



Build a Career You Love Without Having to Build a Business

The Numbers, The Growth Path & The Associate Program



WEST LAFAYETTE, INDIANA · EST. 2011

WHAT WE STAND ON

Our Core Values

- POSITIVE PRESENCE**

This is how we show up — our attitude, our energy, how we treat each other day to day.
- WELCOMING ATMOSPHERE**

Guests should feel it the second they walk in. Every interaction shapes whether they come back.
- WEALTHY LIFE**

We care about balance and flexibility — but flexibility only works when there's communication and respect for the team.
- TEAM PLAYER**

We can't have it feel disconnected — we have to feel like one team, supporting each other through every part of the day.
- EDUCATION DRIVEN**

Continuing to grow, staying inspired, and never getting burned out or checked out. Our industry moves fast — we move with it.

FULL TRANSPARENCY

Compensation & Income Potential

Below is our stylist commission scale for a **4-day work week (30–37 hours)**. Your commission rate is calculated on your trailing 6-month average of service sales.

DAILY AVERAGE	MONTHLY SERVICE SALES	COMMISSION	ANNUAL INCOME POTENTIAL
\$250	\$4,000	41%	\$23,534
\$281	\$4,500	43%	\$27,984
\$312	\$5,000	45%	\$32,583
\$344	\$5,500	47%	\$37,189
\$375	\$6,000	48%	\$41,800
\$406	\$6,500	49%	\$46,418
\$438	\$7,000	50%	\$51,042
\$469	\$7,500	51%	\$55,670
\$500	\$8,000	52%	\$60,306
\$556	\$8,900	53%	\$68,661
\$594	\$9,500	54%	\$74,241
\$656	\$10,500	55%	\$83,558

**Based on 4 days/week, 50 work weeks, 20% est. tips. 1-, 3-, and 5-day schedules available. Not a ceiling — commission keeps scaling past 55% beyond \$10,500/month; we simply stopped charting it here.*



WHAT GROWTH ACTUALLY LOOKS LIKE

Your Growth Path

Real numbers first — what our stylists actually average each month by phase — alongside the salon's official KPI targets for that stage. Numbers reflect real performance; targets show what we coach toward.

Associate Stylist FOUNDATION PHASE · 0-1 YEAR Build foundational skills, develop confidence, and support the salon team while preparing to transition behind the chair.	ACTUAL MONTHLY AVERAGE <i>Tracking begins once you're independently taking guests.</i>	SALON KPI TARGETS • Education completed, ready for core services • Consistent attendance & professionalism • 50%+ Utilization • 4+ social posts / week
Aspiring Stylist EXPANSION PHASE · YEARS 1-2 Grow your client base, build confidence behind the chair, and establish consistent habits.	ACTUAL MONTHLY AVERAGE \$4,500 Service Sales 83% Booked 24 New Guests	SALON KPI TARGETS • 8+ new guests / month (goal) • 30%+ new · 80%+ existing retention • 80% utilization • 3+ social posts / week
Established Stylist REFINEMENT PHASE · YEARS 3-4 Refine your skills, elevate your guest experience, and build a sustainable business with pricing confidence.	ACTUAL MONTHLY AVERAGE \$6,300 Service Sales 94% Booked 16 New Guests	SALON KPI TARGETS • 7+ new guests / month (goal) • 35%+ new · 85%+ existing retention • 85%+ utilization • 2+ social posts / week \$70K Club Milestone
Thriving Stylist LEGACY PHASE · 4+ YEARS Operate at a high level with strong demand, a premium guest experience, and leadership within the salon.	ACTUAL MONTHLY AVERAGE \$8,000 Service Sales 95% Booked 6 New Guests	SALON KPI TARGETS • 6+ new guests / month (goal) • 40%+ new · 85%+ existing retention • 90%+ utilization • 1+ social post / week \$100K Club Milestone

01	02	03	04
Clear Expectations	Ongoing Education	Monthly Coaching	A Proven Path

Great careers don't grow by accident. We don't just talk about growth — **we measure it, we coach it, we celebrate it.**



IN THEIR WORDS

What Our Team Is Saying



"To any stylist looking for a new place to call home, let this place be it! Amy and Steph are the most educated and hardworking people I know. They truly want to help us grow, not only as stylists, but in our personal lives as well."

— SHELBY



"Being a part of The Hairman has been the best experience I could've asked for. I'm surrounded by an amazing team who constantly uplifts and encourages me to be my best self. This truly is THE place to be!"

— ERIKA



"There's something so empowering about working in a space that encourages creativity and individuality — and being surrounded by a team that uplifts and supports one another, both in and out of the salon."

— HAYLEY

Ready to Explore What's Next?

Tell us a bit about yourself and what excites you about working with us.

[START YOUR APPLICATION](#)



FOR EXPERIENCED STYLISTS

Experienced Stylist Integration Program

A Smooth Transition, Built On the Experience You Already Have

Designed for licensed stylists with at least one year of experience joining The Hairman Salon Co. as a commission stylist. You'll keep working your own schedule and servicing your own guests — this four-week program simply provides a structured introduction to our operations, culture, systems, and guest experience standards, so the transition feels smooth from day one.

Day 1 Orientation Employment paperwork, access to salon software and communication platforms, a review of policies and expectations, and an introduction to the team — everything you need before your transition begins.	Week 1 Shadowing One shadowing day with an assigned educator, observing our guest journey, consultation process, daily workflow, and communication standards.
Weeks 1–4 Educator Support Paired with an educator for the full four weeks, with scheduled check-ins to answer questions and support you as you settle into our systems, products, and expectations.	Ongoing Education & Resources Introduced to salon systems, our guest experience standards, consultation approach, retail knowledge, team communication, social media resources, continuing education, and career pathways.

By the end of the four weeks, you'll feel confident navigating daily operations, using our systems, and accessing the ongoing education and support available to every Hairman stylist — all while being respected for the experience you already bring to the chair.

Ready to Make the Switch?

Tell us about your experience and what you're looking for in your next chair.

[START YOUR APPLICATION](#)



The Associate Program

A Place Where New Stylists Thrive

Designed for the stylist who's hungry for growth — committed to education, collaboration, and becoming the best version of themselves. We don't just teach; we coach, mentor, and walk beside you every step of the way.

- ✓ 1:1 coaching and feedback to build confidence
- ✓ Goal setting and regular check-ins
- ✓ Real salon experience — not just mannequins
- ✓ Hands-on education in color, cutting, guest experience
- ✓ A supportive team that cheers you on
- ✓ 4–6 month program, customized to your pace



Your 24-Week Roadmap

Wks 1–4

Salon Foundations

Systems, culture, and guest experience. Shampoo/blowdry mastery with team, models, and educator guests.

Wks 5–6

Barbering Fundamentals

Structure, control, and clipper work basics.

Wks 7–8

Women's Cutting

Shape, structure, and consultation skills across core cut types.

Wks 9–10

Color Application

Root touch-ups and all-over color — accuracy and formulation basics.

Wks 11–12

Blonding & Foils

Precision, saturation control, and clean sectioning.

Wks 13–14

Dimensional Color

Depth, softness, and intentional contrast.

Wks 15–18

Custom Color Design

Personalized, lived-in color through consultation and formulation.

Wks 19–20

Full Service Integration

Complete guest experiences with efficiency and consistency.

Wks 21–24

Independence & Graduation

Ramping to 4 full days on the floor by graduation week.

Start Your Associate Journey

We're passionate about turning artists into extraordinary salon professionals.

[APPLY NOW](#)