

EssilorLuxottica

INITIAL ESTIMATE OF MINIMUM HOURS

Hiring Manager Must Provide the Estimate of Minimum Hours to Retail New Hire Prior to Date of Hire

Employee Name (First Name and Last Name):	Today's Date:
Brand:	Store Number:
Expected Date of Hire:	Employment Status (FT/PT/CPT/S):

Shift Days (Select Days):

SUN:	MON:	TUES:	WED:	THU:	FRI:	SAT:
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Minimum Number of Shifts per Month (add in the number of scheduled shifts):

Average number of hours per week of the course of a year:

Q1 (Jan-Mar):	Q2 (Apr-Jun):	Q3 (Jul-Sept):	Q4 (Oct-Dec):
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Expected Shift Hours (example – 4 hours or 8:00 am – 12:00 pm):

Expectation of on Call Shifts: Yes: No:

(Please Note: This is our current best estimate of the minimum number of shifts, days and hours that you will be expected to work each month. Your actual number of shifts, days or hours per month may vary due to business needs.)

Nothing in this form is contractual in nature and nothing in it creates any contractual obligations by the Company. This form is not a contract of employment and does not obligate the Company to act in specific ways or to maintain any specific level or type of benefit. This form may be interpreted, applied, or modified at the Company's sole discretion and without prior notice to employees.

Date document was sent/provided to new hire: