

TEAM MEMBER INFORMATION PACKET



WE EMPOWER OTHERS TO
SEE THEIR OWN POTENTIAL.

OUR VISION

Toni believes that beauty and wellness professionals have the power of knowledge and skills to change the lives of the guests that visit Rejuvenate. She also believes in creating a business culture that supports and encourages growth through mentorship. It is her passion to empower others to see their own potential and that in turn, empowers her to make a difference in the lives of others by investing time, energy and resources into the development of beauty and wellness professionals.

OUR MISSION

Our mission at Rejuvenate is to empower our guests to be the best version of themselves and we do this through salon and wellness services. We believe our team is able to achieve that mission for our guests because they are provided with a mentorship program where our mentors come along side of them and guide them in their career path.

OUR CORE VALUES

BUSINESS

It is important for the business to be built on a strong foundation of team culture, mentorship and personal and professional growth opportunities.

We strive to have clear and open communication with no gossip or egos. It is important to work as a cohesive team in order for us to be successful in whatever way is most valueable to our individual lives and life-styles. We run together with the same overall vision.

GUEST EXPERIENCE

When our guests walk in the door they immediately feel like they have come somewhere unique. They feel genuinely welcome, comfortable and special.

SERVICES

The team provides the highest quality services that are unique to our area. We strive to be cutting edge and set apart from the other salon and/or spas in our area.

EDUCATION

With our industry changing constantly it is a priority to stay driven in our education and stay up on our industry standards.

GUESTS

Guests are our #1 priority, without them we would not have jobs, income or the lifestyle we desire. Fostering healthy, positive relationships with our guests allows us to WOW them every time they visit. It is important to keep our conversations appropriate and professional. We act as guides for our guests so that they have the knowledge and the tools that they need to take care of their hair, skin, nails, lashes and their body's overall health and wellness.

FOSTER RELATIONSHIPS

Externally- we WOW our guests

Internally- we have clear and open communication with our team.

Relationships are what make life so enjoyable.

CUTTING EDGE

When technology advances, we advance. Being dedicated to growing ourselves and our guests is very powerful in order to impact our team and serve our community.

HOSPITALITY

Every single guest needs to feel warm and comfortable in our salon and spa company. No matter what walk of life they have had, every single guest is welcome in this home and deserves to be treated with premium service.

OUR KEY BRAND STANDARDS

OUR WHY

We empower people to be the best version of themselves.

HOW

We provide a personal plan to guide people to their fullest potential.

WHAT

Through salon & wellness services.

BRAND PROMISE

We promise you will feel your very best.

ALL POSITIONS IN OUR SALON

ASSOCIATE

NEW TALENT

Our associates are enrolled in our empowerment program, where they are mentored, assist and have opportunity days to serve guests.

STYLIST

LICENSED COSMETOLOGISTS

Our stylists provide hair, lash, skin and nail services in the beginning of their careers and then begin to specialize as they advance in their career path.

ESTHETICIAN

LICENSED ESTHETICIAN

Our estheticians provide facials, ap esthetic services, body/intimate waxing, lash and brow services.

MASSAGE THERAPIST

CERTIFIED MASSAGE THERAPIST

Our massage therapists provide massage, cupping and hot stone treatments focused on wellness of the body.

GUEST EXPERIENCE COORDINATOR

THE FACE OF OUR COMPANY

Our guest coordinators ensure that our guests have the most welcoming experience. They also support our team and company by assisting to hit salon goals.

MENTOR TRAINER

THEY CULTIVATE A SAFE SPACE FOR GROWTH

Our Mentor Trainer facilitates our Empowerment Program for Associates, conducts Personal Development Meetings with our team members and is our team's biggest cheerleader!

COMPANSATION

Team members are placed into our Career Path Plan that includes a base hourly rate or service commission, whichever is greater. Retail bonuses are given based on key performance indicators. On average our service providers receive 20% gratuity.

Bi-weekly paydays.

Each level of our Career Path Plan have goal areas to meet. In order to reach the next level of achievement goal areas are met for 3 consecutive months. After the third qualifying month our team celebrates BIG with that service provider.

The Career Path Plan allows a clear visual for where you are, where you want to go and every step to get there.

WORK LIFE BALANCE

Full-time Team members have the option to work 32 or 40 hour weeks.

Part-time Team members have the option to work 16-24 hours a week.

We offer flexible scheduling and checking twice a year to make sure our team members schedule is allowing them to live their best life. There are opportunities for adjusting our set schedules twice a year.

BENEFITS

ANNIVERSARY PROGRAM

Less than one year- No paid vacation time

At least one year but less than 5- One week of paid vacation

5 years but less than 10- Two weeks of paid vacation

Over 10 years- Three weeks of paid vacation

EDUCATION FUNDS

Funds are rewarded monthly for continued education you get to choose.

HOLIDAYS

FULL TIME EMPLOYEES- Paid for all holidays

PART TIME EMPLOYEES- Paid for holidays that fall on regular working day.

NEW YEAR'S DAY

MEMORIAL DAY

INDEPENDENCE DAY

LABOR DAY

THANKSGIVING

CHRISTMAS

PERSONAL TIME OFF

Personal days off start with 4 days per year. Opportunities for additional time off is available. Flexible work schedules are ideal for all and we strive to provide flexibility.

Additional flexibility is rewarded through our career path plan as you advance in your career.

WHAT MADE YOU LOVE REJUVENATE AND WANT TO JOIN OUR TEAM?

"The things that Toni had to offer and the education she is willing to bring to us at the salon!" ~Allison

"This is more than just a salon and a job. My first visit to the salon felt quaint, welcoming and like home. After getting to know Toni, the rest of the team, her philosophy and what she offers her team, I knew it was a place I wanted to be. She invests in our growth and I know I will strive and reach my goals with Rejuvenate. I am so excited for this journey." ~Taylor

"I wouldn't be where I am at in my career if it wasn't for Toni's mentorship and courage." ~Ashlyn

"I love Rejuvenate for the cozy and comfortable atmosphere! I also love coming and having great support from all my coworkers!" ~ Emily

OUR HIRING PROCESS:

- STEP 1** Apply at www.rejuvenatespaday.com/careers
- STEP 2** In-person interview with salon owner Toni Koch
- STEP 3** 90-minute salon shadowing experience
- STEP 4** Offer letter review meeting
- STEP 5** New Hire onboarding and 90-day training

GET IN TOUCH

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