

RETIREMENT OF KEN MACKENZIE: Mr MacKenzie retired from the role of MD/CEO on 17 April 2015. He received a cash STI payment of US\$3,151,849 for the FY2015 financial year, with no deferred component. He also received a payment of US\$338,487 for the unworked portion of the notice period. The table below summarises the treatment of unvested deferred STI and LTI awards.ⁱ I have calculated a value at 17 April 2015 using the CSP of AUD\$14.40 to calculate the cash value of the awards settled by way of a cash payment. I note the total value of cash settled payments shown in the 2015 Remuneration Report of US\$6,172,084 or AUD\$7,426,806, a difference of AUD\$4,208,991. His last Appendix 3Z notice to the ASX on 17 September 2015 indicates he had 2,451,065 ordinary shares (either directly or indirectly) with a value of AUD\$35,295,336 on that date (CSP of AUD\$14.40). He retained 3,120,825 options on this date.

Award	Equity vesting	Value at 17 April 2015 CSP of AUD\$14.40
Unvested deferred STI equity	260,834 share rights	\$3,756,010
FY2012 LTI grant	122,900 performance rights	\$1,769,760
	2,097,000 options retained	na
FY2013 LTI grant	252,154 performance rights	\$3,631,018
341,375 options and 111,746 performance rights lapsed	1,023,825 options retained	
FY2014 LTI grant	461,850 options vested and paid in cash, exercise price of AUD\$10.28	\$1,092,822 ⁱⁱ
461,850 options and 160,437 performance rights lapsed	96,263 performance rights vested	\$1,386,187
TOTAL CASH		AUD\$11,635,797

Treatment of unvested STI and LTI awards held by Ken MacKenzie

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ⁱ He also received 260,384 unvested STI deferred equity awards as a cash payment. The 2012 LTI grant performance rights vested 122,900 and were cash settled; he retained the 2,097,000 options that vested. He retained a pro-rated portion of the FY2013 LTI grant and vesting was accelerated by testing performance conditions to allow for 1,023,825 options to vest, while 252,154 performance rights vested and were settled in cash, with the remaining 341,275 options and 111,746 performance rights in this grant lapsing. He retained a pro-rated portion of the FY2014 LTI grant and vesting was accelerated by testing the performance conditions to allow for 461,850 options and 96,263 performance rights to be converted to a cash payment. The remaining 461,850 options (half of the original grant) and 160,437 performance rights lapsed. Annual Report 2015, p. 45, note 6.

ⁱⁱ CSP of \$14.40 less exercise price of \$10.28 multiplied by 461,850.