

MARY KAY



Seminar Year 2016/17

CAREER PATH



Senior Sales Director

Must be Active*: **Yes**
 Discount Level: **30-40%**
 Personal Team Commission: **4%, 8% or 12%**
 Offspring Units: **One to Two**
 Unit Volume Commission: **9%-13%**
 Unit Volume Bonus: **£220-£3,000**
 Senior Offspring Commission: **2%-6%**
 Career Apparel: **Directors Suit**
 Eligible for Trips if qualified: **US Seminar Trip 2017, Top Directors Trip 2017 and Car Programme**



Executive Senior Director

Must be Active*: **Yes**
 Discount Level: **30-40%**
 Personal Team Commission: **4%, 8% or 12%**
 Offspring Units: **Five to Seven**
 Unit Volume Commission: **9%-13%**
 Unit Volume Bonus: **£220-£3,000**
 Senior Offspring Commission: **2%-6%**
 Career Apparel: **Directors Suit**
 Eligible for Trips if qualified: **US Seminar Trip 2017, Top Directors Trip 2017 and Car Programme**



Elite Executive Senior Sales Director

Must be Active*: **Yes**
 Discount Level: **30-40%**
 Personal Team Commission: **4%, 8% or 12%**
 Offspring Units: **Eight +**
 Unit Volume Commission: **9%-13%**
 Unit Volume Bonus: **£220-£3,000**
 Senior Offspring Commission: **2%-6%**
 Career Apparel: **Directors Suit**
 Eligible for Trips if qualified: **US Seminar Trip 2017, Top Directors Trip 2017 and Car Programme**



Future Executive Senior Director

Must be Active*: **Yes**
 Discount Level: **30-40%**
 Personal Team Commission: **4%, 8% or 12%**
 Offspring Units: **Three to Four**
 Unit Volume Commission: **9%-13%**
 Unit Volume Bonus: **£220-£3,000**
 Senior Offspring Commission: **2%-6%**
 Career Apparel: **Directors Suit**
 Eligible for Trips if qualified: **US Seminar Trip 2017, Top Directors Trip 2017 and Car Programme**



National Sales Director

Must be Active*: **Yes**
 Discount Level: **40%**
 Personal Team Commission: **4%, 8% or 12%**
 Offspring Units: **18 offspring, comprised of 10/8 or 11/7 or 12/6**
 Unit Volume Commission: **13%**
 NSD Commission: **5-8% on first line Offspring, 3% on second line & 2% on third line**
 Offspring Bonus: **£3,500**
 Anniversary Bonus: **£700**
 Career Apparel: **NSD Suit**
 Career Car (3 year contract): **Mercedes or E250 Coupe**
 Eligible for Trips if qualified: **NSD Assembly, NSD Summit, US Seminar Trip**



*An Independent Beauty Consultant is considered "active" in the month that a minimum £200 Section 1 retail order is received by the Company, and in the following two calendar months.

myBusiness is essential in supporting an Independent Beauty Consultant's Business, providing you with the key information you need to push your business to the next level.

It is accessible to all Independent Beauty Consultants and contains five key features:

- ♥ Production
- ♥ Action Items
- ♥ At-A-Glance
- ♥ Members List
- ♥ Reports

Each of these features have various layers and provide more information depending where you are on the Mary Kay Career Path to provide you with real time updates on your Business.

Production



- ♥ Find all the information you require on your personal and depending on your Career level your Team or Unit production.
- ♥ Get a real time snap shot of the month and your current Retail Sales.
- ♥ See your past monthly productions, who has placed an order and who hasn't placed an order.

Action Items

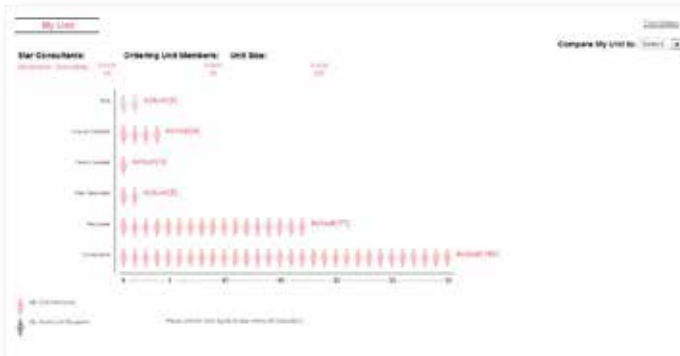


- ♥ Identify your Team Members who you have an opportunity to Congratulate, Motivate and Celebrate.

At-A-Glance



- ♥ View your business in a snapshot – your Seminar Year To Date production, your Star Consultants quarterly production, including your qualified recruits and also your Team Members and their activity status.
- ♥ See what action needs to be taken to achieve the next Career level, what commission you could potentially be earning with the addition of 'x' Team Members, view how many points your have for the Star Consultant Programme and how many you require to achieve the next level.
- ♥ See where you are tracking for the Court of Sales and the Court of Sharing.



Members List

The 'Members List' dashboard provides a detailed view of team members. It includes a 'Members List' section on the left, a 'Search' section in the center, and a 'Filter' section on the right. The main area features a table listing team members with columns for Name, Title, and Status.

Name	Title	Status
John Doe	Team Leader	Active
Jane Smith	Team Member	Active
Bob Johnson	Team Member	Active
Alice Brown	Team Member	Active
Charlie White	Team Member	Active
Diana Green	Team Member	Active
Frank Black	Team Member	Active
Grace Grey	Team Member	Active
Henry Blue	Team Member	Active
Ivy Pink	Team Member	Active
Jack Yellow	Team Member	Active
Karen Purple	Team Member	Active
Leo Brown	Team Member	Active
Mia Green	Team Member	Active
Noah Blue	Team Member	Active
Olivia Pink	Team Member	Active
Peter Yellow	Team Member	Active
Quinn Purple	Team Member	Active
Rachel Brown	Team Member	Active
Sam Green	Team Member	Active
Tina Blue	Team Member	Active
Uma Pink	Team Member	Active
Victor Yellow	Team Member	Active
Wendy Purple	Team Member	Active
Xavier Brown	Team Member	Active
Yara Green	Team Member	Active
Zoe Blue	Team Member	Active

- ♥ Filter your Team Members based on their Career Level, Activity Status or just alphabetically!
- ♥ Have your Team Members contact information to hand to make it easier than ever before to call, email or write.

Reports

The 'Reports' dashboard provides a detailed view of sales and recruiting activities. It includes a 'Reports' section on the left, a 'Sales' section in the center, and a 'Recruiting' section on the right. The main area features a table listing sales and recruiting activities with columns for Date, Amount, and Status.

Date	Amount	Status
2016-01-01	100.00	Completed
2016-01-02	200.00	Completed
2016-01-03	300.00	Completed
2016-01-04	400.00	Completed
2016-01-05	500.00	Completed
2016-01-06	600.00	Completed
2016-01-07	700.00	Completed
2016-01-08	800.00	Completed
2016-01-09	900.00	Completed
2016-01-10	1000.00	Completed
2016-01-11	1100.00	Completed
2016-01-12	1200.00	Completed
2016-01-13	1300.00	Completed
2016-01-14	1400.00	Completed
2016-01-15	1500.00	Completed
2016-01-16	1600.00	Completed
2016-01-17	1700.00	Completed
2016-01-18	1800.00	Completed
2016-01-19	1900.00	Completed
2016-01-20	2000.00	Completed
2016-01-21	2100.00	Completed
2016-01-22	2200.00	Completed
2016-01-23	2300.00	Completed
2016-01-24	2400.00	Completed
2016-01-25	2500.00	Completed
2016-01-26	2600.00	Completed
2016-01-27	2700.00	Completed
2016-01-28	2800.00	Completed
2016-01-29	2900.00	Completed
2016-01-30	3000.00	Completed
2016-01-31	3100.00	Completed
2016-02-01	3200.00	Completed
2016-02-02	3300.00	Completed
2016-02-03	3400.00	Completed
2016-02-04	3500.00	Completed
2016-02-05	3600.00	Completed
2016-02-06	3700.00	Completed
2016-02-07	3800.00	Completed
2016-02-08	3900.00	Completed
2016-02-09	4000.00	Completed
2016-02-10	4100.00	Completed
2016-02-11	4200.00	Completed
2016-02-12	4300.00	Completed
2016-02-13	4400.00	Completed
2016-02-14	4500.00	Completed
2016-02-15	4600.00	Completed
2016-02-16	4700.00	Completed
2016-02-17	4800.00	Completed
2016-02-18	4900.00	Completed
2016-02-19	5000.00	Completed
2016-02-20	5100.00	Completed
2016-02-21	5200.00	Completed
2016-02-22	5300.00	Completed
2016-02-23	5400.00	Completed
2016-02-24	5500.00	Completed
2016-02-25	5600.00	Completed
2016-02-26	5700.00	Completed
2016-02-27	5800.00	Completed
2016-02-28	5900.00	Completed
2016-02-29	6000.00	Completed

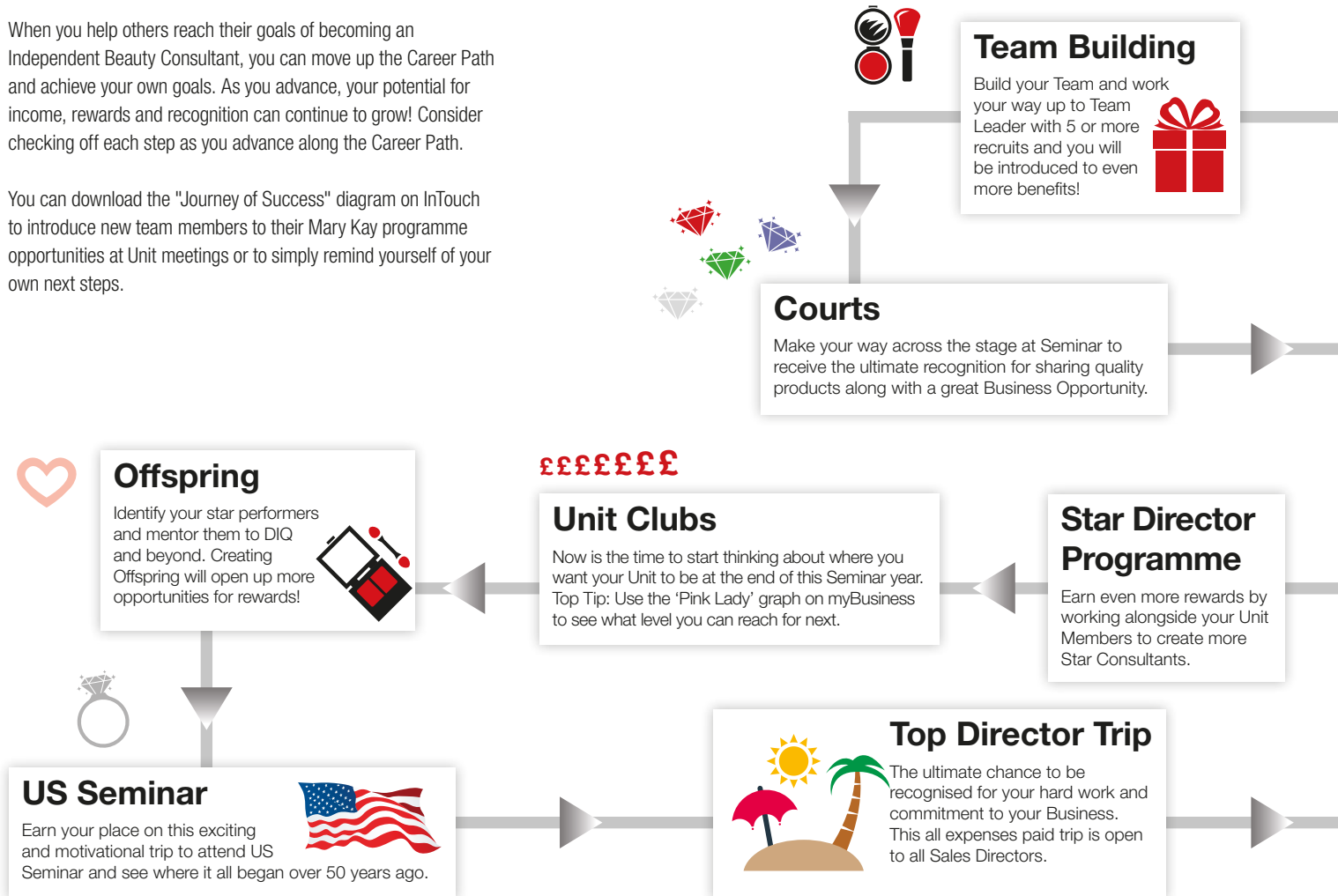
- ♥ View your monthly sales and recruiting activities as well as those of your Team or Unit members.

CAREER PATH

JOURNEY OF SUCCESS

When you help others reach their goals of becoming an Independent Beauty Consultant, you can move up the Career Path and achieve your own goals. As you advance, your potential for income, rewards and recognition can continue to grow! Consider checking off each step as you advance along the Career Path.

You can download the "Journey of Success" diagram on InTouch to introduce new team members to their Mary Kay programme opportunities at Unit meetings or to simply remind yourself of your own next steps.



Start Here



Bee-lieve & Achieve

Use skincare parties in your first 90 days to create orders and receive rewards!



Perfect Start

Build your Customer base, introduce your products and services by booking facials and skincare parties for your first pin. Upgrade to Power Start/Power Start Plus to sparkle even more.



Pearls of Sharing

Share the Opportunity with others and be rewarded with pearls!



Commissions

Start earning personal Team commission from each Team Member while still earning 30-40% on your personal sales.



Red Jacket Programme

Build your business with strong foundations and reap the rewards of building your very own Team.



Star Consultant Programme

Earn enough points each quarter and reward yourself with luxury gifts, vouchers and experience days. Once you have achieved Star Consultant status each quarter, you can receive additional rewards for consistency.

Director In Qualification (DIQ)

Make the commitment to become a Director by entering DIQ and taking your Business to the next level.



New Director Programmes

During your first year as a new Independent Sales Director, stay focused on success. Step up to these challenges and earn exciting rewards along the way.



Director

Congratulations! You can now direct your own Unit and earn even more in the way of Unit commissions and Unit Volume Bonus.



Directors Court of Sales/Sharing

Build on Success and your loyal Team.

Car Programme

Drive your way to success in your Mary Kay career car.



National Sales Director

The ultimate Mary Kay position in the career path, empower women by leading your own Area!



NEW CONSULTANT TIPS & LINKS

Sometimes the toughest part about starting your business is knowing where to begin.

Mary Kay Ash once said...

"The first step is the hardest; making a commitment to yourself, for yourself. But once you do it, you're well on your way!"



Here are a few tips on how to jump-start your business...

- ♥ Upon receiving your Welcome Kit, meet with your Recruiter/Director to take you through it all? We've included lots of business tools to help you progress.
- ♥ Tell your friends and family about your new business and share one of the top ten skincare brands in the world with them.
- ♥ Book in for New Consultant Education at Head Office via Education on www.marykayintouch.co.uk
- ♥ Ask your Recruiter/Director if they have an event coming up where you can learn from experience, they will guide you on how to show off the Mary Kay brand in style.
- ♥ Invite friends and family to host your very first skincare party using our hostess party pack, let them try the beautiful skincare and colour range for themselves.
- ♥ Share our award-winning products and Mary Kay UK posts on Social Media.
- ♥ Log onto InTouch and myBusiness, and ask your Recruiter/Director or our Customer Service team to show you how to manage your business and Customer orders with ease.
- ♥ Book in for your business debut with your Customers and attend regular Unit meetings to keep up to date about the latest product launches and the programmes available to enhance your business opportunity.
- ♥ Get yourself a PWS (personal website). This will allow Customers to shop online through your Consultant number and use the new payment gateway to transfer the order amount straight to you for processing.
- ♥ Hand out Look Books wherever you go and use the Beautiful Connections website to create business tools such as business cards, flyers and contact labels www.beautifulconnections.webstore.uk.com/
- ♥ Challenge yourself to work your way up the Career Path by using the Journey of Success poster, pick your Mary Kay career level goal and add a date to when you would like to achieve it by.
- ♥ Share the opportunity with others and grow your very own team to work with!
- ♥ If you have any queries out of office hours and your Director is unavailable, please log onto the FAQ page for online support www.help.discovermarykay.co.uk/

STARTING YOUR BUSINESS

These key challenges will give all new Independent Beauty Consultants the opportunity to start their business in the most productive and achievable way, follow these steps to success to gain rewards as well as new customers!

Who's eligible

All NEW Independent Beauty Consultants

Perfect Start

Complete 15 facials for your Customers in a two week period beginning with your first facial or party.

Reward: Perfect Start platinum-toned pin.

Power Start

Complete 30 facials for your Customers in a one month period beginning with your first party or facial.

Reward: Power Start platinum-toned pin with crystals.

Power Start Plus

In your first month, complete 30 facials (Power Start) and share the opportunity with six people.

Reward: Power Start Plus gold and platinum toned pin accented with a crystal and simulated pearl.

*Jewellery subject to change.

Pearls of Sharing

Share the opportunity with three people in your first two weeks.

Reward: Pearls of Sharing earrings.*

Share the opportunity with six people in your first month.

Reward: Pearls of Sharing bracelet.*

Add one new personal Team Member in your first month who places an active Section 1 retail order.

Reward: Pearls of Sharing necklace.*



Note: Perfect Start, Power Start and Power Start pins and Pearls of Sharing jewellery will be awarded by your Independent Sales Director if they choose to implement this programme.

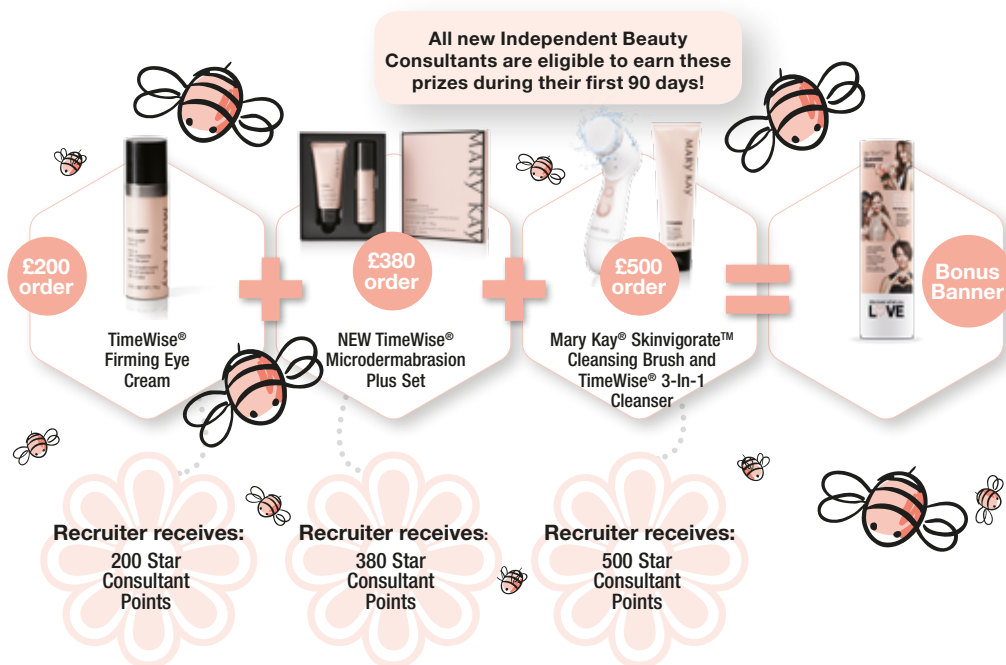


Bee-lieve & achieve

Who's eligible

All New Independent Beauty Consultants
(within their first 90 days)

“Aerodynamic engineers studied this amazing insect and concluded it could not be airborne – but they forgot to tell the bumblebee, and he went right on flying! My intuition told me that the bumblebee was a perfect symbol for the women who have flown to the top.”
Mary Kay Ash



To help all new Independent Beauty Consultants take their first flight, the 'Bee-lieve & Achieve' challenge is a great step towards starting up their Mary Kay business and guiding Consultants towards success within the early stages of the career path. Bee-lieve & Achieve is a flexible and achievable programme for both Consultants and their Recruiters to participate in during those all-important first 90 days.

All rewards have been selected with our new Consultants in mind, as they are perfect for building on the initial Welcome Kit and continue to help all new Consultants to hold more and more skincare parties from the start of their Mary Kay career. Recruiters will also benefit from Team Building by gaining more Star Consultant points in addition to

the Star Consultant Programme points they already achieve!

There is certainly something for everyone to ensure their business takes flight.

You can use the 90 day calculator on InTouch to see when you can move on from gaining products to Star Consultant points!

We have introduced a Recruiting Leader board for all of those who have used the Bee-lieve & Achieve programme to build their teams and gain the most points through recruiting each Quarter. See the inspiring results on InTouch along with the prizes available to them on the Star Consultant Rewards website!

STAR CONSULTANT PROGRAMME

The Star Consultant Programme is at the heart of the Mary Kay Business and achieving Star Consultant status is one of the highest honours that you can receive as a Mary Kay Consultant. The Star Consultant Programme was not only designed by Mary Kay Ash herself, but it was also her favourite Programme. She saw that it made goals all the more achievable as they could be broken down.

Who's eligible	All Independent Beauty Consultants at all Career Levels
Contest Periods	01 August 2016 – 31 October 2016 01 November 2016 – 31 January 2017 01 February 2017 – 30 April 2017 01 May 2017 – 31 July 2017
How to Track	myBusiness – Reports – Contests & Challenges – Ladder of Success

What makes the Star Consultant Programme unique is that it is open to everyone! Regardless of if you are a new Consultant or an experienced Director – there are rewards, recognition and prizes waiting for YOU!

In order to qualify for the Star Consultant Programme in any contest quarter, you must place a minimum of £2,000 in section 1 retail orders (cumulative). This will earn you 2,000 points as £1 = 1 point. Any additional Section 1 retail orders placed in that same quarter will add to your total production to determine the Star Level you will ultimately achieve.

Once you have become a Star Consultant, it is then possible to increase your points by recruiting new qualified personal team members in the same quarter. Each new qualified team member will add 500 points towards your Star Production for that quarter.

Total Star Production will be calculated at the end of each contest quarter and the qualifiers notified via email.

If you have any difficulties logging into the website or don't have your log in details please email cservice@mkcorp.com with your name and Consultant Number and we will resend your details to you.

Terms and Conditions:

- For the purpose of this contest, a new qualified personal Team Member is an Independent Beauty Consultant who signs their Agreement and places a cumulative £500 Section 1 retail order within the same quarter.
- Once a quarter has finished, notification will be sent to all qualifiers of that quarter via email. You can expect to receive this notification by the 15th of the following month.
- Points may be rolled over for the duration of the Seminar Year, in order to earn prizes at a higher level.
- The accumulation of points will only be allowed for the duration of the current Seminar Year – at the end of the final quarter, all points must be redeemed before 31 August 2017 or they will be lost.
- Prizes on the Star Consultant Rewards website are subject to change.

Stars Levels



Sapphire
2,000 – 2,799



Ruby
2,800 – 3,399



Diamond
3,400 – 4,199



Emerald
4,200 – 4,999



Pearl
5,000 – 6,999



Pearl +1
7,000 – 8,999



Pearl +2
9,000 – 10,999



Pearl +3
11,000+

LADDER OF SUCCESS & STARS OF EXCELLENCE

The Ladder of Success is a symbol of achievement that you can wear with pride. Every time you qualify as a Star Consultant, you will receive a coloured crystal that represents your level of achievement and a number pin that represents the total number of quarters in which you have achieved Star Consultant status, to add to your Ladder of Success.

Stars of Excellence represent milestones in the total number of quarters in which you have achieved Star Consultant status.

Single Star of Excellence

8 Quarters

Double Star of Excellence

16 Quarters

Triple Star of Excellence

24 Quarters

Circle of Stars

32 Quarters

Circle of Honour

56 Quarters



Star Consultant Consistency Challenge

By achieving Star Consultant status across all 4 quarters in the Seminar Year, you will be rewarded with a sparkling charm and necklace as well as recognition at Seminar 2017.

Your Star Production from each quarter will be added up to create a total at the end of the Seminar Year and your Consistent Star Consultant status will be determined as follows:

Consistent Sapphire

8,000 points

Consistent Diamond

13,600 points

Consistent Ruby

11,200 points

Consistent Emerald

16,800 points

Consistent Pearl

20,000+ points





SEMINAR COURTS

COURT OF SALES

Being a member of the Seminar Courts is one the best ways to build a strong foundation for your business. By sharing quality products along with a great Business Opportunity, you can build on your success, find loyal Customers and Team Members. Having great passion for your business will attract people to you...and bring you the rewards and prizes that you truly deserve at the end of the Seminar Year!

Who's eligible	All Independent Beauty Consultants and Independent Sales Directors at all Career Levels
Contest Periods	01 August 2016 - 31 July 2017
How to Track	myBusiness – Reports – Contests & Challenges – Court of Sales

This Court is divided into two categories, of the Directors Court of Sales and the Consultants Court of Sales.

This means that, irrespective of your career level you will be rewarded with fabulous jewellery in recognition of becoming a member of the Court of Sales.

To be a member of the Court of Sales you must achieve a minimum of £25,000 in personal Section 1 retail sales by the end of the contest period.

Note: No more than £6,000 in personal retail sales will be counted in each of the last three months of the contest (May, June and July 2017).

Terms and Conditions:

- Personal Section 1 Retail Sales under £25,000 will not qualify for entry into to the Consultant or Sales Director Court of Sales. There are no exceptions.
- The Queen, 1st and 2nd Runner Up will *not* receive the Court of Sales members rewards in addition to their prizes.
- Ranking for the Court of Sales is based on the highest Section 1 retail sales.

Court of Sales: Queen

For achieving the highest Personal Sales in the Seminar Year, the Queen will receive this stunning 9ct Yellow Gold, Aquamarine & Diamond Cluster Ring as well as the exclusive large 14ct Yellow Gold & Diamond Bumblebee Pin.



Court of Sales: 1st Runner Up

9ct Yellow Gold Channel Set Diamond Hoop Earrings and a medium 14ct Yellow Gold & Diamond Bumblebee Pin.



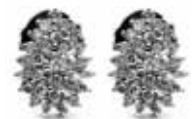
Court of Sales: 2nd Runner Up

9ct Yellow Gold, Ruby & Diamond Cluster Pendant on a gold chain and a small 14ct Yellow Gold & Diamond Bumblebee Pin.



Court of Sales: Member

9ct White Gold Pear Cluster Earrings.



SEMINAR COURTS

COURT OF SHARING

Who's eligible	All Independent Beauty Consultants and Independent Sales Directors at all Career Levels
Contest Periods	01 August 2016 - 31 July 2017
How to Track	myBusiness – Reports – Contests & Challenges – Court of Recruiting

Over the past 24 years, our amazing Business Opportunity has changed the lives of many in the UK.

By helping other women to realise their full potential and gain financial independence, you can impact your business by increasing your income by moving into a leadership role.

Become a member of the Court of Sharing by achieving the following by the end of the contest period:

- ♥ Achieve a minimum of 24 new qualified* Team Members who have submitted an agreement from 01 August 2016.
- ♥ New Consultants must have placed a qualified* order by 31 July 2017.
- ♥ All qualifying Team Members must be active status at the end of the contest period.
- ♥ In the last month (July), no more than 10 new qualified Team Members will be counted towards the contest.

Terms and Conditions:

- A minimum of 24 personal new qualified Team Members must be achieved by the end of the contest period to qualify for entry into the Court of Sharing. There are no exceptions.
- For the purpose of this contest, a new qualified Team Member is an Independent Beauty Consultant who signs their agreement and places a cumulative £500 Section 1 Retail order within the contest period.
- All qualifying Team Members must be active status at the end of the contest period.
- In the last month (July), no more than 10 new qualified Team Members will be counted towards the contest.
- Ranking for the Court of Sharing is based on the highest retail sales value of new qualified Team Members and not the number of Team Members.
- The Queen, 1st and 2nd Runner Up will not receive the Court of Sharing members rewards in addition to their prizes.

Court of Sharing: Queen

For achieving the highest number of sales from Personal Qualified Team Members, the Queen will receive a beautiful 18ct White Gold, Pink Sapphire & Diamond Cluster Ring as well as the exclusive large 14ct Yellow Gold & Diamond Bumblebee Pin.



Court of Sharing: 1st Runner Up

9ct White Gold, Amethyst & Diamond Cluster Stud Earrings and a medium 14ct Yellow Gold & Diamond Bumblebee Pin.



Court of Sharing: 2nd Runner Up

9ct Yellow Gold, Emerald Diamond & Heart Pendant on a gold chain and a small 14ct Yellow Gold & Diamond Bumblebee Pin.



Court of Sharing: Member

A small 14ct gold and diamond bumblebee pin.

*The Queen, 1st and 2nd Runner Up will not receive this in addition to their prizes.



SEMINAR COURTS

UNIT CLUBS

Who's eligible	Independent Sales Directors
Contest Periods	01 August 2016 - 31 July 2017
How to Track	myBusiness – Reports – Contests & Challenges – Unit Clubs

Being a member of the Unit Club demonstrates how a true leader's own actions can motivate her Unit to success.

Unit Club is based on total Unit production for the Seminar Year.

Starting at £150,000 and increasing in increments of £50,000 you will have automatic entry into the Circle of Achievement.

- ♥ £150,000
- ♥ £200,000
- ♥ £250,000
- ♥ £300,000
- ♥ £350,000
- ♥ £400,000

Once you achieve Unit production of over £350,000 you will have earned a place in the Circle of Excellence.

When you achieve each level for the first time you will be awarded with a pavé diamond and gold bar pin denoting the level achieved.

Terms and Conditions

- To participate in the Unit Club, you must maintain Sales Director status throughout the contest period and at the time of receiving your reward.
- Unit Club achievers will receive the relevant bar pins only once for each level achieved.

Queen

For achieving the highest Unit Sales in the Seminar Year, the Queen will receive a luxury 18ct Yellow Gold & Three Diamond Ring as well as the exclusive large 14ct Yellow Gold & Diamond Bumblebee Pin.



1st Runner Up

9ct Yellow Gold Diamond Cluster Pendant on a gold chain and a medium 14ct Yellow Gold & Diamond Bumblebee Pin.



2nd Runner Up

9ct Yellow Gold, Ruby & Diamond Stud Earrings and a small 14ct Yellow Gold & Diamond Bumblebee Pin.



STARS OF ACHIEVEMENT

Double Star Achievement Award for Independent Beauty Consultants & Independent Sales Directors

Independent Beauty Consultants who achieve a place in the Consultant Court of Sales and the Court of Sharing will be rewarded with the Double Star of Achievement Award.

Triple Star Achievement Award for Independent Sales Directors

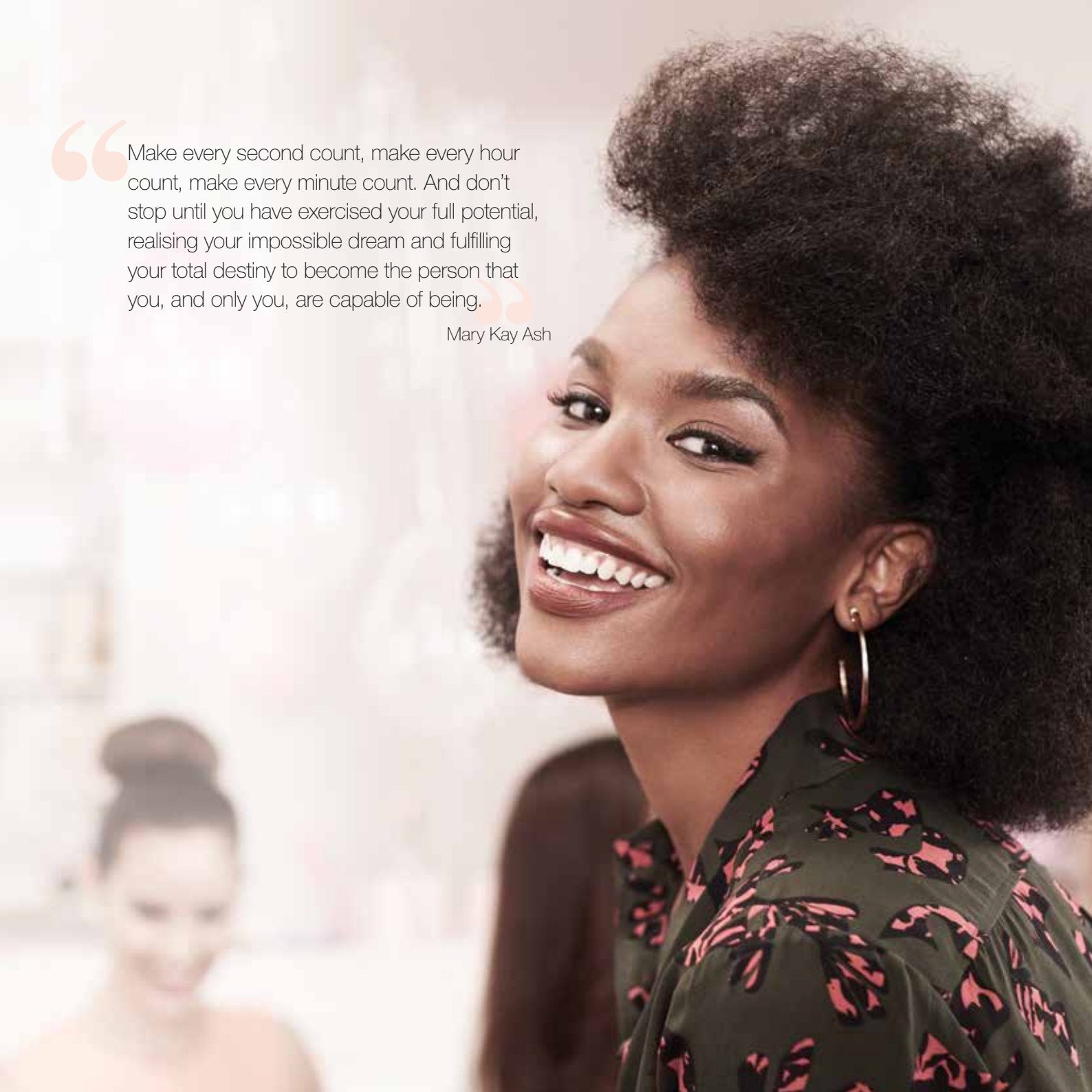
Independent Sales Directors who achieve a place in all three of the following courts she will be rewarded with the Triple Star of Achievement Award:

- ♡ Director Court of Sales
- ♡ Court of Sharing
- ♡ Unit Club



“Make every second count, make every hour count, make every minute count. And don't stop until you have exercised your full potential, realising your impossible dream and fulfilling your total destiny to become the person that you, and only you, are capable of being.”

Mary Kay Ash



NEW DIRECTOR PROGRAMME

Who's eligible

New Independent Sales Directors
(within their first 12 months)

Stay focused on success, step up to these challenges and earn exciting rewards along the way.

On the Right Track

By the end of the 3rd month following your debut date:

- ♥ Achieve a total of at least £21,000 in Unit Retail production (£7,000 x 3)
- ♥ Add 6 or more new Active personal team members*

Rewards

- ♥ A Mary Kay pink Beauty Case
- ♥ A Mary Kay pen for each contributing member of your Unit
- ♥ Recognition in Applause magazine
- ♥ On stage recognition at Career Conference

Fabulous 50's Club

By the end of the 6th month following your debut date:

- ♥ Achieve a total of at least £42,000 in Unit Retail production (£7,000 x 6)
- ♥ Build to and maintain 50 unit members (non terminated)

Rewards

- ♥ Special gold tone pin enhancer
- ♥ Fabulous 50s Club unit banner
- ♥ Personalised certificate
- ♥ Recognition in Applause magazine

Honours Society

By the end of the 12th month following your debut date:

- ♥ Achieve a total of at least £84,000 in Unit Retail production (£7,000 x 12)
- ♥ Build to and maintain 50 unit members (non terminated)

Rewards

- ♥ Free attendance and on stage recognition at Career Conference
- ♥ Mary Kay briefcase
- ♥ An elegant ring (top 3 achievers only)
- ♥ Personalised certificate
- ♥ Recognition in Applause magazine

TRIPLE CROWN

On the Right Track | Fabulous 50s Club | Honours Society

By achieving all 3 of these programmes, you will earn your Triple Crown. To celebrate your Triple Crown achievement, you and your top 3 Independent Beauty Consultants will have lunch at a restaurant near your home location on us (maximum value £25 per head). We want to encourage you and your superstars to take the next step up the career path.

*An Active team member is an Independent Beauty Consultant who places a £200 Section 1 Retail order in the same or following calendar month that their Independent Beauty Consultant Agreement is received and accepted by the Company.

STAR DIRECTOR PROGRAMME



Sapphire Star Director
5,000 Star Consultant Points



Ruby Star Director
7,500 Star Consultant Points



Diamond Star Director
10,000 Star Consultant Points



Emerald Star Director
15,000 Star Consultant Points



Pearl Star Director
20,000 Star Consultant Points

Who's eligible Contest Periods

Independent Sales Directors
01 August 2016 – 31 October 2016
01 November 2016 – 31 January 2017
01 February 2017 – 30 April 2017
01 May 2017 – 31 July 2017

How to Track

myBusiness – Reports –
Contests & Challenges –
Ladder of Success

In order to be a Star Director, an Independent Sales Director must be a Star Consultant in all 4 quarters of the Seminar Year. This will count as 4 stars towards your star total. The Independent Sales Director will then earn 1 star for every team member that qualifies for the Star Consultant Programme each contest quarter.

Simply earn 15 stars or more this Seminar Year to start achieving some of these fabulous prizes!

Our Star Director Programme is designed to help you achieve your goals and reach beyond the stars. Earn fabulous prizes and see your business soar!

Terms and Conditions

- For each Unit member that qualifies for the star Consultant programme per contest quarter, the Independent Sales Director will earn 1 star.
- At the end of the Seminar Year, the total number of stars will be calculated and the Star Director prize level determined.
- In the case of an Offspring Unit, star Consultants in the Offspring Unit will count for both the Independent Senior Sales Director and the new Independent Sales Director during the contest quarter that the debut takes place.
- Independent Sales Directors must be in good standing with the Company at the end of the contest period to be eligible for year-end contest rewards.
- Should an Independent Sales Director be terminated at any point during the Seminar Year, she will not be eligible to participate in the Star Director Programme.
- Star Consultant Points rewarded will be redeemable on the Rewards Website found on InTouch.
- Star Consultant Points must be redeemed by 31 August 2017.

US SEMINAR TRIP 2017



Who's eligible	Independent Sales Directors
Contest Periods	01 June 2016 - 31 May 2017

Earn your place on this exciting and motivational trip to attend US Seminar and see where it all began over 50 years ago.

New Sales Directors:

(Debut between 01 April 2016 and 01 March 2017)

3 Places

- ♥ Achieve a minimum of £7,000 in Unit production each month during the contest period.
- ♥ Must achieve and maintain a minimum of 35 non-terminated Unit members for each month of the contest.
- ♥ Developing an Offspring Sales Director is not a requirement for new Sales Directors. However, in the event of developing an Offspring, the same rules will apply to those of an established Sales Director. Development of an Offspring Director will result in that Offspring's Unit production contributing to the Senior Directors total production amount. Please see example below.
- ♥ Ranking will be based on the highest overall total production at the end of the contest period.

EXAMPLE

- ♥ Director A (Senior) had Unit Production for the contest period of £8,500 per month. Totalling £102,000 over the contest period.
- ♥ Director A (Senior) debuted, Offspring Director B, in month 6 of contest.
- ♥ Director B made minimum production every month since her debut (6 months x £6,100 = £36,600).
- ♥ Therefore £36,600 is added to Director A's (Senior) total production: £36,600 + £102,000 = £138,600.

Established Sales Directors:

(Debuted on or before 01 March 2016)

7 Places

- ♥ Established Sales Directors must Develop at least one new Offspring Sales Director during the contest period. Development of an Offspring Director will result in that Offspring's Unit production contributing to the Senior Directors total production amount. Please see example below.
- ♥ Achieve a minimum of £8,500 in Unit production in each month during the contest period.
- ♥ Must achieve and maintain a minimum of 60 non-terminated Unit members by the end of the contest period.
- ♥ 40 non-terminated Unit members in the event of an Offspring debut in the last three months.
- ♥ Ranking will be based on percentage Unit production growth (on previous Seminar Year) with tracking published monthly in Applause from September 2016.

Terms and Conditions

- The term 'non-terminated' includes A-P status members only. N status Beauty Consultants will not be counted.
- For both New and Existing Directors a maximum personal production of £3,000 in each of the final three months of the contest will count toward monthly Unit production.
- Offspring Directors must make minimum Unit production of at least £6,100 every month to count towards Senior Director's total. In the event of an offspring Director's production falling below £6,100 in any month, none of the production will count towards the Senior Directors production total. Neither will the Offspring Director count towards the requirement to debut an Offspring.
- The New Director level is applicable for first time Directors only. Re-debuted Directors must achieve the Established Director criteria to qualify.
- For both New and Existing Directors, the qualifier and Offspring Director(s) must be in good standing with the Company and maintain Director status until scheduled trip takes place.
- Trip dates are final and individual changes can not be made.

TOP DIRECTOR TRIP

2017

Who's eligible	Independent Sales Directors
Contest Periods	1 September 2016 – 31 July 2017

Experience the trip of a life time on a Top Director Trip where you can spend your time relaxing and enjoying thrilling excursions in the company of your spouse and sister Sales Directors. This is the ultimate chance to be recognised for your hard work and commitment to your business.

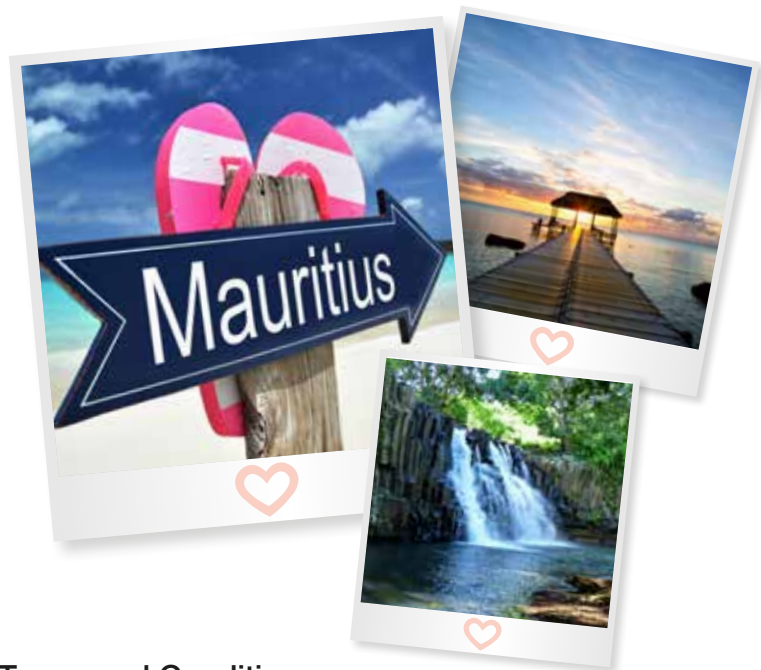
The Top 7 Independent Sales Directors will achieve a place on this wonderful Top Director Trip for five nights and six days, for themselves and their spouse by completing the following requirements:

Step 1: MUST achieve a minimum of 5% growth on previous year (1 September 2015 – 31 July 2016)

Step 2: AND achieve a minimum Unit Production of £230,000 retail sales.

Step 3: AND recruit 24 new Active Personal Beauty Consultants.

Developing an Offspring is not a requirement of this contest. However, development of an Offspring Director within the qualifying period (must debut by the 1 July) will result in a reward of a £25,000 uplift to your total production, as the Senior Director. This will count **only** towards the minimum Unit Production of £230,000 and your ranking at the end of the contest period. Unit growth of 5% must be achieved before any uplift will be applied.



Terms and Conditions

- Independent Sales Directors must achieve a minimum Unit production of £6,100 in each month of the contest period.
- Growth will be calculated against production achieved 1 September 2015 – 31 July 2016.
- Top 7 Directors will be determined on highest percentage growth at the end of the contest period (inclusive of uplift).
- No more than 4 Independent Beauty Consultants may be recruited in each of the final three months (May, June, July) of the contest (e.g. 3 months x 4 = 12 new IBC's in this period).
- All new Team Members must still be active at the end of July 2017.
- Offspring Director(s) must maintain Director status throughout the contest period and until the trip takes place in order to achieve the £25,000 uplift.
- Both the Senior Director and Offspring Director(s) must be in good standing with the Company and maintain Director status until scheduled trip takes place.

MAURITIUS



CAR PROGRAMME

Who's eligible	Independent Sales Directors
Contest Periods	Six month tracking period can start any month. Tracking Form needs to be received by the 15 of the second month of tracking.
How to Track	myBusiness – Reports – Unit Summary

The applicant must:

- ♥ Possess a full UK Driver's License
- ♥ Be over 25 years of age
- ♥ Sign and agree to the Career Car Programme Terms and Conditions
- ♥ Agree to the qualification requirements set by the Company

Mini Cooper

Rewards

Mini Cooper OR Financial Compensation (maximum £250 per month)

Tracking Requirements;

- ♥ The tracking Unit must achieve a minimum of £90,000 in adjusted Unit Retail production during the six month tracking period, with an average of £15,000 Retail per month.

Car Qualifier Production Requirements;

- ♥ To maintain a minimum adjusted Unit Retail production of £45,000 per quarter.



Mercedes Benz

Rewards

Mercedes Benz A-Class OR Financial Compensation (maximum £400 per month)

Tracking Requirements:

- ♥ The tracking Unit must achieve a minimum of £168,000 in adjusted Unit Retail production during the six month tracking period, with an average of £28,000 Retail per month.

Car Qualifier Production Requirements:

- ♥ Maintain a minimum adjusted Unit Retail production of £84,000 per quarter.



Please visit www.marykayintouch.co.uk for Terms & Conditions.

MISS GO GIVE AWARD



“... making a difference requires only your willingness to give to others - the more the better!”
Mary Kay Ash

The Miss Go Give Award is the most prestigious award around the world.

Each quarter you have the opportunity to nominate a Sales Director of your choice, who has given selflessly, her time, knowledge and experience to help others succeed in their Mary Kay business. Winners for each quarter are featured in Applause Magazine. At the end of the Seminar Year one of these four special individuals will be chosen as the annual Miss Go Give.

The winner will be rewarded with a unique gold Go Give brooch and an engraved silver trophy to keep for the entire Seminar Year. In addition, she will receive a special plaque to commemorate this honour.



Miss Go Give 2016

**Independent Sales Director
Abbie Stansfield**

"Abbie is such a special and caring person, she is always thinking about us and her Customers, even while heavily pregnant she has been there for us; nothing is ever too much trouble. She runs her business and her team with a huge 'Mary Kay' heart, always thoughtful and giving, she really is a true Miss go Give! An absolute star! I would love to see her recognised for being the amazing lady that she is."

**Star Recruiter
Laura Clifford**

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Mary Kay is a unique way of life that provides the brushes, the oils, the pigments and the canvas on which you can paint a beautiful life as you want it to be.

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Mary Kay Ash