

***Great Start*[™]: Independent Beauty Consultant Team-Building Cash Bonus**

Frequently Asked Questions

1. How does an Independent Beauty Consultant qualify for the *Great Start*[™]: Independent Beauty Consultant Team-Building Cash Bonus?

An active* Independent Beauty Consultant, Senior Beauty Consultant, Star Team Builder, Team Leader or Elite Team Leader is eligible to earn a \$50 Team-Building Cash Bonus for each *Great Start*[™]-qualified** new personal team member. She or he will receive the bonus in the month the new personal team member's *Great Start*[™]-qualifying order** is received and accepted by the Company.

2. What does it mean to be active?

An Independent Beauty Consultant is considered active with personal retail sales of \$225 in wholesale Section 1 products and will remain active for two months following any month with this amount in sales.

3. What does it mean to be *Great Start*[™]-qualified?

A *Great Start*[™]-qualified team member is one who has personal retail sales of \$600 or more in wholesale Section 1 products, within the *Great Start*[™] time frame. The wholesale order(s) to support this retail sales amount can be a single order or cumulative orders. The *Great Start*[™] time frame is the month your Agreement is received and accepted by the Company plus the following three calendar months.

4. Is there a report on *Mary Kay InTouch*[®]?

Yes. Detailed information can be found on the *Great Start* Tracking report on *Mary Kay InTouch*[®]. This report shows only new team members who are in their *Great Start* time frames, plus one month for historical purposes.

5. Is there a cap on how many *Great Start*[™] Independent Beauty Consultant Team-Building Cash Bonuses can be earned?

No. Eligible Independent Beauty Consultants will receive \$50 for **EACH** *Great Start*-qualified^{™**} new personal team member. There are no limits!

6. How will I receive my team-building bonus?

- If you have signed up with direct deposit or previously have a prepaid wire card, you will receive your bonus in one to three business days from 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 seven

to 10 business days of achievement. This prepayment will show up on your monthly commission statement.

- If you opt out of Immediate Bonus Pay, then you will receive your bonus with your month-end commissions after the month end you have completed the requirements.
- Please note if you currently receive paper checks, have Backup Withholding or have a balance carried over from the previous month, you are not eligible for Immediate Bonus Payments, and you will receive your month-end commissions in the same manner as previously paid.

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