

Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus

Frequently Asked Questions

May 1–31, 2021

1. What are the dates of this promotion?

This promotion runs May 1–31, 2021.

2. How do I qualify for the Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus in May?

An active* Independent Beauty Consultant, Senior Beauty Consultant, Star Team Builder, Team Leader or Elite Team Leader who adds a *Great Start*-qualified** new personal team member is eligible to earn a \$50 *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus. **In May 2021, the *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus will be doubled.** Instead of earning \$50 for each *Great Start*-qualified** new personal team member added during the promotion time frame, you are now eligible to earn \$100.

3. What does it mean to be active?

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.

4. What does it mean to be *Great Start*-qualified?

A *Great Start*-qualified new personal team member is one whose single initial order or cumulative orders with the Company are \$600 or more in wholesale Section 1 products, and the order(s) are received and accepted by the Company in the same or following three calendar months that her/his Independent Beauty Consultant Agreement is received and accepted by the Company.

5. Is there a report on *Mary Kay InTouch*®?

Yes. Detailed information can be found in the *Great Start* report on your *myBusiness*SM reports.

6. Is there a cap on how many Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonuses I can earn in May?

No. Eligible Independent Beauty Consultants, Senior Beauty Consultants, Star Team Builders, Team Leaders and Elite Team Leaders are eligible to earn \$100 for each *Great Start*-qualified** new personal team member who becomes *Great Start*-qualified** in May 2021.

7. How will I receive my Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus(es) that are earned in May 2021?

Team-Building Bonuses are included in the Faster Bonus Payment and can be received in one of the following ways:

- If you have signed up with direct deposit or previously have had a Prepaid Wire Card, you will receive your 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 your achievement. This prepayment will show up on your monthly commission statement.
- If you opt out of immediate bonus payments, then you will receive your bonus with your month-end commissions after the month end you have met the qualifications. For example, if you achieve the bonus by the end of May, your bonus will be paid in June with your May commissions.

Please note: If you currently receive paper checks, have backup withholdings or have a balance carried over from the previous month, you are not eligible for immediate bonus payments, and you will receive your bonus(es) in your month-end commissions in the same manner as previously paid.

8. I am an Independent Sales Director. Am I also eligible to earn the Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus in May?

No. Since you are an Independent Sales Director, you are not eligible for the Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus in May.

9. I added a new personal team member February – May 2021, and I am a new Independent Sales Director debut in May 2021. My new personal team member becomes *Great Start*-qualified in May 2021. Am I eligible to earn a Double *Great Start*: Independent Beauty Consultant Team-Building Cash Bonus in May?**

No. However, as an Independent Sales Director, you are eligible to earn a *Great Start*: Independent Sales Director Team-Building Cash Bonus of \$100 when a new personal team member becomes *Great Start*-qualified.**

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**A *Great Start*-qualified new personal team member is one whose single initial order or cumulative orders with the Company are \$600 or more in wholesale Section 1 products, and the order(s) are received and accepted by the Company in the same or following three calendar months that her/his Independent Beauty Consultant Agreement is received and accepted by the Company.

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