



# Mary Kay

## Compensation & Benefits

We earn money in two ways:  
Selling the product & sharing the Mary Kay business opportunity

### 1. Showing and selling the product

Mary Kay Consultants earn the highest commission paid to anyone in direct sales \_\_\_\_\_%

#### A. Classes

- (3 to 6 people, approximately 1 1/2 hours).
- Average sales for a class is approximately \$ \_\_\_\_\_.
- Average income per hour is \$ \_\_\_\_\_.

#### B. Facials

- (1 to 2 people, approximately 1 hour).
- Average sales for a facial is approximately \$ \_\_\_\_\_.
- Average income per hour is \$ \_\_\_\_\_+.

#### C. Reorders

- Products are consumable. Customers reordering and purchasing new products average approximately \$ \_\_\_\_\_ per month. If you have 100 customers, this equals \$ \_\_\_\_\_ per year.

#### D. Preferred Customer Program

- Mary Kay Inc. provides a direct mail campaign available to all Consultants. It is launched \_\_\_\_\_ times a year. Summer, Fall, Holiday and Winter. A Consultant also has additional opportunities quarterly to send direct mail.

#### E. On the Web!

- Your customers can see the entire product line and all company information 24/7 on your personal website for only \$ \_\_\_\_\_ a year and your first year is only \$ \_\_\_\_\_.

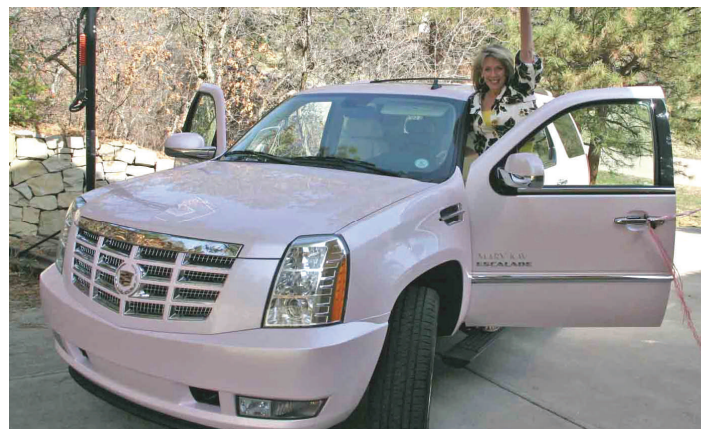
#### F. On the go

- Women love to see, smell, touch and try everything. Just place a number of items in a tote bag, and you're "on the go" with sales. Some will spend as much as \$ \_\_\_\_\_ to \$ \_\_\_\_\_ in 15 minutes!

#### G. Dovetail

- Can't get to your appointment? No problem, send another Consultant. She will pay you \_\_\_\_\_% of what she sells as a thank you! Book two, hold one and give one away.

How do we EARN these cars?  
Turn this over to learn how.



Senior National Sales Director SuzAnne Brothers

## 2. Sharing the Mary Kay business opportunity

- The second form of compensation involves sharing the Mary Kay business opportunity. As soon as you become an active Beauty Consultant, Mary Kay pays you a commission based on the wholesale order amount that your new team member places with Mary Kay Inc. All bonuses and commissions are paid directly to you from Mary Kay Inc. as a bonus. Mary Kay Inc. is not a pyramid or multi-level company, but a dual marketing company. This means there is one sale from Mary Kay Inc. to the Beauty Consultant and one sale from the Beauty Consultant to the customer.

### A. Team Building Commission and Bonus

- Bonuses are paid to the recruiter on the 15th of the month.
- 1 to 4 active team members = 4% commission + bonuses + personal sales
- 5 active team members = 9% commission + bonuses + personal sales
- 5+ active team members = 9% to 13% commission + bonuses + personal sales

### B. Mary Kay Car Program

#### Pontiac Vibe or Pontiac G-6; Saturn Aura or Saturn Vue; Cadillac DTS, CTS or SRX

- Qualification begins with \_\_\_\_\_ active personal team members and \$ \_\_\_\_\_ wholesale monthly team orders.
- You can earn a car in \_\_\_\_\_, \_\_\_\_\_, or \_\_\_\_\_ consecutive months.
- License, registration and \_\_\_\_\_% of the insurance are paid by Mary Kay Inc.
- Qualification is completed with \_\_\_\_\_ active personal team members and \$ \_\_\_\_\_ cumulative personal team wholesale orders, or opt for the monthly cash compensation instead of receiving the car.
- Income: 9% or 13% commission check + bonus + personal sales + car!
- Question: Would it make a difference in your financial situation to eliminate a car payment?

### C. Sales Director

- Have you ever wanted to lead, inspire, motivate and educate? If so, could this be the career for you? Sales Director qualification: \_\_\_\_\_ active team members. The team builds to \_\_\_\_\_ active Consultants with a total of \$ \_\_\_\_\_ wholesale orders in a one to four month period.

#### Income:

- 4%, 9% or 13% commission from personal team building.
- 9% or 13% commission on Unit wholesale volume.
- \$100 for each personal qualified new team member (no limit)
- 10% monthly Unit volume bonus based on total Unit wholesale, beginning at \$5,000
- \$500 monthly bonus with 5 or more new qualified Unit members
- \$1,000 when you earn or re-qualify for a Cadillac
- Earn life and disability insurance based on qualified Unit wholesale production payable to the beneficiary of choice.
- Earn a cash award up to \$1,800 based on Unit wholesale production to help offset expenses associated with the needs or activities that contribute to physical wellness.

### D. Senior Sales Director, Executive Senior Sales Director and National Sales Director

- As you train and build your Unit, you will develop off-spring Sales Directors. Mary Kay Inc. will pay you 4% to 6% commission on each off-spring Unit's wholesale volume in addition to all previous avenues of income.

## 3. Benefits

- No territories
- Flexibility
- Ability to earn & learn
- Tax advantages
- Self esteem, self confidence
- Be your own boss!
- Training—local or long distance
- Recognition, prizes, awards, trips, cars, jewelry