

INDEPENDENT SALES DIRECTOR-IN-QUALIFICATION (DIQ) COMMITMENT FORM

THIS FORM MUST COMPLETED BY THE FUTURE INDEPENDENT SALES DIRECTOR AND BE POSTMARKED BY THE FIRST DAY OF THE MONTH YOU ARE ENTERING QUALIFICATION.

My first month of Qualification is _____	
Name of DIQ _____	DIQ's Consultant No. _____
DIQ's Address _____	City/Prov/Postal Code: _____
DIQ's Phone Number _____	Spouse's name: _____
National Area: _____	Expected Debut Date: _____
DIQ's Language Preference _____	Independent Sales Director's Name _____
DIQ's E-mail Address _____	Sales Director's Cons. # / Unit # _____

A commitment is the honoring of a decision. When you are committed, you allow nothing to deter you from reaching your goal. You are disciplined even when you are not feeling motivated. Discipline is the ability to carry out a resolution long after the mood has left you. Making a commitment is being willing to put forth all your effort and taking responsibility for the outcome.

THE MONTH PRIOR TO ENTERING THE QUALIFICATION PROGRAM:

1. I was a **star consultant** in the previous quarter or I've already achieved star consultant status in this current quarter that I'm entering into the DIQ program, and I have 10 or more active personal team members in my first month as a DIQ.
2. I have ten or more active personal team members.
3. I am **not** counting my **SPOUSE** as one of the active personal team members, or I am not married.
4. None of my ten active personal team members is the **SPOUSE** of any Mary Kay Independent Beauty Consultant (IBC).
5. I am in good standing with the Company based on the terms of my Independent Beauty Consultant Agreement.
6. I do not have an accounts receivable with the Company under my current or any previous Consultant numbers.
7. To my knowledge, none of my ten active team members is submitting a Sales Director-in-Qualification Commitment Form in the same month as my commitment Form. However, if I have only ten active personal team members and one of them does submit a Sales Director-in-Qualification Commitment Form in the same month as mine, I understand I will not be eligible to start the Sales Director-in-Qualification program at this time even if the Company has already accepted my Sales Director-in-Qualification Commitment Form.
8. None of my ten active personal team members is a current Sales Director-in-Qualification.
9. None of my ten active personal team members is a Mary Kay Independent Sales Director.
10. I represent and warrant to Mary Kay Cosmetics Ltd. that all my team members are bona fide, active Mary Kay Independent Beauty Consultants who have purchased a Starter Kit from Mary Kay Cosmetics Ltd. at the time of submission of their Independent Beauty Consultant Agreement and all are engaged in selling Mary Kay products. I further represent and warrant that all team members utilized their own individual funds for all of their respective product orders.
11. I understand that, should the Company find any such team members or their product orders ineligible under these conditions, such a finding by the Company will entitle the Company, at its option and sole discretion, to disqualify my Sales Director-in-Qualification Commitment Form, or to disqualify me as an Independent Sales Director-in-Qualification during the qualifying period or terminate my Mary Kay Independent Sales Director Agreement should I have already qualified and been appointed the position.
12. I understand the Independent Sales Director position is appointed at the sole discretion of Mary Kay Cosmetics Ltd.
13. My Independent Sales Director is aware of my desire to enter the Sales Director-in-Qualification program.
14. I understand the importance of attending the New Independent Sales Director Education program designated for my debuting class when I complete the Sales Director-in-Qualification program.

PROCESSING OF THIS FORM WILL BE DELAYED IF FORM IS NOT COMPLETED.

Please continue on page 2.

DURING QUALIFICATION:

1. I understand I may qualify as an Independent Sales Director in one, two, three or four months based on when I achieve the following:
 - **\$18,000** cumulative unit wholesale production.
 - **24 total active** unit members including the DIQ herself.
 - At least **5 qualified* personal active team members** during the qualification period.
 - **\$4,000** per month minimum unit wholesale production to continue qualifying even if I have already reached \$18,000 cumulative unit wholesale production

**A qualified personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products, and is received and accepted by the Company in the same or following calendar month as her Independent Beauty Consultant Agreement.*
2. My unit members must contribute at least \$14,000 toward the \$18,000 wholesale production requirement.
3. I may contribute up to \$4,000 in personal wholesale Section 1 production toward the \$18,000 cumulative unit wholesale production during the qualification period.
4. I understand the qualifying unit is comprised of: myself and my personal team members, regardless of their unit affiliation (with the exception of the spouse of any IBC, my spouse, personal team members who may already be Sales Directors or DIQs). The unit also includes team members' recruits whose IBC Agreements were accepted by the Company on or after the first day of the month in which I begin this DIQ program. Team members' recruits whose IBC Agreements were accepted prior to my current first month of qualification and all **non-active** IBC will remain in the parent unit.
5. I understand my **SPOUSE** and the **SPOUSE** of any Mary Kay Independent Beauty Consultant will not count as a member of my qualifying unit.
6. Should my qualifying unit fail to reach 24 active Independent Beauty Consultants and/or the required unit wholesale production amounts, I understand I will not have qualified, and I will be required to submit a new Sales Director-in-Qualification Commitment Form to begin qualification again (immediately if I choose and am eligible). In such event, I understand my team members' recruits (from my previous qualification/s) will **not** become a part of my new qualifying unit.

IN THE EVENT ANYONE PLACES AN ORDER ON BEHALF OF A CONSULTANT, I UNDERSTAND THAT:

7. The person placing the order must have the IBC's consent prior to placing the order.
8. The person placing the order must use the IBC's funds.
9. The person placing the order must be in possession of the IBC's funds prior to placing the order.

I ALSO UNDERSTAND:

10. Taking a postdated check and placing an order for an IBC will not count.
11. An IBC selling someone else's inventory then placing the order will not count.
12. I cannot sell my inventory to an IBC and take his/her money to place an order to replace my inventory.
13. If I use my credit card to pay for an IBC's order, I must have already received the cash from the IBC before the order is mailed, faxed in, placed online or delivered to the company.
14. I cannot place an order for an IBC with his/her promise to pay me back.

**A Sales Director is an independent contractor and not an employee of Mary Kay Cosmetics Ltd.
Acceptance into the qualification program is at the sole discretion of the Company.**

My signature confirms that I have agreed to the terms and conditions of the Sales Director-in-Qualification program and that I have read the information on the commitment form and in the current *Career Essentials* and agree to abide by the rules and guidelines provided therein, as well as those outlined in my Independent Beauty Consultant Agreement.

Sales Director-in-Qualification Signature _____ Date _____

INSTRUCTIONS:

You may submit a DIQ Commitment Form online or by fax by the 5th of the month you wish to enter qualification. Fax (905) 858 - 8972

If you have any questions, please call the DIQ Department at 1-800-454-2293. We look forward to working with you!