

Employee Discounts: In-Store details

- Our 50% off eyewear, footwear, and apparel is available at Luxottica retail stores, by providing your 6-digit employee ID number (EssilorLuxottica ID) at checkout.
- Employees that do not have a 6-digit employee ID, (i.e., Walman employees) should show their Walman paystub at checkout.
- Immediate family members, defined as those who are classified as federal tax exemptions (i.e., spouse, dependent children, etc.), are eligible to use this benefit as well.
- Employee groups not specified or integrated with EssilorLuxottica HR systems will not be eligible for employee discounts.
- Counts towards the \$2,500/annual savings cap per employee

Employee Discounts: eCommerce (online)

- EssilorLuxottica employees can also use their 50% off retail price discount online. Please note: online discount excludes Walman and any other non-HRIS integrated EssilorLuxottica companies.
- **Websites include:** www.rayban.com, www.sunglasshut.com, www.costadelmar.com, www.targetoptical.com, www.lenscrafters.com and www.glasses.com.
- Redeem instructions: enter your **six-digit employee ID number**, underscore (_) followed by **your date of birth (MMDD)**, underscore (_) followed by **the current month and year (MMYY)** in the coupon code field at checkout.
 - For example, if your employee ID number is **123456**, your birthday is **August 1** and you want to redeem the coupon in **January 2023**, you would enter **123456_0801_JAN23** at checkout.
- The online 50% off employee promotion codes are created quarterly, (ex: January, April, July and October). Please note: if you are a new hire or rehire, you may have to wait until the next quarter for the online discount to be active.
- Oakley online discount can be found at www.oakley.com by following [these instructions](#).
- **NEW:** FGX 30% discount is available online at www.fgxi.com with promo code FNF30
- Discount codes are only valid for one transaction per website and will expire if not redeemed in the month
- Counts towards the \$2,500/annual savings cap per employee

***Fine print: the max discount per transaction is \$500 and the employee discount can't be combined with other offers. Discount exclusions include: contact lenses, Chanel, ESS, Michael Kors, Ray-Ban Jr., Tiffany & Co., Oliver Peoples, Ray-Ban x Disney Collection, Oakley x NFL Collection, Sunglass Hut Collaborations, Vogue Jr., accessories and gift cards.*

Friends of EssilorLuxottica Certificates

- Certificates were mailed to employees and delivered in November 2023.
- Coupons can be shared with family and friends so they can enjoy 50% off.
- If certificates are not received **by the end of December 2022**, an HRBP or Director level or above will need to contact compeyewear@alight.com on behalf of the employee to inquire about replacements.
- Certificates are valid upon receipt and expire on November 30, 2023.
- Employees hired on or after September 1, 2022, are not eligible for 2023 certificates.
- Certificates are provided to key business partners and may not have a name printed on the certificate.

Complimentary Annual Eyewear Certificate & Milestone Eyewear Certificate

- Certificates will be delivered to employees within their anniversary month.
- Employees do not need to request either certificate. The Company will automatically send to employees each year.
- If the certificate is not received within a month of your anniversary date, an HRBP or Director level or above will need to contact compeyewear@alight.com on behalf of the employee to inquire about replacement(s).
- Offers up to \$500.00 frame allowance and free lens options – some exclusions apply, see certificate and store employee for details.
- Annual Eyewear Certificates can be redeemed by the employee or immediate family members, defined as those who are classified as federal tax exemptions (i.e., spouse, dependent children, etc.), are able to use this benefit as well. The employee must be present to redeem the certificate.
- Milestone Eyewear Certificates can be redeemed by anyone.
- These certificates do not count towards the \$2,500/annual savings cap per employee.

Complimentary Eyewear Certificate Eligible Frame List

2023



As part of EssilorLuxottica's Total Rewards package, on each yearly anniversary, employees get one free pair of Luxottica glasses or sunglasses! The list to the right includes all eligible frames. This list applies to both annual Complimentary Eyewear Certificates and Milestone Certificates (every 5, 10, 15 years, etc.).

Additional Details:

There are some limited collections within these brands that are not eligible under the Complimentary Eyewear Certificate program. This program is subject to change; limited editions and collections may be added or excluded from this list throughout the year.

This program is subject to change at the Company's discretion at any time.

Note: Certificates entitles you to any pair of eligible ophthalmic frames or sunglasses valued up to \$500 retail, and any prescription or plano lenses from eligible vendors.

Lenses:

All lenses except Unity and Zeiss are eligible.

a.n.d	Emporio Armani	Prada
Alain Mikli	Giorgio Armani	Prada Linea Rossa
Arnette	Goodfellow	Ralph Lauren
A/X Armani Exchange	LensCrafters Collection	Ray-Ban
Brooks Brothers	Michael Kors	Ray-Ban Jr.
Burberry	Miu Miu	Sferoflex
Bvlgari	Moschino	Starck
Cat & Jack	Oakley	Tiffany & Co.
CHANEL	Oakley Youth	Tory Burch
Chaps	Pearle Collection	Valentino
Coach	Persol	Versace
Costa	Polo Prep	Vogue
Dolce & Gabbana	Polo Ralph Lauren	

Walman: Effective January 1, 2023

- All active, **U.S. Walman Optical employees**, along with their immediate family* will receive a 50% off retail price discount on all purchases including:
 - Non-Rx Sun eyewear
 - Rx eyewear
 - Accessories, Footwear and Apparel
- The Walman employees will also receive Annual Complimentary Eyewear Certificates (CEC).
- The following criteria must be met for Walman employees to redeem a CEC** or 50% discount.
 - **WALMAN paystub with a *current* deposit date**

Example A

The Walman Optical Company
801 12th Avenue North
Minneapolis, MN 55411
Main: 612.520.6000

Deposit Date	Bank Number	Financial Institution	Account Number	Amount
MM/DD/YY	09100000	US Bank	*****	

Deposited For:

Employee Name

Employee Address

UTOMATIC PAYROLL BANK DEPOSIT
NON-NEGOTIABLE

Example B

The Walman Optical Company
801 12th Avenue North
Minneapolis, MN 55411
Main: 612.520.6000

Employee Name

Employee Number: XXXXX

Branch: 002
Advice No: 67000

Statement of Earnings and Deductions

Deposit Date: MM/DD/YY
Period Start: MM/DD/YY
Period End: MM/DD/YY

*Employee must be present to apply discount. Immediate family is defined as those who are classified as federal tax exemptions (i.e., spouse, dependent children, etc.).
** CEC coupon must be presented at checkout.