

**Absolute Wellness
Healing Spa**

Memo

To: All Absolute Wellness Healing Spa Employees
From: Colleen Hartford
Date: October 19, 2016
Re: Tiered compensation and AWHs Values Statement

I'm pleased to inform the AWHs team that starting now we are adopting a tiered compensation system with pay levels, and a company Values Statement.

Pursuant to recent questions on AWHs's compensation, our current employee compensation outlines will fit nicely into a new tiered compensation system. This system consists of five compensation tiers based on job performance, experience and seniority.

I reserve the right to assign compensation tiers based on proven success in delivering our company's values, job performance, sales and on merit.

- **Tier 1**
 - \$15 - \$16 per hour
 - Attends/participates in ALL AWHs mandatory training events
 - Adheres to and upholds AWHs's Value Statement
 - 80 - 100% Attendance of mandatory meetings (can miss one per year)
 - Tier qualification requirements
 - Tier responsibilities
- **Tier 2**
 - \$16 - \$17 per hour
 - Participates in all training; Assists instructors with training
 - Adheres to and upholds AWHs's Value Statement
 - 80 - 100% Attendance of mandatory meetings (can miss one per year)
 - Tier qualification requirements
 - Tier responsibilities

- **Tier 3**
 - \$17 - \$18 per hour
 - Participates in all training; Assists instructors with training
 - Adheres to and upholds AWHHS's Value Statement
 - 80 - 100% Attendance of mandatory meetings (can miss one per year)
 - Tier qualification requirements
 - Tier responsibilities
- **Tier 4**
 - \$18 - \$19 per hour
 - Teaches one training event per year; Mentors trainees
 - Adheres to and upholds AWHHS's Value Statement
 - 100% Meeting attendance
 - Tier qualification requirements
 - Tier responsibilities
- **Tier 5**
 - \$19 - \$20 per hour
 - Teaches one training event per year; Mentors trainees
 - Adheres to and upholds AWHHS's Value Statement
 - 100% Meeting attendance
 - Tier qualification requirements
 - Tier responsibilities

Please see me with any questions.