

MONT PARTNERS FINANCIAL SERVICES GUIDE

PART 1 | VERSION 7 | 2ND NOVEMBER 2021

This Financial Services Guide was prepared on 05/10/2021.

WHAT IS A FINANCIAL SERVICES GUIDE?

This Financial Services Guide ('FSG') helps you understand and decide if you wish to use the financial services we are able to offer you.

You must read Part 1 of the FSG in conjunction with Part 2. Part 2 of the FSG provides a profile of the entities ("Authorised Representatives") that may provide you with financial services on behalf of Mont Partners Pty Ltd.

We collectively refer to the licensee and its Authorised Representatives (including employees of a related body corporate) as "us, our, we" throughout this FSG.

This FSG sets out the following:

- who we are and how we can be contacted;
- what services and products we are authorised to provide to you;
- how we (and any other relevant parties) are remunerated; and
- how we deal with complaints.

We may provide you with personal advice that takes into account your needs, financial situation and circumstances. Where we provide you with initial personal advice we will provide you with a personalised financial plan, also referred to as a Statement of Advice ('SoA'). The SoA outlines our advice and the basis on which the advice was given. It also outlines relevant information about us, and the fees and charges associated with our advice. We are only able to provide personal advice about specific services and products as stipulated in our Australian Financial Services Licence ('AFSL') – these services and products are outlined below.

If we provide further personal advice after providing our initial advice, we may record this in a Record of Advice ('RoA'), instead of an SoA. You may request a record of the further advice that is provided to you, if you haven't already been provided with it. You can also contact us to request this record, using the details in the next section of this FSG, within 7 years from when the advice is provided.

Occasionally we provide general advice. This is where we may express an opinion or recommendation influencing you in making a decision in relation to a financial product, but where we have not considered your personal objectives, financial situation or needs. If we provide you with general advice, we will provide you with a warning that the advice may not be appropriate to your needs, financial situation or objectives. Additionally, we will provide you with an applicable Product Disclosure Statement ('PDS') (if one is available) which you should read before making a decision that the product is right for you.

When a financial product is recommended to you, you will be provided with a PDS issued by the product provider. The PDS contains information about the product to assist you in making an informed decision about the financial product. It will outline relevant terms, significant risks, and fees associated with the product. Please retain this FSG for your reference and any future dealings with us. We may also add documents at a later date which will also form part of this FSG, and these should be read together with the FSG. These documents will include the word 'FSG' in the heading.

LACK OF INDEPENDENCE

Mont Partners receives commission on the sale of life risk insurance products. As such, we are neither independent, impartial, or unbiased as defined in Section 923A of the Corporations Act. More information can be found in the section of this FSG titled "What fees and commissions are payable to us?".

Mont Partners manage the Mont Partners SMA Portfolio Series investments which may influence our advice to you. More information can be found in the section of this FSG titled "What arrangements may influence our advice to you?".

WHO WILL BE PROVIDING THE FINANCIAL SERVICES TO YOU?

THE LICENSEE

Mont Partners Pty Ltd is the licensee and holder of the Australian Financial Services Licence ('AFSL'). Mont Partners Pty Ltd is owned by Wealth Management Partners Pty Ltd, WealthCo Financial Planning Pty Ltd, Wealth Advantage Pty Ltd and Assurity Financial Planning Pty Ltd, and the directors of Mont Partners Pty Ltd are representatives from those respective companies. The licensee authorises and is responsible for the financial services provided to you, as well as the content and distribution of this FSG. The licensee's contact details are as follows:

Mont Partners Pty Ltd ('Mont Partners')
ABN 33 627 827 776
AFSL No. 511061
106 Burswood Road, Burswood WA 6100
Email: admin@montpartners.com.au
Website: www.montpartners.com.au
Phone: 08 6148 5155

You can provide instructions to us by using the contact details above.

You will be provided with services by the licensee through its Authorised Representative as identified in Part 2 of the FSG.

COMPENSATION ARRANGEMENTS

We have arrangements in place to maintain adequate professional indemnity insurance as required by s912B of the Corporations Act 2001. This insurance provides cover for claims made against us and our Authorised Representatives including claims in relation to the conduct of Authorised Representatives who no longer work for us but who did so at the time of the relevant conduct.

WHAT SERVICES AND PRODUCTS ARE WE AUTHORISED TO PROVIDE TO YOU?

We are authorised to provide the following financial services:

- financial planning advice;
- wealth accumulation advice;
- superannuation advice, including self-managed superannuation funds;
- gearing strategies;
- life and disability insurance advice; and
- strategic debt management.

We are authorised to provide financial product advice and deal in the following financial products:

- Government debentures, stocks or bonds;
- life insurance investment and life insurance risk products;
- managed investment schemes, including investor directed portfolio services;
- standard margin lending facilities;
- retirement savings account products;
- securities (e.g. shares); and
- superannuation products.

Mont Partners can also provide you advice in relation to the topics listed below where the advice is incidental to the acquisition, holding or disposal of financial products:

- retirement advice;
- redundancy advice;
- tax strategies;
- cash flow advice;
- social security benefits advice;
- income and asset protection; and
- estate planning services (financial planning).

We are authorised to provide these services and products to both retail and wholesale clients.

We will only provide services to you with your free, prior and informed consent. If you do not understand any of the information in this FSG, or have any other questions relating to the terms on which we will be acting please contact us.

In providing our services, other financial matters may arise, however, we are not authorised to assist with any financial and products and services except those outlined above. You should seek specific advice from the appropriate professionals on other matters relevant to you.

WHAT FEES AND COMMISSIONS ARE PAYABLE TO US?

Fees and commissions for the provision of financial services to you are payable to the licensee. The licensee may then pay up to 100% of any fees and commissions to the Authorised Representatives named in Part 2 of the FSG. For information on how each of the Authorised Representatives will be remunerated, please refer to Part 2 of the FSG. The licensee's employees are remunerated by salary. You may request more details about the way these people or entities are remunerated within a reasonable time after receiving this document and before any financial services are provided to you. Details of any fees, commissions or other benefits that the licensee will receive and that it will pay to its Authorised Representatives in relation to the provision of specific recommended financial services and financial products will be disclosed to you in the relevant advice document (whether in an SoA or RoA) at the time personal advice is given, or as soon as practicable afterwards. If remuneration is not calculable at that time, a statement of how the remuneration is calculated will be given to you at the time the advice is given or as soon as practicable afterwards.

ADVICE FEES

An explanation of the types of advice fees you may be charged are listed below. These fees will be based on your individual circumstances, the complexity involved in your situation and the time it takes to prepare and provide personal financial advice for you. We will discuss these fees with you and obtain your agreement to the fees before we provide you with any services and enter into an ongoing arrangement with you. In cases when we provide you with advice in a SoA, we will typically obtain your written authorisation to the fees (via an Authority to Proceed and Remunerate Form) prior to the implementation of any of the advice.

All fees described in this FSG include GST.

ADVICE PREPARATION FEE:

For having a SoA prepared, the minimum fee is \$1,200 while the maximum fee is \$22,000. For example, complex advice that contains multiple goals, strategies and/or tax structures including but not limited to; self-managed superannuation funds, family trusts and companies, are likely to be charged closer to the maximum. Less complex advice that addresses limited goals, strategies and tax structures are likely to be charged closer to the minimum fee.

IMPLEMENTATION FEE:

We may charge a fee to assist with the implementation of the recommendations in your financial plan. Should we charge an implementation fee, this will be agreed prior to advice being implemented and fully disclosed within an advice document such as the SoA or RoA. The minimum implementation fee is \$0 while the maximum fee is \$22,000. For example, complex advice that contains multiple goals, strategies and/or tax structures including but not limited to; self-managed superannuation funds, family trusts and companies, are likely to be charged closer to the maximum. Less complex advice that addresses limited goals, strategies and tax structures are likely to be charged closer to the minimum fee.

ONGOING ADVICE FEE:

We may charge a fee to provide ongoing financial services, which can include a periodic review of your personal financial situation at agreed time intervals, and/or fees for the provision of administrative and support services connected with the holding of the financial products, such as ongoing liaison with financial product providers. The minimum fee is \$330 per annum while the maximum fee is \$33,000 per annum.

This fee will be agreed with you and will either be a flat dollar amount (reviewed annually), or an amount based on the value of financial products under our advice and/or the time involved in reviewing your portfolio and circumstances.

COMMISSIONS

If you acquire a certain financial product through us, we may receive payments in the form of initial commissions and/or ongoing commissions from the financial product providers. These commissions are included in the cost of the fees or premiums you pay for the financial product to the financial product provider, who may then pay a commission to us. Commissions are not an additional cost or payment made by you to us. We may agree to rebate some or all of these commissions.

The commission payable for different classes of financial products include the following:

LIFE INSURANCE PRODUCTS

Initial and ongoing commissions from insurance providers may be received by us. These commissions are paid to us by the insurance company that issues the product that we recommend to you and that you acquired. The value or cost of the commissions are included in the cost of what you pay for the insurance. The commissions are not an additional cost payable by you to us. The initial commission is paid at the commencement of the insurance policy by the product issuer to us. Ongoing commissions are payments paid by product issuers to us after the commencement of the insurance policy.

If you initiate an increase to your cover (resulting in an increase in the cost of premium payable by you to the insurance company), we may receive a further initial commission and an increase in the receipt of ongoing commissions on the value of the annual increase to your policy cost.

The maximum commission that we may receive is set out below:

Date a new product is issued	From 1 January 2020
Initial commission (% of annual policy cost or increase excl. GST)	If Upfront commission: 60%
Ongoing commission pa (% of annual policy cost or increase excl. GST)	If Upfront commission: 20%

If commissions are on a level commission structure (i.e. initial commission is equal to the ongoing commissions (as a

percentage of your policy cost)), we may receive up to 30% (excl. GST) of your annual policy cost upfront, and on each yearly anniversary of the policy.

For example, if Mont Partners recommended you acquire a life insurance policy with an annual premium of \$2,500 p.a. (excl. GST), on an upfront commission structure, the applicable initial commission will be \$1,500 (excl. GST) and the ongoing commissions will be \$500 p.a. (excl. GST). On a level commission structure, the applicable initial commission will be \$750 (excl. GST) and the ongoing commissions will be \$750 p.a. (excl. GST).

PAYMENT METHODS

Our fees will be either invoiced directly to you, deducted from your financial products, or a combination of these methods.

WHAT ARRANGEMENTS MAY INFLUENCE OUR ADVICE TO YOU?

Separately Managed Accounts “SMA” Disclosure

Mont Partners provides advice on the Mont Partners SMA Portfolio Series, which is a managed portfolio option designed for investors who require professional investment management, with the flexibility and transparency of direct asset ownership.

Mont Partners do not receive any direct remuneration or fees in relation to the management or provision of the Mont Partners SMA portfolios.

Evidentia Group Pty Ltd (ABN 39 626 048 520, AFSL 511802) (‘Evidentia’) is a boutique asset consultant that works with select private wealth practices to design, build, implement and manage tailored investment portfolios. Evidentia has an investment team with experience across all major asset classes and have been selected as an external portfolio manager to design and manage the composition of the Mont Partners SMA portfolios. They work with the Mont Partners investment committee to provide oversight and governance on portfolio management recommendations, including but not limited to recommendations on asset allocation, investment selection and portfolio rebalancing.

The Mont Partners SMAs are available on two administrative platforms as outlined below:

1. Hub24 Custodial Services Ltd (ABN 94 073 633 664, AFSL 239122) operates an administrative investment platform through which you can access the Mont Partners SMAs, and is responsible for implementing the investment instructions of the portfolio manager.
 - Ironbark Asset Management (Fund Services) Limited (ABN 63 116 232 154 AFSL 298626) (‘Ironbark’) is the responsible entity, issues the interests in, issues the PDS, and is responsible for the operation and management of the version of the Mont Partners SMA portfolios that are available on the Hub24 investment platform.
 - Investment management fee
 - The investment management fee of 0.1648% covers the costs of operating the managed portfolio, including responsible entity and custody and administration services. The investment management fee is charged by the Administrator and paid to the Responsible Entity and the Portfolio Manager, Custodian and Administrator are paid out of this fee. The investment management fee is charged as a percentage on the value of the managed portfolio option(s) you are invested in. It is accrued daily and paid from your Hub24 cash account monthly in arrears. For example, if you invested \$100,000 in these portfolios, Ironbark would receive \$164.80 per annum. This investment management fee only applies to the version of the Mont Partners SMA portfolios that are available on the Hub24 investment platform
 - Mont Partners is charged a responsible entity fee of \$50,000 per annum. However, if the total investment management fee paid to the Responsible Entity per year exceeds \$50,000, Mont Partners will not be required to pay the responsible entity fee. For example, if \$31,000,000 in total were invested in these portfolios, Ironbark would receive \$51,088 per annum, and Mont Partners would not pay a responsible entity fee.

2. Navigator Australia Limited ('NAL') (ABN 45 006 302 987 AFSL 236466), is part of IOOF Holdings Ltd (ABN 49 100 103 722) and its related bodies corporate (IOOF Group). NAL operates an administrative investment platform through which you can access the Mont Partners SMAs, and is responsible for implementing the investment instructions of the portfolio manager. NAL is also the responsible entity, issues the interests in, issues the PDS, and is responsible for the operation and management of the version of the Mont Partners SMA portfolios that are available on the NAL/MLC Wrap platform.

Any other relationships or associations we have that may influence our advice to you will be disclosed by each relevant authorised representative in Part 2 (Authorised Representative Profiles) of this FSG.

OTHER BENEFITS

From time to time we may accept alternative forms of remuneration (<\$300) from financial product providers or other parties, such as hospitality or support connected with our professional development (e.g. training or sponsorship to attend conferences). We maintain a register detailing any benefit we receive.

Separate from, and in addition to this, we are lawfully permitted to obtain other benefits that relate to information technology software or support provided by a financial product issuer, or benefits that relate to certain educational and training purposes. Our entitlement to these latter types of benefits are subject to strict conditions as set out under the Corporations Regulations 2001.

The value of any of these types of benefits received by us is recorded in a register maintained by us. You may ask to inspect a copy of this register.

If you request a referral to an external specialist such as an accountant, mortgage broker or solicitor, the associated Corporate Authorised Representative may be entitled to a referral fee. If this occurs, the entitlement to a referral fee will be disclosed to you and we will seek your formal consent before any payment or referral is made. Please note that where we refer you to third-party professional services providers (even where there is a relationship or association between Mont Partners (and/or its Authorised Representatives) and the relevant third-party, Mont Partners does not accept any responsibility or liability for the advice or services provided by these third-party providers.

By using or continuing to use our services, you agree that:

1. All fees and charges received by us as described in this FSG (other than third party fees and charges) are a benefit given to us by you, in exchange for the services provided by us.
2. You understand, consent to, authorise and direct us to charge you in this way.

PRIVACY STATEMENT

We collect personal information, including sensitive information (e.g. health information), from you to provide you with services including financial advice.

We may also use your information to comply with legislative or regulatory requirements in any jurisdiction, to prevent fraud, crime or other activity that may cause harm in relation to the particular products or services provided, and to help us run our business.

If you do not provide all the information we request, we may no longer be able to provide a product or service, including financial advice, to you.

COLLECTING AND DISCLOSING YOUR PERSONAL INFORMATION

We may disclose your personal information to anyone we engage to do something on our behalf such as a service provider, and other organisations that assist us with our business. We may also disclose your personal information to third parties such as a complaints body to whom a complaint relating to a product or service is referred, your past and present employers, any party acquiring an interest in our business and anyone acting on your behalf.

We may also collect from the parties listed above any personal information they may hold about you which relates to our provision of financial advice.

We may disclose your personal information to an entity which is located outside Australia. Details of the countries where the overseas recipients are likely to be located are in our privacy policy.

As a provider of financial services, we have obligations to disclose some personal information to government agencies and regulators in Australia, and in some cases offshore. We are not able to ensure that foreign government agencies or regulators will comply with Australian privacy laws, although they may have their own privacy laws. By using our products or services, you consent to these disclosures.

Mont Partners is also required, pursuant to the Anti-Money Laundering and Counter-Terrorism Financing Act (AML/CTF Act) and its corresponding rules and regulations to implement certain client identification processes. We may be required to obtain information about you at the time of providing financial services to you, and from time to time in order to meet our legal obligations.

Our privacy policy is available at www.montpartners.com.au. It covers:

- how you can access the personal information we hold about you and ask for it to be corrected;
- how you may complain about a breach of the Privacy Act 1988 (Cth), or a registered privacy code and how we will deal with your complaint; and
- how we collect, hold, use and disclose your personal information in more detail.

We will update our privacy policy from time to time.

Where you have provided information about another individual, you must make them aware of that fact and the contents of this privacy statement.

We will use your personal information to contact you and/or send you information about other products and services offered by us or our preferred suppliers. If you do not wish to receive marketing communications from us, please contact us.

WHAT SHOULD YOU DO IF YOU HAVE A COMPLAINT?

If you have a complaint or concern about the service provided to you, we encourage you to take the following steps:

- 1) Contact Mont Partners about your concern. We will try to resolve your complaint quickly, fairly and within prescribed time frames

In writing to: Compliance Manager
Mont Partners Pty Ltd
106 Burswood Road, Burswood WA 6100
Email: admin@montpartners.com.au
Phone: 08 6148 5155

- 2) If your complaint is not resolved to your satisfaction within 30 days, you have the right to refer the matter to the Australian Financial Complaints Authority (AFCA). AFCA provides fair and independent financial services complaint resolution that is free to consumers.

Website: www.afca.org.au
Email: info@afca.org.au
Telephone: 1800 931 678 (free call)
In writing to: Australian Financial Complaints Authority
GPO Box 3, Melbourne VIC 3001.



MONT PARTNERS FINANCIAL SERVICES GUIDE

AUTHORISED REPRESENTATIVE PROFILE

PART 2 | VERSION 7 | 2ND NOVEMBER 2021



Part 2 of this Financial Services Guide was prepared on 05/10/2021 and should be read together with Part 1.

Part 2 of the FSG sets out specific details about Wealth Management Partners Pty Ltd and WMPWA Pty Ltd (Collectively “WMP”) and the individual Authorised Representatives of Mont Partners that operate under WMP, and contains the following sections:

Section 1: About the Authorised Representatives

Section 2: The services provided by the Authorised Representatives; and

Section 3: Remuneration and benefits.

In Part 2, the terms ‘I’, ‘me’, ‘us’, ‘we’ and ‘our’ refer to WMP and the individual Authorised Representatives that operate under WMP.

SECTION 1: ABOUT THE AUTHORISED REPRESENTATIVES

THE CORPORATE AUTHORISED REPRESENTATIVES

The following entities are Corporate Authorised Representatives of Mont Partners and operate under the registered business name, Wealth Management Partners.

Wealth Management Partners Pty Ltd	WMPWA Pty Ltd
ABN 74 103 533 455	ABN 63 649 011 307
Authorised Representative No. 243092.	Authorised Representative No. 1286726.

106 Burswood Road, Burswood WA 6100

Phone: 08 9368 6030

Email: admin@wealthmp.com.au

Website: www.wmpgroup.com.au

WMP seeks to ensure its clients achieve their financial lifestyle aspirations and improve their financial wellbeing by working to deliver informed, ethical and quality financial advice.

WMP acts as a resource hub that provides effective and efficient support for its related individual Authorised Representatives and their clients. WMP facilitates ongoing professional development of advisers and staff, and the delivery of service.



THE INDIVIDUAL AUTHORISED REPRESENTATIVES

The following individual Authorised Representatives are financial advisers who are authorised by Mont Partners to provide you with the financial services described in Part 2 of the FSG on behalf of Mont Partners.

<p>Steve Beattie</p> <p>Authorised Representative No. 242608</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>steve@wealthmp.com.au</p> <p>(08) 9368 6030</p>	<p>Troy Hartley</p> <p>Authorised Representative No. 242643</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd and WMPWA Pty Ltd</p> <p>troy@wealthmp.com.au</p> <p>(08) 9368 6030</p>
<p>Janusz Mazurek</p> <p>Authorised Representative No. 238504</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd and WMPWA Pty Ltd</p> <p>janusz@wealthmp.com.au</p> <p>(08) 9368 6030</p>	<p>Adrian Whitaker</p> <p>Authorised Representative No. 242828</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd and WMPWA Pty Ltd</p> <p>adrian@wealthmp.com.au</p> <p>(08) 9368 6030</p>
<p>Quincy Matambanadzo</p> <p>Authorised Representative No. 1007628</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>quincy@wealthmp.com.au</p> <p>(08) 9368 6030</p>	<p>Richard Moore</p> <p>Authorised Representative No. 242540</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>richard@wealthmp.com.au</p> <p>(08) 9368 6030</p>
<p>Christian Colkers</p> <p>Authorised Representative No. 1241607</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>christian@wealthmp.com.au</p> <p>(08) 9368 6030</p>	<p>Zo Winzer</p> <p>Authorised Representative No. 373624</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>zoe@wealthmp.com.au</p> <p>(08) 9368 6030</p>



<p>Jeff Karim</p> <p>Authorised Representative No. 1273266</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>jeff@wealthmp.com.au</p> <p>(08) 9368 6030</p>	<p>Andrew dos Santos</p> <p>Authorised Representative No. 1263919</p> <p>Authorised Representative of Wealth Management Partners Pty Ltd</p> <p>andrew@wealthmp.com.au</p> <p>(08) 9368 6030</p>
<p>Bruce Hancock</p> <p>Authorised Representative No.1000507</p> <p>Authorised Representative of WMPWA Pty Ltd</p> <p>bruce@wealthmp.com.au</p> <p>(08) 9368 6030</p>	<p>Nicholas Ferguson</p> <p>Authorised Representative No. 1000504</p> <p>Authorised Representative of WMPWA Pty Ltd</p> <p>nick@wealthmp.com.au</p> <p>(08) 9368 6030</p>
<p>Shelley Tiet</p> <p>Authorised Representative No. 1235122</p> <p>Authorised Representative of WMPWA Pty Ltd</p> <p>shelley@wealthmp.com.au</p> <p>(08) 9368 6030</p> <p>Cannot provide advice in: Margin Lending SMSF</p>	<p>Trey Moredoundt</p> <p>Authorised Representative No. 1003865</p> <p>Authorised Representative of WMPWA Pty Ltd</p> <p>Trey@wealthmp.com.au</p> <p>(08) 9368 6030</p>



SECTION 2: THE SERVICES WE PROVIDE

All the authorised representatives listed above are authorised by Mont Partners to provide general and personal advice and deal in financial products and financial services, including advice or services in the areas listed in Part 1, Section 1 (Financial Services Guide) of the FSG, but, are subject to any limitations or restriction related to individual Authorised Representatives as noted above.

SECTION 3: REMUNERATION & BENEFITS

All fees and commissions (excluding referral fees) disclosed in Part 1 of the FSG which are attributable to the services provided to you by your financial adviser are paid to Mont Partners, who then pays up to 100% to the relevant Corporate Authorised Representative. The relevant Corporate Authorised Representative will pay a service fee of up to a maximum of \$300,000 per financial year to Mont Partners. In addition, your Authorised Representative will be entitled to remuneration for the services provided to you. Where referral fees are obtained by us from external specialists those fees are paid directly to the relevant Corporate Authorised Representative. We will seek your formal consent before any payment or referral is obtained by us.

Any related associations, entities and other relevant relationships and are outlined in the table below.

Name of Entity	Nature of association
Wealth Management Partners & WMPWA	<p>Troy Hartley, Adrian Whitaker and Steve Beattie are directors of Wealth Management Partners Pty Ltd and WMPWA Pty Ltd, and as a result, may receive director fees and other distributions and/or other benefits from Wealth Management Partners Pty Ltd and WMPWA Pty Ltd as determined by that company from time to time.</p> <p>Troy Hartley, Adrian Whitaker, Steve Beattie, Janusz Mazurek and Quincy Matambanadzo are shareholders of Wealth Management Partners Pty Ltd and WMPWA Pty Ltd and as a result may receive dividends and/or other shareholder benefits from Wealth Management Partners Pty Ltd and WMPWA Pty Ltd as determined by that company from time to time.</p> <p>Richard Moore, Christian Colkers, Zoe Winzer, Andrew Dos Santos and Jeff Karim are employees of Wealth Management Partners Pty Ltd and as a result will receive a salary. They may also receive a performance bonus which may be based on a balance of certain performance criteria such as compliance rating, client satisfaction benchmarks, portfolio management & retention, revenue generated, ongoing professional development.</p> <p>Bruce Hancock, Nicholas Ferguson, Shelley Tiet and Trey Moredoundt are employees of WMPWA Pty Ltd and as a result will receive a salary. They may also receive a performance bonus which may be based on a balance of certain performance criteria such as compliance rating, client satisfaction benchmarks, portfolio management & retention, revenue generated, ongoing professional development.</p>
WMP Finance	Troy Hartley, Adrian Whitaker and Steve Beattie are shareholders of WMP Finance Pty Ltd and as a result may receive distributions and/or other benefits from WMP Finance Pty Ltd. as determined by that company as appropriate from time to time.
WMP Tax	Wealth Management Partners is an owner of WMP Tax Accountants Pty Ltd and as a result its shareholders (Troy Hartley, Adrian Whitaker, Steve Beattie, Janusz Mazurek and Quincy Matambanadzo) may receive distributions and/or other benefits from WMP Tax Accountants Pty Ltd. as determined by that company as appropriate from time to time.



Assurity Financial Planning	Wealth Management Partners Pty Ltd is an owner of Assurity Financial Planning Pty Ltd and as a result its shareholders (Troy Hartley, Adrian Whitaker, Steve Beattie, Janusz Mazurek and Quincy Matambanadzo) may receive distributions and/or other benefits from Assurity Financial Planning Pty Ltd. as determined by that company as appropriate from time to time.
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Referrals

We have arrangements in place to pay a referral fee, commission, or other benefit to certain third parties when they refer new clients to us. Our current arrangements for referrals from a third party are set out in the table below and specific details of any benefit we provide in relation to our advice to you will be included in the advice documentation we provide to you.

Table - Details of arrangements for referrals from a third party:

Name of referral partner	Payment we provide for the referral	Example
Police & Nurses Limited ACN 087 651 876	A flat \$1,000 for each new client referred that obtains a financial service from WMPWA Pty Ltd	Client referred by a branch to an adviser who receives a Statement of Advice, WMPWA will pay \$1,000 to Police & Nurses.