



## Employer Participation Certificate – Death and TPD

**Important:** The Policy contains the full terms and conditions applicable to the Sub-plan and should be read together with this Participation Certificate.

### 1. General

<b>The Sub-plan</b>	McDonald's Australia Limited
<b>Policy Owner</b>	Host-Plus Pty Limited as trustee for the Hostplus Superannuation Fund
<b>Name of Fund</b>	HOSTPLUS Superannuation Fund
<b>ABN</b>	68 657 495 890
<b>1. Participating Employer (franchisee)</b>	TBC
<b>1. ABN</b>	TBC
<b>1. Employer Number</b>	TBC
<b>Establishment Date</b>	1 July 2024
<b>Participation Certificate Effective Date</b>	1 October 2024

### 2. Eligibility Conditions

To be eligible for cover under the Policy, the person must ("Eligible Person"):

- be a Member of Hostplus Executive; and
- be Employed by a Participating Employer shown under section 1. General; and
- be aged at least 11 years and not older than the Maximum Entry Age (specified in section 8.); and
- be an Australian Resident or a lawful non-citizen within the meaning of the *Migration Act 1958 (Cth)* for whom the employer is required to make Employer Contributions, for Insured Cover other than Default Cover; and
- not be an Excluded Member; and
- not be an insured member under any other group life policy held by the Fund.

A person must be an Eligible Person on the Cover Commencement Date to be eligible for Default Cover.

### 3. Categories

<b>Category Name</b>	<b>Description</b>	<b>Eligibility</b>
<b>Category 1</b>	All restaurant-based employees.  (Closed - existing insured default members only)	All restaurant-based employees of the Participating Employer, that held default cover with the “previous fund” immediately prior to the Establishment Date and who satisfy the Eligibility Conditions (section 2).  This is a closed category.
<b>Category 2</b>	All new restaurant-based employees.  (New members)	All new restaurant-based employees that joined the Participating Employer on or after the Establishment Date, and existing employees that didn’t hold default cover with the “previous fund” immediately prior to the Establishment Date, who satisfy the Eligibility Conditions (section 2).  This excludes employees located in the “Head Office” of the Participating Employer.

### 4. Employer Formula Agreement Insured Cover (Default Cover)

#### Death and TPD

**Category 1 & 2** Executive Plan – Standard Cover Scale

### 5. Tapering of Total and Permanent Disablement Cover

**Category 1 & 2** Not applicable

### 6. Automatic Acceptance Limit

**Category 1 & 2** Standard Cover Scale

### 7. Maximum Benefit

Despite any other condition, the Insured Cover for a Covered Person will not exceed the following:

- (a) Death cover: Unlimited.
- (b) Terminal Illness cover: Unlimited
- (c) Total and Permanent Disablement cover: \$5 million.

## 8. Maximum Entry Age

69 years

## 9. Maximum Expiry Age

70 years

## 10. How Benefits Are Payable

Subject to the provisions of this Policy, when our claim requirements have been satisfied in respect of a Covered Person the Benefit shall be paid as a lump sum payment.

The Benefit amount will be the Insured Cover held as at the Incident Date.

## 11. Calculations Of Premiums

Premiums shall be payable monthly in arrears by applying the Rating Factor to the applicable Rate of Premium shown in the Second Schedule to the Insured Cover for each Covered Person.

As at the Establishment Date, all insurance premiums are member funded.

## 12. Rating Factor

**Category 1 & 2:** The following Plan Rating Factors (PRF) will apply to the premium rates:

Age Next Birthday	Plan Rating Factor
16-26	0.250
27-35	0.600
36-70	1.000

## 13. Salary

The following components of Salary (as defined in the Policy) apply for the purposes of calculating the Insured Cover, indicated by a ✓:

- ✓ Base salary
- ✗ Compulsory employer superannuation contributions
- ✗ Regular overtime
- ✗ The monetary value of non-cash benefits or fringe benefits provided by the employer in direct substitution of salary
- ✗ Performance related commissions
- ✗ Performance related bonuses
- ✗ Other performance related monetary benefits

## 14. Special Conditions

- **Existing default fund employees (Category 1)**

- Subject to meeting the requirements of an Eligible Person, in section 2 (Eligibility Conditions), existing employees employed by the Participating Employer who have Rest Super (“previous fund”) as the superannuation fund to which contributions are made on their behalf by the Participating Employer pursuant to section 32C(2) of the *Superannuation Guarantee (Administration) Act 1992* (Cth) (**SGAA**), will become eligible for cover under this Sub-plan from the Establishment Date based on a ‘member consent transfer’ and in accordance with the following terms:
  - An Eligible Person will be eligible to receive Default Cover from the Establishment Date, in accordance with item 4.

- **Transfer of Cover Option for existing default fund employees**

An existing default fund employee that held cover under the previous fund immediately prior to the Establishment Date, for an amount which exceeds the Default Cover provided under this Sub-plan, may apply to transfer the amount of cover which exceeds the Default Cover from the previous policy in accordance with clause 16 (‘Transfer of Cover Option’).

- **Special Offer**

A Covered Person who:

- a. received Default Cover under this Sub-plan on or after 1 October 2024;
- b. has not previously obtained Default Cover under the Policy;
- c. is not a Claiming Member; and
- d. is less than 65 years of age,

may increase their Insured Cover up to the Special Offer Automatic Acceptance Level by completing an application form agreed to by us, subject to the following conditions:

- The application form must be received by you or us, duly completed by the Covered Person to our satisfaction, within 60 days from the Cover Commencement Date.
- If we, or you in accordance with our guidelines, accept the Covered Person’s application for the New Member Special Offer, the Insured Cover which comes into force will commence from the date set out in clause 2.4 and subject to the same requirements for Full Cover, as outlined in clause 1.3.2, 1.3.3, 1.3.4 and 1.3.5, of the Policy.

### **Important Definitions – as defined in the Policy:**

#### **Special Offer Automatic Acceptance Level (AAL)**

- (a) means the maximum amount of Insured Cover provided by election under clause 1.4. The AAL is up to four times the Standard Cover Scale in complete multiples, inclusive of Default Cover received in accordance with clauses 1.1.1 to 1.1.4 and only applies to Employer Sponsored Members not subject to an Employer Formula Agreement.

**Rate of Premium Guarantee Period**

Means the period commencing from 1 October 2024 and expiring on 30 June 2028 (and any other periods which the Policy Owner and we agree in writing).

**Full Cover**

Means cover that is not New Events Cover or Restricted Cover.

**New Events Cover**

Means the person is only covered for an Illness that first becomes apparent, or an Injury that first occurs, on or after the date cover commenced.

**Restricted Cover**

Means the person is not covered for a Pre-existing Condition.

**Pre-existing Condition**

Means any Injury or Illness, condition or related symptom which the Covered Person, or any reasonable person in their position;

(a) was aware of, or should have been aware of; or

(b) had, or was intending to have, or would have had a Medical Consultation for,

in the two years prior to the date the Insured Cover commenced or recommended under this Policy or the Previous Policy in respect of that Covered Person.



## Employer Participation Certificate – Income Protection

**Important:** The Policy contains the full terms and conditions applicable to the Sub-plan and should be read together with this Participation Certificate.

### 1. General

<b>The Sub-plan</b>	McDonald's Australia Limited
<b>Policy Owner</b>	Host-Plus Pty Limited as trustee for the Hostplus Superannuation Fund
<b>Name of Fund</b>	HOSTPLUS Superannuation Fund
<b>ABN</b>	68 657 495 890
<b>1. Participating Employer (franchisee)</b>	TBC
<b>1. ABN</b>	TBC
<b>1. Employer Number</b>	TBC
<b>Establishment Date</b>	1 July 2024
<b>Participation Certificate Effective Date</b>	1 October 2024

### 2. Eligibility Conditions

To be eligible for cover under the Policy, the person must ("Eligible Person"):

- be a Member of Hostplus Executive; and
- be Employed by a Participating Employer shown under section 1. General; and
- be aged at least 15 years and not older than the Maximum Entry Age (specified in section 10); and
- be an Australian Resident or a lawful non-citizen within the meaning of the *Migration Act 1958 (Cth)* for whom the employer is required to make Employer Contributions, for cover other than cover as part of clause 1.2 or 1.3; and
- not be an Excluded Member; and
- not be an insured member under any other group income protection policy held by the Policy Owner.

A person must be an Eligible Person on the Cover Commencement Date to be eligible for cover.

### 3. Categories

<b>Category Name</b>	<b>Description</b>	<b>Eligibility</b>
<b>Category 1</b>	All restaurant-based employees. (Closed - existing insured default members only)	Voluntary by application - All restaurant-based employees of the Participating Employer, that; <ul style="list-style-type: none"><li>• held default cover (i.e 60 day waiting period and 5 year benefit period) with the “previous fund” immediately prior to the Establishment Date; and</li><li>• are accepted by us for an individual transfer of cover from the “previous fund” within 90 days immediately after the Fund receives the first Employer Contribution for the Eligible Person; and</li><li>• satisfy the Eligibility Conditions (section 2).</li></ul> This is a closed category.
<b>Category 2</b>	All new restaurant-based employees. (New members)	Voluntary by application - All new restaurant-based employees that joined the Participating Employer on or after the Establishment Date, and existing employees that either, didn’t hold default cover with the “previous fund” immediately prior to the Establishment Date or have varied their Waiting Period and/or Maximum Benefit Period, at any time from the Establishment Date and, who satisfy the Eligibility Conditions (section 2).  For the avoidance of doubt, a Covered Person in Category 1 should move to Category 2, once they are accepted for a Waiting Period or Maximum Benefit Period, other than 60 days and 5 years.

### 4. Waiting Period

<b>Category 1</b>	60 days
<b>Category 2</b>	Member selection

## 5. Maximum Benefit Period

**Category 1** 5 years

**Category 2** Member selection (to age 65 Maximum Benefit Period is not permitted under this sub-plan)

## 6. Insured Percentage

**All categories** 75% of Monthly Pre-Disability Income

## 7. Superannuation Contribution Insured Percentage

**All categories** Up to 15% of Monthly Pre-Disability Income

## 8. Automatic Acceptance Limit

**Category 1** Not applicable – in accordance with the limits outlined clause 27. ('Transfer of Cover Option')

**Category 2** \$5,000 per month\*

\* Only applies to Category 2 members in accordance with the "Special Offer", as set out below. For the avoidance of doubt, Category 2 members that don't satisfy the terms of the "Special Offer", will be required to be underwritten, pursuant to clause 1.5 of the Policy.

## 9. Maximum Monthly Benefit

**All categories:** \$30,000 per month inclusive of the Superannuation Contribution Benefit

## 10. Maximum Entry Age

69 years

## 11. Maximum Expiry Age

70 years

## 12. Calculations Of Premiums

Premiums shall be payable monthly in arrears by applying the Rating Factor to the applicable Rate of Premium shown in the Second Schedule to the Insured Cover for each Covered Person.



### 13. Rating Factor

**Category 1:** The following Plan Rating Factors (PRF) will apply to the premium rates:

Age Next Birthday	Plan Rating Factor
	60D/5YR
16-26	0.250
27-35	0.650
36-70	1.000

**Category 2:** The following Plan Rating Factors will apply to the premium rates:

Age Next Birthday	Plan Rating Factor					
	30D/5YR	60D/5YR	90D/5YR	30D/2YR	60D/2YR	90D/2YR
16-26	1.000	1.000	1.000	1.000	1.000	1.000
27-35	1.000	1.000	1.000	1.000	1.000	1.000
36-70	1.000	1.000	1.000	1.000	1.000	1.000

As at the Establishment Date, all insurance premiums are paid by the member.

### 14. Increasing Benefit Option

The Benefit shall be increased at each Benefit Review Date by the lesser of the following;

- (a) 5%; or
- (b) the percentage increase in the CPI over the 12 month period concluding at the end of the last reported quarter prior to the Benefit Review Date.

### 15. Pre-Disability Income

The following components of Pre-Disability Income (as defined in the Policy) apply for the purposes of calculating the Disability Monthly Benefit, indicated by a ✓:

- ✓ Base salary
- ✗ Compulsory employer superannuation contributions
- ✗ Regular overtime
- ✗ The monetary value of non-cash benefits or fringe benefits provided by the employer in direct substitution of salary
- ✗ Performance related commissions
- ✗ Performance related bonuses
- ✗ Other performance related monetary benefits

### 16. Special Conditions

- **Existing default fund employees - Category 1**

- Subject to meeting the requirements of an Eligible Person, in section 2 (Eligibility Conditions), existing employees employed by the Participating Employer who have Rest Super (“previous fund”) as the superannuation fund to which contributions are made on their behalf by the Participating Employer pursuant to section 32C(2) of the *Superannuation Guarantee (Administration) Act 1992* (Cth) (**SGAA**), and hold default cover immediately prior to the Establishment Date, may be covered under this Sub-plan (Category 1) from the Establishment Date, based on a ‘member consent transfer’ and in accordance with the following terms:

- The Eligible Person is accepted for an individual transfer of cover application from the “previous fund”, with a Waiting Period of 60 days and Maximum Benefit Period of 5 years, in accordance with clause 27. (‘Transfer of Cover Option’), and
- The application for an individual transfer of cover from the “previous fund” must be accepted by us within 90 days immediately after the Fund receives the first Employer Contribution for the Eligible Person.

- **Special Offer - Category 2**

An Eligible Person in Category 2 who:

- a. has received Default Death and Total and Permanent Disablement Cover under this Sub-plan on or after 1 October 2024; and
- b. is aged less than 65; and
- c. is not a Claiming Member,

may apply for cover up to \$5,000 per month (either, 30, 60 or 90 day Waiting Period and 2 year Maximum Benefit Period) by completing an application form agreed to by us, subject to the following conditions:

- The application form must be received by you or us, duly completed by the Eligible Person to our satisfaction, within 60 days from the date the Default Death and Total Permanent Disablement Cover commenced.
- If we, or you in accordance with our guidelines, accept the Covered Person’s application, cover which comes into force will commence from the date set out in clause 2.2 subject to the following:
  - if the Covered Person is not Actively Employed on the date we receive the Covered Person’s application, the cover will be Restricted Cover until the Covered Person is Actively Employed for 30 consecutive days at which time Full Cover will replace the Covered Person’s Restricted Cover; and
  - any exclusions, restrictions (including Restricted Cover) and other special conditions which apply to the Covered Person’s Default Death and Total and Permanent Disablement Cover, if any, in respect of the Covered Person.

- Effective from 1 October 2024, the Maximum Entry Age and Maximum Expiry Age has increased to the new limits as shown in section 10 and 11. A Covered Person at 30 September 2024, will retain their cover up to 70 years, unless the cover ceases earlier in accordance with clause 17 of the Policy.

### **Important Definitions – as defined in the Policy:**

#### **Rate of Premium Guarantee Period**

Means the period commencing from 1 October 2024 and expiring on 30 June 2028 (and any other periods which the Policy Owner and we agree in writing).

#### **Full Cover**

Means cover that is not New Events Cover or Restricted Cover.

#### **New Events Cover**

Means the person is only covered for an Illness that first becomes apparent, or an Injury that first occurs, on or after the date cover commenced.

#### **Restricted Cover**

Means the person is not covered for a Pre-existing Condition.

#### **Pre-existing Condition**

Means any Injury or Illness, condition or related symptom which the Covered Person, or any reasonable person in their position;

(a) was aware of, or should have been aware of; or

(b) had, or was intending to have, or would have had a Medical Consultation for,

in the two years prior to the date the Insured Cover commenced or recommended under this Policy or the Previous Policy in respect of that Covered Person.