

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>12/03/1965</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>12/03/1965</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>12/03/1965</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>MARY KAY INC.</u> <u>16251 DALLAS PARKWAY</u> <u>ADDISON, TX 75001</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>75-1151701</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>972-687-6300</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>325900</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>75-1151701</u>	2c Plan Sponsor's telephone number <u>972-687-6300</u>	2d Business code (see instructions) <u>325900</u>	
2b Employer Identification Number (EIN) <u>75-1151701</u>					
2c Plan Sponsor's telephone number <u>972-687-6300</u>					
2d Business code (see instructions) <u>325900</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	08/31/2022	PATRICK CARGO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	2388
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	1866
a(2) Total number of active participants at the end of the plan year		6a(2)	1843
b Retired or separated participants receiving benefits.....		6b	5
c Other retired or separated participants entitled to future benefits		6c	556
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	2404
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	9
f Total. Add lines 6d and 6e		6f	2413
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	2377
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	34
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2H 2J 2K 2S 2T 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021	
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
NEW YORK LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5582869	66915	GA31564	436	01/01/2021	12/31/2021

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	0
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	29452569

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year	7b	0
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c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)		
	(4) Transferred from separate account.....	7c(4)		
	(5) Other (specify below)	7c(5)		
	▶			

(6) Total additions	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	0
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e Deductions:			
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
(2) Administration charge made by carrier.....	7e(2)		
(3) Transferred to separate account.....	7e(3)		
(4) Other (specify below)	7e(4)		
▶			

(5) Total deductions	7e(5)	0
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0
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Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	0
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TCW ASSET MANAGEMENT CO.

95-2642764

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	357233	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

LAZARD ASSET MANAGEMENT

13-5545100

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	352007	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

COOKE & BEILER

23-3082822

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	305972	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WEDGE CAPITAL MANAGEMENT

56-1557450

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	230183	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SAGE ADVISORY

74-2798841

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	215513	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

LOOMIS, SAYLES & COMPANY, L.P.

PO BOX 7247-6804
PHILADELPHIA, PA 19170-6804

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	196314	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

EMPOWER RETIREMENT

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	RECORDKEEPER	179000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

LORD ABBETT

13-5620131

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	141286	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FRONTIER CAPITAL MANAGEMENT

04-3492668

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	118100	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MORGAN STANLEY

12-2919773

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16	CONSULTANT	75000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WHITLEY PENN LLP

75-2393478

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	39103	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

GREAT WEST FINANCIAL RPS, LLC

84-0467907

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 50 64	PLAN ADMINISTRATOR	27401	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREAT WEST FINANCIAL RPS, LLC	63	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN FUNDS EUROPACIFIC GR R4 P.O. BOX 6007 INDIANAPOLIS, IL 46206	12B-1 FEE @ 0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREAT WEST FINANCIAL RPS, LLC	63	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN FUNDS WASHINGTON MUTUAL-A P.O. BOX 6040 INDIANAPOLIS, IN 46206	12B-1 FEE @ 0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>MARY KAY INC.</u>	D Employer Identification Number (EIN) <u>75-1151701</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)	

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MELLON STABLE VALUE FUND</u>		
b Name of sponsor of entity listed in (a): <u>MELLON BANK</u>		
c EIN-PN <u>11-3152987-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5195994</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NEW YORK LIFE ANCHOR FD PSA 25</u>		
b Name of sponsor of entity listed in (a): <u>NEW YORK LIFE INSURANCE CO</u>		
c EIN-PN <u>13-5582869-125</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>29452569</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CIF II INTERNATIONAL QUALITY GROWTH</u>		
b Name of sponsor of entity listed in (a): <u>WELLINGTON TRUST COMPANY</u>		
c EIN-PN <u>04-6913417-153</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>30053425</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	21399029	22975590
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	1328558	1459432
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	30163467	15826889
(2) U.S. Government securities	1c(2)	57166476	70362708
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	29308120	28713737
(B) All other	1c(3)(B)	87241429	94300498
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	195371781	212896326
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	5961524	5525165
(9) Value of interest in common/collective trusts	1c(9)	33544951	34347241
(10) Value of interest in pooled separate accounts	1c(10)	31598833	29452569
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	317265814	366798511
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	3201569	2438301

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	813551551 885096967
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	533841 507657
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	273749 250928
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	807590 758585
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	1l	812743961 884338382

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	22977770
	(B) Participants	2a(1)(B)	14478597
	(C) Others (including rollovers).....	2a(1)(C)	1522834
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	38979201
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	2577
	(B) U.S. Government securities	2b(1)(B)	502493
	(C) Corporate debt instruments	2b(1)(C)	2832249
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	280083
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	3617402
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	2937089
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	20269359
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	23206448
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	4096118
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	4096118
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	27212328
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	27212328

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		2966793
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		637718
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		38563018
c Other income.....	2c		83062
d Total income. Add all income amounts in column (b) and enter total.....	2d		139362088
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	65320852	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		65320852
f Corrective distributions (see instructions).....	2f		826
g Certain deemed distributions of participant loans (see instructions).....	2g		250693
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	207852	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	1753769	
(4) Other.....	2i(4)	233675	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		2195296
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		67767667
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		71594421
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WHITLEY PENN LLP

(2) EIN: 75-2393478

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN</u>	B Three-digit plan number (PN) ► <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>MARY KAY INC.</u>	D Employer Identification Number (EIN) <u>75-1151701</u>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>84-1544663</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

**MARY KAY INC. PROFIT SHARING
AND 401(k) PLAN**

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

**Years Ended December 31, 2021 and 2020
with Report of Independent Auditors**

**MARY KAY INC. PROFIT SHARING
AND 401(k) PLAN**

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

Years Ended December 31, 2021 and 2020

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REPORT OF INDEPENDENT AUDITORS

To the Profit Sharing and 401(k) Plan Committee of
Mary Kay Inc.

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed an audit of the financial statements of Mary Kay Inc. Profit Sharing and 401(k) Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (“ERISA”), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2021 Financial Statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note E to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the 2021 Financial Statements section:

- the amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying 2021 financial statements related to assets held and certified by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management’s election of the ERISA Section 103(a)(3)(C) audit does not affect management’s responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for one year after the date that the financial statements are issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments, administering the Plan, and determining that the Plan’s transactions that are presented and disclosed in the financial statements are in conformity with the Plan’s provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) and Form 5500, Schedule H, Line 4j – Schedule of Reportable Transactions as of or for the year ended December 31, 2021, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements.

The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held and certified by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103 (a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by a qualified institution. In our report dated August 17, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

A handwritten signature in black ink that reads "Whitley Penn LLP". The signature is written in a cursive, flowing style.

Dallas, Texas
August 30, 2022

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
Assets		
Investments, at fair value	\$ 855,136,780	\$ 784,862,557
Receivables:		
Employer	22,975,590	21,399,029
Notes receivable from participants	5,884,271	6,225,707
Interest and dividends receivable	1,088,632	1,047,943
Due from broker for securities sold	370,800	280,499
Total receivables	<u>30,319,293</u>	<u>28,953,178</u>
Total assets	885,456,073	813,815,735
Liabilities		
Due to broker for securities purchased	250,928	273,750
Accrued expenses	<u>507,657</u>	<u>533,841</u>
Total liabilities	<u>758,585</u>	<u>807,591</u>
Net assets available for benefits	<u><u>\$ 884,697,488</u></u>	<u><u>\$ 813,008,144</u></u>

See accompanying notes to financial statements.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31, 2021	2020
Additions to Net Assets		
Investment income:		
Net realized and unrealized gains on investments	\$ 72,122,470	\$ 97,124,080
Interest and dividends	27,255,210	16,760,817
Total investment income	99,377,680	113,884,897
Less investment expenses	1,753,769	1,638,202
Net investment income	97,623,911	112,246,695
Other income	560,893	15,365
Interest income from notes receivable from participants	287,718	377,857
Contributions:		
Participant	14,478,597	13,878,547
Rollover	1,522,834	1,010,857
Employer	22,977,770	21,399,352
Total contributions	38,979,201	36,288,756
Total additions to net assets	137,451,723	148,928,673
Deductions from Net Assets		
Benefits paid to participants	65,320,852	122,476,561
Administrative expenses	441,527	402,885
Total deductions from net assets	65,762,379	122,879,446
Net increase in net assets available for benefits	71,689,344	26,049,227
Net assets available for benefits at beginning of year	813,008,144	786,958,917
Net assets available for benefits at end of year	<u>\$ 884,697,488</u>	<u>\$ 813,008,144</u>

See accompanying notes to financial statements.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

A. Description of the Plan

General

The following brief description of the Mary Kay Inc. Profit Sharing and 401(k) Plan (the “Plan”) is provided for general information purposes only. The Plan is sponsored by Mary Kay Inc. (the “Company” or “Plan Sponsor”). The Plan is administered by the Profit Sharing and 401(k) Plan Committee (the “Committee”), which is appointed by the Board of Directors of the Company. Participants should refer to the Plan document for more complete information. The Company’s corporate offices are located in Addison, Texas.

The Plan was most recently amended and restated effective January 1, 2017 and is a defined contribution plan available to substantially all employees of the Company who have attained age 18. The Plan consists of two components: (i) a 401(k) option, in which eligible participants can make contributions and (ii) profit sharing, in which the Company makes contributions ranging from five to fifteen percent of the participant’s eligible earnings, depending on the Company’s profits each year. All employees of the Company are eligible to participate in the 401(k) option upon hire date. Employees must complete six months of service and be actively employed at year end to be eligible for profit sharing contributions.

Eligible employees are automatically enrolled at a deferral rate of 3%, unless the employee declines participation or otherwise elects a different deferral rate within the first thirty days of employment. If, as of January 31 of a Plan year, a participant has had in effect a default deferral election for six months or more, the participant’s deferral percentage will automatically escalate by 1%, up to a maximum 10%, effective as of February 1, of that year, unless the participant declines participation or otherwise elects a different deferral rate.

Participants that are employed and have reached normal retirement date or are 65 years or older, may withdraw all or any portion of the participant’s vested account balance at any time, but no more frequently than once during the Plan year.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

On March 27, 2020, President Trump signed into law the “Coronavirus Aid, Relief, and Economic Security Act” (the “CARES Act”) which allowed plan sponsors to immediately adopt certain retirement plan provisions to allow qualified individuals, as defined in the CARES Act, additional access to retirement plan balances. As a result, while the Plan has not been formally amended, during 2020, the Company determined it was in the best interest of the participants to allow a) a COVID-19 distribution up to \$100,000, b) an increase in the available participant loan amount up to \$100,000, not to exceed 100% of the participant’s account balance, and c) deferral of 2020 loan repayments for a year. These provisions ended on December 31, 2020.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

A. Description of the Plan – continued

Contributions

Participants may contribute up to 30% of pre-tax annual compensation, as defined by the Plan. Contributions are subject to limitations on annual additions and other limitations imposed by the Internal Revenue Code (the “Code”) as defined in the Plan document. Eligible participants may make a rollover contribution to the Plan.

Participants who are eligible to make salary deferral contributions under the Plan and who have attained age 50 before the close of the year may make catch-up contributions in accordance with, and subject to the limitations imposed by the Code.

The Company makes profit sharing contributions at the discretion of the Board of Directors which are maintained in nonparticipant directed funds. In 2021 and 2020 the profit sharing contribution was 13% and 12% of participants’ eligible earnings, respectively. The maximum aggregate contribution to the Plan is limited to the Company’s allowable deduction for federal income tax purposes.

In addition to the profit sharing contribution, the Company may elect to make matching contributions of \$100 to certain participants who contributed a minimum of 1% of their eligible earnings during the Plan year. In 2021 and 2020 the Company contributed in the aggregate of \$139,800 and \$148,900, respectively, to the accounts of such contributing participants. These contributions are allocated to each participant’s account based on investment elections.

Participant Accounts

A separate account is maintained for each participant. Each fund in the participant’s accounts is stated in units and dollars. The participants’ account balances are increased by the Company’s profit sharing contributions, participant 401(k) contributions, the Company’s matching of any participant contributions, and the allocation of Plan forfeitures. The Company’s profit sharing contribution and allocated forfeitures are at the discretion of the Company and allocated based on the participant’s eligible earnings as a percentage of total eligible earnings of all participants. Participants’ account balances are increased or decreased by the change in unit value of each fund.

For 2021 and 2020 the annual contribution and other additions to a participant’s account may not exceed the lesser of 100% of the participant’s compensation or \$58,000 and \$57,000, respectively.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

A. Description of the Plan – continued

Vesting

Participants are immediately vested in their voluntary contributions and matching contributions plus actual earnings thereon. Vesting in the profit sharing portion of accounts, plus actual earnings thereon is as follows:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 1 year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%
5 years	100%

In the event of disability, retirement, or death, the participant will become fully vested.

Notes Receivable from Participants

Participants may borrow from their 401(k) fund accounts a minimum of \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their account balance. Loan terms range up to five years. The loans are secured by the balance in the participant's account and bear interest at a rate of prime plus 1%. As of December 31, 2021 and 2020, outstanding loans have an interest rate range of 4.25% to 6.50%. Principal and interest are paid ratably through payroll deductions.

Benefit Payments

Participants withdrawing during the year for reasons of service or disability, retirement, death, or termination are entitled to their vested account balances. A participant may also elect to withdraw all or a portion of their vested account balance while employed after reaching age 65. Benefits are distributed in the form of rollovers or lump sum payments. If withdrawing participants are not entitled to their entire account balances, the unvested amounts are forfeited.

Forfeitures

Unallocated forfeited accounts totaled \$1,478,373 and \$1,133,619 at December 31, 2021 and 2020, respectively, which were available to offset the current year employer contributions. These accounts are first used to restore previously forfeited amounts by eligible employees upon rehire and reinstatement to the Plan in accordance with Plan provisions. The remaining forfeited amounts are allocated to eligible participants in the same manner as employer contributions each year, at the discretion of the Plan Sponsor. At the discretion of the Plan Sponsor, forfeitures may be used to offset current year employer contributions. In 2021 and 2020, \$800,680 and \$618,741, respectively, were used to offset employer contributions.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

A. Description of the Plan – continued

Investment Options

The investments of the Plan are held in a trust, in which Great-West Trust Company, LLC and Great-West Life & Annuity Insurance Company, LLC are the Plan's Custodians. Upon enrollment in the Plan, a participant may direct their salary deferrals in 1% increments into any of the Plan's investment options. Profit sharing funds are invested in separately managed accounts.

Plan Expenses

Administrative expenses and investment fees can be paid by either the Company or paid from the Plan assets by the Trustee. Additionally, routine legal expenses and other internal costs of administration are paid on behalf of the Plan by the Company and are not reflected in the accompanying financial statements.

Asset Transfers to/from the Stable Value Fund

The Plan allows participants over the age of 55 the option of investing a percentage of their profit sharing account balances in the Stable Value Fund. Participants wishing to transfer their profit sharing account balances into or out of the Stable Value Fund must communicate their election annually during a specific period. Through June 29, 2012, Stable Value Fund elections were invested in the Mellon Stable Value Fund. Effective after market close June 29, 2012, the Mellon Stable Value Fund was closed to new investments, and future Stable Value Fund elections are invested in the New York Life Insurance Company Anchor Account III Stable Value Fund. Stable Value Fund elections are accounted for as inter-fund transfers. All participants are eligible to direct 401(k) contributions into and out of the Stable Value Fund at their discretion throughout the year.

B. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of the financial statements in conformity with GAAP requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from these estimates.

Contributions

Contributions from the Company and participants are accrued as they become obligations of the Company, as determined by the Plan's administrator, and in the period in which they are deducted, in accordance with salary deferral agreements.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

B. Summary of Significant Accounting Policies – continued

Investment Valuation and Income

The investments of the Plan are stated at fair value as of the end of the year and are subject to market or credit risks customarily associated with equity investments. Fair value measurements are determined in accordance with GAAP, which defines fair value, establishes a framework for measuring fair value, and expands disclosures about assets and liabilities measured at fair value. See Note C for information related to the Plan's valuation methodologies.

Investment gains and losses are accounted for using the average cost basis of the securities sold. The net realized and unrealized gains and losses on investments include realized gains and losses on sales of investments during the year and unrealized increases or decreases in the market value of investments held at year end. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Notes Receivable from Participants

Notes receivable from participants are recorded at the unpaid principal balance plus accrued but unpaid interest.

Payment of Benefits

Benefits are recorded when paid.

Risks and Uncertainties

The Plan's investments are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with investments in mutual funds, stocks, corporate and government bonds, short-term investments, common/collective trusts, and pooled separate accounts, it is at least reasonably possible that changes in the values of such investments will continue to occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

C. Fair Value Measurements

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date and establishes a three-tier hierarchy that is used to identify assets and liabilities measured at fair value. The hierarchy focuses on the inputs used to measure fair value and requires that the lowest level input be used. The three levels defined are as follows:

- Level 1 — Observable inputs that are based upon quoted market prices for identical assets or liabilities within active markets.
- Level 2 — Observable inputs other than Level 1 that are based upon quoted market prices for similar assets or liabilities, based upon quoted prices within inactive markets, or inputs other than quoted market prices that are observable through market data for substantially the full term of the asset or liability.
- Level 3 — Inputs that are unobservable for the particular asset or liability due to little or no market activity and are significant to the fair value of the asset or liability. These inputs reflect assumptions that market participants would use when valuing the particular asset or liability.

GAAP requires that management describe the methodologies used to measure the fair value of assets and liabilities. The methodologies used to measure the fair value of the Plan's investments are as follows:

- *Corporate stocks:* Valued based on the quoted market prices and are classified within Level 1 of the valuation hierarchy.
- *Registered investment companies:* Valued at net asset value ("NAV") representing the value at which shares of the fund may be purchased or redeemed and are classified within Level 1 of the valuation hierarchy. There are no significant restrictions on redeeming these investments at NAV.
- *U.S. Government securities and corporate debt instruments:* Fair values are obtained primarily from pricing services engaged by the Custodian, and the Plan receives one price for each security. The fair values provided by the pricing service are estimated by using either a price or spread basis, where the inputs to those models are based on observable market inputs. For the price basis, evaluators attempt to match each issue to its best-known market maker and contact firms that deal with the respective securities. Evaluators maintain quality by surveying the dealer community, obtaining relevant trade data, benchmark quotes, and spreads, and incorporating this information into the evaluation process. For the spread basis, a bullet (noncall) spread scale is created for the relevant maturities of each issuer. These spreads represent credit risk and are based on the new issue market, secondary trading, and dealer quotes. U.S. Government securities and corporate debt instruments are classified within Level 2 of the valuation hierarchy.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

C. Fair Value Measurements – continued

- *Other investments:* Include high grade U.S. municipal bonds. The fair values of these securities are obtained from pricing services engaged by the Custodian and are determined by pricing systems. The securities were evaluated using terms and conditions from a municipal descriptive database. Evaluators apply this information to bond sectors and individual bond evaluations are then extrapolated. Market inputs used in the evaluation process include all or some of the following: current trades, trading spreads, bid-wanted lists, offerings, quotes for active issues, along with general information on market movement, direction, trends, and specific data on specialty issues. Other investments are classified within Level 2 of the valuation hierarchy.
- *Pooled separate account:* The Plan invests in a pooled separate account with the objective of preserving principal and generating a stable rate of return. The New York Life Anchor Account III Stable Value Fund invests in a diversified portfolio of corporate bonds, commercial mortgage-backed securities, mortgage back securities, asset-backed securities, collateralized mortgage obligations, U.S. Treasuries, guaranteed investment contracts, and cash. The fair value of the New York Life Anchor Account III Stable Value Fund is determined by the fair value of the fund's investment in externally managed stable value commingled investment funds provided to the fund by external managers of these funds. The pooled separate account is classified within Level 2 of the valuation hierarchy.
- *Interest-bearing cash:* The Plan invests in money market funds that are valued based on the short-term cash component as of the measurement date and classified within Level 1 of the valuation hierarchy.
- *Common/collective trust fund:* The Plan invests in common/collective trust fund with the objective of preserving principal and generating a stable rate of return. The Mellon Stable Value Fund invests in a diversified portfolio of synthetic guaranteed investment contracts, common/collective trust funds, corporate debt instruments, pooled separate accounts, U.S. government securities, and interest-bearing cash. The common/collective trust fund is valued at the NAV of units of the stable value fund. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the stable value fund, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner.

There have been no changes in the methodologies used at December 31, 2021 and 2020. The following table details the Plan's investments at fair value by level, within the fair value hierarchy, as of December 31, 2021 and 2020. The Plan has no assets classified within Level 3 of the valuation hierarchy.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

	2021		
	Level 1	Level 2	Total
Corporate stocks	\$212,896,326	\$ -	\$212,896,326
Registered investment companies	366,798,511	-	366,798,511
U.S. Government securities	-	69,893,748	69,893,748
Corporate debt instruments	-	122,587,666	122,587,666
Other investments	-	2,438,301	2,438,301
Pooled separate account	-	29,452,569	29,452,569
Interest-bearing cash	15,820,240	-	15,820,240
Total investments in the fair value hierarchy	<u>\$595,515,077</u>	<u>\$224,372,284</u>	819,887,361
Investments measured at NAV (a)			<u>35,249,419</u>
Total investments at fair value			<u>\$855,136,780</u>

	2020		
	Level 1	Level 2	Total
Corporate stocks	\$195,371,781	\$ -	\$195,371,781
Registered investment companies	317,265,813	-	317,265,813
U.S. Government securities	-	56,595,424	56,595,424
Corporate debt instruments	-	115,982,937	115,982,937
Other investments	-	3,201,686	3,201,686
Pooled separate account	-	31,598,833	31,598,833
Interest-bearing cash	30,163,467	-	30,163,467
Total investments in the fair value hierarchy	<u>\$542,801,061</u>	<u>\$207,378,880</u>	750,179,941
Investments measured at NAV (a)			<u>34,682,616</u>
Total investments at fair value			<u>\$784,862,557</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

These items are classified in their entirety based on the lowest priority level of input that is significant to the fair value measurement. The assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the placement of assets and liabilities within the levels of the fair value hierarchy. For the years ended December 31, 2021 and 2020, there were no significant transfers between levels.

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2021 and 2020, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
2021				
Mellon Stable Value Fund	\$ 5,195,967	N/A	Daily	12 months
Wellington Trust Company International	\$ 30,053,452	N/A	Daily	12 months
2020				
Mellon Stable Value Fund	\$ 6,063,262	N/A	Daily	12 months
Wellington Trust Company International	\$ 28,619,354	N/A	Daily	12 months

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

D. Nonparticipant-directed Investments

Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

	<u>2021</u>	<u>2020</u>
Assets		
Investments, at fair value:		
Corporate stock, common	\$212,896,326	\$195,371,781
U.S. Government securities	69,893,748	56,595,424
Corporate debt instruments	122,587,666	115,982,937
Registered investment companies	67,798,120	59,122,056
Interest-bearing cash	15,820,240	30,163,467
Common collective trust	30,053,452	28,619,354
Other investments	2,438,301	3,201,686
Total investments at fair value	<u>521,487,853</u>	<u>489,056,705</u>
Receivables:		
Employer	22,835,790	21,250,129
Interest and dividends receivable	1,088,632	1,047,943
Due from broker for securities sold	370,800	280,499
Total receivables	<u>24,295,222</u>	<u>22,578,571</u>
Total assets	545,783,075	511,635,276
Liabilities		
Due to broker for securities purchased	250,928	273,750
Accrued expenses	507,657	533,841
	<u>758,585</u>	<u>807,591</u>
Net assets available for benefits	<u>\$545,024,490</u>	<u>\$510,827,685</u>

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

D. Nonparticipant-directed Investments – continued

	<u>2021</u>	<u>2020</u>
Additions to Net Assets		
Investment income:		
Net realized and unrealized gains on investments	\$ 27,385,007	\$ 48,685,640
Interest and dividends	<u>27,255,210</u>	<u>16,760,817</u>
Total investment income	54,640,217	65,446,457
Employer contributions	<u>23,193,164</u>	<u>21,674,243</u>
Total additions to net assets	77,833,381	87,120,700
Deductions from Net Assets		
Benefits paid to participants	39,207,421	75,300,321
Administrative expenses	27,211	30,766
Interfund transfers, net	<u>4,401,944</u>	<u>6,056,550</u>
Total deductions from net assets	<u>43,636,576</u>	<u>81,387,637</u>
Net increase in net assets available for benefits	34,196,805	5,733,063
Net assets available for benefits at beginning of year	<u>510,827,685</u>	<u>505,094,622</u>
Net assets available for benefits at end of year	<u>\$ 545,024,490</u>	<u>\$ 510,827,685</u>

E. Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2021 and 2020, and net appreciation (depreciation) in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2021 and 2020, was obtained by management and agreed to or derived from information certified as complete and accurate by Great-West Trust Company, LLC and Great-West Life & Annuity Insurance Company, LLC, the custodians of the Plan.

F. Tax Status

The Plan obtained its latest determination letter on April 13, 2018, in which the Internal Revenue Service (the “IRS”) stated that the Plan, as then designed, was in compliance with the applicable requirements of the Code.

Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Company believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

F. Tax Status – continued

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

G. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan terminates, all amounts credited to participant's accounts will become 100% vested. The Company has no present intent to terminate the Plan.

H. Parties-in-Interest Transactions

Parties-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50% or more of such an employer or employee organization, or relatives of such persons.

Parties-in-interest transactions under ERISA include certain expenses paid by the Plan to various service providers related to plan operations and investment activity, and transactions involving notes receivable from participants, which are exempt from the prohibited transactions rules.

I. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as of December 31, 2021 and 2020, per the accompanying financial statements to the Form 5500:

	2021	2020
Net assets available for benefits per the financial statements	\$884,697,488	\$813,008,144
Deemed distributed loans per the Form 5500	<u>(359,106)</u>	<u>(264,183)</u>
Net assets available for benefits per the Form 5500	<u><u>\$884,338,382</u></u>	<u><u>\$812,743,961</u></u>

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

I. Reconciliation of Financial Statements to Form 5500 – continued

The following is a reconciliation of the net increase in assets available for benefits for the years ended December 31, 2021 and 2020, per the accompanying financial statements to the Form 5500:

	<u>2021</u>	<u>2020</u>
Net increase in assets available for benefits per the financial statements	\$ 71,689,344	\$ 26,049,227
Change in deemed distributed loans per the Form 5500	<u>(94,923)</u>	<u>(107,235)</u>
Net increase in net assets available for benefits per the Form 5500	<u>\$ 71,594,421</u>	<u>\$ 25,941,992</u>

The reconciling items noted above are due to the difference in the method of accounting used in preparing the Form 5500 as compared to the Plan's financial statements. Additionally, there are differences between the reporting of certain investment line items within the fair value hierarchy in Note C and the Form 5500 for the Mellon Stable Value Fund because the Mellon Stable Value Fund is not a direct filing entity and thus required to be reported at the underlying investment level in the Form 5500 and supplemental schedules.

J. Subsequent Events

In preparing the accompanying financial statements, management of the Company has evaluated all subsequent events and transactions for potential recognition or disclosure through August 30, 2022, the date the financial statements were available for issuance.

Effective July 1, 2022, the Plan lowered the in-service withdrawal age from 65 to 59 ½ and added partial withdrawals and installment payments as distribution options for terminated employees.

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form Is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	

- A** This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report ☐ the final return/report
- ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here. ▶ ☐
- D** Check box if filing under: ☐ Form 5558 ☐ automatic extension ☐ the DFVC program
- ☐ special extension (enter description) _____
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information	
1a Name of plan MARY KAY INC. PROFIT SHARING AND 401 (K) PLAN	1b Three-digit plan number (PN) ▶	001
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) MARY KAY INC. 16251 DALLAS PARKWAY Addison TX 75001	1c Effective date of plan 12/03/1965 2b Employer Identification Number (EIN) 75-1151701 2c Plan Sponsor's telephone number 972-687-6300 2d Business code (see instructions) 325900	

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE		<u>8/11/2022</u>	Patrick Cargo
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 201209

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
3c Administrator's telephone number			
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	2,388
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	1,866
a(2) Total number of active participants at the end of the plan year		6a(2)	1,843
b Retired or separated participants receiving benefits.....		6b	5
c Other retired or separated participants entitled to future benefits		6c	556
d Subtotal. Add lines 6a(2), 6b, and 6c.....		6d	2,404
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	9
f Total. Add lines 6d and 6e.....		6f	2,413
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	2,377
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	34
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2H 2J 2K 2S 2T 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2021

EIN: 75-1151701
Plan #: 001

(a) Identity of Party	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sell Transactions	(d) Selling Price	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
<u>Category (iii) - Series of securities transactions in excess of 5% of Plan Assets</u>								
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	903	\$ 192,646,639	-	\$ -	\$ 192,646,639	\$ 192,646,639	\$ -
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	-	-	850	206,988,816	206,988,816	206,988,816	-

* A party-in-interest as defined by ERISA

Columns (e) and (f) are not applicable

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)

As of December 31, 2021

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Interest-bearing Cash			
	JP MORGAN TRUST II US GOVT MMF INST CLASS	15,820,240.470	\$ 15,820,240	\$ 15,820,240
	Total Interest-bearing Cash			<u>\$ 15,820,240</u>
	U.S. Government Securities			
	FREMF MORTGAGE TRUST 2013-K35 ABS ADJ SER.2013-K35 CL.B Monthly 0 12/25/46	690,000.000	\$ 740,149	\$ 720,172
	FHLMC GOLD POOL #FG G08595 Monthly 4 7/1/44	82,193.370	87,626	89,810
	FHLMC GOLD POOL #FG G08596 Monthly 4.5 7/1/44	104,974.620	114,209	115,413
	FHLMC GOLD POOL #FG C09068 Monthly 3.5 11/1/44	112,526.130	116,974	120,355
	FEDERAL FARM CREDIT BANK UNSECURED NOTES Semi Annual 2.83 12/29/23	1,500,000.000	1,489,215	1,568,467
	FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/25	435,000.000	443,676	454,222
	FHLMC ABS SER.KJ28 CL.A1 Monthly 1.77 2/25/25	23,927.060	23,927	24,213
	FNMA POOL #452225 Monthly 6 3/1/29	7,703.600	7,906	8,488
	FNMA POOL #889720 Monthly 6.5 7/1/38	4,222.590	4,337	4,844
	FNMA POOL #984075 Monthly 4.5 6/1/23	1,046.670	1,006	1,085
	GNMA POOL #569238 Monthly 6.5 3/15/32	13,675.720	14,236	15,004
	GNMA ABS SER.2013-96 CL.A Monthly 1.4 11/16/41	55,989.730	55,360	56,080
	GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 6/20/68	962,501.000	946,108	947,842
	GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 12/20/68	210,616.470	210,485	210,945
	GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68	672,612.750	722,729	708,732
	GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 5/20/69	661,526.090	660,492	661,567
	UNITED STATES OF AMERICA TREASURY BILLS AtMaturity 0 6/2/22	1,985,000.000	1,983,976	1,984,116
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 2.13 12/31/22	1,447,000.000	1,471,875	1,471,022
	UNITED STATES OF AMERICA TREASURY INFLATIONINDEX BONDS Semi Annual 0.13 1/15/22	740,000.000	802,900	906,180
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 2.13 3/31/24	2,502,000.000	2,625,375	2,575,105
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.5 3/31/25	7,056,000.000	7,085,506	6,938,859
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.25 8/31/25	5,551,000.000	5,448,573	5,377,314
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 0.88 11/15/30	515,000.000	500,457	489,632
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.13 12/15/23	2,974,000.000	2,948,673	2,939,845
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.38 12/31/25	3,055,000.000	3,045,377	2,961,202
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 1.13 2/15/31	925,000.000	878,856	897,720
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.5 2/28/26	6,235,000.000	6,141,002	6,057,936
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.75 8/31/26	12,930,000.000	12,892,103	12,684,532
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.38 4/15/24	989,000.000	984,329	979,071
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 1.63 5/15/31	970,000.000	1,003,034	982,277
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.88 6/30/26	3,520,000.000	3,530,151	3,464,175
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.63 7/31/26	2,015,000.000	1,998,306	1,959,351
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 1.25 8/15/31	2,035,000.000	1,990,633	1,989,530
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.75 8/31/26	1,000,000.000	998,750	977,617
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.88 9/30/26	1,505,000.000	1,483,601	1,478,133
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 0.63 10/15/24	2,813,000.000	2,805,647	2,806,045
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 1.13 10/31/26	1,298,000.000	1,296,331	1,296,367
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 1.38 11/15/31	1,000,000.000	992,852	992,904
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 1.25 11/30/26	1,970,000.000	1,977,618	1,977,576
	Total U.S. Government Securities			<u>\$ 69,893,748</u>
	Corporate Debt - Preferred			
	AIG GLOBAL FUNDING SECURED NOTES Semi Annual 0.9 9/22/25	160,000.000	\$ 159,867	\$ 155,279
	ANZ NEW ZEALAND INTL/LDN SENIOR UNSECUREDNOTES Semi Annual 1.9 2/13/23	310,000.000	309,892	314,036
	AMERICAN CREDIT ACCEPT 2019-4 ABS SER.2019-4CL.C Monthly 2.69 12/12/25	93,172.240	93,157	93,722
	AMERICAN CREDIT ACCEPT 2020-2 ABS SER.2020-2CL.B Monthly 2.48 9/13/24	29,856.930	29,853	29,960
	AMERICAN CREDIT ACCEPT 2020-4 ABS SER.2020-4CL.C Monthly 1.31 12/14/26	115,000.000	114,979	115,065
	AMERICREDIT AUTO REC TR 2020-2 ABS SER.2020-2CL.B Monthly 0 2/18/26	25,000.000	24,999	25,039
	AMERICREDIT AUTO REC TR 2019-3 ABS SER.2019-3CL.A3 Monthly 2.06 4/18/24	99,961.260	99,951	100,283
	AMERICREDIT AUTO REC TR 2021-2 ABS SER.2021-2CL.B Monthly 0.69 1/19/27	105,000.000	104,991	103,707
	APPLE INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 2.4 5/3/23	670,000.000	654,700	685,977
	BANK OF NEW YORK MELLON CORP SENIOR UNSECURED NOTES Semi Annual 1.6 4/24/25	185,000.000	184,930	186,699
	BANK OF NY MELLON CORP SR UNSECURED MEDIUMTERM NOTES Semi Annual 1.8 7/28/31	80,000.000	80,000	78,261
	BANK OF NEW ZEALAND SENIOR UNSECURED NOTES Semi Annual 2 2/21/25	450,000.000	447,534	457,799
	BANQUE FED CREDIT MUTUEL SA SENIOR PREFERREDNOTES Semi Annual 2.38 11/21/24	220,000.000	219,186	225,463
	BARCLAYS DRYROCK ISS TR 2019-1 ABS SER.2019-1CL.A Monthly 1.96 5/15/25	730,000.000	729,978	736,094
	BLACKROCK INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.1 2/25/32	250,000.000	247,775	248,042
	BLACKSTONE HLDGS FIN CO LLC SENIOR UNSECUREDNOTES Semi Annual 2 1/30/32	345,000.000	341,898	332,114
	BRIGHTHOUSE FINANCIAL GLOBAL SECURED NOTES Semi Annual 1 4/12/24	55,000.000	54,909	54,529
	BRISTOL MYERS SQUIBB CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2 8/1/22	40,000.000	39,673	40,375
	BURLINGTON NORTHERN SANTA FE SENIOR UNSECURED GLOBAL NOTES Semi Annual 3 3/15/23	410,000.000	416,264	418,183
	CK HUTCHISON INTNTL 21 SENIOR UNSECUREDNOTES Semi Annual 1.5 4/15/26	240,000.000	239,539	236,738
	CME GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3 9/15/22	475,000.000	496,310	483,424
	CAPITAL ONE PRIME AUTO 2019-2 ABS SER.2019-2CL.A3 Monthly 1.92 5/15/24	173,456.780	173,447	174,688
	CARGILL INC SENIOR UNSECURED NOTES Semi Annual 2.13 11/10/31	165,000.000	164,262	162,682
	CARMAX AUTO OWNER TRUST 2021-2 ABS SER.2021-2CL.A4 Monthly 0.81 12/15/26	1,185,000.000	1,184,929	1,169,090

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)

As of December 31, 2021

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CARMAX AUTO OWNER TRUST 2019-3 ABS SER.2019-3CL.A3 Monthly 2.18 8/15/24	241,514.610	\$ 241,482	\$ 244,139
	CARVANA AUTO REC TR 2021-N2 ABS SER.2021-N2CL.B Monthly 0.75 3/10/28	60,000.000	59,999	59,613
	CARVANA AUTO REC TR 2021-N4 ABS SER.2021-N4CL.C Monthly 1.72 9/11/28	75,000.000	74,999	74,890
	CHASE ISSUANCE TRUST ABS SER.2012-A7 CL.A7Monthly 2.16 9/15/24	1,235,000.000	1,268,656	1,249,968
	CREDIT ACCEPTANCE AUTO 2019-3A ABS SER.2019-3ACL.A Monthly 2.38 11/15/28	220,746.200	220,712	222,701
	CREDIT ACCEPTANCE AUTO 2020-2A ABS SER.2020-2ACL.A Monthly 1.37 7/16/29	250,000.000	249,944	250,804
	CREDIT SUISSE NEW YORK BRANCH SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.52 8/9/23	525,000.000	525,000	521,269
	CREDIT SUISSE NEW YORK BRANCH SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.25 8/7/26	425,000.000	424,035	414,304
	DNB BANK ASA SENIOR UNSECURED NOTES SemiAnnual 2.15 12/2/22	225,000.000	224,818	228,300
	DT AUTO OWNER TRUST 2019-4A ABS SER.2019-4ACL.B Monthly 0 1/16/24	4,796.220	4,796	4,800
	DT AUTO OWNER TRUST 2020-2A ABS SER.2020-2ACL.A Monthly 1.14 1/16/24	6,175.800	6,176	6,181
	DT AUTO OWNER TRUST 2020-2A ABS SER.2020-2ACL.C Monthly 3.28 3/16/26	95,000.000	94,987	97,493
	DT AUTO OWNER TRUST 2021-2A ABS SER.2021-2ACL.B Monthly 0.81 1/15/27	70,000.000	69,995	69,823
	DANSKE BANK A/S SENIOR PREFERRED NOTES SemiAnnual 0.98 9/10/25	460,000.000	460,000	452,912
	JOHN DEERE CAPITAL CORP SR UNSECURED MEDIUMTERM NOTES Semi Annual 1.3 10/13/26	55,000.000	54,894	54,444
	DENSO CORP SENIOR UNSECURED NOTES Semi Annual 1.24 9/16/26	200,000.000	200,000	195,870
	DRIVE AUTO REC TR 2021-2 ABS SER.2021-2 CL.BMonthly 0.58 12/15/25	170,000.000	169,996	168,985
	DRIVE AUTO REC TR 2021-1 ABS SER.2021-1 CL.BMonthly 0.65 7/15/25	95,000.000	94,991	94,854
	DT AUTO OWNER TRUST 2020-3A ABS SER.2020-3ACL.C Monthly 1.47 6/15/26	100,000.000	99,994	100,235
	DT AUTO OWNER TR 2021-4A ABS SER.2021-4A CL.CMonthly 1.5 9/15/27	100,000.000	99,997	99,330
	EXETER AUTO REC TRUST 2021-4A ABS SER.2021-4ACL.B Monthly 1.05 5/15/26	185,000.000	184,975	184,460
	EXETER AUTO REC TRUST 2021-2A ABS SER.2021-2ACL.B Monthly 0.57 9/15/25	90,000.000	89,998	89,722
	EXETER AUTO REC TRUST 2020-3A ABS SER.2020-3ACL.C Monthly 2.17 7/15/25	30,000.000	29,999	30,133
	EXETER AUTO REC TRUST 2020-1A ABS SER.2020-1ACL.B Monthly 2.26 4/15/24	14,296.950	14,296	14,307
	EXETER AUTO REC TRUST 2020-2A ABS SER.2020-2ACL.C Monthly 3.28 5/15/25	130,000.000	129,985	132,310
	EXXON MOBIL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.48 3/19/30	235,000.000	235,000	257,315
	FLAGSHIP CREDIT AUTO TR 2020-1 ABS SER.2020-1CL.B Monthly 2.05 2/17/25	115,000.000	114,978	115,876
	FLAGSHIP CREDIT AUTO TR 2021-1 ABS SER.2021-1CL.B Monthly 0.68 2/16/27	95,000.000	94,977	94,025
	FLAGSHIP CREDIT AUTO TR 2020-2 ABS SER.2020-2CL.C Monthly 3.8 4/15/26	55,000.000	54,987	56,433
	FLAGSHIP CREDIT AUTO TR 2021-2 ABS SER.2021-2CL.B Monthly 0.93 6/15/27	80,000.000	80,000	79,050
	FLAGSHIP CREDIT AUTO TR 2020-4 ABS SER.2020-4CL.C Monthly 1.28 2/16/27	55,000.000	54,986	54,899
	FORD CREDIT FLOORPLAN MASTER ABS SER.2019-3CL.A1 Monthly 2.23 9/15/24	520,000.000	533,427	526,189
	FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1CL.A Monthly 1.37 10/17/33	140,000.000	139,999	138,299
	GMF FLRPLN OWNER REV TR 2020-1 ABS SER.2020-1CL.A Monthly 0.68 8/15/25	100,000.000	99,977	99,543
	GM FNL CONS AUTO REC TR 2019-3 ABS SER.2019-3CL.A3 Monthly 2.18 4/16/24	76,322.360	76,313	76,808
	GLS AUTO REC TRUST 2019-4A ABS SER.2019-4A CL.BMonthly 0 9/16/24	100,000.000	99,988	100,787
	GLS AUTO REC TRUST 2021-1A ABS SER.2021-1A CL.BMonthly 0.82 4/15/25	130,000.000	129,980	129,958
	GLS AUTO REC TRUST 2020-4A ABS SER.2020-4A CL.CMonthly 1.14 11/17/25	65,000.000	64,986	64,980
	GLS AUTO REC TRUST 2021-2A ABS SER.2021-2A CL.BMonthly 0.77 9/15/25	90,000.000	89,999	89,492
	GLS AUTO REC TRUST 2021-4A ABS SER.2021-4A CL.BMonthly 1.53 4/15/26	245,000.000	244,954	244,767
	WW GRAINGER INC SENIOR UNSECURED GLOBALNOTES Semi Annual 1.85 2/15/25	105,000.000	104,708	106,959
	GREAT-WEST LIFE CO US FI SENIOR UNSECUREDNOTES Semi Annual 0.9 8/12/25	185,000.000	185,000	179,728
	HONDA AUTO REC OWN TR 2020-2 ABS SER.2020-2CL.A3 Monthly 0.82 7/15/24	66,337.910	66,333	66,457
	HYUNDAI AUTO REC TR 2021-A ABS SER.2021-A CL.BMonthly 1.09 5/17/27	720,000.000	719,904	706,433
	JPMBB COMM MTG SEC TR 2013-C12 ABS SER.2013-C12CL.A4 Monthly 3.36 7/15/45	196,624.790	204,551	200,036
	JPMCC COMM MTG SEC T 2013-LC11 ABS SER.2013- LC11 CL.A5 Monthly 2.96 4/15/46	331,000.000	340,839	336,431
	KAISER FOUNDATION HOSPITALS SENIOR UNSECUREDNOTES Semi Annual 3.15 5/1/27	425,000.000	423,449	452,369
	MACQUARIE BANK LTD SENIOR UNSECURED NOTESSemi Annual 2.3 1/22/25	160,000.000	159,835	163,918
	MERCK & CO INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.15 12/10/31	345,000.000	344,289	345,962
	NATIONAL RURAL UTILS COOP FIN SECURED GLOBALMED TERM NOTES Semi Annual 3.25 11/1/25	410,000.000	413,874	436,399
	NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GACL.A Monthly 1.17 9/16/69	46,027.840	46,019	45,810
	NYC HSG DEV CORP 2014-8SPR ABS SER.2014-8SPRCL.A Monthly 3.71 2/15/48	475,000.000	507,229	497,674
	NEXTGEAR FLOOR MSTR TR 2020-1A ABS SER.2020-1ACL.A2 Monthly 1.55 2/18/25	280,000.000	279,992	282,050
	NORDEA BANK ABP SENIOR NON PREFERRED NOTESSemi Annual 1.5 9/30/26	355,000.000	354,574	348,871
	PACCAR FINANCIAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.4 8/9/23	350,000.000	349,346	364,052
	PRESTIGE AUTO REC TR 2021-1A ABS SER.2021-1ACL.C Monthly 1.53 2/15/28	115,000.000	114,979	114,038
	PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 0.63 10/13/23	190,000.000	190,000	189,081
	PUBLIC SVC ELECTRIC & GAS CO SECURED 1ST MTGMED TERM NOTES Semi Annual 2.25 9/15/26	520,000.000	518,289	534,232
	PUBLIC STORAGE SENIOR UNSECURED GLOBALNOTES Semi Annual 1.95 11/9/28	70,000.000	69,968	69,755
	RELIANCE STANDARD LIFE GLOBAL SECURED NOTESSemi Annual 2.75 5/7/25	210,000.000	209,087	217,596
	ROCHE HOLDINGS INC SENIOR UNSECURED NOTESSemi Annual 2.08 12/13/31	350,000.000	350,000	348,966
	ROYAL BANK OF CANADA SENIOR UNSECUREDGLOBAL NOTES Semi Annual 1.2 4/27/26	175,000.000	174,645	171,897
	ROYAL BANK OF CANADA SENIOR UNSECUREDGLOBAL NOTES Semi Annual 0.65 7/29/24	10,000.000	9,994	9,858
	SANTANDER CONS AUTO TR 2020-AA ABS SER.2020-AAACL.C Monthly 3.71 2/17/26	65,000.000	64,990	67,194
	SANTANDER UK PLC SENIOR UNSECURED GLOBALNOTES Semi Annual 4 3/13/24	768,000.000	812,844	812,872
	SCHLUMBERGER FINANCE CA LTD SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.4 9/17/25	496,000.000	495,405	494,162
	SOCIETE GENERALE SENIOR PREFERRED NOTES SemiAnnual 1.38 7/8/25	215,000.000	214,400	212,678
	SOFI CONSUMER LOAN 2020-1 ABS SER.2020-1 CL.AMonthly 2.02 1/25/29	45,750.090	46,229	45,929
	SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALMCL.A Monthly 0 10/15/34	265,000.000	263,818	263,169
	STATE STREET CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 3/30/26	90,000.000	90,000	94,101

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	STATE STREET CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 11/18/27	130,000.000	\$ 130,000	\$ 130,183
	SUMITOMO MITSUI TR BK LT SENIOR UNSECUREDNOTES Semi Annual 0.85 3/25/24	215,000.000	214,867	212,934
	TORONTO DOMINION BANK SENIOR UNSECUREDGLOBAL NOTES Semi Annual 1.25 9/10/26	220,000.000	219,553	216,141
	TOTAL CAPITAL INTL SA SENIOR UNSECURED GLOBALNOTES Semi Annual 2.43 1/10/25	140,000.000	140,000	144,298
	TOYOTA MOTOR CREDIT CORP SR UNSEC MEDIUMTERM NOTES Semi Annual 1.9 4/6/28	230,000.000	229,924	230,473
	TOYOTA AUTO LN EXTEND 2020-1A ABS SER.2020-1ACL.A Monthly 1.35 5/25/33	130,000.000	129,993	129,646
	USAA AUTO OWNER TR 2019-1 ABS SER.2019-1 CL.A3Monthly 2.16 7/17/23	12,078.440	12,078	12,090
	US BANCORP SUBORDINATED GLOBAL ADJ NOTESSemi Annual 0 11/3/36	160,000.000	160,000	159,385
	VERIZON MASTER TRUST 2021-2 ABS SER.2021-2 CL.AMonthly 0.99 4/20/28	1,890,000.000	1,889,727	1,880,170
	WELLPOINT INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 3.5 8/15/24	461,000.000	462,927	486,801
	WESTLAKE AUTO REC TR 2019-3A ABS SER.2019-3ACL.B Monthly 2.41 10/15/24	71,825.210	71,824	71,888
	WESTLAKE AUTO REC TR 2020-2A ABS SER.2020-2ACL.A2A Monthly 0.93 2/15/24	54,857.920	54,855	54,912
	WESTLAKE AUTO REC TR 2020-2A ABS SER.2020-2ACL.C Monthly 2.01 7/15/25	120,000.000	119,982	121,317
	WESTLAKE AUTO REC TR 2021-2A ABS SER.2021-2ACL.B Monthly 0.62 7/15/26	80,000.000	79,995	79,352
	WESTLAKE AUT REC TR 2021-3A ABS SER.2021-3A CL.CMonthly 1.58 1/15/27	270,000.000	269,964	269,103
	WESTPAC BANKING CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 1.95 11/20/28	320,000.000	320,000	318,719
	WORLD FINL CC MSTR TR 2019-B ABS SER.2019-B CL.AMonthly 2.49 4/15/26	935,000.000	934,812	943,808
	WORLD FINL CC MSTR TR 2019-C ABS SER.2019-C CL.AMonthly 2.21 7/15/26	335,000.000	334,972	338,916
	WORLD OMNI SELECT AUTO 2020-A ABS SER.2020-ACL.A3 Monthly 0.55 7/15/25	90,000.000	89,995	90,015
	WORLD OMNI SELECT AUTO 2021-A ABS SER.2021-ACL.B Monthly 0.85 8/16/27	95,000.000	94,978	93,622
	WORLD OMNI AUTO REC TR 2021-C ABS SER.2021-CCL.B Monthly 0.84 9/15/27	750,000.000	749,787	733,770
	Total Corporate Debt - Preferred			\$ 28,713,737
	Corporate Debt - All Other			
	ABN AMRO BANK NV SR NON PREFERRED ADJ NOTESSemi Annual 0 12/13/29	300,000	\$ 300,000	\$ 299,999
	AES CORP SECURED NOTES Semi Annual 3.3 7/15/25	130,000	129,964	134,602
	AIG GLOBAL FUNDING SECURED NOTES Semi Annual 0.65 6/17/24	170,000	169,823	167,188
	AMSR TRUST 2020-SFR3 ABS SER.2020-SFR3 CL.DMonthly 2.11 9/17/37	500,000	502,188	491,854
	AT&T INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 3.8 2/15/27	757,000	788,870	822,027
	AT&T INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 2.3 6/1/27	100,000	99,852	101,735
	ABBVIE INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 3.6 5/14/25	608,000	660,756	646,561
	AETNA INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 2.75 11/15/22	475,000	471,195	481,174
	AIR LEASE CORP SR UNSEC MEDIUM TERM NOTESSemi Annual 4.25 2/1/24	923,000	982,965	972,437
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 1.88 8/15/26	95,000	94,266	93,428
	ALLY FINANCIAL INC SENIOR UNSECURED GLOBALNOTES Semi Annual 1.45 10/2/23	215,000	217,174	215,987
	ALTRIA GROUP INC SENIOR UNSECURED GLOBALNOTES Semi Annual 2.45 2/4/32	150,000	149,843	142,412
	AMEREN CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 1.75 3/15/28	115,000	114,894	111,132
	AMERICAN CAMPUS COMMUNITIES SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.3 7/15/26	826,000	863,236	870,208
	AMERICAN CAMPUS COMMUNITIES SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 1/15/29	40,000	39,971	39,562
	AMERICAN CREDIT ACCEPT 2021-3 ABS SER.2021-3CL.B Monthly 0.66 2/13/26	105,000	104,982	104,418
	AMERICAN EXPRESS CO SUBORDINATED GLOBALNOTES Semi Annual 3.63 12/5/24	178,000	188,865	190,193
	AMERICAN EXPRESS CO SENIOR UNSECURED GLOBALNOTES Semi Annual 1.65 11/4/26	455,000	454,281	456,278
	AMERICAN HONDA FINANCE CORP SR UNSEC MEDIUMTERM NOTES Semi Annual 2.15 9/10/24	180,000	179,950	184,438
	AMERICAN HONDA FINANCE CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 0.88 7/7/23	675,000	674,784	675,228
	AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3CL.C Monthly 1.41 8/18/27	135,000	134,978	133,662
	AMERICREDIT AUTO REC TR 2020-3 ABS SER.2020-3CL.C Monthly 1.06 8/18/26	60,000	59,997	59,849
	AMERICREDIT AUTO REC TR 2020-1 ABS SER.2020-1CL.A3 Monthly 0 8/19/24	86,980	86,972	87,180
	AMGEN INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 2 1/15/32	350,000	347,648	338,910
	AMPHENOL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 2.05 3/1/25	50,000	49,915	50,940
	AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.AMonthly 1.54 7/17/46	139,977.620	139,959	138,728
	ARES CAPITAL CORP SENIOR UNSECURED NOTESSemi Annual 3.5 2/10/23	720,000.000	736,747	736,544
	ARES CAPITAL CORP SENIOR UNSECURED NOTESSemi Annual 4.25 3/1/25	30,000.000	32,183	31,749
	ARES CAPITAL CORP SENIOR UNSECURED NOTESSemi Annual 2.88 6/15/28	230,000.000	236,201	228,979
	ARIZONA PUBLIC SERVICE CO SENIOR UNSECUREDNOTES Semi Annual 2.2 12/15/31	75,000.000	74,987	72,783
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 2.5 3/24/28	240,000.000	239,326	241,358
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 2.65 10/4/31	165,000.000	165,000	162,795
	ATMOS ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 0.63 3/9/23	576,000.000	575,977	573,790
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2020-1ACL.A Monthly 2.33 8/20/26	145,000.000	144,952	148,461
	BANK OF AMERICA CC TR 2019-A1 ABS SER.2019-A1CL.A1 Monthly 1.74 1/15/25	1,185,000.000	1,183,993	1,194,633
	BAT CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.7 4/2/27	270,000.000	284,217	297,013
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26	140,000.000	138,506	136,066
	BAKER HUGHES LLC/CO-OBL SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.06 12/15/26	50,000.000	50,000	50,449
	BANK OF AMERICA CORP SUBORDINATED NOTES SemiAnnual 4 1/22/25	816,000.000	831,914	871,478
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 4/23/27	810,000.000	874,387	866,175
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/19/26	336,000.000	337,458	332,431
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 6/14/29	220,000.000	220,000	218,454
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/20/32	185,000.000	185,000	185,889
	BANK OF MONTREAL SR UNSEC MEDIUM TERM NOTESSemi Annual 1.85 5/1/25	50,000.000	49,962	50,738
	BANK OF NOVA SCOTIA SENIOR UNSECURED GLOBALNOTES Semi Annual 1.3 9/15/26	340,000.000	339,983	333,221
	BARCLAYS PLC SR UNSEC GLOBAL ADJ NOTES SemiAnnual 0 5/7/25	823,000.000	889,070	865,511
	BARCLAYS PLC SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 11/24/27	385,000.000	385,000	385,686
	BARINGS BDC INC SENIOR UNSECURED NOTES SemiAnnual 3.3 11/23/26	110,000.000	109,119	108,793

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	BAXTER INTERNATIONAL INC SENIOR UNSECUREDNOTES Semi Annual 2.27 12/1/28	350,000.000	\$ 350,000	\$ 352,535
	BB&T CORP SUBORDINATED NOTES Semi Annual 3.8 10/30/26	340,000.000	358,394	370,524
	BLACK HILLS CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 1.04 8/23/24	576,000.000	576,000	568,803
	BLACKSTONE PRIVATE CREDIT FUND SENIOR UNSECURED NOTES Semi Annual 2.63 12/15/26	335,000.000	331,249	326,610
	BLACKSTONE PRIVATE CREDIT FUND SENIOR UNSECURED NOTES Semi Annual 3.25 3/15/27	250,000.000	249,258	252,582
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED NOTES Semi Annual 2.85 9/30/28	180,000.000	178,441	175,479
	BNP PARIBAS SR NON PREFERRED ADJ NOTES SemiAnnual 0 9/15/29	200,000.000	200,000	196,067
	BOEING CO SENIOR UNSECURED GLOBAL NOTES SemiAnnual 1.17 2/4/23	1,229,000.000	1,234,703	1,229,126
	BOSTON PROPERTIES LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.13 9/1/23	520,000.000	514,374	534,894
	BRIGHTHOUSE FINANCIAL GLOBAL SECURED NOTESSemi Annual 1.2 12/15/23	225,000.000	224,890	225,380
	BT GROUP PLC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.5 12/4/23	410,000.000	456,638	433,705
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.7 4/15/25	587,000.000	669,826	641,786
	BUNGE LTD FINANCE CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.35 3/15/24	305,000.000	317,975	324,318
	CDW LLC/CDW FINANCE SENIOR UNSECURED NOTESSemi Annual 3.28 12/1/28	225,000.000	225,000	230,543
	COMM MTGE TR 2014-CR16 ABS SER.2014-CR16 CL.AMMonthly 4.28 4/10/47	630,000.000	682,123	664,167
	COMM MTGE TR 2014-UBS3 ABS SER.2014-UBS3 CL.A4Monthly 3.82 6/10/47	940,000.000	1,014,392	988,744
	CNH INDUSTRIAL CAP LLC SENIOR UNSECUREDNOTES Semi Annual 4.2 1/15/24	788,000.000	853,160	831,698
	CNH INDUSTRIAL CAP LLC SENIOR UNSECUREDNOTES Semi Annual 1.95 7/2/23	90,000.000	89,433	91,171
	COMM MTGE TR 2012-LC4 ABS SER.2012-LC4 CL.A4Monthly 3.29 12/10/44	156,767.190	159,572	156,687
	CNO FINANCIAL GROUP INC SENIOR UNSECUREDNOTES Semi Annual 5.25 5/30/25	429,000.000	463,411	473,465
	COMM MTGE TR 2013-CR11 ABS SER.2013-CR11 CL.ASBMonthly 3.66 8/10/50	311,351.970	320,644	318,145
	COMM MTGE TR 2013-CR13 ABS ADJ SER.2013-CR13CL.AM Monthly 0 11/10/46	600,000.000	650,672	629,038
	CSAIL COMM MTGE TRUST 2015-C4 ABS SER.2015-C4CL.ASB Monthly 3.62 11/15/48	327,767.250	344,258	340,825
	CVS HEALTH CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.3 3/25/28	33,000.000	36,895	37,032
	CANADIAN IMPERIAL BANK OF COMM SR UNSECGLOBAL ADJ NOTES Semi Annual 0 7/22/23	550,000.000	550,000	555,675
	CAPITAL ONE FINANCIAL CORP SENIOR UNSECUREDNOTES Semi Annual 3.75 4/24/24	590,000.000	600,042	621,834
	CAPITAL ONE FINANCIAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.9 1/29/24	685,000.000	692,802	720,845
	CAPITAL ONE FINANCIAL CORP SUBORDINATED ADJNOTES Semi Annual 0 7/29/32	135,000.000	135,000	127,805
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 11/2/32	125,000.000	125,000	124,658
	CARVANA AUTO REC TR 2021-P4 ABS SER.2021-P4CL.A3 Monthly 1.31 1/11/27	270,000.000	269,977	269,831
	CENTENE CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 3 10/15/30	90,000.000	90,000	91,486
	CHARTER COMM OPT LLC/CAP 1ST LIEN GLOBALNOTES Semi Annual 4.46 7/23/22	615,000.000	648,306	624,077
	CITIGROUP COM MTG TR 2016-C2 ABS SER.2016-C2CL.AAB Monthly 2.71 8/10/49	595,850.920	610,235	610,428
	CITIGROUP INC SUBORDINATED NOTES Semi Annual 4.4 6/10/25	1,203,000.000	1,229,894	1,310,100
	CITIGROUP INC SUBORDINATED NOTES Semi Annual 4.45 9/29/27	379,000.000	376,730	422,593
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 5/1/25	65,000.000	65,000	64,487
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 11/3/32	130,000.000	130,000	129,846
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual 1.75 10/7/26	155,000.000	154,978	153,124
	COMCAST CORP SENIOR UNSECURED NOTES SemiAnnual 3.15 2/15/28	220,000.000	209,422	236,142
	COMMONWEALTH BANK AUSTRALIA SENIOR UNSECURED NOTES Semi Annual 1.88 9/15/31	190,000.000	188,182	185,514
	CONTINENTAL RESOURCES INC SENIOR UNSECUREDNOTES Semi Annual 2.88 4/1/32	70,000.000	69,945	68,478
	CREDIT AGRICOLE LONDON SR NON PREFERRED ADJNOTES Semi Annual 0 6/16/26	250,000.000	250,000	250,480
	CUBESMART LP SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.25 12/15/28	125,000.000	124,394	125,017
	DTE ENERGY COMPANY SENIOR UNSECURED NOTESSemi Annual 1.5 10/1/24	110,000.000	109,964	113,216
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 2.25 11/1/22	388,000.000	386,370	393,118
	DXC TECHNOLOGY CO SENIOR UNSECURED GLOBALNOTES Semi Annual 1.8 9/15/26	300,000.000	299,700	296,444
	DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 2.38 12/14/28	195,000.000	194,401	195,927
	DELL INT LLC / EMC CORP GLOBAL 1ST LIEN NOTESSemi Annual 5.45 6/15/23	127,000.000	137,730	133,971
	DELL INT LLC / EMC CORP GLOBAL 1ST LIEN NOTESSemi Annual 4.9 10/1/26	425,000.000	444,708	478,687
	DEUTSCHE BANK NY SR PREFERRED GLOBAL NOTESSemi Annual 0.96 11/8/23	205,000.000	205,000	204,635
	DIAMONDBACK ENERGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.75 5/31/25	115,000.000	115,000	125,975
	DIGNITY HEALTH UNSECURED NOTES Semi Annual 3.13 11/1/22	353,000.000	360,981	359,251
	DOLLAR TREE INC SENIOR UNSECURED GLOBALNOTES Semi Annual 2.65 12/1/31	280,000.000	279,244	280,611
	DONLEN FLEET LEASE FNDG 2021-2 ABS SER.2021-2CL.A2 Monthly 0.56 12/11/34	195,000.000	194,976	193,864
	DRIVE AUTO REC TR 2021-3 ABS SER.2021-3 CL.BMonthly 1.11 5/15/26	120,000.000	119,999	119,447
	DUKE ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.95 10/15/23	355,000.000	361,262	370,597
	DUKE ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 0.9 9/15/25	125,000.000	124,939	121,468
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 12/15/26	440,000.000	482,900	470,212
	EAGLE MATERIALS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 2.5 7/1/31	35,000.000	34,706	34,540
	EATON CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.75 11/2/22	440,000.000	429,536	448,204
	EBAY INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 1.4 5/10/26	245,000.000	244,682	241,236
	ECOLAB INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.13 2/1/32	345,000.000	344,869	342,132
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 2.4 9/15/22	579,000.000	563,130	584,559
	ENERGY TRANSFER OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 4/15/24	1,229,000.000	1,288,775	1,302,560
	ENTERGY CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 0.9 9/15/25	170,000.000	169,330	164,651
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 3.3 12/15/22	817,000.000	831,944	831,442
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 3.95 6/15/23	365,000.000	361,233	379,327
	EQUITABLE FINANCIAL LIFE SECURED NOTES SemiAnnual 1.8 3/8/28	110,000.000	109,705	108,169
	EXPEDIA GROUP INC SENIOR UNSECURED NOTESSemi Annual 6.25 5/1/25	53,000.000	53,000	59,793

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)

As of December 31, 2021

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value	
	FS KKR CAPITAL CORP SENIOR UNSECURED NOTES	Semi Annual 4.75 5/15/22	440,000.000 \$	457,745 \$	444,600
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBALNOTES	Semi Annual 3.13 10/12/28	230,000.000	229,269	228,831
	F&G GLOBAL FUNDING SECURED NOTES	Semi Annual 2 9/20/28	165,000.000	164,551	160,413
	FEDERAL REALTY INVESTMENT TR SENIOR UNSECURED GLOBAL NOTES	Semi Annual 1.25 2/15/26	408,000.000	405,303	399,613
	FIFTH THIRD BANCORP SENIOR UNSECURED NOTES	Semi Annual 2.6 6/15/22	90,000.000	90,405	90,700
	FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021-SFR2 CL.A	Monthly 1.38 9/17/26	699,366.450	699,345	676,728
	FORD CREDIT FLOORPLAN MASTER ABS SER.2019-1CL.A	Monthly 2.84 3/15/24	935,000.000	934,866	939,756
	GA GLOBAL FUNDING TRUST SECURED NOTES	Semi Annual 1 4/8/24	50,000.000	49,944	49,517
	GA GLOBAL FUNDING TRUST SECURED NOTES	Semi Annual 1.25 12/8/23	370,000.000	369,745	369,787
	GLP CAPITAL LP/FIN II SENIOR UNSECURED GLOBALNOTES	Semi Annual 3.25 1/15/32	55,000.000	54,657	55,296
	GS MTG SECURITIES TR 2013-GC14 ABS SER.2013- GC14 CL.A5	Monthly 4.24 8/10/46	189,000.000	198,775	196,909
	GS MTG SECURITIES TR 2015-GC30 ABS SER.2015- GC30 CL.A4	Monthly 3.38 5/10/50	455,000.000	493,035	479,589
	GM FNCL AUTO LEASING TR 2021-1 ABS SER.2021-1CL.B	Monthly 0.54 2/20/25	1,060,000.000	1,059,449	1,052,309
	GENERAL MTRS FINL CO INC SR UNSECURED NOTES	Semi Annual 4 1/15/25	321,000.000	344,789	341,002
	GENERAL MTRS FINL CO INC SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 3.7 5/9/23	432,000.000	455,967	444,879
	GENERAL MTRS FINL CO INC SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 1.2 10/15/24	135,000.000	134,945	134,007
	GLOBAL PAYMENTS INC SENIOR UNSECURED GLOBALNOTES	Semi Annual 1.5 11/15/24	135,000.000	134,906	135,019
	GOLDMAN SACHS GROUP INC SENIOR UNSECUREDNOTES	Semi Annual 3.27 9/29/25	950,000.000	978,320	996,781
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES	Semi Annual 0 12/9/26	130,000.000	130,000	126,680
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES	Semi Annual 0 3/9/27	115,000.000	115,000	112,657
	GOLDMAN SACHS GROUP INC SR UNSEC GLOBAL ADJNOTES	Semi Annual 0 4/22/32	215,000.000	215,000	216,544
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES	Semi Annual 0 10/21/27	380,000.000	379,077	378,328
	GOLDMAN SACHS GROUP INC SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 3.5 11/16/26	2,236,000.000	2,443,098	2,382,903
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 2.5 8/24/26	270,000.000	267,951	265,349
	HCA INC 1ST LIEN NOTES	Semi Annual 5 3/15/24	458,000.000	491,936	492,477
	HSBC HOLDINGS PLC SENIOR UNSECURED GLOBALNOTES	Semi Annual 4.3 3/8/26	425,000.000	470,356	465,706
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJNOTES	Semi Annual 0 11/22/32	345,000.000	345,000	347,863
	HP INC SENIOR UNSECURED NOTES	Semi Annual 1.45 6/17/26	130,000.000	129,750	127,426
	HARLEY DAVIDSON FINL SVCS INC SENIOR UNSECURED NOTES	Semi Annual 3.35 6/8/25	195,000.000	194,733	204,285
	HEALTHPEAK PROPERTIES INC SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 2.13 12/1/28	80,000.000	79,518	80,110
	HERCULES CAPITAL INC SENIOR UNSECURED NOTES	Semi Annual 2.63 9/16/26	90,000.000	89,770	89,203
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES	Semi Annual 2.25 4/1/23	442,000.000	456,277	448,714
	HONDA AUTO REC OWN TR 2021-4 ABS SER.2021-4CL.A3	Monthly 0.88 1/21/26	1,325,000.000	1,324,721	1,321,559
	HOST HOTELS & RESORTS LP SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 4 6/15/25	414,000.000	449,836	438,925
	HUNTINGTON BANCSHARES SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 2.63 8/6/24	230,000.000	229,496	236,841
	HYATT HOTELS CORP SENIOR UNSECURED GLOBALNOTES	Semi Annual 5.38 4/23/25	525,000.000	596,090	581,937
	HYUNDAI CAPITAL AMERICA SENIOR UNSECUREDNOTES	Semi Annual 2.38 2/10/23	65,000.000	64,972	65,900
	HYUNDAI CAPITAL AMERICA SENIOR UNSECUREDNOTES	Semi Annual 2.1 9/15/28	175,000.000	174,808	170,015
	INFOR INC SENIOR UNSECURED NOTES	Semi Annual 1.45 7/15/23	95,000.000	94,971	95,288
	INTERCONTINENTALEXCHANGE INC SENIOR UNSECURED GLOBAL NOTES	Semi Annual 2.1 6/15/30	145,000.000	143,971	143,467
	INTERCONTINENTALEXCHANGE INC SENIOR UNSECURED GLOBAL NOTES	Semi Annual 0.7 6/15/23	624,000.000	623,395	621,477
	INVITATION HOMES TR 2018-SFR1 ABS FLOAT SER. 2018-SFR1 CL.C	Monthly 0 3/17/37	634,908.940	635,207	633,974
	INVITATION HOMES TR 2018-SFR3 ABS FLOAT SER. 2018-SFR3 CL.A	Monthly 0 7/17/37	136,365.050	136,860	136,293
	INVITATION HOMES TR 2018-SFR3 ABS FLOAT SER. 2018-SFR3 CL.B	Monthly 0 7/17/37	86,314.910	86,531	86,191
	INVITATION HOME OPERATING LP SENIOR UNSECURED GLOBAL NOTES	Semi Annual 2 8/15/31	60,000.000	59,038	56,502
	JPMCC COMM MTG SEC TR 2015-JP1 ABS SER.2015-JP1CL.ASB	Monthly 3.73 1/15/49	719,001.120	764,163	751,568
	JPMBB COMM MTG SEC TR 2014-C21 ABS SER.2014-C21CL.ASB	Monthly 3.43 8/15/47	195,563.690	204,120	200,794
	JPMORGAN CHASE & CO SR UNSEC GLOBAL ADJNOTES	Semi Annual 0 4/22/26	2,695,000.000	2,812,290	2,735,341
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES	Semi Annual 0 11/19/26	220,000.000	220,000	214,326
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES	Semi Annual 0 6/1/29	300,000.000	300,000	297,497
	JACKSON FINANCIAL INC SENIOR UNSECURED NOTES	Semi Annual 3.13 11/23/31	155,000.000	154,524	155,816
	JEFFERIES GROUP LLC SENIOR UNSECURED GLOBALNOTES	Semi Annual 2.63 10/15/31	275,000.000	272,459	270,481
	KEURIG DR PEPPER INC SENIOR UNSECURED GLOBALNOTES	Semi Annual 0.75 3/15/24	397,000.000	396,988	394,233
	KILROY REALTY LP SENIOR UNSECURED NOTES	Semi Annual 2.65 11/15/33	160,000.000	159,931	155,518
	KIMCO REALTY CORP SR UNSEC GLOBAL NOTES	Semi Annual 3.13 6/1/23	562,000.000	557,960	575,968
	LEXINGTON REALTY TRUST SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 2.38 10/1/31	80,000.000	79,806	76,735
	LIFE STORAGE LP SENIOR UNSECURED GLOBALNOTES	Semi Annual 2.4 10/15/31	150,000.000	148,625	147,437
	LLOYDS BANKING GROUP PLC SR UNSEC GLOBAL ADJNOTES	Semi Annual 0 7/9/25	200,000.000	200,000	211,276
	LOWES COS INC SENIOR UNSECURED GLOBAL NOTES	Semi Annual 1.7 9/15/28	145,000.000	144,677	142,080
	MPLX LP SENIOR UNSECURED GLOBAL NOTES	Semi Annual 4.88 12/1/24	430,000.000	449,114	466,720
	MPLX LP SENIOR UNSECURED GLOBAL NOTES	Semi Annual 3.38 3/15/23	450,000.000	447,296	461,439
	MAIN STREET CAPITAL CORP SENIOR UNSECUREDNOTES	Semi Annual 3 7/14/26	245,000.000	249,265	245,704
	MCKESSON CORPORATION SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 1.3 8/15/26	235,000.000	233,935	229,388
	MICROCHIP TECHNOLOGY INC 1ST LIEN NOTES	Semi Annual 2.67 9/1/23	140,000.000	140,000	142,981
	MICROCHIP TECHNOLOGY INC SECURED NOTES	Semi Annual 0.97 2/15/24	70,000.000	70,000	69,384
	MICRON TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES	Semi Annual 4.19 2/15/27	770,000.000	825,301	843,235
	MOODY'S CORP SENIOR UNSECURED GLOBAL NOTES	Semi Annual 2.63 1/15/23	475,000.000	469,490	482,891
	NATWEST MARKETS PLC SENIOR UNSECURED NOTES	Semi Annual 0.8 8/12/24	200,000.000	199,630	196,694
	NATWEST MARKETS PLC SENIOR UNSECURED NOTES	Semi Annual 1.6 9/29/26	270,000.000	269,935	265,579
	NEXTERA ENERGY CAP HLDGS INC SENIOR UNSECURED GLOBAL NOTES	Semi Annual 0.65 3/1/23	245,000.000	244,976	244,504
	OAKTREE SPECIALTY LENDING SENIOR UNSECUREDNOTES	Semi Annual 3.5 2/25/25	55,000.000	54,534	57,304
	OFFICE PROPERTIES INCOME TRUST SENIOR UNSECURED GLOBAL NOTES	Semi Annual 2.4 2/1/27	50,000.000	49,942	48,399

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)

As of December 31, 2021

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	OFFICE PROPERTIES INCOME TRUST SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.45 10/15/31	165,000.000	\$ 164,678	\$ 159,875
	ONCOR ELEC DELIVERY CO LLC 1ST LIEN NOTES SemiAnnual 2.75 5/15/30	225,000.000	235,573	234,007
	ONE GAS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.85 3/11/23	424,000.000	423,873	423,507
	ORACLE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.65 7/15/26	325,000.000	323,645	333,999
	ORACLE CORP SENIOR UNSECURED NOTES SemiAnnual 2.5 4/1/25	629,000.000	628,767	643,739
	OWL ROCK TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 4.75 12/15/25	350,000.000	373,321	372,571
	OWL ROCK CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.75 7/22/25	60,000.000	63,129	62,153
	OWL ROCK CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 4.25 1/15/26	45,000.000	44,664	47,321
	PNC FINANCIAL SERVICES GROUP SUBORDINATED GLOBAL NOTES Semi Annual 3.9 4/29/24	822,000.000	842,074	870,906
	PACIFIC GAS & ELECTRIC CO 1ST MTGE BONDS SemiAnnual 1.75 6/16/22	750,000.000	751,020	750,002
	PACIFIC GAS & ELECTRIC CO 1ST LIEN 1ST MORTGAGE NOTES Quarterly 0 11/14/22	30,000.000	30,000	30,045
	PENSKE TRUCK LEASING CO LP SENIOR UNSECURED NOTES Semi Annual 4 7/15/25	115,000.000	114,627	123,430
	PERKINELMER INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.55 9/15/23	635,000.000	634,771	629,617
	PIONEER NATURAL RESOURCES CO SENIOR UNSECURED NOTES Semi Annual 0.55 5/15/23	145,000.000	144,991	144,446
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.6 11/1/24	732,000.000	783,284	765,144
	PROGRESS RESIDENT TR 2020-SFR1 ABS SER.2020-SFR1 CL.A Monthly 1.73 4/17/37	924,000.000	929,486	916,967
	PROGRESS RESIDENT TR 2020-SFR1 ABS SER.2020-SFR1 CL.C Monthly 2.18 4/17/37	655,000.000	667,486	650,627
	PROGRESS RESIDENT TR 2019-SFR1 ABS SER.2019-SFR1 CL.A Monthly 3.42 8/17/35	384,620.130	393,575	384,874
	PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021-SFR8 CL.C Monthly 1.93 10/17/38	385,000.000	382,744	378,069
	PUGET ENERGY INC SECURED GLOBAL NOTES SemiAnnual 5.63 7/15/22	396,000.000	452,789	401,391
	QVC INC 1ST LIEN GLOBAL NOTES Semi Annual 4.38 3/15/23	470,000.000	487,089	484,100
	QORVO INC SENIOR UNSECURED NOTES Semi Annual 1.75 12/15/24	50,000.000	49,907	50,032
	COOPERATIVE RABOBANK SR NON PREFERRED ADJ NOTES Semi Annual 0 12/15/27	355,000.000	355,000	355,096
	RAYTHEON TECHNOLOGIES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.38 3/15/32	345,000.000	344,941	344,625
	REGIONS FINANCIAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 5/18/25	413,000.000	411,740	421,083
	RELiance STANDARD LIFE GLOBAL SECURED NOTES Semi Annual 1.51 9/28/26	75,000.000	75,000	73,645
	REPUBLIC SERVICES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/15/24	225,000.000	224,640	231,539
	RGA GLOBAL FUNDING SECURED NOTES Semi Annual 2 11/30/26	135,000.000	134,937	135,458
	ROYAL BANK OF CANADA SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 11/3/31	210,000.000	209,756	210,978
	RYDER SYSTEM INC SR UNSEC MEDIUM TERM NOTES Semi Annual 4.63 6/1/25	165,000.000	164,969	181,051
	RYDER SYSTEM INC SR UNSECURED MEDIUM TERM NOTES Semi Annual 1.75 9/1/26	40,000.000	39,950	39,711
	SANTANDER HOLDINGS USA SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.45 6/2/25	175,000.000	174,657	183,600
	SANTANDER DR AUTO RE TR 2020-2 ABS SER.2020-2CL.B Monthly 0.96 11/15/24	47,247.800	47,241	47,290
	SANTANDER DR AUTO RE TR 2021-4 ABS SER.2021-4CL.B Monthly 0.88 6/15/26	215,000.000	214,976	213,307
	SANTANDER DR AUTO RE TR 2021-1 ABS SER.2021-1CL.B Monthly 0.5 4/15/25	95,000.000	94,988	94,928
	SANTANDER DR AUTO RE TR 2020-4 ABS SER.2020-4CL.C Monthly 1.01 1/15/26	125,000.000	124,970	125,167
	SANTANDER DR AUTO RE TR 2021-2 ABS SER.2021-2CL.C Monthly 0.9 6/15/26	130,000.000	129,970	129,612
	SANTANDER DR AUTO RE TR 2021-3 ABS SER.2021-3CL.C Monthly 0.95 9/15/27	205,000.000	204,973	202,003
	SECURITY BENEFIT GL FUND SECURED NOTES SemiAnnual 1.25 5/17/24	210,000.000	209,920	208,964
	SELECT INCOME REIT SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 2/1/25	90,000.000	91,273	94,855
	SEMPRA ENERGY JR SUB GLOBAL ADJ NOTES SemiAnnual 0 4/1/52	160,000.000	160,000	162,030
	SIMON PROPERTY GROUP LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.75 2/1/28	120,000.000	119,716	117,681
	J M SMUCKER CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.13 3/15/32	140,000.000	139,360	135,399
	SOUTHERN CALIFORNIA EDISON CO 1ST LIEN 1ST MORTGAGE NOTES Semi Annual 0.7 8/1/23	140,000.000	140,000	139,122
	SOUTHERN CALIFORNIA EDISON CO 1ST LIEN 1ST MORTGAGE NOTES Quarterly 0 12/2/22	205,000.000	205,000	205,187
	SOUTHWEST AIRLINES CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 5/4/25	362,000.000	417,647	402,063
	SOVRAN ACQUISITION LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.5 7/1/26	613,000.000	621,778	655,737
	SPRINT SPECTRUM 1ST LIEN NOTES Quarterly 4.74 3/20/25	186,875.000	198,349	195,509
	STANDARD CHARTERED PLC SENIOR UNSECURED ADJ NOTES Semi Annual 0 11/23/25	365,000.000	365,000	364,551
	SUMITOMO MITSUI FINANCIAL GRP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.9 9/17/28	405,000.000	405,000	397,033
	SYNCHRONY FINANCIAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.85 7/25/22	75,000.000	74,953	75,764
	SYSCO CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.3 7/15/26	757,000.000	801,519	806,207
	T-MOBILE USA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 2/15/26	436,000.000	444,720	437,090
	TAPESTRY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.05 3/15/32	50,000.000	49,853	50,294
	TESLA AUTO LEASE TRUST 2021-A ABS SER.2021-ACL.A4 Monthly 0.66 3/20/25	590,000.000	589,999	585,217
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 6/7/29	110,000.000	110,000	108,317
	UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5CL.ASB Monthly 3.35 11/15/50	510,000.000	552,075	537,389
	UNION PACIFIC CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.89 4/6/36	595,000.000	616,838	623,527
	VENTAS REALTY LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 9/1/31	165,000.000	164,578	163,348
	VERIZON COMMUNICATIONS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.1 3/22/28	175,000.000	174,921	175,333
	VMWARE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.95 8/21/22	819,000.000	802,364	828,622
	VMWARE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 5/15/25	401,000.000	414,081	436,663
	WF RBS COMM MORTGAGE 2013-C13 ABS SER.2013-C13 CL.A4 Monthly 3 5/15/45	780,000.000	797,855	793,963
	WALGREENS BOOTS ALLIANCE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.95 11/17/23	325,000.000	324,948	324,829
	WELLS FARGO & CO SENIOR UNSECURED NOTES SemiAnnual 0 10/30/25	1,048,000.000	1,052,003	1,074,169
	WELLS FARGO & CO SR UNSEC ADJ MED TERM NOTES Semi Annual 0 2/11/26	889,000.000	885,889	861,670
	WELLTOWER INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.75 1/15/32	275,000.000	274,772	277,415
	WESTERN DIGITAL CORP SENIOR UNSECURED NOTES Semi Annual 2.85 2/1/29	45,000.000	44,917	45,433
	WESTLAKE CHEMICAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.88 8/15/24	588,000.000	587,136	579,085
	WESTLAKE AUTO REC TR 2021-1A ABS SER.2021-1ACL.B Monthly 0.64 3/16/26	145,000.000	144,991	144,530
	WILLIAMS PARTNERS L P SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.9 1/15/25	458,000.000	492,277	486,699

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)
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EIN: 75-1151701
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	ZIMMER BIOMET HOLDINGS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.15 4/1/22	385,000.000	\$ 384,511	\$ 385,771
	Total Corporate Debt - Other			\$ 93,873,929
	Corporate Stocks - Common			
	ABB LIMITED COMMON STOCK - SPONSORED ADR	17,772.000	\$ 343,268	\$ 678,357
	AIA GROUP LTD COMMON STOCK - ADR	11,374.000	392,052	458,651
	ACTIVISION BLIZZARD INC COMMON STOCK	25,200.000	1,845,394	1,676,556
	ADIDAS AG COMMON STOCK - SPONSORED ADR	3,081.000	526,902	443,664
	ADOBE INC COMMON STOCK	6,251.000	868,393	3,544,692
	ADTALEM GLOBAL EDUCATION INC COMMON STOCK	16,809.000	631,737	496,874
	ADVANCE AUTO PARTS COMMON STOCK	1,053.000	184,534	252,594
	ADVANCED MICRO DEVICES INC COMMON STOCK	2,305.000	205,160	331,690
	AGILENT TECHNOLOGIES INC COMMON STOCK	1,127.000	138,002	179,926
	AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR	17,205.000	529,966	599,938
	ALASKA AIR GROUP INC COMMON STOCK	2,532.000	114,726	131,917
	ALIGN TECHNOLOGY INC COMMON STOCK	3,335.000	973,981	2,191,695
	ALIGHT INC COMMON STOCK	17,316.000	208,983	187,186
	ALLEGHANY CORP COMMON STOCK	1,700.000	847,825	1,134,903
	ALLEGHENY TECHNOLOGIES INC COMMON STOCK	4,226.000	88,698	67,320
	ALLSTATE CORP COMMON STOCK	7,100.000	702,805	835,315
	ALLY FINANCIAL INC COMMON STOCK 0	13,260.000	266,868	631,309
	ALPHABET INC COMMON STOCK CL.C 0	1,515.000	1,004,334	4,383,789
	ALTICE USA INC COMMON STOCK CL.A 0	14,555.000	385,609	235,500
	AMAZON.COM INC COMMON STOCK 0	1,144.000	911,800	3,814,485
	AMEDISYS INC COMMON STOCK 0	380.000	114,470	61,514
	AMERESCO INC COMMON STOCK CL.A 0	1,255.000	106,304	102,207
	AMERICAN FINANCIAL GROUP INC COMMON STOCK	1,608.000	135,319	220,811
	AMERICAN TOWER CORP COMMON STOCK 0	8,472.000	832,821	2,478,060
	AMETEK INC COMMON STOCK 0	6,200.000	426,024	911,648
	AMPHENOL CORP COMMON STOCK CL.A 0	1,533.000	76,253	134,076
	ANGLO AMERICAN PLC COMMON STOCK - ADR 0	19,853.000	392,270	408,575
	APA CORP COMMON STOCK 0	12,685.000	190,309	341,100
	ARENA PHARMACEUTICALS INC COMMON STOCK 0	1,187.000	72,108	110,320
	ARISTA NETWORKS INC COMMON STOCK 0	656.000	95,186	94,300
	ARROW ELECTRONICS INC COMMON STOCK 0	17,940.000	1,306,987	2,408,804
	ASANA INC COMMON STOCK 0	772.000	91,642	57,553
	ASSURANT INC COMMON STOCK 0	2,136.000	226,832	332,917
	ATMOS ENERGY CORP COMMON STOCK 0	14,600.000	1,320,660	1,529,642
	AUTODESK INC COMMON STOCK 0	368.000	76,465	103,478
	AVALONBAY COMMUNITIES INC COMMON STOCK	960.000	161,815	242,486
	AXON ENTERPRISE INC COMMON STOCK 0	1,364.000	115,722	214,148
	AXONICS MODULATION TECHNOLOGIE COMMON STOCK 0	3,321.000	166,923	185,976
	AZEK CO INC COMMON STOCK 0	3,009.000	126,283	139,136
	AZUL SA COMMON STOCK - ADR 0	6,842.000	152,998	90,314
	BP PLC COMMON STOCK - SPONSORED ADR 0	23,236.000	578,215	618,775
	BALCHEM CORP COMMON STOCK 0	1,043.000	118,684	175,850
	BALL CORP COMMON STOCK 0	2,533.000	204,755	243,852
	BANCFIRST CORP COMMON STOCK 0	895.000	30,183	63,151
	BANCO SANTANDER SA COMMON STOCK - ADR	114,233.000	248,261	375,827
	BANDAI NAMCO HOLDINGS INC COMMON STOCK - ADR 0	9,280.000	368,457	360,992
	BARCLAYS BANK PLC COMMON STOCK - SPONSORED ADR 0	49,298.000	507,736	510,234
	BEACON ROOFING SUPPLY INC COMMON STOCK 0	2,787.000	133,654	159,834
	BECTON DICKINSON & CO COMMON STOCK 0	6,140.000	1,504,954	1,544,087
	BED BATH & BEYOND INC COMMON STOCK 0	2,493.000	71,037	36,348
	BELDEN INC COMMON STOCK 0	2,256.000	112,697	148,287
	BERKSHIRE HATHAWAY INC COMMON STOCK CL.B 0	5,100.000	1,047,882	1,524,900
	BIGCOMMERCE HOLDINGS INC COMMON STOCK 0	1,320.000	84,830	46,688
	BIOMARIN PHARMACEUTICAL INC COMMON STOCK 0	649.000	51,683	57,339
	BLOOMIN' BRANDS INC COMMON STOCK 0	7,323.000	157,695	153,637
	BLUEPRINT MEDICINES CORP COMMON STOCK 0	1,493.000	146,473	159,915
	BOOT BARN HOLDINGS INC COMMON STOCK 0	1,212.000	117,491	149,137
	BORGWARNER INC COMMON STOCK 0	1,430.000	65,615	64,450
	BOSTON SCIENTIFIC CORP COMMON STOCK 0	23,471.000	923,198	997,048
	BRIGHT HORIZONS FAMILY SOLUTNS COMMON STOCK 0	1,319.000	177,614	166,036
	BROOKFIELD ASSET MANAGEMENT COMMON STOCK CL.A 0	29,200.000	930,169	1,763,096
	BUILDERS FIRSTSOURCE INC COMMON STOCK 0	1,731.000	56,590	148,364
	BUREAU VERITAS SA COMMON STOCK - ADR 0	5,758.000	361,852	384,807
	BURLINGTON STORES COMMON STOCK 0	533.000	123,272	155,375
	CDK GLOBAL INC COMMON STOCK 0	3,656.000	161,495	152,601
	CABOT CORP COMMON STOCK 0	1,585.000	67,254	89,077
	CADENCE BANK COMMON STOCK 0	10,859.000	324,459	323,490
	CAESARS ENTERTAINMENT INC COMMON STOCK 0	6,030.000	261,029	563,986

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	CALIX INC COMMON STOCK 0	5,333.000	\$ 154,327	\$ 426,480
	CALLAWAY GOLF CO COMMON STOCK 0	4,843.000	161,163	132,892
	CANADA GOOSE HOLDINGS INC COMMON STOCK 0	2,402.000	122,970	89,018
	CAPITAL BANCORP INC COMMON STOCK 0	3,775.000	81,936	98,905
	CARLISLE FOOD SRV PRODUCTS INC COMMON STOCK 0	1,877.000	276,413	465,721
	CARLSBERG AS COMMON STOCK - SPONSORED ADR 0	16,913.000	403,098	587,219
	CARMAX INC COMMON STOCK 0	2,619.000	318,772	341,072
	CARVANA CO COMMON STOCK 0	290.000	46,435	67,219
	CATHAY BANCORP INC COMMON STOCK 0	1,711.000	48,571	73,556
	CEREVEL THERAPEUTICS HOLDINGS COMMON STOCK 0	1,936.000	74,049	62,765
	CEVA INC COMMON STOCK 0	1,575.000	69,084	68,103
	CHAMPIONX CORP COMMON STOCK 0	4,848.000	60,858	97,978
	CHART INDUSTRIES INC COMMON STOCK 0	1,358.000	95,324	216,587
	CHENIERE ENERGY INC COMMON STOCK 0	2,427.000	145,994	246,146
	CHEWY INC COMMON STOCK CL.A 0	1,655.000	122,551	97,595
	CHIPOTLE MEXICAN GRILL INC COMMON STOCK 0	143.000	208,022	250,000
	CINTAS CORPORATION COMMON STOCK 0	761.000	240,333	337,252
	CLEAN HARBORS INC COMMON STOCK 0	1,482.000	72,351	147,859
	CLEAR SECURE INC COMMON STOCK CL.A 0	1,142.000	40,884	35,825
	CLEARWATER PAPER CORP COMMON STOCK 0	2,856.000	80,550	104,730
	CODEXIS INC COMMON STOCK 0	2,882.000	114,099	90,120
	COLFAX CORP COMMON STOCK 0	32,884.000	860,087	1,511,677
	COMFORT SYSTEMS USA INC COMMON STOCK 0	730.000	70,550	72,226
	COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0	24,674.000	312,699	368,876
	COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0	21,895.000	446,157	505,118
	CONDUENT INC COMMON STOCK 0	18,133.000	72,604	96,830
	CONNECTONE BANCORP INC COMMON STOCK 0	1,992.000	64,591	65,158
	CONTINENTAL AG COMMON STOCK - SPONSORED ADR 0	39,098.000	423,443	412,093
	CORPORATE OFFICE PROPERTIES COMMON STOCK 0	11,258.000	291,838	314,886
	COSTCO WHOLESALE CORP COMMON STOCK 0	3,043.000	390,370	1,727,511
	COUPA SOFTWARE INC COMMON STOCK 0	765.000	150,158	120,908
	CROCS INC COMMON STOCK 0	2,578.000	128,780	330,551
	CURTISS WRIGHT CORP COMMON STOCK 0	989.000	113,562	137,145
	CUSTOMERS BANCORP INC COMMON STOCK 0	2,889.000	171,801	188,854
	CYTOKINETICS INC COMMON STOCK 0	2,219.000	88,324	101,142
	DBS GROUP HOLDINGS COMMON STOCK - ADR 0	4,035.000	237,192	392,848
	DAIKIN INDUSTRIES LTD COMMON STOCK - ADR 0	18,261.000	384,963	413,794
	DAIWA HOUSE INDUSTRY CO LTD COMMON STOCK - UNSPONSORED ADR 0	11,262.000	273,319	323,219
	DANA HOLDING CORPORATION COMMON STOCK 0	31,809.000	495,972	725,881
	DARDEN RESTAURANTS INC COMMON STOCK 0	898.000	119,671	135,275
	DENTSPLY SIRONA INC COMMON STOCK 0	25,290.000	1,542,082	1,410,929
	DEXCOM INC COMMON STOCK 0	3,533.000	1,294,013	1,897,044
	DIGITALOCEAN HOLDINGS INC COMMON STOCK 0	1,813.000	112,301	145,638
	DIODES INC COMMON STOCK 0	2,880.000	207,623	316,253
	DOLLAR GENERAL CORP COMMON STOCK 0	561.000	117,949	132,301
	DONNELLEY FINANCIAL SOLUTIONS COMMON STOCK 0	4,476.000	51,966	210,999
	DOVER CORP COMMON STOCK 0	2,750.000	277,620	499,400
	DUCKHORN PORTFOLIO INC/THE COMMON STOCK 0	3,315.000	76,498	77,372
	DUOLINGO INC COMMON STOCK 0	334.000	48,345	35,441
	EQT CORP COMMON STOCK 0	16,298.000	253,078	355,459
	EPR PROPERTIES COMMON STOCK 0	1,464.000	33,859	69,525
	EAGLE MATERIALS INC COMMON STOCK 0	994.000	151,175	165,461
	EASTMAN CHEMICAL CO COMMON STOCK 0	2,370.000	196,811	286,557
	EDWARDS LIFESCIENCES CORP COMMON STOCK 0	659.000	51,754	85,373
	ELEMENT SOLUTIONS INC COMMON STOCK 0	21,221.000	358,434	515,246
	ENDAVA PLC COMMON STOCK - SPONSORED ADR 0	1,976.000	125,728	331,810
	ENCOMPASS HEALTH CORP COMMON STOCK 0	7,364.000	516,379	480,575
	ENEL SPA COMMON STOCK - ADR 0	62,855.000	527,184	500,326
	ENERSYS COMMON STOCK 0	3,056.000	175,264	241,607
	ENGIE SA COMMON STOCK - SPONSORED ADR 0	50,279.000	671,168	743,124
	ENTERGY CORP COMMON STOCK 0	4,545.000	456,799	511,994
	ENVISTA HOLDINGS CORP COMMON STOCK 0	2,945.000	59,268	132,702
	EQUINIX INC COMMON STOCK 0	1,251.000	361,929	1,058,146
	EQUINOR ASA COMMON STOCK - SPONSORED ADR 0	10,607.000	185,371	279,282
	EVERCORE PARTNERS INC COMMON STOCK CL.A 0	3,828.000	372,636	520,034
	EVOQUA WATER TECHNOLOGIES CO COMMON STOCK 0	4,756.000	117,100	222,343
	EXACT SCIENCES CORP COMMON STOCK 0	1,125.000	96,288	87,559
	FLYWIRE CORP COMMON STOCK 0	1,624.000	82,961	61,809
	FNB CORP PA COMMON STOCK 0	9,693.000	94,439	117,576
	FIGS INC COMMON STOCK 0	1,338.000	49,991	36,875
	FACEBOOK INC COMMON STOCK 0	8,629.000	870,350	2,902,364
	FAIR ISAAC CORP COMMON STOCK 0	321.000	128,564	139,208

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	FNF GROUP COMMON STOCK 0	42,970.000	\$ 1,579,462	\$ 2,242,175
	FIRST FOUNDATION INC COMMON STOCK 0	2,636.000	64,713	65,531
	FIRST OF LONG ISLAND CORP COMMON STOCK 0	1,475.000	27,051	31,845
	FLOOR & DECOR HOLDINGS INC COMMON STOCK CL.A 0	1,234.000	98,238	160,432
	FORTIVE CORPORATION COMMON STOCK 0	3,226.000	234,521	246,112
	FOX FACTORY HOLDINGS CORP COMMON STOCK 0	1,053.000	167,551	179,115
	FUJITSU LTD COMMON STOCK - ADR 0	13,437.000	380,775	463,845
	HB FULLER CO COMMON STOCK 0	2,832.000	139,574	229,392
	GXO LOGISTICS INC COMMON STOCK 0	1,035.000	78,766	94,009
	GENERAL MILLS INC COMMON STOCK 0	19,500.000	1,129,248	1,313,910
	GERMAN AMERICAN BANCORP COMMON STOCK 0	1,950.000	73,795	76,011
	GILDAN ACTIVEWEAR INC COMMON STOCK 0	37,100.000	611,097	1,572,669
	GLACIER BANCORP INC COMMON STOCK 0	1,263.000	72,171	71,612
	GLOBAL PAYMENTS INC COMMON STOCK 0	3,365.000	476,682	454,881
	GLOBE LIFE INC COMMON STOCK 0	9,900.000	916,441	927,828
	GOOSEHEAD INSURANCE INC COMMON STOCK CL.A 0	536.000	90,029	69,723
	GREAT WESTERN BANCORP INC COMMON STOCK	2,711.000	56,512	92,066
	GUARDANT HEALTH INC COMMON STOCK 0	987.000	132,330	98,720
	HCA HOLDINGS INC COMMON STOCK 0	4,800.000	568,438	1,233,216
	HANCOCK HLDG CO COMMON STOCK 0	2,351.000	60,040	117,597
	HANESBRANDS INC COMMON STOCK 0	64,800.000	983,457	1,083,456
	HANOVER INS GROUP INC COMMON STOCK 0	1,629.000	211,141	213,497
	HAYWARD HOLDINGS INC COMMON STOCK 0	6,971.000	171,020	182,849
	HITACHI LTD COMMON STOCK - SPONSORED ADR	3,476.000	261,444	376,694
	HOLOGIC INC COMMON STOCK 0	1,070.000	77,448	81,919
	HOME BANCSHARES INC COMMON STOCK 0	2,891.000	46,579	70,396
	HOME DEPOT INC COMMON STOCK 0	4,168.000	792,003	1,729,762
	HUBSPOT INC COMMON STOCK 0	243.000	142,380	160,173
	HUMANA INC COMMON STOCK 0	392.000	166,673	181,833
	IAC/INTERACTIVECORP COMMON STOCK 0	1,242.000	133,375	162,342
	IAA INC COMMON STOCK 0	27,650.000	1,590,994	1,399,643
	ICF INTL INC COMMON STOCK 0	160.000	16,505	16,408
	ITT INC COMMON STOCK 0	4,110.000	204,678	420,001
	IDEXX LABS INC COMMON STOCK 0	287.000	107,730	188,978
	ILLUMINA INC COMMON STOCK 0	1,368.000	403,561	520,442
	INDITEX COMMON STOCK - UNSPONSORED ADR 0	26,978.000	440,865	436,747
	INFINEON TECHNOLOGIES AG COMMON STOCK 0	5,040.000	221,348	231,840
	INGREDION INC COMMON STOCK 0	7,638.000	703,496	738,136
	INSIGHT ENTERPRISES INC COMMON STOCK 0	1,363.000	39,409	145,296
	INSPIRE MEDICAL SYSTEMS INC COMMON STOCK 0	992.000	142,081	228,220
	INSPERITY INC COMMON STOCK 0	1,192.000	127,457	140,787
	INSTALLED BLDG PRODS INC COMMON STOCK 0	970.000	109,258	135,528
	INSULET CORPORATION COMMON STOCK 0	649.000	125,569	172,679
	INTELLIA THERAPEUTICS INC COMMON STOCK 0	1,524.000	107,684	180,198
	INTEGRAL AD SCIENCE HOLDING CO COMMON STOCK 0	6,283.000	153,576	139,545
	INTER PARFUMS INC COMMON STOCK 0	681.000	66,784	72,799
	INTRA-CELLULAR THERAPIES INC COMMON STOCK 0	4,331.000	152,014	226,685
	IQVIA HOLDINGS INC COMMON STOCK 0	5,543.000	875,583	1,563,902
	JPMORGAN CHASE & CO COMMON STOCK 0	5,100.000	530,023	807,585
	JAMF HOLDING CORP COMMON STOCK 0	2,906.000	117,804	110,457
	JOHNSON & JOHNSON COMMON STOCK 0	9,950.000	1,375,643	1,702,147
	KBR INC COMMON STOCK 0	6,789.000	214,295	323,292
	KLA TENCOR CORP COMMON STOCK 0	560.000	156,547	240,862
	KKR & CO INC COMMON STOCK CL.A 0	5,357.000	204,710	399,097
	KARUNA THERAPEUTICS INC COMMON STOCK 0	342.000	34,515	44,802
	KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK 0	2,266.000	88,630	138,090
	KRAFT HEINZ COMPANY/THE COMMON STOCK 0	20,150.000	675,585	723,385
	KRYSTAL BIOTECH INC COMMON STOCK 0	2,530.000	184,706	176,974
	LGI HOMES INC COMMON STOCK 0	582.000	44,491	89,907
	LPL FINANCIAL HOLDINGS INC COMMON STOCK	1,148.000	123,176	183,783
	L3HARRIS TECHNOLOGIES INC COMMON STOCK	1,850.000	350,201	394,494
	LABORATORY CORP AMERICA HLDGS COMMON STOCK 0	2,190.000	306,723	688,120
	LAKELAND FINANCIAL CORP COMMON STOCK 0	552.000	14,705	44,237
	LAM RESEARCH CORP COMMON STOCK 0	239.000	56,531	171,877
	LAMAR ADVERTISING CO CL.A COMMON STOCK	2,411.000	153,806	292,454
	LEGRAND SA COMMON STOCK - ADR 0	21,234.000	455,627	496,026
	LEIDOS HOLDINGS INC COMMON STOCK 0	18,990.000	1,743,140	1,688,211
	LESLIES INC COMMON STOCK 0	5,830.000	155,553	137,938
	LIBERTY BROADBAND CORP COMMON STOCK CL.C	1,739.000	256,798	280,153
	LITTELFUSE INC COMMON STOCK 0	598.000	144,704	188,179
	LIVE NATION ENTERTAINMENT INC COMMON STOCK	3,032.000	239,835	362,900
	LIVENT CORP COMMON STOCK 0	9,266.000	248,124	225,905

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	LONDON STOCK EXCHANGE GRP PLC COMMON STOCK - ADR 0	64,200.000	\$ 1,652,668	\$ 1,514,478
	LULULEMON ATHLETICA INC COMMON STOCK 0	503.000	145,749	196,899
	MGM GROWTH PROPERTIES OP PTNRS COMMON STOCK CL.A 0	10,326.000	305,816	421,817
	MKS INSTRUMENT INC COMMON STOCK 0	784.000	98,511	136,549
	MSA SAFETY INC COMMON STOCK	854.000	81,990	128,920
	MSCI INC COMMON STOCK CL.A 0	440.000	177,395	269,584
	MAGNOLIA OIL & GAS CORP COMMON STOCK	12,755.000	149,545	240,687
	MAKITA CORPORATION COMMON STOCK - SPONSORED ADR 0	13,934.000	486,509	594,424
	MARCUS CORP COMMON STOCK 0	1,018.000	30,211	18,181
	MARKEL CORP COMMON STOCK 0	203.000	193,635	250,502
	MARRIOTT VACATIONS WRDLWDE CP COMMON STOCK 0	1,528.000	177,031	258,201
	MARVELL TECHNOLOGY INC COMMON STOCK 0	3,241.000	137,824	283,555
	MASTEC INC COMMON STOCK 0	1,317.000	111,058	121,533
	MASTERCARD INC COMMON STOCK CL.A 0	4,681.000	761,173	1,681,977
	MATTEL INC COMMON STOCK 0	26,853.000	432,692	578,951
	MEDICAL PROPERTIES TRUST INC COMMON STOCK 0	7,522.000	163,892	177,745
	MERCK KGAA COMMON STOCK - ADR 0	10,890.000	324,032	567,369
	MERITAGE HOMES CORP COMMON STOCK 0	962.000	87,511	117,422
	MESA AIR GROUP INC COMMON STOCK 0	11,758.000	78,413	65,845
	METHODE ELECTRONICS INC COMMON STOCK 0	3,966.000	127,948	195,008
	METROPOLITAN BANK HOLDING CORP COMMON STOCK 0	1,421.000	73,973	151,379
	MICROCHIP TECHNOLOGY INC COMMON STOCK 0	3,096.000	169,116	269,538
	MIRATI THERAPEUTICS INC COMMON STOCK 0	1,033.000	178,861	151,531
	MODINE MANUFACTURING CO COMMON STOCK 0	9,236.000	105,985	93,191
	MODIVCARE INC COMMON STOCK 0	1,683.000	97,224	249,572
	MOLINA HEALTHCARE INC COMMON STOCK 0	393.000	93,613	125,005
	MONGODB INC COMMON STOCK 0	378.000	94,792	200,094
	MOODYS CORP COMMON STOCK 0	270.000	69,735	105,457
	MOOG INC COMMON STOCK CL.A 0	1,633.000	80,520	132,224
	NMI HOLDINGS INC COMMON STOCK 0	12,133.000	241,127	265,106
	NATERA INC COMMON STOCK 0	2,148.000	168,970	200,602
	NETFLIX INC COMMON STOCK 0	2,729.000	1,473,734	1,644,059
	NEXSTAR BROADCASTING GROUP INC COMMON STOCK 0	862.000	55,329	130,145
	NIKE INC COMMON STOCK 0	6,434.000	1,000,299	1,072,355
	NORTHWESTERN CORP COMMON STOCK 0	3,085.000	179,596	176,339
	NOVARTIS AG COMMON STOCK - SPONSORED ADR	5,020.000	406,726	439,099
	NVIDIA CORP COMMON STOCK 0	13,033.000	766,623	3,833,136
	O'REILLY AUTOMOTIVE INC COMMON STOCK 0	197.000	80,289	139,127
	OCEANFIRST FINANCIAL CORP COMMON STOCK 0	5,738.000	116,009	127,384
	OKTA INC COMMON STOCK 0	826.000	182,139	185,164
	OLD SECOND BANCORP INC COMMON STOCK 0	2,407.000	27,004	30,304
	OMNICOM GROUP INC COMMON STOCK 0	17,200.000	1,152,789	1,260,244
	ONEMAIN HOLDING INC COMMON STOCK 0	15,719.000	664,159	786,579
	OXFORD INDS INC COMMON STOCK 0	1,218.000	67,284	123,651
	PDC ENERGY INC COMMON STOCK 0	1,536.000	43,841	74,926
	PNC FINANCIAL SERVICES GROUP COMMON STOCK 0	3,100.000	401,313	621,612
	PACCAR INC COMMON STOCK 0	10,000.000	822,846	882,600
	PALO ALTO NETWORKS INC COMMON STOCK 0	974.000	387,155	542,284
	PAPA JOHNS INTL INC COMMON STOCK 0	1,574.000	198,550	210,082
	PAYCOM SOFTWARE INC COMMON STOCK 0	747.000	280,827	310,147
	PAYPAL HOLDINGS INC COMMON STOCK 0	11,344.000	650,951	2,139,252
	PEARSON PLC COMMON STOCK - ADR 0	28,449.000	239,757	238,972
	PERFORMANCE FOOD GROUP CO COMMON STOCK 0	5,216.000	184,572	239,362
	PERNOD RICARD SA COMMON STOCK - ADR 0	9,348.000	323,555	453,191
	PHILIP MORRIS INTL INC COMMON STOCK 0	12,500.000	1,019,881	1,187,500
	PHOTRONICS INC COMMON STOCK 0	13,434.000	131,609	253,231
	PHREESIA INC COMMON STOCK 0	1,857.000	119,144	77,363
	PINNACLE FINANCIAL PARTNERS COMMON STOCK 0	5,227.000	189,388	499,179
	PIPER JAFFRAY COS COMMON STOCK 0	821.000	141,766	146,557
	PLANET FITNESS INC CL A COMMON STOCK 0	4,522.000	363,123	409,603
	PORTLAND GENERAL ELECTRIC CO COMMON STOCK 0	5,462.000	258,189	289,049
	PRESTIGE BRANDS HOLDINGS INC COMMON STOCK 0	2,751.000	107,623	166,848
	PROG HOLDINGS INC COMMON STOCK 0	14,900.000	589,991	672,139
	PROGRESSIVE CORP COMMON STOCK 0	12,800.000	1,076,818	1,313,920
	PROSPERITY BANCSHARES INC COMMON STOCK 0	4,656.000	308,278	336,629
	PRUDENTIAL PLC COMMON STOCK - ADR 0	7,548.000	279,532	259,878
	PUBMATIC INC COMMON STOCK 0	2,784.000	102,329	94,795
	QCR HOLDINGS INC COMMON STOCK 0	2,747.000	120,236	153,832
	QUANEX BUILDING PRODUCTS COMMON STOCK	5,687.000	85,485	140,924
	QUANTA SERVICES INC COMMON STOCK 0	1,911.000	120,820	219,115
	QURATE RETAIL GROUP INC COMMON STOCK 0	41,582.000	291,912	316,023
	RBB BANCORP COMMON STOCK 0	2,516.000	63,940	65,919

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	RH COM COMMON STOCK 0	179.000	\$ 55,024	\$ 95,933
	RAMBUS INC COMMON STOCK 0	2,564.000	72,512	75,356
	RAPID7 INC COMMON STOCK 0	2,136.000	174,394	251,386
	RBC BEARINGS INC COMMON STOCK 0	539.000	111,538	108,862
	REGAL REXNARD CORP COMMON STOCK 0	1,374.000	85,654	233,827
	RELIANCE STEEL & ALUMINUM CO COMMON STOCK	4,370.000	345,607	708,901
	RELX PLC COMMON STOCK - SPONSORED ADR 0	31,463.000	669,540	1,026,008
	REPUBLIC SERVICES INC COMMON STOCK 0	3,369.000	288,418	469,807
	RESMED INC COMMON STOCK 0	209.000	32,237	54,440
	ROCKET PHARMACEUTICALS INC COMMON STOCK	2,092.000	78,971	45,668
	ROKU INC COMMON STOCK 0	660.000	223,085	150,612
	ROSS STORES INC COMMON STOCK 0	1,229.000	122,946	140,450
	KONINKLIJKE DSM NV COMMON STOCK - SPONSORED ADR 0	11,309.000	323,830	640,202
	RUSH ENTERPRISES INC COMMON STOCK CL.A 0	2,999.000	144,981	166,864
	RYANAIR HOLDINGS PLC COMMON STOCK - ADR	4,155.000	369,567	425,181
	S&T BANCORP INC COMMON STOCK 0	953.000	29,826	30,039
	RYOHIN KEIKAKU CO LTD COMMON STOCK - UNSPONSORED ADR 0	18,786.000	387,178	286,862
	S&P GLOBAL INC COMMON STOCK 0	2,025.000	380,581	955,659
	SLM CORP COMMON STOCK 0	9,759.000	88,281	191,960
	SPX CORP COMMON STOCK 0	5,361.000	201,798	319,944
	SP PLUS CORP COMMON STOCK 0	3,353.000	98,116	94,622
	SVB FINANCIAL GROUP COMMON STOCK 0	740.000	253,955	501,898
	SABRA HEALTH CARE REIT INC COMMON STOCK	8,645.000	163,551	117,053
	SAFRAN SA COMMON STOCK - UNSPONSORED ADR	20,916.000	576,450	639,820
	SAIA INC COMMON STOCK 0	441.000	153,465	148,630
	SALESFORCE COM INC COMMON STOCK 0	9,460.000	760,210	2,404,070
	SAMPO OYJ COMMON STOCK - UNSPONSORED ADR	18,770.000	376,950	470,752
	SANDVIK AB COMMON STOCK - ADR 0	19,920.000	416,922	556,764
	SANDY SPRING BANCORP INC COMMON STOCK 0	1,265.000	42,522	60,821
	SANOI COMMON STOCK - ADR 0	17,652.000	797,452	884,365
	SAREPTA THERAPEUTICS INC COMMON STOCK 0	1,534.000	128,257	138,137
	SCHLUMBERGER LTD COMMON STOCK 0	19,300.000	298,011	578,035
	CHARLES SCHWAB CORP COMMON STOCK 0	30,835.000	1,004,116	2,593,224
	SCIENCE APPLICATIONS INTL CORP COMMON STOCK 0	2,980.000	237,183	249,098
	SEALED AIR CORP COMMON STOCK 0	6,040.000	278,729	407,519
	SEMTECH CORP COMMON STOCK 0	3,461.000	231,297	307,787
	SERVICENOW INC COMMON STOCK 0	5,673.000	621,169	3,682,401
	SERVISFIRST BANCSHARES INC COMMON STOCK	686.000	28,287	58,269
	SHERWIN WILLIAMS CO COMMON STOCK 0	353.000	80,805	124,312
	SHIMANO INC COMMON STOCK - ADR 0	25,226.000	485,127	674,543
	SHOCKWAVE MEDICAL INC COMMON STOCK 0	1,365.000	160,370	243,420
	SIGNATURE BK NEW YORK N Y COMMON STOCK	1,215.000	156,088	393,016
	SIGNIFY HEALTH INC COMMON STOCK 0	4,331.000	121,685	61,587
	SILICON MOTION TECHNOLOGY CORP COMMON STOCK - SPONSORED ADR 0	2,180.000	157,790	207,165
	SILVERGATE CAP CORP COMMON STOCK CL.A 0	1,385.000	112,070	205,257
	SITIME CORP COMMON STOCK 0	889.000	194,609	260,068
	SMITH & NEPHEW PLC SPON ADR COMMON STOCK	6,711.000	238,088	232,335
	SNOWFLAKE INC COMMON STOCK 0	2,859.000	618,672	968,486
	SONOS INC COMMON STOCK 0	3,683.000	105,142	109,753
	SOUTHERN FIRST BANCSHARES INC COMMON STOCK 0	2,476.000	97,153	154,725
	SPRINGWORKS THERAPEUTICS INC COMMON STOCK 0	839.000	71,862	52,001
	SPRINKLR INC COMMON STOCK 0	2,614.000	41,906	41,484
	SPROUT SOCIAL INC COMMON STOCK CL.A 0	2,158.000	70,910	195,709
	BLOCK INC COMMON STOCK CL.A 0	1,580.000	98,004	255,186
	STAG INDUSTRIAL INC COMMON STOCK 0	19,554.000	522,309	937,810
	STANLEY BLACK & DECKER INC COMMON STOCK 0	6,000.000	1,089,223	1,131,720
	STATE STREET CORP COMMON STOCK 0	15,830.000	988,136	1,472,190
	STOCK YDS BANCORP INC COMMON STOCK 0	1,539.000	68,444	98,311
	SUMITOMO MITSUI FINANCIAL GRP COMMON STOCK - ADR 0	62,510.000	499,742	424,443
	SUNCOR ENERGY INC COMMON STOCK 0	16,198.000	438,654	405,436
	SUZUKI MOTOR CORP COMMON STOCK - ADR 0	1,875.000	354,655	288,938
	SWEETGREEN INC COMMON STOCK CL.A 0	305.000	8,566	9,760
	SYNAPTICS INC COMMON STOCK 0	533.000	145,936	154,309
	TTM TECHNOLOGIES INC COMMON STOCK 0	9,284.000	109,848	138,332
	TANDEM DIABETES CARE INC COMMON STOCK 0	1,274.000	172,346	191,762
	TASKUS INC COMMON STOCK 0	1,699.000	107,789	91,678
	TELEFLEX INC COMMON STOCK 0	258.000	86,859	84,748
	TELENOR ASA COMMON STOCK - ADR 0	21,228.000	415,838	332,855
	TEMPUR SEALY INTL INC COMMON STOCK 0	5,519.000	192,698	259,559
	TESCO PLC COMMON STOCK - ADR 0	51,804.000	592,245	620,094
	BEAUTY HEALTH CO/THE COMMON STOCK 0	5,934.000	130,702	143,365
	TRADE DESK INC/THE COMMON STOCK CL.A 0	21,738.000	596,171	1,992,070

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	3M COMPANY COMMON STOCK 0	3,600.000	\$ 568,795	\$ 639,468
	TRANSDIGM GROUP INC COMMON STOCK 0	370.000	121,361	235,424
	TRANSUNION COMMON STOCK 0	12,555.000	768,870	1,488,772
	TRAVEL + LEISURE CO COMMON STOCK 0	8,582.000	280,186	474,327
	TREEHOUSE FOODS INC COMMON STOCK 0	5,116.000	255,069	207,351
	TREX COMPANY INC COMMON STOCK 0	1,558.000	112,262	210,377
	TRISTATE CAPITAL HLDGS INC COMMON STOCK 0	4,191.000	50,855	126,820
	TRUPANION INC COMMON STOCK 0	456.000	67,164	60,206
	TWILIO INC COMMON STOCK 0	3,788.000	1,181,852	997,532
	TWITTER INC COMMON STOCK 0	2,280.000	79,265	98,542
	II VI INC COMMON STOCK 0	1,975.000	122,748	134,952
	UGI CORP COMMON STOCK 0	7,236.000	286,107	332,205
	US BANCORP COMMON STOCK 0	22,500.000	877,943	1,263,825
	ULTA SALON COSMETICS & FRAGRAN COMMON STOCK 0	2,625.000	591,118	1,082,393
	ULTRAGENYX PHARMACEUTICAL INC COMMON STOCK 0	841.000	104,299	70,720
	UNILEVER PLC COMMON STOCK - SPONSORED ADR 0	33,784.000	1,824,466	1,817,241
	US FOODS HOLDINGS CORP COMMON STOCK 0	14,590.000	425,497	508,170
	UNITEDHEALTH GROUP INC COMMON STOCK 0	2,650.000	745,847	1,330,671
	UNIVAR INC COMMON STOCK 0	4,715.000	122,201	133,670
	UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0	9,887.000	155,541	137,429
	UNIVERSAL HEALTH SERVICES INC COMMON STOCK 0	3,801.000	452,943	492,838
	UPLAND SOFTWARE INC COMMON STOCK 0	5,279.000	178,541	94,705
	USERTESTING INC COMMON STOCK 0	3,555.000	49,466	29,933
	VEEVA SYS INC COMMON STOCK CL.A 0	424.000	120,385	108,324
	VERIZON COMMUNICATIONS INC COMMON STOCK	30,300.000	1,727,337	1,574,388
	VERITEX HLDGS INC COMMON STOCK 0	2,752.000	56,714	109,475
	VESTAS WIND SYSTEMS A/S COMMON STOCK - ADR	45,324.000	358,886	460,945
	VIMEO INC COMMON STOCK 0	2,909.000	87,519	52,246
	VISA INC COMMON STOCK CL.A 0	10,938.000	688,458	2,370,374
	VOLKSWAGEN AG COMMON STOCK - ADR 0	21,658.000	359,258	434,893
	WSFS FINANCIAL CORP COMMON STOCK 0	918.000	21,131	46,010
	WARBY PARKER INC COMMON STOCK Annual 0	2,052.000	114,734	95,541
	WASTE CONNECTIONS INC COMMON STOCK 0	8,581.000	642,425	1,169,333
	WELLS FARGO & CO COMMON STOCK 0	19,800.000	538,705	950,004
	WESTERN ALLIANCE BANCORP COMMON STOCK 0	1,789.000	134,854	192,586
	WHIRLPOOL CORP COMMON STOCK 0	4,900.000	738,917	1,149,834
	WILLIAMS COMPANIES INC COMMON STOCK 0	41,100.000	1,016,223	1,070,244
	WOLFSPEED INC COMMON STOCK 0	2,388.000	238,894	266,907
	WOLTERS KLUWER NV COMMON STOCK - SPONSORED ADR 0	4,102.000	201,533	484,610
	WOODWARD INC COMMON STOCK 0	6,400.000	585,273	700,544
	WORKDAY COMMON STOCK 0	493.000	101,092	134,678
	XPO LOGISTICS INC COMMON STOCK 0	1,185.000	103,137	91,755
	XENON PHARMACEUTICALS INC COMMON STOCK	3,693.000	110,639	115,369
	YETI HOLDINGS INC COMMON STOCK 0	1,877.000	61,326	155,472
	ZIMMER BIOMET HOLDINGS INC COMMON STOCK	3,732.000	476,402	474,113
	ZOETIS INC COMMON STOCK 0	8,620.000	690,447	2,103,539
	ZIPRECRUITER INC COMMON STOCK 0	7,349.000	213,246	183,284
	AKZO NOBEL NV COMMON STOCK - ADR 0	14,860.000	563,017	545,956
	FERGUSON PLC COMMON STOCK 0	3,472.000	185,956	616,483
	AMDOCS LTD COMMON STOCK 0	12,800.000	744,095	957,952
	AMBARELLA INC COMMON STOCK 0	1,323.000	201,699	268,423
	AON PLC COMMON STOCK 0	3,667.000	540,725	1,102,154
	ARCH CAPITAL GROUP LTD COMMON STOCK 0	55,438.000	1,754,348	2,464,219
	ARGO GROUP INTL HLDGS LTD COMMON STOCK	3,515.000	137,802	204,257
	ATLASSIAN CORP PLC COMMON STOCK CL.A 0	397.000	86,704	151,372
	AXIS CAPITAL HOLDINGS LTD COMMON STOCK 0	13,068.000	540,428	711,814
	BIOHAVEN PHARMACEUTICAL HLDGS COMMON STOCK 0	744.000	107,051	102,531
	ACCENTURE PLC COMMON STOCK CL.A 0	2,007.000	280,926	832,002
	CLARIVATE PLC COMMON STOCK 0	15,509.000	366,752	364,772
	DLOCAL LTD/URUGUAY COMMON STOCK 0	2,792.000	124,818	99,646
	GENPACT LTD COMMON STOCK 0	2,799.000	116,102	148,571
	HELEN OF TROY LTD COMMON STOCK 0	1,203.000	192,417	294,097
	HORIZON THERAPEUTICS PLC COMMON STOCK 0	912.000	64,373	98,277
	IHS MARKIT LTD COMMON STOCK 0	12,327.000	699,207	1,638,505
	LIVANOVA PLC COMMON STOCK 0	1,556.000	88,694	136,041
	MEDTRONIC PLC & INC COMMON STOCK 0	16,723.000	1,541,885	1,729,994
	MELI KASZEK PIONEER CORP COMMON STOCK 0	2,949.000	31,121	34,090
	NOVOCURE LTD COMMON STOCK 0	718.000	116,350	53,907
	TRITON INTERNATIONAL LTD/BER COMMON STOCK	4,206.000	215,595	253,327
	ALCON INC COMMON STOCK 0	1,554.000	109,325	135,384
	CHUBB LIMITED COMMON STOCK 0	6,550.000	814,451	1,266,181
	TE CONNECTIVITY LTD COMMON STOCK 0	6,570.000	488,833	1,060,004

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	GLOBANT SA COMMON STOCK 0	695.000	\$ 95,524	\$ 218,293
	CYBERARK SOFTWARE LTD/ISRAEL COMMON STOCK 0	740.000	140,479	128,227
	INMODE LTD COMMON STOCK 0	2,960.000	129,899	208,917
	KORNIT DIGITAL LTD COMMON STOCK 0	1,348.000	205,132	205,233
	AERBORNE FUNDING LIMITED COMMON STOCK 0	37,392.000	1,231,910	2,446,185
	ASML HOLDING NV COMMON STOCK 0	2,160.000	520,984	1,719,662
	Total Corporate Stocks - Common			\$ 212,896,326
**	Participant Loans: (Interest Rate 4.25% - 6.50%)		-0-	\$ 5,525,165
	Common/Collective Funds			
	WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROWTH C	1,522,464.670	\$ 21,634,223	\$ 30,053,452
	7-Eleven Inc, 0.95%, due 2/10/2026		*	824
	Abbvie Inc, 2.30%, due 11/21/2022		*	500
	Abbvie Inc, 2.60%, due 11/21/2024		*	547
	Abbvie Inc, 3.20%, due 11/21/2029		*	1,403
	AEP Texas Restoration Funding LLC, 2.06%, due 2/1/2027		*	2,954
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026		*	1,258
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026		*	2,076
	Aetna Inc, 2.80%, due 6/15/2023		*	2,365
	Air Lease Corp, 1.88%, due 8/15/2026		*	1,267
	Air Lease Corp, 2.88%, due 1/15/2026		*	921
	Amazon.com Inc, 2.40%, due 2/22/2023		*	1,149
	Ameren Corp, 1.95%, due 3/15/2027		*	1,382
	American Electric Power, 2.30%, due 03/01/2030		*	1,111
	American Express Co, 2.50%, due 7/30/2024		*	920
	American Express Co, 3.40%, due 2/22/2024		*	934
	American Intl Group, 3.90%, due 4/1/2026		*	631
	American Intl Group, 4.13%, due 2/15/2024		*	1,133
	Ameriprise Financial Inc, 4.00%, due 10/15/2023		*	1,116
	Anglo American Capital PLC, 2.63%, due 9/10/2030		*	1,510
	Anheuser-Busch InBev, 4.75%, due 1/23/2029		*	3,136
	Apple Inc, 1.13%, due 5/11/2025		*	847
	Apple Inc, 1.80%, due 9/11/2024		*	2,699
	Arizona Department of Transportation State Highway Fund Revenue, 2.17%, due 7/1/2026		*	740
	ASB Bank Ltd, 1.63%, due 10/22/2026		*	3,611
	AstraZeneca PLC, 0.70%, due 4/8/2026		*	1,281
	AT&T Inc, 4.30%, due 2/15/2030		*	3,102
	AutoZone Inc, 3.75%, due 4/18/2029		*	1,495
	Avalonbay Communities, 3.30%, due 6/1/2029		*	1,378
	BA Credit Card Trust, 1.74%, due 1/15/2025		*	7,184
	Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026		*	1,681
	Banc of America Commercial Mortgage Trust 2017-BNK3, 3.57%, due 2/15/2050		*	2,131
	Banco Santander SA, 3.13%, due 2/23/2023		*	1,404
	BANK 2017-BNK9, 3.54%, due 11/15/2054		*	2,178
	BANK 2020-BNK25, 2.61%, due 1/15/2063		*	3,889
	BANK 2021-BNK37, 2.51%, due 11/15/2064		*	3,827
	Bank of America Commercial Mortgage Trust, 1.96%, due 2/15/2050		*	61
	Bank of America Corp, 2.88%, due 10/22/2030		*	1,285
	Bank of America Corp, 3.25%, due 10/21/2027		*	5,454
	Bank of America Corp, 3.42%, due 12/20/2028		*	3,197
	BANK, 2.99%, due 6/15/2060		*	1,363
	BANK, 3.22%, due 8/15/2061		*	4,439
	Barclays PLC, 3.93%, due 5/7/2025		*	2,512
	BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053		*	2,263
	Benchmark 2019-B14 Mortgage Trust, 2.80%, due 12/15/2062		*	6,363
	Benchmark 2020-B20 Mortgage Trust, 2.03%, due 10/15/2053		*	4,301
	Benchmark Mortgage Trust, 3.61%, due 3/15/2062		*	4,164
	Berkshire Hathaway Energy, 2.80%, due 1/15/2023		*	883
	Berkshire Hathaway Inc, 3.13%, due 3/15/2026		*	3,441
	BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund		*	487,841
	BlackRock 1-3 Year Government Bond Index Fund		*	261,544
	BlackRock Asset-Backed Securities Index Fund		*	226,181
	BlackRock Commercial Mortgage-Backed Securities Index Fund		*	88,314
	BlackRock Mortgage-Backed Securities Index Fund		*	349,580
	BNP Paribas SA, 1.68%, due 6/30/207		*	1,417
	Boeing Co, 2.70%, due 5/1/2022		*	823
	Boeing Co, 2.80%, due 3/1/2024		*	756
	Boeing Co, 3.63%, due 2/1/2031		*	624
	BP Capital Markets America Inc, 1.75%, due 8/10/2030		*	1,482
	Bristol Myers Squibb, 3.25%, due 2/20/2023		*	1,778
	Broadcom Inc, 3.42%, due 4/15/2033		*	3,317

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	Capital One Financial Corp, 3.75%, due 3/9/2027		*	\$ 1,857
	CarMax Auto Owner Trust 2019-2, 2.68%, due 3/15/2024		*	902
	CarMax Auto Owner Trust 2020-2, 1.70%, due 11/15/2024		*	1,117
	CarMax Auto Owner Trust 2020-4, 0.63%, due 6/15/2026		*	3,693
	CarMax Auto Owner Trust 2020-4, 0.82%, due 4/15/2027		*	3,789
	Carrier Global Corp, 2.24%, due 2/15/2025		*	1,261
	Cash		*	6,652
	CD 2017-CD4 Mortgage Trust, 2.01%, due 5/10/2050		*	371
	CD Mortgage Trust, 1.93%, due 8/15/2057		*	4,758
	Charter Comm OPT LLC/Cap, 4.46%, due 7/23/2022		*	1,105
	Cheniere Corpus Chris, 5.88%, due 3/31/2025		*	1,261
	Cigna Corp, 2.40%, due 3/15/2030		*	912
	Cigna Corp, 3.05%, due 11/30/2022		*	814
	Cigna Corp, 4.38%, due 10/15/2028		*	1,692
	Citibank NA, 3.65%, due 1/23/2024		*	1,270
	Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049		*	2,862
	Citigroup Commercial Mortgage Trust 2016-P6, 3.51%, due 12/10/2049		*	1,679
	Citigroup Commercial Mortgage Trust 2019-C7, 3.10%, due 12/15/2072		*	4,217
	Citigroup Commercial Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053		*	1,529
	Citigroup Inc, 2.67%, due 1/29/2031		*	1,132
	Citigroup Inc, 3.88%, due 10/25/2023		*	3,597
	City & County Honolulu HI Wastewater System Revenue, 2.23%, due 7/1/2024		*	265
	CNH Equipment Trust, 2.52%, due 8/15/2024		*	1,412
	CNH Equipment Trust, 3.01%, due 4/15/2024		*	935
	Comcast Corp, 3.15%, due 3/1/2026		*	803
	Comcast Corp, 3.70%, due 4/15/2024		*	2,068
	COMM 2014-CR14 MTG TR, 4.24%, due 2/10/2047		*	1,144
	COMM 2015-CR24 MTG TR, 3.70%, due 8/10/2048		*	1,987
	COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057		*	2,620
	COMM Mortgage Trust, 3.15%, due 2/10/2047		*	3,477
	Conagra Brands Inc, 1.38%, due 11/1/2027		*	1,045
	ConocoPhillips, 3.75%, due 10/1/2027		*	655
	Cooperatieve Rabobank UA, 1.34%, due 6/24/2026		*	1,471
	Corporacion Andina DE, 3.25%, due 2/11/2022		*	826
	Crown Castle Intl Corp, 1.35%, due 7/15/2025		*	1,080
	Crown Castle Intl Corp, 3.30%, due 7/1/2030		*	1,457
	CSAIL 2019-C18 COML, 2.85%, due 12/15/2052		*	2,479
	CSAIL Comercial Mortgage Trust, 2.99%, due 6/15/2050		*	9,411
	CSX Corp, 2.60%, due 11/1/2026		*	1,597
	CSX Corp, 3.35%, due 11/1/2025		*	1,218
	CVS Health Corp, 2.13%, due 9/15/2031		*	1,593
	CVS Health Corp, 4.30%, due 3/25/2028		*	1,597
	CyrusOne LP, 2.90%, due 11/15/2024		*	370
	Daimler Finance NA LLC, 3.30%, due 5/19/2025		*	1,436
	DBGS 2018-C1 Mortgage Trust, 4.47%, due 10/15/2051		*	4,004
	Dell Equip Fin TR, 2.24%, due 2/22/2023		*	4,854
	Dell Equip Fin TR, 2.83%, due 3/22/2024		*	2
	DFJPM 16-C3 Mortgage Trust, 2.89%, due 8/10/2049		*	1,949
	DH Europe FIN II S A R, 2.20%, due 11/15/2024		*	1,234
	Diamondback Energy, 2.88%, due 12/1/2024		*	1,023
	Dollar General Corp, 3.50%, due 4/3/2030		*	1,406
	Ecolab Inc, 1.65%, due 2/1/2027		*	2,389
	Ecolab Inc, 3.25%, due 12/1/2027		*	1,474
	Enbridge Inc, 3.13%, due 11/15/2029		*	876
	Energy Transfer Partners LP, 4.20%, due 4/15/2027		*	500
	Enterprise Fleet Financing 2021-3 LLC, 1.22%, due 8/20/2027		*	1,680
	Equinox Inc, 1.45%, due 5/15/2026		*	1,500
	Estee Lauder Cos Inc, 2.00%, due 12/1/2024		*	279
	Exelon Corp, 4.05%, due 4/15/2030		*	1,524
	Exxon Mobil Corp, 1.57%, due 4/15/2023		*	2,976
	Fannie Mae REMICS, 2.00%, due 12/25/2022		*	273
	Fannie Mae REMICS, 2.50%, due 12/25/2037		*	7,569
	Fannie Mae REMICS, 2.50%, due 8/25/2034		*	4,300
	Fannie Mae REMICS, 2.75%, due 9/25/2042		*	5,874
	Fannie Mae REMICS, 3.00%, due 11/25/2040		*	965
	Fannie Mae REMICS, 3.00%, due 6/25/2039		*	4,224
	Fannie Mae REMICS, 3.00%, due 6/25/2040		*	16
	Fannie Mae REMICS, 3.50%, due 12/25/2040		*	50
	Fannie Mae REMICS, 3.50%, due 5/25/2041		*	493
	Fannie Mae REMICS, 3.50%, due 8/25/2044		*	2,208
	Fannie Mae REMICS, 4.00%, due 11/25/2024		*	844
	Fannie Mae REMICS, 4.00%, due 5/25/2041		*	237

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	Fannie Mae REMICS, 4.00%, due 6/25/2026		*	\$ 548
	Fannie Mae REMICS, 4.50%, due 2/25/2038		*	238
	Fannie Mae, 2.00%, due 1/1/2036		*	1,127
	Fannie Mae, 2.00%, due 10/1/2051		*	1,841
	Fannie Mae, 2.00%, due 11/1/2050		*	2,514
	Fannie Mae, 2.00%, due 12/1/2050		*	1,539
	Fannie Mae, 2.00%, due 2/1/2051		*	2,931
	Fannie Mae, 2.00%, due 2/1/2051		*	2,791
	Fannie Mae, 2.00%, due 4/1/2051		*	3,080
	Fannie Mae, 2.00%, due 4/1/2051		*	3,026
	Fannie Mae, 2.00%, due 6/1/2036		*	3,146
	Fannie Mae, 2.00%, due 7/1/2050		*	1,974
	Fannie Mae, 2.00%, due 7/1/2051		*	3,083
	Fannie Mae, 2.00%, due 8/1/2051		*	3,019
	Fannie Mae, 2.00%, due 8/1/2051		*	1,547
	Fannie Mae, 2.50%, due 1/1/2051		*	2,421
	Fannie Mae, 2.50%, due 10/1/2051		*	3,244
	Fannie Mae, 2.50%, due 11/1/2027		*	226
	Fannie Mae, 2.50%, due 12/1/2027		*	94
	Fannie Mae, 2.50%, due 12/1/2031		*	1,273
	Fannie Mae, 2.50%, due 12/1/2049		*	1,410
	Fannie Mae, 2.50%, due 12/1/2050		*	2,559
	Fannie Mae, 2.50%, due 2/1/2028		*	253
	Fannie Mae, 2.50%, due 4/1/2050		*	1,337
	Fannie Mae, 2.50%, due 5/1/2028		*	869
	Fannie Mae, 2.50%, due 6/1/2032		*	1,681
	Fannie Mae, 2.50%, due 7/1/2050		*	2,083
	Fannie Mae, 2.50%, due 7/1/2050		*	2,041
	Fannie Mae, 2.50%, due 9/1/2028		*	929
	Fannie Mae, 2.50%, due 9/1/2051		*	3,192
	Fannie Mae, 3.00%, due 1/1/2028		*	126
	Fannie Mae, 3.00%, due 1/1/2033		*	1,621
	Fannie Mae, 3.00%, due 10/1/2030		*	1,353
	Fannie Mae, 3.00%, due 11/1/2031		*	726
	Fannie Mae, 3.00%, due 11/1/2045		*	3,078
	Fannie Mae, 3.00%, due 11/1/2046		*	3,711
	Fannie Mae, 3.00%, due 11/1/2048		*	1,464
	Fannie Mae, 3.00%, due 12/1/2049		*	1,253
	Fannie Mae, 3.00%, due 2/1/2050		*	1,592
	Fannie Mae, 3.00%, due 3/1/2030		*	2,558
	Fannie Mae, 3.00%, due 3/1/2048		*	798
	Fannie Mae, 3.00%, due 5/1/2050		*	1,554
	Fannie Mae, 3.00%, due 5/1/2051		*	2,135
	Fannie Mae, 3.00%, due 6/1/2032		*	1,072
	Fannie Mae, 3.00%, due 7/1/2050		*	1,519
	Fannie Mae, 3.00%, due 7/1/2051		*	1,616
	Fannie Mae, 3.00%, due 8/1/2051		*	1,539
	Fannie Mae, 3.00%, due 9/1/2050		*	2,119
	Fannie Mae, 3.04%, due 9/1/2047		*	1,643
	Fannie Mae, 3.50%, due 1/1/2026		*	180
	Fannie Mae, 3.50%, due 1/1/2050		*	1,139
	Fannie Mae, 3.50%, due 12/1/2046		*	5,051
	Fannie Mae, 3.50%, due 12/1/2047		*	1,895
	Fannie Mae, 3.50%, due 2/1/2048		*	552
	Fannie Mae, 3.50%, due 8/1/2026		*	1,423
	Fannie Mae, 4.00%, due 10/1/2048		*	443
	Fannie Mae, 4.00%, due 12/1/2037		*	4,392
	Fannie Mae, 4.00%, due 5/1/2050		*	1,146
	Fannie Mae, 4.00%, due 8/1/2049		*	2,095
	Fannie Mae, 4.00%, due 9/1/2042		*	963
	Fannie Mae, 4.50%, due 12/1/2048		*	927
	Fannie Mae, 4.50%, due 4/1/2049		*	408
	Fannie Mae, 4.50%, due 5/1/2047		*	1,513
	Fannie Mae, 5.50%, due 5/1/2025		*	2
	Fidelity National Information Services Inc, 1.15%, due 3/1/2026		*	1,295
	First Republic Bank, 1.91%, due 2/12/2024		*	863
	Freddie Mac Gold Pool, 3.00%, due 12/1/2033		*	599
	Freddie Mac Gold Pool, 3.00%, due 6/1/2031		*	586
	Freddie Mac Gold Pool, 3.00%, due 6/1/2033		*	1,287
	Freddie Mac Gold Pool, 3.50%, due 11/1/2046		*	4,163
	Freddie Mac Gold Pool, 4.00%, due 3/1/2043		*	4,334
	Freddie Mac Gold Pool, 4.00%, due 8/1/2048		*	2,014

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	Freddie Mac Non Gold Pool, 3.20%, due 7/1/2047		*	\$ 376
	Freddie Mac Pool, 2.00%, due 10/1/2036		*	1,741
	Freddie Mac Pool, 2.00%, due 12/1/2050		*	2,766
	Freddie Mac Pool, 2.00%, due 12/1/2050		*	2,720
	Freddie Mac Pool, 2.00%, due 4/1/2051		*	2,994
	Freddie Mac Pool, 2.00%, due 6/1/2036		*	3,076
	Freddie Mac Pool, 2.00%, due 8/1/2036		*	1,294
	Freddie Mac Pool, 2.50%, due 5/1/2030		*	1,958
	Freddie Mac Pool, 2.50%, due 5/1/2050		*	1,890
	Freddie Mac Pool, 2.50%, due 9/1/2050		*	2,452
	Freddie Mac Pool, 2.50%, due 9/1/2050		*	2,340
	Freddie Mac Pool, 3.00%, due 10/1/2049		*	795
	Freddie Mac Pool, 3.00%, due 4/1/2050		*	1,520
	Freddie Mac Pool, 3.00%, due 7/1/2029		*	602
	Freddie Mac Pool, 3.00%, due 9/1/2050		*	1,516
	Freddie Mac Pool, 3.50%, due 1/1/2050		*	428
	Freddie Mac Pool, 3.50%, due 10/1/2049		*	1,041
	Freddie Mac Pool, 4.00%, due 5/1/2050		*	566
	Freddie Mac REMICS, 1.25%, due 4/25/2045		*	8,412
	Freddie Mac REMICS, 2.00%, due 1/15/2039		*	40
	Freddie Mac REMICS, 2.00%, due 10/15/2039		*	1,037
	Freddie Mac REMICS, 2.00%, due 5/25/2033		*	1,699
	Freddie Mac REMICS, 2.50%, due 11/15/2040		*	4,144
	Freddie Mac REMICS, 2.50%, due 12/15/2030		*	325
	Freddie Mac REMICS, 3.00%, due 10/15/2039		*	7,571
	Freddie Mac REMICS, 3.00%, due 10/15/2045		*	5,360
	Freddie Mac REMICS, 3.00%, due 3/15/2041		*	722
	Freddie Mac REMICS, 3.00%, due 6/15/2039		*	619
	Freddie Mac REMICS, 3.50%, due 10/15/2028		*	4,884
	Freddie Mac REMICS, 3.50%, due 10/15/2030		*	227
	Freddie Mac REMICS, 4.00%, due 3/15/2037		*	437
	General Motors Financial Co Inc, 1.25%, due 1/8/2026		*	1,550
	General Motors Financial Co Inc, 2.40%, due 4/10/2028		*	1,655
	Gilead Sciences Inc, 3.50%, due 2/1/2025		*	2,182
	Ginnie Mae I Pool, 4.50%, due 11/15/2024		*	2,098
	Ginnie Mae II Pool, 3.00%, due 5/20/2050		*	1,481
	Ginnie Mae II Pool, 3.00%, due 6/20/2050		*	1,550
	Ginnie Mae II Pool, 3.00%, due 8/20/2050		*	1,775
	Ginnie Mae II Pool, 4.39%, due 11/20/2062		*	4
	Ginnie Mae II Pool, 4.39%, due 5/20/2063		*	9
	Ginnie Mae II Pool, 4.63%, due 8/20/2062		*	34
	GM Financial Automobile Leasing Trust, 1.67%, due 12/20/2022		*	2,125
	GM Financial Consumer Automobile Receivables Trust 2020-2, 1.49%, due 12/16/2024		*	1,175
	GM Financial Consumer Automobile Receivables Trust 2020-3, 0.45%, due 4/16/2025		*	2,927
	GM Financial Consumer Automobile Receivables Trust, 0.38%, due 8/18/2025		*	3,039
	GM Financial Consumer Automobile Trust, 3.21%, due 10/16/2023		*	523
	GMF Floorplan Owner Revolving Trust, 0.69%, due 10/15/2025		*	4,714
	Goldman Sachs Group Inc, 3.50%, due 11/16/2026		*	3,140
	Goldman Sachs Group Inc, 3.50%, due 4/1/2025		*	2,894
	Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034		*	5,102
	Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050		*	5,593
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035		*	3,758
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2042		*	1,935
	Govt Natl Mortgage Assoc, 2.50%, due 11/16/2037		*	191
	Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043		*	2,746
	Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039		*	1,219
	Govt Natl Mortgage Assoc, 4.00%, due 6/16/2038		*	34
	Govt Natl Mortgage Assoc, 4.50%, due 6/20/2039		*	580
	GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050		*	4,955
	GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052		*	2,705
	Healthcare Trust of America, 3.50%, due 8/1/2026		*	1,341
	Hewlett Packard Enterprise, 1.75%, due 4/1/2026		*	613
	Honda Auto Receivables 2021-3 Owner Trust, 0.41%, due 11/18/2025		*	4,958
	HSBC Holdings PLC, 0.98%, due 5/24/2025		*	1,056
	Hyundai Auto Receivables Trust 2020-C, 0.49%, due 11/16/2026		*	4,347
	Hyundai Auto Receivables Trust 2021-C, 0.74%, due 5/15/2026		*	1,381
	ING Group, 3.55%, due 4/9/2024		*	1,021
	Insurance Company Separate Accounts - 11.50% New York Life		*	618,686
	International Flavors & Fragrances Inc, 1.23%, due 10/1/2025		*	1,365
	Jackson Financial Inc, 1.13%, due 11/22/2023		*	1,711
	John Deere Capital Corp, 2.80%, due 3/6/2023		*	701
	John Deere Capital Corp, 3.65%, due 10/12/2023		*	1,793

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	John Deere Owner Trust, 0.36%, due 9/15/2025		*	\$ 4,019
	John Deere Owner Trust, 0.51%, due 11/15/2024		*	2,285
	JPMorgan Chase & Co, 2.08%, due 4/22/2026		*	2,765
	JPMorgan Chase & Co, 4.45%, due 12/5/2029		*	4,250
	Keurig Dr Pepper Inc, 3.20%, due 5/1/2030		*	1,263
	Keurig Dr Pepper Inc, 4.06%, due 5/25/2023		*	578
	Kinder Morgan Inc/DE, 4.30%, due 6/1/2025		*	2,355
	Kredit Fuer Wiederaufbau, 2.38%, due 12/29/2022		*	2,383
	Lincoln National Corp, 3.80%, due 3/1/2028		*	1,494
	Lloyds Banking Group PLC, 1.63%, due 5/11/2027		*	1,554
	Marriott International Inc/MD, 5.75%, due 5/1/2025		*	2,003
	Massachusetts ST SCH, 2.08%, due 10/15/2023		*	1,008
	Massachusetts ST WTR, 1.77%, due 8/1/2023		*	521
	McDonald's Corp, 3.30%, due 7/1/2025		*	1,279
	Medtronic Inc, 3.50%, due 3/15/2025		*	394
	Merck & Co Inc, 2.90%, due 3/7/2024		*	856
	MMAF Equipment Finance LLC, 2.01%, due 12/12/2024		*	2,024
	Morgan Stanley BAML Trust, 3.04%, due 4/15/2048		*	6,608
	Morgan Stanley BAML Trust, 3.45%, due 7/15/2050		*	2,488
	Morgan Stanley BAML Trust, 3.56%, due 11/15/2046		*	1,169
	Morgan Stanley Capital I Trust, 3.32%, due 12/15/2051		*	568
	Morgan Stanley, 3.62%, due 4/1/2031		*	2,798
	Morgan Stanley, 3.75%, due 2/25/2023		*	1,456
	MPLX LP, 4.13%, due 3/1/2027		*	1,277
	NatWest Group PLC, 1.64%, due 6/14/2027		*	668
	NatWest Group PLC, 3.88%, due 9/12/2023		*	1,251
	Nissan Auto Rec OT, 1.38%, due 12/16/2024		*	10,193
	Nissan Auto Rec OT, 2.50%, due 11/15/2023		*	2,036
	Nissan Auto Rec OT, 3.22%, due 6/15/2023		*	967
	Nissan Auto Receivables 2019-A, 2.90%, due 10/16/2023		*	673
	Nissan Auto Receivables 2020-A, 1.38%, due 12/16/2024		*	1,230
	Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund		*	247,250
	Northern Trust Collective 1-10 Year Intermediate Government Bond Index Fund		*	45,101
	Northern Trust Collective Asset-Backed Securities Bond Index Fund		*	223,807
	Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund		*	87,427
	Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund		*	235,379
	Northern Trust Collective Mortgage-Backed Securities Index Fund		*	346,556
	Northern Trust Collective Short Term Government Bond Index Fund		*	213,638
	NRG Energy Inc, 2.45%, due 12/2/2027		*	2,509
	Nutrien Ltd, 1.90%, due 5/13/2023		*	413
	O'Reilly Automotive Inc, 1.75%, due 3/15/2031		*	1,458
	Oscar 2017-2A A4, 2.76%, due 12/10/2024		*	71
	Oscar 2018-1A A4, 3.50%, due 5/12/2025		*	1,239
	Oscar 2018-2A A4, 3.63%, due 9/10/2025		*	1,890
	Oscar 2019-2A A3, 2.59%, due 9/11/2023		*	1,141
	Oscar 2019-2A A4, 2.68%, due 9/10/2026		*	3,118
	Oscar US Funding, 1.00%, due 4/10/2028		*	1,828
	Pacific Life Global Funding II, 1.38%, due 4/14/2026		*	3,655
	Paypal, 1.65%, due 6/1/2025		*	945
	Paypal, 2.40%, due 10/1/2024		*	1,006
	Pfizer Inc, 2.95%, due 3/15/2024		*	356
	Pfizer Inc, 3.20%, due 9/15/2023		*	356
	Philip Morris Intl Inc, 2.38%, due 8/17/2022		*	2,746
	PNC Financial Services Group, 1.15%, due 8/13/2026		*	1,935
	Prudential Core Conservative Intermediate Bond Fund		*	322,052
	Prudential Short Duration Core Bond Fund		*	367,954
	PSNH Funding LLC, 3.09%, due 2/1/2026		*	2,171
	Public Storage, 1.50%, due 11/9/2026		*	1,002
	Raytheon Technologies Corp, 4.13%, due 11/16/2028		*	3,357
	Realty Income Corp, 2.20%, due 6/15/2028		*	1,029
	Reedy Creek Improvement District, 1.77%, due 6/1/2015		*	449
	Republic of Italy Government International Bond, 2.38%, due 10/17/2024		*	1,222
	Republic Services Inc, 2.50%, due 8/15/2024		*	528
	Sealed Air Corp, 1.57%, due 10/15/2026		*	2,692
	ServiceNow Inc, 1.40%, due 9/1/2030		*	1,430
	Sherwin-Williams Co, 2.30%, due 5/15/2030		*	392
	Starbucks Corp, 1.30%, due 5/7/2022		*	630
	State of Connecticut, 2.10%, due 7/1/2025		*	264
	State of Wisconsin, 1.75%, due 5/1/2023		*	482
	Stellantis Finance US Inc, 1.71%, due 1/29/2027		*	2,564
	Takeda Pharmaceutical, 2.05%, due 3/31/2030		*	1,430
	The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d)		*	172,113

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)
As of December 31, 2021

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	T-Mobile US, Inc, 1.50%, due 2/15/2026		*	\$ 1,417
	T-Mobile US, Inc, 3.50%, due 4/15/2025		*	1,465
	Toyota Auto Receivables 2020-B, 1.36%, due 8/15/2024		*	979
	Toyota Auto Receivables 2020-C, 0.44%, due 10/15/2024		*	2,829
	Truist Fin Corp, 3.05%, due 6/20/2022		*	1,491
	Truist Fin Corp, 3.70%, due 6/5/2025		*	1,681
	TSMC Arizona Corp, 1.75%, due 10/25/2026		*	799
	UBS Comm Mortgage Trust, 3.00%, due 8/15/2050		*	1,029
	UBS Comm Mortgage Trust, 3.40%, due 5/10/2045		*	180
	United Health Group Inc, 2.38%, due 8/15/2024		*	1,982
	United Health Group Inc, 3.75%, due 7/15/2025		*	765
	US Treasury Note, 0.13%, due 6/30/2023		*	40,440
	US Treasury Note, 0.38%, due 7/15/2024		*	61,903
	US Treasury Note, 0.38%, due 8/15/2024		*	5,820
	US Treasury Note, 1.13%, due 10/31/2026		*	43,634
	US Treasury Note, 2.50%, due 1/15/2022		*	32,840
	US Treasury Note, 2.50%, due 2/15/2022		*	41,194
	USAA Capital Corp, 1.50%, due 5/1/2023		*	515
	Verizon Communications, 0.41%, due 4/21/2025		*	3,037
	Verizon Communications, 1.94%, due 4/22/2024		*	870
	Verizon Communications, 4.02%, due 12/3/2029		*	1,449
	Viatis Inc, 1.65%, due 6/22/2025		*	643
	Visa Inc, 2.15%, due 9/15/2022		*	1,155
	VMware Inc, 3.90%, due 8/21/2027		*	3,376
	Volkswagen Auto Loan Enhanced Trust 2021-1, 1.26%, due 10/23/2028		*	1,202
	Volkswagen Group America, 2.70%, due 9/26/2022		*	779
	Walt Disney Co, 3.00%, due 9/15/2022		*	1,078
	Waste Management Inc, 2.00%, due 6/1/2029		*	811
	Wells Fargo & Co, 3.00%, due 2/19/2025		*	1,790
	Wells Fargo & Co, 3.75%, due 1/24/2024		*	1,809
	Wells Fargo Comm Mortgage, 2.50%, due 10/15/2049		*	228
	Wells Fargo Comm Mortgage, 3.15%, due 12/15/2047		*	1,054
	WFRBS13-C17 ASB, 3.56%, due 12/15/2046		*	281
	World Omni Auto Receivables 2020-C, 0.48%, due 11/17/2025		*	2,435
	World Omni Auto Receivables 2021-D, 0.81%, due 10/15/2026		*	1,922
	Total Common/Collective Funds			\$ 35,249,419
	Pooled Separate Accounts			
	New York Life Anchor Acct III		*	\$ 29,452,569
	Total Pooled Separate Accounts			\$ 29,452,569
	Registered Investment Companies			
	American Century Ultra-Inv		*	\$ 17,562,354
	American Funds Washington Mutual-A		*	17,662,489
	JPMorgan Large Cap Growth-R6		*	42,074,968
	T Rowe Price Small-Cap Value		*	25,231,781
	Vanguard Intermediate-Term Bond Index-Inst		*	9,250,621
	American Funds EuroPacific GR R4		*	16,067,306
	Janus Henderson Enterprise I		*	11,842,611
	Vanguard Institutional Index Fund		*	30,749,284
	Vanguard FTSE Social Index Admiral		*	2,857,012
	Vanguard Target Retirement Inc Instl		*	10,203,730
	Vanguard Instl Trgt Retire 2015 Instl		*	2,055,009
	Vanguard Instl Trgt Retire 2020 Instl		*	9,017,448
	Vanguard Instl Trgt Retire 2025 Instl		*	15,649,621
	Vanguard Instl Trgt Retire 2030 Instl		*	20,108,271
	Vanguard Instl Trgt Retire 2035 Instl		*	25,824,406
	Vanguard Instl Trgt Retire 2040 Instl		*	15,936,563
	Vanguard Instl Trgt Retire 2045 Instl		*	12,216,150
	Vanguard Instl Trgt Retire 2050 Instl		*	8,543,644
	Vanguard Instl Trgt Retire 2055 Instl		*	4,233,580
	Vanguard Instl Trgt Retire 2060 Instl		*	1,392,419
	Vanguard Instl Trgt Retire 2065 Instl		*	521,124
	LAZARD EMERG MKT EQY-INST MUTUAL FUND	83,849,590	1,499,052	1,519,355
	VANGUARD INSTITUTIONAL INDEX FUND	163,332,670	37,211,410	66,278,765
	Total Registered Investment Companies			366,798,511

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT YEAR END)

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EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Other Assets			
	BUCKEYE OH TOBACCO MUNICIPAL REVENUE BONDS Semi Annual 1.71 6/1/24	685,000.000	\$ 685,000	\$ 692,057
	STATE OF GEORGIA GENERAL OBLIGATION BONDS Semi Annual 2.67 2/1/22	400,000.000	409,620	400,752
	NEW JERSEY ECONOMIC DEV REVENUE BONDS Semi Annual 7.43 2/15/29	715,000.000	902,623	898,635
	OKLAHOMA CITY OK AIRPORT TRUST REVENUE BONDS Semi Annual 6.86 7/1/43	410,000.000	471,344	446,857
	Total Other Assets			<u>\$ 2,438,301</u>
	Total Assets			<u>\$ 860,661,945</u>

** A party-in interest as defined by ERISA

* Cost omitted for participant directed investments