

# EMPLOYEE DISCOUNTS

## Exclusions & Ciao! Entry

Updated November 2025

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**Full-time, part-time, and casual part-time employees are eligible to receive voluntary benefits and extra perks as thank you for their hard work and commitment to the Company.**

### **Employee Discount Programs include:**

- TeamVision Welcome Certificate
- EssilorLuxottica Annual & Milestone Eyewear Certificate
- EssilorLuxottica Friends & Family Coupons
- Everyday Employee Discounts

### **Frame & Lens Exclusions**

TeamVision frame assortment includes EssilorLuxottica frame brands as well as 3<sup>rd</sup> party brands. Our Employee Discounts are eligible for select brands across all our Retail, Smart Shopper, or Online stores.

#### **EssilorLuxottica Brand Exclusions:**

- Limited Edition
- Nuance Audio
- Ray-Ban Meta

#### **Third Party Brand Exclusions:**

• Bebe	• Mykita
• Cartier	• Nike
• Celine	• Nine West
• Columbia	• On Guard
• Cutler and Gross	• Paul Smith
• Flexon	• Silhouette
• Gucci	• Tom Ford
• Kate Spade	• YSL
• Lacoste	• All other pre-integration non-EssilorLuxottica frame brands
• Maui Jim	

#### **Lens Exclusions:**

- Cartier
- Maui Jim
- Neurolens

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## Welcome Certificate



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To welcome those team members that are joining TeamVision during Integration Week, the Welcome Certificate entitles each employee to one free pair of EssilorLuxottica glasses or sunglasses (to be redeemed within the employee's home worksite location only).



### Frame and Lens Guidelines:

- Certificate is valid only for EssilorLuxottica frames. See Eligible Frame List for frame exclusions.
- In-location stock or Smart Shopper frames only. Frame exclusions apply to in-location stock and Smart Shopper.
- No returns/refunds. A one-time exchange is allowed under the same policy guidelines as the original Certificate.
- Cartier and Stellest lenses excluded.
- This Certificate has no cash value and may not be combined with other promotions, bought or sold, copied, transferred or assigned.

### Certificate Usage:

- This Certificate entitles you to one pair of EssilorLuxottica manufactured ophthalmic frames or sunglasses valued up to \$500 retail, and any prescription or plano lenses from eligible vendors.
- You are responsible for the full retail difference if you choose a frame over \$500.
- Valid only for team members employed by EssilorLuxottica and Doctors affiliated with TeamVision. This certificate can only be redeemed by the qualified recipient; use for any other recipient is not applicable.
- Can only be redeemed at the qualified recipient's worksite location.
- Certificate must be presented at time of use.
- Redeemed Certificates must be attached to the receipt and filed in the DCR (Daily Closing Report).
- Complimentary eyewear must be approved and processed by Practice Manager or a designated Key Holder. Practice Manager purchases must be approved by a Field Manager or designated Key Holder. Employees are not permitted to tender their own transactions.

Refer to the Eligible Frame List and TeamVision exclusions found in this guide. This program is subject to change at the Company's discretion at any time. Employees who violate the discount policy may be subject to Corrective Action. Additional Employee Discount policies can be found in the EssilorLuxottica Employee Guide.

# EMPLOYEE DISCOUNTS

## Welcome Certificate



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The purchase is entered into Ciao! Customer Order using the appropriate code from the back of the certificate as well as the Employee ID that is redeeming the certificate. Ensure the frame is listed on the Eligible Frame List and is not a brand excluded by TeamVision (frame valued up to \$500). The Team Member or Doctor is responsible for the payment if the frame exceeds \$500 and cannot tender or enter their own transaction.

- 1 In the Main Promotion box, remove the pre-populated code by clicking the

Karen Baumeister

Frame > Lens > Order Worksheet > Measurements > Order Completion

Category	QTY	Item#	Description	Retail Price
Frame	1	8056597178839	AR7074, Brn Dk, 54/19/145	\$293.00
Lens	1	20500002658642	SV EyeZen+2 Blufitr Crzl Sapph HR (Poly)	\$450.00
EPP:			<input type="radio"/> Yes <input checked="" type="radio"/> No	
TOTAL: \$743.00				

Main Promotion

Current Offer: 12903 - 15% OFF LENSES

Deal Code:

Associate Sale

Promotion Savings: \$67.50

YOU PAY: \$675.50

Quote valid through: November 25, 2023

Customer Order

Location 29003 479536 (Logout)

- 2 Enter the Deal code and click   
(note different codes for complete pair or plano sunglasses)

Main Promotion

Current Offer:

Deal Code:

Associate Sale

Promotion Savings: \$0.00

YOU PAY: \$743.00

- 3 If prompted, enter the manager approval

Approved By: 479536

password: .....

- 4 Enter the Employee ID that is redeeming the certificate and click

Main Promotion

Current Offer:

Deal Code:

Associate Sale

Associate Id:

Promotion Savings: \$0.00

YOU PAY: \$743.00

- 5 You will see the Deal applied

Main Promotion

Current Offer: 780101 - Team Vision Welcome

Deal Code:

Associate Sale

Associate Id: 479536

Promotion Savings: \$743.00

YOU PAY: \$0.00

# EMPLOYEE DISCOUNTS

## Everyday Discount



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The EssilorLuxottica Employee Discount entitles employees to receive the Company's best discounts at EssilorLuxottica locations when purchasing prescription or nonprescription eyewear, sun wear, and other items.

Use of the employee discount is subject to the following restrictions:

- The discount may be used to purchase eyewear, apparel, or product for yourself, immediate family members, or gifts for which you receive no reimbursement. For purposes of this benefit, "immediate family" means family members who are allowed as a federal tax exemption by the employee.
- Reimbursement in any form cannot be accepted for purchases made with your discount.
- Items purchased using the discount may not be resold for profit.
- Employees may not process or tender their own transaction or the transactions of an immediate family member.
- Employees must be present and personally pay for products and/or services.
- It is the employee's responsibility to know when limits, restrictions and/or exclusions may apply, including any annual spending cap set by the Company.
- This discount cannot be applied with any other offers or promotions.
- Employees who violate the discount policy may be subject to Corrective Action.

### PROMOTIONS CARD

TeamVision  
Eye care, together.

March 2025 - US

Benefit	Team Member Code	Doctor Code
50% Off Complete Pairs	AUTOFIRE	MANUAL 8494
50% Off Non-Rx Sun	AUTOFIRE	MANUAL 8495
50% Off Frame Only	AUTOFIRE	MANUAL 8497
50% Off Lenses Only	AUTOFIRE	MANUAL 8498
20% Off Contact Lenses	AUTOFIRE	MANUAL 8496
50% Off Accessories	DISCOUNT 758592	DISCOUNT 758592

**Ciao! Entry:**

- Team Members, enter the purchasing employee EssilorLuxottica ID in Ciao! Optical Customer Order for the Autofire deal.
- Doctors with an OD ID or CID, enter the Manual deal code in Ciao! Optical Customer Order.
- Accessory discounts for both Team Members and Doctors will be entered as a discount in XStore.



**Employee Discounts**  
See Employee Discount Guide for restrictions including frame brands, limits, and additional details for order entry.

**Everyday Discounts**

**Annual & Milestone Eyewear Certificates**  
Enter as a Discount in XStore (code on back of Certificate). You must enter the code for each line item – frames and lenses and enter 100% for the discount.

**Welcome Certificates**  
Entered as a deal code in Ciao! Optical Customer Order including the EL ID of the employee using the certificate.

**Friends of EssilorLuxottica Coupons**  
Enter as a Discount in XStore (code on back of Certificate) and select each line item to apply the discount.

**Safety Eyewear**  
For Team Members that primarily work in the lab and wear prescription eyewear are eligible.

Benefit	Details	Code
Safety Eyewear	In stock safety frames with conventional SV or Prog lenses without AR	DISCOUNT 6876

**Armani Employee Discount**  
Armani employees are eligible for frame discounts. Discount is on frames only and excludes lenses.

Benefit	Details	Code
30% Off Frames Armani Exchange, Emporio Armani, or Giorgio Armani	Maybe combined with main in store offer	MANUAL 14563

Use of all codes is monitored. For Manager Discretion deductions, manager approval (permission in Xstore) is required. If code not working, use Manager Discretion to service the patient (add profile note) and inform TeamVision Operations of the issue.

Refer to the Eligible Frame List and TeamVision exclusions found in this guide. This program is subject to change at the Company's discretion at any time. Employees who violate the discount policy may be subject to Corrective Action. Additional Employee Discount policies can be found in the EssilorLuxottica Employee Guide.

# EMPLOYEE DISCOUNTS

## Everyday Discount



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### In-Store details:

- Our 50% off eyewear, footwear, and apparel is available at EssilorLuxottica locations, by providing your 6-digit employee ID number (EssilorLuxottica ID) 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.

### eCommerce (online):

- EssilorLuxottica employees can also use their 50% off retail price discount online. Please note online discount excludes any non-HRIS integrated EssilorLuxottica companies.
- Websites include: [www.rayban.com](http://www.rayban.com), [www.sunglasshut.com](http://www.sunglasshut.com), [www.costadelmar.com](http://www.costadelmar.com), [www.targetoptical.com](http://www.targetoptical.com), [www.lenscrafters.com](http://www.lenscrafters.com) and [www.glasses.com](http://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](http://www.oakley.com) by following these instructions.
- NEW: FGX 30% discount is available online at [www.fgxi.com](http://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 maximum 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.

Refer to the Eligible Frame List and TeamVision exclusions found in this guide. This program is subject to change at the Company's discretion at any time. Employees who violate the discount policy may be subject to Corrective Action. Additional Employee Discount policies can be found in the EssilorLuxottica Employee Guide.

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## Everyday Discount



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The transaction is entered into Ciao! Customer Order using the appropriate code from the **Pricing & Promotions Price Card**. Ensure the frame is listed on the Eligible Frame List and is not a brand excluded by TeamVision. The Team Member or Doctor is responsible for the payment and cannot tender or enter their own transaction or a family member.

**Team Members** will have **Autofire Deals** applied once they complete these steps:

- 1 Select Associate Sale box and enter the Employee ID that is purchasing

Main Promotion

Current Offer:

Deal Code:  +

Associate Sale +

Associate Id  +

Promotion Savings \$0.00

YOU PAY: \$743.00

- 2 Click the +  to populate the discount

Main Promotion

Current Offer: +  780097 - Associate 50% Off CP

Deal Code:  +

Associate Sale +  Baumeister, Karen

Associate Id  +

Promotion Savings \$371.50

YOU PAY: \$371.50

**Doctors** will have **Manual Deals** applied once they complete these steps:

- 1 Enter the applicable deal code and click the +  to populate the discount

Main Promotion

Current Offer:

Deal Code:  +

Associate Sale

Promotion Savings \$0.00

YOU PAY: \$743.00

- 2 You will see the deal applied

Main Promotion

Current Offer: +  8494 - Associate 50% Off CP

Deal Code:  +

Associate Sale

Promotion Savings \$371.50

YOU PAY: \$371.50

# EMPLOYEE DISCOUNTS

## Friends of EssilorLuxottica Coupons



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Friends of EssilorLuxottica Coupons will be mailed to employees' homes in early December. Please confirm your home address is up to date in My Personal Desk to ensure you receive these certificates.

- **Coupons can be shared with family and friends so they can enjoy 50% off.**
- Coupons must be present at time of purchase. Employee does not need to be present for the family or friend to use the coupon.
- Cannot be combined with any other offers or promotions and cannot be used with insurance. Eye exams, contact lenses, and eyewear protection plans are excluded.
- The coupon has no cash value and may not be bought or sold, copied, transferred or assigned.
- In-store stock or Smart Shopper frames only. Some Smart Shopper exclusions may apply (see employee for details).
- Special orders outside of Smart Shopper and transfers from another store are not permitted.
- If coupons are not received by the end of December, an HRBP or Director level or above will need to contact [compeyewear@alight.com](mailto:compeyewear@alight.com) on behalf of the employee to inquire about replacements.
- Coupons are valid upon receipt and expire the end of November the following year.
- Employees hired on or after September 1 of the year, are not eligible for the following year coupons.
- Coupons are provided to key business partners and may not have a name printed on the coupon.



Refer to the Eligible Frame List and TeamVision exclusions found in this guide. This program is subject to change at the Company's discretion at any time. Employees who violate the discount policy may be subject to Corrective Action. Additional Employee Discount policies can be found in the EssilorLuxottica Employee Guide.

# EMPLOYEE DISCOUNTS

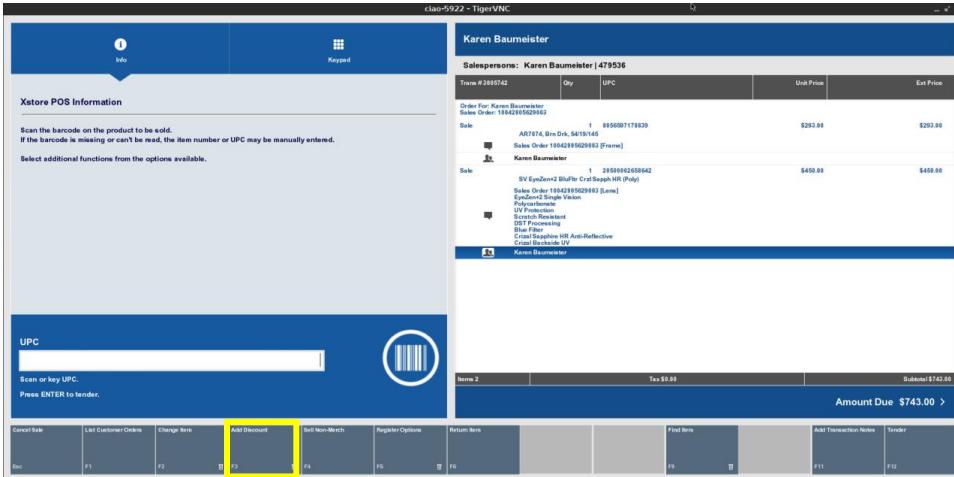
## Friends of EssilorLuxottica Coupons



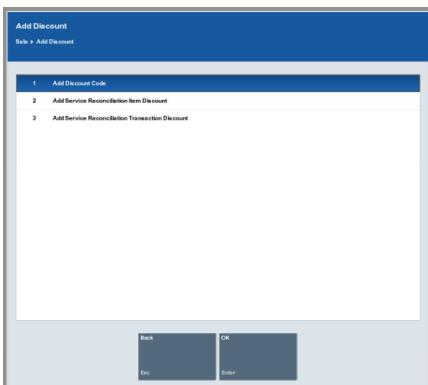
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The Coupon is entered in Xstore before tendering using the appropriate code from the back of the coupon for Ciao! Optical. Ensure the frame is listed on the Eligible Frame List and is not a brand excluded by TeamVision.

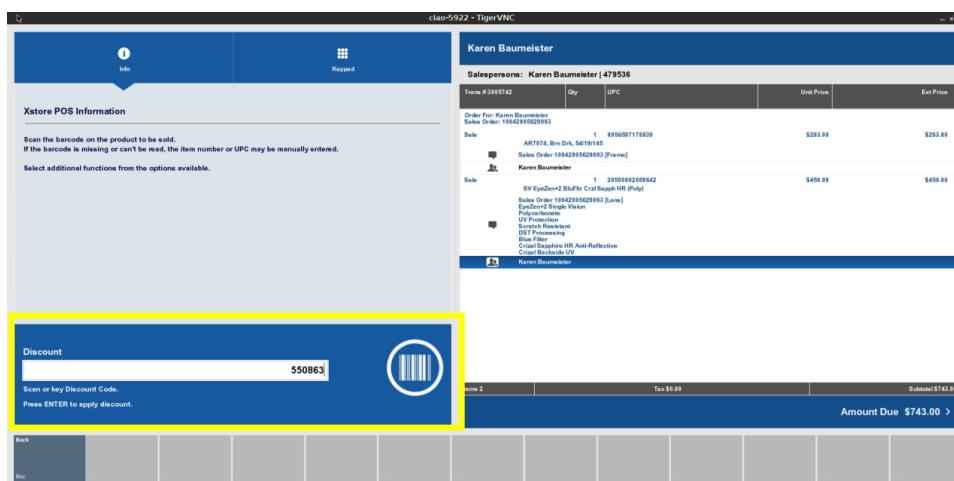
### 1 Once in Xstore, Select **Add Discount**



### 2 Select **Add Discount Code**



### 3 Enter the appropriate **Discount Code** from the back of the coupon



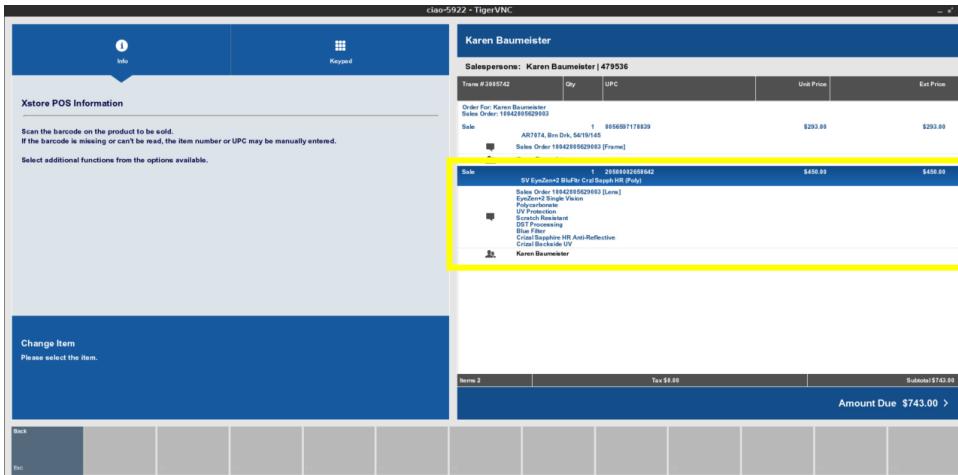
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## Friends of EssilorLuxottica Coupons

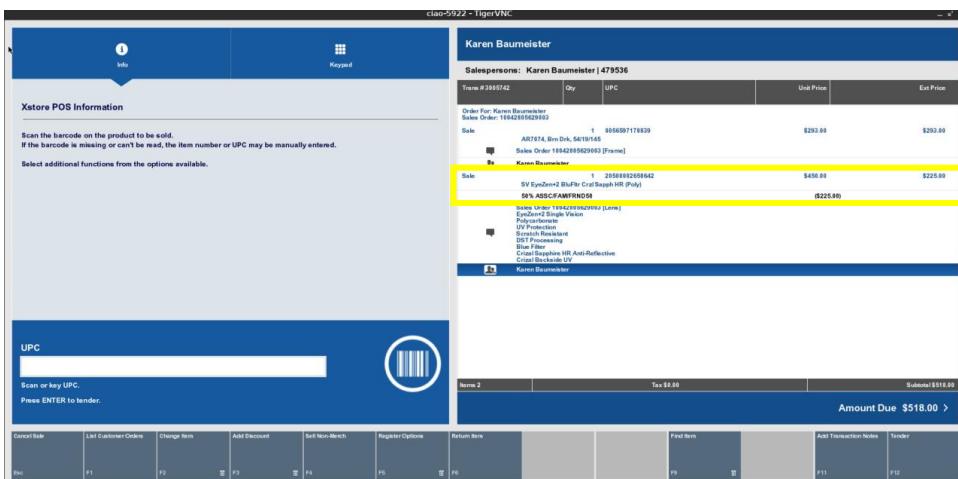


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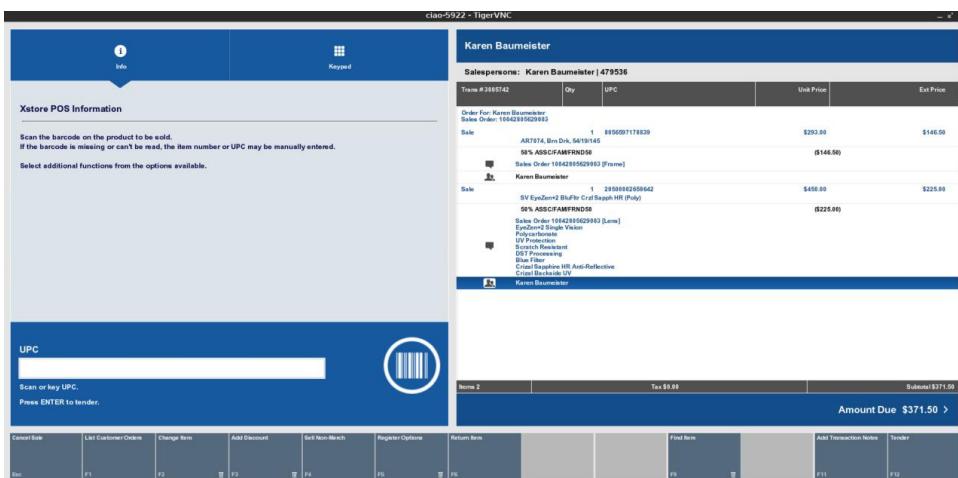
4 Click the item you want to discount, and press **Enter**



5 The Discounts will be applied to that line item



6 Add the **Discount Code** to all appropriate line items and tender



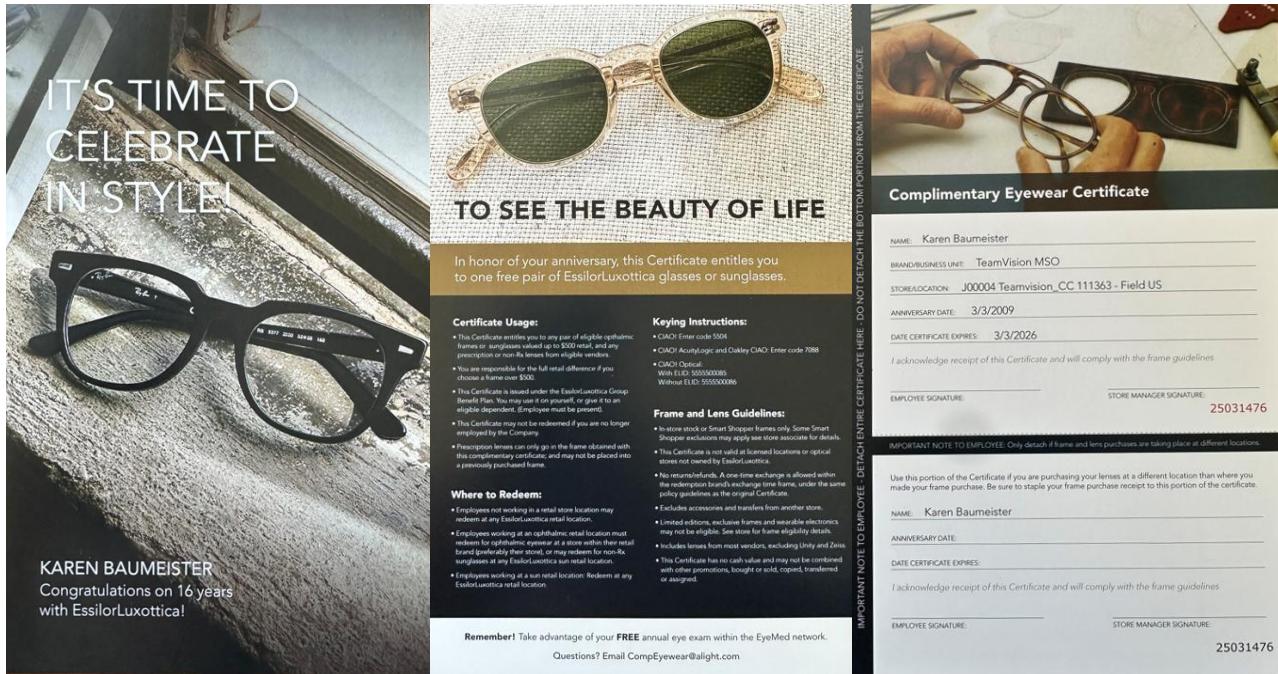
# EMPLOYEE DISCOUNTS

## Annual & Milestone Eyewear Certificates



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Each year on their EssilorLuxottica service anniversary, employees receive an eyewear certificate which entitles them to a free pair of eyewear from an EssilorLuxottica store. Eyewear certificates are valid for one year from the employee's service anniversary date (most recent date of hire). In addition, at each five-year milestone service anniversary (5, 10, 15, 20, 25, etc. years), employees receive a second eyewear certificate.



### Details:

- EssilorLuxottica Annual Eyewear Certificates will be provided to EssilorLuxottica employees, as well as wholly owned subsidiaries including Rosin Optical, and will be mailed to the employee home address on record near their anniversary date.
- Annual Eyewear Certificates will be provided to individuals employed by a TeamVision private practice by the owner at the end of the anniversary month and are valid in their work location only.
- 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](mailto:compeyewear@alight.com) on behalf of the employee to inquire about replacement(s). After the 60-day time period, requests for certificates not received will not be accepted. Once the certificate is delivered to the individual, lost or misplaced certificates will not be replaced. Practice Manager is to remind team members to handle their certificates with care.
- Offers up to \$500.00 frame allowance and free lens options – some exclusions apply, see certificate and store employee for details.

Refer to the Eligible Frame List and TeamVision exclusions found in this guide. This program is subject to change at the Company's discretion at any time. Employees who violate the discount policy may be subject to Corrective Action. Additional Employee Discount policies can be found in the EssilorLuxottica Employee Guide.

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## Annual & Milestone Eyewear Certificates



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### Details (cont.):

- 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.). The employee must be present to redeem the certificate.
- Milestone Eyewear Certificates can be redeemed by anyone.
- Proper identification is required when redeeming the annual eyewear certificate. The certificate may not be redeemed if the team member/doctor is no longer employed.
- Certificates cannot be sold. Eyewear redeemed with the eyewear certificate is not for resale under any circumstances. Refer to the eyewear certificate and related documents for additional usage information, including redemption restrictions.
- Product obtained through the Certificate cannot be resold by the employee or family member.
- One exchange within 30 days of original dispense date is allowed.
- Redeemed Complimentary Eyewear Certificates must be attached to the receipt and filed in the DCR (Daily Closing Report).
- Complimentary eyewear must be approved and processed by Practice Management or a designated Key Holder. Practice Manager purchases must be approved by a Field Manager or designated Key Holder.
- These certificates do not count towards the \$2,500/annual savings cap per employee.

Refer to the Eligible Frame List and TeamVision exclusions found in this guide. This program is subject to change at the Company's discretion at any time. Employees who violate the discount policy may be subject to Corrective Action. Additional Employee Discount policies can be found in the EssilorLuxottica Employee Guide.

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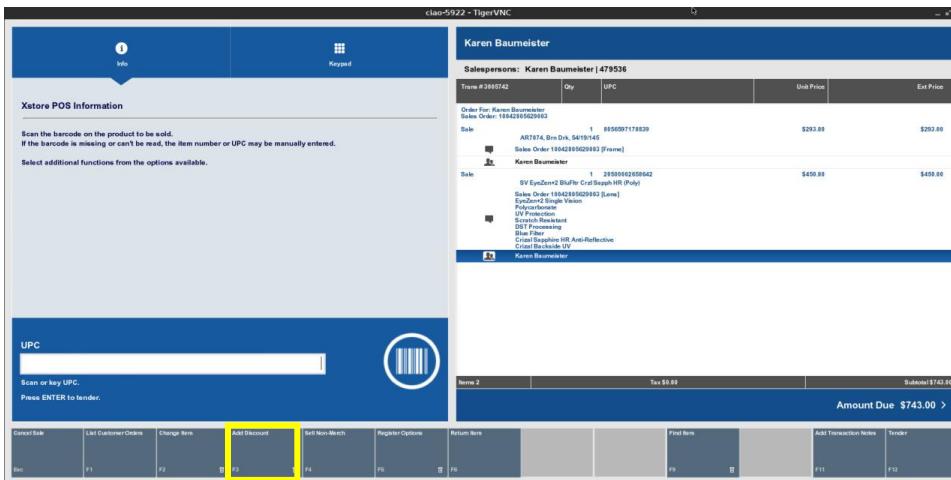
## Annual & Milestone Eyewear Certificates



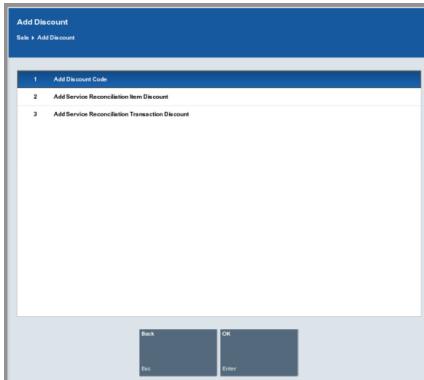
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The Discount is entered in Xstore before tendering using the appropriate code from the back of the certificate. Ensure the frame is listed on the Eligible Frame List and is not a brand excluded by TeamVision (frame valued up to \$500). The Team Member is responsible for the payment if the frame exceeds \$500 and cannot tender or enter their own sale or a family member.

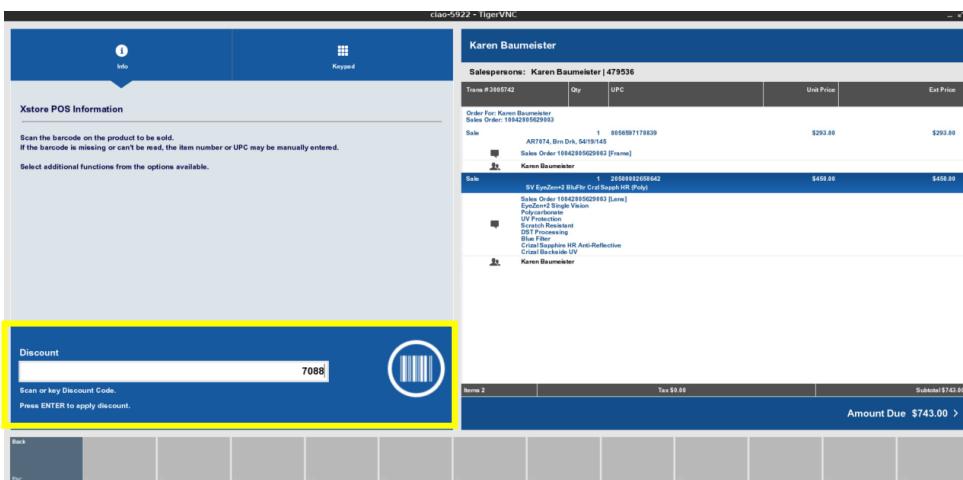
### 1 Once in Xstore, Select **Add Discount**



### 2 Select **Add Discount Code**



### 3 Enter the appropriate **Discount Code** from the back of the certificate



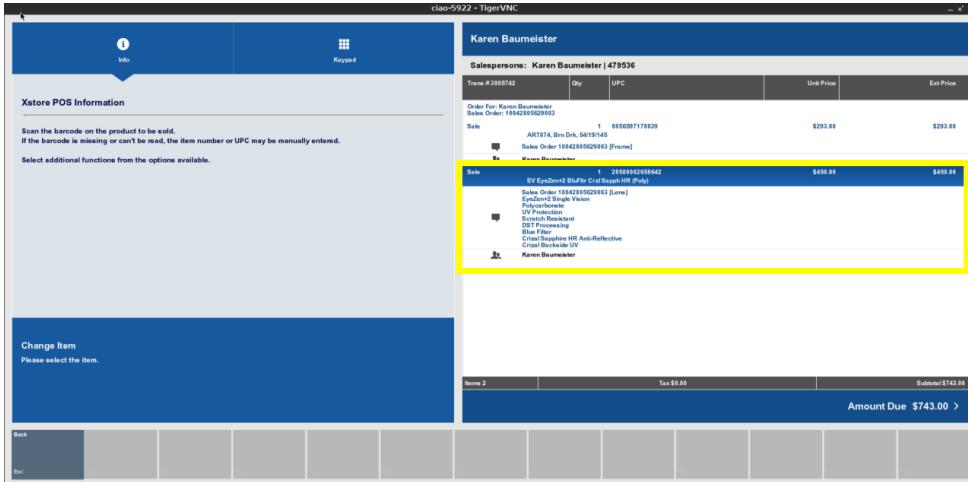
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## Annual & Milestone Eyewear Certificates

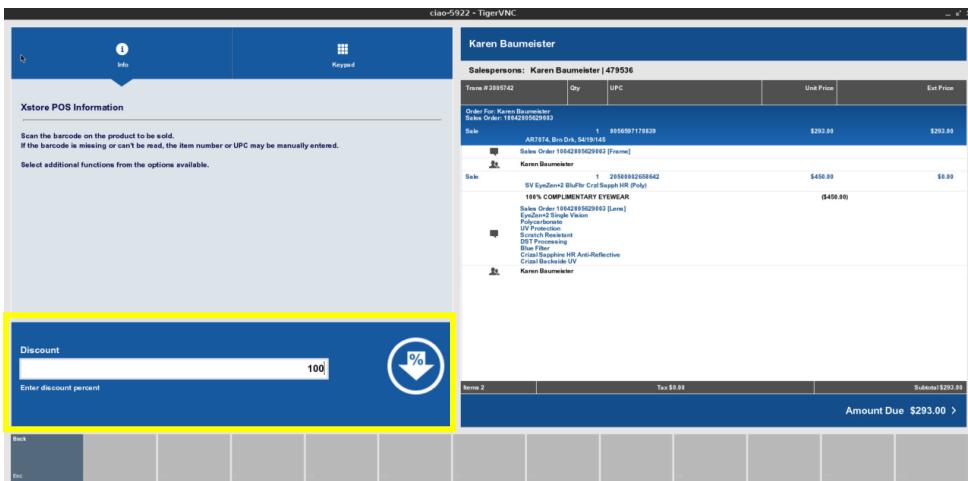


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4 Click the item you want to discount, and press **Enter**



5 Enter **100%** to apply the discount to that line item , and press **Enter**



6 Add the **Discount Code** to all appropriate line items and tender

