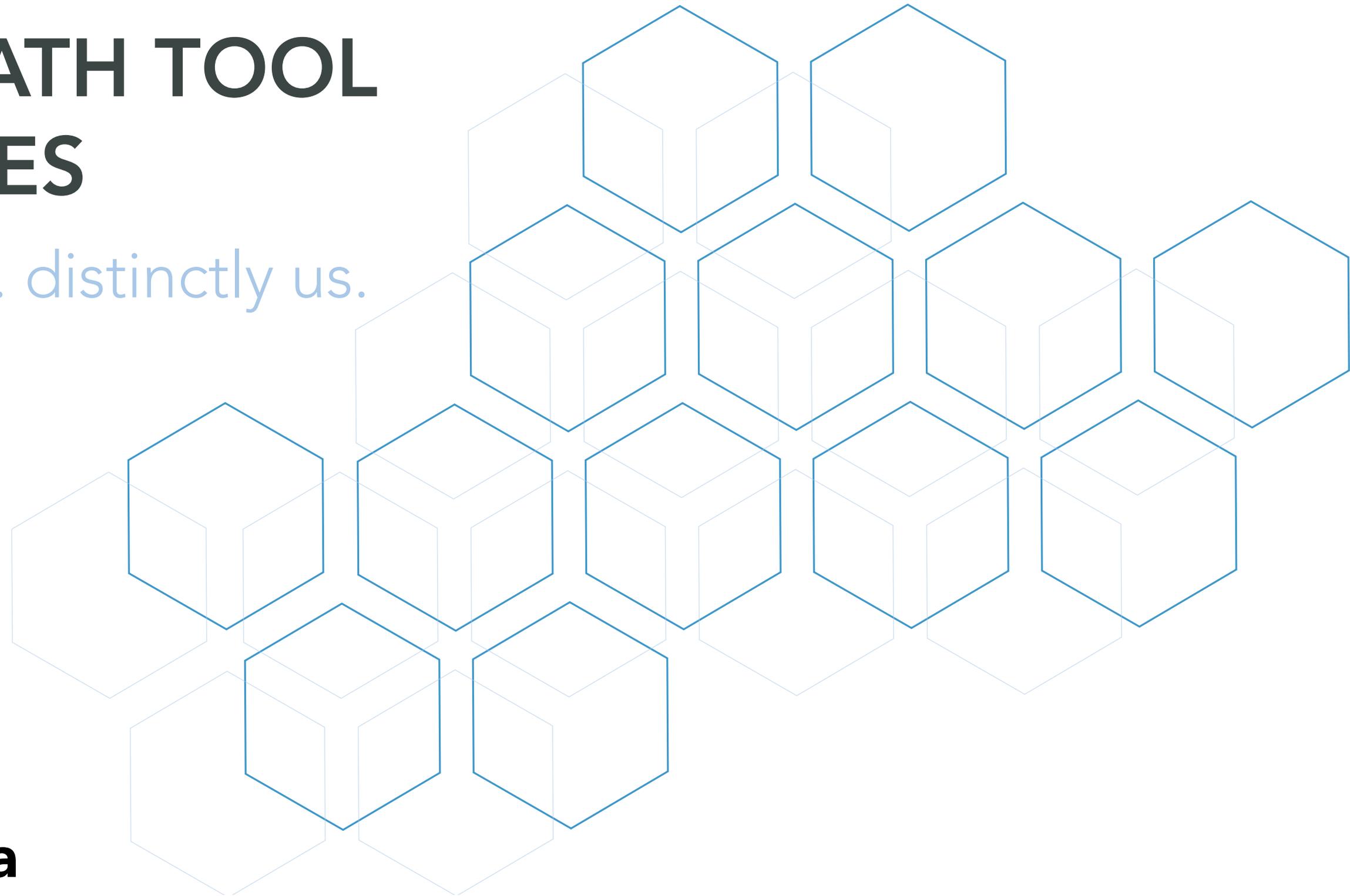


CAREER PATH TOOL FOR STORES

Uniquely you... distinctly us.



EssilorLuxottica



EssilorLuxottica’s Philosophy	3
Career Movement Possibilities	4
Getting Started: Self Assessment & Future Plans	6
Every Story is Unique - Build Your Own Path	7
Field Roles	19
Consider Becoming a Licensed Optician	23
Our Retail Brands	25
Other Career Path Tools for EssilorLuxottica	26



There's no place quite like EssilorLuxottica. We are over 140,000 deeply passionate individuals who seize opportunity, embrace change, and use our skills to improve the well-being of customers.

No matter where you work in the organization, you have the ability to make an impact - the first step is taking ownership of your career!

Leverage this tool to assess your career, envision where you want it to go, explore the opportunities available, and take steps to move yourself forward

We encourage you to think broadly and embrace a multi-brand approach to career development. Each of our brands offer unique experiences and learning opportunities, and exposure to multiple brands elevates your skills in a way that can not be acquired through a ladder career within a single brand.

STEP 1



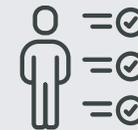
Review this Career Path Tool and have a clear picture of where you'd like your career to go in the coming years

STEP 2



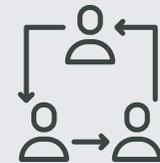
Share your career goals with your manager and discuss the skills and knowledge you will need to be able to be set up for success in your next role

STEP 3



Develop an action plan to align on how you will reach those development goals to propel your career forward

STEP 4



Continue networking, speaking to your HRBP, and searching for open roles. Think broadly and share your career goals with those in your network to create awareness

STEP 5

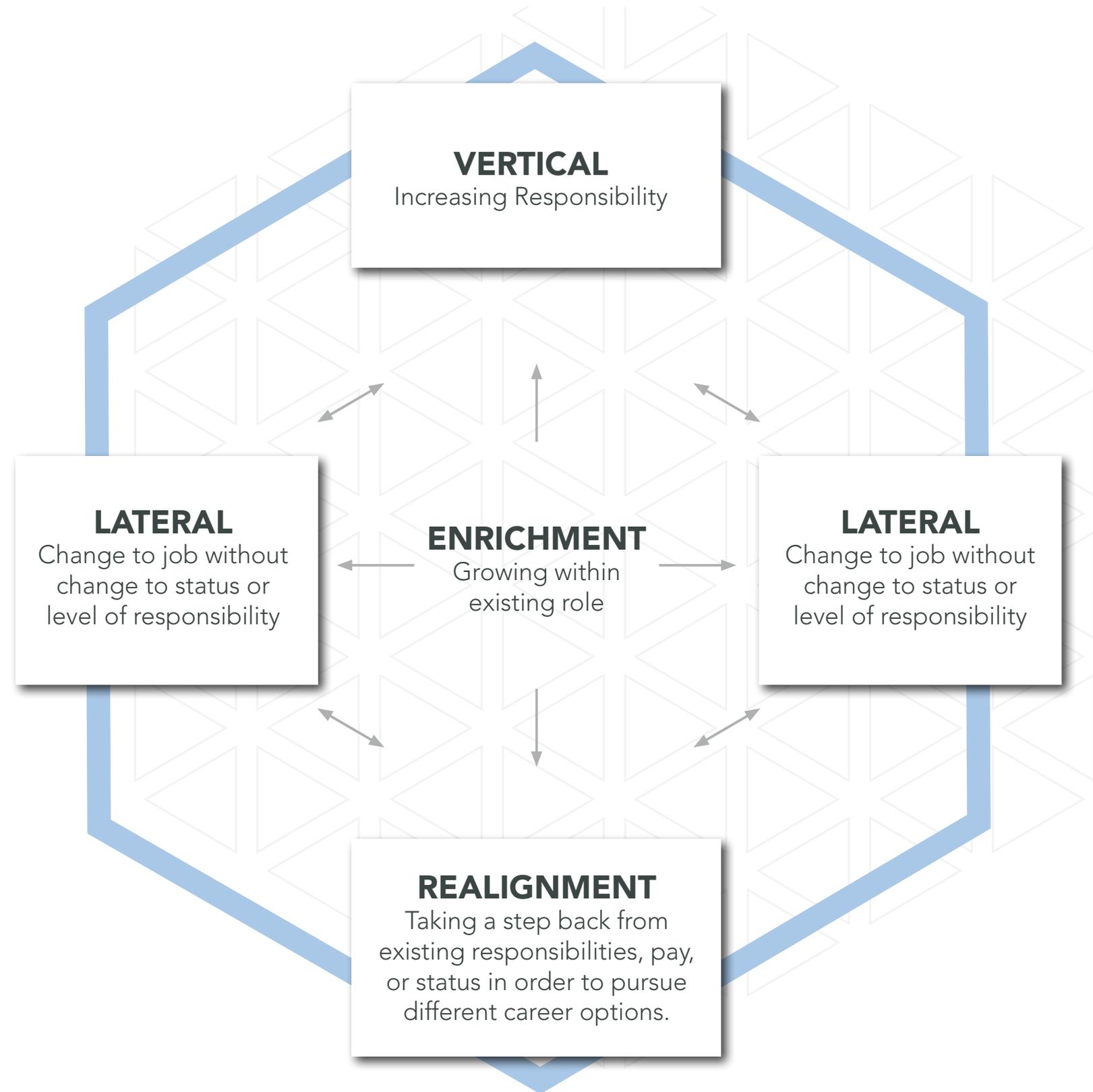


Monitor your development action plan for key milestones to be ready to apply for a role when one presents itself.

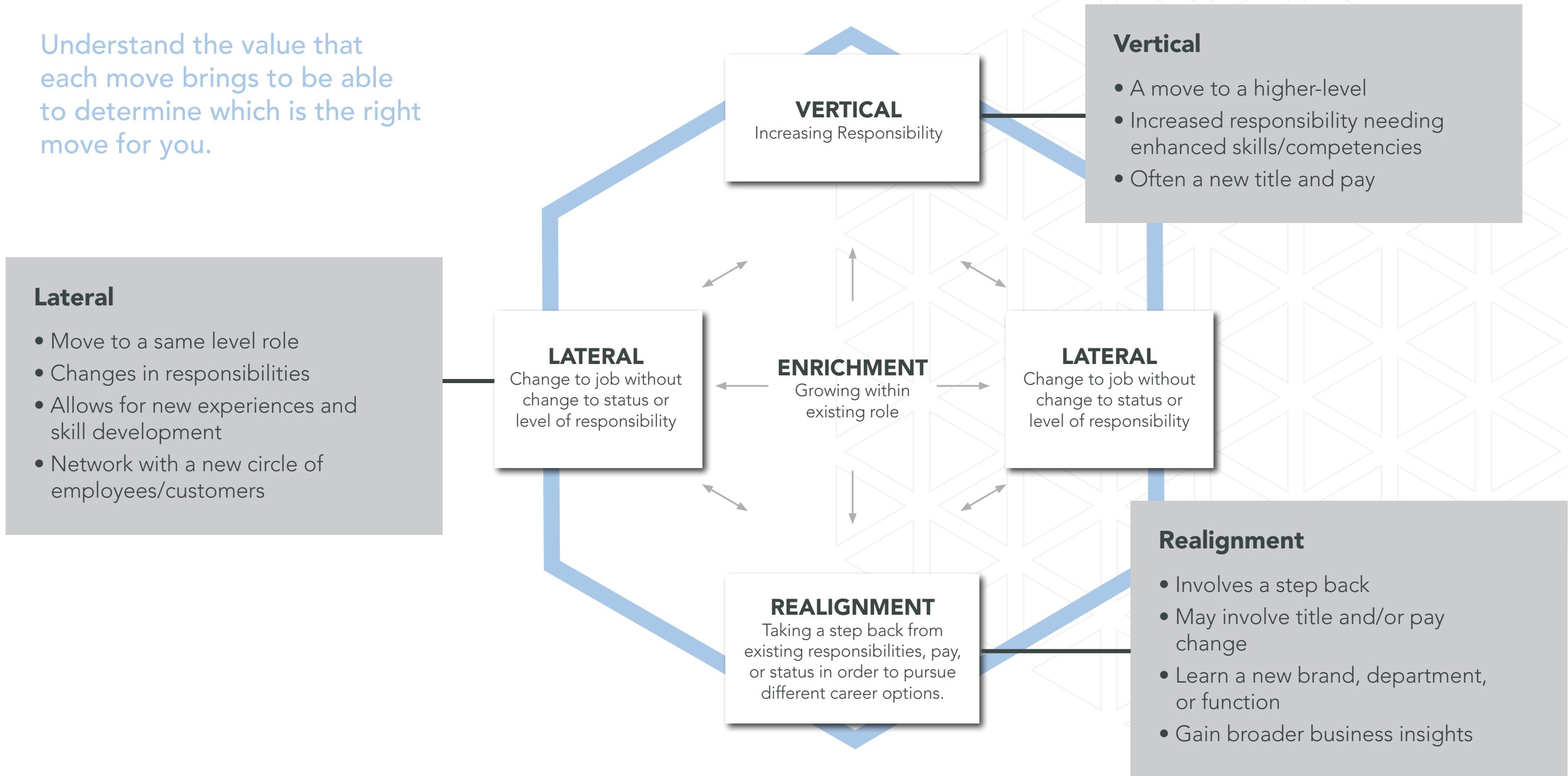
Click [here](#) to learn more about our internal mobility process

When it comes to your career path, 'up' isn't the only direction to travel. A 'sideways'/lateral move, or a realignment/development opportunity can enhance your career in new ways.

A honeycomb or lattice framework is an essential career structure in our current environment to ensure an organization has the right skills in the right place at the right time. The lattice is about employee growth through continuous development of skills and knowledge. The more you know, the stronger you are as an employee.



Understand the value that each move brings to be able to determine which is the right move for you.



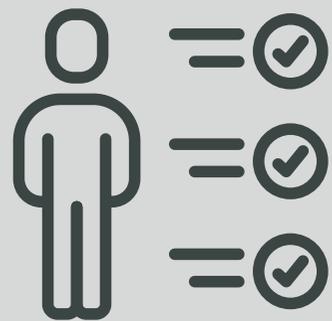
Leverage the below questions to assess your career to date and think through your future plans:

Think about your **CURRENT role and those you've had in the past:**

1. How do the roles I've held fit my interests/talents?
2. What parts of my roles have I most enjoyed?
3. What do I consider to be my strengths?
4. What work or responsibilities have I struggled with?
5. Where can I improve/be stronger in my current role?

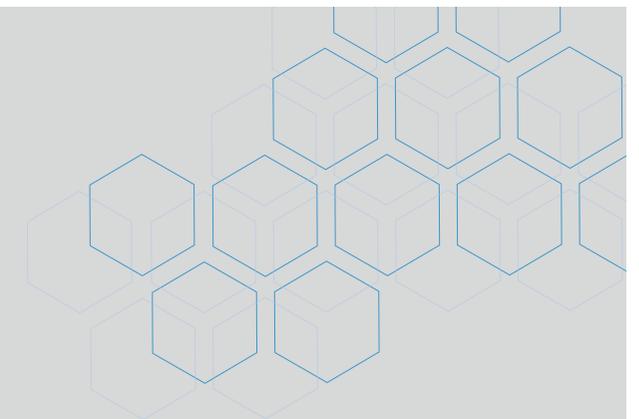
Now think about your **FUTURE role:**

1. What is a new responsibility I'd be interested in taking on?
2. Do I know exactly what that responsibility involves?
3. What skills, knowledge, or experience do I need to be able to take on that responsibility?
4. What is a strength of mine that I'd like to leverage more?
5. Thinking a few years ahead, what does my career look like?
6. What would be a good next step (steppingstone role) to get you to your envisioned career?
7. Am I willing/able to move for that next role?



Keeping your answers in mind, look through the next section of sample career journeys some of your colleagues have been on:

- Zone in on those that have held roles similar to ones you're aspiring towards.
- What experience did they gain prior to those roles?
- What advice have they shared?



CAREER PATH TOOL

Every story is unique –
build your own path

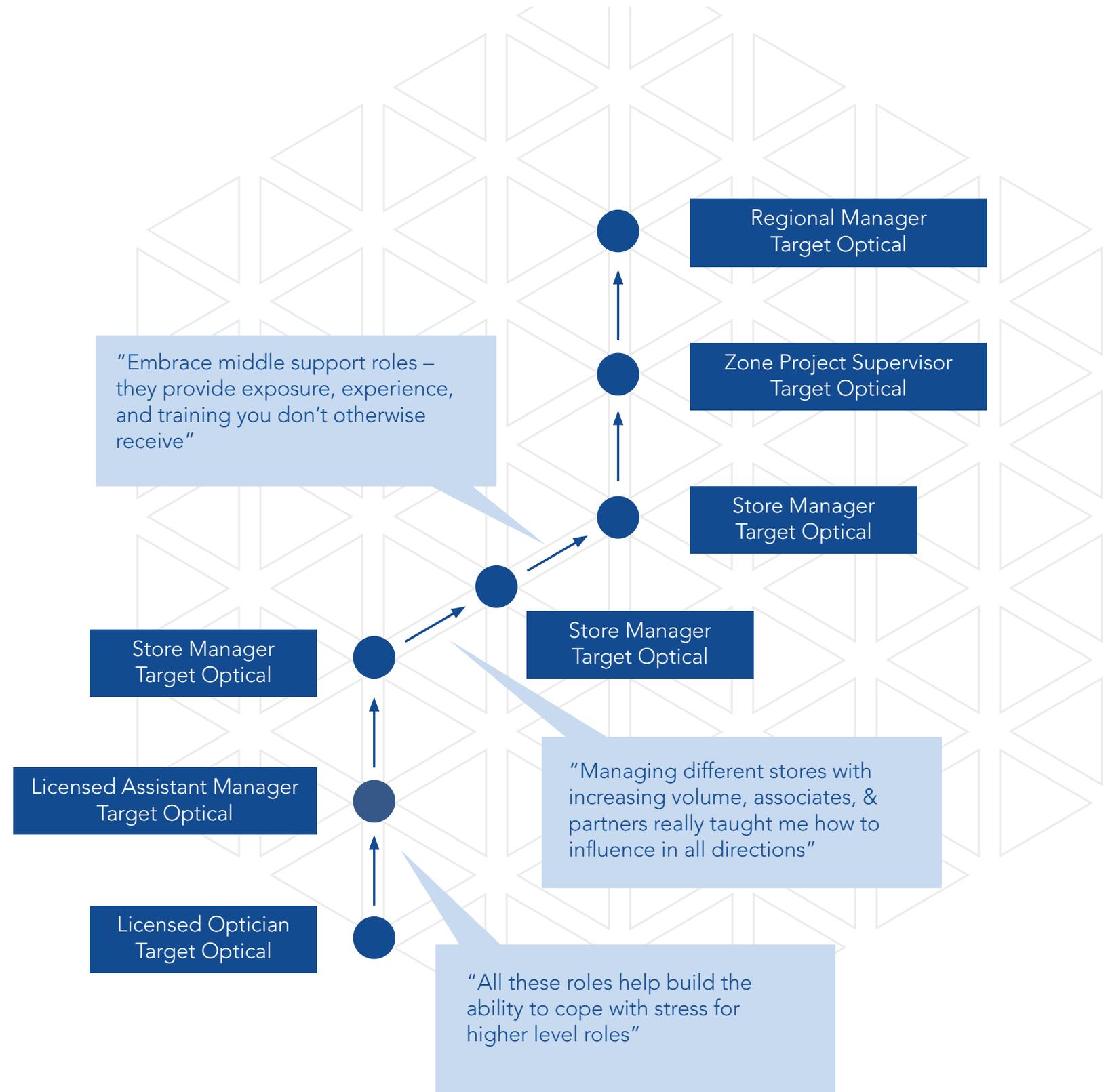




This is Vanessa's story...

"You need to show initiative to build your career – I asked to participate in calls that I wasn't a part of to learn more about the business. In stores you can volunteer to join as captain of programs. Showing initiative gets you noticed and invited to programs such as FMBT, which allows for networking and can propel your career."

~Vanessa Rivera



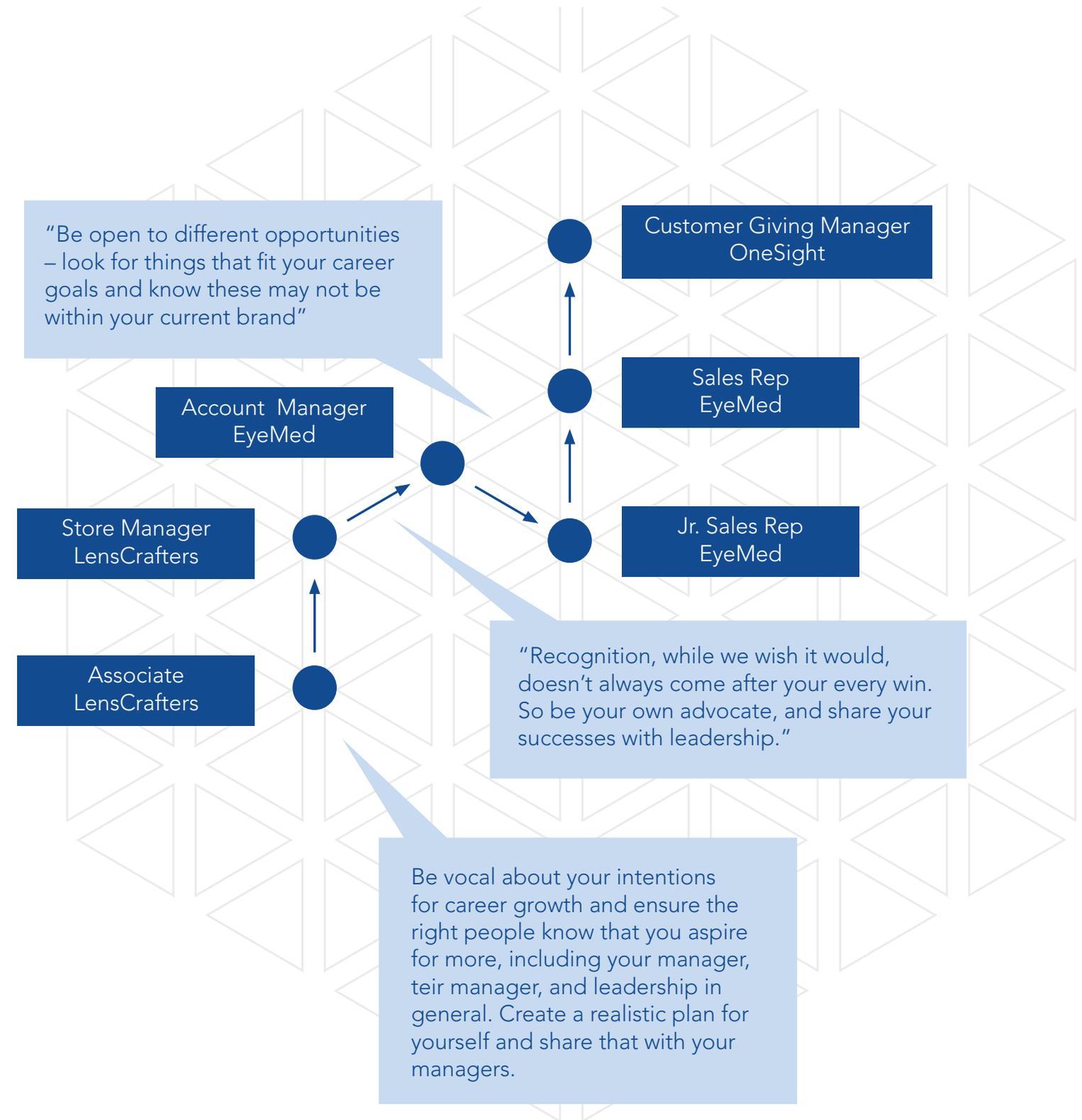


This is Christine's story...

"Participate in extracurriculars to work along business leaders you may not always have direct access to. I regularly participated in OneSight activities both in store and clinics and met new people which open doors for my career. Through this network I was recommended for an EyeMed role, beginning my corporate career.

Never be afraid to apply for roles you're not familiar with – be willing to learn more about them! That mindset paid off when OneSight then reached out to me about an opportunity. Sometimes, putting yourself out there and making your interest known is enough to get your name in the hat. "

~Christine Dietz

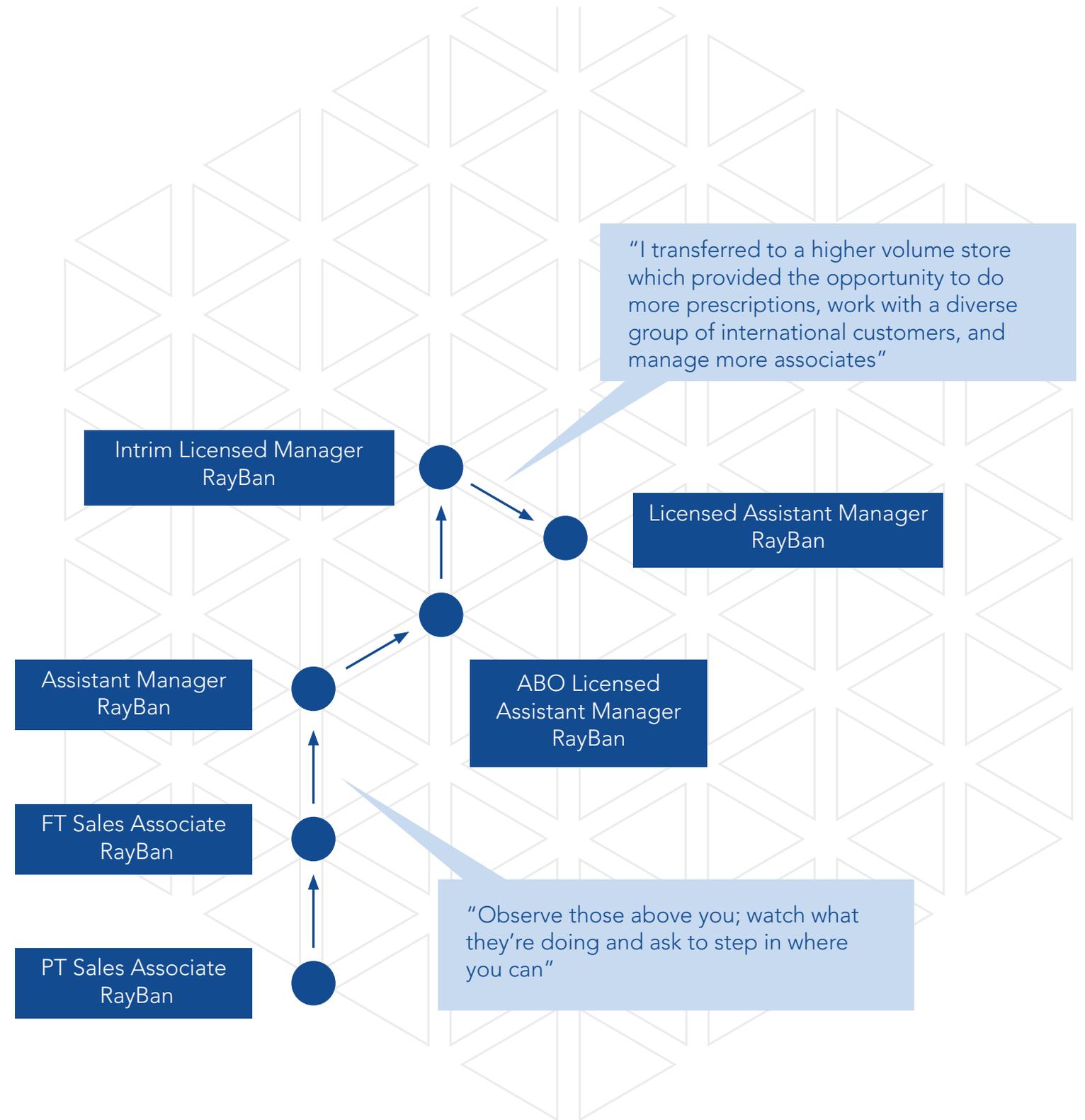




This is Kennedy's story...

"Know yourself and be honest with yourself. Own your weakness and build on them – admit them to yourself so you can ask to learn more in those areas. Ask questions, ask for help, and ask for insights"

~Kennedy Onufrak





This is Kelly's story...

"Don't be afraid of what you don't know. I took a leap of faith to join Sears Optical 20 years into my career to learn the optical business. Don't keep the fact that you want to GROW a secret"

~Kelly Fry

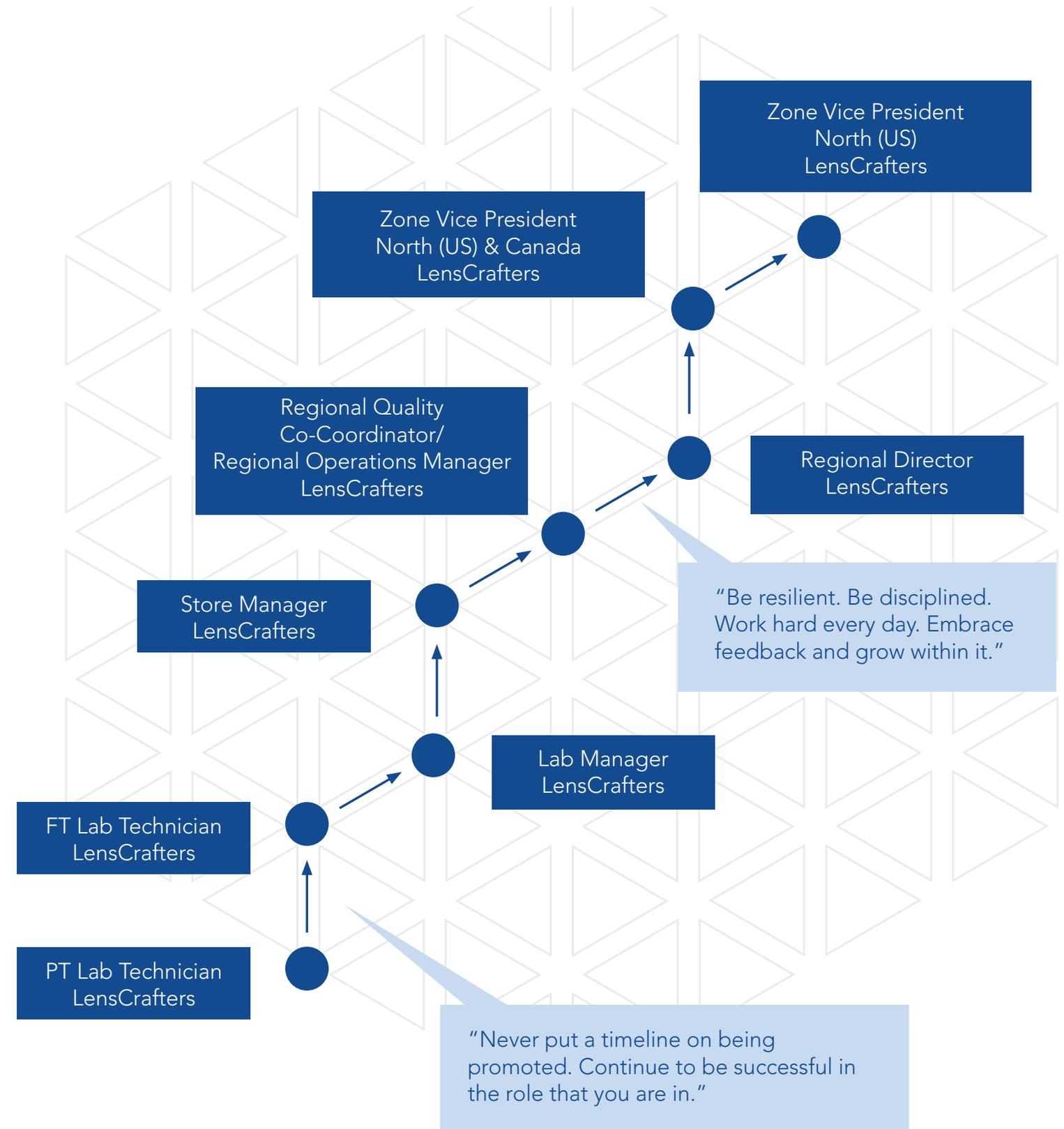




This is Andrew's story...

"A mentor should be priority. Identify competencies needed, seek advise, gain exposure to those you wish to emulate. Raise the bar every day."

~Andrew Boodram

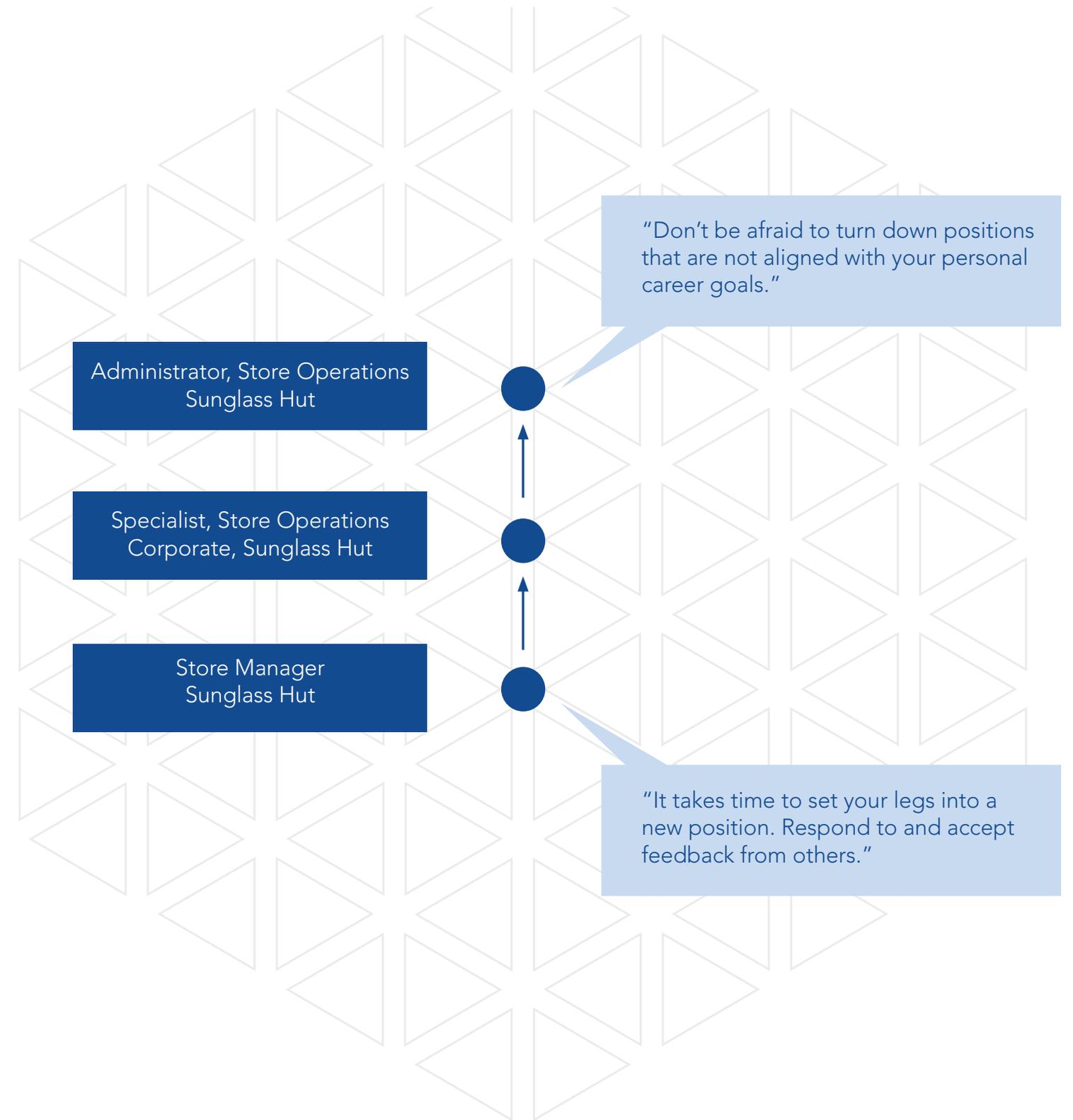




This is Sam's story...

"Offer help wherever possible. Take on stretch assignments. Volunteer to lead calls. Help colleagues across the organization, etc."

~Sam Petersen

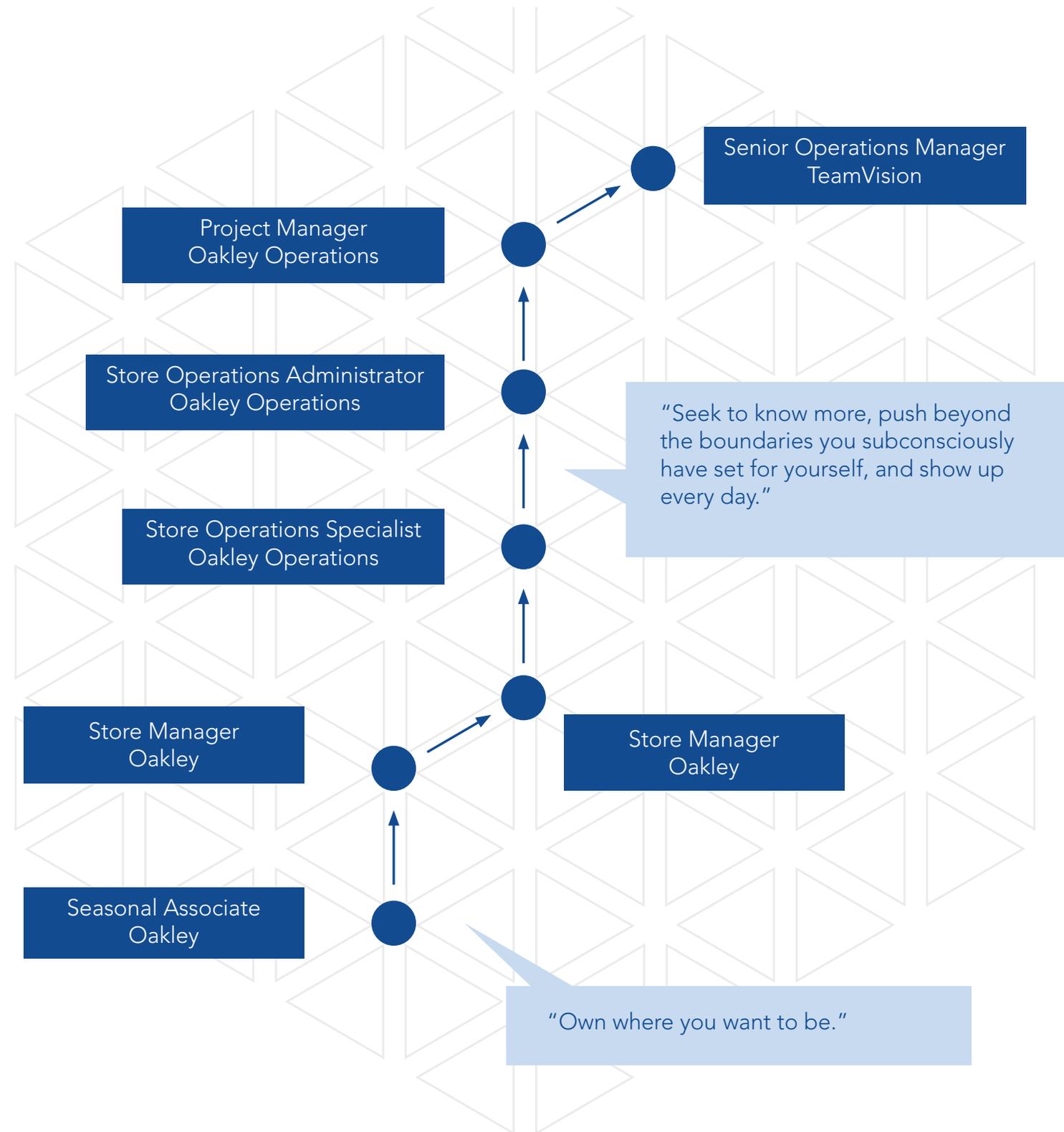




This is Casey's story...

"There's so much to learn from everyone around you, be open to their opinions, their experiences, their unique point of view."

~Casey Sheffer

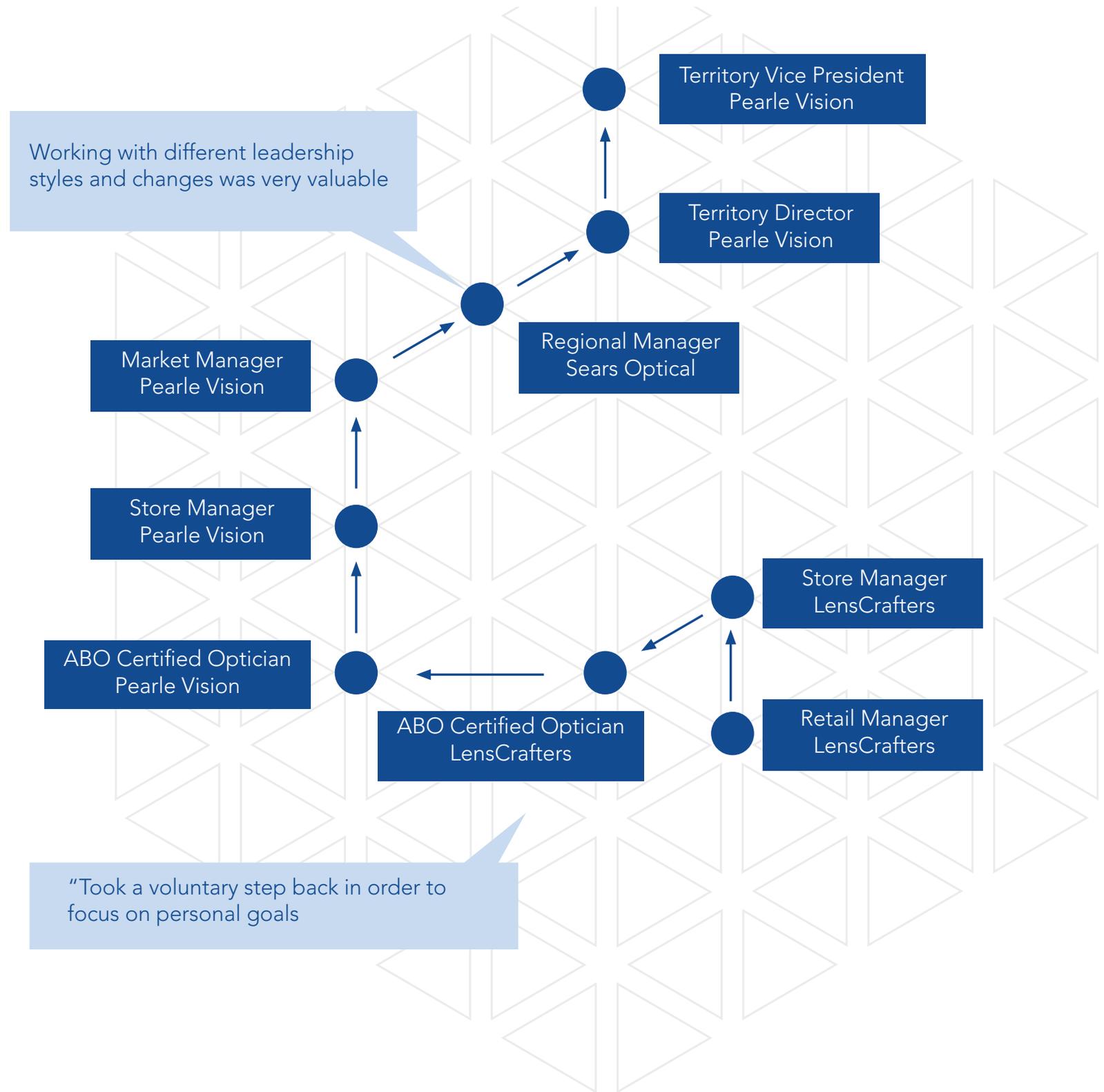




This is Terri's story...

"Understand your career goals and what you really want; know your unique skills and how those relate. Then consider what skills you might lack or are not as polished in. Take time to work on those to prepare for opportunities that come your way. This could mean stepping outside your comfort zone and requesting to participate in something you normally would shy away from."

~Terri Law

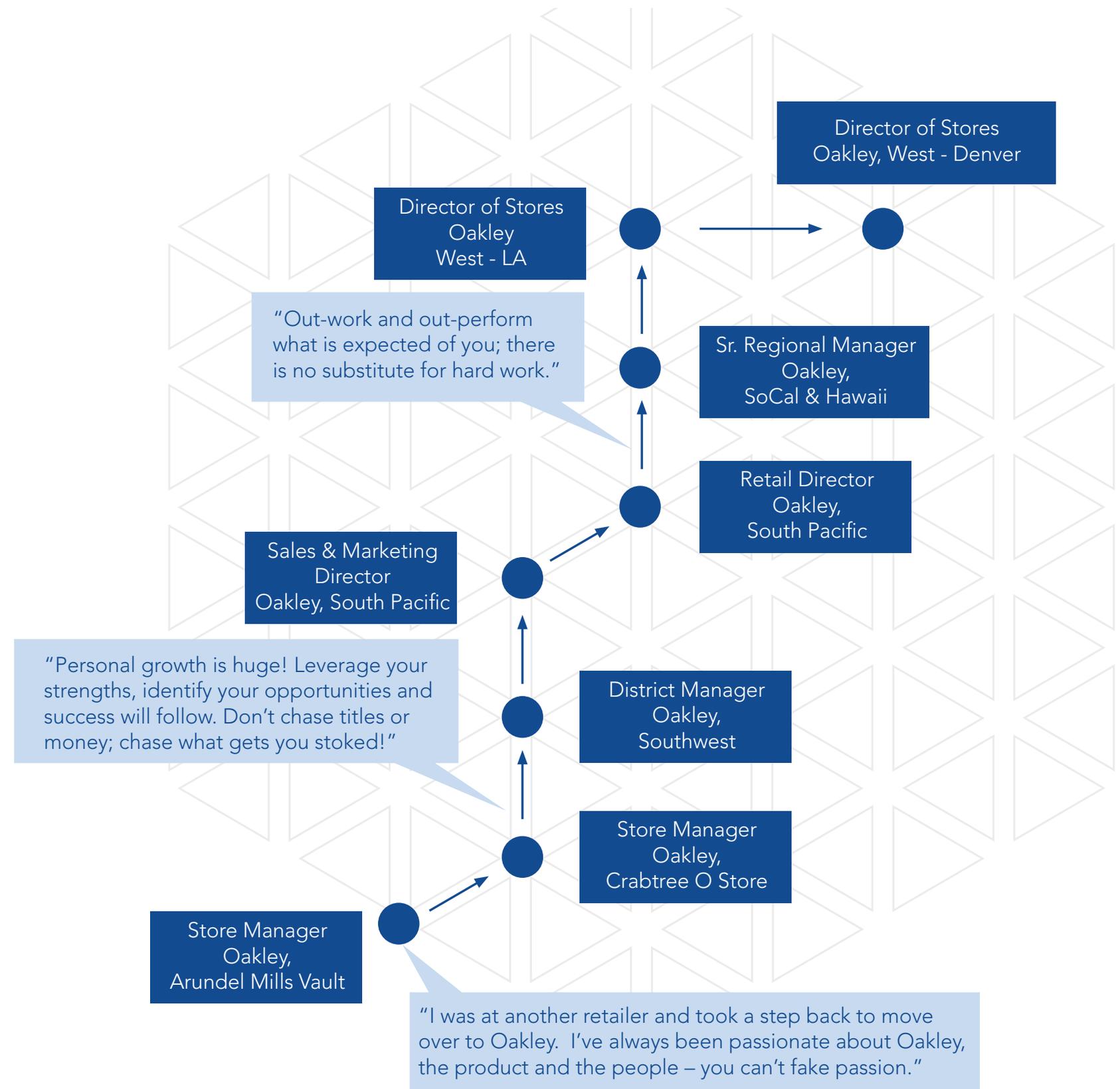




This is Eric's story...

"Build your visibility, build your network, gain exposure to different roles and grow your relationships – put yourself out there!"

~Eric Sinkovec

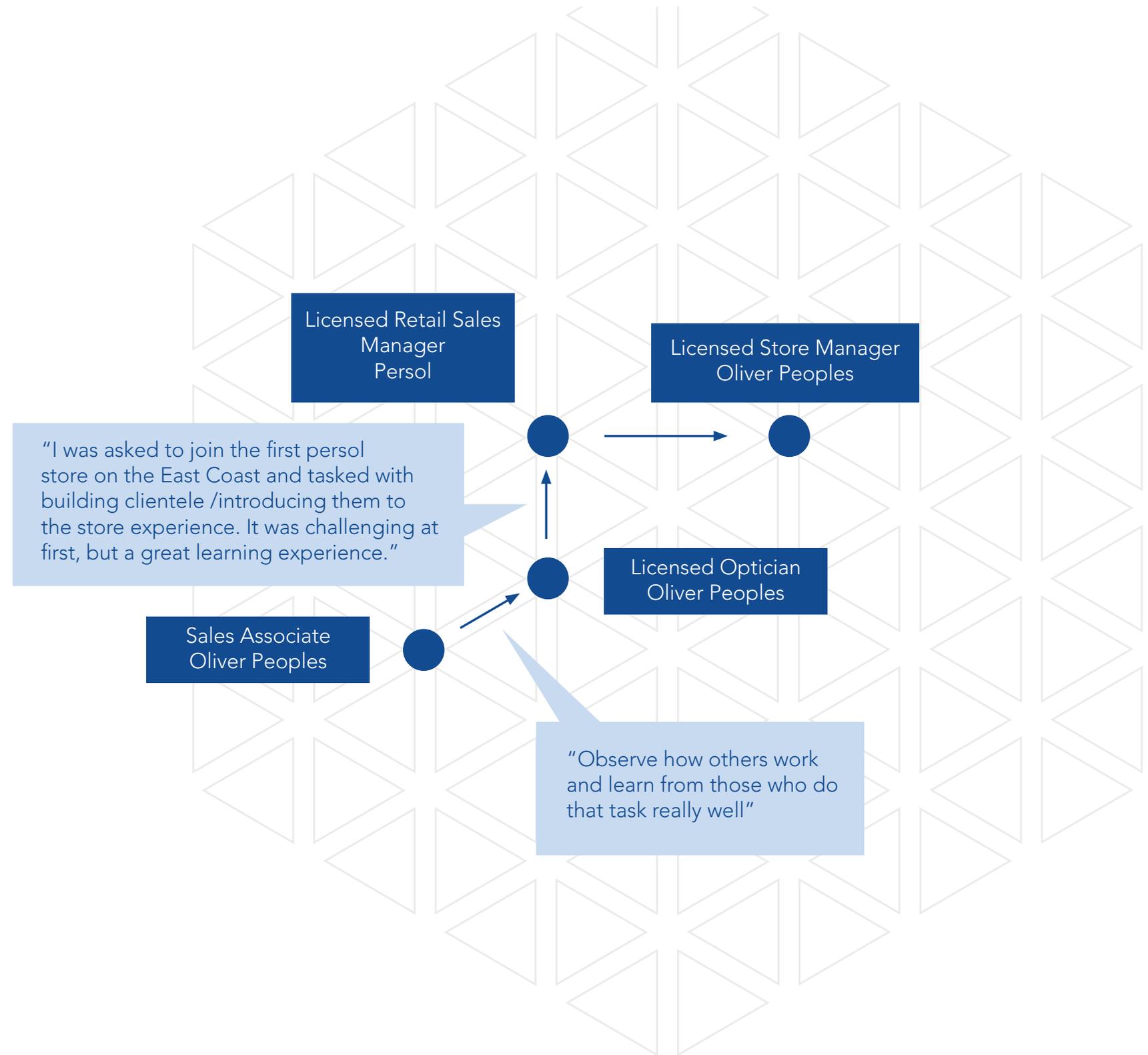




This is Melissa's story...

"Know when to step up – take on responsibility, and do so even when its 'not your job'"

~Melissa Triolo

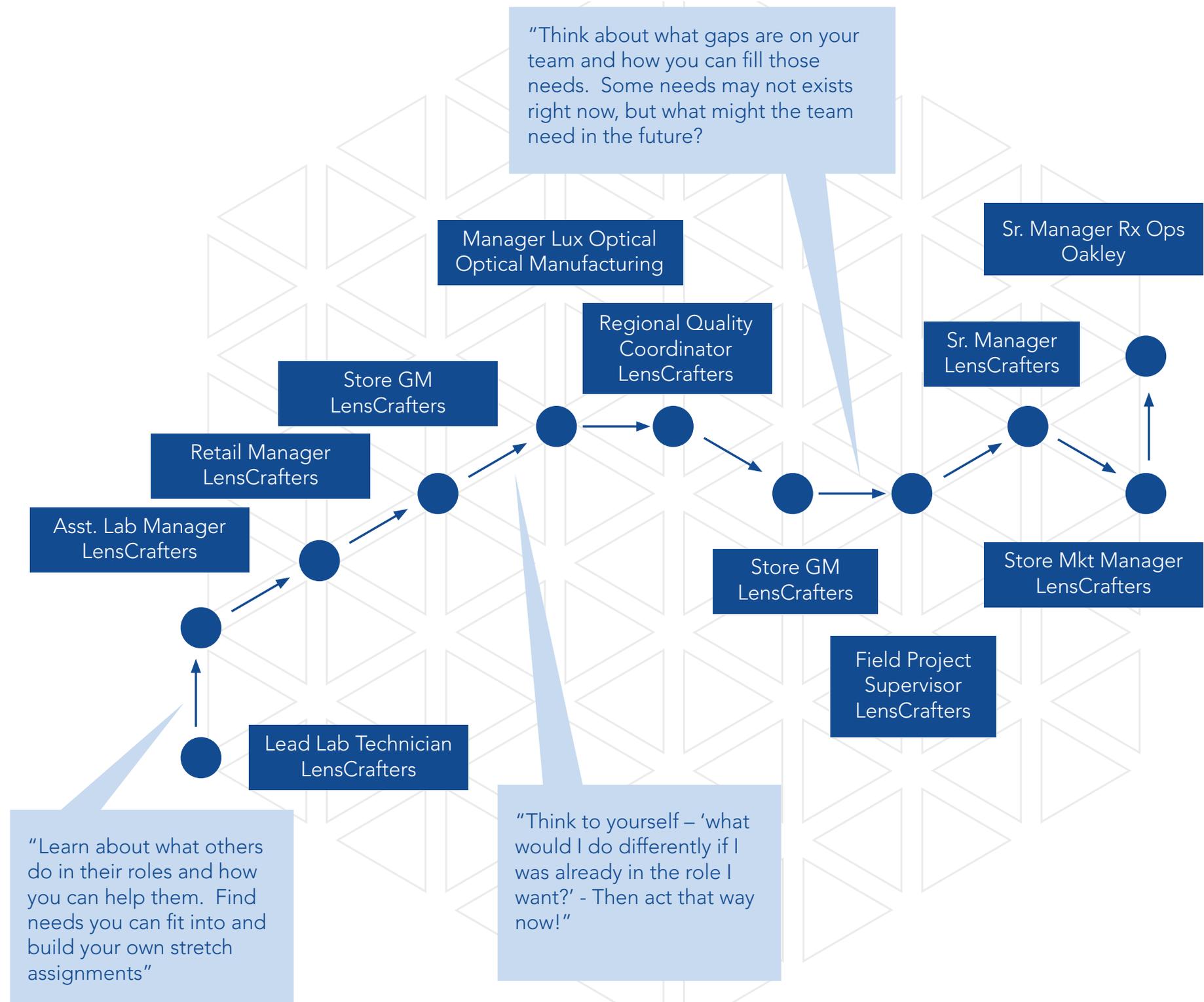




This is Michelle's story...

"Career development is not an individual process. You need to share what you want to develop with others. Partner with your peers and managers; learn from everyone to reach your goals. Also look at what you can contribute to others as well – what are you doing in your role that may help others?"

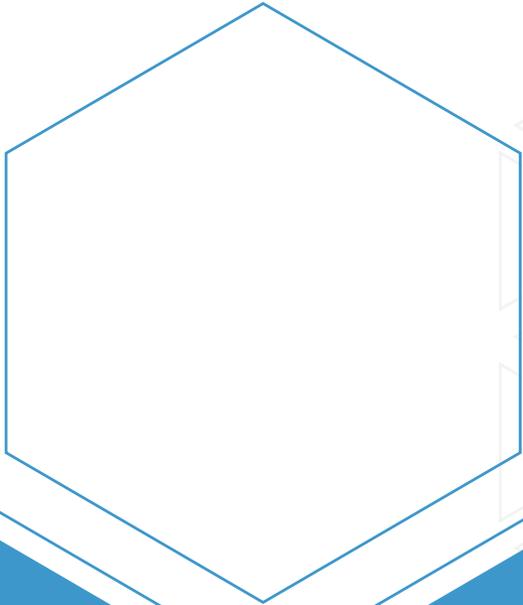
~Michelle Knight



**Click on a
role group to
learn more.**

- Lab Manager/Assistant Manager
- Team Lead
- Sales Manager/Sales Supervisor
- Specialized Manager
- Assistant Store Manager
- Practice Manager

**MANAGEMENT
SUPPORT
EXAMPLES:**



**STORE
ASSOCIATES/
PRACTICE
EXAMPLES:**

**STORE
MANAGEMENT
EXAMPLES:**

- Sales Associate
- Eyecare Advisor
- Optician/Licensed Optician
- Apprentice/Student Optician
- Lab Technician
- Associate Optometrist

- Store/Licensed Store Manager 1 - 5
- Multi-Store Manager
- Managing Optometrist
- Store Director
- Specialized Director

Roles in this group focus on ensuring successful day-to-day function of their store as well as managing customer interactions and satisfaction.

Click [here](#) to see open roles.

*Some roles require specialized licensing. Speak to your manager to learn more.

Click [here](#) to learn more about the competencies



Begin your development on this path:

70% of learning is through EXPERIENCE:

- Celebrate success of those around you
- Step up to diffuse adverse customer reactions
- Accept tasks beyond your role to support the team
- Admit mistakes and views them as learning

20% of learning is through EXPOSURE:

- Network with people outside your team/brand
- Ask others for their feedback and opinions
- Learn from those that excel at a specific task

10% of learning is through EDUCATION:

- Review brand and skill eLearnings on Leonardo
- Embrace a Growth Mindset
- Stay up-to-date on the eyewear industry – Seek out news that goes beyond your brand

Roles in this group liaison between store management and store associates, ensuring day-to-day activities remain in alignment with set goals.

Click [here](#) to see open roles.

*Some roles require specialized licensing. Speak to your manager to learn more.

Click [here](#) to learn more about the competencies



Begin your development on this path:

70% of learning is through EXPERIENCE:

- Use employee strengths to reach goals
- Provide feedback & coaching to others
- Listen to & empower your customers

20% of learning is through EXPOSURE:

- Network with others outside of your team/brand
- Identify and mitigate obstacles to goals
- Take on difficult conversations

10% of learning is through EDUCATION:

- Review brand and skill eLearnings on Leonardo
- Embrace a Growth Mindset
- Proactively ask to learn new responsibilities

Roles in this group focus on setting the overall store agendas. They look to understand the broader EssilorLuxottica needs and goals, and translate them into store results.

Click [here](#) to see open roles.

*Some roles require specialized licensing. Speak to your manager to learn more.

Click [here](#) to learn more about the competencies



Begin your development on this path:

70% of learning is through EXPERIENCE:

- Create a culture of coaching by example
- Role model standards of service
- Facilitate challenging conversations

20% of learning is through EXPOSURE:

- Proactively seek out new responsibilities
- Adapt communication style to audiences
- Engage others & promote diverse thought

10% of learning is through EDUCATION:

- Embrace a Growth Mindset
- Focus on being agile
- Understand the benefits of change
- Be aware of emerging industry trends



There are many ways to focus on development and further your career. One option you may want to consider is to become certified/licensed, as an optician. An optician is able to elevate the customer experience with an expanded knowledge of optical principles and techniques.

Our opticians are vital to creating an exceptional experience centered on quality, fashion, and precision. We take pride in our optical expertise and acknowledge the essential role opticians play in delivering world class eye care.

In some states, only licensed opticians can perform certain functions such as taking measurements and fitting eyewear or contact lenses. Becoming certified or licensed makes you part of a larger community of professionals who want to make a career out of providing the best vision care possible.

What is a licensed optician?

Licensed opticians have undergone extensive training, passed a state exam, and have been provided a license optician number by their state that is unique to them. Employees are only to be in a licensed job code/title if he/she currently has a valid license in the state in which they work.

What is an apprentice optician?

Some states allow employees to apprentice under a licensed optician and gain experience and work hours that are required to become licensed. Apprentice optician credentials need to be captured in HR Central, including the employee whom they are apprenticing under.

What are the benefits to becoming a licensed optician?

An employee with a state optician license is able to further elevate the customer experience with an expanded knowledge of optical principles and techniques. In some states, only licensed opticians can perform certain functions such as taking measurements and fitting eyewear or contact lenses. Becoming licensed makes you part of a larger community of professionals who want to make a career out of providing the best vision care possible.

What are the benefits to obtaining an ABO or NCLE?

In 21 out of 23 licensed states the ABO, and sometimes the NCLE, is now the state licensing exam. For employees in non-licensed states, this could mean having an advantage if ever relocating to a licensed state. In any state, passing the ABO exam shows dedication to learning more about our profession and providing an elevated customer experience.

Click here for more information and education requirements:

[United States](#)

[Canada](#)



Passionate, People First Professionals

Opticians are passionate about their craft. Putting the patient/customer first and focusing on the delivery of high quality eyecare and eyewear is at the center of opticianry. Opticians proudly create solutions for patients'/ customers' eyecare needs. Dedication helps patients/ customers to see the beauty of life.



Leaders in Branded Opticianry

A diverse portfolio of brands provides numerous opportunities and location to enter the business and grow a career. Our optical brands are globally recognized and celebrated, and since each brand is unique with its own characteristics, it is easy to find your fit or change brands without having to leave EssilorLuxottica.



Pioneers in Optical Technology

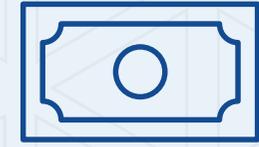
EssilorLuxottica sets the pace as the top company in eyewear design, manufacturing, and distribution. Eyewear is crafted centrally in state-of-the-art facilities. Our Opticians provide precise and accurate care through industry leading practices.



Supported Fully Throughout Career

Early career opticians or sales associates can advance their career and become a licensed optician. EssilorLuxottica supports employees by providing support before, during, and after optician licensing:

- Ophthalmic Career Progression Program (\$1200 value at no out-of-pocket cost to apprentices), and up to \$5,000 in tuition assistance for opticianry education
- 100% reimbursement for ABO and NCLE exams and renewals, and access to exam prep courses
- 100% reimbursement for State and Provincial licensing and renewals.
- Strong ties to state/national associations and schools of opticianry, and full career support from human resources, learning and development, and optician strategy



EssilorLuxottica Benefits

At EssilorLuxottica, we recognize hard work with competitive pay, commissions, excellent benefits, and many other perks! We provide our employees with a comprehensive benefits program with a variety of plans, because we believe your benefits should cover more than just your health; they should also cover you in all aspects of your life and work.

RETAIL BRANDS

PROPRIETARY BRANDS

LICENSED BRANDS

David Clulow OPTICIANS	eyemed
EYEXAM OF CALIFORNIA	GMO ♥ 👁️
Laubman&Pank	LENSCRAFTERS
mesvision	OAKLEY
OPSM	ÓTICAS CAROL
PEARLE OOVISION	salmoiraghi & viganò
SPECTACLE HUT	● sunglasses hut
🎯 OPTICAL	👁️ TeamVision

Ray-Ban	OAKLEY	ARNETTE
alain mikli paris	LUXOTTICA	Persol
Sferoflex	vogue eyewear	OLIVER PEOPLES LOS ANGELES

BVLGARI	BURBERRY	Brooks Brothers
CHANEL	COACH NEW YORK	DOLCE & GABBANA
EMPORIO ARMANI	🦓	GIORGIO ARMANI
A X ARMANI EXCHANGE	MICHAEL KORS	MIU MIU EYEWEAR
PRADA EYEWEAR	POLO RALPH LAUREN	RALPH LAUREN
RALPH RALPH LAUREN EYEWEAR	STARCK BIOTECH PARIS	TIFFANY & Co.
TORY BURCH	VALENTINO	VERSACE

Click below to explore the possibilities at EssilorLuxottica

**Essilor
Luxottica**

