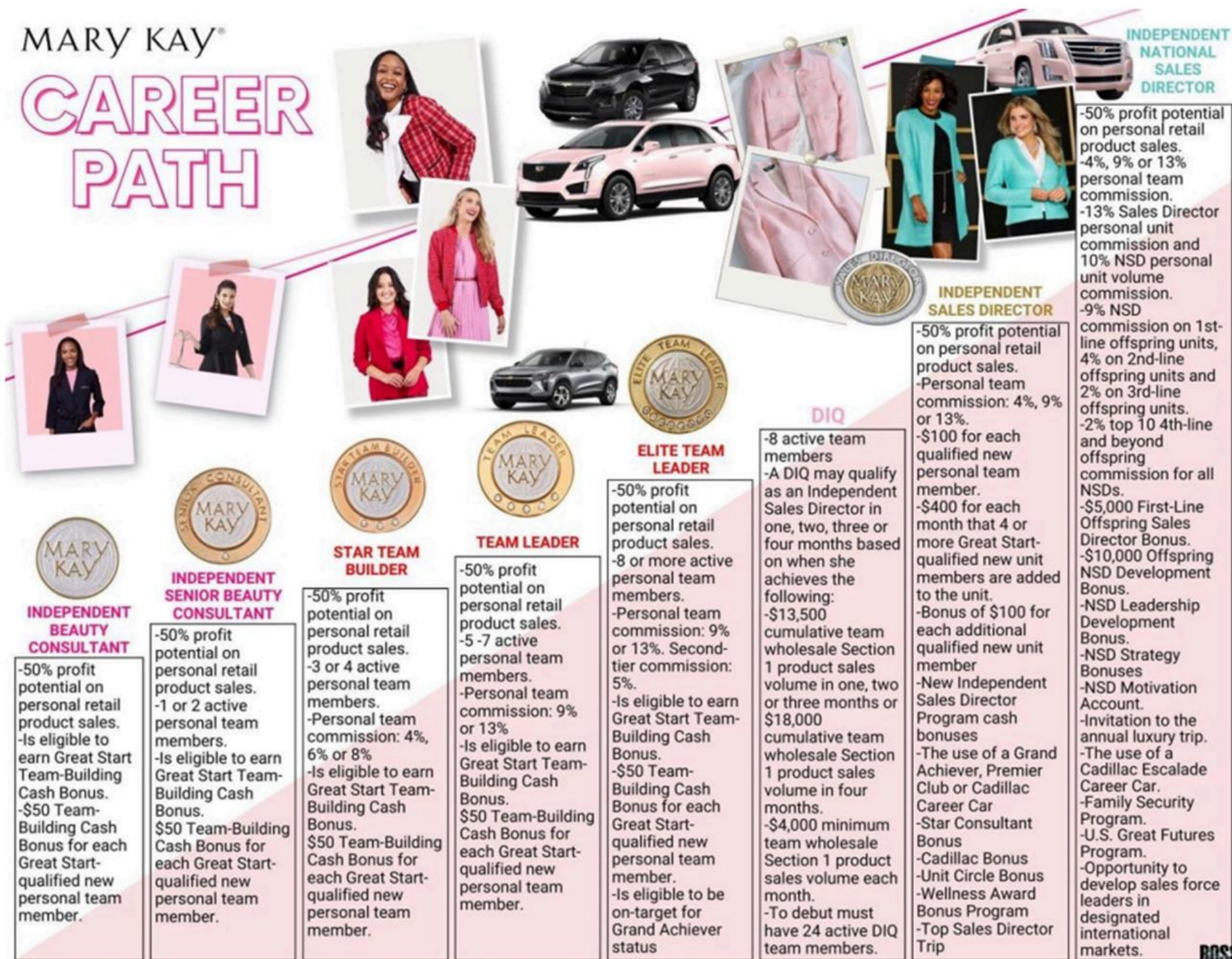


MARY KAY® CAREER PATH



INDEPENDENT BEAUTY CONSULTANT

- 50% profit potential on personal retail product sales.
- Is eligible to earn Great Start Team-Building Cash Bonus.
- \$50 Team-Building Cash Bonus for each Great Start-qualified new personal team member.



INDEPENDENT SENIOR BEAUTY CONSULTANT

- 50% profit potential on personal retail product sales.
- 1 or 2 active personal team members.
- Is eligible to earn Great Start Team-Building Cash Bonus.
- \$50 Team-Building Cash Bonus for each Great Start-qualified new personal team member.



STAR TEAM BUILDER

- 50% profit potential on personal retail product sales.
- 3 or 4 active personal team members.
- Personal team commission: 4%, 6% or 8%
- Is eligible to earn Great Start Team-Building Cash Bonus.
- \$50 Team-Building Cash Bonus for each Great Start-qualified new personal team member.



TEAM LEADER

- 50% profit potential on personal retail product sales.
- 5-7 active personal team members.
- Personal team commission: 9% or 13%
- Is eligible to earn Great Start Team-Building Cash Bonus.
- \$50 Team-Building Cash Bonus for each Great Start-qualified new personal team member.



ELITE TEAM LEADER

- 50% profit potential on personal retail product sales.
- 8 or more active personal team members.
- Personal team commission: 9% or 13%. Second-tier commission: 5%.
- Is eligible to earn Great Start Team-Building Cash Bonus.
- \$50 Team-Building Cash Bonus for each Great Start-qualified new personal team member.
- Is eligible to be on-target for Grand Achiever status

DIQ

- 8 active team members
- A DIQ may qualify as an Independent Sales Director in one, two, three or four months based on when she achieves the following:
- \$13,500 cumulative team wholesale Section 1 product sales volume in one, two or three months or \$18,000 cumulative team wholesale Section 1 product sales volume in four months.
- \$4,000 minimum team wholesale Section 1 product sales volume each month.
- To debut must have 24 active DIQ team members.



INDEPENDENT SALES DIRECTOR

- 50% profit potential on personal retail product sales.
- Personal team commission: 4%, 9% or 13%.
- \$100 for each qualified new personal team member.
- \$400 for each month that 4 or more Great Start-qualified new unit members are added to the unit.
- Bonus of \$100 for each additional qualified new unit member
- New Independent Sales Director Program cash bonuses
- The use of a Grand Achiever, Premier Club or Cadillac Career Car
- Star Consultant Bonus
- Cadillac Bonus
- Unit Circle Bonus
- Wellness Award Bonus Program
- Top Sales Director Trip



- 50% profit potential on personal retail product sales.
- 4%, 9% or 13% personal team commission.
- 13% Sales Director personal unit commission and 10% NSD personal unit volume commission.
- 9% NSD commission on 1st-line offspring units, 4% on 2nd-line offspring units and 2% on 3rd-line offspring units.
- 2% top 10 4th-line and beyond offspring commission for all NSDs.
- \$5,000 First-Line Offspring Sales Director Bonus.
- \$10,000 Offspring NSD Development Bonus.
- NSD Leadership Development Bonus.
- NSD Strategy Bonuses
- NSD Motivation Account.
- Invitation to the annual luxury trip.
- The use of a Cadillac Escalade Career Car.
- Family Security Program.
- U.S. Great Futures Program.
- Opportunity to develop sales force leaders in designated international markets.

INDEPENDENT NATIONAL SALES DIRECTOR