

**Welcome to...**



**THE GOLDEN EXPERIENCE**

# Salon AU Commission Stylist Compensation & Benefits

## Compensation Overview

- Commission Stylists are paid monthly.
- Credit Card Tips: Paid on paycheck.
- Cash Tips: 100% yours to keep.
- Base Pay: Starts at \$7.25/hr (Iowa minimum wage) for all new hires & is based on salon experience in the industry.
  - Increases in commission rate % or hourly available after the 90-day Rising Star Period (probation/training phase).
  - Then % or hourly rate will be looked at every 6 months, 9 months, 12 months during the first year of employment.
  - NO OVERTIME allowed
  - You will start at up to 25 hours/week unless you have a fully built clientele.

## Stylist Overviews:

If you are a newer stylist with less than 1 year experience and just out of Cosmo School we will start off with a basic schedule. My goal is to have you feel confident in being semi independent while working at Salon Au. I will always be here to support you in your journey however sometimes when I am with a client I can NOT stop what I am doing.

Stylists who have 2+ years of experience, have a small or advanced clientele built up, are comfortable with their skills and are able to not rely on the owner for much will be able to move up faster in the benchmarks provided.

## First Year With Salon Au:

Your first year with us will be ever changing in the sense that you will learn all the things you didn't learn in school. I will hold you accountable in your career in things such as goal setting, hair techniques behind the chair, educating yourself, work life balance.

My goal for your first year is to have you reach numbers to where you are actually making \$15-\$25/hr with your commission added into consideration. If your goal is to eventually be a self employed stylist I can help you get there as early as 3 years if you commit to that goal.

# Part-Time Stylists

## Schedule & Pay

- Up to 25 hours/week (shared station).
- Equivalent base: \$182/week (25 hrs x \$7.25).
- Expected schedule: 3-5 days/week behind the chair (BTC).  
If the stylist is slower and not busy there could be days where we cut your hours short.  
So it's super important to put in the hard work to gain a clientele on your end too.

## Paid & Unpaid Time Off

- 5 MTO (My Time Off) days/year @ base pay. Must request this time off with a 30-90 days notice.
- Unlimited unpaid time off for occasional days of not being busy and wanting to take the day off or something came up and needed it off.
- Birthday: Paid day off @ base pay.
- 5 Sick Days/year (unpaid). Excused
- 1 Mental Health Day one per month (unpaid).
- Maternity Leave: 3 weeks paid @ base hourly rate.
- Holidays: All major holidays off (unpaid unless using MTO).

## Additional Benefits

- Paid 1:1 meetings & salon events @ base pay.
- Optional front desk hours available @ base pay (while building clientele). Cleaning, Laundry is part of those duties. I will only allow 30 mins of social media scrolling as long as its work related. At any time I can ask to show what you are working on during that time. When front desk duties are done you can shadow a stylist or help assist them. However if anyone walks in it will be your signal to go greet the client and check them in.

## Performance-Based Growth

- Base pay & commission % reviewed every 6–12 months.
- Increases granted if benchmarks are met at least 80% of the time.

# Full-Time Stylists

## Schedule & Pay

- 40 hours/week (dedicated station).
- Equivalent base: \$290/week (40 hrs x \$7.25).

## Paid & Unpaid Time Off

- 10 MTO days/year @ base pay.
- Birthday: Paid day off @ base pay.
- 5 Sick Days/year (unpaid).
- 1 Mental Health Day one per month (unpaid).
- Maternity Leave: 8 weeks paid @ base hourly rate.
- Holidays: All major holidays off (unpaid unless using MTO).

## Additional Benefits

- Paid 1:1 meetings & salon events @ base pay.
- Optional front desk hours available @ base pay (while building clientele).

## Performance-Based Growth

- Base pay & commission % reviewed every 3 months (if benchmarks met 75% of the time) or every 6 months (if benchmarks met 50% of the time).
- 

## Anniversary Benefits

After 1 year with Salon AU, stylists are eligible for additional paid/unpaid leave benefits (extra MTO, sick days, mental health days, and extended ML) based on overall performance.

## Commission Structure (Service Sales)

Commission is based on weekly & monthly service sales. Evaluated quarterly & must be consistent before jumping commission rates.

| Commission % | Weekly/Monthly Sales |
|--------------|----------------------|
| 30%          | \$500 – \$1,000      |
| 35%          | \$1,001 – \$2,000    |
| 40%          | \$2,001 – \$3,000    |
| 45%          | \$3,001 – \$4,000    |
| 50%          | \$4,001 – \$5,000    |
| 55%          | \$5,001 – \$6,000    |
| 60%          | \$6,001 – \$7,000    |
| 65%          | \$7,001 – \$8,000    |
| 70%          | \$8,001+             |

## **Retail Commissions (Monthly)**

Want to make more money?? Retail is an easy way to add to your paycheck

| <b>Retail Sales</b> | <b>Commission %</b> |
|---------------------|---------------------|
| \$100 – \$250       | 5%                  |
| \$251 – \$500       | 10%                 |
| \$501 – \$799       | 15%                 |
| \$800 – \$999       | 20%                 |
| \$1,000+            | 25%                 |

### **We carry Goldie Locks, Zenagen, Olapex, Milbon, Etc...**

Get to know the products so you can sell some to your clients which in return gets you more money.

## **Base Pay Tiers (Performance-Based)**

Base hourly pay increases as performance and commission levels rise:

- 30% – 40% commission → \$7.25 – \$9.00/hr > Part Time hours
- 45% – 55% commission → \$10.00 – \$12.00/hr > Part Time hours / Full Time hours @ (\$3000 weekly gross sales)
- 60% – 70% commission → \$15.00 – \$25.00/hr > Full Time hours

---

## **Income Expectations (First 90 Days) shoot for these goals!**

- Part-Time Stylist: \$500 – \$700+/week service sales (30+% commission + retail).
- Full-Time Stylist: \$1,500 – \$2,500+/week service sales (45+% commission + retail).

---

## **Growth Path (Salon AU Goal for All Stylists within 3-5 Years)**

- 70% Service Commission
- \$15–\$25/hr Base Pay
- 25% Retail Commission

# **Benchmarks & Expectations – Salon AU Stylists**

To ensure continued growth, professionalism, and alignment with Salon AU's luxury standards, stylists are expected to consistently meet the following but not limited benchmarks:

## **Performance & Client Care**

- Achieve income goals consistently, as outlined by Salon AU.
- Maintain an 80%+ rebooking rate across all services.
- Acquire a minimum of 3–5 new clients per month.
- Ensure 60%+ of new clients return within 90 days.
- Uphold a service redo rate of under 2–3%.
- Deliver exceptional client experiences that generate 5+ positive reviews per month (Salon AU and personal platforms).

## **Service Excellence**

- Consistently provide and recommend luxury add-ons (waxing, massage chair, head spa, nail services, etc.).
- Maintain an average service ticket of \$100+ per guest.
- Demonstrate ongoing growth in speed and efficiency, without compromising quality.
- Showing up and ready to go looking professional and confident for your clients. Rule of thumb is 10-15mins early to set up.
- Reading and following Salon Au handbook and opening/closing check lists.

## **Brand Presence & Promotion**

- Build and share social media content 1–2x per week, tagging Salon AU, without reminders.
- Must have your own hair pages on Facebook & Instagram
- Actively participate in at least one salon promotion or event per quarter.
- Serve as a positive brand ambassador both inside and outside the salon.

## **Education & Development**

- Attend all paid educational events provided by Salon AU.
- Expand skills by learning at least one new technique or service per year.
- Contribute to team growth by sharing knowledge and presenting at least one idea quarterly in meetings.

## **Business & Sales Goals**

- Track and review personal service goals monthly against established benchmarks.
- Meet combined retail + service sales goals (set by Michelle; e.g., \$5K for FT, \$2.5K for PT).
- Maintain a consistent booking rate of 80%+ of available hours.

## **Teamwork & Salon Contribution**

- Participate fully in team meetings and salon culture.
- Complete assigned daily/weekly salon duties (laundry, cleaning, stocking, front desk support when scheduled).

## **Exiting Salon Au**

Things happen, life happens > I am here and I will NEVER judge!

However please show me respect when you are ready to leave Salon Au.

I will offer you the world & help you grow in your career and expect the same respect when you decide to move on.

2 weeks is always preferred when turning in your notice. If you do not have any clients scheduled for the future because you are still building we can talk about an early exit.

If you are not on great terms with Salon Au, I as the owner may ask you to leave before your 2 weeks is up.

If you put your 2 weeks in and it goes into the next pay period and you do not have any clients I will respectfully ask that we end your employment in the pay period we are in. Our pay periods are each month 1st-31st. You will possibly lose access to any Square apps so that way our clients info stays with the salon.

## **Intellectual Property at Salon Au**

All photos, videos, social media content, marketing materials, training materials, salon documents, promotional campaigns, educational materials created for Salon Au are considered The Salons!

The employee acknowledges that all work product, intellectual property listed above produced during the stylist employment at Salon Au shall be considered "work made for hire" and shall remain the exclusive property of Salon Au.

Upon termination of employment, whether voluntary or involuntary, Salon Au shall retain all ownership rights to such property and may continue to use, reproduce, display, publish, modify, and distribute such content without restriction.

You can still use your pics and videos outside of Salon Au if you wish. However they will need to be cropped so most of the background is not showing.

Client List:

Client list is property of Salon Au. If you can be respectful and communicate with me I may allow you to reach out to your clients. We don't own them, however let's do this the right way!

# Stylist Expectations:

## **Benchmarks & expectations:**

- Income goals are being met consistently
- 80%+ rebooking rate
- 3-5 new client per month (minimum)
- Client return rate: 60%+ of new clients come back within 90 days.
- Consistent 5-star reviews or positive client feedback on Salon Au & their own socials review platforms (shoot for 5 a month)
- Consistently offers luxury add-ons
  - >Waxing, massage chair, referrals to head spa &/or nails
- Maintains a consistent average ticket of (\$100+ amount per guest).
- Builds and posts social media content 1–2x per week that tags Salon AU with out having to be told
- Participates in at least 1 salon-promo or event per quarter as a team.
- Comes to all paid educational events & expands skill set: learns 1 new technique/service per year.
- Demonstrates growth in speed and efficiency without sacrificing quality.
- Keeps service redo rate under 2–3%.
- Hits monthly retail + service sales combo goal (ex: \$2000+ FT, \$500-\$1000+ PT). -set by Michelle
- Completes daily/weekly salon duties (laundry, cleaning, stocking) if doing front desk
- Participates in team meetings and shares at least 1 idea quarterly.
- Acts as a positive brand ambassador in and out of the salon.
- Being booked 80%+ of available hours.
- Contributing to Salon AU's VIP/Golden Fans community (IG posts, stories, giveaways).
- Achieving personal retail/service milestones (ex: \$50K in annual sales).
- Getting mentioned by name in 5-star reviews at least 2x per quarter.
- Team meetings are mandatory for employee stylists

# Hourly Breakdown

PT/FT Base Pay X Hrs = wkly \$ & per month \$

PT \$7.25 x25hrs = \$182 x4wk/5wk \$728/\$910

PT \$8.25 x25hrs = \$207 x4wk/5wk \$828/\$1035

PT \$9.00 x25hrs = \$225 x4wk/5wk \$900/\$1125

PT/FT \$10.00 x25-40hrs=\$250-\$400 (\$1000-\$1600+)

PT/FT \$11.00 x25-40hrs=\$275-\$440 (\$1100-\$1760+)

PT/FT \$12.00 x25-40hrs=\$300-\$480 (\$1200-\$1920+)

FT \$15.00 x40hrs = \$600 x4wk/5wk \$2400/\$3000

FT \$20.00 x40hrs = \$800 x4wk/5wk \$3200/\$4000

FT \$25.00 x40hrs = \$1000 x4wk/5wk \$4000/\$5000

## Using this performance based method as stated above:

>30% – 40% commission → \$7.25 – \$9.00/hr > Part Time hours

>45% – 55% commission → \$10.00 – \$12.00/hr > Part Time hours / Full Time hours

>60% – 70% commission → \$15.00 – \$25.00/hr > Full Time hours

---

Stylist is doing \$500-\$1000 wk in gross sales

>Part Time 30% – 40% commission → \$7.25 – \$9.00/hr 25hrs week

Stylist is doing \$2000-\$4000 wk in gross sales

>Part Time / Full Time 45% – 55% commission → \$10.00 – \$12.00/hr 25-40hrs week

Stylist is doing \$6000-\$8000+ wk in gross sales

>Part Time / Full Time 60% – 70% commission → \$15.00 – \$25.00/hr 25-40hrs week

## Examples:

### Part Time: 25 hrs week

Gross Sales Brought In to the salon wkly: lets say you do

\$1000wk in gross sales x30% commission rate = \$300wk

X 4wks = (sales \$4000 X30% = \$1200month)

### VS

Base pay (\$7.25/hr x25hrs wk = \$182) X4wks = \$728 month

***so commission would be greater than your hourly base pay.***

\$2000wk gross sales x35% + \$700wk X4wks = \$2800 month

vs base pay (\$7.25/hr x25hrs = \$182) X4 wks = \$728 month

> As long as you are bringing in more gross sales over your base pay you will always come out more with your commission rate.

### Full Time 40 hours wk:

Gross Sales Brought In to the salon wkly: lets say you do

\$4000wk in gross sales x55% commission rate = \$2200wk

X 4wks = (sales \$16000 X55% = \$8800month)

### VS

Base pay (\$12/hr x40hrs wk = \$480) X4wks = \$1920 month

***so commission would be greater than your hourly base pay.***

Another example:

\$8000wk gross sales x70% + \$5600wk X4wks = \$22,400 month

vs base pay (\$25/hr x40hrs = \$1000) X4 wks = \$4000 month

> As long as you are bringing in more gross sales over your base pay you will always come out more with your commission rate.

# Salon Au Promise

My promise to you is I will never cut your % rate or your base hourly rate if you have a bad week or month. However if you do show a decline in productivity and it's consistent in a 3 month period then there will be a conversation to be had and your hours will possibly be adjusted until you can reach your benchmark goals. To have a higher commission % your gross income needs to reflect it in order for me to justify the hours given to you as opportunities.

During your probationary period of the first 90 days any paid education will be on a trial basis. If Salon Au offers any paid education during the first 6 months of your employment at Salon Au and you decide to exit or leave you will owe 50% of that paid educational opportunity.

## **Training Pay Acknowledgment Form:**

During the training process or onboarding/orientation if the stylists quits before their official first day of work or within that first 90 days of employment. The stylist will need to reimburse Salon Au for any marketing materials such as flyers or business cards that were specifically ordered for said stylist.

I (stylists name) \_\_\_\_\_ understand and agree if such a situation happens where I decide to not join Salon Au that I will reimburse for the cost of marketing materials.

Date: \_\_\_\_\_

Owner: \_\_\_\_\_

## Employee Letter of intent & agreement on working at Salon Au

Stylist Name: \_\_\_\_\_

Date: \_\_\_\_\_

Agreement of Pay per hour/base pay: \_\_\_\_\_

Commission Rate: \_\_\_\_\_

I understand that these numbers above are based on specific data that we talked about in our interview and onboarding session. I understand that after my 30, 60 & 90 day 1:1 I could potentially receive a pay upgrade based on my benchmarks set by the salon to achieve during this time.

### NOTES:

Stylist Name: \_\_\_\_\_

Salon Owner: \_\_\_\_\_

Date: \_\_\_\_\_

# **SALON AU EDUCATION INVESTMENT AGREEMENT**

Salon AU believes in investing in the growth, education, and success of its team members. As part of this commitment, Salon AU may choose to pay for or subsidize educational opportunities, including but not limited to classes, workshops, certifications, events, travel expenses, lodging, and related training costs. By accepting Salon AU-funded education, the employee agrees to the following terms:

## **Education Commitment**

The employee acknowledges that the education provided is an investment made by Salon AU to support their professional development and contribution to the salon team.

In consideration of Salon AU covering the cost of the education, the employee agrees to remain actively employed with Salon AU for a minimum period of six (6) months following the completion date of the education program.

## **Voluntary Separation**

If the employee voluntarily resigns, quits, abandons their position, or otherwise leaves Salon AU on their own accord within six (6) months of the education completion date, the employee agrees to reimburse Salon AU for 50% of the total education investment made on their behalf.

The total education investment may include: Class or course registration fees Certification fees Event tickets Travel expenses Lodging expenses Salon-paid materials, kits, or training products Any additional costs paid by Salon AU directly related to the educational opportunity No

## **Repayment Required**

The employee will not be responsible for reimbursement if: They remain employed with Salon AU for six (6) months or longer after the education completion date. Their employment is terminated by Salon AU without cause. Salon AU chooses to waive repayment in writing.

Repayment Terms. Any reimbursement owed shall be due within thirty (30) days of the employee's separation date unless other arrangements are agreed upon in writing by Salon AU. Legal action will be taken if the stylist refuses to repay education classes.

## **Acknowledgment**

By signing below, the employee acknowledges that participation in Salon AU-funded education is voluntary and that they understand and agree to the terms outlined in this agreement.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Salon AU Representative: \_\_\_\_\_

Date: \_\_\_\_\_