

2024 Career Car Program Changes

Frequently Asked Questions

Consultant Grand Achiever Program FAQs

- 1. Why is the Consultant Grand Achiever Program being phased out?**

The decision to phase out the Consultant Grand Achiever Program was based on a significant decline in program participation over the past several years. In addition, extensive research into what prospective Independent Beauty Consultants wanted from their Mary Kay businesses reflected more interest in early wins that come with programs like *Great Start*[®] and limited interest in the Consultant Grand Achiever Program.
- 2. If I am on-target at the end of June 2024, can I complete qualification after June 2024?**

No. End of June 2024 qualifiers will be the last group to qualify regardless of on-target status.
- 3. If I am in requalification and have not completed requalification by the end of June 2024, can I complete requalification after June 2024?**

No. End of June 2024 qualifiers will be the last group to qualify regardless of requalification status.
- 4. If I am currently maintaining a Consultant Grand Achiever award, will my maintenance requirements be impacted?**

No. Maintenance requirements for June 2024 and earlier qualifiers will not be impacted.

Sales Director Grand Achiever, Premier Club and Cadillac Program FAQs

- 1. What are the new, net-adjusted unit sales volume requirements within two consecutive calendar quarters effective July 1, 2024?**

\$114,000 Cadillac, \$66,000 Premier Club and \$48,000 Director Grand Achiever
- 2. Why are Career Car Program qualification, requalification and maintenance guidelines increasing?**

Inflation continues to be persistent, driving up the cost of vehicles, labor, transportation, raw materials and compounded by higher interest rates.

3. If I am on-target at the end of June 2024, can I complete qualification under the old program guidelines?

No. June 2024 qualifiers will be the last group to qualify under the old guidelines. You can complete qualification at the end of September 2024 by achieving the new program guidelines.

4. If I started requalification in October/January and have not completed requalification by the end of June 2024 or start requalification in April, can I complete requalification under the old program guidelines?

No. June 2024 qualifiers will be the last group to qualify under the old program guidelines. You can complete qualification/requalification under the new program guidelines.

5. How are maintenance requirements impacted?

If you qualify by the end of June 2024, your maintenance requirements will be based on the old program guidelines until you requalify.

If you qualify after June 2024, your maintenance requirement will be based on the new program guidelines.

6. Does Independent Sales Director-in-Qualification (DIQ) sales volume count toward Director Grand Achiever, Premier Club and Cadillac qualification requirements?

Yes, there are no changes to how DIQ sales volume counts toward Director Career Car program qualification requirements. The \$600 car program credit for each *Great Start*[®]-qualified* new personal team member also counts.

For example, if you started DIQ in April and you debut as an Independent Sales Director on July 1 or August 1, you may use April through September to meet the new Director Career Car program requirements.

7. Are there plans to phase out other Career Car Programs?

No. There are no plans to phase out other Career Car Programs.

8. What is Net Adjusted Unit Sales Volume?

An Independent Sales Director's net adjusted unit sales volume includes the monthly wholesale Section 1 sales volume generated by her unit and her retail sales in wholesale Section 1 products, plus car program credit, less any chargebacks.

Footnotes:

*A *Great Start*[®]-qualified team member is one who has personal retail sales of \$600 or more in wholesale Section 1 products within the *Great Start*[®] time frame. The wholesale order(s) to support this retail sales amount can be a single order or cumulative orders.

The *Great Start*[®] time frame is the month her/his Agreement is received and accepted by the Company plus the following three calendar months.