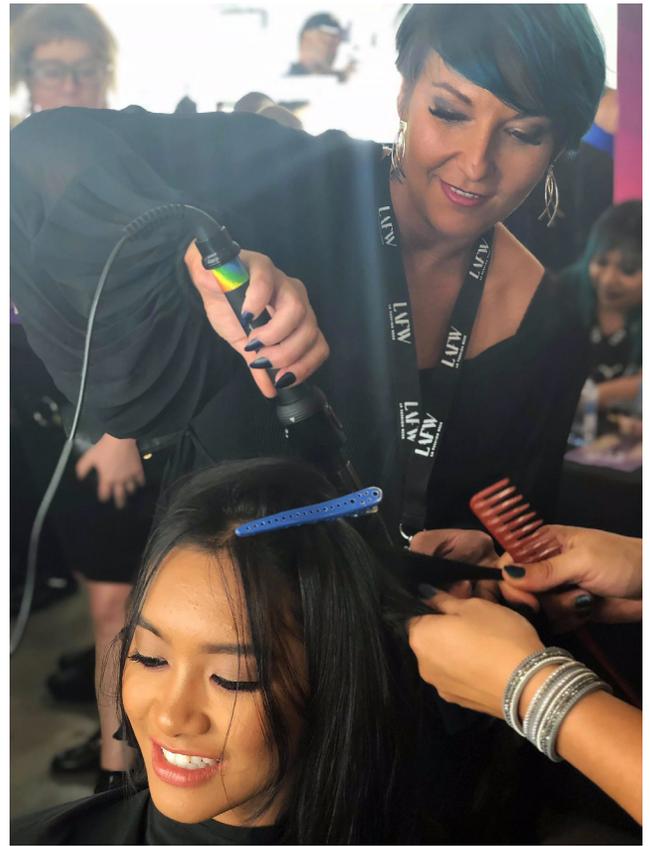


do you have
what it takes?



SALON ETHOS is looking for you.

We believe that education, training and mentorship are lifelong components of any successful career in the beauty industry. The Salon Ethos Associate Program is truly the best – come find out what everyone is talking about!



+ excellence: learn from industry leaders

The Salon & Spa industry is comprised of over one million businesses across the country with annual revenues of over \$40 billion.

Salon Ethos has been an industry leader since 2011, and is nationally recognized as a Redken Elite Salon.

We currently employ 11 beauty industry professionals, and have served thousands of clients, providing hair, nail, makeup, skin, & waxing services.

Our philosophy: Expert Personal Style. It sounds simple, yet our commitment to bringing the industry's best and most innovative practices to our guests is what makes us the central Oregon coast's premier salon.

+ are you a TOP 20 "career stylist"?

The "Golden Rule of 80/20" says that 20% of all stylists working in salons retain 80% of the guests, selling 80% of the services and products, and therefore taking home 80% of the income.

At Salon Ethos, we are committed to building Top 20 stylists, and bringing out the Top 20 in all of our Associates. We believe that anyone can be a Top 20 stylist if given the tools and training to succeed.

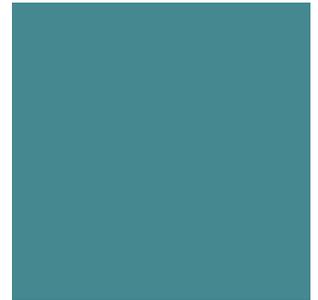
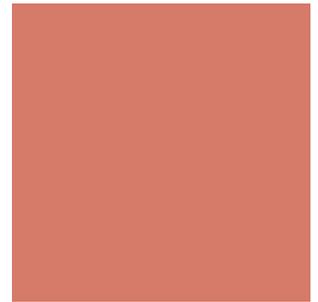
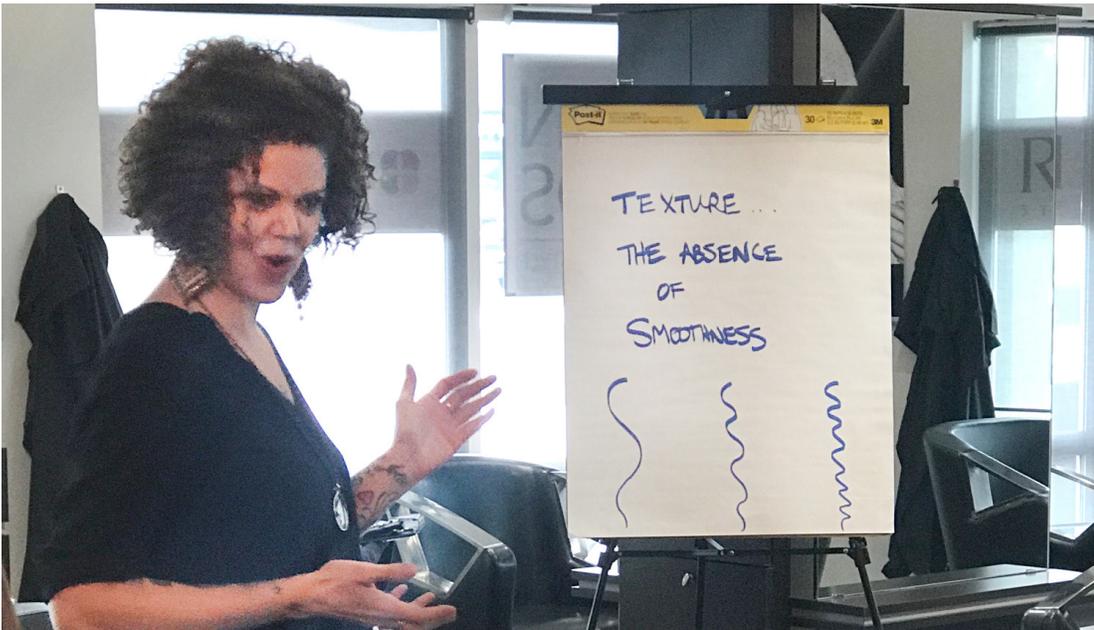
When we are Top 20 stylists, we see our work life as a career: A profession we choose, train for and pursue as a life work with the intention to succeed.

We feel hopeful, excited and inspired about our chosen career. We do our best to create an extraordinary experience for our guests. As a result, we earn more money, have more fun and have the satisfaction of knowing that we have achieved a great career.

At Salon Ethos, we have laid out a very clear career pathway for all of our service providers. Utilizing the Summit Salon Level System, we recognize that when stylists reach a certain level of demand on their time, they have earned a raise. There are no questions, ambiguities or gray areas at Salon Ethos.

SALON ETHOS Earning Potential – Level System

Level 1	90 Guests per month \$55 Average Ticket	Level 2	100 Guests per month \$66 Average Ticket
Commission %	48%	Commission %	49%
Retail Commission %	17%	Retail Commission %	17%
Service Commission	\$2,389	Service Commission	\$3,213
Retail Commission	\$135	Retail Commission	\$180
Tip Income	\$747	Tip Income	\$984
Monthly Earnings	\$3,271	Monthly Earnings	\$4,377
Annual Income	\$39,250	Annual Income	\$52,522
Level 3	110 Guests per month \$75 Average Ticket	Level 4	120 Guests per month \$85 Average Ticket
Commission %	50%	Commission %	51%
Retail Commission %	17%	Retail Commission %	17%
Service Commission	\$4,149	Service Commission	\$5,201
Retail Commission	\$231	Retail Commission	\$288
Tip Income	\$1,245	Tip Income	\$1,530
Monthly Earnings	\$5,624	Monthly Earnings	\$7,018
Annual Income	\$67,493	Annual Income	\$84,220
Level 4A	150 Guests per month \$95 Average Ticket	Level 4AA	180 Guests per month \$106 Average Ticket
Commission %	51%	Commission %	53%
Retail Commission %	17%	Retail Commission %	17%
Service Commission	\$7,375	Service Commission	\$10,134
Retail Commission	\$405	Retail Commission	\$540
Tip Income	\$2,127	Tip Income	\$2,868
Monthly Earnings	\$9,907	Monthly Earnings	\$13,542
Annual Income	\$118,887	Annual Income	\$162,499



our curriculum: a comprehensive strategy for your future

As a Salon Ethos Associate, you will complete a 9- to 12-month training program that will fast-track your new career.

Beginning Day 1, you will be touching hair. In addition, you will receive education in sales, guest retention, product knowledge and in marketing your business.

Our Associate Program is broken down into four phases. Once you complete each phase, you are given more opportunity to bring your own guest into the salon company. By the time you graduate from the Salon Ethos Associate Program, you will come onto the floor as an Advanced Level 1 Stylist.

Our Level 1 stylists work 32 hours per week and receive education and other benefits associated with a professional career.

PHASE ONE: orientation, technical skills training, Summit Salon training, product knowledge & guest service standards.

PHASE TWO: front desk training, advanced Summit Salon Training, technical skills training & "opportunity time" to schedule your own guests.

PHASE THREE: advanced technical & business training, master classes, and 8 hours of "opportunity time."

PHASE FOUR: advanced technical and business training, master classes, and 12 hours of "opportunity time."



a lifetime of continuing education

The most successful people we know are always learning, always seeking to expand their base of knowledge and expertise.

At Salon Ethos, we believe that learning is a lifelong journey. All of our service providers and support staff are required to continue their education by attending a specific number of continuing education opportunities.

These opportunities include in-house and master classes, product trainings, conferences, symposiums and advanced training at the Redken Exchange in NYC.

Best of all, Salon Ethos pays for most continuing education opportunities. We will support you all along the way.





our educators:

mentorship. expertise. teamwork.



ANNA DIAL

A Redken Certified haircolorist, Anna has trained with Redken Education Artistic Director Kris Sorbie, Redken Education Artistic Director Chris Baran and Redken Artist Sam Villa (among others), and at Symposium and Redken Exchange NYC programs. "We are all such a family with the same passion, pushing each other forward and supporting each other," she explains.



JANAE WIEBOLDT

Wieboldt brings over a decade of local experience to her position with Salon Ethos. A Redken Certified haircolorist, she's honed her craft via hands-on classes with Redken Education Artistic Director Kris Sorbie, as well as Redken Artists Sam Villa, Chris Baran, Ellen Lawlor, Sean Godard, and Phil Lee. She's honed her business skills with Summit business classes from Michael Cole and Ryan Morgan.



REDKEN EXCHANGE

Our stylists regularly attend salon-sponsored classes at the award-winning Redken Exchange in New York City.

Redken strives to instill the principles of wealth and success to the professional salon industry. Their goal is to empower salon professionals with educational tools that will help them increase their income. Through their passion for teaching, they help the salon community develop skills in business, design, color, training, personal development & wealth building.

Our stylists experience interactive, hands-on attention, joining award-winning educators and learning the latest techniques in an 11,000-square-foot, state-of-the-art facility, located in the heart of NYC... the fashion capital of the world.

LIZ ROSE

Stylists can benefit both professionally and creatively from this Redken Artist's experience of more than 20 years with salons all over the nation. Her first love is hair color, and her goal is to give each stylist on the team the tools to be successful. Exceptional customer experience, ongoing education and personal development all translate to a quick, dramatic increase in income.





don't take our word for it...

The people who know best are the stylists who have experienced the program. Hear what our Salon Ethos Associate Program participants have to say about it:



NIKKI BAYLIS

I've learned so much here! I've built a wonderful client base, become a Redken specialist, and helped put on three phenomenal productions, and I'm still learning – I am expecting my life to get nothing but better. My boss has created a wonderful platform for her staff, and we are able to shine as a team! I love my team and the environment I get to be a part of every day!



MELISSA HAMMETT

I originally fell in love with Salon Ethos when I saw the art walking out of the doors and the incredible education program. Then I learned about all that's given back to the community through Stylists Helping Youth with Mental Illness (SHYMI), a program I've always wanted to be a part of! What better place? Amazing hair, education, and fundraising – MY DREAM!



VERONICA LOGAN

Salon Ethos offers the ability to not only elevate you technically, but also in every aspect of this career, from business to guest experience, personal growth and the emotional support of being part of a team that is more like a family. The associate program and beyond is what I knew I needed to take my career to the next level.



KAYLA ROBESON

There was no question about wanting to start my career as a stylist at Salon Ethos. Continued education along with a loving environment to work in is important to me. At Salon Ethos, I'm always learning and growing – and always in the presence of some of the most talented and beautiful souls.



MELODY GWINUP

Working at Salon Ethos is more than just inspiring for me every day. Every day, I am motivated to be the best version of myself. Support from co-workers, knowledgeable leadership, unlimited room for growth – I can easily say Salon Ethos is the best choice I ever made!



are you an experienced stylist?

We're looking for you, too! Join our team.

Our philosophy: Expert Personal Style. It sounds simple, yet we're committed to bringing the industry's best and most innovative practices to serve our guests.

Our stylists and staff are team-oriented, positive, helpful and committed to the best experience possible for our guests.

As a Salon Ethos stylist, you can expect consistent coaching and support to grow your business in the quickest, most effective way possible, surrounded by positive, like-minded team members.



what are you waiting for?

Apply today.



SALON | ETHOS Associate Program

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