

Powered by Pink

Power Up Your Team-Building Challenge

Frequently Asked Questions

Jan. 1 – March 31, 2022

1. What is the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

The *Powered by Pink Power Up Your Team-Building Consistency Challenge* is for Independent Beauty Consultants and Independent Sales Directors who achieve each *Powered by Pink* monthly challenge and add three *Great Start*-qualified* personal team members during the challenge time frame! This challenge is designed to focus on selling and team-building in the months of January through March 2022.

2. What are the qualifications for the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

There are two qualifications to achieve this challenge. Independent Beauty Consultants and Independent Sales Directors need to:

- Earn the *Powered by Pink* Yearlong Program by selling enough product to place a \$600 order every month during the challenge time frame.
- Add three *Great Start*-qualified* new ***personal*** team members during the challenge time frame.

3. What are the qualifications for the *Powered by Pink* Yearlong Program?

Independent sales force members who place \$600 or more in wholesale Section 1 product order(s) in a given month during the challenge time frame can earn that month's *Powered by Pink* jewelry piece from the *Powered by Pink* jewelry collection by R.J. Graziano. This can be achieved in a single \$600 or more order or through multiple cumulative orders in a single month. In addition, Customer Delivery Service, Guest Checkout, and EZ Ship orders count toward your qualifying total amount.

4. What is the challenge time frame for the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

The *Powered by Pink Power Up Your Team-Building Consistency Challenge* time frame is January through March 2022. The two qualifications must be met by March 31, 2022, to be eligible to earn a specially designed three-tiered pink pearl bracelet by R.J. Graziano!

5. What is the prize for the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

Challenge achievers are eligible to earn a specially designed three-tiered pink pearl bracelet by RJ Graziano!

6. As an Independent Beauty Consultant or Independent Sales Director, how will I receive my prize from the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

When you achieve the *Powered by Pink Power Up Your Team-Building Consistency Challenge*, your jewelry piece will be included in the next product order (does **not** need to be a qualified order) following the end of the challenge and month end. Consistency prizes will no longer be given out at special events.

7. I have achieved the *Powered by Pink Power Up Your Team-Building Consistency Challenge*. Is there a time limit on when I need to place a product order to receive my prize?

Yes. In order to receive your jewelry piece, you will need to place a product order of any amount within the three months after qualifying for the challenge. For this consistency challenge, you have until June 30, 2022. There is no minimum order requirement to receive your jewelry piece.

8. Why can't my prize be included in the order which I earned through the consistency challenge? Why do I need to order after the challenge time frame to receive the jewelry piece?

Because of the nature of the qualifications – calculating both the monthly challenges and the *Great Start*-qualified* new personal team members for this *Powered by Pink Power Up Your Team-Building Consistency Challenge* – we need to wait until the end of the challenge time frame to process achievers. Therefore, to receive your jewelry piece in a product order, an additional product order must be placed after the challenge time frame.

9. What if I started my business as an Independent Beauty Consultant in February or March 2022? Can I participate in the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

No. The *Powered by Pink* Yearlong Program's consistency challenges require a minimum of three months' completion to earn. Due to the timing of this *Powered by Pink Power Up Your Team-Building Consistency Challenge*, there are not new Independent Beauty Consultant exceptions.

10. What if I debuted as an Independent Sales Director in February or March 2022? Can I participate in the *Powered by Pink Power Up Your Team-Building Consistency Challenge*?

Yes! You can participate in the challenge. The *Great Start*-qualified* new personal team members from January, February and March 2022, will count for this challenge before you became a Sales Director.

11. Do the *Great Start*-qualified* new personal team members need to submit their agreements during the challenge time frame?

No. The *Great Start*-qualified* new personal team members do not need to submit their agreements in the challenge time frame to count for the purposes of

this challenge. They can be in their *Great Start* time frame, so they could have started their businesses in October, November or December 2021. As long as they become *Great Start*-qualified* in January-March 2022, they count for the purposes of this challenge. Please see chart for agreement *Great Start* time frames below.

12. What if I have a new personal team member who started her or his business in October 2021, but is not yet *Great Start*-qualified?* If she or he becomes *Great Start*-qualified* in January 2022, does she or he count?

Yes! If the new personal team member started her or his business before January 2022, but becomes *Great Start*-qualified* in January 2022, she or he counts toward the qualifications for this challenge. Please see chart for agreement *Great Start* time frames.

13. What if I have a new personal team member who started her or his business in March 2022 and becomes *Great Start*-qualified* in April 2022. Does she or he count?

No. For the purposes of this challenge, *Great Start*-qualified* new personal team members or new unit members must become *Great Start*-qualified* by the end of the challenge time frame (March 2022) to count for this challenge. Please see chart for agreement *Great Start* time frames.

***Great Start* Time Frame Chart**

Agreement months that can become <i>Great Start</i>-qualified* during challenge time frame	<i>Great Start</i> time frame	<i>Great Start</i>-qualified* month to count for challenge
October 2021	October 2021-January 2022	January 2022
November 2021	November 2021-February 2022	January, February 2022
December 2021	December 2021-March 2022	January, February, or March 2022
January 2022	January 2022-April 2022	January, February, or March 2022
February 2022	February 2022-May 2022	February or March 2022
March 2022	March 2022-June 2022	March 2022

14. Do I need to register or attend Career Conference in order to receive my *Powered by Pink Power Up Your Team-Building Consistency Challenge* bracelet?

No. You do not need to be registered for or attend Career Conference in order to receive your prize. There is no longer a tie with the consistency prizes and events. The *Powered by Pink Power Up Your Team-Building Consistency Challenge* prize will be included in your next product order that follows the end of the challenge and March month end.

15. Will I receive a 1099 for this *Powered by Pink Power Up Your Team-Building Consistency Challenge* if I earn the prize?

Yes. As an independent business owner, you are required to report your Mary Kay business activities to the IRS, including prizes and awards received from Mary Kay. Per the IRS, Mary Kay will issue a Form 1099-NEC for Independent Beauty Consultants and Independent Sales Directors who receive commissions, prizes or awards in excess of \$600 in a calendar year. You will also receive a Form 1099-NEC if your wholesale purchases total \$5,000 or more in a calendar year.

16. Is there a report that can help me track my qualifications?

The *Powered by Pink Team-Building Challenge* Report will track your progress for the *Powered by Pink Power Up Your Team-Building Challenge*. Mary Kay InTouch® > Business Tools > myBusinessSM > Reports > Contests and Promotions > *Powered by Pink Team-Building Challenge* Report.

17. Is the monthly cumulative \$600+ wholesale Section 1 order requirement *adjusted or unadjusted* cumulative wholesale Section 1 production?

It is adjusted wholesale Section 1 production.

18. How does the adjusted wholesale Section 1 production affect the requirements for me to earn my monthly jewelry piece?

Adjustments made during the month: Any adjustments you make to your personal cumulative wholesale Section 1 production during the month will count toward your monthly jewelry piece production order requirement.

- If your order still meets the minimum requirement of a cumulative \$600+ wholesale Section 1 order, you can earn a jewelry piece for that month, and that month also will count toward any current consistency challenge.
- If your adjusted wholesale Section 1 production falls below the minimum cumulative \$600+ wholesale Section 1 order requirement, you are not eligible to earn a jewelry piece. If you already have received your jewelry piece before your adjustment was made, you do not need to return the jewelry piece; it is yours to keep. However, you are not eligible to earn credit for any current consistency challenge associated with achieving that month's *Powered by Pink Challenge* since you did not actually meet the minimum cumulative

\$600+ wholesale Section 1 order requirement. Note that you are not eligible to earn the consistency challenge jewelry piece either.

Adjustments made after the month has closed: Any adjustments you make to a given month, after that month has closed, will be updated and reflected on your *Powered by Pink* report on *myBusiness*SM on the *Mary Kay InTouch*[®] website.

- If your adjusted cumulative wholesale Section 1 production falls below the minimum cumulative \$600+ wholesale Section 1 order requirement, you are not eligible to earn credit for any current consistency challenge associated with achieving that month's *Powered by Pink* Challenge since the minimum cumulative \$600+ wholesale Section 1 order requirement was not maintained. You can, however, keep that month's jewelry piece you received.

FOOTNOTES

*A *Great Start*-qualified 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.

All independent sales force members need to be in good standing with the Company in order to be eligible to earn the challenge prize.