

# Career Conference 2025 Recognition

## Frequently Asked Questions

Dec. 1, 2024 – Feb. 28, 2025

### Career Conference 2025 *Pearls of Sharing* Challenge

- 1. Do new personal team members need to submit their Agreements and become *Great Start*<sup>®</sup>-qualified\* during the challenge time frame of Dec. 1, 2024 – Feb. 28, 2025, to count toward the challenge?**

No. For the purpose of this challenge, the *Great Start*<sup>®</sup>-qualified\* new personal team members do not need to submit their Agreements during the challenge time frame; however, they do need to be in their *Great Start*<sup>®</sup> time frame. For example, they could have started their businesses from September 2024 through February 2025, as long as they become *Great Start*<sup>®</sup>-qualified\* from December 2024 through February 2025.

- 2. How many times can my name be entered into the drawing for the challenge?**

There is a maximum of 39 entries for the drawing.

- 3. What if my name is drawn, and I'm not present in the General Session?**

You must be present in the General Session at the time of the drawing to receive the *Pearls of Sharing* drawing event perks for your Career Conference location. If a name is drawn and the person is not in the General Session for any reason, another name will be drawn until a winner is identified onstage. This event perk can only be picked up on-site by the person whose name is drawn.

The drawing will take place during the Day 2 closing General Session. This information will be shared during the Day 2 morning General Session as a reminder to all who are eligible for the drawing.

- 4. Are on-site registrants eligible for the drawing?**

No. You must be registered for a Career Conference 2025 location by the registration deadline of Feb. 28, 2025, to be entered into the drawing.

- 5. How many drawings will there be at each Career Conference location?**

There will be three names drawn at each Career Conference location and three names drawn for the General Session Viewing Only registrants.

- 6. How will the winners of the General Session Viewing Only drawing be revealed?**

The General Session Viewing Only drawing will take place during the Allen, Texas, conference immediately following the drawing for that location. The winners will be contacted following Career Conference to arrange delivery.

**7. Are on-site registrants eligible for the Pearls of Sharing necklace earned by adding one or more *Great Start*<sup>®</sup>-qualified\* new personal team member(s)?**

Yes. If you achieved the challenge and register for Career Conference 2025 on-site, you will receive the Pearls of Sharing necklace.

**8. Is the Pearls of Sharing necklace that is earned by adding one or more *Great Start*<sup>®</sup>-qualified\* new personal team members the same Pearls of Sharing necklace from the Director Order Sheet?**

Yes. This is the beautiful Pearls of Sharing necklace from the Director Order Sheet, and this challenge is a great way to earn it! Grow your team, and wear this necklace as a symbol of how you have shared the amazing Mary Kay opportunity with others.

### **Additional Recognition FAQs**

**9. Will there be a VIP Luncheon at Career Conference?**

No. Based on feedback that the luncheon splits up teams and units that may be attending the conference together, as well as other factors, there will not be a luncheon at Career Conference 2025.

**10. Does the Independent Sales Director New Offspring Retail Credit count toward Career Conference recognition?**

No. This credit does not count toward recognition at Career Conference. The Independent Sales Director New Offspring Retail Credit is not applied to your unit circle sales volume until the end of the 2024–2025 Seminar year, which closes June 30, 2025. To receive this credit, your offspring Independent Sales Director MUST still be an active Independent Sales Director in good standing with the Company on June 30, 2025.

**11. Why have some of the recognition and qualifications changed for Career Conference?**

We are always reviewing and evaluating rewards and recognition with the goal of recognizing you and providing the best experience possible to make you feel important. While rewards and recognition may change from year to year, we're committed to celebrating your success, and that will always be at the heart of what we do. Due to format changes and the limited number of conference locations, changes to the recognition and qualifications for Career Conference were made.

**12. Who will receive reserved seating at Career Conference 2025?**

The Top 3 Independent Sales Directors in Unit Sales will receive reserved seating for themselves and their unit members, including adoptees. The Top 3 for

each location will be contacted in early March to confirm the number of seats needed.

**13. Why isn't there recognition or reserved seating for the Top 3 Independent Sales Directors in Unit-Building?**

We are always reviewing and evaluating rewards and recognition with the goal of recognizing you and providing the best experience possible to make you feel important. While rewards and recognition may change from year to year, we're committed to celebrating your success, and that will always be at the heart of what we do. Due to format changes and the limited number of conference locations, changes to the Top 10 recognition for Career Conference were made.

**14. To be considered on-target for Court of Sharing recognition, do my new personal team members need to be *Great Start*<sup>®</sup>-qualified\*?**

Yes. All 16 new personal team members must be *Great Start*<sup>®</sup>-qualified\* for you to be considered on-target for Court of Sharing recognition.

**15. What recognition event perks can be earned at Career Conference 2025?**

The following are the recognition event perks that will be rewarded on-site at each Career Conference location:

- *Pearls of Sharing* Challenge necklace.
- Top 10 Independent Beauty Consultant Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Independent Sales Director Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Queen's Court of Sharing will earn a luxurious cashmere wrap.
- Top 10 Unit Sales will earn a stylish pair of Guess sunglasses.
- On-target Single Star achievers will earn a gorgeous mother-of-pearl necklace.
- On-target Double Star and on-target Triple Star achievers will earn a stunning mother-of-pearl necklace and earrings set.
- Prize Giveaways

**16. Regarding Career Conference, what am I eligible to receive if I am registered for and attend Career Conference?**

The following areas of recognition have event perks that will only be distributed at the event to eligible achievers. They will not be mailed after the event.

- *Pearls of Sharing* Challenge necklace.
- Top 10 Independent Beauty Consultant Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Independent Sales Director Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Queen's Court of Sharing will earn a luxurious cashmere wrap.
- Top 10 Unit Sales will earn a stylish pair of Guess sunglasses.
- On-target Single Star will earn a gorgeous mother-of-pearl necklace.

- On-target Double Star and on-target Triple Star will earn a stunning mother-of-pearl necklace and earrings set.
- Prize Giveaways

**17. Will I receive any rewards or event perks if I registered for Career Conference but could not attend?**

No. The following areas of recognition have event perks that will only be distributed to achievers when they register for and attend Career Conference. They will not be mailed after the event.

- *Pearls of Sharing* Challenge necklace.
- Top 10 Independent Beauty Consultant Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Independent Sales Director Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Queen's Court of Sharing will earn a luxurious cashmere wrap.
- Top 10 Unit Sales will earn a stylish pair of Guess sunglasses.
- On-target Single Star will earn a gorgeous mother-of-pearl necklace.
- On-target Double Star and on-target Triple Star will earn a stunning mother-of-pearl necklace and earrings set.
- Prize Giveaways

**18. Are there any rewards or event perks that I will miss if I do not register for and attend Career Conference?**

Yes. The following areas of recognition have event perks that will only be distributed to achievers when they register for and attend Career Conference. They will not be mailed after the event.

- *Pearls of Sharing* Challenge necklace.
- Top 10 Independent Beauty Consultant Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Independent Sales Director Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Queen's Court of Sharing will earn a luxurious cashmere wrap.
- Top 10 Unit Sales will earn a stylish pair of Guess sunglasses.
- On-target Single Star will earn a gorgeous mother-of-pearl necklace.
- On-target Double Star and on-target Triple Star will earn a stunning mother-of-pearl necklace and earrings set.
- Prize Giveaways

**19. Can someone else pick up my event perks if I am registered for but am unable to attend Career Conference?**

No. You must be present at the event to receive the following recognition event perks.

- *Pearls of Sharing* Challenge necklace.
- Top 10 Independent Beauty Consultant Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.

- Top 10 Independent Sales Director Queen's Court of Personal Sales will earn a beautiful blue quilted handbag.
- Top 10 Queen's Court of Sharing will earn a luxurious cashmere wrap.
- Top 10 Unit Sales will earn a stylish pair of Guess sunglasses.
- On-target Single Star will earn a gorgeous mother-of-pearl necklace.
- On-target Double Star and on-target Triple Star will earn a stunning mother-of-pearl necklace and earrings set.
- Prize Giveaways

In order to receive recognition and rewards, you must be registered for and attend a Career Conference location in person. Rewards will not be shipped.

\*A *Great Start*<sup>®</sup>-qualified new personal team member is one who has personal retail sales of \$600 or more in wholesale Section 1 products within the *Great Start*<sup>®</sup> time frame. The wholesale order(s) to support this retail sales amount can be a single order or cumulative orders. The *Great Start*<sup>®</sup> time frame is the month her/his Agreement is received and accepted by the Company plus the following three calendar months. New Independent Beauty Consultants whose Agreements are received from December 2024 through February 2025 must meet the qualification requirements and must place the qualifying single initial order or cumulative orders by Feb. 28, 2025.

Must be registered for a Career Conference 2025 location by Feb. 28, 2025, to qualify for Top 10 recognition and to be entered into the *Pearls of Sharing* Challenge drawing.

To receive a reward, an Independent Beauty Consultant must be in good standing with the Company at the time the reward is presented.

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