

MARCH 2010

Applause®

MARY KAY®
Enriching Women's Lives™

The Scoop
on Ingredients

**Career
Conference**
Is Almost Here!

A **Cadillac** Is Born

**Limited-
Time Offer:**
Miracle in a
Month



+



=



\$8

Purchase With Purchase

free* for you Feb. 16 – March 15, 2010

This month, your free* items with your qualifying order will include a preview of TimeWise Body™ Targeted-Action® Toning Lotion (available for purchase beginning March 16), the Mary Kay® Compact Cover, the Spring 2010 gift with purchase Mary Kay® Mini Mineral Eye Color Quad and the Travel Roll-Up Bag. For a complete list of BizBuilders quantities and values for this month, go to the Mary Kay InTouch® Web site after Feb. 10 and type "BizBuilders" in the search bar.



TimeWise Body™
Targeted-Action®
Toning Lotion



Mary Kay®
Compact Cover
(Compact not included.)



Mary Kay® Mini
Mineral Eye Color Quad



Travel Roll-Up Bag
(Product not included.)

wholesale order	receive for free*
\$400	\$28 in suggested retail products
\$600	\$28 in suggested retail products + Section 2 items
\$800	\$56 in suggested retail products + Section 2 items
\$1,200	\$84 in suggested retail products + Section 2 items
\$1,800	\$142 in suggested retail products + Section 2 items
Star Consultant	

march: dates to remember

1 Postmark cutoff for Independent Beauty Consultants to mail Commitment Forms to begin Independent Sales Director qualification this month.

Online Sales Director-in-Qualification Commitment Form available beginning 6 a.m. Central time.

8

10 Last day to submit online Sales Director-in-Qualification Commitment Form. Commitment Form available until midnight Central time.

Early ordering of the new Spring 2010 promotional items begins for Independent Beauty Consultants who enrolled in *The Look* for Spring 2010 through the Preferred Customer ProgramSM.

Postmark deadline for Quarter 3 Star Consultant quarterly contest.

Deadline to make Quarter 2 Star Consultant prize selections.

Postmark deadline for Winter 2009 promotion and to earn the third monthly product bonus.

Early ordering of the new Spring 2010 promotional items available for all Independent Beauty Consultants.

Last day for customers to take advantage of the Winter 2009 gift-with-purchase offer.

Last day to enroll online for the Spring 2010 Preferred Customer ProgramSM Month 2 mailer.

15

Quarter 4 Star Consultant quarterly contest begins.

Spring 2010 promotion and first monthly product bonus begin.

16

19 Spring 2010 Preferred Customer ProgramSM customer mailing of *The Look* begins. (Allow 7-10 business days for delivery.)

Career Conference 2010 begins.

Spring 2010 Preferred Customer ProgramSM customer follow-up list and labels master begin mailing.

Online prize selection available for Quarter 3 Star Consultant quarterly contest.

February Career Car qualifier paperwork due to Company.

20

30 Last day of the month for Independent Beauty Consultants to place telephone orders (until midnight Central time).

Last day of the month for Independent Beauty Consultants to place online orders (until midnight Central time).

Last business day of the month. Orders and Independent Beauty Consultant Agreements submitted by mail or dropped off at the branches must be received by 7 p.m. local time to count toward this month's production.

Online Independent Beauty Consultant Agreements accepted until 7 p.m. Central time.

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Mary Kay said it best

"It isn't always easy to find the time to sit down quietly and reaffirm our long-range objectives, to calculate where you stand on the way to achieving these objectives and to determine the next logical step to be taken. It is worthwhile to do so. Staying afloat may be urgent, but knowing where you are going is important."

month of miracles

Looking for more customers? With the Miracle in a Month limited-time special offer, you can get new customers started on a one-month supply of two age-fighting powerhouse products with incredible reorder potential! From Feb. 1-28, when your customers purchase one TimeWise® Trial Miracle Set™ and one TimeWise® Replenishing Serum+C, consider offering them a Beauty Carryall for just \$8* while supplies last. Why not share this purchase-with-purchase offer at February parties? And remember to log your party count online as we reach for 5 million “parties with a purpose.” The party tally is growing!



Part #10-039175†
Dimensions: 12”
wide x 7.5” tall x
7” deep



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An Ingredient Story

Dr. Beth Lange shares information on ingredients and how to answer your customers' ingredients questions. Get the scoop!

Miracle in a Month

Make the most of this limited-time offer by sharing a consumer-ready flier with your customers. And when you sell 13 each of the TimeWise® Trial Miracle Set™ and TimeWise® Replenishing Serum+C from Feb. 1-28, you'll receive a name badge ribbon and standing recognition at Career Conference 2010!

Here Comes Career Conference

You'll learn, laugh and LOVE pearls at *Project StarPower*™ Career Conference 2010. Achieve the *Girls Love Pearls* Team-Building Challenge and pick up your gorgeous bracelet at your Career Conference location!

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*Consider offering the Beauty Carryall for \$8 (suggested retail) while supplies last with a purchase of one TimeWise® Trial Miracle Set™ and one TimeWise® Replenishing Serum+C. Fixed wholesale price for the Beauty Carryall is \$8.

two days to power up your business

Did you know Career Conference immerses you in essential dimensions of your Mary Kay business life? From fun and motivation to sisterhood and Golden Rule customer service. And there's more. Career Conference provides you with the practical know-how to go home afterward and immediately apply tips and tactics so you can start building your business more effectively and efficiently. We choose the best of the best to teach you what they've learned, so you'll leave smarter, sharper and more prepared to be a Star Consultant, party with a purpose and increase your customer base!

Three Quick Ways to Register

You still have time to register by Feb. 26 online by calling (800) 338-3680 or by mail. Go to the Mary Kay InTouch® Web site for everything you need to know about getting to Career Conference 2010!

You'll Give This "Grade A" Education High Marks

At Day 1 workshops and Day 2 classes, you'll:

- Learn the "meat and potatoes" of the business.
- Discover how to take your goals to the next level.
- Hear tactical tips from experts that will help you hone your skills.
- Understand how to create new processes so you can take deliberate steps toward your goals.

Day 1 Emerging Leaders Workshops (for Star Team Builders through Independent Sales Directors-in-Qualification)

Passionate About Parties – Discover how those same skills you learn holding parties also can help you build a team, lead a unit and grow an area. It all starts at the "party"!

Stepping Up to the Challenge – You've got the red jacket, and now it's time to trade it in for the suit. Hear about the skills you should possess before you debut and get a clear vision of what your first year may look like if you choose to go all the way!

Day 2 Classes for Independent Beauty Consultants

A Tracked Number Grows – It's not too late to reach your Seminar goals. Hear tips regarding how you can track your success all the way to Seminar.

Becoming Their Leader – Mary Kay believed that the art of leading can be taught, and it can be



mastered! Identify the leadership skills that can help you become a confident and trusted leader.

Car Crazy – This is your year to pull out all the stops and show your team what hard work and determination can do! Discover what a work schedule might look like if you were driven to earn a car.

Choose the Best and Release the Rest – Mary Kay said, "Remember that being a success doesn't always depend on you alone, but also on the work and achievements of your teammates."

Finishing Strong – As you build the foundation of your future unit, remember that Mary Kay did the very same thing many years ago. Hear tips on how to finish strong.

It's Time to Party – If your parties aren't fun, it's time to shake them up a bit! Have a blast while you're building your business, connecting with customers and helping make history by holding parties! Now that's a *Party With a Purpose!*

Team Up for Success – The life of every woman you meet could be enriched by using the products, but not everyone you meet would be right for your team. In this class, we'll discuss what to look for in a potential team member.

The Value of Your I-Story – Your I-story is many times the first impression you give to potential customers. Learn how to tell an I-story that reveals the passion you have for your business.

Day 1 Workshops for Sales Directors

Programs That Can Develop Leaders –

Discover how to create an uninterrupted cycle of growth in your unit by using New Consultant Orientation and Pacesetters!

Star Search – Discover how to build a star-selling, service-driven, goal-reaching unit. Hitch your wagon to a star!

Day 2 Classes for Sales Directors

Digging Deeper – Groundwork for Success – If you are a bit awestruck by your new accomplishment, you'll want to listen to a voice of experience sharing the next steps that could keep your momentum going.

Give It Your Best – Mary Kay said, "Your dreams will come true only if they have substance underscored by work." We'll discuss activities that could send you over the top!

Mentoring Matters – The most powerful thing you can do for a unit member is to help her succeed.

The Power of a Confident Leader – Discover what it takes to be a confident leader and how you can influence growth.



Your (Party) Place Is Reserved

Come opening night, it'll be time to let your hair down! Don't miss the lively speeches, fun videos, fun-fun dance breaks and recognition galore. Get your laughs in before it's "back to business" on Day 2 with classes, inspirational speeches, product education, tools you can use and more!

Girls Love Pearls Luncheon

When you achieve this challenge, you can count on recognition, and how! You won't want to miss this fabulous luncheon that highlights the great job you did sharing the Mary Kay opportunity with others. Independent Beauty Consultants who, from Dec. 1, 2009, through Feb. 28, 2010, add two qualified* new personal team members will be invited to celebrate their success at the *Girls Love Pearls* Luncheon. Qualified* new personal team members who sign their new Independent Beauty Consultant Agreements from Dec. 1, 2009, through Feb. 28, 2010, and add one qualified* new personal team member during the same time period also will be invited to this luncheon.

It's not too late to earn your *Girls Love Pearls* bracelet that you can receive at Career Conference 2010. Go for it!

More to Know

Be sure to check out the Mary Kay InTouch®

Web site for all the recognition awaiting you at Career Conference 2010. You'll find qualification details for marches, the luncheon, challenges and *more*. Get your shine on! And remember, when you attend Career Conference 2010, you'll receive a product giveaway that's exclusively for you equal to the cost of your registration fee!

Belief Born at Career Conference Put Her on the Road to Success

Julie's first Career Conference came just six weeks after she started her Mary Kay business in 1995. "By the time I went, I was doubting myself and this opportunity," she admits. "But



Independent Future Executive Senior Sales Director Julie Schlundt, South Bend, Ind.

because I had already signed up and paid the registration fee, I went anyway. Today I can tell you with all my heart that I'm so *thankful* I did! From that first Career Conference — and from each one since then — I've gained an ever stronger belief that I can succeed in this business. My confidence in myself and in this opportunity grew so strong with each Career Conference that I couldn't

keep it to myself. I began to see the vision that Mary Kay Ash saw. I gained new insight into the open door she created for us. And every time I heard those wonderful teachers bring it to life, I believed 'I can do it' all over again!"

When Finances Seem Impossible

Even when economic times are favorable, it's not uncommon for women to feel they don't have the money to go to Career Conference, Julie reassures. "In my experience, that's the VERY REASON they need to attend. Money, like time, can be wasted, spent or invested. To me, attending Career Conference to build a stronger Mary Kay business is a wise investment — no different than attending medical school to become a doctor. I remember reading about Mary Kay sacrificing to attend a sales convention in her former work life. She had to eat crackers and cheese in order to have the money to go. What was good for our Founder can be good enough for us too. We may need to pinch pennies a bit or work harder to gather the funds to pay for registration, but those are things she would have done to reach her goal. Having no money can be our *excuse* to not attend OR our *reason* to attend!"

Attending Career Conference each year has provided Julie with the knowledge base and tools to steadily build her business. She calls Mary Kay special events "workouts for my mind," similar to exercising muscles to build strength and endurance. "I've learned that leadership and growth are a choice," she says. "No one can make the decision for me *but* me. As I listen to stories from Independent National Sales Directors and Top Independent Sales Directors at Career Conference, I hear firsthand that they, too, had the same or similar obstacles I'm facing, either in their businesses or in their personal lives. I love hearing from these champions. They worked out or worked around their hurdles to overcome them. If they can do it, so can I. If I can do it, so can you!"

*A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products, and it is received and accepted by the Company in the same or following calendar month that her Independent Beauty Consultant Agreement is received and accepted by the Company.

party heroes: they have a **purpose**

Holding parties can make all the difference in your business – from increasing sales to helping you acquire new team members. Tips from these top party-holders can help you book, plan and hold Mary Kay® parties*, serving as your platform for business success!



Why Parties?

Parties offer the quickest and most efficient way to reach the most people, says **Independent Future Executive Senior Sales Director Somer Carter** of Iron Station, N.C.

When she first became an Independent Beauty Consultant in 2001, Somer was encouraged by her Independent Sales Director to achieve Power Start – faciating 30 people in her first month. Working and going to college, both full time, didn't leave many extra hours in her day, so Somer quickly discovered that holding parties was the most efficient way to achieve her Power Start goal.

Within a year, she became an Independent Sales Director, and soon afterward, she earned the use of a Cadillac. "I'm much more comfortable in a party setting than meeting people on the go. I do both, but parties are the most effective way to work my business full circle," Somer says. "And I love that we are using the word 'party' again – it's just more fun!"

Somer challenges all new Independent Beauty Consultants to get 10 skin care parties scheduled on their datebooks within three days of holding their very first party. "Filling up your datebook is so important," Somer advises. "When you hold skin care parties consistently, you have the means for reaching Star Consultant status. Then, reorders and on-the-go sales become the 'icing on the cake' – additional sales that can help you move up to higher Star Consultant categories."

This strong foundation built on Power Start and holding parties has landed Somer in the \$650,000 Circle of Excellence at Seminar 2009, and her unit goal for Seminar 2010 is the Million-Dollar Circle of Excellence.

"Parties are key," Somer says. And they're fun! Her members do the "Party With a Purpose" dance at every unit meeting and set audacious party goals. But she's quick with this reminder: "It's being consistent that counts."



It's So Easy!

When it comes to holding parties, **Independent Senior Sales Director Tabitha Hallums** of Senoia, Ga., is setting grand goals for herself and her unit members. "For us, it's all about the parties, and I've been personally motivated by the 5-million-party goal," Tabitha says. Having been in the military

for 20 years as an Army nurse, she is very familiar with working together to achieve a common goal and leading by example. That's why she has taken it upon herself to set the pace for her unit.

Tabitha is a master at turning facials into parties. "When people ask me about my Cadillac and how I earned the use of it, it's an immediate opportunity to book a facial," she shares. "And then I say, 'We're going to be there an hour anyway, so why don't you invite a couple of your girlfriends over?' Now, it's a party. It's so easy!"

Tabitha encourages new Independent Beauty Consultants to keep parties simple, focusing on one product category such as lips. "It's easier to focus on one area and do a party around that theme," she says. "But whatever your party theme is (for example, a *Lips Sensation* party), you should *always* present the skin care steps first so that you are introducing products that will lead to loyal customers who reorder often."

In addition, her unit members have tremendous success holding men's parties. "We get three or four men together and do skin care – they love it," Tabitha says. *Girls' Night Out* parties that focus on spa, color or lip products also are popular.

Once someone purchases from her at a party, Tabitha takes customer service to the next level. "Treat all your customers as if they bought \$100," she suggests. "It doesn't matter if they purchased a lip liner or the TimeWise® Miracle Set™. Offer them lots of samples and thank them. Remember, word-of-mouth marketing is more powerful than anything. For me, doing these things leads to more referrals, more parties and more team members!"

*For purposes of our 5-million-party goal, a party is defined as any selling situation which has a hostess, at least two guests in attendance and results in at least \$200 in suggested retail sales.



Ultimate Goal

Independent Executive Senior Sales Director

Sandra Kirchhoff of Canton, Ga., loves promoting the many purposes behind “Party With a Purpose.”

“Part of our unit’s purpose is to achieve the Million-Dollar Circle of Excellence at Seminar 2010,”

Sandra says, “and that has been our unifying

vision.” But purpose means even more than that for each individual Independent Beauty Consultant.

“The bottom line is that when you start holding parties consistently, you start to see business results fast. Your expectations of becoming successful increase,” Sandra says. “The hostess who holds that party with you will likely become interested in what you do because she sees you making money and having fun. Soon after, you will realize that if you hold three to five parties per month, you can be on your way to becoming a Star Team Builder. And if you do the same the next month, you will start to be on track for the use of a Mary Kay® Career Car.”

To get there, Sandra’s unit focuses on booking parties, and she encourages everyone to “book five per week to hold at least two.” “Inevitably, they end up holding five parties each per month,” she explains. Sandra also links her party goals to the Company’s *Customers Count* Challenge – selling at least \$100 in retail product to each of 36 new or existing customers each quarter of the contest period to earn prizes. “Through this challenge, we are selling products to new customers during a party and booking additional parties from *that* party.”

Having these multiple “purposes” for holding parties is making a difference. “My unit members are now more aware that they are working for their future by booking and holding parties,” Sandra says. “And when you go out, have fun with a group of people and help them find the best value for their money, you become proactive in making your business a success.”



party with a purpose

go for **5 million**

top six party tips

- Define your “purpose” for holding parties – your business goals.
- Coach your hostesses. *Make sure they know what you expect of them and what they can expect from holding a successful party.*
- Offer free product as their hostess gift.
- Provide Golden Rule customer service.
- Book consistently.

make your parties count!

Be sure to log your party count by using the “party tally” button found on the Mary Kay InTouch® Web site home page or MKITGO. We need you to help reach the Company’s audacious 5-million-party goal!

new starter kit arrives soon



Reminiscent of classic bags by top fashion houses, this new bag is both stylish and functional. It features handles outlined in pink stitching, a dark platinum Mary Kay® logo on the front and zippers that close to keep the contents secure. Measures 15.5" wide by 11.5" high by 7" deep.

Updates for Increased Success

Based on your feedback, we've been hard at work making updates to the Starter Kit that will give new

Independent Beauty Consultants more confidence in starting their businesses – while keeping the same \$100 Starter Kit price point!

Beginning March 1, look for these Starter Kit modifications:

New Bag. A modern new Starter Kit Bag featuring a classic quilted design with more pockets and dividers for better organization. Because this new bag is so versatile, the On the Go Tote will be discontinued.

Mary Kay® Mineral Powder Foundation. Seven retail-sized* Mary Kay® Mineral Powder Foundations and four Mary Kay® Mineral Foundation Brushes replace the Mary Kay® Medium-Coverage Foundations formerly included in the Starter Kit. Demonstrating and cleaning instructions are included. Look for these same instructions and a tutorial video on the Mary Kay InTouch® Web site under "Product Central."

Streamlined Literature. A comprehensive new *Start Earning Now* magazine was created to help new Independent Beauty Consultants start working toward success right away. It includes tips for finding customers, ordering inventory, sampling products, packing the new Starter Kit Bag and more. This magazine also includes

the *First Steps* offers. (You can access this magazine on the Mary Kay InTouch® Web site beginning March 1.) With this addition, *Applause*® magazine will no longer be included in the Starter Kit, but the *Star Consultant Program* brochure will be enclosed separately.

How to Get It

- An Independent Beauty Consultant who signs an Independent Beauty Consultant Agreement beginning March 1 will receive the updated Starter Kit and new quilted bag.
- An Independent Beauty Consultant whose Agreement was accepted and received in January or February 2010 and who ordered the \$100 Starter Kit before the new bag was available can order the quilted bag and the Mary Kay® Mineral Powder Foundations and brushes for a discounted price of \$35 by using part #10-037354 for the ivory/beige bundle; part #10-037353 for the beige/bronze bundle; or part #10-37355 for the variety collection. Because of this great offer, there is no need to hold Agreements. It's more important to get your new team member started right away; then she can order the new bag and foundations later if she desires.
- The new quilted nylon black Starter Kit Bag also is available for ordering by all independent sales force members from Section 2 of the March 16 Consultant order form for \$18, part #10-034258.

MARY KAY®
InTouch®

Education Gets Updated

A comprehensive new education program has launched on the Mary Kay InTouch® Web site. Replacing LearnMK®, this new program provides all the education an Independent Beauty Consultant needs in an easy-to-understand format. When you click on the "Education" tab, you'll find these four segments:

1. **Silver Wings Scholar Program™.** This comprehensive virtual classroom offers interactive training modules on selling, team-building, finances, skin care parties and more. (Spanish version will be coming at a later date.)
2. **Enrichment Program.** Here, Independent Beauty Consultants can participate in the monthly Beauty Consultant Enrichment Program with *Pacesetters* Challenges designed to boost their business success and selling confidence.
3. **MK Media Source.** More than 50 educational CDs featuring top independent sales force members sharing their best advice and tips are available for ordering. You also can participate in a new monthly CD subscription service that automatically ships two educational CDs directly to you each month for a \$5 monthly fee.
4. **Resource Library.** In these archives, you'll find free access to dozens of recordings of top independent sales force members who have shared their expert Mary Kay business advice over the years.

all about ingredients



Every day around the world, women target the signs of aging with the TimeWise® Miracle Set™. They enhance their lashes with the latest mascara formulations. And they apply their favorite lipstick colors. Each of these products is a careful combination of ingredients. And how we choose ingredients is key in ensuring a safe and effective product.

Mary Kay has developed alliances around the world with leading dermatologists and ophthalmologists in academic medicine and private practice. These specialists serve as key advisers to our research scientists. Also, individuals help our scientific team study and search for new ingredients and formulas from around the world. Some of the more exotic ingredients include peptides from France, camu camu from the rain forests of South America and argan seed extract from the desert area of Africa.

In our global search for new technologies, we look for ingredients that are safe and effective, and also unique, on-trend and popular with customers. When appropriate, we may search for natural ingredients, and many of our newest products reflect the use of these ingredients. Our philosophy is to use natural or botanical ingredients when and only when they are safe and provide a benefit. Keep in mind that products with all-natural ingredients can be expensive, have a brief shelf life and may require special storage.

In acquiring ingredients, our ingredient suppliers also must adhere to our high standards of quality. All vendors go through extensive business suitability evaluation and quality audits before we purchase anything. We walk away from many vendors because they do not meet our requirements. Our quality is not negotiable.

In addition, ingredient suppliers must provide us with ingredients that are of good value so we can offer you an affordable product.

Where to Get Ingredient Answers

Several tools are available to help you answer your customers' questions about ingredients. Here's what you need to know:

1. "Product Central" is your best source for finding which ingredients are present in Mary Kay® products. On the "Product Central" home page, go to the "Ingredients" tab and click on "Search Now." Click on an ingredient name to find out which Mary Kay® product contains that ingredient. You can use this list to help customers avoid a certain ingredient or find a product that contains an ingredient they may desire.
2. If a customer's ingredient question is more involved, you can call the Mary Kay Inc. Contact Center at (800) 272-9333 and select option 7 for Consultant and Medical Relations. This service can help you decipher ingredient terms and help answer more complicated ingredient questions.
3. The *Consultants Guide: Business and Product Basics* features Product Fact Sheets for products included in the TimeWise® Miracle Set™. Key ingredients and their functions are listed, making this a handy reference for new Independent Beauty Consultants. The *Consultants Guide* is also available for a limited time on Section 2 of the Consultant order form for \$15.
4. Through www.marykay.com, your customers can access www.cosmeticsinfo.org, an ingredient safety Web site sponsored by the Personal Care Products Council, to find detailed information on cosmetics ingredients. To access this site, click on "Company," then "Research and Development" from www.marykay.com.



Kakadu Plum Extract



Argan Seed Extract



Pomegranate Extract



Global Ingredients

Give collagen a boost.* Help skin bounce back. TimeWise® Replenishing Serum+C is a prime example of a Mary Kay® product that uses state-of-the-art ingredients from around the world. It includes pomegranate extract, kakadu plum extract, camu camu extract, acerola cherry extract, black currant berry extract and argan seed extract.

*Based on in-vitro testing

recognition

Congratulations to the winners for November 2009

On-Target Inner/Diamond Circle

Independent National Sales Directors become members of the prestigious Diamond Circle when they earn \$200,000 or more and a member of the exclusive Inner Circle when they earn \$325,000 or more in "NSD commissions" during the Seminar contest period. (NSD commissions are comprised of commissions earned on the wholesale production of first-, second-, and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for November 2009, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for October 2009.) These "NSD commissions" are used to determine NSD ranking for a Seminar year. Congratulations to the following NSDs who are considered on-target from July 1 through Nov. 30, 2009.

Sapphire



Gayle Gaston

Emerald



Gloria Mayfield Banks

Pearl



Jan Harris

Diamond



Barbara Sunden

Ruby



Carol Anton

On-Target for \$1,000,000 Inner Circle	On-Target for \$325,000 Inner Circle	On-Target for \$250,000 Diamond Circle	On-Target for \$200,000 Diamond Circle
Barbara Sunden.....\$423,417.15	Gloria Mayfield Banks.....\$202,050.79	Cheryl Warfield.....160,442.32	Mary Diem.....110,431.10
	Lisa Madson.....191,224.46	Karlee Isenhardt.....159,752.92	Pam Gruber.....107,975.22
On-Target for \$750,000 Inner Circle	Joanne Holman.....175,742.05	Jana Cox.....155,856.43	Julianne Nagle-Hackett.....107,193.28
Gayle Gaston.....\$362,330.50	Jan Harris.....173,771.61	Lupita Ceballos.....147,170.07	Dacia Wiegandt.....106,304.34
	Kathy Helou.....169,223.31	Stacy James.....138,471.25	
On-Target for \$500,000 Inner Circle	Darlene Berggren.....171,175.72	Sue Kirkpatrick.....136,097.06	
Carol Anton.....\$221,784.68	Anita Mallory Garrett-Roe.....167,667.77		
Karen Piro.....214,118.27	Gloria Castaño.....166,391.80		
	Pat Danforth.....165,595.14		

Monthly Commissions and Bonuses

Listed are NSD commissions earned in November by Independent National Sales Directors as defined above **plus** the following which do not count toward NSD ranking: Sales Director commissions, Personal Team commissions and NSD contest bonuses. Cars, prizes, etc., are **not** included in these amounts.

Sapphire

Gayle Gaston***	\$74,291
Karen Piro**	46,822
Lupita Ceballos**	36,600
Joanne Holman**	32,199
Jana Cox*	31,674
Valerie J. Bagnol*	29,348
Judie McCoy*	26,302
Shannon C. Andrews*	23,549
Julianne Nagle-Hackett*	22,541
Dawn A. Dunn	20,899
Tammy Gray	20,449
Maria Guadalupe Diaz	18,713
Sandy Valerio	17,987
Kimberly D. Starr	17,874
Pam Klickna-Powell	17,707
Mattie Dozier	17,013
Davanne D. Moul*	16,454
Alla L. Head	16,214
Sharon L. Buck	15,821
Nancy A. Moser	15,087
Lorraine B. Newton	14,382
Pam I. Higgs	14,285
Jan L. Thetford	14,141
Debra M. Wehrer	13,175
Sherill L. Steinman	12,891
Charlotte G. Kosena	11,804
Gloria Baez*	11,232
Kendra Crist Cross	11,231
Joy L. Breen	11,190
Gillian H. Ortega	11,026
Brigit L. Briddle	10,933
Diana Sumpter	10,921
Carol L. Stoops	10,289
Maribel Barajas	10,017
Karen B. Ford	9,936
Ann Brown	9,374
Paola J. Ramirez	9,238
Magdalena Nevarez*	8,657
Jill Moore	7,645
Maria Aguirre	7,279
Gladis Elizabeth Camargo*	7,169
Elizabeth Sanchez	6,883
Mirna Mejia de Sanchez	6,101

Emerald

Gloria Mayfield Banks***	\$62,316
Kathy S. Helou*	41,333
SuzAnne Brothers*	31,525
Sherry Giancristoforo**	28,853
Debi R. Moore*	28,439
Joanne R. Bertalan*	26,477
Dacia Wiegandt	23,863
Kerry Buskirk*	22,807
Lily Orellana	22,449
Pamela Tull	20,079
Kay E. Elvrn	19,626
Jamie Cruse-Vrinos	18,565
Janet Tade*	17,940
Cindy Fox*	17,605
Mona Butters	17,167
Yvonne S. Lemmon	16,716
Morayma Rosas	15,403
Cathy Phillips	14,967
Miriam Gomez-Rivas	14,466
Brenda Segal*	14,263
Natalie Privette-Jones	14,067
Cathy Bill*	14,023
Sabrina Goodwin Monday	13,342
Cunsuelo R. Prieto	12,951
Dawn Otten-Sweeney	12,736
Kathy Rodgers-Smith	12,547
Kym A. Walker*	12,535
Cristi Ann Millard	12,379
Barbara Whitaker	11,575
Crisette M. Ellis	11,571
Judy Harmon	11,490
Jackie LaPrade	11,360
Shelly Gladstein	10,658
Sherry A. Alexander	9,967
Regina Hogue	9,813
Carmen Rios	9,410
Esther Whiteleather	8,777
Sandra Chamorro	8,710
Francie McBeth	8,415
Nora L. Shariff*	6,952
Joanne Hollingsworth	6,459
Caterina M. Harris	4,848
Pamela Cheek	4,254
Phyllis R. Sammons	3,949

Pearl

Jan Harris**	\$44,650
Stacy L. James*	37,059
Darlene Berggren**	34,511
Cheryl Warfield**	33,727
Hallina Rygiel*	33,627
Cheryl Warfield**	29,488
Pamela Waldrop Shaw	29,354
Rosa Jackson**	22,706
Jackie Swank*	21,667
Lisa Allison*	20,058
Anita Tripp Brewton*	19,412
Mary C. Estupifian-Martel*	19,235
Sandy Miller	19,226
Maureen S. Ledda*	18,414
Lynda Jackson*	18,035
Nancy Bonner*	17,006
Julie Krebsbach	16,881
Lise T. Clark*	16,429
Judy Brack	15,453
Elizabeth Fitzpatrick*	15,397
Anabell Rocha	15,216
Glinda McGuire	14,898
Linda Kirkbride	14,296
Monique Todd Balboa	14,271
Allison LaMarr	14,271
Wilda DeKerlegand*	13,871
Pat Campbell	13,819
Barbara Stimach*	13,605
Shirley M. Oshiro	13,004
Maureen Myers	12,954
Jane Studrawa	12,835
Ruth Theodocion	12,706
Deb Pike	12,043
Sylvia Kalicak	11,913
Vernella Benjamin	11,805
Anita N. Conley	11,392
Robin Rowland	11,314
Bett Vernon	11,198
Cathy E. Littlejohn	11,194
Kathy C. Goff-Brummett	10,963
Bettye M. Bridges	10,221
Wadene Claxton-Prince	9,327
Rosalie Ann Medjesky	8,360
Beatrice Powell	8,291
Kathy Jones	7,113
Sonja Hunter Mason	7,077

Diamond

Barbara Sunden***	\$107,652
Lisa Madson	45,404
Anita Mallory Garrett-Roe**	35,013
Linda C. Toupin	32,786
Pam Gruber*	31,661
Gloria Castaño**	30,430
Sonia Paez	24,933
Diane Underwood	24,935
Patricia Rodriguez-Turker**	23,883
Mary Diem*	21,607
Sharon Kingrey	20,801
Dalene Hartshorn	19,515
Jo Anne Cunningham	19,080
Joyce Z. Grady	18,882
Maria I. Monarrez	17,522
Rosa Carmen Fernandez	15,912
Connie A. Kittson	15,565
Ada Garcia-Herrera	15,088
Evelinda Diaz*	14,650
Diana Heble	14,625
Isabel Venegas	10,002
Gina Rodriguez	9,619
Betty Gilpatric	8,783
Carol Lawler	8,627
Andrea C. Newman	8,610
Rosibel L. Shahin*	7,859
Gladys C. Reyes	7,793
Jan Mazziotti	7,558

Ruby

Carol Anton**	\$47,531
Karlee Isenhardt**	39,848
Sue Kirkpatrick*	39,815
Pat Danforth*	33,686
Johnette Shealy*	24,995
Kimberly R. Copeland	24,119
Ronnie D'Esposito Klein*	23,107
Wanda Dalby**	22,031
Shirley Oppenheimer*	20,995
Kirk Gillespie	19,669
Jeanne Rowland*	18,721
Kate DeBlander	17,146
Pam Ross*	16,784
Rebecca Evans*	16,741
Pamela A. Fortenberry-Slate*	16,095
Judy Krawicki	15,802
Janis Z. Moon	15,750
Lynne G. Holliday	15,497
Scarlett S. Walker*	14,694
Bea Millsagle	14,451
Michelle Sudeth*	14,290
Toni A. McElroy	14,202
Cyndee Gress	14,124
Amy Dunlap	14,104
Gena Rae Gass	13,932
Patricia Lane	13,567
Jo Anne Barnes	13,325
Maria Aceto Piro	12,516
Kelly McCarroll	11,892
Vicki Jo Auth	11,429
Nancy West Junkin*	11,329
Candy D. Lewis	11,153
Gay Hope Super	11,085
Phyllis Chang	10,690
Terri Schafer	10,658
Cheryl J. Davidson	10,548
Cindy Z. Leone	10,265
Cindy Towne	9,467
Margaret M. Bartsch	8,860
Vicky L. Fuseller	8,343
Thea Elvin	8,036
Donna B. Meixsell	7,786
Katie Walley	7,289
Rhonda L. Fraczowski	6,780
Renee D. Hackleman	6,250
Sharilyn G. Phillips	3,544

*Denotes Senior NSD

**Denotes Executive NSD

***Denotes Elite Executive NSD

new debuts/debutes September/septiembre

New Independent Sales Directors. For more information, log on to the Mary Kay InTouch® Web site. Under "Resources," click on "DIQ Program." /Nuevas Directoras de Ventas Independientes. Para más información, visita el sitio electrónico *Mary Kay InTouch®*. En el apartado "Recursos", haz clic en "Programa DIQ".



Dee Clark-Riley
Belleville, Ill.
G. Gass Unit

Rosita Girona
San Juan, P.R.
R. Quinones-Girona Unit

Sheila Doreen Nelson
Webberville, Texas
V. Auth Unit

Tamera Marie Pickett
Jackson, Mich.
A. Hayward Unit

Elizabeth Anne Prauner
Hawthorne, N.J.
C. Shaw Unit

Dana K. Stone
Toney, Ala.
M. Clark-Durell Unit

Congratulations to Sales Directors **Luvia Avalos De Martinez**, Pharr, Texas, E. Hernandez Unit; **Victoria T. Cavarretta-Wolf**, Wentzville, Mo., K. Cavarretta Unit; **Tracie L. Fulkerson**, Radcliff, Ky., C. Adachi Unit; **Lupe Gaytan**, El Paso, Texas, G. Super Unit; **Julia Grandy**, Brooklyn, N.Y., J. Alford Unit; **Heather Kay Herriage**, Sheppard AFB, Texas, S. Cook Unit; **Christina Howard**, Killeen, Texas, L. Younger Unit; **Stephanie Hugh**, Nokesville, Va., T. Lemieux Unit; **Rebecca U. Oji**, Spring, Texas, N. Agim Unit; **Gloria Ebere Okoye**, Lithia Springs, Ga., G. Ebere Unit; **Bobbi Jo Oxendine**, Atlanta, M. Cox Unit; **Ruth D. Payton**, Westbury, N.Y., J. Alford Unit; **Kimberly Michelle Perkins**, New Bern, N.C., S. Carter Unit; **Donna Lynne Pugh**, San Antonio, T. Schafer Unit; **Stephanie Ann Robertson**, Tullahoma, Tenn., V. Radway Unit; **Denise L. Schopfer**, Frisco, Texas, K. Walker Unit; **Linda Marie Streckfuss**, Bellville, Texas, S. Hopkins Unit; **Ginny Lynn Thompson**, Wilmington, Ohio, L. Rudd Unit; **Cindy D. Thornton**, Mt Pleasant, S.C., H. Geddis Unit; **Debbie Williams**, Victoria, Texas, K. DeBlander Unit; photos unavailable at press time./Felicitades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.

Dean's List/Lista del Decano

(November 2008 debuts/debutes de noviembre 2008)

The top three Honors Society members from each debuting class who have the highest adjusted unit wholesale production of their debut class and who have at least 50 unit members by the end of the twelfth month following their debut date./Las primeras tres integrantes de la Sociedad de Honor de cada clase de debut con la mayor producción de unidad ajustada al mayoreo de su clase y que cuenten con por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



Haniel Ortiz
Santa Maria, Calif.
L. Orellana Area
Emerald Seminar

Dayana Polanco
Miami,
S. Páez Area
Diamond Seminar

Kiersten Vavrina
Burlington, Wis.
L. Madson Area
Diamond Seminar

Honors Society/Sociedad de Honor

(November 2008 debuts/debutes de noviembre 2008)

Independent Sales Directors whose adjusted unit wholesale production is at least \$60,000 and who have at least 50 unit members by the end of the twelfth month following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$60,000 y tienen por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



Patricia N. Anyachebelu
Queens Village, N.Y.
Ruby Go Give Area

Josephine Duckett
Mickleton, N.J.
C. Leone Area

Anne Marie Odo
McKinney, Texas
Ruby Go Give Area

Ligia Zavala
Arroyo Grande, Calif.
Ruby Go Give Area

Congratulations to Sales Directors **Natalie Brooke Lawrence**, Martinsville, Va., Ruby Go Give Area; **Gbemisola Salako**, Marietta, Ga., Ruby Go Give Area; photos unavailable at press time./Felicitades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.

Fabulous 50s/Los Fabulosos 50

(May 2009 debuts/debutes de mayo 2009)

Independent Sales Directors whose adjusted unit wholesale production is at least \$30,000 and who have at least 50 unit members by the end of the sixth month following their debut date./ Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$30,000 y cuentan con por lo menos 50 integrantes de unidad al final del sexto mes de su fecha de debut.



Patience Lenata Baabel
Lawrenceville, Ga.
K. Isenhardt Area

Rolanda Greer
McKinney, Texas
K. Copeland Area

Mika Elaine Warren
Stillwater, Okla.
S. Oppenheimer Area

*Congratulations to Sales Director **Daisy Aniebonam**, Silver Spring, Md., Ruby Go Give Area; photo unavailable at press time./Felicitades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.*

On the Move/En acción

(September 2009 debuts/debutes de septiembre 2009)

Independent Sales Directors whose adjusted unit wholesale production is at least \$15,000 by the end of the third month following their debut date, and who have added three or more qualified new personal team members whose Independent Beauty Consultant Agreements and minimum of \$600 in wholesale Section 1 orders were received during the three months following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es de por lo menos \$15,000 al final del tercer mes de la fecha de su debut, y que hayan obtenido tres o más nuevas integrantes de equipo personal calificadas cuyos Acuerdos de Consultora de Belleza Independiente y pedidos por un mínimo de \$600 de la sección 1 al mayoreo fueron recibidos durante los tres meses después de la fecha de su debut.

Rosita Girona
Christina Howard

Rebecca U. Oji

Gloria Ebere Okoye

Bobbi Jo Oxendine

Kimberly Michelle Perkins

Denise L. Schopfer

New Team Leaders/Nuevas Líderes de Equipo

Independent Beauty Consultants who have at least five active personal team members for the first time./Las Consultoras de Belleza Independientes que por primera vez obtuvieron por lo menos cinco integrantes de equipo personal activas.

Marilyn Abad
Cissy D. Agurs
Kay Armstrong
Andrea Z. Ashcraft
Tara R. Banks
Bre Benoit
Julia M. Berger
Donna J. Bloemer
Agnes Bonney
Kimberly F. Bowe
Suzanne C. Brookins
Chantelle A. Brown
Laura E. Brownell

Irina Burns
Margarite Carbone
Yerena Castillo
Shari J. Curtis Brown
Brittany E. DeGroat
Krystal Deherrera
Danielle B. Durfee
Carolyn L. English
Brenda J. Evans
Jeanine Evans
Kelly L. Fletcher
Angela Freeman
April D. Gandy

M. Elizabeth Gawlicki
Angelica Gonzalez
Socorro Guereca
Roslyn W. Hill
Cyne Hindman
Sonia B. Hoffman
Deena S. Holly
Heather E. Hughes
Edith Ikharo
Erika L. Insana
Kim C. Jones
Rachel A. Jones
Patty Keeler

Connie A. LeBlanc
Sharon L. Lee
Marisela Manoochehri
Katelyn M. McGinnis
Sarah J. Miller
Sarah Miller
Gloria E. Montemayor
Gina P. Mravak
Susan J. Neumann
Anthonia Ogbunamiri
Luz M. Palomera
Patricia Pina
LaTasha T. Pollard

Sonia Pontiff
Michele A. Ramirez
Katherine D. Ramsey
Lucy Rogers
Melissa S. Rogers
Aneres S. Ross
Pilar Salinas
Marissa L. San Diego
Heather R. Scholz
Michelle P. Seymour
Margaret Stephanides
Estaleah M. Stocking
Christine M. Tanudjaja

Jennifer L. Thacker
Elva Vazquez
Amber P. Wilson
Jeannie L. Wold
Kaitlyn M. Wright
Patricia A. Young
Alex Zegere
Jill D. Zuckerman
Kimberly B. Zweifel

13% Club/Club del 13%

Congratulations to the top 25 Independent Beauty Consultants and Independent Sales Directors in the Ruby area earning 13 percent personal team commissions. They placed a personal minimum \$600 wholesale Section 1 order and had at least five personal team members each place a minimum of \$200 in wholesale orders during November./Felicitaciones a las primeras 25 Consultoras de Belleza Independientes y Directoras de Ventas Independientes en el área Rubí que ganaron las comisiones del 13% por equipo personal. Éstas hicieron un pedido personal mínimo de \$600 de la sección 1 al mayoreo y tuvieron por lo menos cinco integrantes de equipo personal que hicieron cada una pedidos por un mínimo de \$200 al mayoreo en noviembre.

Sales Director Juliet Ebele Okonkwo\$2,107.27
Sales Director Stella Smith-Pius.....1,975.29
Sales Director Shelly Renae Black.....1,897.84
Sales Director Jennifer Jean McNulty.....1,831.92
Sales Director Angela Amara Awuzie1,662.90
Sales Director Thessy Nkechi Nwachukwu1,658.73
Sales Director Julie Smith.....1,644.26
Sales Director Kali DeBlender Brigham.....1,634.60
Sales Director Rosanne Pluchino1,533.33

Sales Director Michele Semper.....1,522.94
Sales Director Mary Lou Ardohain.....1,517.52
Sales Director Deborah S. Bailye.....1,477.58
Sales Director Ekene S. Okafor.....1,447.10
Michele Mayfield, J. Gammill Unit.....1,417.57
Lacey Dale Cully, S. Martin Unit.....1,411.54
Sales Director Leslie S. Kane.....1,360.20
Sales Director Eva E. Holguin.....1,348.43
Sales Director Uzo Ogbutor.....1,292.40

Sales Director Liz Whitehouse1,281.39
Sales Director Lisa V. Bauer1,259.94
Sales Director Kimberley Victor1,254.47
Sales Director Ann Kuehler.....1,249.80
Sales Director Deborah Jean Oertel1,245.53
Sales Director Lisa Blackmore1,244.26
Sales Director Edith Ngozi Okafor.....1,242.16

Gold Medals/Medallas de Oro

Independent Beauty Consultants and Independent Sales Directors who added a minimum of five Independent Beauty Consultants to their team within one calendar month./Las Consultoras de Belleza y Directoras de Ventas Independientes que en un mes de calendario lograron un mínimo de cinco Consultoras de Belleza Independientes para su equipo.

NAME/NOMBRE NEW TEAM MEMBERS/ NUEVAS INTEGRANTES DE EQUIPO

46 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Gloria Dominguez.....6

42 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Stella Smith-Pius.....10

40 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Consuelo Tinajero5

23 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Inez Thayer.....6

21 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Helen Godswill5
Sales Director Augusta Onyenemere10

17 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Phina Onwuachi.....5

15 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Taffy Dobbins.....5

11 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Leslie List.....6

10 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Candace Chambers.....5

9 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Gbemisola Salako.....5

8 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Gloria Ebere.....6
Sales Director Eva Holguin.....5

6 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Grace Epuechi5
Sales Director Mary Okoli6

5 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Sylvia Garrison12
Sales Director Christy Nelson.....8

4 GOLD MEDALS/MEDALLAS DE ORO
Sales Director Obiageli Udodi.....5

3 GOLD MEDALS/MEDALLAS DE ORO
Analilia Garcia, M. Espinoza Unit.....5
Sales Director Pam McNicoll.....8
Sales Director Amerine Pierre.....5
Sales Director Pamela Pruitt.....5

2 GOLD MEDALS/MEDALLAS DE ORO
Brook Holley, J. Imwalle Unit.....6
Diana Legaspi Flores, K. McCarroll Unit.....7
Lynne Maisel, J. Davidson Seibert Unit.....6
Michele Plumb, L. Peterson Unit.....7

1 GOLD MEDAL/MEDALLA DE ORO

Roselle Antenucci, P. Bellars Unit5
Bre Benoit, J. McNulty Unit.....6
Justine Bessay, S. Smith-Plus Unit5
Renee Hart, L. Hayes Unit5
Roslyn Hill, K. Dupree Unit.....7
Connie LeBlanc, S. Corso Unit.....5
Tamara Long, K. McCarroll Unit.....5
Cheryl Montgomery, K. Irwin Unit.....8
Tina Moreau-Jones, L. McCarthy Unit.....5
Brittany Morgan, C. Brinker Unit5
Anthonia Ogbunamiri, W. Ogbunamiri Unit.....5
Lucy Rogers, L. Williams Unit5
Marnie Tittle, K. Shepperd Unit.....5
Amber Wilson, S. Casteen Unit.....6

Grand Achievers/Gran Ganadoras

(November 2009 qualifiers/que califican para noviembre 2009)

Independent Beauty Consultants who earned the use of a Consultant Career Car or up to \$375 monthly Cash Compensation. Independent Sales Directors who earned up to \$375 monthly Cash Compensation. Grand Achievers must achieve \$18,000 combined personal/team wholesale Section 1 production and have at least 12 active personal team members within a one- to four-month qualification period. (Effective Nov. 1, 2009, qualification requirements for Grand Achievers program have changed. See Mary Kay InTouch® for details.)/Las Consultoras de Belleza Independientes que han ganado el uso del auto profesional para Consultoras o hasta \$375 en compensación mensual en efectivo. Las Directoras de Ventas Independientes que han ganado hasta \$375 en compensación mensual en efectivo. Las Gran Ganadoras deben lograr \$18,000 en producción personal/de equipo combinada al mayoreo de la sección 1 y contar por lo menos con 12 integrantes de equipo personal activas en un periodo de calificación de uno a cuatro meses. (Los requisitos de calificación del programa de Gran Ganadoras cambiaron a partir del 1 de Nov. de 2009. Consulta los detalles en *Mary Kay InTouch®*.)

CONSULTANTS/CONSULTORAS

Diana Baracaldo
Deborah D. Harris-Rosario*
Rae Ann Lopardo
Sonya Rios
Cheryl Lynn Tuholski

SALES DIRECTORS/ DIRECTORAS DE VENTAS

Bessie Anton**
Pam Barron**
Betsy Carrie**
Bonnie A. Dupre**

Sharon Honolka**
June Mansfield**
Sharran Martin**
Alicia Lynn Parsons**
Janell Lee Percey**
Kristina Lynn Price

Mary Reiser**
Maurie Traylor**

*denotes requalified driver
**denotes September qualifier
*denota conductora recalificada
**denota que calificó en septiembre

Career Conference 2010/Conferencia de Carrera 2010

Project StarPowerSM/Proyecto Poderío de estrellas

Feb. 28 is the last day to qualify for Career Conference 2010 recognition. Be sure to meet your goals, and don't miss out on this opportunity to see STARS!/El 28 de febrero es el último día para calificar para los reconocimientos de la Conferencia de Carrera 2010. Asegúrate de alcanzar tus metas y no te pierdas esta oportunidad de ver ¡ESTRELLAS!

recognition/reconocimiento

Achievement Circle/Círculo de Logros

Listed below is the ranking of the top 100 Independent Sales Directors in each Seminar area based on their November 2009 estimated unit retail production./Lista de las primeras 100 Directoras de Ventas Independientes en cada Seminario según su producción de unidad estimada al menudeo de noviembre de 2009.

Sapphire/Zafiro

Tammy Romage	\$85,280
Kim Maynor	78,773
Julie Weaver	78,329
Angela D. LaFerry	76,853
Linda Klein	74,711
Sylvia Boggs	73,230
Julia Mundy	72,787
Peggy B. Sacco	71,650
Rayne D. Tubbs	67,966
Kristi M. Anderson	67,889
Joanna Helton	66,415
Lara F. McKeever	65,004
Bryenne M. Blalock	64,957
Debbie A. Weld	63,444
Lady Ruth Brown	63,320
Cindy S. Kriner	63,143
Anne Elizabeth Leanos	63,083
Randi Stevens	62,818
Dena Smith	61,572
Ann W. Sherman	61,259
Sharon K. Swayzer	61,029
Diane Bruns	60,613
Audrey K. MacDowall	59,799
Phyllis I. Pinksner	59,107
Marjorie S. Haun	57,223
Kim I. Cowdell	56,843
Tasha Bergman	55,924
Brenda Bennett	54,571
Tracy Potter	53,229
Faith A. Gladding	53,164
Maranda Michelle Rains	52,561
Terry A. Hensley	52,539
Jodi L. Feller	52,082
Jennifer G. Bouse	51,990
Sandi Fitzpatrick	50,598
Betty H. Schuler	50,551
Lynn Baer Roberts	49,809
Jill L. Glockner	49,681
Cindy Harness	49,335
Sherri Reindl	48,990
Brandi Driggers	48,857
Cheri L. Taylor	48,425
Angeles Sosa	47,970
Cheryl T. Anderson	47,903
Roxanne McInroe	47,535
Ruby Garner	47,314
Linda J. Bird	46,943
Lorraine S. Kigar	45,557
Angie S. Day	45,367
Elaine B. Lewis	45,355
Marty Ulmer	45,122
Barbara A. Tyler	44,525
Margaret Neill	44,508
Danice C. McElowney	44,133
Bonnie Crumrin	42,992
Linda F. Merritt	42,927
Heather L. Bohlinger	42,805
Molesta G. Dailey	42,772
Kristen Jennifer Daniel	42,582
Kathleen Kirkwood	42,427
Barbara J. Puckett	42,347
Nannette G. Short	42,102
Michelle Sara Moore	41,921
Angelique M. Talbert	40,869
Kathy R. Bullard	40,608
Julie Peacock	40,607
Angeles Herrera	40,436
Lisa Louise Winton	40,043
Deborah Robina	40,016
Christy Bigham	39,896
Patrice Moore Smith	39,783
Jeri O'Dell	39,587
Krista Neal Warner	39,436
Crystal Dawn McDaniel	39,343
Terry M. Holcomb	39,275
Elaine Hipsher	39,095
Norma Hood	38,936
Dolores Keller	38,840
Shella Berry	38,574
Hannah B. Price	38,493
Jalene Simpson Weston	38,331
Lyrise Yee	38,295
Gayle J. Green	38,138
Judy Pennington	38,124

Jeannie Helm	37,978
Bernice Ann Hines	37,906
Ronda Compton	37,872
Debbie Wann	37,803
Harriet Pennick	37,599
Natalie Reed	37,573
Lynette R. Bickley	37,534
Alseta T. Moulton	37,480
Sharon Rath	37,441
Jami B. Hovey	37,423
Nita Ann Godwin	37,377
Binta Touray Jagne	37,350
Krista K. McGuckin	37,262
Andrea A. Johnson	37,174
Ronnie Fitzpatrick	37,056
Jennifer Salisbury	37,045

Emerald/Esmeralda

Hope Pratt	\$82,785
Auri Hatheway	81,269
Nancy Boucher	80,573
Arianne C. Morgan	74,527
Christie I. Ehiobu	72,697
Hollie R. Sherrick	67,935
Ayobami Olanrewaju Akinyemi	62,812
Pattie A. Robinson	61,681
Stacy D. Foust	59,816
Yolanda Lopez	58,978
Victoria Momah	57,416
Jeannine R. DeVore Harris	56,926
Pam Kelly	55,625
Emily Stone	54,392
Sonia E. Argueta	53,737
Anna Joseph Peet	53,227
Linda Bradley	52,681
Jackie L. Root	52,060
Ann Shears	52,043
Denise G. Kucharski	51,961
Candy Jackson	51,453
Jeanette E. Beichle	50,817
Jennifer Spriggs	49,827
Jordan Helou Eichler	49,803
Julie A. Griffin	49,784
Anita Rodriguez	49,775
Paula Kelsch	49,474
Flavia A. Rivera	49,036
Angel L. Hurley	48,911
Tanya Olivia King	48,837
Mary Brandenburgh	48,612
Evalina Chavez	48,078
Brenda D. Elliott	47,929
Nancy L. DeFina	47,093
Antonia Miranda	46,546
O'Nelly Encarnacion Gomez	46,385
Barbara Pleet	45,619
Shella J. McCune	45,484
Dana C. Warren	45,375
Karen E. Ridle	45,196
Natalie M. Oliverio-Ziehmer	45,148
Yolanda Mercado	44,821
Aida Ramallo de Escribano	44,764
Rose Campbell	44,764
Kathy P. Oliveira	44,644
Stacy S. Gilson	44,541
Martha R. Lopez	44,511
Michele Martella Arnes	44,375
Nancy A. Berlin	44,251
Pat Forehand	44,026
Delia Poncson	43,707
Kay Dickerson	43,562
Marcela Sierra	43,548
Alyson R. Young-Guerra	43,398
Cheryl L. Foster	43,120
Lyn Said	43,009
Crystal Dawn McDaniel	42,288
Terry M. Holcomb	42,247
Rubi Amateco-Nava Vazquez	42,191
Helen Jakpor	41,643
Kimbi L. Bartik	41,472
Cathy Apicello-Schneithorst	41,341
Marina Sanchez Ramirez	41,279
Grace Hull	41,163
Katie L. Ashby	40,217
Sheri Farrar-Meyer	40,109
Lynn F. Huckels	40,021

Karen A. Jorgenson	39,782
Carolyn L. Lucas	39,755
Lindsey Hysjulien	39,597
Kelly Kay Johnsrud	39,478
Marla Beddick	39,476
Valerie Yokie	39,386
Elaine K. Williams	39,342
Megan S. Arapikles	39,342
Connie S. Miller	39,217
Susie J. Serio	39,114
Gloria Pina	38,903
Nancy Graham	38,863
Penny R. Walker	38,768
Christine J. Kurzawa	38,564
Anaizel Avila	38,237
Roxie Soto	38,176
Susan Houser	38,141
Vicki Hunter	37,792
Michelle M. Martinez	37,739
Gloria Evans	37,556
Chris H. Teague	37,356
Nancy Harder	37,029
Evelyn Nail	36,759
Deborah G. Thrift	36,509
Rhonda Kambelitz	36,131
Joyce Young	36,099
Julie Ann Yings	35,999
Jean Mac Donald	35,953
Rebecca C. Allen	35,834
Misty McCain Pollard	35,794
Toya M. Drew	35,520
Vicki Powell	35,509
Callie Marie DeTienne	35,365

Pearl/Perla

Kim McClure	\$99,440
Kristin Myers	94,753
Tara Lynn Mitchell	89,741
Patly Webster	81,261
Leah Michelle Lauchlan	73,278
Jeanie Martin	71,490
Tracey L. Chavez	67,948
Kathryn L. Engstrom	66,936
Jeanie K. Navkal	64,603
Barbara R. Johnson	63,990
Tina M. Wright	63,777
Patti Cornell	61,172
Diane M. Detesco	59,826
Cindy Machado-Flippen	59,535
Vicki Piccirilli	58,178
Lindsay R. Stewart	58,065
Stacey Craft	57,461
Dorothy D. Boyd	56,682
Rebecca Milligan	56,604
Lisa Olivares	56,254
April Landrum-Johns	55,955
Tammy A. Vavala	55,544
Susan M. Hohman	55,133
Janice Baxter Hull	54,972
Shauna Lynn Abbotts	53,731
Anne Geertsen	53,685
Sherry L. Belisle	53,666
Brenda Stafford	53,439
Amie N. Gamboian	52,977
Betsy C. Richard	52,237
Holly L. Ennis	51,823
Constance Nugent Miller	51,564
Denise E. Crosby	51,404
Lia Rene Carter	51,383
Holl Thompson Lowe	50,664
Kathy Ahlwardt	50,243
Susan Zeiler	50,093
Irene K. Foster	50,023
R. Sue Miller	49,981
Amy Kitzell	49,584
Amy Kemp	49,510
Nedra Ruby White	49,228
Nadine H. Hucklebee-Stanley	49,073
Rita Schaefer	48,565
Regina I. McDermott	48,452
Sharon Smith Wisnowski	48,351
Christina Lynn Frantz	48,277
Sandra Giraldo Kirchhoff	48,087
Sherlye Frederic	48,054
Erin C. Sorvillo	47,990

Susie Kopacz	47,888
Shelley Eldridge	46,562
Sherry Kostner	46,505
Patricia Fitzgerald	46,392
Sherry L. Fields	46,021
Connie L. Young	45,941
Amy C. Schule	45,728
Cindy S. Koenig	45,642
Marilyn A. Ricker	45,631
Lynda H. Nelson	45,457
Shanna H. Jones	45,218
Tammy D. Niehaus	44,828
Diana Maria Bernudez	44,663
Sharon F. States	44,567
Stephani Prides	44,053
Terri Lewis	44,045
Judi Tapella	43,942
Jennifer C. Olalz	43,870
Mary E. Feikles	43,709
Julia Sander Burnett	43,640
Dawn M. Green	43,211
Richelle V. Barnes	43,116
Amy Stokes	43,107
Katherine Mirkes Ward	43,089
Diane M. Terwilliger	43,013
Ruthie Brette-Mount	42,748
Charlene Grubbs	42,115
Nicole J. Canamare	41,819
Alma Orrostieta	41,211
Alice C. Mahone	41,055
Michelle Salisbury Rankin	41,036
Kayla E. McCormick	40,727
Pat Ringnald	40,334
Kathy Eckhardt	40,239
Pamela L. Castellana	39,712
Kenna L. Ervin	39,701
Jo Shuler	39,645
Shawn M. Kirschner	39,632
Halle Kathryn Simpson	39,482
Marilyn Schmucker	39,088
Susan K. Janish	39,001
Janet N. Pavey	38,701
Tammy Brown	38,699
Lucia Fernandez	38,694
Melissa Hamby	38,634
Beth H. Piland	38,480
Maribel Olivares	38,461
Joy D. Bailey-Gress	38,279
Sandra Tatzler	38,143
Carol Marie May	38,103

Diamond/Diamante

Cecilia James	\$86,729
LaRonda L. Daigle	83,171
Tawnya Krempges	80,675
Marnia Morrisette	79,951
Shelly Palen	77,781
Barbara E. Roehrig	77,730
Melinda M. Balling	73,642
Orenda Raichel Hunniford	70,503
Sandy Lasso	68,253
Heather M. Julson	66,031
Sonia Suyapa Bonilla	65,899
Donna J. Saguto	65,505
Stephanie A. Richter	65,256
Ana X. Solis	64,674
Karime Rosas	62,566
Kristin Jenae Rogers	59,457
Sheryl Peterson	59,358
Wendy Neugebauer	59,088
Marni McKenna Hendricks	57,987
Barbara E. Roehrig	57,981
Jenny Siemonsma	57,363
Lisa Rada	57,279
Mariann Biase Mason	56,990
Dayana Polanco	56,869
Mary Beth Pfeiffer	56,828
Ruth L. Everhart	56,782
Lisa A. Stengel	56,402
Lisa A. Raupp	54,492
Eileen M. Huffman	53,801
Gerrit Anne Morris	53,262
Terri J. Beckstead	52,755
Kathi M. Viola	52,668
Robin L. Sailer	52,549

Lila DeWeber	52,331
Nancy Fox Castro	52,283
Chatney Gelfius	51,398
Chris Landaker	51,289
Janet S. Chapman	51,280
Julie Neal	50,977
Wendy Hayum-Gross	50,673
Joye Z. Stephens	50,632
Gayle Lenaz Kolsrud	50,612
Patricia Carr	50,498
Virginia Rowell	50,478
Diana Shroll	49,786
Amy Allgood	49,607
Suzanne T. Young	49,228
Mary Kathryn King	48,877
Brenda K. Howell	48,750
Elizabeth K. Daniels	48,699
Norma Lee Shaver	48,409
Lori M. Langan	48,280
Lesley A. Bodine	48,165
Pat A. Nuzzi	48,158
Deb A. Hegland	48,113
Carolyn Thompson	47,918
Meg Booker Steward	47,698
Janis Onstott	47,317
Kim A. Messmer	46,664
Ana Carolina Alvarez	46,179
Petie L. Huffman	45,972
Yvonne Tazem	45,492
Nicki R. Hill	45,375
Deborah Dudas	45,182
Jodi Carlson	45,108
Pamela K. Perkins	44,932
Mary P. Creech	44,786
Julie Schlundt	44,747
Maggie Rader	44,557
Meyra Esparza	44,455
Julie Danskin	44,423
Emily Sims	43,959
Vivian Diaz	43,773
Michelle Cape	43,660
Betty McKendry	43,648
Jenny R. DeMell	43,330
Jill Johnson	42,977
Audrey J. Doller	42,897
Kristen C. Spiker	42,778
M. G. Jan Chesmore	42,729
Vicki O'Bannon	42,686
Elvi S. Lamping	42,349
Evitelia Valdez-Cruz	42,263
Candace McCarthy	41,951
Mileta K. Kinser	41,908
Marlene Davitt	41,880
Maria de La Luz Avila	41,854
Stephanie Audino	41,815
Joyce M. Conant	41,750
Mary Goss	41,680
Pat Joos	41,536
Sandy Griffith	41,277
Carol Lee Johnson	41,275
Betty Symons	40,997
Amy M. Lohrenz	40,762
Ericka Balch	40,533
Susan Hattem Weeks	40,381
Judy Flummerfelt-Gerstner	39,532
Denise Nygard	39,526
Annette Pace	39,515

Ruby/Rubi

Krystal Downey-Shada	\$75,703
Erin Lynch	72,138
Cheryl O. Fulcher	71,904
Janet M. Gammill	70,841
Lisa Anne Harmon	66,749
Patti Maxwell	64,873
Debbie A. Elbrecht	63,553
Shella D. Evans	63,094
Amber L. Faulk	61,702
Karen M. Irwin	61,447
Donna Clark-Driscoll	61,104
Ekene S. Okafor	61,023
Sonya F. Goins	60,992
Sherrie L. Clemons	60,732
Stella Smith-Plus	60,539
Somer Ballard Carter	57,484

Laurieann Barclay	56,597
Mary Sharon Howell	55,781
Cathleen Walter	55,134
Lee A. McCarthy	54,497
Wanda Metzger	53,310
Thessy Nkechi Nwachukwu	53,063
Robin R. Tucker	52,289
Heather A. Verity	51,866
Suzanne Moeller	51,759
Eleanor M. Reigel	51,753
Cindy P. Markowski	51,212
Vicki S. Lindsay	50,458
Marnie R. Yunger	50,323
Kali DeBlander Brigham	50,129
Deborah S. Bailie	49,595
Jeanie Ripley	49,276
Julie Smith	49,135
Rosalie Kuhen	48,958
Sherri Ammons	48,241
Deborah J. O'Leary	48,083
Toni Zaino	47,853
Julie Thomas	47,780
Laura A. Kattenbraker	47,538
Sha Ron Martin	47,077
Karen E. Gardner	46,970
Tina Hulsman	46,907
Kathleen C. Savorgnan	46,762
Jennifer Jean McNulty	46,464
Lisa Baker	46,038
Lisa A. DeLucia	45,539
Cristina Neves Carper	45,390
Patty L. Bojan	45,347
Charlyn C. Eschette	45,345
Melissa Regina Almanza	45,252
Brenda Fenner	45,000
Keeta Hastings	44,752
K.T. Marie Martin	44,562
Liz Whitehouse	44,443
Mary L. Morgan	44,090
Barbara L. Harrison	44,083
Phuong L. White	43,876
Gina Beekley	42,633
Christy M. Cox	42,583
Candace Lynn Chambers	42,525
Candace Laurel Carlson	42,362
Brandy D. Herring	42,328
Oye A. Onuoha	42,190
Linda Leonard Thompson	42,010
Crystal Caldwell Hubbard	41,702
Melissa Kaye Kopec	41,634
Breda M. Teal	41,567
Connie A. Brinker	41,533
Lacy Janel Nickelson	41,434
Lisa D. Prescott	41,228
Trudy L. Menke	41,151
Carmen Nunez de Valencia	40,571
Stephanie Lynne Lenard	40,568
Lisa V. Bauer	40,451
Terry Thole	40,414
Krystal K. Walker	40,362
Gloria Dominguez	40,201
Diane Covington	39,929
Nancy N. Danley	39,863
Mary Alice Dell	39,694
Susan K. Lenser	39,356
Julij Lund	39,304
Jemma Holley Imwalle	39,170
Boo Menestrina	39,046
Jan M. Moses	39,018
Corrin Cresci	38,631
Margaret H. Gormly	38,234
Linda Christenson	38,184
Kimberley Victor	38,139
Debra Moore Kinley	38,006
Nancy D. Marshall	37,893
Rose Mary Neel	37,880
Cissy E. Warren	37,866
Tonya Colbert	37,732
Lisa Bird	37,715
Fabiola Lopez	37,521
Cindy Anderson	37,272
Meg Springer	37,187
Juliet Ebele Okonkwo	36,823
Angela B. Hawkins	36,729

recognition

Commission Circle

Listed below are the Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in November 2009. Names in bold print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

Sapphire

Julia Mundy	\$14,210.69
Tammy Romage	12,854.27
Julie Weaver	12,598.55
Sylvia Boggs	11,560.41
Lady Ruth Brown	11,387.23
Linda Klein	11,370.47
Lara F. McKeever	11,270.82
Diane Bruns	10,917.03
Peggy B. Sacco	10,576.16
Joanna Helton	10,023.37
Roxanne McInroe	9,875.18
Tracy Potter	9,544.49
Debbie A. Weld	9,528.03
Anne Elizabeth Leanos	9,424.14
Phyllis I. Pinski	9,299.44
Connie L. Russo	9,272.53
Kim Maynor	9,267.84
Ann W. Sherman	9,160.32
Randi Stevens	9,095.52
Kristi M. Anderson	9,020.30
Tasha Bergman	8,984.72
Rayne D. Tubbs	8,935.95
Angela D. LaFerry	8,896.09
Brenda Bennett	8,894.55
Dena Smith	8,689.94
Cheri L. Taylor	8,651.81
Jill L. Glickner	8,603.31
Molesta G. Dailey	8,528.83
Faith A. Gladding	8,515.82
Audrey K. MacDowall	8,438.39
Cindy S. Kriner	8,318.46
Heather L. Bohlinger	8,277.48
Lynn Baer Roberts	8,217.49
Marjorie S. Haun	8,102.40
Jill Beckstead	8,090.86
Melva M. Slythe	7,914.47
Avelyn R. Smith	7,887.89
Angie S. Day	7,706.16
Sharon K. Swayzer	7,704.87
Angeles Sosa	7,691.44
Ruby Garner	7,596.27
Sherril Reindl	7,586.92
Natalie Reed	7,563.02
Kim L. Cowdell	7,498.56
Brynnne M. Blalock	7,474.01
Jodi L. Feller	7,464.53
Barbara J. Puckett	7,448.42
Sandi Fitzpatrick	7,440.96
Cheryl T. Anderson	7,440.30
Dolores Keller	7,330.50
Brandi Driggers	7,219.19
Jennifer G. Bouse	7,208.24
Denim Ana Torrejon	7,082.94
Jennifer L. Semelsberger	7,056.51
Betty H. Schuler	7,064.17
Debra J. Witmer	6,926.14
Alison Jurek	6,924.21
Bettye Wilson	6,900.92
Marty Ulmer	6,893.65
Maria Montes	6,887.54
Gena Prince	6,834.52
Sandra A. Zavada	6,810.95
Deborah Robina	6,796.50
Danice C. McElowney	6,783.49
Norma Hood	6,782.14
Angeles Herrera	6,686.89
Maranda Michelle Rains	6,652.87
Cindy Harness	6,632.01
Deanna L. Spillman	6,565.43
Kathy R. Bullard	6,529.49
Sara Pedraza-Chacon	6,451.01
Robyn S. Cartmill	6,426.68
Christy Bigham	6,415.76
Krista A. Johnson	6,401.28
Krista Neal Warner	6,387.11
Darlene Brown	6,378.49
Michelle Sara Moore	6,375.98
Barbara A. Tyler	6,333.12
Terry A. Hensley	6,284.25
JoAnna P. Shipe	6,279.35
Lisa Louise Winton	6,238.28
Kathleen Kirkwood	6,233.45
Lynette R. Bickley	6,209.57
Teodora Ahumada	6,185.45
Jan Cain	6,182.68

Estela Saucedo	6,155.71
Lorie Ford Ryon	6,127.89
Tirza Llanes	6,125.43
Margaret Neill	6,110.15
AnaMaria R. Cruz	6,096.10
Shirley Stone	6,074.35
Linda J. Bird	6,060.06
Jeannie Helm	6,047.73
Ann M. Jones	6,041.47
Gloria Stakemiller	6,029.49
Nannette G. Short	6,016.12
Angelique M. Taibert	5,979.63
Patrice Moore Smith	5,966.54
Josefa Chacon	5,950.65
Theresa Kusak-Smith	5,947.39

Emerald

Christie Ehiobay	\$11,859.88
Auri Hatheway	11,777.07
Hope S. Pratt	11,228.72
Helen Jakpor	10,667.10
Arianne C. Morgan	10,363.83
Hollie R. Sherrick	10,181.28
Michele Martella Armes	10,015.22
Nancy Boucher	9,918.83
Paula Kelsch	9,773.14
Ayobami Olanrewaju	
Akinyemi	9,739.41
Jeanette E. Beichle	9,407.66
Yolanda Lopez	9,059.70
Victoria Monah	8,776.99
Candy Jackson	8,756.98
Linda Bradley	8,662.91
Stacy D. Foust	8,628.46
Pam Kelly	8,555.87
Jackie L. Root	8,313.60
Evalina Chavez	8,284.85
Kimbi L. Bartik	8,226.43
Karen E. Ridle	8,219.45
Jeannine R. DeVore Harris	8,195.36
Emily Stone	8,176.47
Sheri Farrar-Meyer	8,074.40
Pattie A. Robinson	8,012.15
Julie A. Griffin	7,860.81
Stacy S. Gilson	7,821.58
Denise G. Kucharski	7,785.71
Angel L. Hurley	7,643.00
Misty McCain Pollard	7,594.06
Sonia E. Argueta	7,592.95
Mary Brandenburg	7,583.49
Aida Ramallo de Escribano	7,522.99
Barbara Pleet	7,468.02
Antonia Miranda	7,375.22
Carol M. Fulton	7,344.37
Rose Campbell	7,333.40
Susie J. Serio	7,330.57
Ann Shears	7,160.04
Jennifer Spriggs	7,119.23
Debbie L. Bower	7,117.69
Maria Beddick	7,089.67
Charlotte Mantooth	7,082.49
Kay Dickerson	7,064.67
Vicki Powell	7,016.26
Pat Forehand	6,999.82
Jo M. Cotton	6,998.85
Nancy Harder	6,994.24
Christine J. Kurzawa	6,984.30
Anna Joseph Peet	6,979.05
Nancy Graham	6,946.89
Sheila J. McCune	6,919.33
Elaine K. Williams	6,913.16
Tanya Olivia King	6,905.35
Maria Sanchez	6,904.18
Grace Hull	6,820.89
Heather A. Carlson	6,795.59
Brenda D. Elliott	6,786.55
Myrna I. Colon	6,749.29
Kristen L. Voyles	6,735.11
Meredith Richardson	6,689.91
Nancy A. Berlin	6,664.79
Denise W. Montgomery	6,627.50
Lindsey Hysjulien	6,572.63
Flavia A. Rivera	6,572.06
Delia Ponce	6,551.72
Traci L. Smith	6,510.49

Cheryl L. Foster	6,503.06
Karen A. Jorgenson	6,486.77
Roxie Soto	6,477.75
Kathy P. Oliveira	6,473.55
Nancy L. DeFina	6,355.30
Lyn Said	6,342.43
Jordan Helou Eicher	6,341.71
Laura A. Armstrong	6,335.51
Alyson R. Young-Guerra	6,314.49
O'Nelly Encarnacion Gomez	6,279.82
Jean Mac Donald	6,258.30
Sandy McKee-Rini	6,241.97
Anaizel Avila	6,239.74
Vicki Hunter	6,221.16
Anita Rodriguez	6,177.89
Grace Y. Adeoye	6,177.82
Julie B. Potts	6,140.23
Dana C. Warren	6,130.76
Yolanda Mercado	6,116.92
Toya M. Drew	6,110.01
Michelle M. Martinez	6,105.37
Caroline Nesbitt Osmon	6,085.39
Carolyn L. Lucas	6,029.88
Marina Sanchez Ramirez	6,007.57
Evelyn Nail	5,955.46
Marianne L. Anderson	5,938.15
Trisha Taylor	5,912.15
Connie S. Miller	5,876.43
Linda S. Robinson	5,860.80
Gloria Evans	5,851.99
Annette D. Oxley	5,849.62
Gloria Pina	5,818.19
Pamela Rowe Krzmarzick	5,809.24

Pearl

Kim L. McClure	\$16,498.20
Jeanie Martin	15,701.90
Kristin Myers	14,543.96
Susan M. Hohlman	12,255.29
Tammy A. Vavala	12,162.43
Leah Michelle Lauchlan	12,111.41
Jeanie K. Navrkal	11,852.30
Paty Webster	11,353.90
Tara Lynn Mitchell	11,318.41
Julia Sander Burnett	11,210.90
Holl Thompson Lowe	11,057.39
Tracey L. Chavez	10,266.16
Dorothy D. Boyd	10,095.29
Lisa Olivares	10,000.52
Alma Orrosta	9,791.55
Kathryn L. Engstrom	9,663.19
Barbara R. Johnson	9,503.60
Anne Geertsen	9,161.44
Nadine Bowers	9,107.81
Rita Schaefer	9,022.73
Patti Cornell	8,961.73
Janice Baxter Hull	8,869.22
Diane M. Detesco	8,809.53
Amie N. Gamboian	8,678.20
Sandra Girardo Kirchhoff	8,518.90
Marilyn A. Ricker	8,509.44
Irene K. Foster	8,481.69
Elizabeth B. Muna	8,466.55
Stacey Craft	8,455.11
Shelley Eldridge	8,317.85
Amy Kirell	8,250.09
Denise E. Crosby	8,232.86
Lia Rene Carta	8,220.53
Vicki Piccirilli	8,176.62
Rebecca Milligan	8,137.24
Sherry L. Fields	8,128.89
Brenda Stafford	8,020.00
Susie Kopacz	7,969.65
Cindy Machado-Flippen	7,930.57
Tina M. Wright	7,827.52
Judi Tapella	7,796.94
Amelie B. Kemogne	7,782.47
April Landrum-Johns	7,758.88
Sandra M. Munguia	7,705.03
Darlene Rutledge	7,687.07
Regina I. McDermott	7,627.05
Amy Kemp	7,603.69
Alicia Borkowska-Sattler	7,544.94
Kathy Eckhardt	7,529.39
Shauna Lynn Abbotts	7,444.37
Lindsay R. Stewart	7,424.66

Michele Salisbury Rankin	7,393.51
Luanne Stewart	7,382.21
Christina Lynn Frantz	7,302.79
Betsy C. Richard	7,229.70
Sharon Smith Wisnoski	7,226.62
Marype Durrer	7,136.11
Nicole J. Canamare	7,098.63
Amy Stokes	7,020.81
Holly L. Ennis	6,995.06
Diane M. Terwilliger	6,969.56
Sherry L. Belisle	6,967.15
Barbara Ashworth	6,961.57
Sheryle Frederic	6,945.90
Sally Moreno	6,915.48
Constance Nugent Miller	6,881.85
Tammy D. Niehaus	6,823.43
Evelyn Pirhalla	6,799.33
Nadine H. Huckabee	
Stanley	6,771.84
Carmen J. Felix	6,742.18
Cindy S. Koenig	6,721.46
Janet L. Lane	6,634.65
R. Sue Miller	6,607.05
Charlene Grubbs	6,571.29
Mary E. Feikles	6,555.03
Peggy Matish	6,518.06
Kathy Ahlwardt	6,438.78
Susan Zeiler	6,428.40
Nedra Ruby White	6,392.42
Paty J. Olson	6,385.66
Patricia Fitzgerald	6,321.71
Sandra Tatzler	6,275.31
Collette Parker	6,267.33
Amy C. Schule	6,255.01
Roya M. Mattis	6,205.68
Diane Heckathorne	6,131.43
Connie L. Young	6,105.33
Maribel Olivares	6,081.13
Angela J. Fry	6,032.73
Erin C. Sorvillo	6,007.45
Penny J. Jackson	5,980.05
Espie J. Elmer	5,973.30
Susan K. Janish	5,953.02
Dawn M. Green	5,946.69
Terri Lewis	5,931.97
Sherry Kostner	5,899.72
Katherine Mirkes Ward	5,864.69
Fern M. Gerdes	5,826.37
Sharon F. States	5,784.98
Gina Beck	5,782.33

Diamond

LaRonda Daigle	\$12,242.09
Ana X. Solis	12,183.46
Mary Strauss	11,752.30
Melinda M. Balling	11,383.13
Ruth L. Everhart	11,252.34
Marsha Morrisette	11,194.35
Shelly Palen	11,145.00
Tawnia Krepnges	11,095.54
Cecilia C. James	10,951.74
Sheryl Peterson	10,504.28
Sandy Lasso	10,495.20
Vivian Diaz	10,355.22
Terri J. Beckstead	10,153.57
Heather M. Julson	10,019.19
Sonia Suyapa Bonilla	9,687.45
Meysa Esparza	9,663.45
Donna J. Saguto	9,341.32
Julie Neal	9,126.86
Wanda Neugebauer	9,117.88
Mary Beth Pfeiffer	9,117.25
Stephanie A. Richter	9,085.03
Lisa Rada	9,054.16
Heidi Goelzer	9,026.60
Barbara E. Roehrig	8,982.66
Sandy Griffith	8,933.56
Brenda K. Howell	8,827.86
Orenda Rachel Hunniford	8,820.27
Kristin Jenae Rogers	8,820.09
Lila DeWeber	8,667.24
Priscilla McPheeters	8,489.82
Kathleen Rosas	8,488.38
Lisa A. Raupp	8,320.81
Eileen M. Huffman	8,214.50
Julie Hattabaugh	8,184.71

Ana Carolina Alvarez	8,083.71
Yvonne Tazem	8,081.53
Anne Newcomb	8,048.34
Dayana Polanco	8,041.85
Amy Allgood	7,952.13
Nancy Fox Castro	7,928.63
Nancy Polish Dove	7,902.38
Lisa A. Stengel	7,865.68
Mary Beissel	7,803.92
Omosolape O. Akinyoyenu	7,755.69
Janet S. Chapman	7,727.69
Marni McKenna	
Hendricks	7,716.96
Martha Kay Ralle	7,707.07
Geri Anne Morris	7,703.25
Suzanne T. Young	7,647.95
Pat A. Nuzzi	7,642.87
Lou Cinda Utley	7,631.63
Julie Danskin	7,628.30
Deborah Dudas	7,584.82
Kathy M. Viola	7,565.10
Lori M. Langan	7,542.41
Evitelia Valdez-Cruz	7,521.80
Jenny Siemonsma	7,478.62
Vicki O'Bannon	7,458.85
Emily Sims	7,448.47
Norma Lee Shaver	7,431.02
Chris Landaker	7,371.58
Julie Schlundt	7,355.39
Stephanie Audino	7,241.58
Mary Jacobson	7,229.59
Betty McKendry	7,219.76
Fern Hendricks	7,210.61
Joy H. Rentz	7,182.89
Trudy Miller	7,168.21
Donna K. Smith	7,157.61
Wendy Hayum-Gross	7,124.84
Maria Teresa Lozada	7,113.96
Susan K. Carlson	7,086.97
Susan J. Pankow	7,070.80
Mariann Biase Mason	7,068.89
Audrey J. Doller	7,045.84
Carolyn Thompson	7,040.07
Nicki R. Hill	7,008.19
Patricia Carr	7,007.80
Robin L. Sailer	7,000.93
Carol Lee Johnson	6,975.28
Karen D. Costas	6,962.36
Mary P. Creech	6,958.64
Betty Symons	6,933.71
Virginia Rowell	6,915.31
Juanita Gudino	6,879.54
Debbie Larson	6,877.44
Chatney Gelfuss	6,874.02
Annette Pace	6,847.94
Diana Shroll	6,778.99
Deb A. Hegland	6,741.55
Mary Kathryn King	6,723.00
Sheila Hansen	6,719.48
Kim A. Messmer	6,713.67
Silvia Sanchez	6,657.88
Pat Joos	6,618.47
Maggie Rader	6,608.42
Leticia Gutierrez-Barajas	6,559.50
Mary Burnett	6,530.82
Mileta K. Kinser	6,520.95
Rose Rodriguez-Capone	6,515.60

Ruby

Thessy Nwachukwu	\$16,415.25
Ekene S. Okafor	11,793.63
Stella Smith-Plus	11,617.66
Donna Clark-Driscoll	10,177.70
Mary Sharon Howell	10,120.91
Krystal D. Downey	
Shada	10,050.17
Laura A. Kattenbraker	9,949.82
Lisa Anne Harmon	9,538.80
Julie Smith	9,481.92
Candace Laurel Carlson	9,340.68
Somer Ballard Carter	9,311.25
Debbie A. Elbrecht	9,287.91
Kathy Monahan	9,196.37
Tina Hulsman	9,122.24
Phuong L. White	9,063.86
Janet M. Gammill	9,033.21

Jennifer Jean McNulty	9,023.65
Krystal K. Walker	8,965.23

recognition

Mary Kay Angels

These Independent National Sales Directors, Independent Sales Directors and Independent Beauty Consultants achieved the highest commissions/bonuses or production or had the most new team members in their Seminar areas in November 2009.

Top National Sales Directors — Commissions and Bonuses



Gayle Gaston
\$74,291
SAPPHIRE



Gloria Mayfield Banks
\$62,316
EMERALD



Jan Harris
\$44,650
PEARL



Barbara Sunden
\$107,652
DIAMOND



Carol Anton
\$47,531
RUBY

Top Unit — Estimated Retail Production

SAPPHIRE — Tammy Romage, <i>Go Give Area</i>	\$85,280
EMERALD — Hope Pratt, <i>Go Give Area</i>	\$82,785
PEARL — Kim McClure, <i>Go Give Area</i>	\$99,440
DIAMOND — Cecilia James, <i>A. Garrett Roe Area</i>	\$86,729
RUBY — Krystal Downey-Shada, <i>Go Give Area</i>	\$75,703

Top Sales Director — Personal Sales

SAPPHIRE — Jodi Feller, <i>Go Give Area</i>	\$12,565
EMERALD — Kim Manire, <i>Go Give Area</i>	\$10,226
PEARL — Hazel White, <i>Go Give Area</i>	\$8,860
DIAMOND — Janet Kanthak, <i>A. Garrett-Roe Area</i>	\$16,433
RUBY — Juliet Goertzen, <i>J. Shealy Area</i>	\$23,398

Top Beauty Consultant — Personal Sales

SAPPHIRE — Laura Andjelkovich, E. Luppó Unit, <i>K. Starr Area</i>	\$15,777
EMERALD — Yuko Yasuma, M. Brandenburg Unit, <i>Go Give Area</i>	\$33,080
PEARL — Heather Allgor, S. Fields Unit, <i>C. Williams Area</i>	\$10,765
DIAMOND — Amber Hyde, S. Palen Unit, <i>Go Give Area</i>	\$11,735
RUBY — Bernice Effah, C. Fulcher Unit, <i>G. Super Area</i>	\$20,359

Top Team Builder

SAPPHIRE — Samantha Norris, S. Andrews Unit, <i>S. Andrews Area</i>	8 New Team Members
EMERALD — Maria Anaya, S. Argueta Unit, <i>L. Orellana Area</i>	14 New Team Members
PEARL — Elian Evans, L. Stewart Unit, <i>A. Conley Area</i>	8 New Team Members
DIAMOND — Sales Director Renee Diekman, <i>S. Kingrey Area</i>	9 New Team Members
RUBY — Sylvia Garrison, <i>C. Anton Area</i>	12 New Team Members

Top Unit Builders

Independent Sales Directors with 20 or more new unit members for November 2009.

Emerald

Ayobami Olanrewaju Akinyemi.....21 New Unit Members

Pearl

Lindsay R. Stewart.....20 New Unit Members

Diamond

Kristin Jenae Rogers.....22 New Unit Members

Sales Mentors

Special thanks to the sales mentors for the October 20, 2009, *New Independent Sales Director Education* class.



Crisette Ellis
National Sales Director
Emerald Seminar



Bett Vernon
National Sales Director
Pearl Seminar



Brenda Bennett
Senior Sales Director
Elko, Nev.
Sapphire Seminar

Meet your NSDs

Be sure to visit the Mary Kay InTouch® Web site for inspiring success stories about Mary Kay Independent National Sales Directors. Click on the “**Meet Your NSDs**” link under the Heritage tab. You can search for NSD stories by name, city, state, Seminar or even former occupation. Why not share their stories with potential team members?

APPLAUSE® magazine is published in recognition of and as information for members of Mary Kay Inc.'s independent contractor sales organization, Independent National Sales Directors (“National Sales Directors”), Independent Sales Directors (“Sales Directors”) and Independent Beauty Consultants (“Consultants”) in the United States, Puerto Rico, U.S. Virgin Islands and Guam by Mary Kay Inc., Dallas, Texas ©2010 Mary Kay Inc. Member: Direct Selling Association; Cosmetics, Toiletry and Fragrance Association. *Affection, Applause, Beaut-e-News, Beauty Blotters, Belara, Bella Belara, Domain, Elige, Eyesicles, Go-Give, Heart to Heart, Indulge, Inspiring Beauty Through Caring, Journey, LearnMK, Lucentrix, Mary Kay, Mary Kay InTouch, Mary Kay Tribute, MK, MKConnections, MKeCards, MK Men, myBusiness, myCustomers, Nutribeads, Ovation, Pink Link, Power Hour, Pronewal, Satin Hands, Satin Hands & Body, Satin Lips, Satin Smoothie, Smart Start, TimeWise, Tribute and Velocity* are registered trademarks; and *Enriching Women's Lives, Exotic Passionfruit, Mint Bliss, MK High Intensity, Simply Cotton, Sparkling Honeysuckle and Warm Amber* are trademarks of Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, www.marykay.com.

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advertising ups the party potential

Three top **Independent Sales Directors** share the power that Mary Kay advertising can bring to your business.



"What the print advertisements and mentions in national magazines do is add credibility," says **Independent Executive Senior Sales Director LaRonda Daigle** of Baton Rouge, La. "Put them in a binder and take them to your skin care classes." That credibility can lead to confidence when you are attempting to book a party with a potential hostess – one who has seen the ads and seen what the Mary Kay of today has to offer!

An additional tool to the print advertisements is the "As Seen In" fliers, which capture the best editorial mentions each quarter and put them on a single sheet you can share with customers and potential hostesses. "Get the Look" fliers also are a great booking tool. You could present a potential hostess with a look shown recently on TV, then explain how she can get that look for free by hosting a Mary Kay® party.



"I've gained new customers by using the different advertising tools, especially the ones online," explains **Independent Elite Executive Senior Sales Director Krystal Walker** of Frisco, Texas. "Customers don't have to sit and wait for a Mary Kay® commercial to play during a television show. I can just send them an e-mail with a link."

Approaching a customer this way is nonthreatening because she can watch a video clip when she wants to right on *your* Mary Kay® Personal Web Site! Once she is at the Web site, she can continue to watch more videos or search for products she is interested in. Then when you follow up, you can suggest hosting a class to learn even more.



Independent Executive Senior Sales Director Phuong White of Indian Trail, N.C., is "so excited about the Mary Kay YouTube channel!" She adds, "It is so impressive and so easy to access. Members of my unit with miniature laptops can show it anywhere, now with Wi-Fi being all over. It's even on our iPhones!"

She says that she encourages unit members who sell \$100 or more in product to a customer to make sure that customer has seen the videos on YouTube because she's on her way to "falling in love with the product." Phuong even suggests having commercials from the Mary Kay YouTube channel playing at guests events, open houses and unit meetings. "We can market to so many different people because of the tools that are available to us."

2010 Advertising Starts Soon

When your customers tune to *ABC*, *Univision* and *Lifetime* networks over the next several months, they'll see Mary Kay messages that drive awareness of the value and quality of Mary Kay® products and excitement for hosting a Mary Kay® party!

The messages are designed to get customers talking about Mary Kay, entice them to learn more about hosting a party and link them to www.marykay.com. Stay tuned to the Mary Kay InTouch® Web site for details on air dates and times, and new tools that you can share with customers.

Mary Kay® advertising messages also will appear in several national general market and Spanish-language magazines, including *Marie Claire*; *O, The Oprah Magazine*; *Redbook*; *Good Housekeeping* and more starting with April (on sale in March) and May (on sale in April) issues.

Print Advertising



"Get the Look" Flier



Mary Kay YouTube Channel

finding her true self

For years, **Independent Beauty Consultant Barbara Henney** of Elizabethtown, Ind., worked to attain an academic pedigree worthy of the career-minded woman she was. Her achievements included three college degrees reflecting her varied interests: a bachelor's in biological psychology, a master's in public health and a doctorate in optometry. "In fact, I started my Mary Kay business just because *I needed to earn \$600 to pay for my next board exam toward becoming a licensed optometrist*," says Barbara. "It sounds almost funny to me today, looking back from where I am now. But at the time, I was *only* about career." Ironically, despite all her years of classroom concentration and professional preparation, Barbara couldn't see what was coming next: a pair of warm, cuddly bundles that would change her life, and her priorities, forever.

For the Love of Little Patter

"I met my husband, Brian, while in optometry school," Barbara begins. "After my graduation, I worked for an optometric practice for two years while taking my board exams. I saw a bright future for myself as an optometrist." She smiles and adds with a soft laugh, "Then the 'unexpected' happened. I became pregnant." At 22 weeks, Barbara learned she was carrying twins. At 30 weeks, she developed toxemia. At 35 weeks, her kidneys were failing. "My girls were born five weeks early and spent the next two weeks in intensive care. Seeing them lying there in incubators — so tiny — simply changed my life on the spot. Once my babies came home with me, I never wanted to leave them again. My heart was no longer in my career. My heart was with my girls."

Fourteen months later, Barbara delivered another adorable daughter. "My husband worked at a local bakery factory. It was honest hard work with livable pay," she says, "that is, until we were blessed with three additions in two years and I was

staying home full time." The following summer, the family went to a county fair, where Barbara met an Independent Beauty Consultant and agreed to host a party. "For an extra gift, I listened to the *Choices* CD by **Independent National Sales Director Linda Toupin**. Honestly, it made me cry; the message hit so painfully close to home." Barbara listened to Linda's inspiring words five times, and still she argued with herself. "I kept reminding myself that I went to college and had student loans to repay, and those had been my choices at the time. Yet I couldn't reconcile my conflicted feelings."

A few days after hostessing her party, Barbara happened to be the mom on duty at a playdate when **Independent Sales Director Susie Gleyze-Thomas of Seymour, Ind.**, dropped by to share the opportunity with Barbara's neighbor. "These two gorgeous women drove up in a pink Cadillac, and I just stared and thought 'Wow!'" remembers Barbara. While the two women visited, she found herself eavesdropping — and riveted. "As Susie was leaving, my neighbor

said she wasn't interested, but I piped up and said, 'I am!' My girls were preschoolers by then, and we were barely making ends meet. This business sounded like something to help our family get by while I wrestled with my guilt about not using my optometry degree and wanting to be with my girls."

Barbara started her Mary Kay business, but at first she only "worked at it" when she needed money for bills, devoting less time when family needs required her. "For a whole year, somehow I never found time to study for that board exam. I earned the \$600 I needed, but I spent it on going to Career Conference instead. Then in June 2007, Linda Toupin called with the advice I needed to get moving: 'Just ask yourself, who do I know?' I accepted her challenge, and that was my turning point. I was ready to learn how to *really* work my business."

Who Do You Know?

It had been a fun skin care class, and all eight women around the table said they loved the product.



Three beautiful daughters brought one major turning point in Barbara's life. When she realized her career priorities had changed, a Mary Kay business was the perfect solution. Today she has the flexibility to be part of their lives while achieving her own potential.



Working the Pacesetters program, plus impressive Power Starts, provided the Henneys with some welcome extras each month. "We started saving consistently, which was a first for us," says Barbara, "and I could treat the whole family to Thursday night pizzas!"

But not one cared to place an order or book a new class. Barbara remembers only too well. "I was standing there thinking, 'Great, zero sales and zero bookings!' when Linda's words came flying into my head, and suddenly I blurted out, 'Who do you know that would enjoy some pampering? Who do you know who would love having her skin feel the way yours does right now? Who do you know who's going back to school – maybe a student, teacher or staff member? Is there anyone you would like to appreciate for something they've done for you?' Then I offered a \$10 gift certificate and free facial in their name as a gift. I left with 86 referrals, three bookings and \$586 in sales – all gift purchases."

Working the Beauty Consultant Enrichment With Pacesetters program each week, Barbara began booking and coaching, selling and rebooking. She earned six Power Start pins, paid on student loans and electricity bills, treated the family to Thursday night pizzas and put money in savings. Almost overnight, her focus sharpened. "I cared more about my customers and product needs. I took time to think about what type of party would fit into **their** lives, instead of mine, and whether it should be at the hostess's house, her friends' house or somewhere else such as online, or maybe pass along a copy of *The Look*. I couldn't remember when I had felt so excited about my work. Suddenly, pink Mary Kay® Career Cars were sailing

through my daydreams."

Just after her personal momentum kicked in, however, both of Barbara's parents fell ill, and she and the kids moved to Maryland to be with them while Brian stayed home to work. "My parents underwent radiation at the same time. I was feeding my father every three hours to meet his daily caloric needs. Dad and I had the most *amazing* chats at 3 a.m. During those months, my business shrank to a minimum," admits Barbara. "My status went inactive in the Spring of 2008. Through the constant support of **Susie Gleyze-Thomas** and my friend and Mary Kay "sister," **Independent Beauty Consultant Carolyn Smith**, I eventually got back on my feet. The outpouring of love from independent sales force members and even *customers* was truly a blessing."

Barbara's thankful for the time she had with her dad before his passing, and when she resumed her full-time rhythm after moving back to Indiana, her sales grew steadily stronger. "By the time Seminar 2009 rolled around, my customers had become like friends. I had learned their preferences, met their families, even met their co-workers, neighbors and church members. I knew their birthdays, anniversaries and kids' birthdays. *I learned the importance of 'them.'* I served them with Golden Rule customer service and told them I felt honored to have them as part of my business."

By April, Barbara had caught a new vision from Susie and finished the Seminar year with a "win." "I was dreaming of the Court of Personal Sales," she shares. "It seemed like a huge stretch, but Susie had planted the seed, and it took root. I started crunching numbers and realized I had to make *every spare minute, every creative thought, every phone call and every prayer* count. I studied my Weekly Plan Sheet for every 15-minute hole there might be and rearranged activities to group those 15 minutes together to make a larger time block. I asked Brian to help with laundry, housework and baby-sitting. The picture in *Applause*® magazine of Court of Personal Sales rings went with me everywhere, and my booked-class schedule swelled to five per week. Reorders were growing. When my energy lagged, Susie or Carolyn stepped up with support. I reached No. 6 in the Diamond division and stood within feet of the Queen's chair onstage. It was an unforgettable experience."

Smiles, Tears and New Beginnings

The week before leaving for Seminar, one of Barbara's loyal customers and original hostesses asked her to drop by. "When I arrived, she said she wanted to 'show me something' and escorted me to her patio. Twenty women were all clapping and cheering – Nancy's neighbors, friends and family members who were now my customers – all celebrating with me for reaching my goal. I was incredibly touched. Through soggy smiles and tears, I told them it was because of them that I could reach my dream. It seemed the hugs went on and on. This connection with my customers has become rewarding beyond anything I ever envisioned when I thought I was 'all about career.' This connection is why I love making product deliveries and phone calls and scheduling more appointments. This past year has been an amazing experience, and there's so much left to learn, so many challenges yet to tackle and achieve. Along the way, I saved my goal amount to take my family on our dream vacation to Walt Disney World in May. What a *truly amazing* life. My guilt over leaving behind a life I thought I once wanted is over. I've totally embraced a new life more wonderful than I could have imagined. And to think, it's only just beginning."

the road to cadillac joy

What drove Independent Sales Director Kathe Cameron of Bloomfield, Mich., to suddenly earn the use of a Cadillac Career Car for the first time since starting her Mary Kay business so long ago? Could it be that it's never too late to gear up for a goal?

"Absolutely!" proclaims Kathe, who didn't stop there but went the extra mile to make her rewarding experience unique. But before she unlocked the door to her new pride and joy, Kathe kept her subconscious dream under wraps for decades, growing into her Mary Kay potential *one patient milestone at a time* ...

Just Rolling Along

Call it "car karma" or maybe a "car star": Kathe made a car connection early in life. "The coincidence is kind of funny," she says. "When my mom introduced me to Mary Kay, I was a student working full time at a car dealership. She called me from a friend's skin care class and said, 'Kathe, *you* could do this!' Since the friend lived in another town, Mom suggested I call someone from the Yellow Pages to get started. So I picked **Independent National Sales Director Emeritus Kay Hall** and told her, 'You don't know me, but my mom thinks I would be good at what you do!'" At that time, Kathe just wanted to earn \$50 extra per week. "The first week after my initial product order arrived, I held five parties. Kay suggested I start out strong to learn how to do it. From the beginning, I established a weekly schedule of holding skin care classes on Wednesdays and Saturdays. I resigned as dealership administrator six months later and focused on building my Mary Kay business." Then came marriage, babies, new priorities. "The great thing is that I could still work my business around my children's schedules," Kathe says, praising the flexibility that made her home life easier.

Then, in 2001, in a sweeping decision that coincided with other life changes and commitments, Kathe suddenly envisioned herself as an Independent Sales Director. "My kids were older, and the time felt right," she shares. "I held a phone-a-thon and booked facial appointment after skin care class after team-building interview. I realized that *all along* I had held this secret image in my mind of someday driving a pink Cadillac. Now that dream was starting to surface in living color. I became a Grand Achiever and went into Sales Director-in-Qualification. My boys were in Little League, but I never missed a game. I LIVED by my *Weekly Plan Sheet!*" When she realized last year that she and her unit had qualified



Kathe's thrilling day sparked a personal performance boost that continues on, and she never tires of remembering her in-progress peek at her inspiration machine. "That was one of the most exciting days of my entire life," she says. "I loved meeting the people and seeing the processes that made the car I would drive come to life."

for her pink dream, she called the Company just to make sure. "I wanted to hear it officially from someone official," she jokes. She then called her unit members and exulted, "We made it!" rejoicing with some who declared that her achievement had stirred their own car dreams. "It dawned on me that I had been on a mission to outgrow my comfort zone, and now I had made it happen."

It's Not How Long It Takes. It's Getting There That Counts.

With her revelation came another lightbulb. Kathe inquired at her networking group whether anyone

had a contact at GM. She got a name, made the call, and the rest is personal GM plant tour history. "I learned about the paint processes that create that special shade of pink and the many stages the car goes through from start to finish. I even met some of the people who took part in the manufacture of my car." She pauses to further connect the pink dots. "From the beginning, I was one of those little girls who loved anything and everything pink. And there I was, years later, watching my own pink 'baby' roll off the line. It was a grown-up little girl's dream come true," she says with a smile. "Even if it was decades in the making!"



Catalina transformed her "wheels" from secondhand bike to shiny pink Cadillac through old-fashioned hard work and persistence. Today she can afford her beautiful new road bike, but she hasn't forgotten her former days. "I want to help other women move ahead too," she says. "Why not travel in style?"

turning cycles into success

My self-esteem plummeted. I didn't even want people to speak to me. Then one day a Mary Kay Independent Beauty Consultant gave me a facial, and suddenly I felt good about myself again. It was as though God had sent a miracle into my life. I fell in love with the product because I hadn't been using anything on my face. My skin was terrible! I didn't know anything about makeup; I didn't know *anybody*, and I didn't have any time left in my busy weeks

Soon I was making more money from my Mary Kay sales than I earned from my two jobs combined, so I quit them both and began working my Mary Kay business full time. When I retired my trusty bike, I stepped into a BRIGHT RED, NEW-SMELLING, BEAUTIFUL, "FOUR WHEELS INSTEAD OF TWO" OLDSMOBILE FIRENZA CAREER CAR! Even its little key looked dazzling to me. It was the key to an incredible opportunity that could change my destiny forever. My opinion of myself changed overnight when I submitted my Independent Sales Director letter of intent. I had found the vehicle for success. But I still had some lessons to learn.

Low Points Led to the High Life

It's inspiring to represent an opportunity in which you can only succeed by helping other women attain their goals. As an Independent Sales Director, I enjoy showing people how to overcome the most difficult circumstances by following the Mary Kay philosophy of faith first, family second and career third. I've had my highs and lows like everyone. But I discovered that I am not a quitter. When I found myself with no offspring Sales Directors, no Cadillac and fewer than 30 unit members, I had to start over again, and once again, negative people said it was impossible. I asked myself, "*How can I improve?*" I made a plan of action and started working my plan.

When my mother fell ill, I was reminded of our flexibility to tend to our families without asking permission from anyone. When I got back to work, my business was waiting for me instead of a layoff notice. My bicycle, my beliefs, my faith and my determination have allowed me to earn fabulous trips. I've bought two beautiful homes; earned the use of 13 Career Cars, including five pink Cadillacs; and most rewarding of all, I've had the privilege of helping numerous people reach their highest potential. Now I'm eagerly working toward the biggest challenge of all – to become an Independent National Sales Director by 2012. We can achieve any goal we want by helping other people do the same!

Independent Senior Sales Director Catalina Barahona of Germantown, Md., has traveled long miles toward achieving her dreams simply by refusing to give up.

When she arrived in America, Catalina had no transportation and knew no one who could direct her to a better life. Today, she's working hard to show others that they, too, can transcend their challenges. Hear her encouraging heart as she shares her journey ...

I was born and reared in Quito, Ecuador, where I earned my degree in industrial engineering. For several years after graduation, I earned great money, but ultimately I saw that my career options were limited. In 1985, I had the chance to accompany my sister to the United States to make a new home. I spoke no English and desired further education, but I lacked the money to pay for classes. So I looked for a well-paying job using my engineering degree. Imagine my desperation when all I could find was a job selling fast-food! The money wasn't enough to live on, so I took a second job. I worked 14 hours a day, from 7 a.m. to 9 p.m., including weekends and holidays.

to meet anyone. My sister and I were living in a basement, and I had no extra money for "frills." But this wonderful Independent Beauty Consultant recognized my dignity as a human being. I learned that I could earn the use of a Mary Kay® Career Car. At the time, my transportation consisted of a secondhand bicycle I bought with the little money I made from my two jobs. Can you imagine how happy the thought of a car made me? I was desperate, but now I had hope.

New Wheels, Great Deals

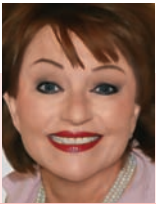
With my vision now clear, I became an Independent Beauty Consultant with BIG DREAMS. We were living in the Washington, D.C., area, and I rode to all my Mary Kay® facial appointments and skin care parties on my bike, delivering product and calling on potential team members the same way. (Please *do not tell me* that you can't recruit someone without a car or without speaking English! If I did it, so can you!) Nearly everyone around me said I wouldn't be successful: I had no friends, no car and no decent place to live, not to mention the language barrier. But I decided to prove them wrong. With all my heart, I believed my vision of a brighter future was *bigger* than my obstacles.

Go-Give® Award

Congratulations to the winners for March 2010.

The Go-Give® Award is given in memory of Independent National Sales Director **Sue Z. Vickers** to recognize Independent Sales Directors who best exemplify the **Golden Rule**, helping others **unselfishly** and **supporting** adoptees as much as unit members.

If you know an Independent Sales Director who has displayed the Go-Give® spirit, why not nominate her for the monthly Go-Give® Award? The Go-Give® Award nomination form is available on the Mary Kay InTouch® Web site under "Recognition."



Barbara Allen-Rosser

Sapphire
Independent Senior Sales Director
Began Mary Kay
June 1989
Sales Director Debut
August 1991
Offspring two first-line; three second-line
National Sales Director
Pam Klickna-Powell
Honors Premier Club qualifier; Circle of Honor; Consultant Queen's Court of Personal Sales; 12-times Sales Director Queen's Court of Personal Sales; 13-times Circle of Achievement; seven-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$69,348
Personal Lives in Pike Road, Ala. Husband, Jeff; son, Tyler
Favorite Quote "When someone has been given much, much will be required in return; and when someone has been entrusted with much, even more will be required."
— from Luke 12:48
Independent Sales Director Lydia Culp of Montgomery, Ala., says, "While replacing the roof on our home, we experienced a tremendous amount of damage during a flash flood. Barb and her husband graciously offered us their guest house while our home was being repaired."



Deborah Metzger

Emerald
Independent Future Executive Senior Sales Director
Began Mary Kay
November 1979
Sales Director Debut
September 1981
Offspring four first-line; two second-line
National Sales Director
Barbara Whitaker
Honors Cadillac qualifier; Circle of Honor; 13-times Sales Director Queen's Court of Personal Sales; eight-times Circle of Achievement; Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$62,094
Personal Lives in Vernon, N.Y. Husband, Bob; son, Brad
Favorite Quote "Follow your dreams and pursue them with courage, for it is the pursuit of those dreams that makes life really worth living."
Independent National Sales Director Barbara Whitaker says, "Deb is a breath of fresh air and lights up a room with her sweet spirit and sunshine attitude. She instantly spreads cheer, enthusiasm and true caring to all with whom she comes in contact and has been named Miss Go Give many times over in our area."



Rebecca Milligan

Pearl
Independent Senior Sales Director
Began Mary Kay
November 2000
Sales Director Debut
March 2002
Offspring one first-line; one second-line
National Sales Director
Go Give Area
Honors Cadillac qualifier; Star Consultant; Consultant Queen's Court of Personal Sales; eight-times Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; four-times Circle of Achievement; five-times Double Star Achievement; Fabulous 50s; gold medal winner; estimated highest monthly unit retail: \$70,668
Personal Lives in New Castle, Ind. Husband, Stuart; son, Graham; daughter, Natalie
Favorite Quote "This is the day the Lord has made; let us rejoice and be glad in it." Psalms 118:24
Independent Senior National Sales Director Sue Kirkpatrick says, "Rebecca goes out of her way to treat adoptees as family. She picked up an Independent Beauty Consultant who couldn't drive due to a broken foot and drove her to unit meetings and also arranged for food deliveries when this same Beauty Consultant was ill."



Viviana Vargas

Diamond
Independent Future Executive Senior Sales Director
Began Mary Kay
October 2000
Sales Director Debut
October 2005
Offspring four first-line; one second-line
National Sales Director
Barbara Sunden
Honors Cadillac qualifier; Star Consultant; Sales Director Queen's Court of Personal Sales; three-times Circle of Achievement; Double Star Achievement; Fabulous 50s; Honors Society; estimated highest monthly unit retail: \$64,976
Personal Lives in Miami. Husband, Alex; sons: Luis Alberto, Brian; daughters: Stephanie, Jennifer, Karen, Natalie
Favorite Quote "I've learned that my strengths and my mind can never be greater than my faith because when we learn to trust in God, all the good, wonderful, incredible, indescribable, even the impossible, can come about."
Independent Sales Director Carolina Perez of Miami says, "Viviana is a woman of integrity with firm priorities in God first, family second and career third. Her teaching style is solid and knowledgeable, not only about the Company and its products, but also in leadership — her most outstanding quality."



Linda Leonard Thompson

Ruby
Independent Senior Sales Director
Began Mary Kay
August 1986
Sales Director Debut
August 1988
Offspring two first-line
National Sales Director
Ronnie D'Esposito Klein
Honors Cadillac qualifier; Circle of Honor; two-times Sales Director Queen's Court of Personal Sales; nine-times Circle of Achievement; two-times Circle of Excellence; two-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$98,189
Personal Lives in Jackson, N.J. Husband, Raymond; daughter, Shanna
Favorite Quote "I will instruct you and teach you in the way you should go; I will counsel you and watch over you." Psalms 32:8
Independent Senior National Sales Director Ronnie D'Esposito Klein says, "Linda has taken care of so many Independent Beauty Consultants from the New York and New Jersey areas, as well as from my own personal unit. She welcomes them into her unit and includes them in all of her programs."

miracle in a month plus a **special offer!**



TimeWise® Trial Miracle Set™

One-month supply of this complete Mary Kay® skin care system with 11 age-defying benefits

\$44

TimeWise® Replenishing Serum+C

Give collagen a boost.† Help skin bounce back.

Antioxidant-rich serum formulated with ingredients that enhance the production of new collagen and help keep existing collagen from breaking down

\$55



Dimensions: 12" wide x 7.5" tall x 7" deep

†Based on in-vitro testing

*Promotion runs Feb. 1-28, 2010, while supplies last, through participating Independent Beauty Consultants. Fixed wholesale price of \$8.

All product prices are suggested retail.

Get the Beauty Carryall for a Limited-Time.

This stylish Beauty Carryall can be yours for just \$8* beginning Feb. 1 when you purchase both the TimeWise® Trial Miracle Set™ and TimeWise® Replenishing Serum+C. Offer available through participating Independent Beauty Consultants, while supplies last.*

\$8*

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Career Conference 2010 Project StarPowerSM

Power your way to business success! You still have time to register by Feb. 26. If you miss the deadline, make plans to register on-site at any Career Conference location, space permitting, for \$90.*

And remember, an exclusive product giveaway (just for you) equal to the cost of your registration fee is waiting. Don't miss out on this opportunity to get motivated, power up and see STARS!

Week 1:
March 19-20
March 21-22

Week 2:
March 26-27
March 28-29



"I can't imagine missing Career Conference! I believe you need to see something bigger to really understand what this incredible Company has to offer. Career level classes show you exactly what you need to do to take your business to the next level. I always leave feeling stretched and ready to take on the world."

— Independent Future Executive
Senior Sales Director Amy
Allgood of West Palm Beach, Fla.

"It was a big sacrifice for me to go to my very first Career Conference in 1998 because my son was ill. But it was there I learned about the Career Car program. I have since earned the use of six Mary Kay® Career Cars, and my son has loved them all! Career Conference helps you see all of the wonderful opportunities this Company offers."

— Independent Sales Director
Carmen García of Ontario, Calif.

*Independent Beauty Consultants who submit Independent Beauty Consultant Agreements after Feb. 26 pay \$90 for on-site registration.

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