



REWARDS COMPARISON

Ind. Beauty Consultant, Sr. Beauty Consultant
Star Team Builder, Team Leader
Or Elite Team Leader

VS.

Independent Sales Director

Compensation

- Earn profits based on retail sales (ALL)
- 4% Personal Team Commission (Sr. IBC)
- 4% 6% or 8% (STB)
- 9% or 13% Personal Team Commission (TL/FD)
- 5% second-tier team commission (ETL)
- \$50 Team Building Bonus (ALL)
- Earn a 50% discount on the purchase of your initial red jacket (STB)
- Earn the use of a Career Car or select the Cash Compensation option (TL/FD)

Compensation

- Earn profits based on retail sales
- Earn personal team commissions of 4%, 9% or 13%
- Earn 9%, 13%, or 23% unit commission
- Earn a Personal Team-Building bonus of \$100 or more
- Earn \$1,000 First-Line U.S. Offspring Sales Director bonus
- Earn a Unit Development bonus of \$400 to \$1,000
- Earn a Star Consultant bonus of \$300 or more
- Earn a Wellness Award bonus of \$800, \$1,300 or \$2,000
- Earn the use of a Career Car or select Cash Compensation option

MARY KAY®