



Personeels Informatie Bijeenkomst



13 januari 2020

- **Figures 2019 & Budget 2020**
- **Organization update**
- **Working in open space**
- **Look back on Q4 promotions**
- **HR updates**

Figures 2019 and Budget 2020

BE002 De Ceunynck								Bud 2020	
	A 17	A 18	BU19	Actuals 19		VarGance	BU 20	%	VarGance
					Vs AF 19	Vs AF 19		Vs AF 19	Vs AF 19
In K local currency									
OG Lenses	6.574	5.626	4.889	5.022	-10,7%	-604	5.000	-0,4%	-22
OG Instruments	1.173	1.275	1.240	1.654	29,7%	379	1.580	-4,5%	-74
OG Frames	2.401	1.929	2.117	1.759	-8,8%	-170	1.838	4,5%	79
OG Others	369	207	50	25	-87,9%	-182	0		-25
OG sales total	10.517	9.037	8.297	8.460	-6,4%	-577	8.418	-0,5%	-42
Margin O Lenses	2.997	2.241	2.182	2.056	-8,2%	-185	2.425	17,9%	369
% Margin O Lenses	45,6%	39,8%	44,6%	40,9%			48,5%		
Margin O Instruments	399	443	436	531	19,9%	88	553	4,1%	22
% Margin O Instruments	34,0%	34,7%	35,1%	32,1%			35,0%		
Margin O Frames	1.077	827	1.012	895	8,2%	68	868	-3,0%	-27
% Margin O Frames	44,9%	42,9%	47,8%	50,9%			47,2%		
Margin O Others	334	197	50	25	-87,3%	-172	0		-25
% Margin O Others	90,5%	95,2%	100,0%	100,0%			#DIV/0!		
Margin O	4.807	3.708	3.680	3.507	-5,4%	-201	3.846	9,7%	339

Organization update



Pedro Perreman

- Nominated as operations Manager for DC
- Will continue to manage IT



Pierre-Yves Leonard

- Nominated as MD for DC
- Also taking MD of HOC starting Feb 1st
- Objective is to maximize exchanges, especially on marketing and product launch
- Philippe Bonhomme to assist Pierre-Yves with the challenge for the coming months

Working on open space

- Respect for each other
 - Minimize Distractions;
 - Have Meetings in Designated Areas
 - Eat at destinated place
- Respect Privacy
 - Respect the Space of Others
 - Listen to concerns of others
- Respect of location:
 - Clean up of desk at evening
 - Take care of kicthinette

Evaluation will be done coming days

Look back at Q4 promotions



	2018	2019	%
Presio Master	930	1065	+15%
Presio Power	726	1002	+38%

NIKON TOTAAL Q4 : +17%

Look back at Q4 promotions



2019			
ANATEO	ALTEO	INTUITIV	% ALT (+INT)
2597	2510	217	51,22%
		TOTAAL	5324

2018			TOTAL
3305		1332	4637

TOTAAL BBGR : -9%

- Annual reviews
 - Need to be done by end of March - for everyone
 - Use E-Talent as a support - Liesbet to explain in separate sessions
- Liesbet will now work every Tuesdays and Thursdays