

FREQUENTLY ASKED QUESTIONS

This document provides answers to frequently asked questions from optometry students and doctors who are considering affiliating with Luxottica Retail. Answers may vary based on the specific location in question.

THE BASICS

1. Who is Luxottica Retail? *Luxottica Retail's ophthalmic brands include:*

- *LensCrafters*
- *Pearle Vision*
- *Sears Optical*
- *Target Optical*
- *EYEXAM of California*

We are the #1 Optical Retailer in North America, with 3,100 locations. Luxottica Retail also includes Sunglass Hut, with another 1,500 locations in North America. Luxottica Retail is a subsidiary of Luxottica Group, the worldwide leader for eyewear and eye care, with over 5,600 locations world-wide. Luxottica also owns EyeMed vision care, one of the largest managed vision care companies in the United States, with a provider network of 17,000 locations and more than 3 million clients.

2. Are doctors employees of Luxottica Retail? *There are a variety of ways to affiliate with Luxottica Retail, including employment in certain states. Here is an overview:*

- **Employee of Luxottica Retail** – In Illinois, Maryland, Michigan, Minnesota, Nebraska, New York, Pennsylvania, Utah, Vermont, Wisconsin, Washington DC and Puerto Rico doctors may be employees of Luxottica Retail. In California, doctors are employed by Luxottica's EYEXAM of California, Inc., a licensed vision care service plan. As an employed doctor, you receive a base salary plus benefits.
- **Independent Subleasing Doctor** – As an independent subleasing doctor, you lease office space at or next door to our retail locations. Luxottica Retail operates the dispensary, while you operate the office and perform full-scope optometry. Just like a private practice, you set your own professional fees and keep the associated patient revenues for your professional services. Your rent includes a furnished, well-equipped office.
- **Associate of a Subleasing Doctor** – You will work within the practice of a subleasing doctor or franchisee as an employee or as a contracted doctor. Your pay and hours are negotiated directly between you and the subleasing doctor and franchisee.

- **Pearle Vision Franchisee** – As a franchisee, you operate the entire location – the office as well as the dispensary. You keep all of your patient revenues, but pay a royalty and advertising contribution to Pearle Vision.

3. Is it better to be a sublease OD or an employee? *You should carefully consider which type of affiliation is right for you at this time in your career. Some affiliation arrangements have greater risk and also greater opportunity for financial reward. If you are entrepreneurial by nature, then a sublease or franchise arrangement may be best for you. If you prefer to focus on patient care and have less interest in the business side of things, then working as an associate OD or employed OD may be best for you. Here's a simplified overview:*

Comparison of the Different Types of Affiliation with Luxottica Retail	Employee	Sublessee	Associate	Franchisee
Doctor earns a salary and benefits	X		X*	
Doctor sets his/her own professional fees		X		X
Doctor operates the spectacle dispensary, and manages frames inventory				X
Doctor provides his/her exam equipment				X
Doctor builds equity in the practice		X		X
Part-time opportunities available	X	X	X	
Training and CE provided	X	X	X	X
Practice management advice available	X	X	X	X
Freedom of professional judgment	X	X	X	X

* Determined by the sublease doctor.

4. What is my scope of practice? *We encourage you to practice to the fullest extent of your state license. Many of our doctors practice full-scope optometry. Others prefer to focus on primary care.*

MOST FREQUENTLY ASKED QUESTIONS

By Sublease Doctors

- 1. How much will I make?** *As an independent Doctor of Optometry, there is no guarantee of how much you will make. Your income is based on the number of patients you see, your exam fees, your participation in MVC plans, and your mix of free to choose patients.*
- 2. How many patients should I expect to see per day?** *That's up to you and how you build your practice. We work collaboratively with you to determine your preferred scheduling methods. We strive to promote annual eye exams and family eye exams because we believe it is the right thing for the patient.*
- 3. What are the fees that I should charge?** *As an independent Doctor of Optometry you set your own fees.*
- 4. How many days per week/hours per day will I need to be there?** *Minimum required coverage is based on the store's business needs and the needs of its' patients. Most, if not all offices are open on Saturday, which is our busiest day. Many offices are also open on Sunday. Evening hours are common.*
- 5. Will I need my own staff?** *This varies by location. Where permitted, if you choose, our associates can assist you with exam booking, checking in patients, pre-testing, and pre-scheduling the patient for their next year's eye exam. You work with the Store Manager to determine your specific needs and to ensure that we are all working together to meet the patients' needs.*
- 6. Are managed care plans available through Luxottica Retail?** *Yes, EyeMed Vision Care. You are also able to accept any other MVC plans that you choose.*
- 7. Is there a non-compete clause?** *Yes, like many other arrangements you may evaluate, our lease includes a non-compete clause. The restrictions depend on the situation.*

MOST FREQUENTLY ASKED QUESTIONS

By Employed Doctors

- 1. What will my salary be?** *We offer a variety of ways for a Doctor to affiliate with us as an employed OD. Our Managing Doctors are paid a base salary and our Associate Doctors are paid an hourly wage. Positions at Full-Time status, which is 35 hours or more per week, qualify you to receive comprehensive medical, dental, and vision benefits. As a Part-Time OD you would receive an hourly wage. In addition, we offer a very generous incentive program for our Full-Time and Part-Time Doctors. Full- and Part-time associates working at least 1000 hours each year are also eligible for our 401K and Pension plans.*
- 2. What are the medical benefits and how soon am I eligible?** *As a Full-Time Doctor you are eligible for medical benefits after 90 days of employment. You will receive a packet of information in the mail prior to that date that will give you detailed information on coverage and costs.*
- 3. What will my schedule be?** *Your schedule will be based upon the patients' needs and the store's business needs. In most cases our Full-Time Doctors work a minimum of two evenings per week, which means that your last patient would be seen at 7:30. Also, Saturdays are a required workday. In some stores there may also be a need for Sunday availability. We do want you to understand that the schedule will not be static and could flex or shift based on the needs of the business.*
- 4. Is there a bonus plan?** *Yes. There is a very generous incentive program for our Doctors that rewards the great job you do. You will be provided with a copy of the incentive program, which varies by brand.*
- 5. What opportunities are there for career growth?** *It is part of our culture at Luxottica Retail to provide opportunities for personal growth and development. As an affiliated OD you will have many opportunities for career advancement. We have a variety of positions for Optometrists wanting a leadership role. As an Associate OD your next career step would be to a Managing OD where you will partner with the Store Manager in the management of the overall business of the location.*
- 6. Does Luxottica Retail pay for AOA Membership and Continuing Education?** *In support of our Associates, Luxottica Retail will reimburse for the following fees, up to a maximum of \$300 per calendar year, for full-time Managing and Associate optometrists who meet the eligibility criteria: COPE-approved Optometric Continuing Education approved in advance by your manager; and Membership dues in a state optometric association*

that is affiliated with the American Optometric Association. Luxottica Retail also offers its associates a number of free CE opportunities.

If you are considering an opportunity as an Associate of a Subleasing Doctor, your hiring doctor is the best person to answer any questions that you may have.

If you have questions about being a Pearle Vision Franchisee, please visit www.PearleVision.com/franchise.