# SLATER & GORDON LIMITED NOTICE OF ANNUAL GENERAL MEETING

**NOTICE IS GIVEN** that the Annual General Meeting of Shareholders of the Company will be held at the Hilton Hotel in Sydney at 488 George St, Sydney NSW, 2000 on Friday 20 November 2015 at 11:00am (**Sydney time**).

# **Ordinary Business**

#### 1. Financial Reports

To receive and consider the Financial Report, Directors' Report and the Auditor's Report for the year ended 30 June 2015.

# 2. Remuneration Report

To receive, consider and adopt the Remuneration Report of the Company for the year ended 30 June 2015.

#### 3. Re-election of Directors

- (a) To consider the re-election of Erica Lane who retires in accordance with clause 26.1 of the Company's constitution and Listing Rule 14.4 and, being eligible, offers herself for re-election.
- (b) To consider the re-election of Rhonda O'Donnell who retires in accordance with clause 26.1 of the Company's constitution and Listing Rule 14.4 and, being eligible, offers herself for re-election.

# **Special Business**

#### 4. Increase to the maximum aggregate remuneration of non-executive Directors

To consider, and if thought fit, pass the following resolution:

"That, for the purposes of clause 24.7 of the Company's constitution and Listing Rule 10.17, approval be given to increase the maximum aggregate annual remuneration payable to the non-executive Directors of the Company by \$300,000, from \$650,000 to \$950,000."

# 5. Issue of S&G Equity Incentive Plan (EIP) Performance Rights to Directors

To consider, and if thought fit, pass each of the following resolutions as a separate resolution:

(a) Group Managing Director - Mr Andrew Grech

"That:

- (i) for the purposes of ASX Listing rule 10.14, approval be given to the grant of 133,578 Performance Rights to the Group Managing Director, Mr Andrew Grech, under the EIP, in accordance with the terms of the EIP as described in the Explanatory Memorandum; and
- (ii) for the purposes of section 200E of the Corporations Act, approval be given in specified circumstances for the pro rata vesting of the Performance Rights granted to Mr Grech in the event of cessation of his employment as described in the Explanatory Memorandum."

(b) Executive Director - Mr Ken Fowlie

"That:

- (i) for the purposes of ASX Listing rule 10.14, approval be given to the grant of 83,486 Performance Rights to Mr Ken Fowlie, an executive director, under the EIP, in accordance with the terms of the EIP as described in the Explanatory Memorandum; and
- (ii) for the purposes of section 200E of the Corporations Act, approval be given in specified circumstances for the pro rata vesting of the Performance Rights granted to Mr Fowlie in the event of cessation of his employment as described in the Explanatory Memorandum."

#### 6. Approval of amendment to the terms of Performance Rights issued to Directors in 2014

To consider, and if thought fit, pass each of the following resolutions as a separate resolution:

(a) Group Managing Director - Mr Andrew Grech

"That:

- (i) for the purposes of ASX Listing Rules 6.23.4 and 10.14 and for all other purposes, approval is given to amend the terms of the 40,000 Performance Rights held by the Group Managing Director, Mr Andrew Grech in the manner set out in the Explanatory Memorandum; and
- (ii) for the purposes of section 200E of the Corporations Act, re-approval be given in specified circumstances for the pro rata vesting of the Performance Rights granted to Mr Grech in the event of cessation of his employment as described in the Explanatory Memorandum."
- (b) Executive Director Mr Ken Fowlie

"That:

- (i) for the purposes of ASX Listing Rules 6.23.4 and 10.14 and for all other purposes, approval is given to amend the terms of the 16,000 Performance Rights held by Mr Ken Fowlie, an executive director, in the manner set out in the Explanatory Memorandum; and
- (ii) for the purposes of section 200E of the Corporations Act, re-approval be given in specified circumstances for the pro rata vesting of the Performance Rights granted to Mr Fowlie in the event of cessation of his employment as described in the Explanatory Memorandum."

By Order of the Board

Wayne Brown Company Secretary 8 October 2015

#### 1. **Defined terms**

Capitalised terms used in this Notice of AGM (including those used in the resolutions set out in this Notice) have, unless otherwise defined, the same meanings set out in the Explanatory Memorandum attached to this Notice.

### 2. Material accompanying this notice

The following materials accompany this Notice:

- (a) the Financial Report, Directors' Report and Auditor's Report, if you have elected to receive a printed copy of these reports and have not withdrawn that election;
- (b) the Explanatory Memorandum setting out details relevant to the ordinary and special business set out in this Notice; and
- (c) the Proxy Form.

# 3. Voting and required majority - Corporations Act

- (a) In accordance with section 249HA of the Corporations Act for each of **resolutions 2 to 6(a) and 6(b)** (all inclusive) to be effective, not less than 28 days written notice has been given.
- (b) Each resolution must be passed by more than 50% of all the votes cast by Shareholders entitled to vote on the resolutions (whether in person or by proxy, attorney or representative).
- (c) Subject to paragraphs 3(d) and 3(e) and clause 4 below, on a show of hands every Shareholder has one vote and, on a poll, every Shareholder has one vote for each Share held.
- (d) In accordance with the Corporations Act:
  - (i) in respect of **resolution 2** pursuant to section 250R of the Corporations Act, a vote on resolution 2 must not be cast (in any capacity) by or on behalf of a member of the Company's Key Management Personnel ("**KMP**") whose remuneration is included in the Remuneration Report, and a closely related party of such member of the KMP ("**voter**"). However, a voter may cast a vote on resolution 2 as a proxy for a person who is entitled to vote on resolution 2, and either
    - (A) the appointment as a proxy specifies the way the proxy is to vote on the resolution; or
    - (B) the vote is cast by the Chair and the appointment of the Chair as proxy does not specify the way the proxy is to vote on the resolution and expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the KMP;
  - (ii) in respect of **resolutions 4, 5(a), 5(b), 6(a) and 6(b)** pursuant to section 250BD of the Corporations Act, a member of the KMP, and a closely related party of a member of the KMP, will not be eligible to vote as a proxy on resolutions 4, 5(a), 5(b), 6(a) and 6(b) except where either:
    - (A) the appointment specifies the way the proxy is to vote on the resolution; or
    - (B) the vote is cast by the Chair and the appointment expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a KMP.

# 4. Voting Exclusion Statement - Listing Rules

In accordance with the Listing Rules, the Company will disregard any votes cast on:

- resolution 4 by any Directors of the Company; and
- resolutions 5(a), 5(b), 6(a) and 6(b) by Mr Andrew Grech and Mr Ken Fowlie,

including, in each case, their respective associates, unless the vote is cast by:

- a person as proxy for a person who is entitled to vote, in accordance with the directions on the Proxy Form; or
- the Chair as proxy for a person who is entitled to vote, in accordance with a direction on the Proxy Form to vote as the proxy decides.

#### 5. Notes

- (a) Pursuant to regulation 7.11.37 of the *Corporations Regulations 2001* the Company has determined that, for the purposes of the AGM, all Shares in the Company will be taken to be held by the persons registered as Shareholders at **7pm (Sydney time) on Wednesday, 18 November 2015** (the "Effective Time").
- (b) All holders of Shares at the Effective Time are entitled to attend and vote at the AGM and may appoint a proxy for that purpose.
- (c) A proxy need not be a Shareholder of the Company.
- (d) The Proxy Form sent with this Notice should be used for the AGM unless you appoint your proxy online as set out in clause 5(h) below.
- (e) Each Shareholder who is entitled to cast 2 or more votes at the AGM, may appoint up to 2 proxies and may specify the proportion or number of votes that each proxy is entitled to exercise. If a Shareholder **does not** specify the proportion or number of that Shareholder's votes each proxy may exercise, each proxy will be entitled to exercise half of the votes. An additional Proxy Form will be supplied by the Company on request.
- (f) Any Shareholder may appoint an attorney to act on his or her behalf. The power of attorney, or a certified copy of it, must be received by the Company as set out in clause 5(h) below.
- (g) Any corporation which is a Shareholder of the Company may appoint a representative to act on its behalf. Appointments of representatives must be received by the Company by the methods set out in clause 5(h).
- (h) Proxies, powers of attorneys and company representative authorisations granted by Shareholders must be received by the Company by no later than 11am (Sydney time) on Wednesday, 18 November 2015
  - (i) electronically at www.investorvote.com.au by following the instructions provided but a proxy cannot be appointed online if appointed under power of attorney or similar authority; or
  - (ii) at the Company's share registry in Australia Computershare Investor Services Pty. Limited, GPO Box 242, Melbourne, Victoria, 3001, Australia; or
  - (iii) by fax to the Company's share registry fax number 1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia); or
  - (iv) for Intermediary online subscribers **only** (custodians) electronically at www.intermediaryonline.com.

Please refer to the Proxy Form accompanying this Notice for more information.

# SLATER & GORDON LIMITED EXPLANATORY MEMORANDUM

#### 1 General

- 1.1 This Explanatory Memorandum contains information relevant to the business referred to in the Notice of AGM of Slater & Gordon Limited (the "Company") which it accompanies and should be read carefully by Shareholders prior to the AGM.
- 1.2 All capitalised terms used in this Explanatory Memorandum have the meanings set out in the Glossary of Terms located at the end of this document.
- 1.3 Further details relating to each of the resolutions is set out below.

# 2 Ordinary Business

# 2.1 Item 1: Financial Reports

The Corporations Act requires that the Financial Report, Directors' Report and Auditor's Report of the Company for the most recent financial year be considered at the AGM. While this item of business does not require a formal resolution to be put to Shareholders, the Chair will give Shareholders a reasonable opportunity to raise questions on these reports at the AGM.

A copy of the Financial Report, Directors' Report and Auditor's Report is available on the Company's website at https://www.slatergordon.com.au/investors/reports-and-presentations.

As required under the Corporations Act, the Chair will also allow time during the AGM for Shareholders to ask the Auditor questions about, and make comments on, the reports and the Company's management, business, operations, financial performance and business strategies. If a Shareholder prefers to put written questions to the Auditor, a Shareholder may submit questions relevant to the content of the Auditor's report or the conduct of the audit, in writing, to the Company, up to five business days prior to the AGM. The Company will pass the questions on to the Auditor prior to the AGM. The Auditor may, but is not obligated to, answer any written or oral questions that are put by Shareholders.

# 2.2 Item 2: Remuneration Report

The Remuneration Report (which forms part of the Directors' Report) is required to include discussion on a number of issues relating to remuneration policy and its relationship to the Company's performance.

As required under section 250R (2) of the Corporations Act, a resolution will be put to Shareholders to adopt the Remuneration Report. Shareholders should note that the vote on this resolution is advisory only and is not binding on the Board.

Under the Corporations Act, if 25% or more of the votes cast on this resolution are against adoption of the Remuneration Report, the Company will be required to consider, and report to Shareholders on, what action has been taken to address Shareholders' concerns at next year's annual general meeting. Depending on the outcome of next year's voting on the Company's Remuneration Report, Shareholders may be required to consider a resolution to call another general meeting in accordance with the Corporations Act at which the Directors who held office at the date of the Directors' Report (excluding the Group Managing Director) will be required to seek re-election.

#### **Directors' Recommendation**

The Directors unanimously recommend Shareholders vote in favour of adopting the Remuneration Report. As stated in the Notice of AGM, each of the KMPs whose remuneration is included in the Remuneration Report and closely related parties of those KMP's are not eligible to vote on this resolution, excepted as stated in the Notice of AGM.

# 2.3 Items 3(a) and 3(b): Re-election of Directors

3(a): Re-election of Erica Lane

Erica Lane, aged 53, joined the Board as an independent non-executive Director in December 2008.

Erica has extensive experience in international and local industries, including financial services (banking, insurance and funds management), professional services, IT and healthcare. Erica has also been a successful executive and board member in both the public and private sector in the above industries. She has deep and varied commercial expertise with a strong bias towards strategy, financial performance and change management in complex environments. In addition to board appointments, Erica consults in the public and private sectors at CEO and board level on a range of strategic and business performance issues.

Erica was the Chair of the Nomination and Remuneration Committee from August 2011 until 30 June 2015. Erica was appointed Chair of the new Remuneration Committee, effective 1 July 2015 and is a member of the Audit, Compliance and Risk Management Committee.

Previously, Erica held non-executive directorships at Wilson Investment Group (ASX:WIG), Victorian Funds Management Corporation, Eastern Health and the Ilhan Food Allergy Foundation.

3(b): Re-election of Rhonda O'Donnell

Rhonda O'Donnell, aged 57, joined the Board as an independent non-executive Director in March 2013.

Rhonda has extensive experience in international and local industries including telecommunications, information technology, education, government and utilities. Rhonda has been a successful executive and board member in both the private and public sectors. Rhonda has received several industry achievements including the award for Victorian Telstra Business Woman of the Year in 1999. Rhonda is a member of the Company's Nomination Committee, Remuneration Committee, and the Audit, Compliance and Risk Management Committee.

Rhonda currently serves as a Non-executive director at Catapult Group International Ltd and MTAA Superannuation Fund Pty Limited. Previously, Rhonda has been a member of the RMIT Council and has held directorship positions at Cambridge Technology Partners and Global Customer Solutions (GCS) (a subsidiary of TXU (now TRU)).

Further information can be found in the Directors' Report which accompanies and forms part of the Company's Financial Report.

#### **Directors' Recommendation**

The continuing Directors unanimously support the re-election of Erica Lane and Rhonda O'Donnell as Directors of the Company.

#### 3 Special Business

# 3.1 Item 4: Increase to the maximum aggregate remuneration of non-executive Directors

**Background** 

Shareholder approval is being sought to increase the amount fixed by the Company as the maximum aggregate remuneration for non-executive Directors of the Company for a financial year by \$300,000, from \$650,000 to \$950,000.

The Company previously increased the maximum aggregate remuneration payable to non-executive Directors from \$500,000 to \$650,000 at the 2012 Annual General Meeting.

# Why Shareholder approval is being sought

ASX Listing Rule 10.17 states that a listed company must not increase the total aggregate amount of directors' fees payable to its non-executive directors without Shareholder approval, by ordinary resolution. Paragraph 24.7 of the Company's Constitution mirrors this requirement and states that the remuneration of non-executive directors shall not be increased except at a general meeting called by a notice specifying the intention to the propose the increase, the amount of the increase and the maximum sum that may be paid to non-executive directors as a whole.

Under ASX Listing Rule 10.17A, the total aggregate amount of director's fees paid by a listed company must not exceed the total amount approved by its Shareholders. The Company has not issued any securities to non-executive Directors under ASX Listing Rules 10.11 or 10.14 with shareholder approval at any time within the preceding 3 years.

The higher maximum aggregate remuneration is being sought to allow the Company the flexibility to increase the number of non-executive Director appointments to oversee the significantly expanded Company operations, whilst also providing for fee increases from 1 July 2015 to compensate non-executive Directors for their expanded responsibilities and time commitment.

The Company has engaged an independent remuneration consultant, Ian Crichton, Principal, Crichton & Associates Pty Limited to assist the Board in relation to its non-executive Director remuneration.

# **Directors' Recommendation**

As the Directors may have an interest in the outcome of this resolution, they consider it would not be appropriate to make a recommendation to Shareholders as to how to vote in relation to this resolution. As stated in the Notice of AGM, any votes case in respect of this resolution by a Director and any of their associates, will be disregarded, except as stated in the Notice of AGM. In addition, any votes cast as proxy in respect of this resolution by a member of the KMP, and closely related parties of a member of the KMP, will be disregarded, except as stated in the Notice of AGM.

#### 3.2 Item 5: Issue of EIP Performance Rights to Directors

#### **Background**

Resolution 5 seeks Shareholder approval for the granting of:

- a) 133,578 Performance Rights to the Group Managing Director, Mr Andrew Grech, under the Company's Equity Incentive Plan ("EIP"); and
- b) 83,486 Performance Rights to Mr Ken Fowlie, an Executive Director, under the EIP,

as well as Shareholder approval for the pro rata vesting of the Performance Rights granted to Mr Grech and to Mr Fowlie, in the event that Mr Grech or Mr Fowlie cease their employment in certain circumstances.

The EIP is a new employee equity plan adopted by the Company at the 2014 Annual General Meeting. The EIP enables the Company to offer employees a range of different employee share scheme ("ESS") interests. These ESS interests or awards include options, performance rights, service rights, deferred shares, exempt shares, cash rights and stock appreciation rights.

A summary of the key terms of the EIP is set out in Appendix 1, and a copy of the rules of the EIP is available upon request from the Company.

# Why Shareholder approval is being sought

ASX Listing Rule 10.14 states that a listed company must not permit a Director to acquire securities under an employee incentive scheme without Shareholder approval, by ordinary resolution. The purpose of resolutions 5(a) and 5(b) is to have Shareholders approve the proposed grant of Performance Rights to the Company's Managing Director, Mr Andrew Grech, and to an executive director, Mr Ken Fowlie, pursuant to the Company's Executive Equity Incentive Scheme ("EEIS").

Performance hurdles will apply to the Performance Rights, as set out below.

In addition, the Company seeks Shareholder approval pursuant to section 200E of the Corporations Act for the pro rata vesting of the Performance Rights granted to each of Mr Grech and Mr Fowlie in the event that Mr Grech or Mr Fowlie cease to be employed by the Company in limited circumstances, as specified in the terms of their invitations. These circumstances include redundancy, death or permanent disability.

Under section 200B of the Corporations Act, a company may only give a person a benefit in connection with their ceasing to hold a managerial or executive office in the company if it is approved by Shareholders under section 200E of the Corporations Act or an exemption applies. The term "benefit" may include the pro rata vesting of Performance Rights in the limited circumstances outlined above, where Mr Grech or Mr Fowlie cease to be employed by the Company. This pro rata vesting of Mr Grech's and Mr Fowlie's Performance Rights, in those circumstances, may amount to the giving of a termination benefit requiring Shareholder approval, and as such, approval is sought for these purposes.

The number of Performance Rights that may vest on cessation of Mr Grech or Mr Fowlie's employment can be calculated by:

 $\frac{(\text{Date of Grant - Date of termination}) \text{ (in days)}}{(\text{Date of Grant - Intended Vesting Date) (in days)}} \ X \ \text{No. of Performance Rights held on cessation}$ 

The value of the Performance Rights may be affected by:

- the market price of Company Shares at the time the employment ceases;
- the performance against the performance hurdles at the time the employment ceases;
- the part of the service period has elapsed at the time the employment ceases; and
- the number of Performance Rights that lapse on cessation of employment.

# Long term incentive arrangements and the grant of Performance Rights to Mr Grech and Mr Fowlie

In accordance with the Company's existing policies relating to remuneration which apply to all of the Company's executives, Mr Grech and Mr Fowlie have been reviewed under the Company's performance review process. The outcome of that review was that the Company should issue Performance Rights, pursuant to the Company's EEIS, to both Mr Grech and Mr Fowlie. As outlined previously, Shareholder approval must be sought, in accordance with ASX Listing Rule 10.14, for the grant of these Performance Rights to both Mr Grech and Mr Fowlie.

The remuneration arrangements for Mr Grech and Mr Fowlie are based on the Company's 'Total Annual Reward' ("TAR") framework. TAR seeks to provide fair and appropriate rewards, comprised of fixed and 'at risk' elements, and this is designed to attract, retain and motivate employees. The provision of Performance Rights under the EEIS comprises a substantial component of their 'at risk' remuneration.

The value of the proposed grant of Performance Rights in the context of Messrs Grech and Fowlie's TAR is estimated follows:

	TFR (\$'000)	STI (\$'000) (Maximum Opportunity)	LTI (\$'000) 1	TAR (\$'000)
Grech	580	225	400	1,205
Fowlie	550	250	250	1,050

<sup>&</sup>lt;sup>1</sup> The number of Performance Rights is calculated as follows: LTI value ÷ \$2.9945. The LTI Value independently determined based on a Black-Scholes-Merton pricing model.

The Non-executive Directors of the Remuneration Committee have concluded that the remuneration packages for Mr Grech and Mr Fowlie (including the proposed grants of Performance Rights) are reasonable and appropriate having regard to the circumstances of the Company and Mr Grech and Mr Fowlie's duties and responsibilities.

# Maximum number of Performance Rights to be issued to Mr Grech and Mr Fowlie

If Shareholder approval is granted, the maximum number of Performance Rights that may be granted to Mr Grech and to Mr Fowlie is 217,064 (in aggregate), and before any performance discounts, the value of these Performance Rights based on the closing share price of SGH shares on 5 October 2015 of \$2.95 is approximately \$640,338.00.

# **Price of Performance Rights**

The Performance Rights will be granted at no cost to Mr Grech and Mr Fowlie. Once the performance hurdles are met (or waived), the Performance Rights will be exercisable at nil cost.

Importantly, no value will be received by either Mr Grech or Mr Fowlie if the Performance Rights lapse prior to the vesting date.

# Number of equity incentives issued under the EIP, persons entitled to participate in the EEIS, the date that the Company will grant these equity securities and loans

In the last 12 months, the Company has issued 496,000 unquoted performance rights under the EIP subject to continued 3 years' service and satisfaction of performance vesting conditions, of which 56,000 performance rights were issued to Mr Grech and Mr Fowlie (as approved by Shareholders at the 2014 Annual General Meeting). The remaining 440,000 unquoted performance rights were issued to other Company executives and key leaders.

Currently, only Company executives and key leaders are eligible to participate in the EEIS. Other than Mr Grech and Mr Fowlie, no other Directors or associates of Directors have received securities under the EEIS since the Shareholder approval at the 2014 annual general meeting.

Subject to Shareholder approval, it is anticipated that the Performance Rights will be granted to Mr Grech and Mr Fowlie shortly after the AGM to coincide with the issue of long term incentive grants to other Company executives. Irrespective of these intentions, Performance Right grants approved by Shareholders under this resolution will be issued within 12 months of the date of this Meeting.

Finally, no loan will be provided by the Company in relation to the grant or exercise of the Performance Rights proposed to be issued to Mr Grech and Mr Fowlie.

#### **Conditions and Hurdles**

The vesting date for the Performance Rights granted to Mr Grech and Mr Fowlie will be 30 September 2018. The vesting conditions for these Performance Rights will depend on the Directors meeting the Service Vesting Condition and on the Company meeting the Performance Vesting Conditions (collectively referred to as the vesting conditions).

The Directors will meet the Service Vesting Condition if they are continuously employed, in their current positions as Directors, from the grant date of the Performance Rights until 31 August 2018.

There are two Performance Vesting Conditions.

# TSR Outperformance Hurdle

Up to 50% of the Performance Rights granted to Mr Grech and Mr Fowlie will vest if the Company's TSR achieves the following percentile ranking against the constituent companies within the S&P/ASX 200 Index (excluding resources) over the period commencing on 1 September 2015 and ending on 31 August 2018 ("TSR Outperformance Hurdle"):

Percentile Ranking	Number of Performance Rights to vest:
Less than the 50th percentile:	None
At or above the 50th percentile:	50% (Straight line interpolation between 50th and 75th percentile)
At or above the 75th percentile:	100%

The specific TSR methodology will be determined by the Board.

#### CAGR EPS Hurdle

Up to 50% of the Performance Rights granted to Mr Grech and Mr Fowlie will vest if the Company achieves the following Compound Average Growth Rate ("CAGR") in Earnings Per Share ("EPS") over the financial years ending 30 June 2016, 2017 and 2018:

CAGR in EPS	Number of Performance Rights to vest:		
Less than 15.00% per annum:	None		
At least 15.00% per annum:	50% (Straight line interpolation between 10% and 15% p.a.)		
At least 25.00% per annum:	100%		

The Base Year EPS is 35.1 cents (2015 Basic EPS). EPS is defined as basic EPS as published in the Company's financial statements. The specific EPS methodology will be determined by the Board.

Any Performance Rights which fail to meeting the Vesting Conditions before the Vesting Date shall immediately lapse.

#### **Other Conditions**

Unvested Performance Rights may, in certain circumstances, vest early in accordance with the terms of the EIP Rules, and any Leaver's Policy that may apply from time to time, as approved by the Board.

Any dealing in Shares is subject to the constraints of Australian insider trading laws and the Company's Share Trading Policy. Participants are specifically prohibited from hedging their Company share price exposure in respect of their Performance Rights during the vesting period.

If, in the Board's opinion, Mr Grech or Mr Fowlie have acted fraudulently or dishonestly or are in breach of their material obligations to the Company, the Board may determine that any or all of their Performance Rights which have not yet vested, lapse.

#### **Directors' Recommendation**

The Directors, other than Mr Grech and Mr Fowlie (because of their respective interests in the EEIS), recommend Shareholders vote in favour of resolutions 5(a) and 5(b) set out in the Notice of AGM. As stated in the Notice of AGM, any vote cast in respect of this resolution by Mr Andrew Grech and Mr Ken Fowlie and any other Director eligible to participate in the EIP, and their respective associates, will be disregarded, except as stated in the Notice of AGM. In addition, any votes cast as proxy in respect of these resolutions by a member of the KMP, and closely related parties of a member of the KMP, will be disregarded, except as stated in the Notice of AGM.

# 3.3 Item 6: Approval of amendment to the terms of Performance Rights issued to Directors in 2014

#### **Background**

At the Company's annual general meeting held on 20 October 2014 ("2014 AGM"), Shareholders approved the grant of:

- a) 40,000 Performance Rights to the Managing Director, Mr Grech, under the EIP; and
- b) 16,000 Performance Rights to Mr Fowlie, an Executive Director, under the EIP.

The terms on which the Performance Rights were granted to Mr Andrew Grech and Mr Ken Fowlie were set out in the explanatory memorandum accompanying the notice of meeting for the 2014 AGM ("2014 NOM"), as lodged with ASX on 15 September 2014.

Due to recent changes in the Company's accounting policies, the Company's FY14 earnings have been restated. So as to ensure that the Directors do not receive an unintended benefit from the changes to the Company's accounting policies, the Company is seeking Shareholder approval to amend the terms of the Performance Rights to account for the changes to the Company's accounting policies by increasing certain performance hurdle requirements.

# Why the approval of Shareholders is being sought

#### ASX Listing Rule 6.23.4

ASX Listing Rule 6.23.4 requires a listed company to obtain shareholder approval to a change affecting performance rights.

# ASX Listing Rule 10.14

ASX Listing Rule 10.14 states that a listed company must not permit a Director to acquire securities under an employee incentive scheme without Shareholder approval, by ordinary resolution. The purpose of resolutions 6(a) and 6(b) is to have Shareholders re-approve the grant of Performance Rights to the Company's Managing Director, Mr Andrew Grech, and to an executive director, Mr Ken Fowlie, pursuant to the EEIS.

The new performance hurdles that will apply to the Performance Rights are as set out below.

### Section 200E of the Corporations Act

The Company seeks Shareholder re-approval pursuant to section 200E of the Corporations Act for the pro rata vesting of the Performance Rights granted to each of Mr Grech and Mr Fowlie in the event that Mr Grech or Mr Fowlie cease to be employed by the Company in limited circumstances, as specified in the terms of their invitations. These circumstances include redundancy, death or permanent disability.

Under section 200B of the Corporations Act, a company may only give a person a benefit in connection with their ceasing to hold a managerial or executive office in the company if it is approved by Shareholders under section 200E of the Corporations Act or an exemption applies. The term "benefit" may include the pro rata vesting of Performance Rights in the limited circumstances outlined above, where Mr Grech or Mr Fowlie cease to be employed by the Company. This pro rata vesting of Mr Grech's and Mr Fowlie's Performance Rights, in those circumstances, may amount to the giving of a termination benefit requiring Shareholder approval, and as such, approval is sought for these purposes.

The number of Performance Rights that may vest on cessation of Mr Grech or Mr Fowlie's employment can be calculated by:

 $\frac{(\text{Date of Grant - Date of termination}) \text{ (in days)}}{(\text{Date of Grant - Intended Vesting Date) (in days)}} \textbf{X} \text{ No. of Performance Rights held on cessation}$ 

The value of the Performance Rights may be affected by:

- the market price of Company Shares at the time the employment ceases;
- the performance against the performance hurdles at the time the employment ceases;
- the part of the service period has elapsed at the time the employment ceases; and
- the number of Performance Rights that lapse on cessation of employment.

#### **Changes to Vesting Conditions of Performance Rights**

As detailed in the 2014 NOM, the vesting conditions for the Performance Rights issued to Mr Grech and Mr Fowlie depend on the Directors meeting a Service Vesting Condition and on the Company meeting certain Performance Vesting Conditions (collectively referred to as the vesting conditions).

The Directors will meet the Service Vesting Condition if they are continuously employed, in their current positions as Directors, from the grant date of the Performance Rights until 31 August 2017.

There are two Performance Vesting Conditions - the 'TSR Outperformance Hurdle' and the 'CAGR EPS Hurdle'.

The Company is seeking Shareholder approval to change the CAGR EPS Hurdle. No other changes to the terms of the Performance Rights issued to Mr Grech and Mr Fowlie following Shareholder approval at the 2014 AGM are proposed.

### TSR Outperformance Hurdle

Up to 50% of the Performance Rights granted to Mr Grech and Mr Fowlie will vest if the Company's TSR achieves the following percentile ranking against the constituent companies within the S&P/ASX 300 Index (excluding resources) over the period commencing on 1 September 2014 and ending on 31 August 2017 ("TSR Outperformance Hurdle"):

Percentile Ranking	Number of Performance Rights to vest:
Less than the 50th percentile:	None
At or above the 50th percentile:	50% (Straight line interpolation between 50th and 75th percentile)
At or above the 75th percentile:	100%

The specific TSR methodology will be determined by the Board.

The Company is not proposing to make any changes to the TSR Outperformance Hurdle.

# Changes to CAGR EPS Hurdle

Up to 50% of the Performance Rights granted to Mr Grech and Mr Fowlie will vest if the Company achieves the following Compound Average Growth Rate ("CAGR") in Earnings Per Share ("EPS") over the financial years ending 30 June 2015, 2016 and 2017:

CAGR in EPS	Number of Performance Rights to vest:
Less than 10.00% per annum:	None
At least 10.00% per annum:	50% (Straight line interpolation between 10% and 15% p.a.)
At least 15.00% per annum:	100%

EPS is defined as basic EPS as published in the Company's financial statements. The specific EPS methodology will be determined by the Board.

As set out in the 2014, the Base Year EPS set by the Company in respect of the CAGR EPS Hurdle was 30.3 cents.

However, so as to ensure that a Director does not receive an unintended benefit from the change to the Company's accounting policies, the Company seeks Shareholder approval to increase the Base Year EPS from 30.3 cents to 33.8 cents, thereby increasing the EPS hurdle requirements.

While the Board seeks Shareholder approval to adjust the CAGR EPS Hurdle, it is not with the intent of making the vesting conditions easier to achieve. The Board believes that this approach is both fair and equitable as regards to the Directors and will also ensure Shareholders are not disadvantaged as a result of the changes to the Company's accounting policies. The Board believes that the change to the CAGR EPS Hurdle will continue to represent an appropriate performance target. Notwithstanding the proposed increase in the Base Year EPS, the amended EPS targets are still budgeted by the Company to be achieved.

Any Performance Rights which fail to meeting the Vesting Conditions before the Vesting Date shall immediately lapse.

# Other information required for the purposes of Shareholder approval under Listing Rule 10.14

Long term incentive arrangements and the grant of Performance Rights to Mr Grech and Mr Fowlie

The remuneration arrangements for Mr Grech and Mr Fowlie are based on the Company's 'Total Annual Reward' ("TAR") framework. TAR seeks to provide fair and appropriate rewards, comprised of fixed and 'at risk' elements, and this is designed to attract, retain and motivate employees. The provision of Performance Rights under the EEIS comprises a substantial component of their 'at risk' remuneration.

The Non-executive Directors of the Remuneration Committee have concluded that the remuneration packages for Mr Grech and Mr Fowlie (including the grants of Performance Rights approved at the 2014 AGM) in respect of FY15 are reasonable and appropriate having regard to the circumstances of the Company and Mr Grech and Mr Fowlie's duties and responsibilities.

#### Maximum number of Performance Rights to be issued to Mr Grech and Mr Fowlie

If Shareholder approval is granted, there will be no change to the maximum number of Performance Rights granted to Mr Grech and to Mr Fowlie in 2014 being 56,000 Performance Rights in aggregate. Based on the closing share price of SGH shares on 5 October 2015 of \$2.95, and before any performance discounts, the value of these Performance Rights is approximately \$165,200.00.

#### Price of Performance Rights

The Performance Rights were granted at no cost to Mr Grech and Mr Fowlie. Once the performance hurdles are met (or waived), the Performance Rights will be exercisable at nil cost.

Importantly, no value will be received by either Mr Grech or Mr Fowlie if the Performance Rights lapse prior to the vesting date.

Number of equity incentives issued under the EIP, persons entitled to participate in the EEIS, the date that the Company will grant these equity securities and loans

In the last 12 months, the Company has issued 496,000 unquoted performance rights under the EIP subject to continued 3 years' service and satisfaction of performance vesting conditions, of which 56,000 performance rights were issued to Mr Grech and Mr Fowlie (as approved by Shareholders at the 2014 Annual General Meeting). The remaining 440,000 unquoted performance rights were issued to other Company executives and key leaders.

Currently, only Company executives and key leaders are eligible to participate in the EEIS. Other than Mr Grech and Mr Fowlie, no other Directors or associates of Directors have received securities under the EEIS since the Shareholder approval at the 2014 annual general meeting. The Company has already issued the Performance Rights to Mr Grech and Mr Fowlie following Shareholder approval obtained at the 2014 AGM.

Finally, no loan will be provided by the Company in relation to the grant or exercise of the Performance Rights proposed to be issued to Mr Grech and Mr Fowlie.

#### Other Conditions

Unvested Performance Rights may, in certain circumstances, vest early in accordance with the terms of the EIP Rules, and any Leaver's Policy that may apply from time to time, as approved by the Board.

Any dealing in Shares is subject to the constraints of Australian insider trading laws and the Company's Share Trading Policy. Participants are specifically prohibited from hedging their Company share price exposure in respect of their Performance Rights during the vesting period.

If, in the Board's opinion, Mr Grech or Mr Fowlie have acted fraudulently or dishonestly or are in breach of their material obligations to the Company, the Board may determine that any or all of their Performance Rights which have not yet vested, lapse.

#### **Directors' Recommendation**

The Directors, other than Mr Grech and Mr Fowlie, recommend Shareholders vote in favour of resolutions 6(a) and 6(b) set out in the Notice of AGM. As stated in the Notice of AGM, any vote cast in respect of this resolution by Mr Andrew Grech and Mr Ken Fowlie and any other Director eligible to participate in the EIP, and their respective associates, will be disregarded, except as stated in the Notice of AGM. In addition, any votes cast as proxy in respect of these resolutions by a member of the KMP, and closely related parties of a member of the KMP, will be disregarded, except as stated in the Notice of AGM.

### 4 Directors' approval

On 8 October 2015 the Company's Directors unanimously resolved to put the resolutions to the Shareholders of the Company. The Directors also unanimously resolved to issue this Explanatory Memorandum to Shareholders, together with the Notice of AGM.

# **GLOSSARY OF TERMS**

**AGM** means the Annual General Meeting of the Company to be held at

11:00am (Sydney time) on Friday 20 November 2015.

ASX means ASX Limited ACN 008 624 691.

**Auditor** means Pitcher Partners.

Auditor's Report means the report of the Auditor regarding its audit of the

Company and its controlled entities that accompanies this Notice of AGM (if you have elected to receive a printed copy of this

report and have not withdrawn that election).

**Board** means the board of Directors of the Company.

CAGR has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**CAGR EPS** has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**Chair** means the individual acting as chairperson of the AGM.

Company means Slater & Gordon Limited ABN 93 097 297 400.

**Corporations Act** means the *Corporations Act 2001* (Cth).

**Director** means a director of the Company.

**Directors' Report** means the report of the Directors of the Company accompanying

the Notice of AGM (if you have elected to receive a printed copy

of this report and have not withdrawn that election).

**EEIS** has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**EIP** has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**EPS** has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**ESS** has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**Exempt Shares** means a Share to be issued for no consideration or at an issue

price which is a discount to the market price, in accordance with

the terms of the EIP.

**Explanatory Memorandum** means this memorandum which provides details of the business

of the AGM.

**Financial Report** means the annual financial report of the Company, and its

controlled entities, for the year ending on 30 June 2015 that accompanies the Notice of AGM (if you have elected to receive a printed copy of this report and have not withdrawn that election).

**Key Management Personnel** has the meaning given to that term in the Corporations Act and

generally includes those persons having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, including a

Director (and the term "KMP" has the same meaning).

**Listing Rules** means the listing rules of ASX, as amended from time to time.

**Notice of AGM** means the notice of the annual general meeting of the Company

accompanying this Explanatory Memorandum (and the term

"Notice" has the same meaning).

**Performance Right** means a right to be issued a Share for nil exercise price at a point

in the future, subject to meeting specified performance, time

(service) and/or other conditions.

**Remuneration Report** means the remuneration report of the Company that forms part of

the Directors' Report accompanying the Notice of AGM (if you have elected to receive a printed copy of this report and have not

withdrawn that election).

**Service Right** means a right to be issued a Share for nil exercise price upon the

satisfaction of specified vesting conditions, being the continued

employment of the relevant employee.

**Shareholder** means a holder of one or more Shares.

**Shares** means fully paid ordinary shares in the capital of the Company.

TAR has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

TSR means the return to a Shareholder measured as the percentage

increase in share price plus dividends reinvested as at the ex-

dividend date.

**TSR Outperformance** 

Hurdle

has the meaning given to that term in paragraph 3.2 of this

Explanatory Memorandum.

**Appendix 1 - Summary of EIP Key Terms and Key Policy Settings** 

Eligibility	The Board has the discretion to determine which employees are eligible to participate in the EIP. The definition of employee under the rules of the EIP includes any full time or permanent part time employee or officer or director of the Company or any related body corporate of the Company.
Vesting conditions	The vesting of any securities issued under the EIP, excluding Exempt Shares and Stock Appreciation Rights, may be conditional on the satisfaction of performance and/or service conditions as determined by the Board and advised to the employee in the individual's offer documents.
Exercise of securities	Vested securities issued under the EIP will not automatically trigger the exercise of the securities, but a participant will be entitled to exercise in accordance with the terms contained in the invitation to the individual.
Price	Securities issued under the EIP may be issued at no cost to the participants. Options may be subject to payment of an exercise price by the participant which is determined by the Board and advised to the participant in the individual's offer documents.
Lapse/forfeiture	<ul> <li>Securities issued under the EIP will lapse or be forfeited on the earliest of:</li> <li>any expiry date applicable to the securities;</li> <li>any date which the Board determines that vesting conditions applicable to the securities are not met or cannot be met;</li> <li>the participant dealing in respect of the securities in contravention of the EIP; and</li> <li>the Board determining that a participant has committed an act of fraud, is ineligible to hold the office for the purposes of Part 2D.6 of the Corporations Act, or is found to have acted in a manner that the Board considers to constitute gross misconduct.</li> </ul>
Board may elect to settle in cash	If the Board determines that it is not appropriate for tax, legal, regulatory or compliance reason to issue or transfer Shares upon satisfaction of its obligations under the plan, the Company may make a cash payment to the participant in accordance with the terms of the plan.
Waiving the restricted period	The Board may waive or shorten the restriction period applicable to securities issued under the EIP, as contained in the offer to the participant.
Change of Control	On the occurrence of a Change of Control (as defined in the rules of the EIP), the Board will determine, in its sole and absolute discretion, the manner in which vested and unvested securities issued under the EIP shall be dealt with.
Cessation of	All unvested securities issued under the EIP lapse immediately on
employment	termination of employment unless any Leaver's Policy applies or the Board determines otherwise depending on the circumstances.
No dealing or hedging	Dealing restrictions apply to securities issued under the EIP in accordance with the rules of the EIP and the Company's share trading policy. Participants are prohibited from hedging or otherwise protecting the value of unvested securities issued under the EIP.
Rights attaching to Shares	Shares issued under the plan will rank equally for dividends and other entitlements, be subject to any restrictions imposed under these rules and otherwise rank equally with the existing Shares on issue at the time of allotment.

Company may issue or acquire shares	Company may, in its discretion, either issue new shares or acquire shares already on issue, or a combination of both, to satisfy the Company's obligations under the EIP.
Adjustments	Prior to the allocation of shares to a participant upon vesting or exercise of securities issued under the EIP, the Board may make any adjustment it considers appropriate to the terms of securities in order to minimise or eliminate any material advantage or disadvantage to a participant resulting from a corporate action such as a capital raising or capital reconstruction.
Limits on securities issued	The number of shares that may be issued under the EIP is set with regard to the limits prescribed under ASIC Class Order 03/184 with respect to employee share scheme offers made without a prospectus. Currently these limits provide that the number of shares that may be issued, when aggregated with a number of shares issued during the previous five years from share issues under all employee share schemes established by the Company (including as a result of exercise of options to acquire shares granted to the previous five years under any such employee share scheme), must not exceed 5% of the total number of shares on issue, disregarding certain unregulated offers.
Continued operation of the plan	The plan may be suspended, terminated or amended at any time by the Board, subject to any resolution of the Company required by the listing rules.





19 October 2015

Dear Slater and Gordon Shareholder

Please find enclosed a Notice for the Slater and Gordon Limited 2015 Annual General Meeting, along with a Proxy Form and a copy of the Annual Report (if you elected to receive a copy).

On behalf of the Board I am pleased to invite you to attend the 2015 Annual General Meeting that is to be held at the Hilton Hotel in Sydney at 488 George Street, Sydney NSW 2000 on Friday, 20 November 2015 at 11.00am (Sydney time).

You will note from the enclosed Notice of Annual General Meeting that there are 6 items of business to be considered, with detailed information on the items set out in the accompanying Explanatory Memorandum.

If you are unable to attend the Meeting you are encouraged to vote by appointing a proxy. This can be done by completing the personalised Proxy Form accompanying the Notice of Meeting and returning it in the enclosed envelope; or by using the online proxy platform at <a href="https://www.investorvote.com.au">www.investorvote.com.au</a>; or by faxing it to Slater and Gordon's share registry (see further details in the Notice of Meeting and Proxy Form).

The Directors thank you for your support and look forward to Slater and Gordon's continued growth over the coming years.

If you have any questions in relation to the Notice of Meeting or the Meeting please call Melanie Binghay (Tel: 03 9602 6839) between 9.00am and 5.00pm (Melbourne time) Monday to Friday.

Yours faithfully

John Skippen Chairman

**SLATER AND GORDON LTD** 



⊢ 000001 000 SGH MR SAM SAMPLE FLAT 123 123 SAMPLE STREET THE SAMPLE HILL SAMPLE ESTATE SAMPLEVILLE VIC 3030

# Lodge your vote:

Online:

www.investorvote.com.au



# By Mail:

Computershare Investor Services Pty Limited GPO Box 242 Melbourne Victoria 3001 Australia

Alternatively you can fax your form to (within Australia) 1800 783 447 (outside Australia) +61 3 9473 2555

For Intermediary Online subscribers only (custodians) www.intermediaryonline.com

# For all enquiries call:

(within Australia) 1300 850 505 (outside Australia) +61 3 9415 4000

#### **Proxy Form** XX



# Vote and view the annual report online

- •Go to www.investorvote.com.au or scan the QR Code with your mobile device.
- Follow the instructions on the secure website to vote.

# Your access information that you will need to vote:

Control Number: 999999

SRN/HIN: 19999999999 PIN: 99999

PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.



For your vote to be effective it must be received by 11:00am (Sydney time) Wednesday, 18 November 2015

# How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

#### **Appointment of Proxy**

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

#### Signing Instructions for Postal Forms

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

#### Attending the Meeting

Bring this form to assist registration. If a representative of a corporate securityholder or proxy is to attend the meeting you will need to provide the appropriate "Certificate of Appointment of Corporate Representative" prior to admission. A form of the certificate may be obtained from Computershare or online at www.investorcentre.com under the help tab, "Printable Forms".

Comments & Questions: If you have any comments or questions for the company, please write them on a separate sheet of paper and return with this form.

GO ONLINE TO VOTE, or turn over to complete the form



MR SAM SAMPLE FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Change of address. If incorrect,
mark this box and make the
correction in the space to the left.
Securityholders sponsored by a
broker (reference number
commences with 'X') should advise
your broker of any changes.



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Proxy For	m
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Appoint a Proxy to Volume 1/We being a member/s of Slater & G	ote on Your Behalf					X
the Chairman	ordon Emilied hereby appoint		S PLEASE	NOTE:	Leave this	box blank
of the Meeting OR						rman of the own name
to act generally at the Meeting on my/our be to the extent permitted by law, as the proxy	amed, or if no individual or body corporate is named, ehalf and to vote in accordance with the following dir sees fit) at the Annual General Meeting of Slater & C Friday, 20 November 2015 at 11:00am (Sydney time	ections (o Gordon Li	r if no dir mited to b	ections l be held a	have bee	en given, a ton Hotel
the Meeting as my/our proxy (or the Chairm proxy on Items 2, 4, 5(a), 5(b), 6(a) and 6(b 5(b), 6(a) and 6(b) are connected directly of Chairman.	eted proxies on remuneration related resolutions: an becomes my/our proxy by default), I/we expressly (except where I/we have indicated a different voting indirectly with the remuneration of a member of key obtains in (except where I/we have provided an adject the Control of	/ authoris g intentior manager	e the Cha below) e ment pers	airman to even tho sonnel, v	o exercis ugh Item which inc	se my/our as 2, 4, 5(a ludes the
	eting is (or becomes) your proxy you can direct the C b) by marking the appropriate box in step 2 below.	ilalillali	to vote to	ii oi aya	iiisi oi ai	ostalii liol
P ≥ Items of Business 🧎	PLEASE NOTE: If you mark the Abstain box for an iter behalf on a show of hands or a poll and your votes will r				o roquirod	l majority
				Fot	Agains	Abstain
2 Remuneration Report						
3(a) Re-election of Director - Erica Lane						
	2 "					
3(b) Re-election of Director - Rhonda O'	Donnell					
4 Increase to the maximum aggregate	e remuneration of non-executive Directors					
5(a) Issue of S&G Equity Incentive Plan	(EIP) Performance Rights to Director - Mr Andrew G	rech				
5(b) Issue of S&G Equity Incentive Plan	(EIP) Performance Rights to Director - Mr Ken Fowli	е				
6(a) Amendment to the terms of Perform	nance Rights issued to Directors granted in 2014 - M	r Andrew	Grech			
6(b) Amendment to the terms of Perform	nance Rights issued to Directors granted in 2014 - M	r Ken Fov	vlie			
	rected proxies in favour of each item of business. In exception	onal circum	nstances, t	he Chairr	man of the	Meeting m
	in which case an ASX announcement will be made.					
Signature of Security	holder(s) This section must be completed.					
	holder(s) This section must be completed.  Securityholder 2	Securityh	older 3			
Signature of Security		Securityh Director/0				

**Computershare** 



Name

Telephone