



This chart was created to show the different elements of the Independent National Sales Director compensation plan; and to identify which elements are considered for recognition programs available to NSDs. It is intended to be a simplified reference guide and is not intended to replace your NSD Compensation brochure.

## NSD Compensation Chart

Personal Team Commissions	4,9.13%	•	•	•					
Sales Director Personal Unit Volume Commissions	13%	•	•						
NSD Personal Unit Volume Commissions	10%	•	•	•	•	•	•	•	•
NSD Personal Order	10%	•	•	•	•	•	•	•	•
1st-Line Offspring Sales Unit Commissions (Affiliated & Unaffiliated)	9%	•	•	•	•	•	•	•	•
2nd-Line Offspring Sales Unit Commissions (Affiliated & Unaffiliated)	4%	•	•	•	•	•	•	•	•
3rd-Line Offspring Sales Unit Commissions (Affiliated & Unaffiliated)	2%	•	•	•	•	•	•	•	•
Top 10 4th-Line and Beyond Sales Unit Commissions (Affiliated & Unaffiliated)	2%	•	•	•	•	•	•	•	•
EENS4 4th-Line Sales Units Commissions (Affiliated & Unaffiliated)	2%	•	•	•	•	•	•	•	•
Area Leadership Development Bonus		•	•	•	•	•	•	•	•
Offspring NSD Development Bonus		•	•	•	•	•	•	•	•
1st-Line New Offspring Sales Director Debut Bonus	\$5,000	•	•	•	•	•	•	•	•
1st-Line Offspring Sales Director Annual Production Bonus	\$1,000	•	•	•	•	•	•	•	•
International commissions for Canada & Mexico (prior to 7/1/2005, one month behind)		•	•	•	•	•	•	•	•
NSD commissions earned on foreign countries (one month behind)		•	•	•	•	•	•	•	•
Inner Circle and Diamond Circle Bonuses			•						
NSD Motivational Account - Unaffiliated 4th line and beyond			•						
Grand 5 Bonus									
Unaffiliated - New and re-qualified Cadillac qualifiers	\$1,000 each	•	•						
Unaffiliated - New or Higher Unit Circle from the prior Seminar Year	\$1,000 each	•	•						
Unaffiliated - New Sales Director Programs	\$1,000 each	•	•						

→ International units developed after 7/1/2005 will count toward the Great Futures Program and will not count toward the U.S. based Family Security Program.

This information is intended to only provide a non-technical summary. The terms and conditions of the Independent National Sales Director Agreement, Mary Kay Inc. Family Security Program Agreement, Mary Kay Inc. Great Futures Program Agreement and the information provided on Mary Kay IntTouch® regarding contests and recognition will apply in the event there is any conflict between this document and the official documents named above.