

Career Car Program Guidelines

Beauty Consultant Grand Achiever Program

REWARDS

- Grand Achiever Career Car* or Cash Compensation
- Grand Achiever key chain presented at Seminar

On-Target

- Five or more active personal team members.
- \$5,000 combined personal/team wholesale Section 1 production in a calendar month.
- You must be active.
- These requirements must be met each month to be considered on-target.

(A team member who is the spouse of an Independent Beauty Consultant/Independent Sales Director or a team member of one of your personal team members will not count toward Grand Achiever Program on-target requirements, qualification requirements, requalification requirements or maintenance requirements.)

Qualification

- You may qualify as a Grand Achiever in one, two, three or four months, based on when you achieve the following:
 - \$20,000 combined personal/team wholesale Section 1 production
 - 14 active personal team members
- You may contribute up to \$5,000 in personal wholesale Section 1 production toward the total \$20,000 requirement.
- Your team must contribute a minimum of \$15,000 wholesale Section 1 production toward the total \$20,000 requirement.
- You must have a minimum of \$5,000 combined personal/team wholesale Section 1 production each month of the qualification period while maintaining five or more active personal team members.
- You must be active.

**To select the Grand Achiever Career Car reward, you must meet the requirements of the Career Car Insurance program. In addition, at the time of qualification, you must possess a valid U.S. driver's license and either a Social Security card or Individual Taxpayer Identification Number (ITIN). Independent Beauty Consultants or Independent Sales Directors in Guam, Puerto Rico or the U.S. Virgin Islands will receive Cash Compensation only and will not have the option to choose the use of a Grand Achiever Career Car.*

Career Car Program Guidelines

Beauty Consultant Grand Achiever Program (Continued)

Maintenance Requirements

- Team maintenance starts the month following qualification and continues through the requalification period as long as minimum maintenance requirements are met.
- Minimum of \$5,000 net adjusted team wholesale production per month.
- Receive \$600 car program credit toward the required \$5,000 net adjusted team wholesale production per month for each new qualified personal team member.
- Minimum of five active personal team members
- Remain current on monies owed the Company
- If production falls below the minimum monthly maintenance requirement, you may be allowed to maintain the reward as long as you have five or more active personal team members and steady improvement is made toward the minimum monthly production requirement.

Independent Sales Director Unit Maintenance Option

- An Independent Sales Directors who qualified under the Beauty Consultant Grand Achiever Program will be allowed to switch at the beginning of a calendar quarter from the Beauty Consultant Grand Achiever Team Maintenance to the Sales Director Grand Achiever Unit Maintenance.
- An Independent Sales Directors who switch to Sales Director Grand Achiever Unit Maintenance is not eligible to switch back to Beauty Consultant Grand Achiever Team Maintenance.
- For complete Sales Director Grand Achiever Unit Maintenance requirements, see page 5 and 6.

Performance Account and Momentum Month

- Performance account is utilized to offset production shortfalls below the monthly minimum maintenance requirement of \$5,000 net adjusted team wholesale production per month, and does not count toward on-target status or requalification requirements.
- Performance account is established after qualification with \$5,000 wholesale balance.
- **Your first month after qualification is your momentum month**, and all production in this month, including car program credit, will be doubled.
- Each month production in excess of the required \$5,000 adds to the performance account; less than the required \$5,000 depletes the performance account.
- Maximum performance account balance that can be carried forward from month to month is \$15,000.

Career Car Program Guidelines

Beauty Consultant Grand Achiever Program (Continued)

Grand Achiever Career Car

- Grand Achiever Career Car is in lieu of Cash Compensation.
- Co-op lease payment is due if the performance account is depleted and production falls short of the required \$5,000 net adjusted team wholesale production.
- The co-op lease payment amount is determined by the Grand Achiever Team Co-op Lease Payment Schedule below and deducted from the following month's commission check.
- If the commission check is not sufficient to cover the co-op lease payment, the balance must be paid to Mary Kay Inc. by the 21st of the current month.
- Return of a career car prior to the end of the maintenance period may impact future eligibility and rewards under the Career Car Program.

Grand Achiever Team Co-op Lease Payment Schedule

(amounts subject to change)

Monthly Net Adjusted Team Wholesale Production	Monthly Lease CO-OP Payment
\$5,000 or more	-0-
\$4,000 to \$4,999	\$ 93.75
\$3,000 to \$3,999	\$187.50
\$2,000 to \$2,999	\$281.25
\$0 to \$1,999	\$375.00

Cash Compensation

- Monthly Cash Compensation is in lieu of the Grand Achiever Career Car.
- Full Cash Compensation is paid each month unless the performance account is depleted and production falls short of the required \$5,000 net adjusted team wholesale production per month.
- The Cash Compensation payment amount is determined by the Grand Achiever Team Cash Compensation Payment Schedule below and paid in that month's commission check that is received in the middle of the following month.

Grand Achiever Team Cash Compensation Payment Schedule

(amounts subject to change)

Monthly Net Adjusted Team Wholesale Production	Monthly Cash Compensation
\$5,000 or more	\$375.00
\$4,000 to \$4,999	\$281.25
\$3,000 to \$3,999	\$187.50
\$2,000 to \$2,999	\$ 93.75
\$0 to \$1,999	-0-

Note: Cash Compensation payments begin with the commission check received in the second month following qualification.

Career Car Program Guidelines

Beauty Consultant Grand Achiever Program (Continued)

Requalification

- Requalification starts the 21st month after the qualification month.
- Same as qualification rules.
- \$600 car program credit counts toward required production.
- Performance account balance does not count toward on-target status or requalification requirements.
- Performance account balance following requalification is re-established after qualification with a \$5,000 wholesale balance or the current performance account balance, whichever is greater.

Car Program Credit

- Receive \$600 car program credit for each new, qualified personal team member.
 - Initial order with the Company must be \$600 or more in wholesale Section 1 products, and must be received and accepted by the Company in the same or following calendar month that the Independent Beauty Consultant Agreement was received and accepted by the Company.
- Car program credit applies toward the required maintenance requirements and requalification requirements.

Net Adjusted Team Wholesale Production

Grand Achiever net adjusted team wholesale production includes personal and team production, plus car program credit, plus any amounts borrowed from the performance account balance, less any chargebacks.