



IOOF

EMPLOYER SUPER

Target Market Determination

5 October 2021

This Target Market Determination (TMD) has been prepared and issued by IOOF Investment Management Limited (Trustee, IIML) (ABN 53 006 695 021, AFSL 230524) as the issuer of IOOF Employer Super, Unique Superannuation Identifier SMF0126AU.

This TMD seeks to offer clients and distributors an understanding of the class of clients for which IOOF Employer Super has been designed, having regard to the objectives, financial situation and needs of the target market. It applies to the IOOF Employer Super product referred to in the Product Disclosure Statement (PDS) available at www.ioof.com.au

It is **not** a PDS and is **not** to be treated as a full summary of the product's terms and conditions and is not intended to provide financial advice. This document does not take into account any person's individual objectives, financial situation or needs. Clients must refer to the PDS and any supplementary documents when making a decision about the product.

IOOF Employer Super is a convenient solution that can be taken from job to job and through to retirement without realising capital gains and other transfer costs.

Target Market

Suitable for clients who:	Not suitable for clients who:
<ul style="list-style-type: none"> want a super account they can take from job to job want a super account that can move seamlessly into a pension account at retirement without realising capital gains want an extensive choice of investments, or the default MySuper compliant investment strategy, the IOOF Balanced Investor Trust may want the option of insurance cover in super (subject to meeting eligibility requirements) are employed by a standard employer sponsor of the Fund. 	<ul style="list-style-type: none"> need access to their investment capital before retirement are not an employee of a standard employer sponsor of the fund want to apply directly as an individual or through a financial adviser have not received the PDS within Australia.

Likely Objectives, Financial Situation and Needs of Consumers in the Target Market

IOOF Employer Super has been designed for clients whose likely objectives, financial situation and needs are such that they:

- are working
- would like to avoid having multiple accounts and the ability to take one super account from job to job
- would like an account that can move from super to pension without realising capital gains
- are looking for:
 - a superannuation solution with online access
 - access to a range of investment options
 - the option of group or retail Death and Total & Permanent Disablement Cover or Income Protection insurance cover in super.

Key Attributes

Product attributes

The key attributes of IOOF Employer Super are as follows:

- a cost-competitive super product which clients can take with them throughout their employment and into retirement
- a range of insurance options within super including Death, Total Permanent Disablement (TPD) and Income Protection
- secure online access to account details with simple, fast and effective reporting
- access without a financial adviser, however clients can choose to add a financial adviser to their account
- an extensive choice of investments, or the default MySuper compliant investment strategy, the IOOF Balanced Investor Trust, depending on their risk profile and whether they receive personal financial advice.

Investment attributes

The types of clients for whom the different categories of investment options offered by this product are intended, are broadly described below. To assist in selecting an appropriate investment fund or mix of investment funds, the funds have been categorised into 17 investment strategies depending on their investment objective, preference for risk and return ('Standard risk measure') and investment timeframe.

Clients should speak to their financial adviser, where appropriate, to determine which investment strategy best suits their needs and should have regard to the information provided in the PDS before making an investment selection. Clients may choose to invest in multiple options (with different characteristics) to meet their investment needs.



Investment Attribute Key

In target market
 Potentially in target market
 Not considered in target market

Standard risk measure

1 = Very low 2 = Low 3 = Low to Medium 4 = Medium 5 = Medium to High 6 = High 7 = Very High

Investment Strategy	Usually held for a minimum of:	Investment Objective		Standard Risk Measure*
		Capital Growth	Capital Preservation	
Cash Funds	No minimum	✗	✓	 2-3
Diversified Conservative Funds	Short-Medium Term 2+ Years	△	✓	 3-5
Alternative Funds ¹	Medium Term 5+ Years	✓	△	 5-7
Australian Fixed Interest Funds ²	Medium Term 4+ Years	△	✓	 3-6
Diversified Balanced Funds	Medium Term 5+ Years	✓	✗	 4-6
International Fixed Interest Funds ³	Medium Term 4+ Years	△	✓	 3-6
Exchange-traded funds	Medium to Long Term 3 - 6+ Years	As per underlying pool of investments		
Australian Share Funds ⁴	Long Term 7+ Years	✓	✗	 6-7

Investment Strategy	Usually held for a minimum of:	Investment Objective		Standard Risk Measure*
		Capital Growth	Capital Preservation	
Commodities	Long Term 7+ Years	✓	✗	 7
Diversified Growth Funds	Long Term 7+ Years	✓	✗	 5-6
Global Infrastructure Funds	Long Term 7+ Years	✓	✗	 6-7
Global Share Funds ⁵	Long Term 7+ Years	✓	✗	 6-7
Listed Australian property trusts	Long Term 6+ Years	✓	✗	 6
Listed investment companies - Australian Shares	Long Term 6+ Years	✓	✗	 6
Listed High yielding investments	Long Term 6+ Years	△	△	 6
Listed investment companies - International Shares	Long Term 6+ Years	✓	✗	 6
Property Funds ⁶	Long Term 7+ Years	✓	✗	 6-7

* Standard Risk Measure is a guide to the likely number of negative annual returns expected over any 20 year period.

1 Includes hedge funds, private equity, managed futures and multi asset funds.

2 Includes Australian Government, semi Government, corporate, inflation-linked, mortgage securities and high-yielding securities.

3 Includes foreign Government, semi Government, corporate, inflation-linked, mortgage securities and high-yielding securities.

4 Includes large, mid and small caps.

5 Includes large unhedged and large hedged global shares, small caps and regional shares.

6 Includes both Australian and global property exposures.

Insurance attributes

For clients who want the convenience of insurance cover through their super:

- Group Life Policy - provides Death and Total and Permanent Disability (TPD) cover or Income Protection

Please note: Any insurance is subject to meeting eligibility and underwriting requirements, including but not limited to:

- TPD cover can be requested between age 15 and age 66 inclusive
- Death cover can be requested between age 15 and age 74 inclusive
- Income Protection cover can be requested between age 15 and age 64 inclusive

Death and TPD cover is provided by default to new employees subject to \$6,000 balance and aged 25 to 69 inclusive (subject to other employment conditions).

Other conditions may apply as disclosed in the Insurance Guide, available online.

Appropriateness of the target market

This product is likely to be consistent with the likely objectives, financial situation and needs of the class of clients in the target market. This is based on an analysis that the key features and attributes of IOOF Employer Super:

IOOF Employer

- have previously benefited target market clients in the past and continues to do so; and
- fulfil a need for clients who are looking for a convenient superannuation solution that can be taken from job to job and through to retirement without realising capital gains and other transfer costs.

The IOOF Employer Super TMD will be reviewed as specified below to ensure it continues to be suitable for clients in the target market.

Distribution Channels

This product can only be distributed to new clients receiving contributions from employers who have entered into a standard employer sponsored arrangement with the Trustee of the Fund.

Distribution Conditions

This product is only distributed to clients when the Fund receives a contribution from a standard employer sponsor for that client.

Appropriateness of distribution conditions

The distribution conditions and restrictions will make it likely that clients who purchase the product are in the class of clients for which the IOOF Employer Super has been designed given the distribution conditions and restrictions are appropriate and will assist distribution in being directed towards the target market for whom the product has been designed.

Review Period and triggers

Review period	Maximum period for review
Effective date	5 October 2021
Next review by	5 January 2023
Periodic review	At least every 3 years and 3 months from the previous review.

Review triggers	
	<p>The following events and circumstances would reasonably suggest the TMD is no longer appropriate:</p> <ul style="list-style-type: none">• material changes to key product attributes and the terms and conditions of the product• significant number of clients exiting the product• the issuer determines that the financial interests of the clients are not being promoted as part of its member outcomes assessment• significant dealing outside the TMD• material or unexpectedly high number of complaints about the product• the use of 'product intervention powers', regulator orders or directions that affect the product• regulatory changes that have a significant impact on the attributes of the product

Distributor Reporting

Significant Dealings Reporting

Distributors are required to notify the issuer if they become aware of a significant dealing in the product that is not consistent with the TMD.

The issuer will rely on notifications of significant dealings to monitor and review the product, this TMD, and its distribution strategy, and to meet its own obligation to report significant dealings to ASIC.

Dealings outside this TMD may be significant because:

- they represent a material proportion of the overall distribution conduct carried out by the distributor in relation to the product, or
- they constitute an individual transaction which has resulted in, or will or is likely to result in, significant detriment to the client (or class of client).

In each case, the distributor should have regard to:

- the actual or potential harm to a client,
- the nature and extent of the inconsistency of distribution with the TMD (including an explanation of why the dealings occurred outside the target market),
- the date range of when the significant dealing occurred,
- the number of clients impacted by the significant dealing (i.e. the number of clients who are not in the target market (or who have been excluded from the target market) as a proportion of all clients who have acquired the product), and
- the time period in which these acquisitions outside the target market occurred.

The reporting period is as soon as practicable but no later than 10 business days after becoming aware of the significant dealing.

Complaints Reporting

The distributor will provide details of the number and nature of complaints relating to product design, product availability and distribution, having regard to privacy.

The distributor should provide details as soon as practicable but no later than 10 business days following the end of the calendar quarter.