

Adoptee Etiquette

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The Adoptee Program is one unique feature that is characteristic of the heart of our Company and sets us apart. You can live, move, sell, build, recruit anywhere in the U.S. and, as you become a Sales Director, International doors open to you! Everyone in Mary Kay Cosmetics at some point in time will benefit from the Adoptee Program. The Adoptee Program is critical to our success as a company and as individuals.

From a speech Mary Kay herself wrote, ***“How the Adoptee program came about: Years ago, at one point in my life, I had finally reached a modicum of success in my career. As circumstances changed, as they sometimes do in families, I had to move to St. Louis. When I left Dallas, I lost my unit and all I had built. All I had left was the opportunity to start all over and build again in St. Louis. I thought it was grossly unfair. Years later, when we started this Company, I remembered that unfairness.”***

ADOPTEE ETIQUETTE – These are some suggestions I have for you to make the Adoptee program work for you so that you get the best of both worlds. You will get all the support, systems, education and communication from me, and you will get the creativity and support from an additional qualified person!

1. I will work with you to locate a director for you in your Area within a workable driving distance. I have personal friends and associates in the Mary Kay world across the United States, and I am confident we will find you a Fabulous director and meeting to attend. Please provide me with zip codes in your area to help me.
2. We may narrow down 2-3 meetings for you to visit. Once you have visited each meeting 2 times, and then you attend a meeting a third time, please call that meeting ‘home’ locally.
3. My role is to educate, mentor, communicate and support you all the way to reach your goals.
4. Your adopted Director’s role is to welcome you into her weekly meeting and education environment.
5. Your primary communication should be with me via conference calls, email, hotline messages, and live conversation. Please feel free to use my toll free number (1-877-484-5410) when calling me.
6. Your initial prizes will come from me and out of our office. As soon as we receive your tracking sheet at month end, we will mail your prizes to you to hand to your director for presentation, or we will mail them directly to her to present to you at meeting. (tracking sheet available on www.unitnet.com/amiegamboian)
7. You will send me your Weekly Accomplishment Sheet preferably online on Monday of each new week and photocopy or print a second copy to take to your Director for local meeting recognition.
8. You may participate in your adopted director’s promotions but you **MAY NOT** participate in both her prizes and mine! Our Gamboian Area Charm Bracelet is a year round promotion, so if you go for that, you would be unable to participate in any

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other promotions of hers that reward consistency. To participate in her promotions, you would need to inform me of the gift you would like to earn and I will contact her for details. I will pay your adopted director for any prize you earn from her.

9. At Meeting, come on time (early) and always dress professionally! (Listen to Image and Etiquette tape please – no pants, ever. Closed toes shoes, skirted professional outfit. Panty hose-even in hot climates.
10. Ask if you can help setup, do registration, take down. Stay until the end of the meeting to support your adopted director.
11. Be verbally supportive of your adopted Director. Be her 'A-men' Corner!
12. Associate with Positive Consultants (anything spoken that is not positive is negative). Mingle and get to know consultants who are working and on the move UP!
13. Be positive in your initiated conversation with others.
14. Enter with a smile and winning Attitude! You may be surprised when you let others know you are in the Gamboian Unit that their reaction is positive, as a wonderful legacy of integrity and success has preceded you! Step into this professional, winning tradition with class and enthusiasm!
15. Come prepared as the local director instructs-with samples for your guests, trays, whatever she recommends.
16. Be reliable. Always attend meeting (never with children) so that your adopted director determines you are a reliable consultant she can count on. Make weekly and permanent arrangements for childcare if your husband's schedule varies.
17. Inform any guests you bring about what to wear, what to expect and how long you will be there. Let me know special goals your adopted director is working for so that I can cheer her on as well!
18. Communication is everything! Please contact ME via phone or email after you've attended an event with a guest so that I can follow up with her ASAP!
19. Remember, I AM YOUR DIRECTOR, and I care about you, your goals, your efforts, and your success! I want to coach you, so allow me that privilege!

'Our adoptee system is unique in the direct sales world, and it is this system that has made it possible for us to operate without territories. You can go anywhere, anytime, and maintain your recruits and keep what you build. Our adoptee system is one of our most precious possessions, so keep it with all your heart. Through this system there is no limit to the growth of a unit.'

(Seminar Speech of Mary Kay Ash 1991 published in Nov. 1991 **Applause**).