



## Earnings Representation

The vast majority of the Independent Sales Force Members primary source of profit is selling product. In addition, all Mary Kay Independent Beauty Consultants can earn income from commissions, dovetailing and awards. To be eligible for commissions, Independent Beauty Consultants must be active themselves and have at least one active recruit during the relevant period. Members of the Independent Sales Force are considered active in a particular month (and for the two months after) when they place at least \$450 retail orders (\$225 in discounted wholesale orders) for cosmetics intended for resale during the month.

In 2018, there were over 29,500 members of the independent sales force of Mary Kay Cosmetics Ltd. in Canada. Of the 3,701 who were in the independent sales force for at least one year and who earned commissions, 47.1% earned commissions in excess of \$100. Of the 447 of those who were Mary Kay Independent Sales Directors, the top 50% earned commissions during the year of \$20,378 to in excess of \$100,000. Of the 16 of those who were Mary Kay Independent National Sales Directors, 56.3% earned commissions during the year in excess of \$100,000.