

A photograph of a man and a young boy in a forest. The man is crouching and holding a magnifying glass over a small plant on the ground. The boy is leaning in to look closely. The background is filled with green trees and foliage.

**ORACLE®**

**2011 ANNUAL REPORT** ORACLE SUPERANNUATION PLAN

# FOCUSING ON YOUR FUTURE

**SIX STEPS TO  
SMARTER SUPER**

**ARE YOU A  
RISK TAKER?**


# INSIDE...

<b>3</b>	<b>Six steps to smarter super</b>	<b>2</b>	Year in review
		<b>7</b>	Your super returns
		<b>9</b>	How your super is invested
<b>5</b>	<b>Are you a risk taker?</b>	<b>13</b>	Other information
		<b>16</b>	The Plan's financials
		<b>17</b>	How to contact us

## About this Report

This is the *Annual Report* for members of the Oracle Superannuation Plan, (ABN 17 608 890 083) for the year to 31 May 2011. This Report is issued by Towers Watson Superannuation Pty Ltd (ABN 56 098 527 256, AFSL 236049) as Trustee of the Plan. It updates you on the Plan's performance over the past year and provides information on how your Plan is managed.

The information in this publication is general information only and does not take into account your particular objectives, financial circumstances or needs. It is not personal or tax advice. Any examples included are for illustration only and are not intended to be recommendations or preferred courses of action. You should consider obtaining professional advice about your particular circumstances before making any financial or investment decisions based on the information contained in this document.



Taking an active  
interest in your super  
gives you more confidence  
about the years ahead.  
After all, superannuation  
is your money for  
retirement.

# YEAR IN REVIEW

Welcome to the *Annual Report* for members of the Oracle Superannuation Plan for the year to 31 May 2011. During the year we saw:

- Volatile investment returns due to economic uncertainty, environmental disasters both in Australia and abroad, and political unrest in the Middle East;
- The appointment of a new outsourced Administrator in April 2011 which means that there are new contact details for the Plan. Service will continue as before and there is no effect on your benefits. See page 14 for details of the change and page 17 for the new contact details;
- A change to the way the Growth, Balanced and Stable investment options are invested. These options now have an allocation to Australian inflation-linked bonds. This change, which was made in May 2011, has provided additional diversification within these options. You can see how these and the other options are invested on pages 11 to 12; and
- The removal of the Plan's rollover fee which applied when you transferred money from other superannuation funds into this Plan. Its removal gives you more incentive to consolidate your super in this Plan and save more for retirement. See page 3 for more information.

On page 3, take a look at our six steps to smarter super. Have you considered these simple steps to get the most out of your super?

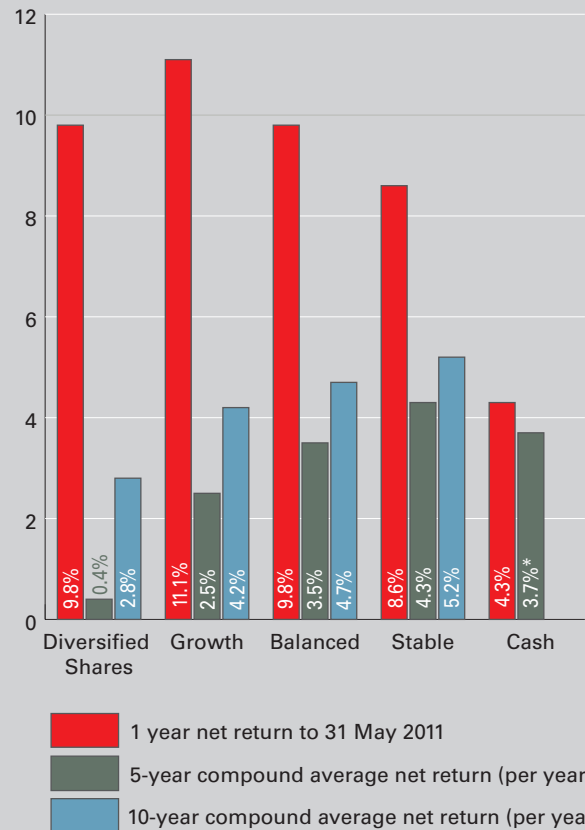
And finally, how do you feel about taking risks? On page 5, we will look at general attitudes towards daily life to see how these might link to your appetite for risk and influence your investing style.

As Trustee of the Plan, our role is to manage the Plan for your benefit. See the back cover for details on how to contact us or obtain further information.

## INVESTMENT RETURNS

For period ending 31 May 2011

Past performance is not necessarily a reliable indicator of future performance.

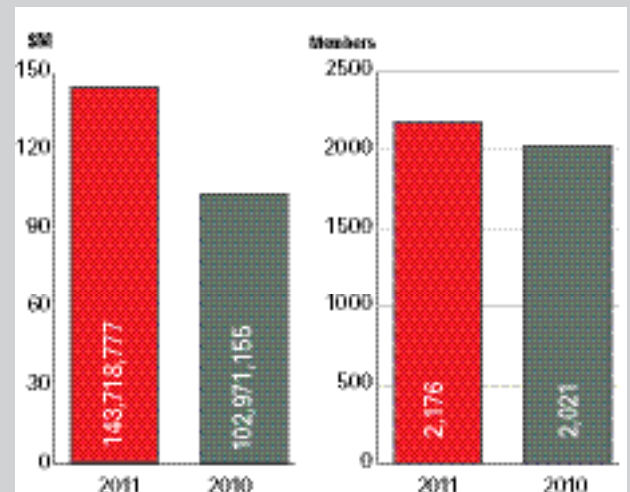


Note: The returns shown are after tax and investment fees have been deducted and are the rates applied to the accounts of employed and spouse members. Retained Benefit members should see page 8 for the rates applied to their accounts.

\* The Cash option was introduced from 1 April 2009. The return shown is the average annual return from 1 April 2009.

## PLAN ASSETS

## MEMBERSHIP





**Are you getting the most out of your super? It is important to do everything you can to optimise your membership in the Plan. By following our six steps to smarter super, you will have most bases covered.**

# SIX STEPS TO SMARTER SUPER



# 1

## DON'T LET YOUR SUPER GET AWAY!

Have you ever changed jobs, or your address, and found that your previous super fund has lost contact with you? If this is the case, you can track down your lost super through the Australian Taxation Office (ATO).

The ATO has a database of 'lost' superannuation and can assist you to reclaim it.

Do this by visiting [www.ato.gov.au](http://www.ato.gov.au) and conducting an online search using the *SuperSeeker* tool. All you will need is your name, date of birth and Tax File Number. You can also contact the ATO by phone on 13 28 65.

If your lost super is found, the ATO will tell you where the account is, and you can then make contact and arrange to roll it in to the Plan.



# 2

## CONSOLIDATE YOUR SUPER

Have you got super in a number of separate funds? By rolling your entire super into one account in the Plan, you may save money by paying fewer fees. The Plan no longer charges you a fee to roll other super in.

If you would like to consolidate your super into the Plan, you must complete a *Rollover form* available from the Plan's *MySuper* website at <http://mysuper.towerswatson.com/oracle>. Before doing so, check if your other funds will charge you any withdrawal fees, or whether you will lose any important benefits, such as insurance, should you leave.



## CONSIDER CONTRIBUTING

Did you know you may be able to make additional contributions to your super to top up your balance? These contributions can be made from your before-tax or after-tax salary and may offer you some great benefits.

- Contributions from your before-tax salary are sometimes called 'salary sacrifice contributions' or 'concessional contributions'. These kinds of contributions may reduce the amount of income tax you pay and could provide a tax effective way to build up retirement savings.
- Contributions from your after-tax salary can sometimes result in a payment to your super account from the Government. This is called a Government co-contribution, where the Government may match your contributions up to \$1,000 if you qualify. For more information on the government co-contribution, refer to the current Product Disclosure Statement, *Your Super, Your Plan*.

Remember that the Government limits the amount you can contribute to super before extra tax applies.

You can find further information on the current limits in the July 2011 issue of *Super News* available on the *MySuper* website at <http://mysuper.towerswatson.com/oracle>. Before making any contributions, seek the opinion of a licensed financial adviser.



## THINK ABOUT YOUR INVESTMENT OPTIONS

Do you know how your super is invested in the Plan? If you have not made an investment choice, it is invested in the Plan's default Growth option. But is this right for you?

Pay attention to the various investment options offered to you in the Plan. Some options might be better for you over the long-term depending on your age or attitude towards risk. After all, everyone is different!



## KEEP YOUR INSURANCE UP TO DATE

If you are eligible for death and total and permanent disablement insurance, consider whether your cover through the Plan will be enough should you, or your family, have to face the unexpected. This is especially true if your financial circumstances have changed recently.

If you qualify, you may like to consider purchasing additional voluntary insurance to boost your cover, and don't forget to keep your nomination of beneficiaries up to date!



## SEEK PROFESSIONAL FINANCIAL ADVICE

The previous steps to smarter super provide basic tips for managing your super, but it is important to seek the opinion of a licensed financial adviser before taking any action. This way, you will receive specific advice from qualified professionals, who understand your personal circumstances.

See page 15 for some tips on how to go about finding an adviser near you.



**Have you ever considered your attitude towards taking risks? Knowing how comfortable you are with risk could have an impact on the kind of investor you might be.**

**The following quiz is a quick and fun way of looking at day-to-day scenarios to help you understand a bit more about your appetite for risk. This can have an impact on many areas of your life, including your investments. Have you given it some thought?**

# ARE YOU A **RISK TAKER?**

## START QUIZ

- 1 You are on a TV game show and can choose one of the following. Which would you take?

  - A. \$1,000 in cash
  - B. A 50% chance at winning \$5,000
  - C. A 10% chance at winning \$50,000
- 2 How would you prefer to spend your spare time?

  - A. Watching a film at home
  - B. Bushwalking
  - C. Sky diving
- 3 Your favourite holidays are to?

  - A. My regular holiday destination
  - B. A new place recommended to me
  - C. An exotic place that no one I know has been to
- 4 You are selling your car. You have an offer in writing for \$5,000. Another buyer has verbally offered \$6,000 and a friend advises that you could get \$8,000 or more. Do you:

  - A. Go with the written offer of \$5,000
  - B. Pursue the verbal offer of \$6,000
  - C. Accept neither and wait for a higher offer
- 5 A relative has left you an inheritance of \$300,000, instructing in the Will that you must invest this money. How would you choose to invest it?

  - A. A term deposit
  - B. A small investment property
  - C. Shares

## WHAT DO YOUR ANSWERS MEAN?

### MOSTLY As

Do you think you take a cautious and conservative approach to day-to-day life? Perhaps you are most comfortable in a safe environment, and prefer to stick to what you know works? You might have a low appetite for risk. Have you considered how this might impact your attitude towards investing?

### MOSTLY Bs

Do you think you take a moderate and balanced attitude towards life? Perhaps you are not afraid to expose yourself to a reasonable level of risk, but don't like to push the limits too far? You might think that sometimes taking a risk is worth it for the outcome, but you don't like to take risks unnecessarily. Perhaps you have a moderate appetite for risk. Have you considered how this might impact your attitude towards investing?

### MOSTLY Cs

Do you consider yourself a thrill seeker? You might be very comfortable with risk and like to take the riskiest and possibly most rewarding path when you have the chance. Perhaps you rarely take the safe option and avoid playing it safe? You might have a high appetite for risk. Have you considered how this might impact your attitude towards investing?



## About your returns

- The return is the amount that your money earns.
- Positive returns increase your money while negative returns decrease your money.

## Consider this...

The performance of your super might vary from year to year. In most cases though, super is a long-term investment. This means that returns over a longer term (like ten years, rather than one or two years) will be a better indicator of how your super is performing in general. To check your returns, they are shown here and on your *Benefit Statement*. The website at <http://mysuper.towerswatson.com/oracle> also has recent returns.

# YOUR SUPER RETURNS



## Returns to 31 May 2011

Past performance is not necessarily a reliable indicator of future performance. Returns are for periods to 31 May.

### Employed and spouse members

Investment option	2011	2010	2009	2008	2007	Five-year compound average return	10-year compound average return
Diversified Shares	9.8%	16.8%	-27.3%	-10.0%	21.2%	0.4% per year	2.8% per year
Growth	11.1%	16.5%	-19.8%	-7.0%	17.3%	2.5% per year	4.2% per year
Balanced	9.8%	13.9%	-13.6%	-3.2%	13.6%	3.5% per year	4.7% per year
Stable	8.6%	11.0%	-7.1%	0.0%	10.4%	4.3% per year	5.2% per year
Cash	4.3%	3.2%	0.5%*	n/a	n/a	3.7% per year**	n/a

Note: The returns shown are after tax and investment fees have been deducted and are the rates applied to the accounts of employed and spouse members.

\* The Cash option was introduced on 1 April 2009. The 2009 return is for the two months from 1 April to 31 May 2009.

\*\* The return shown for the Cash option is the average annual return from 1 April 2009.

### Retained Benefit members

Investment option	2011	2010	2009	2008	2007	Five-year compound average return	10-year compound average return
Diversified Shares	9.2%	16.2%	-27.8%	-10.5%	20.6%	-0.2% per year	2.3% per year
Growth	10.5%	15.9%	-20.3%	-7.5%	16.7%	2.0% per year	3.6% per year
Balanced	9.1%	13.3%	-14.1%	-3.7%	13.0%	2.9% per year	4.2% per year
Stable	7.9%	10.4%	-7.6%	-0.5%	9.9%	3.8% per year	4.7% per year
Cash	3.6%	2.6%	0.4%*	n/a	n/a	3.1% per year**	n/a

Note: The returns shown are after tax and investment fees and administration fees have been deducted and are the rates applied to the accounts of Retained Benefit members. The administration fee is currently 0.65% per year, and was 0.50% per year before 1 November 2009.

\* The Cash option was introduced on 1 April 2009. The 2009 return is for the two months from 1 April to 31 May 2009.

\*\* The return shown for the Cash option is the average annual return from 1 April 2009.


## What rate of return do I receive?

Your accounts receive the actual investment return for your chosen options after allowing for tax, investment fees and, if applicable, administration fees.

### Interim rate

Investment returns are calculated each year. If your super needs to be paid out before investment returns have been applied, an interim earning rate will be used. This will cover the period from the previous annual review date until the date your benefit is paid. An interim rate may also be used if you switch investment options.

The interim rate is based on the Plan's estimated monthly net investment returns, pro-rated if calculated during the month. When net investment returns are not available, a calculation is made using a suitable market index for each asset class or the cash rate if index returns are not available.



Have you made an investment choice? If you haven't, your super is in the Growth option. Is this the right choice for you? Learn more about your investment choices on page 11.

## Your investment choice

- The Plan has a menu of five different investment options for you to choose how your super is invested. See pages 11 to 12 for details.
- If you don't choose an option, your super is invested in the Growth option. This is the default option.

## Did you know?

Most investments can be categorised as either return-seeking assets or income assets.

**Return-seeking assets** generally offer higher expected returns than income assets over periods of five years or more. They also usually carry a higher investment risk and investment returns can be significantly negative on occasions.

**Income assets** are lower-risk investments as returns are less likely to be negative. However, they also generally provide lower expected returns over the long term.

- **Return-seeking assets** include shares, alternative assets and property.
- **Income assets** include cash deposits and fixed interest investments, such as Government bonds and corporate debt.

# HOW YOUR SUPER IS INVESTED

## Investment objectives

Investment objectives are specific goals that the Trustee sets for the performance of the Plan and each investment option. They are not intended as forecasts or guarantees of future investment returns.

Generally, the Trustee aims to:

- Invest the Plan's assets prudently as permitted by the Trust Deed and by superannuation law;
- Invest across a diverse range of assets;
- Ensure that the Plan is able to make benefit payments to members when they are due; and
- Monitor the performance of the Plan's investment managers to ensure they exercise integrity, prudence and professional skill in fulfilling the investment tasks delegated to them.

See pages 11 to 12, for the specific investment objectives for each option.

## Investment strategy

An investment strategy is the plan the Trustee follows to achieve the objectives of an investment option. Each investment option has its own investment strategy. For details of each option's investment strategy, see pages 11 to 12.

## Investment managers

The Trustee appoints professional investment managers to manage the Plan's investments. These managers and their products may be changed from time to time without prior notice to, or consent from, members.

In December 2010, the Plan's investments in Fund of Hedge Fund manager Warakirri Asset Management Pty Ltd were replaced with the K2 Advisors Diversity Fund Ltd, managed by K2/D&S Management Co., LLC.

In April 2011, the Plan's assets in GMO Australian Equities Unit Trust were transferred to the Northward Capital Australian Equity Trust. In May 2011, the Plan's investments in the State Street Global Advisors (SSgA) Australian Fixed Income Index and SSgA Global Fixed Income Index trusts were transferred to the Macquarie Investment Management Limited (Macquarie) True Index Australian Fixed Interest Fund, the BlackRock Investment Management (Australia) Limited (BlackRock) Australian Government Inflation-Linked Bond Fund and the PIMCO Global Credit Fund.

## Other investment information

### Derivatives

Part of the Plan's assets (approximately 17.5% of each investment option except the Diversified Shares and Cash options) is invested in a fund of hedge funds managed by K2/D&S Management Co., LLC (the K2 Advisors Diversity Fund Ltd) and a structured beta fund, the Bridgewater All Weather Fund. The underlying managers for these investments may make use of derivatives to assist in achieving their objectives. The managers do not hold uncovered derivatives.

The Plan's other investment managers only use derivatives for risk-control purposes or to more efficiently shift asset allocations.

Investment managers are required to have risk management processes in place in relation to the use of derivatives and the purposes for which they are used. Each year, the Trustee obtains confirmation from the managers that they have complied with their processes.

### Reserves

The Trustee does not maintain investment reserves. All net investment returns are distributed to members. However, there is a small operational reserve which will be used over time to finance certain Plan expenses and manage cash flows from time to time. The level of the general reserve over the past three years is shown below:

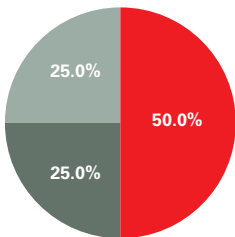
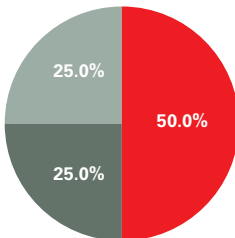
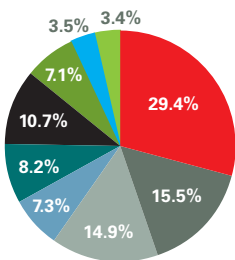
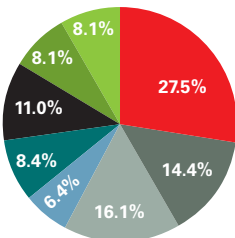
As at 31 May	\$	% of Plan assets
2011	460,903	0.32%
2010	380,429	0.37%
2009	292,891	0.37%



Have you been to the *MySuper* website lately? Go to <http://mysuper.towerswatson.com/oracle> and find a range of information specially designed to help you manage your super.

# The Plan's investment options

The table below shows the investment options available to members of the Plan.

	Diversified Shares	Growth
<b>What are the investment objectives for this option?</b>	<ul style="list-style-type: none"> <li>To achieve a return (after tax and investment fees) that is at least <b>4.0% per year</b> more than movements in the Consumer Price Index (CPI) over moving five-year periods.</li> <li>To avoid more than one negative annual return every <b>four years</b>.</li> </ul>	<ul style="list-style-type: none"> <li>To achieve a return (after tax and investment fees) that is at least <b>3.5% per year</b> more than movements in the CPI over moving five-year periods.</li> <li>To avoid more than one negative annual return every <b>five years</b>.</li> </ul>
<b>What investment strategy does this option use?</b>	To invest 100% in shares, with about half in Australian shares and half in international shares.	To invest about 85% in return-seeking assets and about 15% in income assets.
<b>Who manages the option's assets?</b>	<p><b>At 31 May 2011</b></p> <ul style="list-style-type: none"> <li>Northward Capital Australian Equity Trust</li> <li>Schroder Investment Management Australia Ltd (Australian Equities PST)</li> <li>BlackRock (BlackRock Fission International Equity Index Fund [Unhedged])</li> <li>BlackRock (BlackRock Wholesale Indexed International Equity Fund [Unhedged])</li> <li>State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])</li> </ul>	<p><b>At 31 May 2011</b></p> <ul style="list-style-type: none"> <li>Northward Capital Australian Equity Trust</li> <li>Schroder Investment Management Australia Ltd (Australian Equities PST)</li> <li>K2/D&amp;S Management Co., LLC (K2 Advisors Diversity Fund Ltd)</li> <li>Bridgewater Associates Inc (All Weather Fund)</li> <li>Deutsche Australia Asset Management (RREEF Global Property Securities Fund)</li> <li>BlackRock Investment Management (Australia) Limited (BlackRock) (BlackRock Fission International Equity Index Fund [Unhedged])</li> <li>BlackRock (BlackRock Wholesale International Indexed Equity Fund [Unhedged])</li> <li>State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])</li> <li>Macquarie (True Index Australian Fixed Interest Fund)</li> <li>BlackRock (BlackRock Australian Government Inflation-Linked Bond Fund)</li> <li>PIMCO Global Credit Fund</li> </ul>
<b>How is the option invested?</b>	<p><b>31 May 2011</b></p>  <p><b>31 May 2010</b></p> 	 



## Balanced

- To achieve a return (after tax and investment fees) that is at least **3.0% per year** more than movements in the CPI over moving five-year periods.
- To avoid more than one negative annual return every **eight years**.

To invest about 60% in return-seeking assets and about 40% in income assets.

## Stable

- To achieve a return (after tax and investment fees) that is at least **2.5% per year** more than movements in the CPI over moving five-year periods.
- To avoid more than one negative annual return every **12 years**.

To invest about 40% in return-seeking assets and about 60% in income assets.

## Cash

- To achieve a return (after tax and investment fees) that is at least **1.5% per year** more than movements in the CPI over moving three-year periods.
- To avoid negative returns over moving one-year periods.

To invest 100% in short-term interest bearing assets (e.g. cash, bank deposits and short dated bonds).

### At 31 May 2011

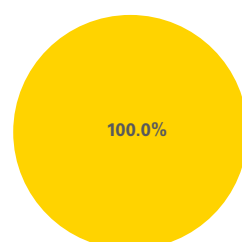
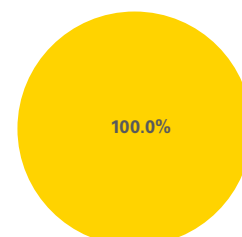
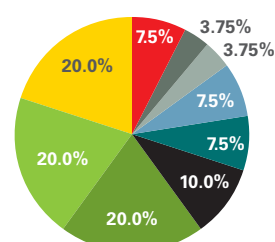
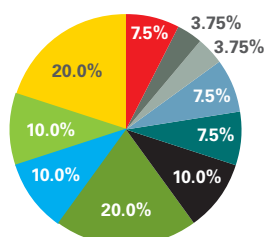
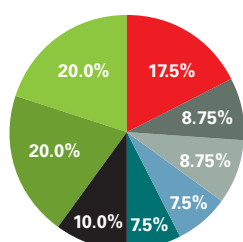
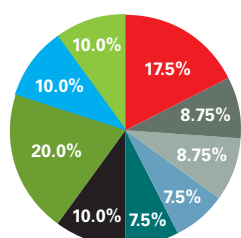
- Northward Capital Australian Equity Trust
- Schroder Investment Management Australia Ltd (Australian Equities PST)
- K2/D&S Management Co., LLC (K2 Advisors Diversity Fund Ltd)
- Bridgewater Associates Inc (All Weather Fund)
- Deutsche Australia Asset Management (RREEF Global Property Securities Fund)
- BlackRock Investment Management (Australia) Limited (BlackRock) (BlackRock Fission International Equity Index Fund [Unhedged])
- BlackRock (BlackRock Wholesale International Indexed Equity Fund [Unhedged])
- State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])
- Macquarie (True Index Australian Fixed Interest Fund)
- BlackRock (BlackRock Australian Government Inflation-Linked Bond Fund)
- PIMCO Global Credit Fund

### At 31 May 2011

- Northward Capital Australian Equity Trust
- Schroder Investment Management Australia Ltd (Australian Equities PST)
- K2/D&S Management Co., LLC (K2 Advisors Diversity Fund Ltd)
- Bridgewater Associates Inc (All Weather Fund)
- Deutsche Australia Asset Management (RREEF Global Property Securities Fund)
- BlackRock Investment Management (Australia) Limited (BlackRock) (BlackRock Fission International Equity Index Fund [Unhedged])
- BlackRock (BlackRock Wholesale International Indexed Equity Fund [Unhedged])
- State Street Global Advisors (SSgA) (International Equities Index Trust [Hedged])
- Macquarie (True Index Australian Fixed Interest Fund)
- BlackRock (BlackRock Australian Government Inflation-Linked Bond Fund)
- PIMCO Global Credit Fund
- SSgA (Australian Cash Trust)

### At 31 May 2011

- State Street Global Advisors (Australian Cash Trust)



- Australian fixed interest
- Australian inflation-linked bonds
- International fixed interest (Hedged)

- Cash



## Here you can find out about:

- Management of the Plan;
- Arrangements when you leave the Plan; and
- The procedure for enquiries and complaints.

### Quick fact!

If you don't provide the Plan Administrator with payment instructions within 180 days of leaving Oracle's employment, your benefit may be rolled into an Eligible Rollover Fund if it is less than \$10,000. Read on for more details.

# OTHER INFORMATION

## How your Plan is managed

### The Trustee

A Trustee company, Towers Watson Superannuation Pty Ltd (ABN 56 098 527 256, AFSL 236049) is responsible for managing the Plan. They have been approved and licensed to act as a Trustee by the Australian Prudential Regulation Authority (APRA), the main regulator of super funds in Australia.

Towers Watson Superannuation Pty Ltd is a subsidiary of Towers Watson Australia Pty Ltd (ABN 45 002 415 349, AFSL 229921), who also acts as Administrator (via an outsourced arrangement), consultant and secretary to the Plan. See under "Advisers to the Plan" to the right for more information.

### Policy Committee

A Policy Committee ensures that the interests of members and the Company are represented in the management of the Plan. The Committee comprises eight members, with half appointed by the Company and half elected periodically by members.

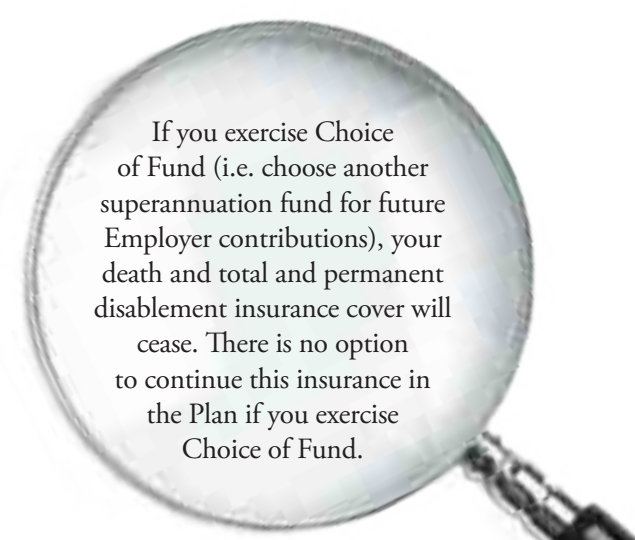
The next Policy Committee election will be held in March 2013.

At 31 May 2011, members of the Policy Committee were:

Company-appointed	Member-elected
Gareth Hunt	Paul Davidson
Robyn Merchant	Justin Glen
Brett Reeves	Wesley Kowalski
Ian White	James Morris

### Indemnity insurance

The Trustee is currently covered by a Trustee Professional Indemnity insurance policy that protects the Plan's assets from a legal liability to the extent allowed by law and the policy conditions.



If you exercise Choice of Fund (i.e. choose another superannuation fund for future Employer contributions), your death and total and permanent disablement insurance cover will cease. There is no option to continue this insurance in the Plan if you exercise Choice of Fund.

## Advisers to the Plan

The following organisations provide specialist services to the Trustee.

<b>Consultant</b>	Towers Watson Australia Pty Ltd
<b>Administrator</b>	On 1 April 2011, The Plan Administrator, Towers Watson Australia Pty Ltd, changed its outsourced provider of administration services from IBM SuperLife Services Pty Limited (ABN 31 116 067 602, AFSL 296 317) to Link Super Pty Limited (ABN 68 146 993 660) a Corporate Authorised Representative (No. 401938) of Pacific Custodians Pty Limited (ABN 66 009 682 866, AFSL 295142).
<b>Investment consultant</b>	Towers Watson Australia Pty Ltd
<b>Auditor</b>	Deloitte Touche Tohmatsu
<b>Insurer</b>	National Mutual Life Association of Australasia Limited (AXA)

## Arrangements when you leave Oracle

When you leave Oracle or if you choose another fund, your super will be transferred to the Retained Benefit section of the Plan and remain invested in the same investment option(s) for up to 180 days. Fees apply in the Retained Benefit section (see the Plan's Product Disclosure Statement for details). During this period, you will be contacted by the Plan Administrator and asked how you want to receive your benefit.

If you do not give the Plan Administrator instructions within 180 days of receiving details of your benefit (or if your chosen fund does not accept your benefit) the Trustee may roll over your benefit to an Eligible Rollover Fund (ERF) if your benefit is less than \$10,000.

The ERF is:

The Administrator  
Colonial SuperTrace  
Approved Eligible Rollover Fund  
Locked Bag 5429  
Parramatta NSW 2124  
Phone: 1300 788 750

Once your benefit is transferred to the ERF, you stop being a member of the Plan and no longer have any rights under the Plan. You will then need to contact the ERF directly about your benefit. You can also obtain the ERF's Product Disclosure Statement using the contact details above.

The investment and crediting rate policy of the ERF may be different to those that applied in the Plan. Also, the ERF may not offer any insurance cover. You should seek advice from a licensed financial adviser about whether the ERF is a suitable investment for you.

## Superannuation surcharge

The superannuation surcharge is an additional tax of up to 15% which was levied on high-income earners. The surcharge was abolished with effect from 1 July 2005. However, assessments may still be received for you for previous years.

Any surcharge assessed by the Australian Taxation Office as being applicable to you is deducted from your accounts when the assessment is received by the Plan. For more information about the surcharge, contact the Plan Administrator (see page 17 for contact details).

## Establishing proof of identity

Before you withdraw a benefit from the Plan, you may need to establish your identity by providing certified copies of certain documents. The Trustee may also need to obtain additional identification information and to verify your identity from time to time.

In some cases, the Trustee may have to disclose information about you to the Australian Transaction Reports and Analysis Centre (AUSTRAC), the regulator of this legislation. Due to the sensitive nature of the information, the Trustee is not permitted to inform you if this happens.

## Enquiries and complaints

When you first have an enquiry or complaint, you should contact the Plan Administrator (see page 17 for contact details). Privacy-related enquiries should also be directed to the Plan Administrator.

The Trustee has a formal process for reviewing enquiries and complaints if you are not satisfied with the response you receive. To make a formal enquiry or complaint, please obtain an *Enquiry or Complaint form* from Human Resources. The Trustee will respond to you within 90 days.

If you are not happy with the Trustee's handling of your enquiry or complaint, you may then contact the Superannuation Complaints Tribunal. The Tribunal is an independent body set up by the Federal Government to deal with certain enquiries or complaints that the Trustee has not dealt with to your satisfaction. You can contact the Tribunal on **1300 884 114** or by email to [info@sct.gov.au](mailto:info@sct.gov.au).

There are some complaints that the Tribunal cannot consider such as those relating to the management of the Plan as a whole. Time limits also apply to certain complaints relating to total and permanent disability claims and to complaints about objections to the payment of death benefits. If your complaint is in relation to one of these areas, please contact the Plan Administrator or refer to the Tribunal's website at [www.sct.gov.au](http://www.sct.gov.au) as soon as possible for further information.

For privacy-related matters, the Federal Privacy Commissioner may review your complaint. You can contact the Privacy Commissioner on **1300 363 992**.

## Looking for sound financial advice?

If you need advice about your super, you can speak to a licensed financial adviser. By taking into account your individual circumstances, they can provide options that are right for you.

Towers Watson Australia Pty Ltd has arrangements in place to help you with your financial planning:

- If you are in Melbourne and would like to speak with a Towers Watson financial planner based in Melbourne, contact Susan Rio on (03) 9655 5222.
- If you are in Sydney, another capital city or elsewhere in Australia, you can contact ipac securities (ABN 30 008 587 595) to provide financial planning services. You can contact ipac on 1800 080 494.

The Financial Planning Association (FPA) can also help you find a financial planner by referring you to one in your area. Call them on 1800 337 301 or visit the FPA's website at [www.fpa.asn.au](http://www.fpa.asn.au).

Consider the points below when looking for a financial adviser:

- Make sure the financial adviser or planner holds an Australian Financial Services Licence (AFSL), which is provided by ASIC, the Government regulator. To check if they are licensed, visit ASIC's consumer website, [www.moneysmart.gov.au](http://www.moneysmart.gov.au) or phone ASIC's Infoline on 1300 300 630.
- Ask them to send you their Financial Services Guide, which they must produce by law. Don't be afraid to speak with different financial advisers to see what suits you and to check if the services offered suit your needs.
- Check out their qualifications and accreditations, and just as important, their practical work experience.
- Find out how they structure their costs. Do they rely on the commissions from the products they sell to you, or do they charge a flat fee or a rate per hour?
- Do they have restrictions in the products that they can sell and recommend to you?



# THE PLAN'S FINANCIALS



Here is a summary of the Plan's unaudited financial accounts for the year to 31 May 2011. The audit is expected to be finalised by the end of September 2011. The audited financial accounts and auditor's report will be available on request from the Plan Administrator on 1800 127 953 after that date.

Change in net assets during the year		\$
<b>Net assets at the beginning of the year</b>		<b>102,971,155</b>
<b>Plus income</b>	Contributions	25,369,049
	Rollovers	17,476,202
	Net investment income	13,828,273
	Other	1,402,148
<b>Less outgoings</b>	Benefit payments	11,250,708
	Insurance premiums	1,044,364
	Tax due	4,795,332
	Superannuation surcharge	2,962
	Expenses and charges	234,684
<b>Net assets at the end of the year</b>		<b>143,718,777</b>

Net assets at the end of the year		2011	2010
<b>Investments</b>	GMO Australia Limited (Australian Equities Unit Trust)	–	14,613,772
	Northward Capital Australian Equity Trust	20,959,761	–
	Schroder Investment Management Australia Ltd (Australian Equities PST)	21,068,779	14,961,915
	Deutsche Australia Asset Management (RREEF Global Property Securities Fund)	9,165,999	6,706,557
	SSgA (Australian Cash Trust)	3,968,590	2,503,411
	SSgA (Australian Fixed Interest Trust)	–	8,578,886
	SSgA (International Fixed Interest [Hedged] Trust)	–	8,587,360
	SSgA (International Equities Index Trust [Hedged])	21,680,907	15,058,667
	K2/D&S Management Co., LLC (K2 Advisors Diversity Fund Ltd)	8,358,139	–
	Warakirri Asset Management Pty Ltd (Fund of Hedge Funds)	–	5,472,871
	BlackRock (Fission International Equity Index Fund)	10,837,690	10,769,952
	BlackRock (Wholesale Indexed International Equity Fund)	10,305,020	5,435,628
	Bridgewater Associates Inc (All Weather Fund)	12,023,427	8,831,382
	Macquarie (True Index Australian Fixed Interest Fund)	11,085,252	–
	BlackRock (BlackRock) Australian Government Inflation-Linked Bond Fund	5,480,786	–
	PIMCO Global Credit Fund	5,468,404	–
<b>Current assets</b>		<b>6,024,763</b>	<b>4,024,013</b>
<b>Current liabilities</b>	Benefits payable	(1,041,817)	(1,270,103)
	Taxation payable	(1,592,181)	(1,178,720)
	Other	(74,742)	(124,436)
<b>Net assets at the end of the year</b>		<b>143,718,777</b>	<b>102,971,155</b>

Current assets include amounts in the Plan's bank account. All contributions due at 31 May 2011 have now been paid to the Plan.

# HOW TO CONTACT US

## General enquiries and complaints:

### **The Plan Administrator**

Oracle Superannuation Plan

Mail: PO Box 1442 Parramatta NSW 2124

Phone: 1800 127 953

Fax: (02) 8571 6222

**Website:** <http://mysuper.towerswatson.com/oracle>

You can also contact:

### **Human Resources**

Oracle Corporation Australia Pty Ltd

Mail: 4 Julius Avenue North Ryde NSW 2113

Phone: (02) 9491 1188

Email: [humanresources\\_au@oracle.com](mailto:humanresources_au@oracle.com)

## The Trustee:

### **The Plan Trustee**

Oracle Superannuation Plan

Towers Watson Superannuation Pty Ltd

Mail: Level 14, 60 Margaret Street

Sydney NSW 2000

Phone: (02) 9253 3333

Fax: (02) 9253 3199

## Looking for more information?

Other information is available if you are interested. This includes information about your benefits such as your choices for contributions, and investments and insurance levels. Refer to the Product Disclosure Statement, *Your Super*, *Your Plan*. Members, former members and their dependants are also able to request copies of the Trust Deed, Risk Management Plan and audited accounts.