

# Career Car Program Changes

## Important Dates and Frequently Asked Questions

Published July 1, 2022

### Sales Director Grand Achiever, Premier Club and Cadillac Programs

- Sales Director Grand Achiever
  - Qualification/Requalification Requirements: \$45,000 net adjusted unit sales volume within two consecutive calendar quarters.
  - Max Co-op Lease/Cash Compensation: \$425 per month.
- Premier Club
  - Qualification/Requalification Requirements: \$60,000 net adjusted unit sales volume within two consecutive calendar quarters.
  - Max Co-op Lease/Cash Compensation: \$525 per month.
- Cadillac
  - Qualification/Requalification Requirements: \$108,000 net adjusted unit sales volume within two consecutive calendar quarters.
  - Max Co-op Lease/Cash Compensation: \$925 per month.

Note: For complete program guidelines and requirements, log in to *Mary Kay InTouch*<sup>®</sup>, click on Contests/Promotions then Career Car Program.

### Important Dates

*December 2022:* Last chance to qualify, requalify and maintain under old program guidelines.  
*January 2023:* New program guidelines are in effect, including qualification, requalification and maintenance.

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- **Why are Career Car Program qualification, requalification and maintenance guidelines increasing?**  
Now more than ever, vehicle manufacturers are feeling and passing along the impact of higher prices on just about everything, including raw materials, parts, labor and transportation. In addition, Mary Kay has not increased Career Car Program requirements since January 2015, choosing instead to absorb the year-over-year price increases. The growing gap between program cost and requirements must be bridged to ensure we meet our commitment to you, maintaining a viable/sustainable world-class vehicle incentive program for the foreseeable future.
  - **If I am on-target at the end of December 2022, can I complete qualification under the old program guidelines?**  
No. December 2022 qualifiers will be the last group to qualify under the old program guidelines. You can complete qualification at the end of March 2023 by achieving the new program guidelines.
  - **If I started requalification in April, May, June or July and have not completed requalification by the end of December 2022 or start requalification in October, can I complete requalification under the old program guidelines?**  
No. December 2022 qualifiers will be the last group to qualify under the old program guidelines. You can complete qualification/requalification under the new program guidelines.
  - **How are maintenance requirements impacted?**  
If you qualify by the end of December 2022, your maintenance requirements will be based on the old program guidelines until you requalify.  
If you qualify after December 2022, your maintenance requirements will be based on the new program guidelines.
  - **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 Career Car Program credit, less any chargebacks.

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### Beauty Consultant Grand Achiever Program

- On-Target Requirements:
  - 8 or more active personal team members.
  - \$6,000 combined personal/team wholesale Section 1 sales volume in a calendar month.
- Qualification/Requalification Requirements:
  - 18 active personal team members.
  - \$26,000 combined personal/team wholesale Section 1 sales volume.
  - \$20,000 minimum team wholesale Section 1 sales volume.
  - Max Co-op Lease/Cash Compensation: \$425 per month.

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### Important Dates

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- **Why are Career Car Program qualification, requalification and maintenance guidelines increasing?**  
Now more than ever, vehicle manufacturers are feeling and passing along the impact of higher prices on just about everything, including raw materials, parts, labor and transportation. In addition, Mary Kay has not increased Career Car Program requirements since January 2015, choosing instead to absorb the year-over-year price increases. The growing gap between program cost and requirements must be bridged to ensure we meet our commitment to you, maintaining a viable/sustainable world-class vehicle incentive program for the foreseeable future.
  - **If I am on-target at the end of December 2022, can I complete qualification under the old program guidelines?**  
No. December 2022 qualifiers will be the last group to qualify under the old program guidelines. You can complete qualification at the end of January 2023 by achieving the new program guidelines.
  - **If I am on-target by the end of December 2022 under the old program guidelines but not under the new program guidelines, will I still be considered on-target in January 2023?**  
No. To maintain on-target status, you will need to have met the new program guidelines.
  - **If I am requalifying and have not completed requalification by the end of December 2022, can I complete requalification under the old program guidelines?**  
No. December 2022 qualifiers will be the last group to qualify under the old program guidelines. You can complete requalification under the new program guidelines.
  - **How are maintenance requirements impacted?**  
If you qualify by the end of December 2022, your maintenance requirements will be based on the old program guidelines until you requalify.  
If you qualify after December 2022, your maintenance requirements will be based on the new program guidelines.

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