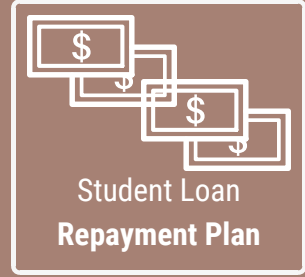


# ANNASTASIA SALON

## EARNING POTENTIAL

7	month Associate Program \$12 hr + tips
Year 1	\$42,439
Year 3	\$58,124
Year 5	\$72,320
Year 7	\$96,953
Year 10	\$139,257



Minimum wage hourly Guarantee at all levels

## FOR COMPARISON

USA	Oregon	Annastasia
The average Cosmetologist earns	The average Cosmetologist earns	The average Cosmetologist earns
<b>\$27,530*</b>	<b>\$26,650*</b>	<b>\$48,137**</b>
\$11.12hr	\$12.32hr	\$28.84hr

\* 2015 OREGONIAN

\*\* 2015 FULL YEAR STYLISTS, PT AND ML INCLUDED

## QUALITY OF LIFE



- 32 hour work week
- Debt Coaching
- Health Insurance
- Family First
- Retirement plan
- The Support of a team
- Salon Closed:
  - New Years Day
  - Easter
  - Memorial Day
  - 4th of July
  - Labor Day
  - Thanksgiving
  - Christmas Eve
  - Christmas Day

## SUPPORT SYSTEM

- SUPPORT STAFF**  
- Attend to every guest need
- PRODUCTS SUPPLIED**  
- Full inventory at no charge
- QUARTERLY LIVE MEETINGS**  
- Join your team to interact, learn and grow together.
- CREATE YOUR OWN EDUCATION**  
- Individual funds to pay for your outside classes
- 4 HANDS ON CLASSES**  
- Boost your skills with in-depth education
- HEALTH CARE**  
- Take care of yourself and your family
- STAFF RETREAT**  
- Bond and connect with your team every year!
- 1 to 1 COACHING**  
- Monthly mentoring to grow you and your business.
- VIRTUAL TEAM MEETINGS**  
- Celebrate everyone's success and stay up to date all from the comfort of home.
- PERFORMANCE BASED PROMOTIONS**  
- It is your life, you're in control!
- EMPLOYEE OWNED**  
- Shareholding available to the highest levels.

## SCHEDULE SUCCESS PLAN



Associate	Same as trainer + 6 hour opportunity shift
Level 1	4 evenings + 1 weekend
Level 2	3 evenings + 1 morning + 1 weekend
Level 3	2 evenings + 2 mornings + 1 weekend
Level 4	1 evening + 3 mornings + 1 weekend
Level 5+	Flexible within shifts

**WE VOLUNTEER:** We believe in giving back to the community. All our staff do 1 day of community service with our team.

## HONOR CODE @ANNASTASIASALON

*YOUR business is  
MY business and I  
will help YOU grow*

We tell our team  
when we **see**  
something we **like**

*We are  
**GENUINE***

*We use  
**Positive**  
language*

*We take **responsibility** for our actions and  
mistakes are **Learning** opportunities.*

*We are the co-worker  
**we want to**  
**work with.** We  
lead by example.*

*WE ARE  
**COACHABLE***

*We **SHARE** what  
we are doing and  
**WHY***

**WE COMMUNICATE  
WITH RESPECT**

*We **never** leave a  
teammate in need*

*We respect how we use  
and leave common areas*

*We **HANDLE** conflict  
immediately and privately  
using our conflict resolution*

## WHO WE HIRE

### ASSOCIATE PROGRAM

If you have less than 2 years experience, this is the program for you. Team up with one of our associate trainers and immerse yourself in a high performers business. You will amp up your technical skills while learning the tricks of the best.

### VETERAN STYLISTS

We believe that all stylists deserve to work on a supportive team and have the success they dreamed of. If our values and mission match yours we want to hear from you. There is room for everyone in our culture.

## WANNA FIND OUT MORE?

### HIRING MANAGERS

Toni Carlson and Caitlin Angus  
503.293.5489  
[Annastasias.com/careers](https://annastasias.com/careers)