D

M

M

Y

Y

Y

Y

3. Employer default investment strategy nomination

If you wish to select an employer default investment strategy to apply to your plan, please nominate the fund(s) and the proportions below. Please ensure that whole percentage amounts are specified to total 100%. A maximum of eight investment funds can be selected. If no selection is made, the Trustee’s default investment strategy – OptiMix Balanced, will apply.

Investment profile	Investment fund	Investment proportion
Conservative	OptiMix Conservative	<div></div> <div></div> <div></div> %
	ING Capital Stable	<div></div> <div></div> <div></div> %
	Perpetual Conservative Growth	<div></div> <div></div> <div></div> %
	UBS Defensive	<div></div> <div></div> <div></div> %
Moderate	OptiMix Moderate	<div></div> <div></div> <div></div> %
	ING Balanced	<div></div> <div></div> <div></div> %
	Schroder Balanced	<div></div> <div></div> <div></div> %
	UBS Balanced	<div></div> <div></div> <div></div> %
Growth	OptiMix Balanced	<div></div> <div></div> <div></div> %
	OptiMix Growth	<div></div> <div></div> <div></div> %
	ING Managed Growth	<div></div> <div></div> <div></div> %
	ING Protected Growth	<div></div> <div></div> <div></div> %
	Barclays Global Investors Diversified Growth	<div></div> <div></div> <div></div> %
	Colonial First State Diversified	<div></div> <div></div> <div></div> %
	Perpetual Balanced Growth	<div></div> <div></div> <div></div> %
	Zurich Managed Growth	<div></div> <div></div> <div></div> %
	TOTAL	<div>1</div> <div>0</div> <div>0</div> %

Please note: any residual contribution amount not allocated to an investment fund will be allocated by default to the Trustee’s default investment strategy – OptiMix Balanced.

4. Insurance benefits – Death Only and Death and TPD Cover

Membership category details

	CATEGORY 1	CATEGORY 2 (if applicable)	CATEGORY 3 (if applicable)
Category name (e.g. management, clerical)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Category criteria (e.g. commencement of employment)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total number of employees eligible to join the plan	<input type="text"/>	<input type="text"/>	<input type="text"/>
Standard cover	CATEGORY 1	CATEGORY 2	CATEGORY 3
1 unit Death Only	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1 unit Death and TPD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 units Death Only	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 units Death and TPD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 units Death Only	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 units Death and TPD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tailored cover	CATEGORY 1	CATEGORY 2	CATEGORY 3
Death Only OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Death and TPD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Method of calculation			
Fixed dollar amount	<input type="text" value="\$"/>	<input type="text" value="\$"/>	<input type="text" value="\$"/>
OR			
Formula basis (e.g. multiple of salary)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Note: Please indicate if you would like: the above, less the account balance (reducing cover)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OR			
the insurance to remain constant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If no selection is made, reducing cover will apply.			

If no selection is made, your plan will automatically be established with default cover of one unit of Standard Death and TPD Cover for all eligible employees. You can opt out of this default cover by writing to us, requesting there be no insurance cover for your plan.

5. Insurance benefits – Group Salary Continuance Cover

Cover is only available to employees working more than 15 hours per week. Only one category can be established.

Category criteria (e.g. commencement of employment)	<input type="text"/>
GSC benefit period type:	
2 year	<input type="checkbox"/>
to age 65	<input type="checkbox"/>
Total number of eligible employees	<input type="text"/>
Monthly benefit*	
30 days	<input type="text"/> %
OR	
60 days	<input type="text"/> %
OR	
90 days	<input type="text"/> %

* Monthly benefit – benefit must be at least 50%, but not more than 75%, of monthly salary.

Please complete where you and your financial adviser have agreed on an Adviser Service Fee to cover ongoing advice and servicing for your plan.

7. Rollover assistance

If you would like further information or support with your employees' super rollovers please tick this box ☐ and provide the name of your previous superannuation provider so that we can offer the best rollover assistance service solution to you.

Agreed commission (If you do not indicate, the maximum commission will apply.) The commission below excludes GST.

GSC commission % up to 20% p.a.

ILCN	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>
ILAN	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>
ILGN	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>

Seller 2

Seller 3

10. Declaration

Your insurance duty of disclosure

Before your employees become insured under a contract of life insurance, the Trustee has a duty of disclosure to the Insurer, under the Insurance Contracts Act 1984. In order for the Trustee to comply with its duty, you and your employees must disclose, in this Application Form, every matter that you know, or could reasonably be expected to know, is relevant to the Insurer's decision whether to accept the risk of the insurance in respect of an employee and if so, on what terms. The duty of disclosure also applies before cover is renewed, varied or reinstated.

The duty, however, does not require disclosure of a matter:

- that diminishes the risk to be undertaken by the Insurer
- that is of common knowledge
- that the Insurer knows or, in the ordinary course of his/her business, ought to know
- as to which the duty of disclosure is waived by the Insurer.

Non-disclosure

If the duty of disclosure is not complied with and the Insurer would not have provided the insurance cover in respect of an employee on any terms if the failure had not occurred, the Insurer may avoid the cover within three years of entering into it. If the non-disclosure is fraudulent, the Insurer may avoid the cover at any time. An Insurer who is entitled to avoid insurance cover may, within three years of entering into it, elect not to avoid it but to reduce the sum that the employee has been insured for in accordance with a formula that takes into account the premium that would have been payable if you had disclosed all relevant matters to the Insurer.

The duty of disclosure continues until the Insurer accepts (or declines) your application and confirmation is issued in writing. Please ensure that all applicable questions are fully answered.

Employer Declaration

- I/We agree to be bound by the provisions of the ING MasterFund's trust deed as amended from time to time.
- I/We apply to become a Standard Employer Sponsor of the plan.
- I/We declare that the information shown on this Application Form is true and correct.
- I/We have received, read and understood the PDS accompanied by or attached to this Application Form.
- I/We agree to be bound by the terms and conditions of the PDS.
- If I/we have received the PDS from the Internet or any other electronic means, I/we acknowledge that I/we have agreed to obtain the PDS and the application forms attached to, or accompanying, the PDS from that source. I/We have personally received the current, complete and unaltered electronic PDS, or a copy of it, attached to, or accompanied by this Application Form.
- I/We authorise the provision of financial data in respect of this application to the financial advisers identified.
- I/We acknowledge that, where I/we have agreed to an Adviser Service Fee with my/our financial adviser, the fee relates to advice solely about superannuation matters relating to my/our employer plan in Integra Super.
- I/We have read and understood the Privacy Statement which forms a part of the Employer Guide.
- I/We confirm that I/we have read and understood the Employer Initiated Direct Debit Service Agreement on page 42 and the EasyTransact Terms & Conditions, both of which are available on www.ing.com.au
- I/We understand that if I/we have selected insurance cover, no insurance is effected until the first instalment of the contribution is paid and a record of membership is issued and received for members.
- I/We also declare that we have no other current insurance arrangements for my/our employees.
- I/We confirm that employees nominated for membership are Australian citizens, permanent residents or hold a current and valid visa. Where employees are residing overseas for work related reasons, their details have been/will be provided to Integra Super.
- I/We confirm that I/we agree to my/our employees being contacted by ING during business hours after the establishment of their membership in Integra Super. This is to ensure that their membership details are correct and to assist them with any rollovers or other superannuation matters relating to their Integra Super accounts.

Full Name of Director/
Partner/Sole Trader

Signature

Date

Full Name of a second
Director/Partner/Sole Trader

Signature

Date



> INVESTMENT > INSURANCE
> SUPERANNUATION

Integra Super

New Member Details Form



> INVESTMENT > INSURANCE
> SUPERANNUATION

1 October 2007

ING MasterFund ABN 53 789 980 697 RSE R1001525

ING Custodians Pty Limited ABN 12 008 508 496 AFSL 238346 RSE L0000673

347 Kent Street, Sydney NSW 2000

Instructions

- Do not use this form if you are using EasyTransact to administer your plan. File format details can be obtained from ING. You should be aware that if you do not use EasyTransact to administer your plan, your members will incur a higher Member Fee.
- Please ensure that you complete all details on this form, as incomplete details may delay new employees being admitted into your plan.
- This form may be photocopied if you wish to provide details for more than three employees.

Return this form to the following address:

Integra Super

ING Life Limited

GPO Box 5306

Sydney NSW 2001

Phone 133 665 Fax 02 9234 6668

Employer name	<input type="text"/>										
Plan number	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Group number	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	Employee 1	Employee 2	Employee 3
Surname	<input type="text"/>	<input type="text"/>	<input type="text"/>
First name	<input type="text"/>	<input type="text"/>	<input type="text"/>
Title (e.g. Mr/Mrs)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Date of birth	<input type="text"/>	<input type="text"/>	<input type="text"/>
Address (No, street)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Suburb/Postcode	<input type="text"/>	<input type="text"/>	<input type="text"/>
Phone	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employee Tax File Number*	<input type="text"/>	<input type="text"/>	<input type="text"/>
Category	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employment status (e.g. full-time)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Occupation	<input type="text"/>	<input type="text"/>	<input type="text"/>
Describe main duties	<input type="text"/>	<input type="text"/>	<input type="text"/>
Date joined employer	<input type="text"/>	<input type="text"/>	<input type="text"/>
Gross annual salary	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hours worked per week	<input type="text"/>	<input type="text"/>	<input type="text"/>

* Please ensure you are authorised to provide your employees' TFNs to Integra Super. The Employer Guide provides more information on an employer's obligations in respect of providing their employees' TFNs.

Employer's At Work Certificate

I certify that each employee nominated on page 9, other than those detailed below:

- a) was present at work on the date he/she joined Integra Super and is eligible to become insured under Integra Super and is actively performing all the duties of their usual occupation
- b) is working more than 15 hours (to be eligible for GSC cover)
- c) is on approved leave other than leave which is taken for reasons of injury or illness and is not in receipt of and/or entitled to claim income support benefits from any sources including workers' compensation benefits, statutory transport accident benefits and disability income benefits, and I am not aware that the proposed member is suffering from illness or injury
- d) is not in receipt of benefits from another insurer.

If unable to certify, please complete the details below.

Name	Period of absence	Cause of absence
	to	
	to	
	to	
	to	

Authorised officer's name

Authorised officer's signature

Date

Authorised officer's contact number

Customer Services

Phone 133 665

Email

customer@ing.com.au

Postal address

Integra Super
ING Life Limited
GPO Box 5306
Sydney NSW 2001

Website

www.ing.com.au



> INVESTMENT > INSURANCE
> SUPERANNUATION

Customer Services

Phone 133 665

Email customer@ing.com.au

Postal address

Integra Super
ING Life Limited
GPO Box 5306
Sydney NSW 2001

Website

www.ing.com.au



> INVESTMENT > INSURANCE
> SUPERANNUATION