



Paris Parker's Hammond Square Studio in Louisiana.

Paris Parker Salons

Locations: Canal Place, Tulane, Hammond, Jefferson, Lakeside, Mall of Louisiana, Mandeville, Prytania, Perkins Rowe, LSU Studio, Magazine Studio and Hammond Square Studio (all in Louisiana).

Compensation structure: Hired at an hourly rate including tips while they are in training. Progress is closely monitored and the commission structure ranges from 40-50 percent and is based on production. Paris Parker also offers a Competitive Benefits Program including employer paid health, bereavement, maternity pay, holiday pay, employer paid life, 401k match, FICA Taxes, Federal and State unemployment tax, and workers comp.

When hired, stylists enter Paris Parker's three-level education system: Level one: The "Fundamentals" course for new artists and interns. Level two: The "Intermediate" course for new artists/designers. Level three: The "Advanced" course for master artists.

Level one is also known as the "New Artist Program." It lasts four to six months and comprises two parts: education and mentor-

ing. "The education portion consists of one class per week in the salon (for a total of 16 classes, with a New Artist Director of Design or a New Artist Director of Color)," says Andrea Eaton, General Manager of the Paris Parker Salons. "At the end of each two-day class, stylists complete a test for comprehension. For the remaining three days in that week, they work with a mentor on the service floor completing homework assignments."

The New Artists also undergo training in product knowledge, shampooing, the Aveda 12 Points of Difference, styling and finishing. Techniques learned at this level include: length, square layers, round layers and firefly/graduation as well as basic updos. (They also have a similar program for color.) After this training session is completed, New Artists are allowed to complete services at "request only" for cut and color on models. The New Artist is responsible for recruiting their own guests and must complete a total of 30 models before fully graduating the program.

Following graduation from the program,

the New Artist attends the Intermediate (level two) training, learning the next four techniques in design or color. In design this includes: graduated bob, concave layers/face framing, pixie (and disconnection) and curly. Upon evaluation by the Master Educators Team, the new artist will graduate and move on to work in the new artist salon, Paris Parker Studio, which is staffed by a rotation of Master Artists, responsible for overseeing their work.

During the Advanced level (level three), stylists take education classes once per month for eight months. Classes include: Aveda Autumn/Winter and Spring/Summer Collection, Autumn/Winter and Spring/Summer Paris Parker Collection, New York Fashion Week Runway Styling and many other additional advanced training opportunities. "Our most advanced team members also earn an opportunity to be paid for the classes they teach," says Eaton. "For our Service Team Leaders they are eligible for yearly bonuses based on their locations' profitability."