

Evergreen Beauty College Compensation + Benefits Package

Compensation Package + Benefits	Year 1	Year 3	Year 5	Year 7
Salary	Annual Evaluation	Annual Evaluation	Annual Evaluation	Annual Evaluation
Paid Time Off				
<i>Paid Holidays</i>	6 Days	6 Days	6 Days	6 Days
<i>Paid Winter Break (Salaried Staff Members)</i>	Up to 4 Days	Up to 4 Days	Up to 4 Days	Up to 4 Days
<i>PTO</i>	Accrual Rate: 1 Week	Accrual Rate: 2 Weeks	Accrual Rate: 3 Weeks	Accrual Rate: 4 Weeks
<i>Roll over option up to 1 week</i>	Yes	Yes	Yes	Yes
<i>Maternity / Paternity Leave</i>	12 Weeks	12 Weeks	24 Weeks	24 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 Business 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 Training with Managers</i>	Yes	Yes	Yes	Yes
<i>Staff Investment Meetings</i>	Yes	Yes	Yes	Yes
<i>Nuts & Bolts Certification</i>	One Time	One Time	One Time	One Time
Health Benefits				
<i>Current: Subsidized Reimbursement Program</i>	Up to \$100 / month	Up to \$150 / month	Up to \$200 / month	Up to \$250 / month
<i>Cash Out Option</i>	\$500 / year	\$500 / year	\$500 / year	\$500 / year
<i>Health and Wellness</i>	Up to \$250 / year	Up to \$250 / year	Up to \$250 / year	Up to \$250 / year
Financial / Retirement				
<i>Individual Retirement Account (IRA - Simple)</i>	100% Matching up to Federal Limit (Dollar for Dollar)			
<i>EBC Instructor Trainee Reimbursement Program</i>	Full 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>Ranking: Top 100 Companies to Work for</i>	2014, 2015	2014, 2015	2014, 2015	2014, 2015
<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>Computer Software</i>	Free Microsoft Office	Free Microsoft Office	Free Microsoft Office	Free Microsoft Office
<i>Community Service Events, Donations & Opportunities</i>	Yes	Yes	Yes	Yes
<i>Additional Licensure, Education, Training Opportunities</i>	Yes	Yes	Yes	Yes
<i>Other Things we'll think of!</i>	Yes	Yes	Yes	Yes

These are general guideline of current benefits available after introductory / pre-benefit period. The above benefits may be adjusted based on company and individual performance. (7/2015)