

# AustralianSuper Select for L3Harris employees

## About this employee booklet

The information in this employee booklet forms part of the Product Disclosure Statement for AustralianSuper Select prepared on 3 September 2022.

It's specific to permanent employees of L3Harris and its entities\* as the contributing employers (referred to as L3Harris in this booklet). Information about fees and costs paid as a member of AustralianSuper Select, including how and when they're paid, have been published in the *AustralianSuper Select Product Disclosure Statement*.

If you're an existing AustralianSuper member and not in AustralianSuper Select for L3Harris employees, please refer to the relevant Product Disclosure Statement for your plan.

If you're a casual employee or contractor you're not eligible to join AustralianSuper Select. Please speak to your employer to discuss your options.



## Types of insurance cover

AustralianSuper provides the following types of insurance cover†:

Types of insurance cover	
<b>Death</b>	Can help ease financial stress by paying a lump sum to your beneficiaries if something happens to you.
<b>Total &amp; Permanent Disablement (TPD)</b>	Can provide a lump sum if you become totally and permanently disabled and can no longer work.
<b>Income Protection</b>	Can provide monthly payments to help you get by if you become ill or injured (at work or outside of work) and can't work temporarily.

If you have Death or TPD cover you're also covered for terminal illness. This can help ease some of the financial stress if you're suffering from a terminal medical condition.

## Your insurance cover

Your super account comes with basic insurance cover which is arranged by your employer (see the Basic cover section). This cover provides a basic level of protection if you die or become ill or injured.

Any basic cover you pay for will start automatically if you're 25 or older; and your super balance reaches \$6,000; and you've received an employer super contribution after your super balance first reaches \$6,000 (age limits and other conditions apply).

Any basic cover your employer pays for will start once you've received an employer super contribution from them, regardless of your super balance.

See the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](https://australiansuper.com/l3harris) for details and examples of when cover starts.

## Important information



There are many circumstances that may affect your insurance cover. See the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](https://australiansuper.com/l3harris) for more information about your AustralianSuper Select insurance. It details terms and conditions about insurance including your eligibility for cover, how much you can apply for, when it starts and stops, active employment, limited cover and exclusions, your insurance options, and what happens if you leave your Select employer.

Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy terms and conditions.

\* Harris Communications (Australia) Pty Ltd, L3 Communications Australia Pty Ltd, L3 Micro Pty Ltd, Linchpin Labs Pty Limited, Mission Systems Australia and The Trustee for The Azimuth Security Trust.

† AustralianSuper insurance is provided by TAL Life Limited (the Insurer) ABN 70 050 109 450, AFSL 237848.

## Cost of your cover

L3Harris pays the cost of your basic Death and TPD cover in AustralianSuper Select. The insurance costs paid by L3Harris are counted towards your before-tax (concessional) contribution cap for each financial year. This may affect your ability to make, or the amount you are able to contribute as, additional before-tax contributions.

You pay for the cost of any Income Protection and any additional Death and/or TPD cover, which is deducted monthly from your super account. Your first payment may be higher than your ongoing monthly payments. This is because it includes insurance costs from the date your cover started to the date of your first payment deduction (which may be for a period that's longer than a month).

Insurance costs include stamp duty charges and costs incurred by the Trustee for administering insurance arrangements.

## Basic cover

Eligible permanent employees will receive a basic level of insurance cover with a Professional category work rating. Basic cover is salary-based and your employer informs us of your salary to calculate your cover (age limits apply). If you're in Category 1, your basic Death and TPD cover amounts will change from month to month depending on your salary and your length of service to age 65.

The type of basic cover you're eligible for depends on your employment and insurance category as shown in the table below. The insurance category you're in is determined by your employer. If you're unsure which category you're in, please ask your employer.

Cover type	Category 1 (Closed)	Category 2 (Open)
<b>Category description</b>	Permanent employees [from Harris Communications (Australia) Pty Ltd] who were existing members of AustralianSuper Select for L3 Harris as at <b>31 July 2021</b> .	Permanent employees joining AustralianSuper Select for L3Harris employees from <b>1 August 2021</b> .
<b>Basic Death and TPD* cover design</b>	15% x your salary <sup>†</sup> x future service <sup>‡</sup> to age 65 or \$1M (whichever is lower).	2 x your salary <sup>†</sup> or \$1M (whichever is lower).
<b>Age basic Death and TPD cover ends<sup>§</sup></b>	Cover ends at age 65.	Death cover ends at age 70. TPD cover ends at age 65.
<b>Basic Income Protection design</b>	75% of monthly salary <sup>†</sup> or \$10,000 month (whichever is lower). Your Income Protection has a benefit payment period up to two years and a 60 day waiting period.	N/A
<b>Age basic Income Protection ends<sup>§</sup></b>	Cover ends at age 70.	N/A

\* Basic TPD cover in Category 2 will reduce each year from age 61 to age 65 when it reaches zero.

† Salary is generally your annual (before-tax) salary, excluding employer super contributions. For more details see the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](http://australiansuper.com/l3harris)

‡ Future service is defined as the number of complete years and months until you turn 65. A partial month is rounded up to the nearest whole month.

§ Cover can stop for many reasons. For a list of events that may make cover stop, see the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](http://australiansuper.com/l3harris)

Income Protection may be provided under a separate insurance policy maintained and paid for by your employer. Consider your insurance needs and speak to your employer before applying for Income Protection with AustralianSuper. For the cost of Income Protection, see page 5.

## When your basic cover changes in line with your salary

Your employer will tell us if there's a change to your salary. When your basic cover is salary-based, the amount and cost of it will increase or decrease automatically in line with your salary. It can increase up to the automatic limits shown in the table below without you having to provide additional health information:

Automatic limits		
Death cover	TPD cover	Income Protection
\$1M	\$1M	\$10,000 a month (Category 1)

We'll write to you about your options if your basic cover has reached the automatic limit(s). To increase your basic cover above the automatic limits in line with your salary, you'll need to provide detailed health information for the Insurer to consider.

## Change your cover anytime

You can cancel, change or apply for insurance anytime by logging into your account or completing the *Change your insurance* form at [australiansuper.com/select](https://australiansuper.com/select)

The cost of any additional cover you apply for will be paid by you and deducted from your account.

If you change your cover, you'll have to pay for some or all of the cost yourself, even if your employer paid for your basic cover before.

For more information about changing or cancelling your cover, see the *AustralianSuper Select Product Disclosure Statement* at [australiansuper.com/select](https://australiansuper.com/select) and the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](https://australiansuper.com/l3harris)



## About work ratings

As a member of AustralianSuper Select, you have both an **individual** work rating and a **category** work rating. These work ratings are used to calculate the cost of your cover.

Your category work rating is unique to your Select employer and only applies while you're their employee.

If your category and individual work ratings are different, we'll apply the less expensive work rating to calculate the cost of your cover. This is your **applied** work rating.

Check your applied work rating by logging into your account. Apply to change your individual work rating by completing the *Change my individual work rating* form available at [australiansuper.com/select](https://australiansuper.com/select)

### Individual work rating

Your individual work rating is **Blue Collar** unless you're eligible to change to White Collar or Professional and your application is approved by the Insurer.

Insurance cover with a Blue Collar work rating is the most expensive.

### Category work rating

Your category work rating is **Professional** and applies only while you're an employee of L3Harris.

## What happens if you leave your Select employer

If you leave L3Harris your account will move from Select to AustralianSuper Plan. You'll keep the same amount of cover you already have when you move to AustralianSuper Plan and it will become fixed cover (if eligible). You'll pay for the cost of your total cover which will be deducted monthly from your super account.

Your category work rating will no longer apply, and the cost of your cover will be based on your age, level of cover and your individual work rating. We'll write to you if this happens.

## Changing your individual work rating

If you think you might be eligible for an individual work rating that's White Collar or Professional, you can apply to change it. If you're eligible, you could pay less for your cover:

- while you're in Select if the individual work rating that applies to you is the less expensive work rating than your category work rating, and
- if you leave L3Harris and keep your cover when you move from Select to AustralianSuper Plan.

You can't change your category work rating because it's arranged by your employer.

To learn more, see the *Changing jobs? Take AustralianSuper with you* section in the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](https://australiansuper.com/l3harris)



To learn more about checking your eligibility and applying to change your individual work rating, see the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](https://australiansuper.com/l3harris)



## Weekly cost for \$10,000 of Death and TPD cover

The cost of basic Death and TPD cover for L3Harris employees in Select is based on age and a Professional category work rating.

Professional work rating		
Age	Death (\$)	TPD (\$)
15-21	0.036	0.025
22	0.037	0.025
23	0.037	0.025
24	0.038	0.026
25	0.039	0.023
26	0.04	0.024
27	0.041	0.026
28	0.042	0.027
29	0.044	0.030
30	0.045	0.033
31	0.047	0.036
32	0.049	0.040
33	0.051	0.045
34	0.054	0.050
35	0.057	0.055
36	0.059	0.061
37	0.063	0.068
38	0.067	0.075
39	0.071	0.083
40	0.076	0.092
41	0.08	0.103
42	0.086	0.114
43	0.092	0.127
44	0.100	0.141
45	0.108	0.156
46	0.116	0.173
47	0.127	0.192
48	0.138	0.213
49	0.151	0.237
50	0.165	0.264
51	0.180	0.292
52	0.199	0.325
53	0.219	0.364
54	0.243	0.411
55	0.269	0.468
56	0.299	0.536
57	0.334	0.615
58	0.373	0.701
59	0.418	0.808
60	0.469	0.850
61	0.529	1.029
62	0.598	1.220
63	0.652	1.400
64	0.679	1.605
65	0.705*	n/a
66	0.731*	n/a
67	0.758*	n/a
68	0.784*	n/a
69	0.810*	n/a

### Calculating the weekly cost of Death and TPD cover



1. Divide the amount of cover you have, or wish to apply for, by \$10,000.
2. Then multiply by the weekly cost for \$10,000 of Death or TPD cover for your age and a Professional work rating.

#### Example:

Sally is 31 and has a Professional work rating.

She has \$500,000 of Death cover and \$500,000 of TPD cover.

To work out the weekly cost of her Death cover:

$$\frac{500,000}{10,000} \times 0.047 = 2.35$$

**The cost of Sally's Death cover is \$2.35 a week.**

To work out the weekly cost of her TPD cover:

$$\frac{500,000}{10,000} \times 0.036 = 1.80$$

**The cost of Sally's TPD cover is \$1.80 a week.**



\* Cost for fixed or multiple of salary Death cover only. Salary-based cover ends at age 65 for Category 1 members. See the *Insurance in your super* guide for Select members at [australiansuper.com/l3harris](http://australiansuper.com/l3harris) for more information.

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

## Weekly cost for \$100 a month of Income Protection

The cost of basic Income Protection for Category 1 L3Harris employees in Select is based on age, a Professional category work rating, a 60 day waiting period and a benefit payment period up to two years.

If you're an employee in Category 2, speak to your employer before applying for Income Protection with AustralianSuper. If you apply for Income Protection the cost of it will be based on your age, benefit payment period, waiting period and a Professional category work rating.

Professional work rating						
Age	Benefit payment period					
	Up to two years		Up to five years		Up to age 65	
	Waiting period					
	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)
15-20	0.026	0.009	0.064	0.045	0.175	0.128
21	0.026	0.010	0.065	0.045	0.179	0.131
22	0.026	0.012	0.066	0.046	0.184	0.134
23	0.027	0.013	0.068	0.047	0.189	0.138
24	0.028	0.014	0.069	0.047	0.194	0.141
25	0.029	0.015	0.071	0.049	0.200	0.146
26	0.030	0.017	0.071	0.049	0.204	0.148
27	0.031	0.019	0.072	0.050	0.208	0.151
28	0.033	0.020	0.074	0.051	0.214	0.153
29	0.034	0.022	0.075	0.052	0.22	0.157
30	0.036	0.025	0.077	0.053	0.226	0.160
31	0.038	0.027	0.080	0.054	0.236	0.166
32	0.040	0.030	0.083	0.056	0.245	0.172
33	0.042	0.032	0.087	0.058	0.256	0.179
34	0.044	0.035	0.091	0.061	0.27	0.187
35	0.047	0.038	0.095	0.064	0.284	0.197
36	0.050	0.041	0.100	0.067	0.299	0.207
37	0.052	0.044	0.106	0.072	0.315	0.219
38	0.056	0.047	0.112	0.076	0.332	0.232
39	0.059	0.050	0.120	0.082	0.350	0.246
40	0.063	0.054	0.127	0.088	0.368	0.261
41	0.067	0.058	0.136	0.095	0.388	0.278
42	0.071	0.062	0.145	0.103	0.408	0.295
43	0.076	0.067	0.155	0.111	0.429	0.314
44	0.081	0.071	0.167	0.121	0.450	0.333
45	0.086	0.076	0.179	0.132	0.472	0.354
46	0.092	0.082	0.192	0.144	0.495	0.375
47	0.099	0.087	0.207	0.157	0.517	0.397
48	0.105	0.093	0.224	0.171	0.539	0.419
49	0.113	0.099	0.242	0.187	0.561	0.441
50	0.121	0.106	0.261	0.205	0.582	0.461
51	0.130	0.113	0.283	0.224	0.601	0.48
52	0.139	0.121	0.306	0.245	0.618	0.498
53	0.149	0.129	0.332	0.267	0.633	0.512
54	0.160	0.138	0.360	0.292	0.644	0.523
55	0.172	0.147	0.390	0.318	0.650	0.530
56	0.185	0.157	0.424	0.346	0.651	0.531
57	0.199	0.168	0.460	0.377	0.646	0.525
58	0.214	0.179	0.501	0.410	0.634	0.514
59	0.230	0.190	0.546	0.446	0.612	0.493
60	0.248	0.203	0.570	0.456	0.577	0.461
61	0.267	0.216	0.522	0.412	0.529	0.417
62	0.288	0.230	0.456	0.354	0.462	0.358
63	0.310	0.245	0.365	0.276	0.369	0.279
64	0.335	0.261	0.232	0.165	0.235	0.167
65	0.362	0.278	n/a	n/a	n/a	n/a
66	0.390	0.296	n/a	n/a	n/a	n/a
67	0.422	0.314	n/a	n/a	n/a	n/a
68	0.426	0.318	n/a	n/a	n/a	n/a
69	0.277	0.207	n/a	n/a	n/a	n/a

### Calculating the weekly cost of Income Protection



1. Divide the amount of cover you have, or wish to apply for, by \$100.
2. Then multiply by the weekly cost for \$100 a month of Income Protection for a Professional work rating, your age, waiting period and benefit payment period.

#### Example:

Sally is 31. She has \$6,200 a month of Income Protection with a benefit payment period up to two years, a 60 day waiting period and a Professional work rating.

To work out the weekly cost of her Income Protection:

$$\frac{6,200}{100} \times 0.027 = 1.674$$

**The cost of Sally's Income Protection is \$1.67 a week.**



# Useful things you should know

## Limited cover and full cover

Limited cover means you don't have full cover and you won't be covered for any pre-existing illnesses or injuries you had before you got your cover. Limited cover may last for different lengths of time and applies to all cover types, including Death cover. You'll be covered for an illness that becomes apparent, or an injury that occurs on or after the date that your cover starts, restarts or increases.

Full cover means your cover is not limited cover. You're covered for both pre-existing and new illnesses or injuries, unless exclusions apply.

To learn more and understand other circumstances for limited cover see the *Limited cover* section in the *Insurance in your super* guide for Select members at [australiansuper.com/13harris](https://australiansuper.com/13harris)



## Claiming on your cover

Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy terms and conditions. The table below provides handy details if you need to make a claim.

	Death	TPD	Income Protection*	Terminal Illness
When making a claim, does it matter whether I'm employed or unemployed at the date of death, injury or illness?	✗	✓	✓	✗
Is basic cover provided if I've previously made a claim for TPD or Terminal illness?	✓ Limited cover <sup>†</sup> will apply	✓ Limited cover <sup>†</sup> will apply	✓ Category 1: Limited cover <sup>†</sup> may apply. Category 2: You don't get basic Income Protection <sup>‡</sup> with your AustralianSuper Select account.	✓ Limited cover <sup>†</sup> will apply
Is there a waiting period before a claim can be paid?	✗	✓ 3 months	✓ Category 1: Basic cover has a 60 day waiting period. Category 2: You don't get basic Income Protection <sup>‡</sup> with your AustralianSuper Select account. If you apply for cover your selected waiting period will apply.	✗
Are pre-existing medical conditions covered (provided limited cover doesn't apply <sup>†</sup> )?	✓	✓	✓	✓

\* If you have Income Protection and are eligible to make a claim, your benefit payments may be reduced by income you receive from other sources. See the *Insurance in your super* guide for Select members at [australiansuper.com/13harris](https://australiansuper.com/13harris) for examples.

<sup>†</sup> See the Limited cover and full cover section above to understand what this means for you.

<sup>‡</sup> Income Protection may be provided under a separate insurance policy maintained and paid for by your employer.



### How to claim

We're here to help guide you (and the beneficiaries of members who've passed away), through the process of making a claim.

To talk about a possible claim, call us on **1300 667 387** from 8:30am to 5pm AEST/AEDT weekdays.



### Can I nominate beneficiaries?

Nominate who will receive your super if you pass away. This is an important decision and will tell us who you want your super account balance and insurance to be paid to.

To make a binding nomination complete a valid *Binding death nomination* form available at [australiansuper.com/forms](https://australiansuper.com/forms)



### What if I change my super fund?

To find out if you have insurance with another fund, log into your account and go to *Consolidate and find your super*.

It's important to know that if you want to transfer insurance cover to AustralianSuper, you'll need to do this before you combine your super. That's because combining your super into your AustralianSuper account doesn't automatically transfer any insurance you have with your other super fund/s. See the *Applying for an insurance transfer* fact sheet at [australiansuper.com/select](https://australiansuper.com/select) for step-by-step instructions on how to apply.

## Contact us

Call **1300 667 387** (8.30am to 5pm AEST/AEDT weekdays)

Web [australiansuper.com/select](https://australiansuper.com/select)

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