

January 2021	X	X	X	X	X	X	X	X	YES	YES	YES	YES	X	X	X	X	X
Feb. 2021	X	X	X	X	X	X	X	X	X	YES	YES	YES	YES	X	X	X	X
March 2021	X	X	X	X	X	X	X	X	X	X	YES	YES	YES	YES	X	X	X
April 2021	X	X	X	X	X	X	X	X	X	X	X	YES	YES	YES	YES	X	X
May 2021	X	X	X	X	X	X	X	X	X	X	X	X	YES	YES	YES	YES	X
June 2021	X	X	X	X	X	X	X	X	X	X	X	X	X	YES	YES	YES	YES

Note: The Independent Beauty Consultant will NOT receive three discounts each month. Instead, she receives three discounts TOTAL during her *Great Start** time frame.

3. How do an Independent Beauty Consultant’s first three new personal team members get their \$25 Starter Kit discounts?

A new Independent Beauty Consultant whose Independent Beauty Consultant Agreement is received and accepted by the Company from March 1, 2019, through June 30, 2021, will have three \$25 Starter Kit discounts automatically applied to her first three new personal team members’ Independent Beauty Consultant Agreements’ Starter Kit orders. The \$25 discount will appear on the checkout screen and will deduct from the total of the Starter Kit at that time.

4. In what order are the discounts applied to new personal team members? Are the discounts tied to the individual coupons?

An Independent Beauty Consultant’s three \$25 Starter Kit discounts are applied to the *first* three new personal team members whose Independent Beauty Consultant Agreements are received and accepted by the Company after March 1, 2019. The discounts are not associated with individual coupons from the flier. Those coupons are simply visual representations of the \$25 Starter Kit discounts and are not tied to the order in which the coupons are dispensed.

5. Are the coupons that are attached to the *Bring Your Besties* flier included in the Starter Kit of any value?

No. They are simply visual representations of the three \$25 Starter Kit discounts that are automatically applied March 1, 2019 – June 30, 2021, to your first three new personal team members during your *Great Start** time frame.

6. An Independent Beauty Consultant misplaced the coupons from her Starter Kit. Can she get more?

Yes. The flier PDF will be available for download on *Mary Kay InTouch*® > Contests/Promotions > Contests from March 1, 2019, through June 30, 2021.

Keep in mind that these coupons have no value and are only visual representations of the \$25 Starter Kit discounts. Also, remember that each Independent Beauty Consultant will only be able to

provide the \$25 Starter Kit discounts to her FIRST three new personal team members whose Agreements are received and accepted by the Company during her *Great Start** time frame.

7. Can I give two of my \$25 Starter Kit discounts to someone else?

No. The three \$25 Starter Kit discounts are directly applied to your first three new personal team members whose Agreements are received and accepted by the Company during your *Great Start** time frame, and therefore, cannot be transferred to another Independent Beauty Consultant.

8. If any of the first three new personal team members' Independent Beauty Consultant Agreements are received and accepted by the Company during a Starter Kit Bonus Product month, will they receive both the \$25 Starter Kit discount toward the purchase of their own \$100 Starter Kit AND the \$100 Starter Kit Bonus Product?

Yes. The first three new personal team members will receive both the \$25 Starter Kit discount AND the bonus product if their Independent Beauty Consultant Agreements are received and accepted by the Company during the same month as a Starter Kit Bonus Product promotion.

9. If a new Independent Beauty Consultant's Agreement was received and accepted by the Company at any time prior to March 1, 2019, is she eligible to receive the \$25 Starter Kit discount?

No. This promotion had a set start date of March 1, 2019.

10. If an Independent Beauty Consultant mails in her Agreement in June 2021 and it is received and accepted by the Company in July 2021, will her first three new personal team members be eligible for the \$25 Starter Kit discounts?

No. The promotion ends on June 30, 2021.

11. If an Independent Beauty Consultant's Agreement is received and accepted by the Company in June 2021, will her first three personal team members be eligible for the \$25 Starter Kit discounts?

Yes. She has until the end of her *Great Start** time frame to add her new personal team members. In this scenario, the end of her *Great Start** time frame would be Sept. 30, 2021.

12. Does the new Independent Beauty Consultant also receive a \$25 Starter Kit discount?

No. Only the Independent Beauty Consultant's first three new personal team members will receive the \$25 Starter Kit discount toward the purchase of their own \$100 Starter Kits.

13. I'm an Independent Beauty Consultant whose Independent Beauty Consultant Agreement was received and accepted by the Company before March 1, 2019. How can I benefit from the Bring Your Besties Starter Kit Discount Promotion?

As a Beauty Consultant whose Agreement was received and accepted before March 1, 2019, you can also win big from this discount! By building teams of teams, you can multiply your influence over and over through your team and compound the benefits. Additionally, this discount incentivizes your emerging team members to become Star Team Builders and unlock those additional benefits. The pathway to your success just got even more rewarding as a result of the good practices gained through the Bring Your Besties Starter Kit Discount.

14. Is the added new team member able to use her \$25 Starter Kit discount on the \$25 Business Restart?

No. The \$25 Starter Kit discount applies only toward the \$100 Starter Kit.

15. If an Independent Beauty Consultant purchases a \$25 Business Restart, will she receive three \$25 discounts to provide to her first three new personal team members?

Yes. She will receive three \$25 Starter Kit discounts upon purchase of either a \$25 Business Restart OR a \$100 Starter Kit.

- 16. An Independent Beauty Consultant has added more than three new personal team members during her Great Start* time frame. Can she receive more than three \$25 Starter Kit discounts to provide to all her new personal team members?**

No. While we are thrilled at her team-building success, the \$25 Starter Kit discount applies only to the first three new personal team members she adds during her *Great Start** time frame.

- 17. Where and when can I find information on the Bring Your Besties Starter Kit Discount discount?**

Information can be found on *Mary Kay InTouch*® > Education > Starter Kit/New Consultant Tools from March 1, 2019, through June 30, 2021.

- 18. Is there a flier available for this promotion? Are there clip art images or digital tools?**

Yes. Team-building materials are available on *Mary Kay InTouch*® > Education > Starter Kit/New Consultant Tools from March 1, 2019, through June 30, 2021.

- 19. Is there a tracking report for the Bring Your Besties Starter Kit Discount discount?**

Yes. The tracking report is available on *Mary Kay InTouch*® > *myBusiness*SM > Reports > Contests & Promotions > Tracking.

- 20. Does the Independent Beauty Consultant need to be active† to recruit three new personal team members?**

No. She does not need to be active† to recruit her three new personal team members.

*The *Great Start* time frame is the month an Independent Beauty Consultant Agreement is received and accepted by the Company and the following three months.

†An Independent Beauty Consultant is considered active in the month a minimum \$225 wholesale Section 1 product order is received and accepted by the Company and in the following two calendar months.