



EMPLOYMENT APPLICATION

Luxottica includes the following brands:
LensCrafters, Pearle Vision, Sears Optical,
Target Optical, EyeMed Vision Care,
Sunglass Hut, ILORI, Optical Shop of
Aspen, EYEXAM of California, Inc., Optical
Manufacturing, and Distribution Centers.

Luxottica is an equal opportunity employer. All applicants and employees are considered for employment, advancement, and compensation based upon their skills and performance without regard to race, color, gender, national origin, religion, age, disability, sexual orientation, veteran or military status, marital status, pregnancy (including unlawful discrimination on the basis of a legally protected pregnancy or maternity leave), genetic information or any other characteristics protected by law.

Date of Application / /

Please complete this employment application in its entirety, even if a resume is provided.

Upon request and consistent with applicable laws, Luxottica will provide reasonable accommodations to individuals with disabilities who need assistance to fully participate in the application and hiring process.

PERSONAL DATA (PLEASE PRINT)

Name _____ Social Security No. (Last 4 digits only)

Home or Cell Phone Number () _____ Email Address _____

Address _____ City _____ State _____ Zip Code _____

Position Desired _____ Date Available / /

Willing to Travel? ☐ Yes ☐ No Willing to Relocate? ☐ Yes ☐ No

Schedule Desired: Full Time ☐ Part Time ☐ Seasonal/Temporary

Availability: Sunday Monday Tuesday Wednesday Thursday Friday Saturday

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Night	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Have you ever been employed by a Luxottica brand? ☐ Yes ☐ No If yes, explain: _____

List the names of friends or relatives now employed by Luxottica brands: _____

How were you referred to Luxottica? _____

If hired, can you furnish proof that you are authorized to work in the United States? ☐ Yes ☐ No

Are you under 18 years of age? ☐ Yes ☐ No

PERSONAL DATA (CONTINUED)

Have you ever been convicted of any crime (felony or misdemeanor) under state or federal law, other than a minor traffic offense, which has not been sealed, annulled, erased, impounded, or otherwise removed from your records by expungement, pardon, or other legal process?

Note: A conviction will not necessarily bar an applicant from employment. This information will be used for job-related purposes and only to the extent permitted by applicable law.

State Exceptions:

- **California:** Applicants should not disclose misdemeanor marijuana convictions occurring more than two years ago or information concerning referral to, or participation in, pre- or post-trial diversion programs related to any conviction(s).
- **Colorado:** Applicants should not disclose mis-demeanor traffic offenses, including misdemeanor convictions of driving under the influence of alcohol or drugs.
- **District of Columbia:** Applicants should not disclose any conviction(s) occurring more than ten years ago.
- **Georgia:** Applicants should not disclose any conviction(s) rendered under the state's First Offender's Act.
- **Hawaii & Massachusetts:** Applicants should not disclose any conviction(s) on this application. Applicants should be advised, however, that the company may inquire into any such convictions at subsequent stages of the hiring process.
- **New York:** Applicants should not disclose any conviction(s) that resulted in a Youthful Offender Adjudication.
- **Ohio:** Applicants should not disclose misdemeanor convictions for marijuana possession involving an amount of less than 100 grams.
- **Utah:** Applicants should not disclose misdemeanor conviction(s).
- **Washington:** Applicants should not disclose any conviction(s) occurring more than ten years ago.

If any state exception provided above applies to you, you should follow that state exception and not disclose the conviction. If a state exception does not apply to you, you should answer the question.

☐ Yes ☐ No If yes, explain the nature of the offense, where and when convicted, and final disposition and date of disposition for each conviction: _____

STATE SPECIFIC NOTIFICATIONS

Maryland Applicants: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

If applying in Maryland, please sign and acknowledge receipt of the above notice:

_____/_____/_____
Applicant's Signature Date

Massachusetts Applicants: It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

Rhode Island Applicants: Luxottica is subject to Chapters 29-38 of Title 28 of the General Laws of Rhode Island and is therefore covered by the state's workers' compensation law.

--	--	--	--



Name _____

Social Security No. (Last 4 digits only)

FAIR CREDIT REPORTING ACT DISCLOSURE

Luxottica, when considering your application for employment, when making a decision whether to continue your employment (if you are hired) and when making other employment related decisions directly affecting you, may wish to obtain and use a "consumer report" or "investigative consumer report" from a "consumer reporting agency". As an applicant for employment or as an employee of Luxottica, you are a "consumer" with rights under the Fair Credit Reporting Act (FCRA).

A **"consumer reporting agency"** is a person or business that, for monetary fees, dues or on a cooperative nonprofit basis, regularly assembles or evaluates consumer credit information or other information on consumers for the purpose of furnishing "consumer reports" or "investigative consumer reports" to others, such as Luxottica.

A **"consumer report"** is any written, oral or other communication of any information by a "consumer reporting agency" bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics or mode of living, that is used or collected for the purpose of serving as a factor in establishing the consumer's eligibility for employment purposes.

An **"investigative consumer report"** is a consumer report, or portion thereof, in which information on a consumer's character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with neighbors, friends, or associates of the consumer reported on, or with others with whom he or she is acquainted or who may have knowledge of any such items of information.

If Luxottica requests an "investigative consumer report" about you, you may request disclosure of the nature and scope of the investigation, and will be provided with a summary of your rights under the FCRA.

If Luxottica obtains a "consumer report" or "investigative consumer report" about you and considers any information contained therein when making an employment-related decision that directly and adversely affects you, you will be provided with a copy of any reports obtained and a summary of your rights under the FCRA before the decision is finalized. You may also contact the Federal Trade Commission about your rights under the FCRA as a "consumer" with regard to "consumer reports" and "investigative consumer reports."

FAIR CREDIT REPORTING ACT AUTHORIZATION

By signing below, I, _____ (PRINT YOUR NAME HERE), hereby voluntarily authorize Luxottica to obtain "consumer reports" or "investigative consumer reports" about me from a "consumer reporting agency" and to consider any such reports obtained by Luxottica when making employment-related decisions that directly affect me, including but not limited to my hire and continued employment by Luxottica. I understand that I have rights as a "consumer" under the FCRA, and may have additional rights under state laws, with respect to such reports.

_____/_____/_____
Applicant Date

_____/_____/_____
Witness Date

CALIFORNIA, MINNESOTA, AND OKLAHOMA APPLICANTS ONLY

I understand in the event that Luxottica requests a "consumer report" or "investigative consumer report" from a "consumer reporting agency," I am entitled to receive additional information regarding the source of the report and my rights to receive a copy of the report.

☐ I **DO** wish to receive a copy of my report

☐ I **DO NOT** wish to receive a copy of my report

_____/_____/_____
Applicant Date

EDUCATION/SKILLS

	School Name And Address	Degree/Area of Study	Graduated? (Check One)	Number of Years Completed
High School	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
College/University	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
College/University	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
Other	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
License	_____	Type _____		
Office Associates:	<input type="checkbox"/> Typing (WPM) _____ <input type="checkbox"/> CRT (Strokes/Hour) _____ <input type="checkbox"/> Word <input type="checkbox"/> Excel			
	<input type="checkbox"/> Other Software _____			

WORK HISTORY

List all employers within the past five years, or all time since leaving school if employed for less than five years.

Company Name & Address: _____

Job Title: _____ Dates Employed: From _____ Mo./Yr. To _____ Mo./Yr.

Responsibilities: _____

Reason for Leaving: _____ Ending Wage: _____

Company Name & Address: _____

Job Title: _____ Dates Employed: From _____ Mo./Yr. To _____ Mo./Yr.

Responsibilities: _____

Reason for Leaving: _____ Ending Wage: _____

Company Name & Address: _____

Job Title: _____ Dates Employed: From _____ Mo./Yr. To _____ Mo./Yr.

Responsibilities: _____

Reason for Leaving: _____ Ending Wage: _____

Have you ever been discharged from any job(s)? ☐ Yes ☐ No

If yes, please provide details, including place(s) of employment, location(s), date(s), and circumstances of the discharge(s): _____

Note: If you are extended a contingent offer of employment, references will be requested.

WORK OPPORTUNITY TAX CREDIT PROGRAM

This employer is participating in the Work Opportunity Tax Credit program. This program is designed by the federal government to help companies hire more people into the workforce and to retain employees through federal incentives.

Please review the statements below. If you are offered a job with this employer, you will be asked at that time to complete a brief survey to determine if this employer qualifies for this program. Thank you in advance for your time and participation.

Do any of the following statements apply to you.

- I am a member of a family that has received assistance from Temporary Assistance for Needy Families (TANF) for any 9 months during the past 18 months.
- I am a veteran and a member of a family that received Supplemental Nutrition Assistance Program (SNAP) benefits (food stamps) for at least a 3-month period during the past 15 months.
- I was referred here by a rehabilitation agency approved by the state, an employment network under the Ticket to Work program or the Department of Veteran Affairs.
- I am at least age 18 but not age 40 or older, and I am a member of a family that:
 - a. Received SNAP benefits (food stamps) for the past 6 months, **or**
 - b. Received SNAP benefits (food stamps) for at least 3 of the 5 months, **but** is no longer eligible to receive them.
- During the past year, I was convicted of a felony or released from prison for a felony.
- I received supplement security income (SSI) benefits for any month ending during the past 60 days.
- I am a veteran and I was discharged or released from active duty in the U.S. Armed Forces during the past 5 years and, for at least 4 weeks during the past year, I received unemployment compensation.
- I am at least age 16 but not age 25 or older, **and**:
 - a. During the past 6 months, I have not attended a secondary, technical, or post-secondary school for more than an average of 10 hours per week, not counting periods during which the school was closed for scheduled vacations, **and**
 - b. During the past 6 months, if I was employed, during each consecutive 3-month period within the past 6 months, I earned less than I would have earned if I had worked for the applicable minimum wage 30 hours every week during the 3-month period, **and**
 - c. I do not have a certificate of graduation from a secondary school or a General Education Development (GED) certificate **or** I have a certificate that was awarded at least 6 months ago and I have not held a job (other than occasionally) or been admitted to a technical or post-secondary school since I received the certificate.

Are you a veteran entitled to compensation for a service-connected disability and, during the past year you were:

- Discharged or released from active duty in the U.S. Armed Forces, **or**
- Unemployed for a period or periods totaling at least 6 months.

Are you a member of a family that:

- Received TANF payments for at least the past 18 months, **or**
- Received TANF payments for any 18 months beginning after August 5, 1997, **and** the earliest 18-month period beginning after August 5, 1997, ended during the past 2 years, **or**
- Stopped being eligible for TANF payments during the past 2 years because federal or state law limited the maximum time those payments could be made.

DRUG FREE WORKPLACE

Where permissible by law, applicants of selected Luxottica locations who receive an offer of employment will be asked to submit to a screening test to detect the presence of drugs, alcohol, and/or other controlled substances in accordance with our drug-free workplace policy:

Luxottica is committed to providing a safe and productive workplace for our associates and customers. For this reason, the Drug Free Workplace Policy was developed for the protection of our workforce. This policy applies to associates as well as applicants for employment with Luxottica.

Luxottica feels strongly that alcohol and drug abuse in the workplace can undermine individual performance, the security of other associates, and our business. As a result, Luxottica reserves the right to test all applicants who receive contingent job offers prior to employment. The test is done at Luxottica's expense and must be completed by the applicant within 48 hours of receiving applicable testing forms. Applicants must present a photo ID and chain of custody form at the lab. If an applicant does not report for the drug test within 48 hours of receiving applicable testing forms, the employment process will be terminated immediately.

If a test is required, I hereby give my voluntary consent to such testing in the form of a urine sample or other medically recognized test, and authorize the collection and screening of any sample I provide for the presence drugs, alcohol, and or/other controlled substances. I understand that my failure to execute this voluntary consent will result in my not being further considered for employment, and that a positive test may preclude my employment with Luxottica. I further understand and agree that if I am employed by Luxottica, I may be required to submit to such testing under certain circumstances during my employment. I hereby consent, as an applicant, to the release of my test results to only those Luxottica officials who are responsible for evaluating my employment eligibility.

Applicant's Signature

Date

EMPLOYMENT AGREEMENTS

If Luxottica offers you a position, you will be required to accept and/or acknowledge a number of agreements as a condition of your employment. These agreements include, but are not limited to: Luxottica's Code of Ethics, Luxottica Group, S.p.A Agreement, Code of Ethics and Business Conduct Agreement, Confidentiality Agreement, Dispute Resolution Agreement, Release for Use of Likeness, Voice and Name Agreement, and Electronic Protected Health Information (ePHI) Policy Agreement. If you would like to review any of these agreements at this time, please request them from the person to whom you return this application.

ACKNOWLEDGMENTS

PLEASE READ CAREFULLY; INITIAL EACH PARAGRAPH AND SIGN BELOW

☐

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment with Luxottica,

and that the answers given by me on this application are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment with Luxottica shall be grounds for rejection of this application or for immediate discharge if I am employed by Luxottica, regardless of the time elapsed before discovery.

☐

I hereby authorize Luxottica to thoroughly investigate my references, work record, education and other matters related to my suitability for employment that

I have disclosed on this application. I further authorize the references that I have listed to disclose to Luxottica any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release Luxottica, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

☐

I understand that nothing contained in this application or otherwise conveyed by Luxottica during any interview that may be granted or during my

employment, if hired, is intended to create an employment contract between Luxottica and myself for a definite duration. I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or Luxottica, and that no promises or representations contrary to the foregoing are binding on Luxottica unless made in writing and signed by myself and Luxottica's designated representative.

Applicant's Signature

Date