

CHAPTER 6

All About the Opportunity

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Career Plan Opportunity Steps

The lucrative BeautiControl Career Plan is a rewarding home-based business opportunity! You can earn unlimited income, thrilling on-stage recognition, fabulous trips, diamonds, commissions, bonuses and cars.

By practicing the 2+2+2 success formula consistently, you can promote yourself up the ladder of success and earn the level of income needed to make all your dreams come true. This chapter details the Opportunity Steps and is the road map of your future. It clearly marks your career path with the signposts of achievement. There is no glass ceiling, only limitless, profitable blue skies ahead! (All dollar amounts are in U.S. dollars.)

NEW CONSULTANTS

INDEPENDENT CONSULTANT-IN-TRAINING OPPORTUNITY

Opportunities for New Consultants:

- Order \$1,000 or more Retail within two days of submitting Agreement:
 - **55% discount** level on this order
 - **Spa Tools Package** free (\$160 value)
 - OR —
- Order \$500 or more Retail within two days of submitting Agreement:
 - **55% discount** level on this order
 - Opportunity to purchase **Spa Tools Package** for \$25 (sales aid — \$160 value)
- BeautiCase, Part 1
- Register for a day of free professional training at BeautiU Training within 90 days of submitting Agreement
- Sign on to BeautiNet, your total on-line business resource
- BeautiPage, a personal Web site free for six months—for more exposure and e-commerce sales
- A free six-month membership in Client Connection, our direct mail program
- A Share Package free (\$120 value) when you recruit one Consultant within your first 90 days and she places a **qualifying*** order within her first 90 days

You become a BeautiControl Independent Consultant after you submit your Independent Consultant Agreement with approved payment and it is accepted by the company. At this point you are considered a **Consultant-in-Training**, and are eligible for the special opportunities listed in the shaded section above, as well as normal ordering opportunities.

Once you attend and complete your day at BeautiU Training, you will be a **Certified BeautiControl Independent Consultant** and are eligible for the opportunities listed in the shaded section on the right.

*A qualifying order is a Retail order of \$500 (CN \$750) or more submitted with an Independent Consultant Agreement, or Retail order(s) totaling \$1,000 (CN \$1,500) or more in the first 90 days. Order total includes Retail product only; sales aids are not included.

CERTIFIED BEAUTICONTROL INDEPENDENT CONSULTANT OPPORTUNITY

Opportunities for New Consultants at BeautiU:

- Receive BeautiCase, Part 2 upon completing your day of training.
- Receive BeautiU Certificate
- Become certified as a BeautiControl Independent Consultant.

Ordering Opportunities:

- Order \$1,000 or more Retail at BeautiU:
 - **55% discount** level on this order
 - Opportunity to purchase **Color Confidence Kit** for \$20 (sales aid — \$130 value)
 - Opportunity to purchase **Spa Tools Package** for \$25 (sales aid — \$160 value)
 - **50% discount** level on all Retail orders of any size for the next 60 days
 - OR —
- Order \$500 or more Retail at BeautiU:
 - **50% discount** level on this order
 - **50% discount** level on all Retail orders of any size for the next 60 days
- Flexible payment options.
- Opportunity to be entered into the monthly Client Connection drawing for a \$250 Retail product package. (10 names = 1 entry; 30 names = 2 entries.)

MAINTAINING ACTIVE CONSULTANT STATUS

A Consultant remains active when she places a minimum \$100 Retail order within a 120-day period. This 120-day activity cycle begins the month following a Consultant's last order. If an order along with approved payment is not received within this time period, the following policies apply:

- The Consultant is placed on the inactive list and is no longer on the BeautiControl mailing list.
- The Consultant can no longer earn commissions on the Consultants she has recruited.

REGAINING ACTIVE STATUS

- By placing a minimum \$200 Retail order within 90 days of becoming inactive, a Consultant regains her active status; however, she is still ineligible to earn commissions on the Consultants she has recruited. If an order is not placed, the Consultant will be considered a dropped Consultant, and will not be eligible to reactivate.

DISCOUNT SCHEDULE

Consultant and Senior Consultant discount levels on the Retail portion of each order is calculated based on total Retail purchases (Retail on the Consultant order form). The more you order, the better your discount level.

- 50% if \$800 or more on suggested Retail
- 45% if \$500 — \$799.99 on suggested Retail
- 40% if \$300 — \$499.99 on suggested Retail
- 30% if \$100 — \$299.99 on suggested Retail
- 25% if less than \$100 on suggested Retail

NOTE: There are benefits to moving into leadership. Unit VIPs, Unit Managers, Directors-in-Qualification and all Directors receive the 50% discount level on all Retail orders regardless of the order size.

SENIOR CONSULTANT OPPORTUNITY



- 4% commission on the commissionable base (50% of Retail) of orders of your personally recruited Consultants in months you personally order a minimum \$450 Retail.
- Receive a BeautiControl pin and career level certificate.
- Name featured on BeautiNet in Recognition Room

QUALIFICATIONS

You become a Senior Consultant when you have recruited one new Consultant. The month in which you recruit your Consultant is the month you begin earning 4% commissions. Your promotion is effective on the first day of the following month. You will receive your BeautiControl pin in your first order after your promotion is effective.

Personal Retail Orders in a calendar month	Commissions on Consultants' orders* in a calendar month
Less than \$450	0%
\$450 or more	4%

*Commissionable base for all commissions paid = Retail x 50%.

MAINTAINING SENIOR CONSULTANT STATUS

When you maintain your active status as a Consultant and have one or more active Consultants (not counting yourself) at the end of each calendar quarter, you maintain your Senior Consultant status. Maintenance begins the first calendar quarter after your promotion to Senior Consultant.

REQUALIFICATION

If you are unable to maintain your status as a Senior Consultant, you will be reclassified to Consultant. When you recruit at least one new Consultant, you will requalify as a Senior Consultant.

Should you not maintain your active status as a Consultant, you are no longer eligible to earn commissions on those you have personally recruited or count them toward leadership level requirements. To regain your Unit VIP status you will need to reactivate by placing a Retail order of \$200 or more, and recruit one new active Consultant.

UNIT VIP OPPORTUNITY



- Up to 8% commission.
 - 4% or 8% commission on the commissionable base (50% of Retail) of orders of your personally recruited Consultants in months when you personally order a minimum \$450 or \$900 Retail, respectively.
- 50% discount level on all personal Retail orders.
- Receive a charm bracelet, Unit VIP charm, and career level certificate.
- Name featured in the Achiever and in Recognition Room on BeautiNet.

QUALIFICATIONS

You become a Unit VIP when you have recruited a total of four or more Consultants who are currently active. The month in which you recruit your fourth Consultant is called your qualifying month and your promotion is effective on the first day of the following month. *Unit VIP commissions take effect in the month following your qualifying month.*

VIPs receive a charm bracelet and their first charm. All future charms can be added to the bracelet.

Personal Retail Orders in a calendar month	Commissions on Consultants' orders* in a calendar month
Less than \$450	0%
\$450 – \$899.99	4%
\$900 or more	8%

*Commissionable base for all commissions paid = Retail x 50%.

MAINTAINING UNIT VIP STATUS

When you maintain your active status as a Consultant and have four or more active personally recruited Consultants (not counting yourself) at the end of each calendar quarter, you maintain your status. Maintenance begins the first calendar quarter after your promotion to Unit VIP.

REQUALIFICATION

If you are unable to maintain your Unit VIP status, you will be reclassified to Senior Consultant or Consultant. You will requalify as a Unit VIP when you have recruited at least one new Consultant and have a minimum of four active personally recruited Consultants on your team.

Should you not maintain your active status as a Consultant, you are no longer eligible to earn commissions on those you have personally recruited or count them toward leadership level requirements. To regain your Unit VIP status you will need to reactivate by placing a Retail order of \$200 or more within 90 days of becoming inactive, and recruit four new active Consultants.

UNIT MANAGER OPPORTUNITY



QUALIFICATIONS

- Up to 14% in commissions.
 - 4%, 8% or 10% commission on the commissionable base (50% of Retail) of orders of your Consultants you personally recruit in months when you personally order a minimum of \$450, \$900 or \$1,100 Retail, respectively.
 - 4% commission on commissionable base of orders of your Unit Manager Team, which consists of your active personally recruited Consultants and yourself.
- 50% discount level on all personal Retail orders.
- Opportunity to earn a monthly cash bonus.
- Receive a Unit Manager charm and career level certificate.
- Name and photo in the *Achiever* and in Recognition Room.

You qualify to become a Unit Manager in the month when:

- You have personally recruited a total of 12 or more Consultants who are currently active.
- Orders from those Consultants total \$3,000 or more Retail in a calendar month.
- You have personal orders of \$1,000 or more Retail in the same calendar month that your 12 Consultants achieve \$3,000 or more Retail. This is called your qualifying month and your promotion is effective on the first day of the following month. Unit Manager commissions take effect in the month following the qualifying month.

Personal Retail Orders in a calendar month	Commissions on Consultants' orders* in a calendar month
Less than \$450	0%
\$450 – \$899.99	4%
\$900 – \$1,099.99	8%
\$1,100 or more	10%

*Commissionable base for all commissions paid = Retail x 50%.

UNIT MANAGER CASH BONUS

Upon qualifying as a Unit Manager, you will also be eligible to earn cash bonuses of up to \$250 each month. Each month your personal Retail orders are \$1,650 or more you will receive a \$125 bonus. Plus, each month the orders of your personally recruited Consultants total \$3,500 Retail or more you will receive a \$125 bonus. You can earn either or both bonuses each month.

MAINTAINING UNIT MANAGER STATUS

When you maintain your active status, and your personally recruited Consultants have \$14,000 in Retail orders per calendar quarter and you have a minimum of 12 active, personally recruited Consultants (not counting yourself) at the end of the quarter, you maintain your status. You may not miss two consecutive quarters.

Maintenance requirements begin the first calendar quarter after your promotion to Unit Manager. Should you not maintain your active status as a Consultant, you will lose your Unit Manager status and will not regain the Consultants previously in your Unit when you become an active Consultant again.

REQUALIFICATION

If you are unable to maintain your Unit Manager status for two consecutive calendar quarters you will be reclassified to the appropriate level.

You will requalify as a Unit Manager when you recruit at least two new Consultants, you order \$1,000 or more Retail and your 12 or more personally recruited active Consultants order \$3,000 or more Retail. This is your requalification month and your promotion is effective on the first day of the following month.

DIRECTOR-IN-QUALIFICATION (DIQ)

- Up to 16% commission.
 - 4%, 8% or 10% commission on the commissionable base (50% of Retail) of orders of Consultants you have recruited.
 - 4% commission on the commissionable base of orders of your Unit Manager Team (Unit Managers only).
 - 2% commission on your entire DIQ qualifying Unit.
- 50% discount level on all personal Retail orders.
- Opportunity to earn a monthly cash bonus (Unit Manager level only).
- Name in the *Achiever* and in Recognition Room.

INITIAL STEPS TO SUCCESS

You may become a Director-in-Qualification when you:

- Are a Unit VIP or Unit Manager with a minimum of eight active Consultants whom you have personally recruited.
- Have a clear BeautiControl account balance.
- Have read the Director Agreement thoroughly. A copy of this agreement may be obtained from the BeautiControl Sales Department or your Unit Director.
- Submit a Letter of Intent signed by you and your Director by the 20th of the month preceding your start date.

After your Region Manager has reviewed and verified that all of the above has been satisfactorily completed, you will receive notification of your status as a Director-in-Qualification.

AVENUES OF INCOME

1. As a Director-in-Qualification, you will earn commissions and bonuses as a Unit VIP or Unit Manager — 4%, 8% or 10% commissions, as applicable!

Personal Retail Orders Orders in a calendar month	Commissions on Consultants' orders* in a calendar month
Less than \$450	0%
\$450 – \$899.99	4%
\$900 – \$1,099.99	8%
\$1,100 or more	10% Unit Managers only (Unit VIPs earn 8%)

*Commissionable base for all commissions paid = Retail x 50%.

2. Each month your Director-in-Qualification Unit meets or exceeds the DIQ requirements for that month, you will receive an additional 2% commission on the commissionable base (50% of Retail) of the Retail orders of your entire Director-in-Qualification Unit. A Director-in-Qualification Unit is defined below.

3. When as a Director-in-Qualification you are qualified as a Unit Manager, you will continue to be eligible to earn cash bonuses of up to \$250 each month. Each month your personal Retail orders are \$1,650 or more you will receive a \$125 bonus. Plus, each month the orders of your personally recruited Consultants total \$3,500 Retail or more you will receive a \$125 bonus. You can earn either or both bonuses each month.
4. When as a Director-in-Qualification you are qualified as a Unit Manager, you will earn a 4% commission on the commissionable base of orders of your Unit Manager Team. Your Unit Manager Team consists of your active personally recruited Consultants and yourself.

DIRECTOR-IN-QUALIFICATION UNIT

Your Unit for qualification as a Director will consist of the following:

- Any active Consultants recruited by you or your Consultants prior to your qualifying period.
- Any active Consultants recruited by you or your Consultants during your qualifying period.

You may not count in your qualifying Unit:

- Any other Director-in-Qualification who is in qualification at the same time, nor may you count any Consultants who make up her qualifying Unit.
- A Consultant or her Consultants who have already been appointed to Director.
- Consultants in a DIQ Unit when the direct link between the Director-in-Qualification and the Consultant has been broken (the Consultant's recruiter has become inactive).

OTHER QUALIFYING REQUIREMENTS

Ordering Consultants: When a Consultant has ordered a minimum of \$100 Retail in one month within the last 120 days of the Director-in-Qualification period, she will be classified as an "ordering" Consultant and can be counted toward the minimum ordering Consultant count requirement. For a new Consultant to count toward the minimum Consultant count requirement, she must have placed at least a \$100 Retail order.

Up to \$2,000 Retail sales per ordering Consultant may be counted toward DIQ Unit Retail sales requirement each month. The entire Retail sales amount will count when calculating commissions.

It takes 36 ordering Consultants to complete the Director-in-Qualification period, and 20 of those must have been personally recruited by the Director-in-Qualification. (The Director-in-Qualification may be counted as one of 36 toward the Unit requirement, but not as one of 20 toward personal Consultant requirement).

Personal Orders: During any month of qualification, a maximum of \$2,000 in monthly personal Retail orders by the

Director-in-Qualification will be counted toward the total Unit Retail ordering requirement.

BeautiControl Account: A DIQ may not have an account balance at the end of any month during DIQ period. Failure to clear a balance by the end of the month will result in disqualification from DIQ.

Minimums: Should you fall below either sales, recruiting or Consultant count minimums during any month, you will be reclassified to the career level for which you qualify and you can choose to begin qualification again, beginning at month one. In order to begin qualification again, you must wait 30 days, meet all other requirements necessary to become a Director-in-Qualification, and submit a new Letter of Intent.

Former Directors: A “former Director” is defined as any BeautiControl Consultant who was a BeautiControl Director at any time in the past.

Former Directors can become a Director again under the Director-in-Qualification schedule. Former Directors and their Parent Directors are not eligible to receive any new Director and development awards as part of the Mustang III Leadership Development Program.

The sales and recruiting objectives are intended to be minimums only. In some cases, a Director-in-Qualification may be asked to strengthen her personal performance or various areas of her Unit’s performance prior to appointment to Unit Director.

Completing the qualification requirements will make you eligible for appointment to Unit Director, subject to final approval by BeautiControl, Inc.

NEW DIRECTOR TRAINING

As a Director-in-Qualification, you agree to attend the first New Director Training program that is held after your appointment to Unit Director. The training is held in Dallas or another designated location and the Director is responsible for a portion of the expenses.

AGREEMENTS

Upon appointment to Unit Director, the Director must sign the Independent Director Agreement to receive Director commissions and other benefits of Directorship.

DIRECTOR-IN-QUALIFICATION SCHEDULE FOR THOSE BEGINNING DIQ PERIOD BETWEEN AUG. 1, 2004–JULY 1, 2005*

SIX-MONTH QUALIFICATION PERIOD

DIQ UNIT PERFORMANCE:

1ST 3-MONTH PERIOD

- \$20,000 in DIQ Unit Retail sales
- No month below \$6,000 Retail sales
- Up to \$2,000 Retail sales per ordering Consultant may be counted toward DIQ Unit Retail sales requirement each month.

2ND 3-MONTH PERIOD

- \$30,000 in DIQ Unit Retail sales
- DIQ Unit Retail sales from 1st period in excess of \$20,000 do not roll into 2nd period requirements
- No month below \$8,000 Retail sales
- Up to \$2,000 Retail sales per ordering Consultant may be counted toward DIQ Unit Retail sales requirement each month.

TOTAL OF AT LEAST 36 ACTIVE CONSULTANTS AT END OF SIX MONTHS

- At least 20 personally recruited by DIQ
- At least 36 have ordered \$100 in Retail sales in past 120 days, including at least 20 personally recruited by DIQ

DIQ PERSONAL SALES

- Average \$1,100 per month in personal Retail sales
- Up to \$2,000 of DIQ’s personal Retail sales may be counted toward DIQ Unit Retail sales requirement each month.

DIQ PERSONAL RECRUITING

- Recruit a total of eight new Consultants, all of whom must place qualifying orders by the end of the DIQ’s six-month qualification period
- Recruit a new Consultant in at least four months of the six-month qualification period

Here are suggested sales volume guidelines to support your success during the DIQ period. The DIQ Unit Retail Sales Volumes listed below are only suggested as a plan to meet the program requirements listed above.

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
\$6,000	\$7,000	\$8,000	\$9,000	\$10,000	\$11,000

UNIT DIRECTOR OPPORTUNITY



- Up to 24% commission on personally recruited Consultants' sales
- 5%–12% commission on entire Unit
- BeautiControl automobile or cash option
- Monthly Unit sales bonus
- 50% discount level on all Retail orders
- Receive a Unit Director charm and career level certificate
- Attend New Director Training
- Earn a trip to Walt Disney World®, Hawaii* or Vail, Colorado.*
- Opportunity to earn a red Ford Mustang® convertible*
- Name, photo and quote in the Achiever and in Recognition Room.

*The Mustang III Leadership Program began Aug. 1, 2003, and runs through Jan. 1, 2005. Refer to BeautiNet for complete details.

ACHIEVE THE DIRECTOR LEVEL IN THE BEAUTICONTROL CAREER PLAN AND ENJOY:

- Sharing with others a truly exceptional opportunity for achievement and financial rewards.
- Pride in being a part of an exclusive, talented, dynamic group of independent professionals.
- Growth in leadership as you set an example for your Consultants with your consistent personal sales and recruiting.
- Increased earnings, recognition and awards.

1. Drive a BeautiControl automobile or choose the cash option

As a Director, you can drive a new Pontiac Grand Prix or sporty Pontiac Montana passenger van! BeautiControl will make the entire lease payment when you maintain \$12,000 or more in monthly Unit Retail sales. When you promote a new Director from your Unit, her Unit sales will count toward your automobile maintenance requirement for six months!

You may choose to take the monthly cash option to purchase or lease a vehicle of your choice, help pay for college tuition, put toward the mortgage, buy a new boat, take a dream vacation — you decide.

Walt Disney World is a registered trademark of The Walt Disney Company. Ford Mustang is a registered trademark of Ford Motor Company.

2. Up to 24% sales commission on personally recruited Consultants' sales

Your continued success as a Unit Director will depend on the number of new Consultants added to your Unit each month. You can earn up to 24% commission on the commissionable base (50% of Retail) of the Retail orders of every Consultant you personally recruit for as long as you remain active and maintain your directorship according to the schedule below of your personal monthly sales and recruiting achievement. To build a growing and successful Unit, you will want to personally recruit two, three, four or more new Consultants each month. By holding Spa ESCAPEs and Image Parties and recruiting new Consultants, you can increase the amount of commissions you receive on your personally recruited Consultants:

<u>Amount of Director's personal Retail orders in a month</u>	<u>Number of personally recruited new Consultants in a month</u>	<u>Commission paid on all personally recruited Consultants retail orders in the month*</u>
\$1,650 or more	and 3 or more	= 24%
\$1,100 to \$1,649.99	and 2	= 12%
\$900 to \$1,099.99	and 1	= 8%
Less than \$900	and 0	= 4%

*Commissionable base for all commissions paid = Retail x 50%.

3. Earnings from Unit sales performance

As your Unit grows, you can earn substantial monthly commissions based on the commissionable base of the Unit's total Retail purchases in the month (your personally recruited Consultants and the Consultants they recruit). Your personal sales are included in your Unit sales totals.

UNIT SALES COMMISSION* SCHEDULE

<u>Retail sales</u>	<u>Commission</u>
Less than monthly \$10,000	5%
\$10,000 to \$ 10,999.99	9%
\$11,000 to \$15,499.99	10%
\$15,500 to \$21,499.99	11%
\$21,500 or more	12%

*Commissionable base for all commissions paid = Retail x 50%.

4. Bonuses from Unit sales performance

In addition to your Unit Director commissions, you can also earn a monthly cash bonus based on the Retail sales performance of your Unit.

UNIT SALES BONUS SCHEDULE

<u>Total Unit Retail sales</u>	<u>Total bonus</u>
\$11,000 – \$17,499.99	\$200
\$17,500 – \$22,499.99	\$300
\$22,500 – \$29,499.99	\$400
\$29,500 – \$35,499.99	\$500
\$35,500 – \$47,499.99	\$600
\$47,500 – \$59,499.99	\$700
\$59,500 – \$71,499.99	\$800
\$71,500 – \$82,999.99	\$1,000
\$83,000 – \$94,999.99	\$1,200
\$95,000 – \$106,999.99.....	\$1,400
\$107,000 – \$118,999.99	\$1,600
\$119,000 – \$130,499.99	\$1,800
\$130,500 – \$148,499.99	\$2,000
\$148,500 or more	\$2,500

The sales of a Director-in-Qualification Unit within your Unit will count toward achieving the sales bonus goal.

5. Earnings from your personal sales

You will want to lead the way in your Unit by putting into action the 2+2+2 success formula each week and servicing your client list. Of course, you will continue to receive a 50% discount level on all of your personal Retail orders.

6. Director Development Bonus*

From Aug. 1, 2003, through Jan. 1, 2005, you also have the opportunity to earn a one-time cash bonus for each leader in your personal Unit that you help promote to the Director level. When you develop a new Unit Director between Aug. 1, 2003, and Jan. 1, 2005, and she earns the Hawaii, Disney World, or ski trip and you complete the Parent Director requirements ... you can earn a \$5,000 bonus.

7. Trip and Mustang*

New Directors who began their DIQ qualification period between August 1, 2003, and July 1, 2004, are eligible to receive a trip to Hawaii, Disney World or a winter ski destination ... and have the opportunity to earn a red Mustang convertible in the Mustang III Leadership Development Program.

All Directors have the opportunity to earn a red Mustang convertible* by participating in the Director Growth Program. This 18-month program was introduced on August 1, 2003 and Directors who began by February 1, 2004 are eligible for the Mustang.

**Please refer to the Mustang III Leadership Program on BeautiNet® for complete details.*

**After July 1, 2004, please consult the BeautiNet® Consultant Guide or your Region Manager.*

NOTE: Promotion to Unit Director is subject to final review and approval by BeautiControl, Inc.

MAINTAINING UNIT DIRECTOR STATUS

A minimum monthly unit Retail sales volume of \$10,000 is deemed essential for a Director to maintain a motivated, interactive and viable Unit. A Director will maintain her status when her personal Unit achieves a minimum of \$10,000 Retail sales per month. If a Director falls below \$10,000 in any month she will be subject to reclassification to the level of Unit Manager. To avoid reclassification, a Director may request an exception from her Region Manager in writing within 10 days following the end of the month when a Director's Unit sales are below \$10,000 Retail. The Region Manager and the Director will then have a conversation to determine whether an exception is warranted. The Region Manager may grant up to two exceptions for a Director within an annual awards year— August to July. Exceptions will not be automatic, but will be granted for the extenuating circumstances, which, at the discretion of the Region Manager, prevented the Director from achieving the required sales volume. Should a Director become inactive because she has not placed a minimum \$100 Retail order within 120 days, she loses her Consultants and her status as a Director.

SENIOR DIRECTOR OPPORTUNITY



- Up to 24% commission on personally recruited Consultants' sales
- 5%–12% commission on entire Unit
- BeautiControl automobile or cash option
- Monthly Unit sales bonus
- 4% commission on first-level promote-out Units
- 50% discount level on all Retail orders
- Receive a Senior Director charm and career level certificate
- Opportunity to earn a \$5,000 cash bonus*
- Opportunity to earn a red Ford Mustang convertible*
- Name, photo and quote in the *Achiever* and in Recognition Room.

**Please refer to the Mustang III Leadership Program on BeautiNet® for complete details.*

QUALIFICATIONS

As you share your knowledge with others, you will want to share your Director opportunity as well. When you guide one of your Consultants into the Director-in-Qualification program and she promotes to Unit Director, you will become a Senior Director. You begin to reap additional rewards as well as recognition and new career opportunities.

NOTE: Promotion to Senior Director is subject to final review and approval by BeautiControl, Inc.

SENIOR DIRECTOR EARNINGS

As a Senior Director, you continue to earn commissions and bonuses on your personal Retail sales and on the sales and recruiting of your personal Unit just as you would as a Director. In addition, you will receive:

- A 4% commission on the commissionable base (50% of Retail) of the total Retail sales of your first-level promote-out Unit each month.
- As a Senior Director, you can drive a new Pontiac Grand Prix or sporty Pontiac Montana passenger van! BeautiControl will make the entire lease payment when you maintain \$12,000** or more in monthly Unit Retail sales. Your new promote-out Director's Unit Retail sales will count toward your automobile maintenance requirement for six months. Or you may continue to choose the cash option.
- The Senior Director certificate and the Senior Director charm.

- Through Jan. 1, 2005, you can earn a \$5,000* cash bonus for each new first-level Director you develop who earns a trip to Hawaii, Disney World or a winter ski destination.

All Directors have the opportunity to earn a red Mustang convertible* by participating in the Director Growth Program. This 18-month program was introduced on August 1, 2003 and Directors who began by February 1, 2004 are eligible for the Mustang.

**Please refer to the Mustang III Leadership Program on BeautiNet® for complete details.*

**After July 1, 2004, please consult the BeautiNet® Consultant Guide or your Region Manager.*

MAINTAINING SENIOR DIRECTOR STATUS

You will remain a Senior Director as long as you and your promote-out Director continue as active Directors.

If a promote-out Unit has not maintained the minimum sales necessary for continued recognition as a separate Unit, or your promote-out Director has relinquished her responsibilities for other reasons, you may retain your title for 12 months after your promote-out has been reclassified. During those 12 months you will retain the title of Senior Director but will be compensated at the level for which you qualify. At the end of that 12-month period, if you have not replaced the promote-out, you will be reclassified to the level for which you qualify.

Ford Mustang is a registered trademark of Ford Motor Company. The award of Mustang convertibles is contingent upon availability from Ford Motor Co.

EXECUTIVE DIRECTOR OPPORTUNITY



- Up to 24% commission on personally recruited Consultants' sales
- 5%–12% commission on entire Unit
- Executive car program or cash option
- 4% commission on first-level promote-out Units
- 2% commission on second-level promote-out Units
- Monthly Unit sales bonus
- 50% discount level on all Retail orders
- Receive an Executive Director charm and career level certificate
- Opportunity to earn \$5,000 cash bonus*
- Opportunity to earn a red Ford Mustang® convertible*
- Name, photo and quote in the *Achiever* and in Recognition Room.

QUALIFICATIONS

You can become an Executive Director when you promote-out two or more active Unit Directors from your personal Unit. Promotion to Executive Director is based on your Unit and at least two of your personal promote-out Units meeting or exceeding \$10,000 Retail Unit sales in two consecutive months.

NOTE: Promotion to Executive Director is subject to final review and approval by BeautiControl, Inc.

EXECUTIVE DIRECTOR EARNINGS

As an Executive Director, you continue to earn commissions and bonuses, just as you would as a Senior Director. In addition, you will receive:

- a 2% commission on the commissionable base of the total Retail sales of any second-level promote-out Units (Units which have promoted out from your first-level promote-out Units).
- an executive car of your choice when you meet the monthly maintenance requirement as specified in your Automobile Lease Agreement: Cadillac Sedan De Ville or a GMC Yukon XL. Or you may choose the cash option.
- the Executive Director certificate and the Executive Director charm.
- the opportunity to earn a \$5,000* cash bonus for each new first-level Director you develop who earns a trip to Hawaii, Disney World or a winter ski destination.*

All Directors have the opportunity to earn a red Mustang convertible* by participating in the Director Growth Program. This 18-month program was introduced on August 1, 2003 and Directors who began by February 1, 2004 are eligible for the Mustang.

**Please refer to the Mustang III Leadership Program on BeautiNet® for complete details.*

**After July 1, 2004, please consult the BeautiNet® Consultant Guide or your Region Manager.*

EXECUTIVE DIRECTOR ACTIVITIES

Your priority is to identify and develop new Directors from your personal Unit and to help your Directors to do the same. You will also become a communications link between BeautiControl, your promote-out Directors and their Consultants.

Through your sharing and leadership, everyone, including you, will enjoy increased personal growth and earnings. You will soon have Senior Directors who are on their way to Executive Director level!

MAINTAINING EXECUTIVE DIRECTOR STATUS

You will retain the position of Executive Director as long as you remain active and have two or more active Directors who have promoted from your personal Unit. As an Executive Director, if you fall below the minimum of two promote-out Units, you have 12 months to regain the required number. During these 12 months, you retain the title of Executive Director but will be compensated at the level for which you qualify. At the end of the 12-month period, if you have not replaced the promote-outs, you will be reclassified to the level for which you qualify.

SENIOR EXECUTIVE DIRECTOR OPPORTUNITY



- Up to 24% commission on personally recruited Consultants' sales
- 5%–12% commission on entire Unit
- Executive car program or cash option
- 4% commission on first-level promote-out Units
- 2.5% commission on second-level promote-out Units
- Monthly Unit sales bonus
- 50% discount level on all Retail orders
- Receive a Senior Executive Director charm and career level certificate
- Opportunity to earn \$5,000 cash bonus*
- Opportunity to earn a red Ford Mustang® convertible*
- Your photo and quote in the *Achiever* and in Recognition Room.

QUALIFICATIONS

A Senior Executive Director can earn even higher commissions and bonuses by continuing to promote new Directors. To qualify, your Unit and at least five of your personal promote-out Units must meet or exceed \$10,000 Retail sales in two consecutive months.

NOTE: Promotion to Senior Executive Director is subject to final review and approval by *BeautiControl, Inc.*

SENIOR EXECUTIVE DIRECTOR EARNINGS

As a Senior Executive Director, you will continue to earn commissions and bonuses on your personal sales and on the sales and recruiting of your personal Unit and first-level promote-out Units, just as you would as an Executive Director. In addition, you will receive:

- a 2.5% commission on the commissionable base (50% of Retail) of total Retail sales of any second-level promote-out Units (Units which have promoted out from your first-level promote-out Units).
- an executive car of your choice when you meet the monthly maintenance requirement specified in your Automobile Lease Agreement: Cadillac Sedan De Ville or GMC Yukon XL. Or you may choose the cash option.
- the Senior Executive Director certificate and the Senior Executive Director charm.

- through Jan. 1, 2005, the opportunity to earn a \$5,000* cash bonus for each new first-level Director you develop who earns her trip to Hawaii or Disney World.

All Directors have the opportunity to earn a red Mustang convertible* by participating in the Director Growth Program. This 18-month program was introduced on August 1, 2003 and Directors who began by February 1, 2004 are eligible for the Mustang.

**After July 1, 2004, please consult the *BeautiNet® Consultant Guide* or your Region Manager.*

SENIOR EXECUTIVE DIRECTOR ACTIVITIES

A Senior Executive Director continues to maintain the same activities as an Executive Director as she focuses on becoming a National Executive Director.

MAINTAINING SENIOR EXECUTIVE DIRECTOR STATUS

You will retain the position of Senior Executive Director as long as you remain active and have five or more active Directors who have promoted from your personal Unit. If you fall below the minimum of five promote-out Units, you have 12 months to regain the required number. During these 12 months, you retain the title of Senior Executive Director but will be compensated at the level for which you qualify. At the end of the 12-month period, if you have not replaced the promote-outs, you will be reclassified to the level for which you qualify.

**Please refer to the Mustang III Leadership Program on *BeautiNet®* for complete details.*

NATIONAL EXECUTIVE DIRECTOR OPPORTUNITY



- Up to 24% commission on personally recruited Consultants' sales
- 5%–12% commission on entire Unit
- Luxury automobile or cash option
- 4% commission on first-level promote-out Units
- 3% commission on second-level promote-out Units
- Monthly Unit sales bonus
- 50% discount level on all Retail orders
- Receive a National Executive Director charm and certificate
- Opportunity to earn \$5,000 cash bonus*
- Opportunity to earn a red Ford Mustang® convertible*
- Your photo and quote in the *Achiever* and in Recognition Room.

QUALIFICATIONS

You will be considered for National Executive Director when you promote six or more Directors from your personal Unit, four of whom become Senior Directors or above. In other words, four of your Directors will have one or more first-level promote-out Units from their own personal Unit. The Unit Retail of each Unit qualifying you for this promotion (including your personal Unit) must achieve a minimum of \$10,000 Retail unit sales in two consecutive months.

Qualifying Units are defined as follows:

- Your personal Unit;
- six personal promote-out Units*; and
- four second-level promote-out Units*.

**The same Units must qualify in both months of the qualifying period.*

NOTE: Promotion to National Executive Director is subject to final review and approval by BeautiControl, Inc.

NATIONAL EXECUTIVE DIRECTOR EARNINGS

As a National Executive Director, you continue to earn commissions and bonuses on your personal sales and on the sales and recruiting of your personal Unit and first-level promote-out Units, just as you would as a Senior Executive Director. In addition, you will receive:

- a 3% commission on the commissionable base (50% of Retail) of the total Retail sales of second-level promote-out Units (Units which have promoted from your promote-out Units).
- the top-of-the-line Cadillac (Deville, Seville, CTS or Escalade SUV) in the color of your choice and including many features when you meet the monthly maintenance requirement as specified in your auto lease agreement. This luxury vehicle will reflect the distinction of your achievements as one of BeautiControl's highest achievers. Or you may choose the cash option.
- the National Executive Director certificate and the National Executive Director charm.
- through Jan. 1, 2005, the opportunity to earn a \$5,000* cash bonus for each new first-level Director you develop who earns her trip to Hawaii, Disney World or a winter ski destination. All Directors have the opportunity to earn a red Mustang convertible* by participating in the Director Growth Program. This 18-month program was introduced on August 1, 2003 and Directors who began by February 1, 2004 are eligible for the Mustang.

**After July 1, 2004, please consult the BeautiNet® Consultant Guide or your Region Manager.*

NATIONAL EXECUTIVE DIRECTOR ACTIVITIES

Your primary role is to be an example of leadership through your personal involvement. You also continue to assist your promote-out Directors to develop additional new Directors from their Units.

MAINTAINING NATIONAL EXECUTIVE DIRECTOR STATUS

You will retain the position of National Executive Director as long as you remain active and have six or more active Directors promoted from your personal Unit— four of whom are Senior Directors or above. If you fall below the requirements you have 12 months to regain the required number and/or levels. During these 12 months, you retain the title of National Executive Director but will be compensated at the level for which you qualify.

SENIOR NATIONAL EXECUTIVE DIRECTOR OPPORTUNITY



- Up to 24% commission on personally recruited Consultants' sales
- 5%–12% commission on entire Unit
- Luxury automobile, Mercedes; or cash option
- 4% commission on first-level promote-out Units
- 3% commission on second-level promote-out Units
- 1/2% commission on third-level promote-out Units.
- Monthly Unit sales bonus
- Opportunity to earn an additional 1.5% on third level promote-out Units and 1% commission on fourth-level promote-out Units and beyond.
- 50% discount level on all Retail orders
- Receive a Senior National Executive Director charm and career level certificate
- Opportunity to earn \$5,000 cash bonus*
- Opportunity to earn a red Ford Mustang® convertible*
- Your photo and story in the Achiever and in Recognition Room.
- Participate in management sessions with BeautiControl staff. This continual exchange of ideas, feedback and information enables BeautiControl to provide the most innovative and comprehensive support available.

*Please refer to the Mustang Leadership III Program on BeautiNet® for details.

QUALIFICATIONS

You will be considered qualified for Senior National Executive Director when you promote 10 or more Directors from your personal Unit, six who become Senior Directors or above. In other words, six of your Directors will have one or more first-level promote-out Units from her own personal Unit. The Unit Retail of all Units qualifying you for promotion to the next level (including your personal Unit) must achieve a minimum of \$10,000 Retail in two consecutive months.

Qualifying Units are defined as follows:

- Your personal Unit;
- Ten personal promote-out Units*; and
- Six second-level promote-out Units*.

*The same Units must qualify in both months of the qualifying period.

NOTE: Promotion to Senior National Executive Director is subject to final review and approval by BeautiControl, Inc.

SENIOR NATIONAL EXECUTIVE DIRECTOR EARNINGS

As a Senior National Executive Director, you continue to earn on your personal sales and on the sales and recruiting of your personal Unit, first-level promote-out Units and second-level promote-out Units, just as you would as a National Executive Director. In addition, you will receive:

- a 1/2% commission on the commissionable base of the total Retail sales of the third-level promote-out Units on which you're currently being paid;
- the opportunity to earn an additional 1.5% on third level promote-out Units and 1% commission on fourth-level promote-out Units and beyond;
- the opportunity to choose a Mercedes Benz automobile, with many features, or you may choose the cash option;
- the Senior National Executive Director certificate and the Senior National Executive Director charm;
- a \$5,000* cash bonus for each new first-level Director you develop who earns her trip to Hawaii, Disney World, or winter ski destination through Jan. 1, 2005; and

All Directors have the opportunity to earn a red Mustang convertible* by participating in the Director Growth Program. This 18-month program was introduced on August 1, 2003 and Directors who began by February 1, 2004 are eligible for the Mustang.

*Please refer to the Mustang III Leadership Program on BeautiNet® for details.

*After July 1, 2004, please consult the BeautiNet® Consultant Guide or your Region Manager.

MAINTAINING SENIOR NATIONAL EXECUTIVE DIRECTOR STATUS

You will retain the position of Senior National Executive Director as long as you remain active and have ten or more active Directors promoted from your personal Unit— six of whom are Senior Directors or above. If you fall below the requirements, you have 12 months to regain the required number and/or levels. During these 12 months, you retain the title of Senior National Executive Director but will be compensated at the level for which you qualify.

YOUR OPPORTUNITY

Now that you've read the BeautiControl Career Plan, you realize that your opportunities are unlimited. You can achieve success at whatever level you desire, from Consultant all the way to Senior National Executive Director. As a BeautiControl Independent Consultant you are working for yourself, building your own business and helping others to do the same. And there's plenty of room at the top! You can be proud that when you share the BeautiControl Career Plan with others you are sharing an exceptional personal growth opportunity. BeautiControl is dedicated to your success. We're committed to doing everything possible to assist you in building a bright financial future.

Rewards and Recognition

UNIT MEETINGS

Don't miss a single Unit Meeting! This is where you can meet other new Consultants in your area and share knowledge and ideas to get your business going. Your Director will offer regular recognition for recruiting and sales activities as well as exciting new product information. Plan to attend each of these important meetings.

LEADERSHIP CONFERENCE

Every February, BeautiControl gives you the opportunity to attend Advanced Training Workshops where you can join thousands of BeautiControl leaders and future leaders for learning, recognition, fun, and inspiration. Build your knowledge and skill through workshops led by our best sellers, bookers, recruiters, and trainers. Find out how the latest products and services can work for you and get the advanced training you need to develop your personal best and take your business to the next level of success! Registration is open to all Consultants.

CELEBRATION

Each year in August, BeautiControl recognizes and rewards Consultants for their sales and recruiting activities at the national conference. BeautiControl's highest achievers are recognized on stage at a thrilling awards ceremony where they receive beautiful gifts and the applause of all. But there's more to this exciting meeting — incredible workshops conducted by BeautiControl's top producers as well as fun, interactive product meetings. Reward yourself and plan to attend every Celebration!

ANNUAL ACHIEVEMENT AWARDS

Annual Achievement Awards are presented at Celebration, which is after the end of the awards year. The opportunity to earn one of these wonderful awards is available in everything you do. Simply check out the current Annual Awards brochure for details and set your sights on the jewels and exotic trips awarded to top achievers.



QUALIFYING GUIDELINES

- The Annual Awards year or period begins July 1 of the current year and runs through June 30* of the following year.
- Consultants and Directors compete according to their level in the Career Plan as of July 1.*

From new Consultant to a seasoned Director, Annual Awards are for everyone!

**Date is subject to change with advance notice. Please refer to BeautiNet® for current details.*

DIRECTOR UNIT LEVEL ACHIEVEMENT

\$200,000 LEVEL

Average \$16,667 a month in Unit Retail sales for 12 months (\$200,000 per year) and receive a stunning ring featuring three diamonds and four sapphires.



\$300,000 LEVEL

Average \$25,000 a month in Unit Retail sales for 12 months (\$300,000 per year) and receive a sparkling ruby and diamond ring. **NOTE: 2 rings shown together.** Wear it with the sapphire and diamond ring. The rings have a total of five diamonds, four rubies and four sapphires. Approximate total weight of all stones is 2.7 carats.



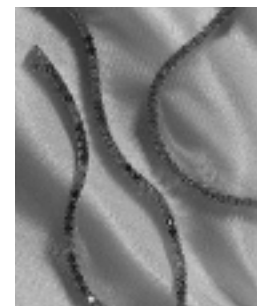
\$400,000 LEVEL

Average \$33,334 a month in Unit Retail sales for 12 months (\$400,000 per year) and receive a dazzling emerald and diamond ring. **NOTE: All 3 rings shown together.** Wear as a set with the previous level rings. The three rings have a total of seven diamonds, four emeralds, four rubies and four sapphires. Approximate weight of all stones is 3.7 carats.



\$500,000 LEVEL

Average \$41,667 a month in Unit Retail sales for 12 months (\$500,000 per year) and receive a beautiful tennis bracelet with alternating diamonds and gemstones. Approximate weight of all diamonds is 1.07 carats.



\$750,000 LEVEL

Average \$62,500 a month in Unit retail sales for 12 months (\$750,000 per year) and receive an elegant tennis bracelet with alternating diamonds and gemstones. Approximate weight of diamonds is 2.25 carats.

\$1,000,000 LEVEL

Average \$83,334 a month in Unit retail sales for 12 months (\$1,000,000 per year) and receive a breathtaking diamond tennis bracelet. Approximate weight of diamonds is 3.5 carats.

NOTES:

- All unit level achievement totals are based on the Annual Awards year (July 1 to June 30 of the following year).
- Director Unit level achievement jewelry is only awarded on stage at Celebration the first time you attain each achievement level.
- Should you attain an achievement level more than once, you will receive a beautiful commemorative gift on stage at Celebration.
- Only BeautiControl Directors are eligible for Unit Level Achievement jewelry.

CIRCLE OF SUCCESS

The number of Circle Points you can earn is virtually unlimited. You may redeem your Circle Points at any time throughout the year, until Feb. 28 of the following year. Save your Circle Points to redeem at the end of the calendar year, or redeem them throughout the year to reward yourself. It's up to you!

The Circle of Success program begins Jan.1 of the calendar year and ends Dec. 31 of that same calendar year. All points must be redeemed by Feb. 28 of the following year. A summary of your Circle Points earned to date will appear on each invoice you receive. When you have accumulated the number of Circle Points for the reward you have chosen, simply fill out the redemption form available on BeautiNet® Forms on File and send it to Circle of Success at the address on the form. Your reward will be sent to you within six to eight weeks, based on availability from the manufacturer. If the reward you select is no longer available, BeautiControl reserves the right to substitute a comparable item. Circle of Success is independent of all other incentive programs. Only points earned during one calendar year may be redeemed for items in the year's catalog. Points do not carry over from year to year.

See the Circle of Success site on BeautiNet for a complete catalog of rewards and to redeem your points electronically.

CIRCLE OF SUCCESS ACTION PLAN

Earn Circle Points through consistent monthly selling. Determine the total number of Circle Points you need for your dream items, then use the following chart to set your monthly sales goals.

EARN POINTS FOR SALES

Monthly Retail order total	Circle Points earned
\$1,200 – \$1,749.99	1
\$1,750 – \$2,199.99	2
\$2,200 – \$2,749.99	3
\$2,750 – \$3,499.99	5
\$3,500 – \$4,499.99	7
\$4,500 – \$5,499.99	10
Each additional \$1,000	3

FOR THE NEW CONSULTANT

Receive Circle of Success points based on the schedule below during your first 90 days:

Monthly Retail order total	Circle Points earned
\$500 – \$999.99	1
\$1,000 – \$1,499.99	2
\$1,500 – \$1,999.99	3
\$2,000 – \$2,499.99	5
\$2,500 – \$2,999.99	7
\$3,000 – \$3,499.99	10
Each additional \$500	1

Meet...The Leading Edge

Meet some of the BeautiControl Independent Directors who have led the way in 2003 and 2004.



BLAIR BILLINGS

Senior Executive Director
Cordova, Tennessee

Blair is a pioneer of our Spa ESCAPEs. Her greatest joy comes from helping de-stress the world, one woman at a time. Her foolproof system is to keep it simple and always take someone with you. She will be the first to tell you that it's easy to duplicate what she does and that keeping it easy is the secret to long-term success in building a team. Her enthusiasm for Spa is infectious! Blair strongly believes in the power of ONE. Just one person can make a huge difference in the lives of others—and she is living proof! *"My business is easier now than ever. I've simplified what I do by accomplishing everything at my Spa ESCAPEs! I believe every woman needs what we have — freedom and personal growth! This business allows all women to live up their fullest potential!"*



CINDY LEAST

Executive Director
Flower Mound, Texas

After only two years with BeautiControl, Cindy became an Executive Director in October 2003. While earning great trips, her Mustang, and fabulous jewelry, she has been able to be a full-time mother to her five children, ages six to seventeen. The BeautiControl opportunity has provided Cindy and her husband the freedom to plan for college educations, take vacations and purchase luxury items they would not have considered before. Cindy has worked hard to maximize the BeautiControl opportunity and earned the Number 1 Director spot for the 2003 awards year. In the past twelve months, her organization has seen a 500% growth in Consultant count and she now enjoys a six-figure income! *"BeautiControl has fulfilled every dream and answered every prayer. I am more self-confident and have increased my self-esteem through helping other women... Make the choice to be where you want to be. Moving up is what we should all be doing — it's the result of sharing this dream with others."*



KAREN ECHELE

Senior Director
St. Charles, Missouri

Karen always knew she'd be a director "some day" but when the Mustang Leadership program was unveiled, she saw it as an opportune time to build her business. The idea of spa was so exciting that not only did she start doing them, she taught her Consultants to do the same. As her unit began doing more spas, she saw more and more recruiting from her Consultants. One year after promoting to director, her unit averages sixty to seventy spas every month with standing room only at her unit meetings. *"The key to getting your unit engaged in spa is by leading the way yourself and having all your new Consultants doing spas. I try to make it so easy for them to get started."*



TAWNIA FELDMAN

Senior Director
Kendrick, Idaho

Tawnya and her team found their excitement for the business in tropical beach vacations (at a premium in Idaho!), Mustangs, the relaxing Spa ESCAPE atmosphere, the flexible BeautiControl lifestyle, and just being/working together. Being a mainly rural, low-income area, starting a business in Idaho and the Northwest can be a little slow — and BeautiControl is quite unique there. But Tawnya and her team believed in what they were doing and made it happen! *"When people see the positive changes in their skin, they are hooked! Spa ESCAPEs are an easy setting to introduce skin care in such a positive way. Our excitement and enthusiasm about our products, services and experiences has motivated us and we tell everyone we meet about our BeautiControl businesses and all the rewards it offers. Our amazing growth happened as a result of the fun and enthusiasm we have for our businesses and supporting each other to reach our goals."*



LOIS PATTERSON

Executive Director
Cordova, Tennessee

Lois, a Mustang Director, has proven that it doesn't take long to become a big success in BeautiControl. In 2003, after only 2 years, she experienced over a 400% increase in her business — that's the highest percentage of growth of all our Top Achievers! Her example as a team builder and leader is inspiring! *"I have great enthusiasm for our product line and for our career opportunity. I know that the key to success is training others along the way so I use my personal bookings as the training ground for new consultants."*



MARITZA RIVERA

Executive Director
Levittown, Puerto Rico

Maritza loves living her life in "BeautiControl style!" For her, it means more time with her family, earning money, trips, jewelry and recognition for her parties, making sales and recruiting. *"I get*

all these just for doing what I love to do most. It's a daily challenge to help others meet the same goal that I have, but with... the support of my unit, it is possible. The key is to have a positive attitude every moment."



JOAN SPAULDING

Executive Director
Nerstrand, Minnesota

Joan's commitment to her business, her love of doing Spa ESCAPEs, and recruiting three new Consultants every month are the keys to her success. Keeping it simple, having fun, and enjoying her leadership

role inspire others to want to follow in her footsteps. *"When looking for leaders, I look for someone who wants to be a leader. I think having that desire is more important than any other characteristic. You can have all the talent and "tools" and yet, if you don't really want that role, you will not be a leader. When people truly aspire to leadership, they become committed and that's when I take the time to work with them. I hold leadership luncheons every other Friday with those who want to move up. I challenge, instill confidence, believe in my team, lead by example, and then... challenge some more!"*



BELINDA TROST

Senior Director
Virginia Beach, Virginia

Belinda walks her talk by being an example of consistent activity. After eleven years with BeautiControl, Belinda chose Directorship and built her business through holding Spa ESCAPEs — all in a

short period of time. She is now a Mustang Director! Belinda has the ability to always believe in herself and in others, no matter what the obstacle. *"As a leader, I try to paint the dream and let others know that anything is possible! I regularly hold Spa ESCAPEs and take others with me. No matter what is happening in my life or in my business, I keep my attitude upbeat."*

Career Plan Summary

(See details for all career levels in content of Chapter 6)

CAREER LEVEL*	WHAT YOU NEED TO DO	WHAT YOU CAN EARN
Consultant in Training	Submit a signed Independent Consultant Agreement with approved payment	<p>Ordering Opportunities for New Consultants:</p> <ul style="list-style-type: none"> • Order \$1,000 or more Retail within two days of submitting Agreement: <ul style="list-style-type: none"> – 55% discount level – Spa Tools Package free • Order \$500-\$999 Retail within two days of submitting Agreement: <ul style="list-style-type: none"> – 55% discount level – Opportunity to purchase Spa Tools Package for \$25 • BeautiCase, Part 1 • A day of free professional training at BeautiU within 90 days of submitting Agreement • BeautiNet, your total on-line business resource • BeautiPage, your free personalized Web site for six months • Free six-month membership in Client Connection, our direct mail program • Share Package free (over \$120 value) when you recruit one consultant within your first 90 days and she places her qualifying order within her first 90 days • Circle of Success points beginning at \$500 for first 90 days.
Certified BeautiControl Independent Consultant	Register for and attend BeautiU Training within 90 days of submitting Agreement	<p>Opportunities for New Consultants at BeautiU:</p> <ul style="list-style-type: none"> • BeautiCase, Part 2 • BeautiU Certificate • Become certified as a BeautiControl Independent Consultant • New Consultant Ordering Opportunities <ul style="list-style-type: none"> • Order \$1,000 or more Retail at BeautiU: <ul style="list-style-type: none"> – 55% discount level – Opportunity to purchase Color Confidence Kit for \$20 – Opportunity to purchase Spa Tools Package for \$25 – 50% discount level on all Retail orders of any size for the next 60 days • Order \$500 or more Retail at BeautiU at the normal discount level: <ul style="list-style-type: none"> – 50% discount level on this order – 50% discount level on all Retail orders of any size for the next 60 days • Flexible payment options • Opportunity for a \$250 product package through Client Connection • Circle of Success points for monthly sales.
Senior Consultant	<ul style="list-style-type: none"> • Personally recruit one Consultant 	<ul style="list-style-type: none"> • 4% commission** on the commissionable base of personally recruited Consultants' sales when you personally order minimum \$450 Retail • BeautiControl pin and career level certificate • Name featured in Recognition Room on BeautiNet • Circle of Success points for monthly sales.

*All career levels are effective the month after you meet the qualifications for that level

**Commissionable base for all commissions paid — Retail x 50%

***The Mustang III Leadership Program runs through Jan. 1, 2005. See BeautiNet® for details.

CAREER LEVEL*	WHAT YOU NEED TO DO	WHAT YOU CAN EARN
Unit VIP	Personally recruit a total of four active consultants	<ul style="list-style-type: none"> • Up to 8% commission**: <ul style="list-style-type: none"> – Personally order \$900 or more Retail – Personally order \$450-899 Retail • 50% discount level on all personal Retail orders • Charm Bracelet, Unit VIP charm, and career level certificate • Name featured in the <i>Achiever</i> and in Recognition Room on BeautiNet • Circle of Success points for monthly sales. <div style="border-left: 1px solid black; padding-left: 10px; margin-left: 20px;"> <p>8% commission on personally recruited Consultants' sales</p> <p>4% commission on personally recruited Consultants' sales</p> </div>
Unit Manager	<ul style="list-style-type: none"> • Personally recruit a total of 12 active Consultants • In the same month: <ul style="list-style-type: none"> – Personally order a minimum \$1,000 Retail – Personally recruited consultants order minimum \$3,000 Retail 	<ul style="list-style-type: none"> • Up to 14% commission**: <ul style="list-style-type: none"> – Order \$1,100 or more Retail – Order \$900-\$1,099 Retail – Order \$450-\$899 Retail • Monthly cash bonus up to \$250 <ul style="list-style-type: none"> – Personally order \$1,650 or more Retail = \$125 – Personally recruited Consultants order \$3,500 or more Retail = \$125 • 50% discount level on all Retail orders • Unit Manager charm and career level certificate • Name and photo in <i>Achiever</i> and Recognition Room • Circle of Success points for monthly sales. <div style="border-left: 1px solid black; padding-left: 10px; margin-left: 20px;"> <p>10% commission on personally recruited Consultants' sales</p> <p>8% commission on personally recruited Consultants' sales</p> <p>4% commission on personally recruited Consultants' sales and yourself</p> <p style="text-align: center;">+</p> <p>4% commission on Unit Manager Team</p> </div>
Director in Qualification	<ul style="list-style-type: none"> • Become a Unit VIP or Unit Manager • Have a minimum of 8 personally recruited active Consultants • Submit a Letter of Intent by required deadline • Meet monthly sales and recruiting requirements for 6 consecutive months. These 6 months are your qualifying period. 	<ul style="list-style-type: none"> • Up to 16% commission**: <ul style="list-style-type: none"> – Personally order \$1,100 or more Retail (Unit Manager only) – Order \$900-\$1,099 Retail – Order \$450-\$899 Retail • Monthly cash bonus up to \$250 (Unit Managers only) <ul style="list-style-type: none"> – Personally order \$1,650 or more Retail = \$125 – Personally recruited Consultants order \$3,500 or more Retail = \$125 • 50% discount level on all Retail orders • Name and photo in <i>Achiever</i> and in Recognition Room • Circle of Success points for monthly sales. <div style="border-left: 1px solid black; padding-left: 10px; margin-left: 20px;"> <p>10% commission on personally recruited Consultants' sales</p> <p>8% commission on personally recruited Consultants' sales</p> <p>4% commission on personally recruited Consultants' sales</p> <p style="text-align: center;">+</p> <p>4% commission on Unit Manager team (Unit Managers only)</p> <p style="text-align: center;">+</p> <p>2% commission on Director-in-Qualification qualifying Unit</p> </div>

* All career levels are effective the month after you meet the qualifications for that level

** Commissionable base for all commissions paid — Retail x 50%

*** The Mustang III Leadership Program runs through Jan. 1, 2005. See BeautiNet® for details.

CAREER LEVEL*	WHAT YOU NEED TO DO	WHAT YOU CAN EARN
<p>Unit Director</p>	<ul style="list-style-type: none"> • Achieve Director-in-Qualification requirements • Executive Review Board approval • Attend New Director Training 	<ul style="list-style-type: none"> • Up to 24% commission on personally recruited Consultants' sales** • 5%-12% commission on entire Unit** • BeautiControl car or cash option • Monthly Unit sales bonus up to \$2,500 • 50% discount level on all Retail orders • Unit Director charm and career level certificate • Opportunity to Earn: <ul style="list-style-type: none"> – Trip to Disney World, Hawaii, or ski vacation*** – Red Ford Mustang® Convertible*** • Name, photo, and quote in <i>Achiever</i> and in Recognition Room • Circle of Success points for monthly sales.
<p>Senior Director</p>	<ul style="list-style-type: none"> • Promote one active Unit • Executive Review Board approval 	<ul style="list-style-type: none"> • Up to 24% commission on personally recruited Consultants' sales** • 5%-12% commission* on entire Unit** • 4% commission* on promote-out Unit** • BeautiControl car or cash option • Monthly Unit sales bonus up to \$2,500 • 50% discount level on all Retail orders • Senior Director charm and career level certificate • Opportunity to Earn: <ul style="list-style-type: none"> – \$5,000 cash bonus*** – Red Ford Mustang® Convertible*** • Name, photo, and quote in <i>Achiever</i> and in Recognition Room • Circle of Success points for monthly sales.
<p>Executive Director</p>	<ul style="list-style-type: none"> • Promote two or more active Units from your Personal Unit • Personal Unit and promote-out Units meet required minimums for two consecutive months • Executive Review Board approval 	<ul style="list-style-type: none"> • Up to 24% commission on personally recruited Consultants' sales** • 5%-12% commission* on entire Unit** • 4% commission* on 1st-level promote-out Units** • 2% commission* on 2nd-level promote-out Units** • Executive Car Program: Cadillac Sedan De Ville, GMC Yukon XL or cash option • Monthly Unit sales bonus up to \$2,500 • 50% discount level on all Retail orders • Executive Director charm and career level certificate • Opportunity to Earn: <ul style="list-style-type: none"> – \$5,000 cash bonus*** – Red Ford Mustang® Convertible*** • Name, photo, and quote in <i>Achiever</i> and Recognition Room • Circle of Success points for monthly sales.

*All career levels are effective the month after you meet the qualifications for that level

**Commissionable base for all commissions paid — Retail x 50%

***The Mustang III Leadership Program runs through Jan. 1, 2005. See BeautiNet® for details.

CAREER LEVEL*	WHAT YOU NEED TO DO	WHAT YOU CAN EARN
Senior Executive Director	<ul style="list-style-type: none"> Promote five or more active Units from your Personal Unit Personal Unit and qualifying promote-out Units meet required minimums for two consecutive months Executive Review Board approval 	<ul style="list-style-type: none"> Up to 24% commission on personally recruited Consultants' sales** 5%-12% commission* on entire Unit** 4% commission* on 1st-level promote-out Units** 2.5% commission* on 2nd-level promote-out Units** Executive Car Program: Cadillac Sedan De Ville, GMC Yukon XL or cash option Monthly Unit sales bonus up to \$2,500 50% discount level on all Retail orders Senior Executive Director charm and career level certificate Opportunity to Earn: <ul style="list-style-type: none"> \$5,000 cash bonus*** Red Ford Mustang® Convertible*** Name, photo, and quote in <i>Achiever</i> and Recognition Room Circle of Success points for monthly sales.
National Executive Director	<ul style="list-style-type: none"> Promote six or more active Units from your Personal Unit Four of these Unit Directors become Senior Director or above Personal Unit and qualifying promote-out Units meet required minimums for two consecutive months Executive Review Board approval 	<ul style="list-style-type: none"> Up to 24% commission on personally recruited Consultants' sales** 5%-12% commission on entire Unit** 4% commission on 1st-level promote-out Units** 3% commission on 2nd-level promote-out Units** Luxury Automobile: Top-of-the-line Cadillac, Cadillac Escalade SUV or cash option Monthly Unit sales bonus up to \$2,500 50% discount level on all Retail orders National Executive Director charm and career level certificate Opportunity to Earn: <ul style="list-style-type: none"> \$5,000 cash bonus*** Red Ford Mustang® Convertible*** Name, photo, and quote in <i>Achiever</i> and in Recognition Room Circle of Success points for monthly sales.
Senior National Executive Director	<ul style="list-style-type: none"> Promote ten or more active Units from your Personal Unit Six of these Unit directors become Senior Director or above Personal Unit and qualifying promote-out Units meet required minimums for two consecutive months Executive Review Board approval 	<ul style="list-style-type: none"> Up to 24% commission on personally recruited Consultants' sales** 5%-12% commission on entire Unit** 4% commission on 1st-level promote-out Units** 3% commission on 2nd-level promote-out Units** 1/2% commission on 3rd-level promote-out Units** Luxury Automobile: Mercedes Benz or cash option Monthly Unit sales bonus up to \$2,500 50% discount level on all Retail orders Senior National Executive Director charm and career level certificate Opportunity to Earn: <ul style="list-style-type: none"> Additional 1.5% commission on 3rd-level promote-out Units Additional 1% commission on all 4th-level promote-out Units and beyond \$5,000 cash bonus*** Red Ford Mustang® Convertible*** Name, photo, and quote in <i>Achiever</i> and Recognition Room Circle of Success points for monthly sales.

*All career levels are effective the month after you meet the qualifications for that level

**Commissionable base for all commissions paid — Retail x 50%

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