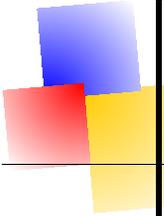


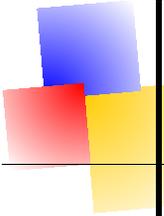
MARY KAY'S 4 POINT RECRUITING PLAN

1. Ask the hostess during kitchen coaching. "Who is coming today who might be interested in doing what I do?"
2. At the beginning of each class, give a brief, heartfelt, enthusiastic talk on why you began your MK career and what it means to you!
3. Select at least one person, in addition to the hostess, at every class and offer her your career. (Give info and set up interview)
4. Offer a special gift (\$50 in free MK products for instance) for anyone who refers a woman who becomes a qualified consultant.



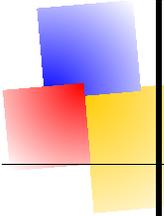
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