



YOUR 2017 LUXOTTICA BENEFITS

Part Time U.S. Employees

January 1, 2017 – December 31, 2017

Important Note: Please log in to **benefits.luxottica.com** to see your specific enrollment deadline and learn more about the benefit options available to you. Questions? Call the Luxottica Human Resource Service Center at **866-431-8484**.

LUXOTTICA[®]

BENEFITS AT LUXOTTICA

Some of your Luxottica benefits are provided automatically. Other benefits require you to make a choice and actively enroll in the benefit plans/coverage levels that work for you.



Note: You must take ACTION and enroll before the deadline in order to have the benefits that are **highlighted in blue** in the table below. If you choose to enroll, you will pay the full cost of coverage.

Manage Your Health	Protect Your Income	Build Your Financial Future
<ul style="list-style-type: none">• Medical/prescription drug:<ul style="list-style-type: none">– Aetna Fixed BenefitsSM Plan– Enrolling also gets you access to an Employee Assistance Program• Hospital Plan• Vision*• Dental• Holidays*	<ul style="list-style-type: none">• Life insurance options for you and your dependents• Short Term Disability• Business Travel Accident*	<ul style="list-style-type: none">• 401(k) Plan• Credit union access• Cash Balance Pension Plan (if hired/rehired prior to 1/1/2014)*

AND MORE! Details about the benefits listed here—and several additional benefits and discounts—can be found at benefits.luxottica.com or by calling **866-431-8484**.

*Luxottica provides this benefit at no cost to you.

New Hires: Generally, after you enroll in the benefits highlighted above, your coverage becomes effective on the first of the month following 30 days of part time employment. Vision benefits, 401(k) and Business Travel Accident are effective on your date of hire. See benefits.luxottica.com for more details.

Note: Seasonal employees are eligible for Vision coverage only.

MANAGE YOUR HEALTH

MEDICAL

YOU CHOOSE!

You have access to two medical plan options through Aetna. The Aetna Fixed Benefits Plan options pay fixed cash payments for specific covered services. You can use these insurance benefits to help pay some of the cost of **doctor visits, hospital stays, prescriptions** or the **everyday expenses** that arise when you have to get medical care.

	Fixed Benefits Plan—Option 1	Fixed Benefits Plan—Option 2
Insurance Carrier	Aetna	
Plan Details*		
Outpatient Doctor's Office Visits <i>Includes doctors' service in the office, home, walk-in clinic, and urgent care clinic.</i>	Plan pays \$70, up to 7 days per year	Plan pays \$80, up to 7 days per year
Outpatient Lab and X-ray Services	Plan pays \$90, up to 3 days per year	Plan pays \$110, up to 3 days per year
Outpatient Surgical Procedures	Plan pays \$450, up to 2 days per year	Plan pays \$550, up to 2 days per year
Inpatient Hospital Stay – Daily Benefit (includes maternity)	<ul style="list-style-type: none"> • Plan pays \$500/day in private or semi-private room • Plan pays \$1,000/day in ICU • Maximum 2 stays per year 	<ul style="list-style-type: none"> • Plan pays \$650/day in private or semi-private room • Plan pays \$1,300/day in ICU • Maximum 2 stays per year
Inpatient Hospital Stay – Lump Sum Benefit (includes maternity)	Plan pays \$700/initial day of inpatient stay, maximum 2 days per year	Plan pays \$900/initial day of inpatient stay, maximum 2 days per year
Inpatient Surgical Procedure	Plan pays \$450, up to 2 days per year	Plan pays \$550, up to 2 days per year
Emergency Room	Plan pays \$275	Plan pays \$375
Prescription Drugs	Plan pays \$45 per day on which a prescription drug, equipment or supply is obtained, up to 12 days per year	Plan pays \$55 per day on which a prescription drug, equipment or supply is obtained, up to 12 days per year

*Services to prevent illness are covered the same as to treat illness (Outpatient Doctor's Office Visit, for example)



HAVE HEALTH QUESTIONS? ASK A NURSE—FOR FREE!

Enrolling in a medical plan gives you access to Aetna's **Informed Health® Line**. A registered nurse can answer your health questions and help you make smart health care decisions. Call **800-556-1555** or sign in to Aetna Navigator and click "Talk to a Nurse."

WORRIED ABOUT THE COST OF A HOSPITAL STAY?

You have the option to purchase Aetna Hospital Plan coverage, which provides a cash benefit to help you manage daily living expenses if you experience a covered hospital stay. Learn more at benefits.luxottica.com.

HELP, WHENEVER YOU NEED IT: 800-599-7158

When you enroll in medical coverage, you also get access to Aetna's Resources for Living program. It helps you and your family **manage stress** and **balance work and life**. Services also include consultation, education and referrals in connection with:

- Parenting, child safety, high risk adolescents
- Finding child, elder or pet care
- Financial counseling and legal support
- And much more

Call any time you need help. All calls are confidential and counselors are available 24/7. Call **800-599-7158** or visit www.resourcesforliving.com (username and password: MY123EAP).



GIVE YOUR EYES THE ATTENTION THEY DESERVE!

VISION

COMPANY-PROVIDED

Luxottica offers you vision benefits—at no cost to you—to help protect your eyes and your pocketbook.

Benefit	What You Need to Do
<ul style="list-style-type: none"> • A free yearly eye exam for you and dependents you enroll • A free pair of prescription or sun eyewear each year, and an additional pair each five-year anniversary • Free Optomap® digital retinal imaging, where available, for you and your dependents • Everyday discounts at our retail locations • The Friends of Luxottica program: give a friend or family member a significant discount at any Luxottica retail store 	<p>Coverage is automatic for employees.</p> <p>Dependents must be enrolled separately.</p>

PROTECT YOUR PEARLY WHITES!

DENTAL

YOU CHOOSE!

Luxottica offers you access to a dental plan through Aetna.

Benefit	Aetna Voluntary Dental
Deductible	\$50
Preventive Care	You pay 20%
Basic Services	You pay 40% (3 month waiting period)
Major Services	You pay 50% (12 month waiting period)
Maximum Benefit per Coverage Year	\$500

TIME, WHEN YOU NEED IT

JURY DUTY, FAMILY TIME COMPANY-PROVIDED

Time away from work is important—and can help you be your best when you are at work. Luxottica gives you time off for jury duty. And, in the event of a death of a relative you can receive up to 3 bereavement days off. You may also be eligible for certain holidays; details vary by business unit and years of service. See benefits.luxottica.com for details.

PROTECT YOUR INCOME

These benefits provide financial protection for you and your family in the event of accident, illness, injury, dismemberment, or death.

Benefit	Description	Who Pays for Coverage	What You Need to Do*
Term Life and Accidental Death and Dismemberment (AD&D)	<ul style="list-style-type: none">• <i>Employee:</i> Coverage up to \$20,000• <i>Dependent:</i> Coverage up to \$2,500	You, if you choose to enroll	Enroll before effective date (first of month following 30 days of employment)
Short Term Disability Replaces a portion of your salary when you are pregnant, ill or injured and unable to work.	<ul style="list-style-type: none">• 50% of base pay• Benefit begins on 14th day and ends on 166th day		
Business Travel Accident Provides a benefit if you are injured or die as the result of an accident while traveling on Company business.	<ul style="list-style-type: none">• 5x annual base pay• Minimum death benefit: \$100,000• Maximum death benefit: \$1,000,000	Luxottica	No action required; coverage is automatic

* Your beneficiary—or beneficiaries—are the people who will receive your benefit if you pass away. Be sure to name a beneficiary as you enroll on benefits.luxottica.com.

BUILD YOUR FINANCIAL FUTURE

PREPARE FOR LIFE DOWN THE ROAD... LET LUXOTTICA HELP FUND YOUR FUTURE! 401(K) PLAN

YOU CHOOSE!

The 401(k) plan allows you to save for retirement through convenient payroll deductions—and Luxottica provides a generous matching contribution to help you reach your financial goals.

Contribution Type	Description	What You Need to Do
Before-tax contributions	<ul style="list-style-type: none">• You can contribute up to 25% of your pay on a pretax basis (up to the annual IRS limits).• If you earn more than \$115,000 in a calendar year (including regular wages, bonuses, commissions, etc.) your contributions to the 401(k) plan may be limited to 3%. You will receive notice if and when the 3% limit applies to you.	<ul style="list-style-type: none">• Decide how much you want to save (up to IRS limits).• Choose your investment allocation (you can make changes any time).• Take action by calling Fidelity at 800-742-4015 or online at 401k.com.
Catch-up contributions	<ul style="list-style-type: none">• If you will be 50 years or older in 2017, you can contribute up to \$6,000 more in your 401(k) account.• Catch-up contributions are not matched.	



Contribution Type	Description	What You Need to Do
Company matching contributions	<ul style="list-style-type: none"> • The Company will match your contributions dollar for dollar up to 3% each quarter if you were hired or rehired before January 1, 2014, or 5% if you were hired or rehired on or after January 1, 2014. Note: If you were originally employed by Oakley or Oliver Peoples, Luxottica will match 100% of the first 5% you contribute each quarter. Your prior service with Oakley/Oliver Peoples will count toward the 5% match eligibility and vesting service. • You are eligible for matching contributions if you are at least age 21 and after one year of service worked at least 1,000 hours. You must work at least 250 hours during the quarter and be active on the last day of the quarter to receive the matching contributions. • If you were hired or rehired prior to January 1, 2014, the Company may also contribute to your Pension Plan. See Pension Plan summary for details. 	

Your right to the money

When you contribute to the 401(k), you are always 100% vested in your contributions. The Company's matching contributions are vested 25% following 2 years of service, 50% following 3 years of service, 75% following 4 years of service and 100% following 5 years of service. (A year of service is defined as a calendar year with at least 1,000 hours worked.)

DID YOU KNOW?

The average American spends about 19% of life in retirement. On average, that's 15 years! Make sure you are taking full advantage of the Company matching contribution—it's like free money.

LOOKING FOR MORE WAYS TO BUILD YOUR NEST EGG?

Luxottica also offers you access to:

- Credit union
- Cash Balance Pension Plan (only for eligible employees hired or rehired prior to January 1, 2014)

Details are on benefits.luxottica.com.

YES, THERE'S MORE:

ADDITIONAL BENEFITS AND DISCOUNTS

Still looking for more? You also have access to several additional benefits, programs and discounts, including things like:

- Group Critical Illness insurance and Group Accident insurance*
- Several eyewear discounts and certificates for you and your family
- Group rates on auto, home and pet insurance
- Legal services
- Identity theft protection
- Commuter benefits (pretax account to help lower costs of commuting to work, including subway cards, parking permits, etc.)

For a complete list of the options available to you—and more in-depth information, visit benefits.luxottica.com.

YOU CHOOSE!

WANT TO GET PAID TO LEARN?

Luxottica offers an Optician Licensing and Reimbursement Program—it allows you to maintain your optician licenses and certifications, and receive reimbursement for continuing education in some states. Check out the policy online at benefits.luxottica.com.

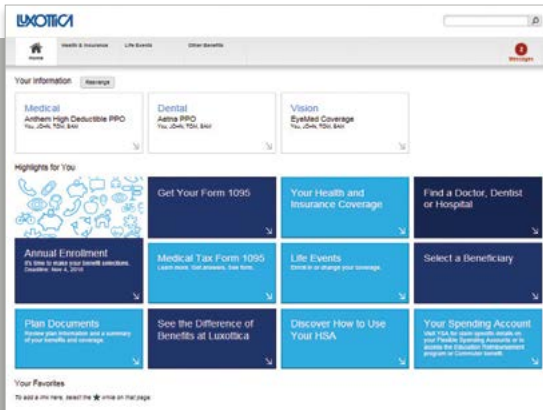
* Casual Part Time employees are not eligible for Group Critical Illness insurance or Group Accident insurance.



YOUR BENEFITS, AT YOUR FINGERTIPS

Uncertain about what benefits to choose? We've got you covered! Check out these online resources to learn more about your 2017 options and make informed, confident decisions. *Don't have a smartphone or online access?* Call the Luxottica Human Resource Service Center at **866-431-8484** to get the details.

Go here to take action—and enroll



benefits.luxottica.com

- Log in when you're ready to enroll
- Find detailed benefit information
- Update personal information, including beneficiaries
- Customize your home page—reorder, set favorites, etc.
- Enroll before the deadline

QUESTIONS?

If you have questions about your benefits, please call the Luxottica Human Resource Service Center at **866-431-8484**. Spanish and interpreting services for other languages are available. Or, contact the providers shown here directly once you are enrolled.

Benefit	Provider	Phone Number	Website
Medical	Aetna Voluntary Plans	888-772-9682	benefits.luxottica.com
Prescription Drug			
Dental			
Vision	EyeMed	844-345-0578	eyemedvisioncare.com
Employee Assistance Program (EAP): Resources for Living	Aetna	800-599-7158	resourcesforliving.com (username and password: MY123EAP)
Life Insurance	Aetna Voluntary Plans	888-772-9682	benefits.luxottica.com
Short Term Disability	Aetna Voluntary Plans	888-772-9682	benefits.luxottica.com
401(k)	Fidelity	800-742-4015	401k.com

IF YOU NEED TO MAKE CHANGES DURING THE YEAR...

Your benefits are generally in effect through the end of the year (as long as you remain eligible). However, certain life events can change your need for benefits. Life events—called qualifying status changes—include things like marriage, divorce, birth or adoption of a child, gaining or losing access to other coverage, etc.

If you experience a qualifying status change, call the Luxottica Human Resource Service Center at **866-431-8484** *within 30 days* to report your status change and talk through your options. **Changes must be made within 30 days of the life event!**

This is a brief summary of the benefits available to part time U.S. employees. The Contracts and Master Plan Documents govern in all cases.

April 2017