



Australia Superannuation FAQ

1. What's the Adobe default superannuation fund?

Every employee has the option to choose their own superannuation fund. If unspecified by you, you will automatically begin contributing to the company sponsored fund. Adobe has established a company sponsored superannuation plan through BT Employer Super to help provide for your retirement years.

2. What's Adobe's voluntary contribution?

Adobe contributions are based on the statutory requirement. While there is a maximum salary of AUD \$ 221,080 (in FY 2019-20) beyond which Adobe is not legally required to pay superannuation, Adobe voluntarily pays superannuation above this amount on salaries up to a maximum of AUD \$300,000 ("Voluntary Contribution").

3. What are concessional contributions?

Concessional contributions are largely made up of the following:

- i. Employer superannuation contributions, including the Superannuation Guarantee (SG) and any superannuation fund administration fees or insurance premiums paid by Adobe on your behalf;
- ii. Personal contributions for which a tax deduction is available and has been claimed; and
- iii. Salary sacrifice contributions to the concessional cap

4. What is the concessional contribution cap?

Effective 1 July 2017, the concessional contribution cap is AUD \$25,000 per annum for all individuals regardless of age.

5. What are the benefits of concessional contributions?

Concessional contributions up to the concessional cap are taxed at 15%, which is generally lower than the average marginal tax rate. This helps reduce your taxable income which could reduce the amount of tax you pay.



6. I am an employee on a 457 visa, what should I do if I am leaving Australia and returning to my home country?

You can apply to have the super balance paid to you (subject to tax) as a departing Australia superannuation payment (DASP) after you leave. There are requirements which you will need to meet to claim your DASP. Visit [ATO websites](#) to learn more.

7. What should I do if I want to contribute to my super fund through salary sacrifice?

If you would like to take advantage of the concessional cap and make salary sacrifice contributions into your super fund, please use the [Salary Sacrifice Form](#) to change your current arrangements. Once completed, please return the form to ERC (erc@adobe.com), and this will take effect from next pay cycle.

If you are on a 457 visa, you may not want to make personal contribution to the superannuation as your fund will deduct tax from you when you claim your super upon leaving Australia. Visit [ATO Websites](#) to learn more.

8. When and how can I change my voluntary contribution options?

You can change your voluntary contribution at any time. Please use the [Salary Sacrifice Form](#) to change your current arrangements. Once completed, please return the form to ERC (erc@adobe.com), and this will take effect from next pay cycle.

9. How should I set up a BT Employer super member account?

Please use the [Standard Choice Form](#) to nominate your choice. Once completed, please return the form to ERC (erc@adobe.com), and this will take effect from next pay cycle.

10. What benefits do I get if I set up a BT Employer super member account?

Once you have the BT account set up, you will receive online portal access details from BT, and you can update the personal details and check the contribution transactions via the online portal.

You will also have access to a personal financial advisor, Financial Decision. In addition, with a minimum balance of AUD \$2,500 in the BT account, you are covered with the following insurance at no costs:

- i. Death and Total & Permanent Disability insurance based on 3 times your base salary
- ii. Salary Continuance based on 75% of your base salary with a 30 day waiting period paid for 2 years



11. Can I still get the benefits provided by Adobe if I choose a non-BT super fund (such as Australia Super, SMSF, etc.)?

No. You may nominate a complying superannuation of your choice however setting up a BT account with a minimal balance of AUD \$2,500 would ensure you are covered in Adobe paid Life, Disability and Salary Continuance insurance plans. You can forward your future contributions to your nominated fund once the account is set up.

12. Does setting up a BT account affect the choice of my super fund?

No. You can always forward your future contributions to your nominated fund once the account is set up.

13. What should I do if I want to change the choice of super fund?

Please use the [Standard Choice Form](#) to change your current arrangements. Once completed, please return the form to ERC (erc@adobe.com), and this will take effect from next pay cycle.

14. How should I update my personal information such as phone number, home address, etc.?

You can update your personal information by logging in to BT Online (<http://www.bt.com.au/>).

15. Who to contact for Super and insurance staff benefits should I have any questions?

The contact info is saved here [Financial Decision Contact](#).