



# THE VISION COUNCIL **EXECUTIVE SUMMIT**



**January 29–31, 2020**  
Eau Palm Beach Resort & Spa

*a vision* **20**  
*a roadmap*

# Richie Woodworth

- CEO of Wolverine Boston Footwear Group (Saucony, Keds, Stride Rite)
- President, Saucony
- President, Tommy Hilfiger footwear (2002-2004)
- President, National Hockey League Enterprises
- President & CEO, Greg Norman Collection (div of Reebok)
- US Ski Team 1973-1978...Professional ski racer 1979-1983
- TV ski commentator ESPN and NBC.



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# Marc LeFebvre

- CEO Killine Group
- 20 years of experience in the optical industry
- Started at Killine Group as Sales Director before becoming CEO
- Oversees the global operation of Killine Group across Europe, Asia and the USA
- Has steered Killine through two acquisitions
- Led a pioneering expansion of the Group factory estate into new territories in China and Vietnam
- Known for his professional service and dedication to innovation
- Driven Killine business forward to reach retail chains, distributors and brands in more than 80 countries



# Ryan Babenzien

- CEO and Co-Founder of GREATS, the first digitally native luxury sneaker brand
- Previously led marketing teams at K-Swiss and PUMA as the Global Director of Entertainment Marketing
- As the Director of A&R at independent record label Correct Records, he was involved in signing a then unknown record producer named Kanye West
- His imprint in the sneaker culture has been documented in the book ALL GONE three times in the past 10 years
- The sneaker styles Ryan has creative directed have been worn by celebrities and super star athletes, from Olivia Culpo and Kevin Durant to former President Barack Obama.
- Recently was named one of Goldman Sachs Builders & Innovators and Footwear News 150 most powerful people in the footwear industry
- As a member of the board of the Sports Product Management Master's Program at the University of Oregon, Ryan uses his experience with sport and streetwear brands to influence the future leaders in the sneaker industry



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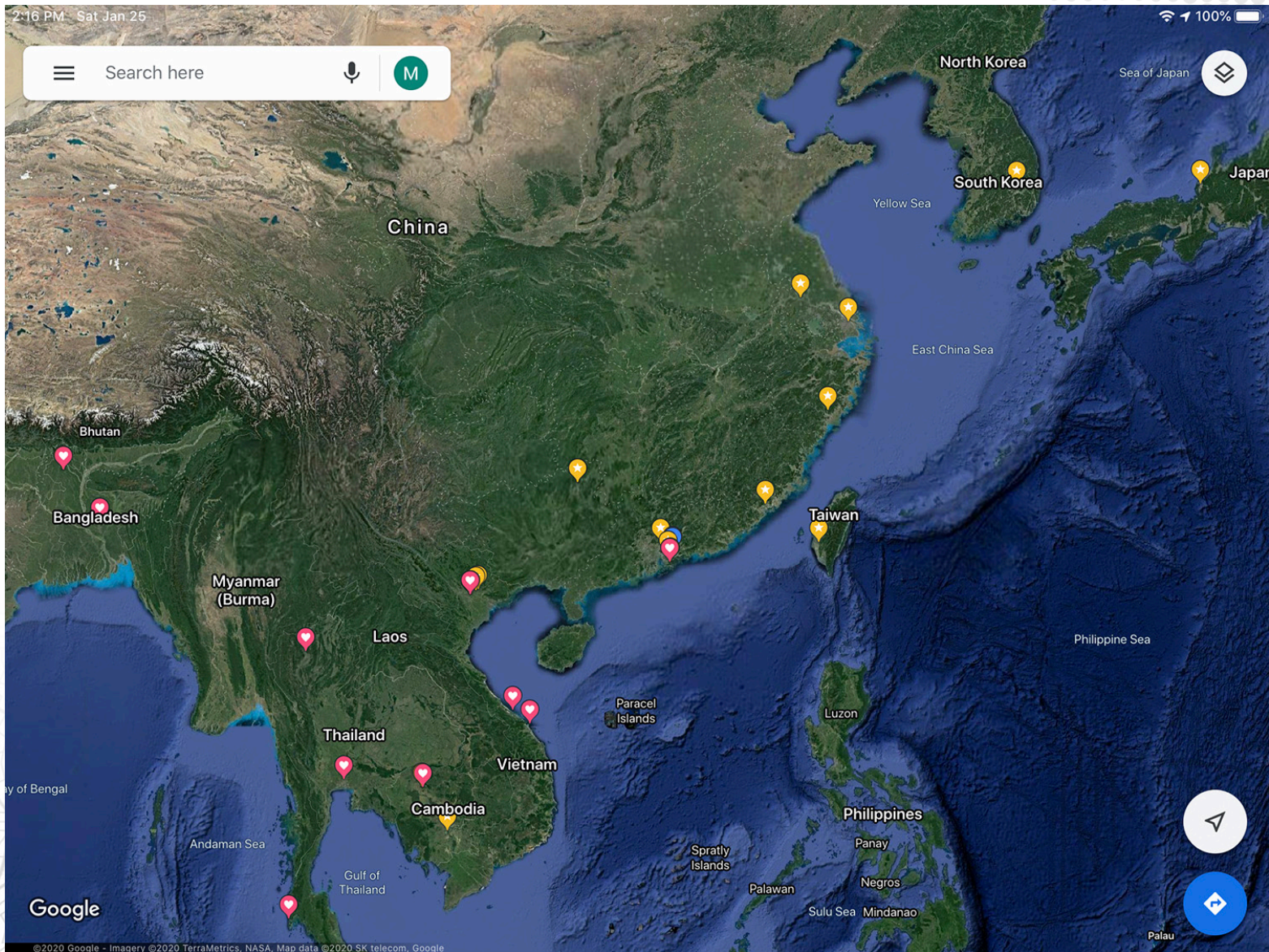
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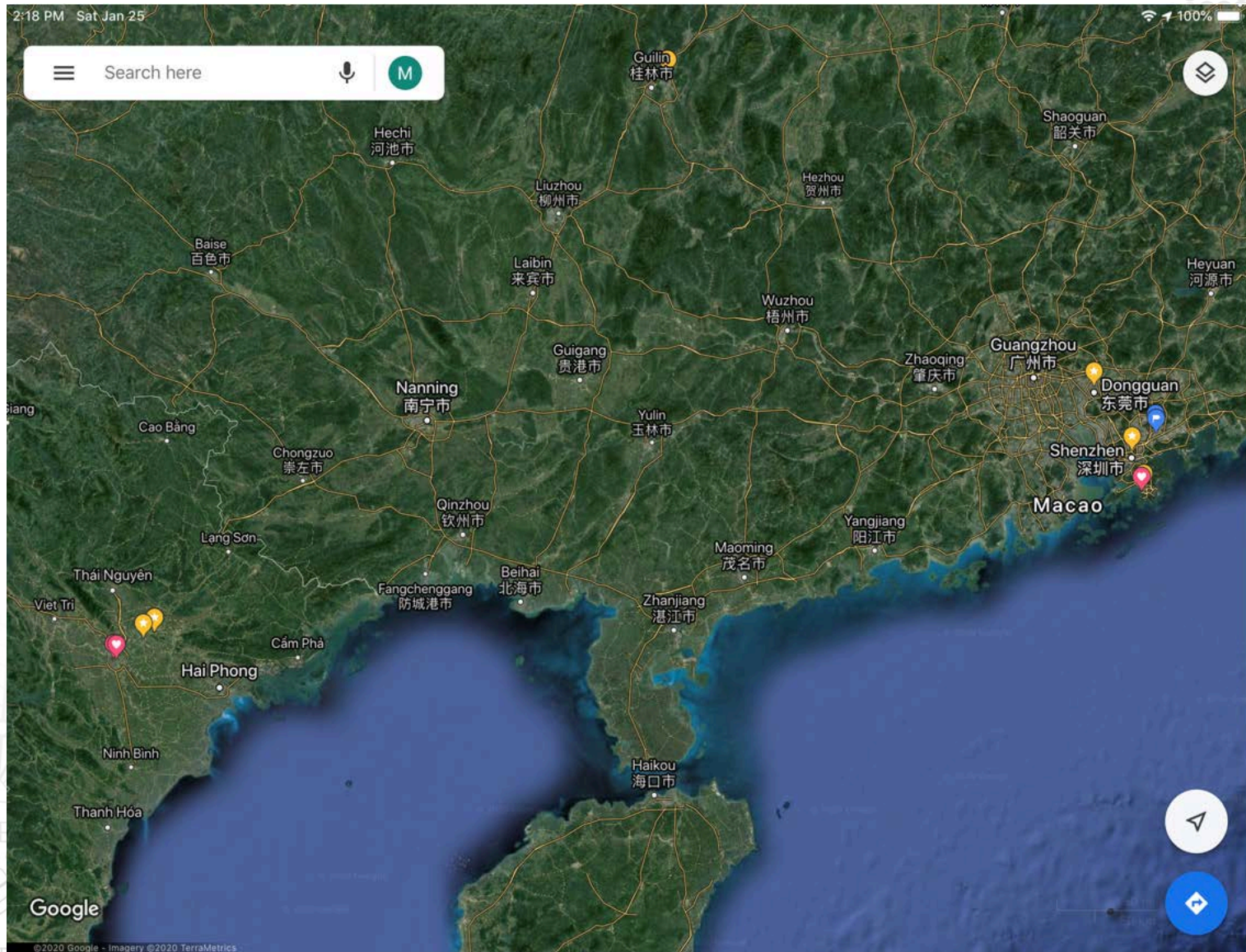
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# Population facts

## China:

- Total population = 1.45 billion.
- 18% below age 15.
- Working age population nearly 1 billion+.
- Minimum wage (set locally) ranges from \$161 to \$348/Month
- Purchasing power parity equal to \$275 to \$600 a month, plus set of five benefits, healthcare to retirement. Total cost to factory about \$1000/m.
- China wages have soared eightfold in dollar terms over the past 15 years.
- Unemployment reported to be 3.8%.



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# Population Facts

## Vietnam:

- Total population = 97 million people.
- 25% under age of 15.
- 10% over 65.
- Median age 30.
- About 60 million of working age.
- Minimum wage up 5.7% in Jan, to approximately US\$133 to US\$190.
- Killine Minimum wage paid
- Unemployment 2.2%.



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# Population

## Cambodia:

- Total Population = 16.7 million people (CA. is nearly 40m)
- 33% are 15 and under.
- Median age is 24.
- That means about 10 million potential workers.
- Min wage US\$182 per month, for the garment and shoe industry.
- Optical factory outside Siem Reap pays min \$280 per month.
- Unemployment rate reported as 0.3%.



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# Population facts

## Bangladesh:

- Total population = 165 million (8<sup>th</sup> most populous nation)
- 27%, 45 million under 15.
- 7.7% over 65.
- Working population about 112 million people.
- Minimum wage ranges from \$19 per mon for all economic sectors not covered by industry-specific wages; in the garment industry min wage \$95 per month since 2018. Min wage set nationally every 5 years.
- Mazen Optical pays equivalent of about \$100 a month minimum. “Purchasing power parity” is about triple.
- 4% unemployed – BUT, about 40% is underemployed; work a few hours a week and at low wages



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# Population facts

## Japan:

- Total Population = 126 million. 1/9<sup>th</sup> that of China, 1/4 more than VN.
- Median age is 48!
- 59% of working age, 74 million.
- Minimum wage ranges from \$7.15–\$9.17 per hour; set on a prefectural and industry basis.
- Unemployment rate 2.4%.



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# Population facts

## Thailand:

- Total population = 70 million
- 70%, 50 million of working age.
- 16.5% under age 15.
- Ave wage \$790/month.
- Unemployment rate 0.7%



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# Population facts

## USA:

- Total Population = 331 million.
- 18% below age 15.
- 65% are working age, 212 million.
- Effective state minimum wage rates range from \$7.25 to \$14.00 per hour. Local government minimum wages exist as well, the highest of which reach to \$16 per hour.
- Unemployment rate 3.6%



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# Donald Trump's 'real threat' of Vietnam tariffs sends ripples of anxiety through Southeast Asian nation

- The US president is keen to narrow America's trade deficit and stop illegal transshipments from China looking to avoid trade war tariffs
- Vietnamese authorities are cracking down on illicit tariff dodging behavior, but exporters worry that a 'small batch could ruin it for everyone'
- This has led to mounting speculation that Vietnam could be the next battleground in Trump's trade war after he last month described the country as "almost the single worst abuser of everybody".



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