

Evergreen Beauty College Benefits Package

Total Compensation Package & Benefits	Under 5 Years	Under 10 Years	Over 10 Years
Salary	Annual Evaluation	Annual Evaluation	Annual Evaluation
Paid Days Off			
<i>Paid Holidays</i>	6 Days	6 Days	6 Days
<i>Christmas Winter Break (Salaried Educators Only)</i>	Up to 6 Days	Up to 6 Days	Up to 6 Days
<i>PTO (Accrual)</i>	Up to 10 Days (80 Hours)	Up to 15 Days (120 Hours)	Up to 20 Days (160 Days)
<i>Roll over option up to 1 week</i>	Yes	Yes	Yes
<i>Maternity / Paternity Leave</i>	12 Weeks	12 Weeks	12 Weeks
<i>Paid Maternity / Paternity Leave</i>	Up to 2 Weeks	Up to 2 Weeks	Up to 2 Weeks
<i>Bereavement - Immediate Family</i>	4 Weeks	4 Weeks	4 Weeks
<i>Paid Bereavement -Immediate Family</i>	1 Day	1 Day	1 Day
Training			
Team Development			
<i>In-service Training Days</i>	Up to 4 Days Annually	Up to 4 Days Annually	Up to 4 Days Annually
<i>Nuts & Bolts Certification Program</i>	Yes	Yes	Yes
<i>NAB Training / Conferences</i>	Opportunity	Opportunity	Opportunity
<i>Industry Training, Additional Certification</i>	Opportunity	Opportunity	Opportunity
<i>Staff Investments Meetings</i>	Yes	Yes	Yes
<i>End Of Year Company Performance Review</i>	Yes	Yes	Yes
For Your Development			
<i>Mid-Year Performance Review</i>	Yes	Yes	Yes
<i>Individual Monthly 1:1 Meeting/Time with Director</i>	Yes	Yes	Yes
<i>5 Year Personal Development program</i>	Yes	Yes	Yes
Health Benefits			
<i>Group Plan - Employee Medical</i>	Yes	Yes	Yes
<i>Group Plan - Employee Vision</i>	Yes	Yes	Yes
<i>Health and Wellness</i>	Yes	Yes	Yes
<i>Fit@EBC: Annual Allowance</i>	up to \$250 / year	up to \$250 / year	up to \$250 / year
<i>Group Plan Value added</i>	Tobacco Cessation Program		
<i>Group Plan Value added</i>	Complementary Choices (acupuncture, naturopathy, chiropractic, massage as perscribed)		
Financial / Retirement			
<i>Simple IRA (Employer contribution after one year)</i>	100% Matching Employer Contribution up to the Federal Limit		
<i>EBC Instructor Trainee Alumni Reimbursement Program</i>	Paid Tuition Refund after 2 years of continuous full time employment for EBC IT Graduate		
Fun Benefits			
<i>Complementary Salon/Spa Services</i>	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
<i>Top 100 Companies to Work for since 2014</i>	5 Consecutive Years	5 Consecutive Years	5 Consecutive Years
<i>Product Discounts</i>	Buy one get one free	Buy one get one free	Buy one get one free
<i>Christmas Party</i>	Yes	Yes	Yes
<i>Summer Family Picnic</i>	Yes	yes	Yes
<i>Community Service Events</i>	Yes	Yes	Yes
<i>Additional Licensure Training Opportunities</i>	Yes	Yes	Yes

This is a 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. (Revised 02/2018)