

Red Jacket Bonus

Frequently Asked Questions

July 1, 2018 – June 30, 2021

1. **I was a Red Jacket (Star Team Builder, Team Leader or Future Independent Sales Director) a couple of years ago but have been a Senior Beauty Consultant since then. Now I am a Red Jacket again! Am I eligible for this bonus now?**

No. This bonus, available through June 30, 2021, is only for the first time you are a Red Jacket (Star Team Builder, Team Leader or Future Independent Sales Director).

2. **I am an Independent Sales Director with three or more active* personal team members. Am I eligible to receive the \$100 bonus?**

No. Through June 30, 2021, the \$100 Red Jacket Bonus is only for active* Independent Beauty Consultants or Senior Beauty Consultants who have three or more active* personal team members when they are a Red Jacket (Star Team Builder, Team Leader or Future Independent Sales Director) for the first time at the end of any month.

3. **I have three active* personal team members, but one returned her product to the Company or is no longer active* at month end. Will I still be eligible for the \$100 Red Jacket Bonus?**

No. You and all three team members must be active* at the end of the month to be eligible for the \$100 Red Jacket Bonus. The bonus is available through June 30, 2021.

4. **I have three or more active* personal team members, but I do not want to order a red jacket. Am I still eligible to receive the \$100 bonus?**

Yes. You do not need to order a red jacket in order to receive the \$100 bonus as long as you meet the qualifications for the \$100 Red Jacket Bonus.

5. **What reports are available on *Mary Kay InTouch*®?**

· As an Independent Beauty Consultant, for yourself, review the Career Path History report (*Mary Kay InTouch*® > Business Tools > *myBusiness*SM > Reports > Group Information > Career Path History).

· As an Independent Beauty Consultant, for your personal team, review the Monthly Team Counts report (*Mary Kay InTouch*® > Business Tools > *myBusiness*SM > Reports > Production and Counts > Monthly Team Counts).

· As an Independent Sales Director or Independent National Sales Director, review the Career Path History report (*Mary Kay InTouch*® > Business Tools > *myBusiness*SM > Reports > Group Information > Career Path History) or the Monthly Team Counts report (*Mary Kay InTouch*® > Business Tools > *myBusiness*SM > Reports > Production and Counts > Monthly Team Counts).

6. How and when will I receive my \$100 Red Jacket Bonus?

- If you have signed up with Direct Deposit or previously have a pre-paid wire card, you will receive your \$100 bonus in 1–3 business days from your achievement. This prepayment will show up on your monthly commission statement.
- If you have not yet signed up for Direct Deposit, and you have not selected a preferred payment method, you will be defaulted to a prepaid wire card, and if this is your first commission or bonus, your card will be mailed to you in 7–10 business days of achievement. This prepayment will show up on your monthly commission statement.
- If you opt out of Immediate Bonus Pay, then you will receive your bonus with your month-end commissions after the month end you have three or more active* personal team members for the first time. For example, if you have at least three active* personal team members at the end of September, your \$100 bonus will be paid in October with your September commissions.
- Please note if you currently receive paper checks, have backup withholding or have a balance carried over from the previous month, you are not eligible for immediate bonus payments, and you will receive your month end commissions in the same manner as previously paid.

7. Does this change anything for the Red Jacket 50% Discount?

No. There are no changes to the Red Jacket 50% Discount. When you have three or more active* personal team members and purchase a red jacket for the first time, you will receive a 50% discount on your first purchase from the *Mary Kay*® Red Jacket Collection.

*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.