Victoria Oncosts
Oncost charges effective 01-Jan-2020

The following rates will apply until otherwise advised.

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Superannuation</th>
<th>Severance</th>
<th>Fixed Term Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Casual, Continuing, Convertible, Fixed Term</td>
<td>SGC Superannuation</td>
<td>NO Severance entitlement</td>
<td>NOT IN Specific Task or Project. Research. Tied Funding.</td>
</tr>
<tr>
<td>Continuing, Convertible, Fixed Term</td>
<td>Full Superannuation (17%)</td>
<td>NO Severance entitlement</td>
<td>NOT IN Specific Task or Project. Research. Tied Funding.</td>
</tr>
<tr>
<td>Continuing Contingent</td>
<td>Full Superannuation (17%)</td>
<td>Severance entitlement</td>
<td>NA</td>
</tr>
<tr>
<td>Continuing Contingent</td>
<td>SGC Superannuation</td>
<td>Severance entitlement</td>
<td>NA</td>
</tr>
<tr>
<td>Fixed Term</td>
<td>SGC Superannuation</td>
<td>Severance entitlement</td>
<td>IN Specific Task or Project</td>
</tr>
<tr>
<td>Fixed Term</td>
<td>Full Superannuation</td>
<td>Severance entitlement</td>
<td>IN Specific Task or Project</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Oncost Breakdown</th>
<th>Full Superannuation</th>
<th>SGC Superannuation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Tax</td>
<td>4.85</td>
<td>Payroll Tax</td>
</tr>
<tr>
<td>Workers Compensation</td>
<td>1.35</td>
<td>Workers Compensation</td>
</tr>
<tr>
<td>Holiday Pay Loading</td>
<td>1.45</td>
<td>Holiday Pay Loading</td>
</tr>
<tr>
<td>Long Service Leave Levy</td>
<td>2.00</td>
<td>Long Service Leave Levy</td>
</tr>
<tr>
<td>Superannuation</td>
<td>17.00</td>
<td>Super Guarantee Levy</td>
</tr>
<tr>
<td>Payroll Tax on Employer Contributions</td>
<td>0.82</td>
<td>Payroll Tax on Employer Contributions</td>
</tr>
<tr>
<td>(4.85% P/Tax on 17% Super)</td>
<td>(4.85% P/Tax on 9.50% Super)</td>
<td></td>
</tr>
<tr>
<td>Severance Pay Levy</td>
<td>1.00</td>
<td>28.47%</td>
</tr>
</tbody>
</table>