

Evergreen Beauty College Compensation Package

Total Compensation Package & Benefits	Year 1	Year 3	Year 5	Year 7
Salary	Annual Evaluation	Annual Evaluation	Annual Evaluation	Annual Evaluation
Paid Days Off				
<i>Paid Holidays</i>	6 Days	6 Days	6 Days	6 Days
<i>Christmas Winter Break (Educators)</i>	Up to 6 Days	Up to 6 Days	Up to 6 Days	Up to 6 Days
<i>PTO (Accrual)</i>	Up to 5 Days (40 Hours)	Up to 10 Days (80 Hours)	Up to 120 Hours (15 Days)	Up to 160 Hours (20 Days)
<i>Roll over option up to 1 week</i>	Yes	Yes	Yes	Yes
<i>Maternity / Paternity Leave</i>	12 Weeks	12 Weeks	12 Weeks	12 Weeks
<i>Paid Maternity / Paternity Leave</i>	Up to 2 Weeks	Up to 2 Weeks	Up to 2 Weeks	Up to 2 Weeks
<i>Bereavement - Immediate Family</i>	4 Weeks	4 Weeks	4 Weeks	4 Weeks
<i>Paid Bereavement -Immediate Family</i>	1 Day	1 Day	1 Day	1 Day
Training				
<i>In-service Days</i>	Up to 4 Days	Up to 4 Days	Up to 4 Days	Up to 4 Days
<i>5 Year Personal Development program</i>	Yes	Yes	Yes	Yes
<i>NaB Training / Conferences</i>	Opportunity	Opportunity	Opportunity	Opportunity
<i>Industry Training, Additional Certification</i>	Opportunity	Opportunity	Opportunity	Opportunity
<i>2x Annual Review</i>	Yes	Yes	Yes	Yes
<i>Individual Monthly 1:1 Meeting/Training with Director</i>	Yes	Yes	Yes	Yes
<i>Staff Investments Meetings</i>	Yes	Yes	Yes	Yes
<i>Nuts & Bolts Certification</i>	One Time	One Time	One Time	One Time
Health Benefits				
<i>Group Plan - Employee Medical</i>	70% of Base Plan	70% of Base Plan	70% of Base Plan	70% of Base Plan
<i>Group Plan - Employee Vision</i>	Base Plan (\$100 Hardware incl)	Base Plan (\$100 Hardware incl)	Base Plan (\$100 Hardware incl)	Base Plan (\$100 Hardware incl)
<i>Health and Wellness</i>	Yes	Yes	Yes	Yes
<i>Fit@EBC: Annual Allowance</i>	\$250 / year	\$250 / year	\$250 / year	\$250 / year
<i>Group Plan Value added</i>	Tobacco Cessation Programs			
<i>Group Plan Value added</i>	Complementary Choices (20% discount on acupuncture, naturopathy, chiropractic, massage, yoga etc.)			
Financial / Retirement				
<i>Simple IRA</i>	100% Matching up to Employer Contribution Federal Limit			
<i>EBC Instructor Trainee Reimbursement Program</i>	Paid Tuition Refund after 2 years of continuous full time employment			
Fun Benefits				
<i>Salon/Spa Services</i>	1 x month	1 x month	1 x month	1 x month
<i>Staff Trip (Depending on Tenure)</i>	Every 5 Years	Every 5 Years	Every 5 Years	Every 5 Years
<i>Top 100 Companies to Work for</i>	2014, 2015, 2016	2014, 2015, 2016	2014, 2015, 2016	2014, 2015, 2016
<i>Product Discounts</i>	Buy one get one free	Buy one get one free	Buy one get one free	Buy one get one free
<i>Christmas Party</i>	Yes	Yes	Yes	Yes
<i>Community Service Events</i>	Yes	Yes	Yes	Yes
<i>Additional Licensure + Training</i>	Yes	Yes	Yes	Yes

These are general guideline of current benefits. The above benefits may be adjusted, cancelled and/or altered based on company and individual performance, with or without notice. (12/2016)