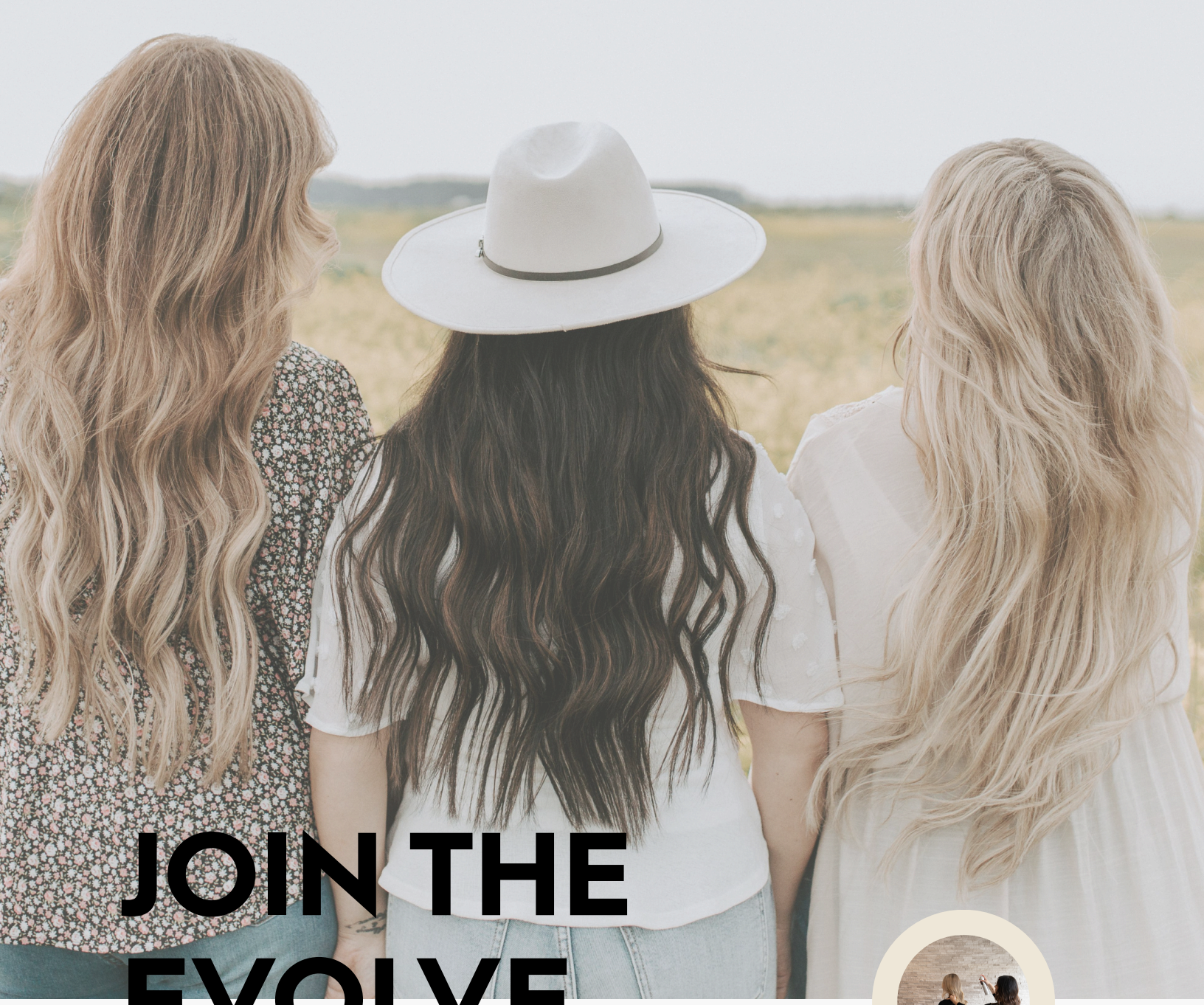


JOIN THE EVOLVE TEAM



Modern Commission Salon where Stylists make 50-75% Commission Splits. The salon fills the Stylist's books, so the Stylist can focus on retaining guests & building their craft.



ABOUT EVOLVE SALON

Our cozy boho salon is located in Old Town Mount Vernon on First Street. Our focus is an exceptional Guest Experience and providing premium Elevated Services.

We are known for our Healthy Blonding, Color and Haircuts that are the solid base for life changing services like hair extensions and hair loss systems.

THE VISION

To build a client-centric boutique salon that sets the standard for professionalism, trust, and excellence. We believe that starts with the people behind the chair. At Evolve, we're building a workplace where teamwork, continued growth, and a positive outlook fuel long-term success for you, for our clients, and for the future of this salon. We're not building a business that depends on any one person. We're building a culture that keeps evolving, so there's always room for you to grow with it.

THE MISSION

To help you build a career you're proud of. At Evolve, you'll be part of a team guided by integrity, education, and collaboration where you're empowered to grow, take ownership of your role, and build a sustainable career on your terms. It's a culture built on drive, self-awareness, and a genuine desire to serve both our clients and each other.

CORE VALUES

CLIENT CENTRIC

INTEGRITY

GROWTH

GRATITUDE

TEAM WORK

EDUCATION



A WORD FROM YOUR MENTOR & COACH:

You have my commitment that I will continue to invest in education, systems, and leadership that support both our clients and our team.

I will communicate openly and honestly, hold myself to the same standards I expect of others, and remain committed to building a workplace rooted in respect, collaboration, and growth.

You can hold me accountable to showing up with integrity, clarity, and care every day.

Sincerely,

TARA

OWNER, FOUNDER AND CEO OF EVOLVE

The Stylist Growth Map to Extensions

T & Co.

A Path from Foundations to Mastery

Phase 1 – FOUNDATIONS

Guest Experience:

- Greeting, Consultation, Floor and Appointment Etiquette

Front Desk Basics:

- Checking a guest in & out
- Rescheduling a guest
- Messages and Emails

Services You Offer:

- Learning the Service Menu
- Learning your pricing
- Getting your service timing down

Marketing:

- (2) one-on-ones with personalized marketing Work Book Before-and-after posting on Instagram Weekly Basic Marketing

Daily Habits:

- Clocking in and out
- Arriving 30 min before your scheduled client
- Executing your daily salon chores
- Communicating with your coach on how you are feeling and where you need guidance

Phase 2 – LEARNING EXTENSIONS

Hair Extensions Certification Classes:
(2) days of theory and hands on learning

Class 1: Extension Foundations and Theory

Class 2: Hands-on — *Fundamentals of Extensions & Marketing Workbook:* How to Start Building with Models

Phase 3 – IN-SALON COACHING & MENTORING

- Daily in-salon coaching and mentoring while taking on clientele, hands-on guidance and support from coach and/or mentor at the salon throughout Phase 3
- Getting comfortable running consultations & order forms Taking a client from consultation through installation with confidence

TIMING OF THE PHASES

Our approach is to personalize each growth plan so each stylist can work at their own pace. We nurture and grow stylists to reach their goals and time tables. Some have reached 6 figures with a 4 day schedule in 2 years, while others accomplished this in only 9 months. This career is yours and we are here to guide you.

FROM DAY ONE > FULLY BOOKED

We have it down to a science, you progress at your pace through the program. Building the perfect clientele has never been easier than joining a salon with a proven record to build their stylists. You just need to bring the desire to learn and grow.

First 30 Days

OBJECTIVE: Get settled in, learn the guest experience and salon flow

Day 31 - 60

OBJECTIVE: Perfect the guest expereince, Your Marketing flow and Consistancy

Day 61 - 90

OBJECTIVE: Hair Extension training and growing your clientele

Week 1	Learn client flow and Guest Experience
Week 2	Color line, Head sheets for foiling success
Week 3	Color and Haircutting Success Tips
Week 4	Marketing Basics & Finding your voice
Month 2	Putting it all together for Consitancy
Month 3 - Month 5	Learning Hair Extension Basics
Month 6 - Month 9	Mastering your Hair Extension Skills with Models and building your clientele

In-House 1-on-1 Coaching & Mentoring
Our training and mentorship is designed to get you hands-on; learning, growing and earning to your full potential as fast as your desire to reach your goal.

This instruction is clear, practical and designed to empower the driven stylist.

CAREER OPPORTUNITIES

- These income projections are based on real performance data from stylists on Evolve's schedules over the past five years.
- Figures represent your **gross** earnings - your percentage of service revenue, before tips.
- Tip income is not included in these projections - stylists get 100% of their tips.

APPRENTICE

Annual Compensation Potential:

$18,000 - $36,000+

DETAILS:

We are a licensed Apprenticeship Salon in Washington State and will begin hiring for this program in 2027.

Minimum Requirements:

- Qualify through WA State
- Work part time in salon on clients for hands-on training
- Book work to be completed offsite

STYLIST - 2 DAYS

Annual Compensation Potential:

$60,000 - $70,000+

DETAILS:

Colorist, Blonding and Haircuts 20 hours a week, learning hair extensions.

Minimum Requirements:

- Excellent in Color &Blonding
- Confident in Long layered haircuts
- Dedicated to learning excepitonal client care & efficiency behind the chair

SPECIALIST - 3 DAYS

Annual Compensation Potential:

$80,000 - $100,000+

DETAILS:

Colorist, Blonding & Hand Tied Hair Extension Specialist

30 hours a week

Minimum Requirements:

- ***EVOLVE*** Certification in Hand Tied Hair Extentions
- Efficient with your timing on each service
- Excellent client service & retention

SPECIALIST - 4 DAYS

Annual Compensation Potential:

$120,000 - $144,000+

DETAILS:

Colorist, Blonding & Hand Tied Hair Extension Specialist

35-40 hours a week

Minimum Requirements:

- Evolve Certification in Hand Tied Hair Extentions
- Efficient with your timing on each service
- Excepitonal client service & retention

WHAT OUR TEAM SAYS

Rhader – Hair Design Apprentice



From day one the team has been supportive. My flexible schedule allows for work - life balance. I feel valued and respected. I get coaching whenever I need it, and clients love the vibe so building a clientele has been consistent.



Holly – Hair Color & Hair Extension Specialist

I have never felt so cared for in a salon. Tara's hands-on guidance and attention to my individual learning style has helped me advance my skills at my own pace. I have reached each goal ahead of schedule and am excited to keep building!

NEXT STEPS

Step 1: Apply at evolvebytaraandco.com/careers
Step 2: In-person interview with salon owner, Tara Johnson
Step 3: 90-minute salon shadowing experience
Step 4: Offer letter review meeting
Step 5: New hire onboarding and 90-day training