GET READY FOR CAREER CONFERENCE 2011.

PARTICIPATE IN THE GLOBAL MONTH OF SERVICE.

<u>Mary</u> Kay

SAVE THE NATION WITH FOUNDATION



MARCH

Achieve

Hey KELLYI CAREF CONFERENCE INOU NOLL I LOUIDOU LUNION IN IS AWESOME!!! I'M SO EXCITEDI Kelly: "Can't wait to go! Wouldn't miss it?"

find it online: check out Mary Kay InTouch®

Log on today to see what's hot.

You may find everything you need for your Mary Kay business and more!



"Get It Free"* BizBuilders Offers

Formerly in *Applause*[®], monthly BizBuilders bonus information is now exclusively online so you can quickly access the complete list of quantities and values. To locate bonus information for Feb. 16 to March 15, click on **Products > BizBuilders** beginning Feb. 10.



Save the Nation With Foundation Challenge. Take the Challenge to introduce Mary Kay® foundations to your customers in February.

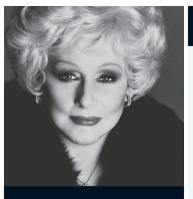


Career Conference Learn all you need to know about Achieve ... Your Way to the Stars[™] Career Conference 2011 and register online.



Star Consultant Program eBrochure

Now the *Star Consultant Program* brochure is accessible in an online e-version. An interactive feature allows you to add virtual sticky notes to outline your goals or include inspirational quotes for motivation.



Mary Kay said it best

Decide where you want to be a year from now, and break that goal down into monthly, weekly and daily goals. Develop a sense of urgency about reaching your goals, striving to make every day better than the last. Be a star by developing your plan of action today.

march: dates to remember

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

Last day to participate in the Mary Kay Global Month of Service.

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

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

Early ordering of the new Spring 2011 promotional items begins for Star Consultants who qualified during the Sept. 16 - Dec. 15, 2010,quarter and Independent Beauty Consultants who enrolled in *The Look* for Spring 2011 through the Preferred Customer ProgramSM.

Postmark deadline for Quarter 3 Star Consultant quarterly contest and Seminar Priority Registration qualification.

Deadline to make Quarter 2 Star Consultant prize selections.

Postmark deadline for Winter 2010 promotion and to earn the third monthly product bonus.

Early ordering of the new Spring 2011 promotional items available for all Independent Beauty Consultants.

Last day for customers to take advantage of the Winter 2010 gift-with-purchase offer.

Last day to enroll online for the Spring 2011 Preferred Customer ProgramSM Month 2 mailer.

SPECIAL EVENTS DATES TO NOTE:



You can qualify for Priority Awards Seminar 2011 Registration during the Quarter 3 Star Consultant Quarterly Contest (Dec. 16, 2010, through March 15, 2011). Go online for details on how you can qualify and register early from April 11-30, 2011.

Quarter 4 Star Consultant quarterly contest begins.

Spring 2011 promotion and first monthly product bonus begin.



INSIDE THIS



Boost your business by attending *Achieve* ... *Your Way to the Stars* [™] Career Conference 2011. Coming to a city near you, it's your opportunity to learn more and achieve more!



SELLING FOUNDATIONS

Give your customers the foundation advice they crave! New TimeWise[®] liquid foundations and new selling tools put the power in your hands, while the *Save the Nation With Foundation Challenge* helps you become a foundation expert and includes Career Conference recognition.



THE POWER WITHIN

timewise

quid foundation

nd de teint liquide

taquillaje liquido Icabado luminoso

1FL.OZ. / 29 mL

TARY KA

MARY KA

timewise

quid foundation

and de teint liquide

™aquillaje liquido ≋abado mate

1 FL.OZ. / 29 mL

Let this success story inspire you to achieve your potential with belief and determination.

MARY KAY

ACHIEVE YOUR GREATEST POTENTIAL AT CAREER CONFERENCE

Career Conference is two days of education, inspiration, motivation and recognition to help you chart your course for a successful Mary Kay business. So whether you want to connect with others just like you, learn more effective business strategies or get a boost before Seminar, you simply cannot afford to miss Career Conference! The **opportunity is yours** for the taking: Learn from the *best of the best* of the Mary Kay independent sales force, share ideas with sister Independent Beauty Consultants and Independent Sales Directors, be inspired and motivated by Independent National Sales Directors and **have fun** while you're at it! You have the power to make the most of your Mary Kay business and achieve your place among the stars!



TWO EASY WAYS TO REGISTER

You still have time to register by Feb. 28:

- Mary Kay InTouch[®] website: Click on Events > Career Conference 2011.
- Mail: Special Events Registration, Mary Kay Inc., P.O. Box 799045, Dallas, TX 75379-9045



TWO DAYS TO INVEST IN YOUR BUSINESS

The general sessions at *Achieve … Your Way to the Stars*[™] Career Conference 2011 offer something for everyone! **Opening General Session on Day 1** provides time to put aside stresses of the day and have a good time with your Mary Kay girlfriends! The focus will be on you and your achievements. So get ready for loads of recognition and energizing speeches from top Mary Kay independent sales force leaders who know this business inside and out, plus look for *more prize giveaways and fun* than ever before!

Day 2 moves full-speed ahead beginning with Career Development Classes broken down by career path status. Then at the Morning General Session, you'll learn about what's coming up for spring and summer with a focus on new Mary Kay® products, education and the business tools that can help you take your business to the next level! After lunch, you'll enjoy a Closing General Session that features even more inspiring speeches, tools and information, plus a sneak peek into the future to help you prepare for *Imagine … Your Way to Beautiful*™ Seminar 2011!

Career Conference is two "can't miss" days jam-packed with recognition, sisterhood, inspiration, information and education that can help you achieve your way to the stars! See you there!

2011





our way to the stars





HEAD OF THE CLASS

Learn from top Independent National Sales Directors and Independent Sales Directors who, in the Mary Kay® Go-Give® spirit, pay it forward by sharing their knowledge and experience in these one-of-a-kind class sessions.

DAY 1

Independent Sales Director 3:30 – 5 p.m. Workshop

Three top Independent Sales Directors want to help you build a strong unit and reach your Seminar goals! They will share their expertise on the following topics:

Life in the Fast Lane, Coaching to Improve Performance and Bounce-Back Ability. Don't miss it!

Emerging Leaders Workshop 3:30 - 5 p.m.

(Star Team Builders, Team Leaders, Future Independent Sales Directors and Independent Sales Directors-in-Qualification) Reach for "red" no later than Feb. 28, 2011, and learn how to build your

customer base and master the skills that could help you move up the career path. Topics include Let's Talk Customers and Building a Bridge to Your Future.

DAY 2

Independent Beauty Consultants and Independent Senior Beauty Consultants

8:30 - 10:30 a.m.

8:30 – 9:05 a.m.	Gaining, Retaining and Developing Customers
9:10 – 9:45 a.m.	Miracles Happen
9:50 – 10:30 a.m.	Into the Lives of Others

Star Team Builders and Team Leaders

8:30 – 9:05 a.m.	What Makes a Leader?
9:10 – 9:45 a.m.	Miracles Happen
9:50 – 10:30 a.m.	Into the Lives of Others

Future Independent Sales Directors and Independent Sales Directors-in-Qualification

8:30 – 9:05 a.m.	What Makes a Leader?
9:10 – 9:45 a.m.	Equipped for Impact
9:50 – 10:30 a.m.	Life Happens – But It Won't Catch Me!

New Independent Sales Directors

8:30 – 9:05 a.m.	Separating the Talkers From the Walkers
9:10 – 9:45 a.m.	Confident and ON TASK!
9:50 – 10:30 a.m.	Passion, Purpose and Discipline

Independent Sales Directors

8:30 – 9:05 a.m.	How to Build a Top Unit by Developing Leaders
9:10 – 9:45 a.m.	Focused on the Courts and Circles
9:50 – 10:30 a.m.	Passion, Purpose and Discipline

I believe my path to the top in my Mary Kay business was guided by the



inspirational moments I had at Company special events such as Career Conference. My dreams were born and nurtured in the atmosphere of greatness. Of course, it wasn't always easy to arrange for things to be taken care of at home, and at times, it was a bit challenging to make the trip. But I always knew it was where I needed to be. I knew if I stayed home, I might have 'missed the moment' - one of the critical moments that can make us who we are supposed to become. We can't plan for them, but we can be ready for them by being present. I want to passionately encourage everyone to give yourselves the gift of 'putting yourself in the atmosphere that can help you succeed.'

- Independent National Sales Director Kay Elvrum



Kay (center) at a Career Conference 2010 luncheon

COURSE DESCRIPTIONS **Bounce-Back Ability**

Listen as a top Independent Sales Director shares the lessons she learned when facing obstacles in her business and why she has become a stronger Independent Sales Director for it! You really can "fail forward to success!"

is a 'must attend' Mary Kay special event! It's a funfilled, jam-packed



48 hours of girlfriend time, inspiration, recognition, education and FUN! You should do whatever it takes to get there. Attending Career Conference is a smart business decision because it is an opportunity to grow yourself and your business. Just for attending, you get free product exclusively for you! Career Conference is one powerful weekend you'll never forget. It will energize you to step it up, move up and finish up your Seminar goals!

- Independent Senior Sales Director Kristin Rogers



Kristin leads her unit onstage at Career Conference 2010.

Building a Bridge to Your Future

You've earned your beautiful red jacket, and you've caught the vision of success. Make sure that you are taking the steps that draw you nearer to your dreams every day.

Coaching to Improve Performance

We've all been inspired by someone in our lives, and you could be that inspiration for the Independent Beauty Consultants in your unit. Discover the clues that are right in front of you and learn how to effectively coach people to improve their performances.

Confident and ON TASK!

You have built a unit and your confidence is growing, but are you focused and ON TASK? Learn from those who have walked in your shoes. Discover who to work with and how Mary Kay's formula for growth can help keep you on track!

Equipped for Impact

Have you mastered the skills that enable you to conduct your own inventory discussions and teambuilding appointments? Hear tips and dialogue to sharpen your skills and polish your performance as you prepare to take the next step on the career path.

Focused on the Courts and Circles

Is your goal to be onstage for the Queen's Court of Sharing or the Queen's Court of Personal Sales? Are you on-target to earn the Circle of Achievement or the Circle of Excellence? Hear from an Independent Sales Director with a game plan that could take it all the way!

Gaining, Retaining and **Developing Customers**

Hear tips on how you can overcome the fear of approaching new customers and discover how to develop them into long-term relationships. Mary Kay said, "If you take care of your customers, they will take care of you!"

How to Build a Top Unit by **Developing Leaders**

In this class, you may discover how to build a top unit while empowering Independent Beauty Consultants to develop the skills and confidence they need to grow.

Into the Lives of Others

Mary Kay said, "Your career will blossom in proportion to the measure of care and love you send into the lives of others." Have you ever discovered something so marvelous that you could not keep from telling the world? Well, you just did it again!

Let's Talk Customers

Have you ever asked, "Where will the people come from that I need to grow my business?" A top Independent Sales Director can help you learn what to say to help you find new customers and discover how to attract even the most intimidating prospects.

Life Happens – But It Won't Catch Me!

It happens to everyone – you make great plans and set huge goals and then life happens! In this class you'll hear tips on how to brace yourself for the unexpected and how to motivate yourself to keep on keepin' on!

Life in the Fast Lane

Hear tips from those who are speeding by in the fast lane! Discover communication and follow-up techniques that are relevant and on "their" terms. Hear about the digital zone and the tools that are at your service.

Miracles Happen

Learn how to turn your Starter Kit into a birthplace of miracles and discover how the TimeWise® Miracle Set® could make it happen for you!

Passion, Purpose and Discipline

Mary Kay said, "A determined person cannot be kept from success." Discover how to unlock your passion, revive your purpose and set up boundaries so you can achieve your Seminar goals!

Separating the Talkers From the Walkers

How can you keep from giving so much of your time and energy to someone who appears to have it all but does nothing? Learn the questions you can ask to separate the talkers from the walkers and how to turn the walkers into achievers!

What Makes a Leader?

One of the most important characteristics that can distinguish a good leader from a great one is "emotional intelligence." Discover the components that make up emotional intelligence and how to manage the emotions that can influence your success.



Lia (left) inspired her unit to greatness at Career Conference 2010.

I love Career Conference! It's something I look forward to each year because we learn,



have fun and get inspired to finish the Seminar year strong! I always leave with a renewed sense of direction, purpose and the extra bit of motivation I need to achieve my goals! Don't let cost hold you back. Do you realize that if you sold 10 mascaras, you'd have your registration fee paid? Invest in yourself and your business by making the commitment to attend Career Conference. I promise you won't be disappointed!

Independent Future Executive
 Senior Sales Director Lia Carta



PUTTIN' ON THE GLITZ TEAM-BUILDING CHALLENGE

Mary Kay often said, "*We are doing something far more important than just selling cosmetics, we are changing lives.*" And when you achieve the *Puttin' on the Glitz* Team-Building Challenge, you can receive exciting Career Conference recognition! Independent Beauty Consultants and Independent Sales Directors (first-time *Puttin' on the Glitz* achievers) who from Dec. 1, 2010, through Feb. 28, 2011:

- Add one qualified* new personal team member will receive the *Puttin' on the Glitz* bracelet, a name badge ribbon and standing recognition.
- Add two qualified* new personal team members will receive the bracelet, an invitation to the *Puttin' on the Glitz* luncheon, a name badge ribbon and standing recognition.
- Add three qualified* new personal team members will receive the bracelet, an



invitation to the Puttin' on the Glitz Luncheon, a name badge ribbon and onstage recognition.

Qualified* new Independent Beauty Consultants who submit their Independent Beauty Consultant Agreements from Dec. 1, 2010, through Feb. 28, 2011, will receive the *Puttin' on the Glitz* bracelet, a name badge ribbon and standing recognition.

- Those who add one new qualified* team member will receive the bracelet, an invitation to the *Puttin' on the Glitz* Luncheon, a name badge ribbon and standing recognition.
- Those who add two new qualified* team members will receive the bracelet, an invitation to the *Puttin' on the Glitz* Luncheon, a name badge ribbon and onstage recognition.

Independent Sales Directors who previously earned the *Puttin' on the Glitz* bracelet at Leadership Conference 2011 can earn more rewards for adding qualified* new personal team members during this challenge. Go online for details!

PUTTIN' ON THE GLITZ LUNCHEON

It has been said that nothing shines quite like success. But at Mary Kay, nothing shines brighter than a room full of stars! When you achieve this challenge, you will shine like the star that you are in recognition of the great job you did in sharing the Mary Kay opportunity. Independent Beauty Consultants and Independent Sales Directors who, from Dec. 1, 2010, through Feb. 28, 2011, add two qualified* new personal team members will be invited to celebrate their success at



the *Puttin' on the Glitz* Luncheon held in their honor. Qualified* new personal team members who sign their Independent Beauty Consultant Agreements from Dec. 1, 2010, through Feb. 28, 2011, and add one qualified* new personal team member during the same time period also will be invited to this luncheon.

*A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products and is accepted by the Company in the same or following calendar month that her Independent Beauty Consultant Agreement is received and accepted by the Company. For purposes of the *Puttin' on the Glitz* Team-Building Challenge, a new personal team member's qualifying \$600 wholesale Section 1 order must be received in December 2010, January 2011 or February 2011.

HELP IS HERE. RECOMMENDING THE RIGHT FOUNDATION



FOUNDATION CUSTOMERS EQUAL LOYAL ONES

Want more loyal customers? Then help them find the perfect Mary Kay[®] foundation, says **Independent Senior Sales Director Beth Brinkley** of Uniontown, Ohio. "Once a woman finds a foundation she loves, she's more likely to stick with you," Beth says. "My skin care cus-

tomers are the most loyal ones I have. While it may take a little more time to customize a foundation versus a lipstick, for example, the strength of your business can be greater."

Beth has learned that customers shy away from foundations because of past negative experiences. "They are scared to try something new because they can never find the right shade, feel and coverage," she says. Beth overcomes that fear by asking her customers to try a foundation on one half of the face. She says, "How about trying it on one side and see what you think? We can easily wash it off if you don't like it." Once they try, they see a difference in how their skin looks and feels. "I remind my customers that a foundation is not designed to give skin color; it's to smooth and even the complexion. Color cosmetics add the color."

To introduce new TimeWise[®] liquid foundations, Beth holds what she calls *Put an End to Foundation Frustration* parties and open houses. "Guests have an opportunity to find a true match for their skin type and preference. We start with cleanser, moisturizer and foundation, then finish with cheek color and lipstick, saving an eye look for the next appointment."

Beth also entices guests to events by promoting the new Mary Kay[®] Liquid Foundation Brush. Her invitation is to the point: "Use a brush to apply foundation? It's something you must try!" The reward for trying and buying is a small gift. "My goal is to help them professionally find the perfect foundation shade and formula for their personal needs."

TOOLS YOU NEED

FOUNDATION HUB ON "PRODUCT

CENTRAL." Here's where you'll find tools to help you learn about and promote the new TimeWise® liquid foundations and the entire Mary Kay® foundation wardrobe. Look for a customer-friendly survey, a party placemat, comparison charts, reproducible fact sheets and more.

FOUNDATION FINDER TOOL. Help your customers discover the perfect foundation formula and shade with the new Foundation Finder Tool, available on Section 2 of the Consultant order form for just \$5. The new tool will feature all Mary Kay® foundation products featuring six formulas in more than 60 shades. (Foundation Finder

Tool, Part No. 043431, \$5)

You can take this tool with you to parties and facials, using it as a general guide to find the right shade family for your customers. The tool can help you get close, but you'll want to be sure to do a **stripe test**



BE IN THE KNOW. Get the scoop on these new foundation products. Look for more information on the "Product Central" section of Mary Kay InTouch[®].

TIMEWISE LUMINOUS-WEAR™ LIQUID FOUNDATION

A luminous-finish, moisturizing foundation formulated to fight the signs of aging.

- A moisturizing complex enriched with skin-loving jojoba delivers lasting comfort and hydration.
- Skin looks luminous, radiant and immediately brightened as skin texture appears visibly improved.
- For normal to dry skin
- Suitable for sensitive skin



TIMEWISE® MATTE-WEAR LIQUID FOUNDATION

A matte-finish, oil-controlling foundation formulated to fight the signs of aging.

- Special microspheres work all day to absorb oil and help control shine without a heavy makeup look or feel.
- Formula provides immediate mattifying benefits and leaves skin with a satin, matte finish.
- For combination to oily skin
- Suitable for sensitive skin



MARY KAY® LIQUID FOUNDATION BRUSH

The Mary Kay[®] Liquid Foundation Brush allows you to apply **any** Mary Kay[®] liquid foundation like a pro. Featuring a specially designed tapered brush that goes where fingertips can't, it works like a paintbrush on canvas, depositing the right amount of product for a precise, even and smooth application. A Mary Kay independent survey^{*} of 1,000 women between the ages of 25 and 45 who typically wear foundation revealed that 91 percent of them would love it if someone would help them find the perfect foundation match.

You now have a complete wardrobe of Mary Kay[®] foundations that includes a variety of foundation types, finishes, shades and benefits to fit all of your customers' needs. Help them find the right one and get motivated by achieving the **Save the Nation With Foundation** Challenge!

on your customers to confirm the right shade. To stripe test, choose two or three shades that you think may most closely match a customer's skin tone. The correct shade should disappear into the skin and blend with the skin tone of the neck. It's best to check this in natural light.

FOUNDATION FINDER ONLINE QUIZ.

This brief foundation quiz can help you and your customers find the perfect formula for their skin types. You can send MKeCards® to your skin care customers to direct them to your Mary Kay® Personal Web Site where they can take the quiz to help them find the right formula. Then you can follow up with them and book a personal appointment or a *Flawless Face* party to find the right shade and show them flawless foundation application techniques. You can demonstrate all the products they need for complexion perfection, including the new Mary Kay® Foundation Primer, matching concealer and a foundation brush!

FOUNDATION REPORT ON

MYCUSTOMERS®. This new report allows you to get a list of all of your customers who have ordered foundation from you within the last two years. Using it can help you identify customers who may be interested in finding the perfect foundation match and purchasing a new Mary Kay® foundation. The report is sorted by Customer Name and Order Date. To access this report feature, go to Mary Kay InTouch® then click on myCustomers® > Reports and Labels > New! Foundation Report.

BUSINESS CARDS TO HELP YOU

BOOK. Through June, you can purchase new business cards through MKConnections® that feature TimeWise® liquid foundations. The back reminds your customers of their appointment time with space to fill in the time and date. Find details on Mary Kay InTouch® under **Ordering** > **MKConnections®**.

SAVE THE NATION WITH FOUNDATION CHALLENGE

It's time to grab your Foundation Finder Tool and foundation samplers and head off to **Save the Nation!** You can help women across the nation find the right foundation during the *Save the Nation With Foundation* Challenge from Feb. 1-28. We're challenging you to give at least 30 women a stripe test to determine their right foundation shade and, along with that, the right Mary Kay[®] foundation forrmula.

Celebrity makeup artists **Ashunta Sheriff** and **Luis Casco** share great tips on a video you won't want to miss. Go to "Product Central" to view the video and share with your own customers.

You can use the Foundation Finder Tool to help you do stripe tests on your customers, and you'll find ideas for *Flawless Face* parties online.



FOUNDATION SAMPLERS. Samplers of

TimeWise Luminous-Wear[™] Liquid Foundation and TimeWise[®] Matte-Wear Liquid Foundation can help you conduct stripe tests on your customers. Look for these samplers on Section 2 of the Consultant order form (three each TimeWise Luminous-Wear[™] and TimeWise[®] Matte-Wear on a strip of six for \$1).

PRODUCT VIDEOS. Learn how to apply TimeWise[®] liquid foundations and Mary Kay[®] Foundation Primer. Videos are available on "Product Central," the Mary Kay[®] Channel on YouTube and on **www.marykay.com.**

REPRODUCIBLE FLIERS. Look for new fliers you can print and share with your customers. Go to Mary Kay InTouch® and click on Resources > Company-Approved Fliers.



MARY KAY® FOUNDATION PRIMER

This is the secret to creating an even, flawless canvas, and it works with **any** Mary Kay[®] foundation! The lightweight, gel-like formula glides on effortlessly and absorbs quickly while evening out the skin's texture and tone so foundation applies smoothly and blends easily. It also extends the wear of foundation and is suitable for all skin types. (Oil- and fragrance-free. Suitable for sensitive skin; non-comedogenic.)



Recognition Congratulations to the winners for November 2010

Top NSDs Year-to-Date

Pictured here are the top 10 NSDs Year-to-Date









Anita Mallory

Garrett-Roe



Barbara Sunden

Lisa Madson

Gloria Mavfield Banks

Kathy Helou

Pat Danforth

Gloria Castaño

On-Target Inner/Diamond/Gold Circle

Independent National Sales Directors become members of the Gold Circle when they earn \$125,000 or more; members of the prestigious Diamond Circle when they earn \$200,000 or more; and a member of the exclusive Inner Circle when they eam \$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; Eite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for November 2010, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for October 2010.) 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, 2010.

On-Target for \$950,000 Inner Circle	On-Target for \$300,000 Diamond Circle	Ronnie D'Esposito Klein91,807.18	Julie Krebsbach69,186.00	Cathy Phillips60,780.40
Barbara Sunden\$416,130.69	Stacy James\$134,315.60	Jackie Swank	Jamie Cruse-Vrinios	Rebbecca Evans60,713.94
		Kerry Buskirk	Cyndee Gress	Davanne Moul60,564.23
On-Target for \$450,000 Inner Circle	On-Target for \$250,000 Diamond Circle	Sandy Miller	Dawn Dunn66,394.97	Pam Ross60,180.37
Carol Anton\$206,611.36	Sue Kirkpatrick\$124,934.04	Diane Underwood85,801.94	Lynne Holliday	Scarlett Walker-Simpson
Karen Piro	Lupita Ceballos	Mary Estupiñan-Martel	Consuelo Prieto65,668.03	Ada García-Herrera58,396.71
	Sonia Páez		Joanne Bertalan	Janis Z. Moon
On-Target for \$400,000 Inner Circle	Sherry Giancristoforo115,444.56	On-Target for \$150,000 Gold Circle	Miriam Gómez-Rivas65,169.67	Evelinda Díaz
Jan Harris\$176,823.63	Debi Moore114,260.17	Nancy Bonner\$82,498.29	Janet Tade	Pam Klickna-Powell
Lisa Madson	Patricia Rodríguez-Turker	Lily Orellana	María Monarrez	Judy Brack
Gloria Mayfield Banks173,037.55	Halina Rygiel	Cindy Fox80,539.96	Elizabeth Fitzpatrick	Lise Clark
	Dacia Wiegandt	Shannon Andrews80,427.32	Mona Butters	Cathy Bill
On-Target for \$350,000 Inner Circle				
	Cindy Williams105,151.86	Pamela Fortenberry-Slate	Anabell Rocha	Toni McElroy
Kathy Helou\$166,267.81		Anita Tripp Brewton77,132.36	Valerie Bagnol62,508.05	Magdalena Nevárez56,424.48
Anita Mallory Garrett-Roe162,360.68	On-Target for \$200,000 Diamond Circle	Jeanne Rowland76,058.76		Linda Kirkbride55,572.91
Pat Danforth150,628.00	Linda Toupin\$103,865.87	Kay Elvrum	On-Target for \$125,000 Gold Circle	Gloria Báez
Gloria Castaño149,310.93	Mary Diem99,575.62	Lisa Allison72,674.72	Shirley Oshiro\$62,395.04	Jeanie Martin54,986.31
Cheryl Warfield	SuzAnne Brothers	Sandy Valerio72,193.59	Wilda DeKerlegand62,143.60	Michelle Sudeth
	Julianne Nagle	Jo Anne Cunnington71,920.35	Maribel Barajas62,041.11	Monique Todd Balboa52,821.24
On-Target for \$325,000 Inner Circle	Judie McCoy	Maureen Ledda71,396.15	Yvonne Lemmon	Glinda McGuire
Karlee Isenhart\$143,916.33	Shirley Oppenheimer	Dalene Hartshorn71,356.88	Joyce Z. Grady61,295.58	Patricia Lane
Jana Cox	Pamela Waldrop Shaw95,643.61	Tammy Crayk	Connie Kittson	Pamela Tull
5414 5541111111111111111111111111111111	Wanda Dalby	Kimberly Copeland	Alia Head60,876.76	1 anoia 1 an
	wanda baiby	Nimberry oppoland	Alla Hoad00,070.70	

Monthly Commissions and Bonuses

Listed are NSD commissions above \$10,000 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.

Emerald	Pearl
Emerald 1. Gloria Mayfield Banks***\$50,81 2. Kathy S. Helou*	82 1. Jan Harris**
20. Juuy Haimon 10,0	29. Pat Campbell
	 Lynda Jackson* Cathy E. Littlejohn
	32. Jane Studrawa

Pearl	Dia
1. Jan Harris**\$44,675	1. Ba
2. Stacy I. James* 38,067	2. Lis
3. Halina Rygiel*	3. An
4. Cheryl Warfield** 29,186	4. So
5. Pamela Waldrop Shaw 25,501	5. Lir
6. Cindy A. Williams 25,404	6. Gl
7. Mary C. Estupiñan-Martel* 19,712	7. Pa
8. Lisa Allison* 18,962	8. Dia
9. Jackie Swank* 18,949	9. Ma
10. Sandy Miller* 18,868	10. Ad
11. Maureen S. Ledda* 18,631	11. Jo
12. Jeanie Martin 17,811	12. Da
13. Nancy Bonner* 16,191	13. Jo
14. Julie Krebsbach 15,773	14. Co
15. Anita Tripp Brewton* 15,500	15. Ev
16. Wilda DeKerlegand* 14,140	16. Ma
17. Glinda McGuire 14,116	17. Dia
18. Anabell Rocha 14,054	18. Isa
19. Lise T. Clark* 14,045	
20. Elizabeth Fitzpatrick* 13,936	
21. Linda Kirkbride 13,456	
22. Monique Todd Balboa 13,450	
23. Judy Brack 13,147	
24. Shirley M. Oshiro 12,573	
25. Kathy C. Goff-Brummett 12,305	
26. Robin Rowland 12,143	
27. Alma Orrostieta 11,815	
28. Maureen Myers 11,300	
29. Pat Campbell 11,255	
30. Lynda Jackson* 11,183	
31. Cathy E. Littlejohn 11,116	
32. Jane Studrawa 10,841	
33. Bett Vernon 10,547	
04 D I 01 IA 10170	

34. Barbara Stimach* 10,176

Diamond	
1. Barbara Sunden***	. \$100,194
2. Lisa Madson	45,507
Anita Mallory Garrett-Roe**	34,826
4. Sonia Páez	33,288
5. Linda C. Toupin	28,476
6. Gloria Castaño**	26,942
7. Patricia Rodríguez-Turker**	26,410
8. Diane Underwood	22,418
9. Mary Diem*	21,435
10. Ada García-Herrera	19,429
11. Jo Anne Cunnington	18,070
12. Dalene Hartshorn	16,683
13. Joyce Z. Grady	16,059
14. Connie A. Kittson	14,582
15. Evelinda Díaz*	14,571
16. María Monarrez	13,827
17. Diana Heble	12,600
18. Isabel Venegas	12,040

Ruby
1. Carol Anton**\$44,125
2. Sue Kirkpatrick*
3. Karlee Isenhart** 33,803
4. Pat Danforth* 29,116
5. Ronnie D'Esposito Klein* 20,898
6. Shirley Oppenheimer* 20,181
7. Pamela A. Fortenberry-Slate* 19,189
8. Wanda Dalby** 18,787
9. Jeanne Rowland* 17,858
10. Cyndee Gress 17,118
11. Toni A. McElroy 16,954
12. Pam Ross* 15,554
13. Kimberly R. Copeland 15,376
14. Lynne G. Holliday 14,589
15. Janis Z. Moon 13,805
16. Judy Kawiecki 13,741
17. Rebbecca Evans* 12,975
18. Kirk Gillespie 12,947
19. Kate DeBlander 12,568
20. Patricia Lane 11,627
21. Scarlett S. Walker-Simpson* 11,624
22. Michelle L. Sudeth* 11,534
23. Bea Millslagle 11,489
24. Margaret M. Bartsch 11,209
25. Cindy Towne 10,808
26. Gena Rae Gass 10,676
27. Vicki Jo Auth 10,112

Sapphire

odppimo	
1. Karen Piro**	\$42,081
2. Lupita Ceballos**	36,794
3. Jana Cox*	26,518
4. Valerie J. Bagnol*	
5. Judie McCoy*	22,858
6. Shannon C. Andrews*	21,503
7. Julianne Nagle*	20,298
8. Dawn A. Dunn	20,142
9. Tammy Crayk	19,318
10. Sandy Valerio	17,080
11. Sharon L. Buck	15,927
12. Alia L. Head	
13. Pam Klickna-Powell	14,533
14. Jan L. Thetford	13,247
15. Davanne D. Moul*	12,506
16. Gloria Báez*	12,470
17. Kimberly D. Starr	12,460
18. Pam I. Higgs	12,178
19. Lorraine B. Newton	12,068
20. Kendra Crist Cross	12,031
21. Maribel Barajas	11,972
22. Nancy A. Moser	11,787
23. Brigit L. Briddle	11,652
24. Sherril L. Steinman	11,082
25. Diana Sumpter	
26. Debra M. Wehrer	10,419

*Denotes Senior NSD **Denotes Execu ive NSD ***Denotes Elite Executive NSD

Recognition

Commission Circle

Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in November 2010. Names in **bold** print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

	13 perci
Emerald	
Christie Ehiobu\$1	4,125.87
Auri Hatheway 1	3,262.59
Christine A. Denton 1 Linda Bradley 1	1,923.63
Linda Bradley1	1,696.63
Tanya Olivia King	1,444.25
Paula Kolsch 1	0,922.70
Michele Martella Armes 1	0.118.31
Candy Jackson	9,785.18
Jeanie M. Tamborello	9,682.87
Karen E. Ridle Elaine K. Williams	9,501.01
Elaine K. Williams	9,151.20
Jordan Helou Eicher	
Hollie R. Sherrick Connie Marie Ackroyd	
Stacy D. Foust	8 617 42
Evalina Chavez	8 400 23
Denise Pineda	8,163,44
Kimbi L. Bartik	8 137 77
Heather A. Carlson Jeanette E. Beichle Traci L. Smith	7,991.54
Jeanette E. Beichle	7,991.10
Traci L. Smith	7,981.55
Jackie L. Root	7,754.85
VICKI POWEII	7,730.51
Jackie L. Root Vicki Powell Nancy Boucher Jo M. Cotton	7 508 23
Antonia Miranda	7 554 34
Karen A. Jorgenson	7.522.51
Karen A. Jorgenson Maria Sanchez Mary Brandenburgh	7,513.29
Mary Brandenburgh	7,465.91
Barbara Ploot	/ / 32 54
Cynthia Pack Sheri Farrar-Meyer Hope S. Pratt Sue Uibel	7,230.97
Sheri Farrar-Meyer	7,223.50
Hope S. Pratt	7,127.53
Sue Ulbel	7,114.62
Trisha Taylor Gerri L. Gurreri	6 071 67
Rita Vera Eromosele	
Marla Beddick	6.850.88
Laura A. Armstrong	
Rose Campbell	6,758.47
Susan Ruth Cunningham	6,758.46
Faith I. Adeiavan	6.746.26
Faith I. Adejayan Cheryl L. Foster	6,746.26 6,733.51
Faith I. Adejayan Cheryl L. Foster Helen Jakpor	6,746.26 6,733.51 6,672.26
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel	6,746.26 6,733.51 6,672.26 6.578.03
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Haydee Guzman	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,551.03
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Haydee Guzman Angel L. Hurley	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,551.03 6,551.03
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Haydee Guzman Angel L. Hurley Brenda D. Elliott.	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,551.03 6,547.17 6,528.97
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Haydee Guzman Angel L. Hurley Brenda D. Elliott Renee Duenckel	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,557.73 6,551.03 6,547.17 6,528.97 6,430.74
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone. Haydee Guzman. Angel L. Hurley. Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes.	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,551.03 6,547.17 6,528.97 6,430.74 6,419.48
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Haydee Guzman Angel L. Hurley Brenda D. Elliott Renee Duenckel. Debbie E. Barnes Annette D. Oxley	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,551.03 6,551.03 6,547.17 6,528.97 6,430.74 6,419.48 6,388.15
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Angel L. Hurley Brenda D. Elliott Renee Duenckel Debbie E. Barnes Annette D. Oxley Marina Sanchez Ramirez.	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,551.03 6,551.03 6,547.17 6,528.97 6,430.74 6,419.48 6,388.15 6,380.60
Faith I. Adejayan. Cheryl L. Foster	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,557.73 6,557.10 6,547.17 6,547.17 6,549.74 6,419.48 6,388.15 6,380.60 6,323.79 6,225.66
Faith I. Adejayan Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone Angel L. Hurley Brenda D. Elliott Renee Duenckel Debbie E. Barnes Annette D. Oxley Marina Sanchez Ramirez Kay Dickerson Aida Ramallo de Escribano Yolanda Lopez	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,557.73 6,557.73 6,557.73 6,557.73 6,547.17 6,549.74 6,419.48 6,388.15 6,380.60 6,323.79 6,295.66 6,226.97
Faith I. Adejayan Cheryl L. Foster Helen Jakkpor	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,557.73 6,557.73 6,557.73 6,557.73 6,547.17 6,549.74 6,419.48 6,388.15 6,380.60 6,323.79 6,295.66 6,226.97
Faith I. Adejayan Cheryl L. Foster	6,746.26 6,733.51 6,672.26 6,578.03 6,557.73 6,557.103 6,547.17 6,528.97 6,430.74 6,548.15 6,388.15 6,388.15 6,323.79 6,295.66 6,265.30
Faith I. Adejayan Cheryl L. Foster Helen Jakkpor	6,746.26 6,733.51 6,672.26 6,577.03 6,557.73 6,557.73 6,551.03 6,551.03 6,547.17 6,528.97 6,430.74 6,419.48 6,380.60 6,380.60 6,380.60 6,280.60 6,225.90 6,227.94
Faith I. Adejayan Cheryl L. Foster Helen Jakkpor	6,746.26 6,733.51 6,672.26 6,577.03 6,557.73 6,557.73 6,551.03 6,551.03 6,547.17 6,528.97 6,430.74 6,419.48 6,380.60 6,380.60 6,380.60 6,280.60 6,225.90 6,227.94
Faith I. Adejayan Cheryl L. Foster Helen Jakkpor	6,746.26 6,733.51 6,672.26 6,577.03 6,557.73 6,557.73 6,551.03 6,551.03 6,547.17 6,528.97 6,430.74 6,419.48 6,380.60 6,380.60 6,380.60 6,280.60 6,225.90 6,227.94
Faith I. Adejayan. Cheryl L. Foster	6,746,26 6,733,51 6,672,26 6,672,26 6,578,03 6,557,73 6,551,03 6,547,17 6,528,97 6,430,74 6,419,48 6,388,15 6,380,60 6,323,79 6,255,66 6,225,66 6,225,66 6,225,66 6,226,97 6,265,30 6,227,94 6,210,46 6,196,99 6,178,95 6,168,77
Faith I. Adejayan. Cheryl L. Foster	6,746,26 6,733,51 6,672,26 6,672,26 6,578,03 6,557,73 6,551,03 6,547,17 6,528,97 6,430,74 6,419,48 6,388,15 6,380,60 6,323,79 6,255,66 6,225,66 6,225,66 6,225,66 6,226,97 6,265,30 6,227,94 6,210,46 6,198,97 6,168,77
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel. Emily Stone. Angel L. Hurley. Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes. Annette D. Oxley. Marina Sanchez Ramirez. Kay Dickerson. Aida Ramallo de Escribano. Yolanda Lopez. Ann Williamson. Stephanina Monique Feinberg. Stacy M. Houy. Carol M. Fulton Shawna D. Schneider. Victoria Momah. Sandy Malkin	6,746,26 6,733,51 6,672,26 6,578,03 6,557,73 6,557,73 6,557,103 6,557,103 6,557,103 6,557,103 6,557,103 6,557,103 6,547,17 6,528,97 6,388,15 6,188,17 6,188,17 6,181,21 6,181,
Faith I. Adejayan. Cheryl L. Foster	6,746,26 6,733,51 6,672,26 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,13 6,557,13 6,557,13 6,547,17 6,528,97 6,419,48 6,388,15 6,383,15 6,383,15 6,323,79 6,265,30 6,227,94 6,295,66 6,265,30 6,227,94 6,210,46 6,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,178,95 7,1
Faith I. Adejayan. Cheryl L. Foster	6,746,26 6,733,51 6,672,26 6,578,03 6,557,73 6,551,03 6,551,03 6,547,17 6,528,97 6,430,74 6,419,48 6,388,15 6,380,60 6,240,44 6,380,60 6,225,30 6,225,66 6,226,30 6,227,94 6,265,30 6,227,94 6,210,46 6,106,92 6,178,95 6,168,77 6,151,92 6,114,21 6,078,83 5,932,13
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel. Emily Stone. Angel L. Hurley Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes Annette D. Oxley Marina Sanchez Ramirez. Kay Dickerson. Aida Ramallo de Escribano. Yolanda Lopez Ann Williamson. Stephanina Monique Feinberg. Stacy M. Houy Carol M. Fulton Shawna D. Schneider. Victoria Momah Sandy Malkin. Roxie Soto Christine J. Kurzawa Maritza Lanuza. Melissa Bright.	6,746,26 6,733,51 6,672,26 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,558,97 6,430,74 6,430,74 6,430,74 6,430,74 6,380,60 6,380,60 6,269,37 6,265,30 6,266,37 6,265,30 6,266,37 6,265,30 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,266,37 6,267,32 6,279,44 6,210,46 6,178,92 6,279,94 6,210,46 6,178,92 6,179,92 6,179,92 6,179,92 6,210,47 6,179,92 6,179,92 6,179,92 6,179,92 6,210,47 6,179,92 6,141,22 6,179,92 6,141,22 6,1
Faith I. Adejayan Cheryl L. Foster	6,746,26 6,733,51 6,672,26 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,528,97 6,528,97 6,388,15 6,380,60 6,328,15 6,380,60 6,227,94 6,295,66 6,226,97 6,266,97 6,265,30 6,227,94 6,210,46 6,196,92 6,178,95 6,168,77 6,151,92 6,114,21 6,141,21 6,141,21 6,141,21 6,141,21 6,141,21 6,152,93 6,178,95 6,168,77 6,151,92 6,141,21 6,141,21 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,152,93 6,255,153 6,155,155,155,155,155,155,155,155,155,15
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel. Emily Stone. Emily Stone. Haydee Guzman. Angel L. Hurley Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes Annette D. Oxley. Marina Sanchez Ramirez. Kay Dickerson. Yolanda Lopez. Ann Williamson. Yolanda Lopez. Ann Williamson. Stephanina Monique Feinberg. Stacy M. Houy. Carol M. Futton. Shawna D. Schneider. Victoria Momah Sandy Malkin. Roxie Soto. Christine J. Kurzawa Maritza Lanuza. Melissa Bright. Anita Rodriguez. Rhonda Kambeitz.	6,746,22 6,733,51 6,672,22 6,578,03 6,557,73 6,551,03 6,547,17 6,528,97 6,430,74 6,430,74 6,430,74 6,430,74 6,430,74 6,430,44 6,438,16 6,245,66 6,245,66 6,245,66 6,245,66 6,245,66 6,245,66 6,245,66 6,245,66 6,151,92 6,117,895
Faith I. Adejayan. Cheryl L. Foster	6,746,22 6,733,51 6,672,22 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,255,62 6,256,93 6,252,94 6,252,62 6,152,92 6,1
Faith I. Adejayan. Cheryl L. Foster	6,746,22 6,733,51 6,672,22 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,255,62 6,256,93 6,252,94 6,252,62 6,152,92 6,1
Faith I. Adejayan. Cheryl L. Foster	6,746,226 6,733,511 6,672,226 6,557,03 6,657,72 6,657,73 6,657,73 6,657,73 6,657,73 6,657,73 6,657,73 6,638,15 6,280,37 6,430,74 6,439,46 6,380,15 6,380,16 7,390,16 7,390,16 7,390,16 7,490,16 7,590,100,100,100,100,100,100,100,100,100,1
Faith I. Adejayan. Cheryl L. Foster	6,746,22 6,733,51 6,672,22 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,528,97 6,255,07 6,256,97 6,256,97 6,256,97 6,256,97 6,257,97 6,257,09 6,151,92 6,1
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel. Emily Stone. Angel L. Hurley Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes Annette D. Oxley. Marina Sanchez Ramirez. Kay Dickerson. Yolanda Lopez. Ann Williamson. Stephanina Monique Feinberg. Stacy M. Houy. Carol M. Futton. Shawna D. Schneider. Victoria Momah Soxie Soto. Christine J. Kurzawa Maritza Lanuza. Melissa Bright. Anta Rodriguez. Rhonda Kambeitz. Grace Hull Yuvis Rocio Alvarado. Kathy P. Oliveira. Debbie L. Bower. Sonia E. Argueta.	6,746,22 6,733,51 6,672,22 6,578,03 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,551,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 6,552,03 5,552,03 5,552,03 5,552,53 5,552,53 5,552,53 5,552,53 5,574,03 5,574,03 5,574,03 5,574,03 5,574,03 5,574,03 5,574,03 5,574,03 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,564,35 5,5
Faith I. Adejayan. Cheryl L. Foster	6,746,226 6,733,51 6,672,22 6,578,03 6,657,73 6,551,03 6,547,75 6,551,03 6,547,77 6,551,03 6,547,77 6,551,03 6,547,77 6,548,97 6,419,44 6,593,41 6,593,41 6,594,446,594,44 6,594,44 6,594,446,594,594,594,594,594,594,594,594,594,594
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel Emily Stone. Haydee Guzman. Angel L. Hurley Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes Annette D. Oxley Marina Sanchez Ramirez. Kay Dickerson. Aida Ramallo de Escribano. Yolanda Lopez Ann Williamson. Stephanina Monique Feinberg. Stephanian Monique Feinberg. Stephanian Monique Feinberg. Stephanian Monique Feinberg. Stephanian Monique Feinberg. Stephania Monique Feinberg. Stephania Monique Feinberg. Stephania Monique Feinberg. Stephania Monique Feinberg. Stacy M. Houy Carol M. Fulton. Shawna D. Schneider. Victoria Momah. Sandy Malkin. Roxie Soto Christine J. Kurzawa. Melissa Bright. Anita Rodriguez. Rhonda Kambeitz. Grace Hull Yuvis Rocio Alvarado. Kathy P. Oliveira. Denise G. Kucharski. Debbie L. Bower. Sonia E. Argueta. Annen Sullivan	6,746,22 6,733,51 6,672,22 6,578,03 6,557,73 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,557,73 6,557,73 6,557,73 6,528,97 6,528,97 6,388,16 7,597,100,100,100,100,100,100,100,100,100,10
Faith I. Adejayan. Cheryl L. Foster Helen Jakpor Rita Jean Barthel. Emily Stone. Haydee Guzman. Angel L. Hurley Brenda D. Elliott. Renee Duenckel. Debbie E. Barnes Annette D. Oxley. Marina Sanchez Ramirez. Kay Dickerson. Aida Ramallo de Escribano. Yolanda Lopez. Ann Williamson. Stephanina Monique Feinberg. Stacy M. Houy. Carol M. Futon. Shawna D. Schneider. Victoria Momah Sandy Malkin. Roxie Soto. Christine J. Kurzawa Maritza Lanuza. Melissa Bright. Anita Rodríguez. Rhonda Kambeitz. Grace Hull. Yuvis Rocio Alvarado. Kathy P. Oliveira. Denise G. Kucharski. Debbie L. Bower. Sonia E. Argueta. Annon. Kelly S. Shannon. Suse J. Serio.	6,746,26 6,73,51 6,672,26 6,577,03 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,551,03 6,557,73 6,451,46 6,430,47 6,450,47 6,450,47 6,450,47 6,450,47 6,450,47 6,450,470,470,470,470,470,470,470,470,470,47
Faith I. Adejayan. Cheryl L. Foster	6,746,22 6,733,51 6,672,22 6,578,03 6,672,22 6,578,03 6,672,22 6,578,73 6,577,73 6,551,03 6,528,97 6,430,74 6,419,42 6,380,16 7,380,16 7,380,16 7,580,16 7,580,16 7,580,17 7,580,17 7,570,100,100,100,100,100,100,100,100,100,1
Faith I. Adejayan. Cheryl L. Foster	6,746,25 6,733,51 6,672,25 6,557,03 6,557,73 6,551,03 6,557,73 6,551,03 6,547,77 6,551,03 6,547,77 6,551,03 6,547,77 6,547,47 6,380,16 6,380,16 6,380,17 4,639,47 6,380,16 6,380,17 4,639,47 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 6,380,17 6,380,16 7,370,17 6,151,37 6,151,37 6,151,37 5,510,17 5,5
Faith I. Adejayan. Cheryl L. Foster	6,746,25 6,72,25 6,578,03 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,557,73 6,528,97 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 6,388,15 7,510,150,150,150,150,150,150,150,150,150

nt pe	ersonal recruit commi	ssion.
-		
	ankie Clapp	
Fli	avia A. Rivera annine R. DeVore Harris	. 5,492.66
	ancy Jean Leroy onnie S. Miller	5 4 4 0 01
Do Do	ittie A. Robinson	5 /26 03
Rł	ionda L. Feisley	5 411 72
	igie Sidden	
St	acy S. Gilson	5.353.79
Ly	nn F. Huckels	. 5,349.06
	landa I. Olson	
	anne Parrino	
	n Shears	
Ju	llie A. Griffin	. 5,298.12
	ene Sheppard	
Da	ana Ann Lamade	. 5,241.03
)oord	
	'earl	
	ah Lauchlan\$	
Kr	istin Myers	16,407.52
An	nie N. Gamboian m L. McClure	16,028.98
KI	n L. McClure	13,4/1.55
BI	/the Jolee Egbert	11,901.10
Ju	anie K. Navrkal	11,032.32
No	dine Rowers	11 376 21
R	ithie Bresette-Mount nice Baxter Hull	10.692.20
Ja	nice Baxter Hull	10,408.87
Do	rothy D. Boyd	9,689.87
Ta	mmy A. Vavala	. 9,588.00
An	ny Kemp	. 9,533.35
Tir	na M. Wright-Dees	. 9,444.52
An	ine Geertsen	. 9,356.67
He	ather Marie Erbe	. 9,189.28
	anna H. Jones	
DE	etsy C. Richard Ira Ruth Pennella	0,700.00
	ndy Machado-Flippen	
	th H. Piland	
	aribel Olivares	
	arlene Grubbs	
Mi	chele Salisbury Bankin	7 832 45
Di	ane M. Detesco	.7,758.36
Br	enda Stafford	.7,753.03
10	acey L. Gliavez	. 7,004.90
Vie	cki Piccirilli	. 7,577.39
	ny C. Schule	
	sa Olivares	7 461.14
	ny Kitrell dy Gieson	7 451 14
Jo	Shuler	.7.422.06
Mi	a J. Mason Tavlor	.7.397.75
Me	elissa Hamby thy Eckhardt ndsay R. Stewart	. 7,348.45
Ka	thy Eckhardt	. 7,250.85
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Ka	thryn L. Engstrom	. 6,803.58
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	ya Marie Mattis	
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JO	yce Recenello	. 6,693.17
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Ma	ara C. Lane	6.528.15
Re	gina I. McDermott	. 6,477.83
De	bra B. Bishop	. 6,450.56
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Re	nee Brooks	. 6,014.85

Fern M. Gerdes	6 012 1
Irvene K. Foster	. 5.932.2
Penny J. Jackson	. 5.930.5
Kay Rubin	.5.917.4
Denise E. Crosby	5.914.1
April Christine Hutchinson	5.893.1
Stacey Craft	. 5.880.5
Carrie V. Eddings-Foster	. 5.867.2
Sherry L. Fields	
Amy M. Alber	
Amada Arroyo	. 5,759.5
Gail A. Clark	. 5,757.5
Danean E. Sorensen	
Dawn L. Walker	
Heather L. Cartee	. 5,673.9
Pat Ringnalda	. 5,649.4
Kim DeCovich	. 5,633.2
Amy Stokes	. 5,621.6
Belle L. Martin	. 5,585.8
Carol Marie May	. 5,568.5
Jennifer C. Olaiz	5,553.7
Joyce Bruder	5,552.4
Carolyn A. Smith	
Sandra Tatzer	
Cheryl Marie Brown	
Collette Parker	
Alicia Morales	
Beverly Taylor	
Connie Lustig	
Shelly D. Filkins	5,381.2
April Landrum-Johns	5,362.7
Judi Tapella	5,361.6
Diamond	
Dayana Polanco\$	13,142.3
LaRonda L. Daigle	12,914.8

Priscilla McPheeters 11.707.34 Susan M. Hohlman 11,263.45 Melinda M. Balling 11 245 44 Marsha Morrissette 10,564.23 Martha Kay Raile 10,521.21 Bianny Fabiola Ramirez... 10,456.96 Alicia Kingrey-Lokai. 10,261.52 10.241.54 Maricarmen Gonzalez. Irene Olebara 10,203.20 Mary Strauss 10 202 77 Celeste Pichardo... 10,174.37 Julie Neal 9.753.09 . 9,639.34 Melissa Jensen Terri J. Beckstead 9,630.16 Ana X. Solis9.501.20 Vivian Diaz. 9.417.26 Petie L. Huffman. .9.236.99 Gerri Anne Morris 9,193.27 Diane L. Mentiply. .9.191.13 Donna J. Saguto 9,115.13 Heidi Goelzer 9.027.34 Mary Beth Pfeifer. 8,960.74 Karime Rosas Ruth L. Everhart . 8,954.22 . 8,853.94 Sheryl Peterson 8.837.83 Delmi Cristina Santos .8.824.79 Shelly Palen. 8,723.26 Meyra Esparza 8.714.90 Andrea Shields 8,659.1 Yvonne Tazem 8.620.77 8,558.2 Tawnya Krempges Mileta K. Kinser 8 556 08 Maria Siguenza. 8,500.59 Julie Danskin 8,472.80 Amy Allgood... 8.459.0 Nancy Polish Dove 8,420.16 Marni McKenna Hendricks...8.414.1 Pat A. Nuzzi 8,298.03 Suzanne T. Young Julie Schlundt...... 8.252.07 8,047.50 Elizabeth B. Muna 7 951 02 Kim A. Messmer 7,930.93 Kristin Jenae Rogers 7 859 63 Rose Rodriguez-Capone7.846.55 Jill D. Davis. 7,824.12 Stephanie Audino 7.798.65 Luisa Urena Mora 7,777.56 Deborah Dudas. 7.584.3 Sandy Griffith 7,573.18 Donna K. Smith .7,569.71

19	Carol Lee Johnson
29	Lisa Rada7,482.00
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41	Susie Konacz 7 391 36
17	Charrolumn Arnold 7,007.00
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10	Susan M. McCoy
58	Betty McKendry
23	Alicia Borkowska-Sattler7,233.68 Cecilia C. James7,191.16
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94	Nancy Ashton 6,996.67
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82	Esther Noemi Mazariegos 6,853.61
54	Vicki O'Bannon 6,826.81
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	Nancy Fox Castro
45	Maria Teresa Lozada 6,809.53
57	Joy H. Rentz 6,795.56
14	Sharon B. Carney-Wright 6,748.97
45	Sandy Lasso 6,740.68
82	Lisa A. Raupp6,712.46
32	Mary Beissel 6,674.81
61	Trudy Miller 6,624.01
16	Lesa Rae Franken
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79	Omosolape O. Akinyoyenu 6,572.38
68	Fern Hendricks 6,563.30
	Heather M. Julson 6,557.34
	Konie Slipy-Jestus 6,557.20
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34	Yosaira Sanchez 6,549.56
82	Melissa R. Hennings
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45	Norma Lee Shaver
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	Maria Flores6,489.45
23	Lisa A. Stengel
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96	Carolyn Thompson
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77	Kelly Willer-Johnson
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26	Thessy Nkechi
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27	Donna Clark-Driscoll 11,568.20
13	Somer Ballard Carter 11,381.06
13	Krystal D. Downey-
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34	Shada 11,132.25
74	Diane Covington 10,521.43
22	Ekene S. Okafor
94	Deborah S. Bailye
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	Michele Semper
79	Cheryl O. Fulcher 8,758.16
26	Phuong L. White
90	Winifred Nonye
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77	Oye A. Onuoha
25	Jacqueline N. Alford 8,442.27
08	Kathy Monahan8,439.78
59	Brenda Fenner
80	Marnie R. Yunger
01	Karen E. Gardner 8,248.55
16	Liz Whitehouse
11	Mary Sharon Howell
03	Lisa Anne Harmon
07	Candace Laurel Carlson 7,924.95
50	Laura A. Kattenbraker 7,786.50
02	Jennifer Jean McNulty 7,776.72
93	Carmen Nunez de
63	Valencia7,771.56
55	Dorothy C. Ibe 7,700.08
12	Laurieann Barclay7,695.09
65	Tiffany Brooke Stout
56	Carlotta Sandiford-
31	Coleman 7,615.99
18	Gloria Dominguez7,560.36
71	Jeanette M Thompson 7 558 65

Margaret Marie Leonelli 7,508.17 Kathleen C. Savorgnan Sherrie L. Clemons 7 504 72 7,477.33 Judie Roman 7,300.74 Eva E. Berber 7.141.59 Candace Lyn Chambers... 7,121.49 Cissy E. Warren . 7.081.80 Tina Hulsman... 7.070.33 Connie A. Brinker 6.926.98 6,855.48 Shervl K. Goins . Rosalie Kuhen. 6.841.88 Mary Alice Dell . 6,809.20 Debbie A. Elbrecht. 6,798.17 Suzanne Moeller 6.786.66 Stella Smith-Pius 6,768.37 Mary L. Morgan. 6.672.59 Sonya F. Goins 6,670.96 Bridgette Rae Conley 6 6 17 09 Linda Christenson 6,612.21 Eleanor M. Reigel 6 592 59 Dori M. Fennell 6,560.02 Kimberley Victor 6,525.62 Diana Gutierrez 6.518.74 Breda M. Teal 6,479.01 Amber L. Faulk 6.443.97 Tonya Colbert 6,406.63 Inez M. Thaver 6 395 32 Shelia D. Evans. 6,392.38 Linda Leonard Thompson. 6 387 31 Margaret Allison Reiser 6,300.32 Sarah J. Steffer 6,286.34 Michelle M. Visco 6.284.33 Rose Mary Neel 6,248.61 Crystal Huskins Carper... 6.247.43 Lorna Walker ... 6,225.12 Judy Lund .. 6.177.05 Corrin Cresci 6,162.67 Rosanne Pluchino 6.160.48 6,126.33 Mary Lou Ardohain Vicki S. Lindsay 6 116 06 6,079.97 Chioma Nwosu Lacey Dale Gracia 6,057.30 Cindy Anderson .6.010.20 Gina M. Gildone 5,941.32 Wanda Metzger 5.902.44 Patti Maxwell ... 5,854.17 Palia A. Curry. 5.837.44 Melissa Kaye Kopec 5,825.35 K.D. Lindsey.. 5 809 68 Pat Z. Allen 5,802.22 Joan M. Merten 5,777.39 Deborah Jean Oertel... 5.727.99 5,711.25 Tracy Ley Christy M. Cox 5.698.41 Juliet Igboanusi 5,667.87 Brandy E. Richwine Julie Brindell Sapp 5.659.88 5,650.68 Janelle A Ferrell 5 644 51 Yolanda Ortega 5,642.54 . 5,603.36 Helen Naomi Godswill Alicia Newton Patty L. Bojan .5,558.68 Stephanie Lynne Lenard... .5.541.60 Cindy P. Markowski .. 5,501.01 Terry Thole 5.491.48 Janette E. Copeland. 5,471.68 Linda Sigle 5 427 44 Cristina Neves Carper.... 5,417.30 **Chick Stamschror** 5,378.60 Sapphire . \$13,540.04 Tammy Romage .. Diane Bruns 12,272.60 Jennifer L. Semelsberger Besecker. 11.843.05 Julie Weaver. 11,594.88 Kathy R. Bullard. Randi Stevens..... 10 800 85 9,766.71 Lady Ruth Brown 9,747.29 9.726.09 Connie L. Russo.

Lara F. McKeever

Kim I. Sabourin.

Roxanne McInroe

Lynnea E. Tate

Crystal Dawn McDaniel ..

Julia Mundy.

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Sylvia Boggs	9 010 06
Sandra A. Zavoda	
Kristi M. Mentesana	
Kathleen Kirkwood	0,000.17
Joanna Helton	0,104.95
Ruby Garner	7 070 62
Linda Klein	7 0/7 6/
Poggy B. Sacco	7 022 /2
Moleda & Dailey	7 870 12
Peggy B. Sacco Moleda G. Dailey Faith A. Gladding	7 865 80
Dolores Keller	7 849 67
Dolores Keller Doris M. Quackenbush	7 805 91
Jill Beckstedt	7,754,76
Cindy R. Duplechain	7.737.77
Jill Beckstedt Cindy R. Duplechain Josefa Chacon	7,704.66
Angie S. Day	7.683.45
Lynn Baer Roberts	7,634.88
Rayne D. Tubbs	7,607.16
Lynn Baer Roberts Rayne D. Tubbs Debbie A. Weld	7,473.19
Tracy Potter Margaret Neill	7,434.54
Margaret Neill	7,280.02
Alison Jurek	7,262.36
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Elaine Hipsher	6 004 20
Frances Woodham	
Kim West	
Ann W. Sherman	6.817 97
Teodora Ahumada	6.782 14
Audrey K. MacDowall	6.767.20
Jeannie Helm	6,748.03
Jennifer G. Bouse	6,719.86
Deborah Robina	6,691.89
Maria Elena Coyote	6,641.01
Marjorie S. Haun	6,638.77
Shelia Berry	6,607.04
Sandi Fitzpatrick	6,555.86
Joli A. Dockery	6,546.72
Maria Elvia Lopez	6,540.43
Sara Pedraza-Chacon	
Maria G Loon	6 457 93
Maria G. Leon Angela D. LaFerry	6 434 28
Alejandra Zurita	6 401 69
Sanjuana Sosa	6.345.56
Norma Hood	6,322.89
Christy Bigham	6,309.28
Shelley Townsley	6,280.26
Gayle J. Green	
Krista A. Johnson	6,236.44
Krista Neal Warner	6,169.83
Brenda Bennett	6,118.70
Karen L. Kunzler Robyn S. Cartmill	6 070 93
Amy C. Hayes	6 060 5/
Kim B. Roberts	6 068 67
Cindy S. Kriner	6.052 52
Danice C. McEldowney	6.043.19
Jami B. Hovey	
Phyllis I. Pinsker	6,001.80
Effie Parsons Deanna L. Spillman	5,987.67
Deanna L. Spillman	5,981.91
Gena Prince	
Rebekah Hirneisen	5,923.24
Maranda Michelle Rains Mary G. Gronholz	5,916.55
Janis Clemens Jodi L. Feller	5 843 12
Bonnie Crumrin	
Kellee I Valerio	5 808 86
AnaMaria R. Cruz	5,696.13
Bea Heath	. 5,679.79
Lynn A. Cervini	5,644.18
Leanne Sexton	. 5,630.59
Debra J. Witmer	5,616.70
Hilda Marrufo	. 5,612.27
Kaye S. Hemphill	5,552.60
Flor De Maria Maldonado	5,540.86
Cheryl T. Anderson	5,524.50
Marty Ulmer	5,476.34
LUITE FORD KYON	5,427.17
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"WITH N APPLAUSE" MAGAZINE, YOU MAY PERIODICALLY FIND ARTICLES WHICH SUGGEST BUILDING YOUR BUSINESS THROUGH REFERRALS AND/OR BY CONTACTING POTENTIAL GUESTS FOR UPCOMING SKIN CARE CLASSES OR OTHER EVENTS. PRIOR TO CONTACTING SUCH NDIMULALS VIA TELEPHONE OR E-MAIL, YOU SHOULD CONSIDER WHICH THER SUCH COMMUNICATION IS CONSISTENT WITH STATE AND/OR FEDERAL "DO-NOT-CALL" AND/OR "SPAM" LAWS AND REGULATIONS, FOR MORE INFORMATION ON THIS SUBJECT, YOU CAN GO TO THE MARY KAY INTOLOH." WEBSITE AND LICK ON "YAX AND LEGAL" IN THE DROP-DOWN MENU. WHEN IN DOUBT, MARY KAY INC. RECOMMENDS FACE-TO-FACE CONTACT AS THE BEST FORM OF COMMUNICATION, WHICH SHOULD HELP YOU AVOID ANY ISSUES WITH THESE TYPES OF REGULATIONS.

Jeanette M. Thompson 7,558.65

Recognition

Kay Angels Marv

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 2010.

Top National Sales Directors — Commissions and Bonuses



Banks \$50,882

Fmerald





Jan Harris \$44,675 Pearl

Top Unit - Estimated Retail Production

Barbara Sunden \$100,194 Diamond

EMERALD — Tanya King, D. Wiegandt Area\$85,985 PEARL — Amie Gamboian, S. James Area.....\$123,750 DIAMOND - LaRonda Daigle, Go Give Area\$88,374

RUBY — Juliet Okonkwo, Go Give Area SAPPHIRE - Tammy Romage, Go Give Area......\$87,845

Carol Anton \$44,125 Ruby

Karen Piro \$42,081 Sapphire

..\$99.206

Top Sales Director — Personal Sales

EMERALD — Lorena La Rosa, D. Wiegandt Area	\$16,137
PEARL — Tammy Caswell, B. Stimach Area	\$8,512
DIAMOND – Marie Lee, B. Sunden Area	\$11,522
RUBY - Janette Copeland, Go Give Area	\$13,624
SAPPHIRE – Brenda Robinson, K. Piro Area	\$18,018
	. ,

Top Beauty Consultant — Personal Sales

EMERALD — Yuko Yasuma, M. Brandenburgh Unit, Go Give Area	\$34,088
PEARL — Nina Hermann, R. McDermott Unit, Go Give Area	\$12,140
DIAMOND - Kathleen Neal, V. White Unit, Go Give Area	\$13,517
RUBY - Linda Black-Kurek, L. Whitehouse Unit, S. Kirkpatrick Area	\$14,634
SAPPHIRE — Tish Head, C. Duplechain Unit, Go Give Area	\$38,796

Top Team Builder

EMERALD — Juanita Pedroza, Y. Alvarado Unit, M. Gómez-Rivas Area
PEARL — Kimberly Lockett, C. Lustig Unit, <i>M. Ledda Area</i>
DIAMOND — Josefina Palacios, M. Estrada Unit, R. Fernández Area
RUBY — Sales Director Stephanie Honeycutt, <i>Go Give Area</i>
SAPPHIRE — Christelle Kazotin, A. Bowen Unit, <i>P. Klickna-Powell Area</i> 15 New Team Members

Top Unit Builders

Salas Diractors with 20 or more new unit members for Nevember 2010

Independent Sales Directors with 20 or more new unit members for November 2010.						
New Unit Members	Teresa Bolden22	Chervl Marie Brown27	Mary Zuniga	Ana Carolina Alvarez21	Vanessa R. Upkins	Janet Brito28
	Maria J. Gonzalez	Maria Gonzalez	Betzaida Arriaga	Lisa M. Boulton21	Somer Ballard Carter23	Tammy Romage27
Emerald	Carolyn L. Lucas22	Delores E. Black	Patricia Rico	Carmen Garcia21	Krystal D. Downey-Shada 23	Arlette Fair-De Vine
Jordan Helou Eicher	Connie S. Miller	Sandra Giraldo Kirchhoff26	Magdalena Diaz de Leon32	Bisola Gbadamosi21	Karen E. Gardner	Rosa Elia Meza-Sanchez
Tanya Olivia King	Ann Shears22	Terri Lewis	Maritza Estela Gonzalez	Nicki R. Hill21	Maria A. Steinman23	Tracey A. Fields-Hedrick25
Yolanda Lopez	Ramona Marie Sitler22	Connie Lustig26	Julia Medina32	Tina Marie Kocourek	Tiffany Brooke Stout23	Erika Guajardo25
Celsa Menjivar-Gutierrez 42	Katie Webb22	Beth H. Piland26	Linda Spadlowski	Mairelys Lopez21	Eva E. Berber22	Angeles Herrera25
Flavia A. Rivera40	Connie Marie Ackroyd21	Debra B. Bishop25	Josefa E. Rosario	Consuelo Beatriz Mendez 21	Jennifer Jean McNulty22	Hilda Marrufo25
Christine A. Denton	Veronica Beltran21	Cindy Machado-Flippen25	Maria Siguenza30	Josefa Ocampo21	Kimberley Victor22	Martha Villarreal25
Marina Sanchez Ramirez37	Brendaliz Cajigas21	Vicki Piccirilli25	Yvonne Tazem	Olga Lidia Sanchez21	Donna Clark-Driscoll21	Robyn S. Cartmill24
Maria Sanchez	Lynn F. Huckels21	Rosa Zepeda25	Sabina Caro29	Patricia Sandoval21	Oye A. Onuoha21	Maria Elena Coyote24
Yuvis Rocio Alvarado35	Pam Kelly21	Ruthie Bresette-Mount24	Maggie Rose Segneri	Kiersten Vavrina21	Lindy Baine Smith 21	Brandy Lee Hudson24
Sue Uibel35	Yolanda Mercado21	Yosemy Mora24	Vicky Gonzalez28	Rita R. Villarreal21	Sheryl K. Goins	Violeta Lopez23
Geri Lin Dennis34	Antonia Miranda21	Sara Ruth Pennella24	Oyindamola Ogunlana28	Maritza Arce20	Stephanie Honeycutt20	Lara F. McKeever23
Rossy Rivera34	Melina Ann Papantoniou21	Priscilla A. Vargas-Garcia24	Mayuli Maria Rolo	Enma Patricia Bermeo20	Jemma Holley Imwalle20	Debie Mary Nunez23
Candy Jackson	Michelle Anne Paquette21	Tina M. Wright-Dees24	Mirna Erika Casillas27	Marni McKenna Hendricks20	Jennifer Isenhart20	Yolanda Villagomez23
Linda Bradley30	Jeanie M. Tamborello21	Amada Arroyo23	Erika Flores27	Cecilia C. James20	Alma Machado20	Kathy R. Bullard22
Renee Duenckel	Leticia Velasco21	Diana Maria Bermudez23	Amelie B. Kemogne27	Rosa Jimenez-Contreras20	Amber O'Neil Hui20	Dawn Coby22
Marcela Sierra30	Rubi Amateco-Nava Vazquez20	April Christine Hutchinson23	Elvia Rojas27	Yusmary Piotrowski20	Deborah Jean Oertel20	Maria Montes22
Faith I. Adejayan	Michele Martella Armes20	Heather Marie Erbe22	Ana R. Paredes26	Stephanie A. Richter20	Kathy H. Rebmann20	Hilda Ramirez22
Maria L. Bautista	Marla Beddick20	Jeraline B. Long22	Maggie Pereyra26	Estela Salazar20		Maria Guadalupe Rodriguez22
Denise Pineda29	Rita Vera Eromosele20	Norma A. Tovar-Hernandez 22	Norma A. Caballero-Castillo25	Mary Strauss20		Esther Cisneros21
Pattie A. Robinson28	Stephanina Monique Feinberg20	Melissa Hamby21	Maria Nelly DonJuan25		Copphire	Diana E. Fraustro21
MaryLou Hartman27	Caren Crosby Fields20	Michele Salisbury Rankin21	Mercedes Estrada25	Duby	Sapphire	Jea Renne Gackowski21
Keiko M. Nakao27	Luz M. Gutierrez20	Amie J. Bennett20	Sandra Molina25	Ruby	Milbella Sosa52	Jaqueline Geraldo21
Gloria E. Sandoval27	Cristina Martins20	Nadine Bowers20	Azuzena Reyes-Garcia25	Carlotta Sandiford-Coleman41	Maria Elvia Lopez50	Martha Gomez21
Ana E. Segovia27	Cecilia Merport20	Julia Sander Burnett20	Sonia Carolina Velasco25	Bridgette Rae Conley	Teodora Ahumada	Marisol Miller21
Evalina Chavez26	Rosario Portillo20	Esmeralda Diaz20	Ester Maria Barahona24	Mariel Fedri	Tabitha A. Hallums	Martha Montejano21
Jennifer Wenzke26		Menina M. Givens20	Maria Elena Guadarrama24	Stella Smith-Pius	Zenaida Garcia40	Maria Osorio21
Maria Teresa Anaya25	Pearl	Joselita L. Gramajo Reyes 20	Estela Hernandez24	Carmen Nunez de Valencia32	Maria P. Loera40	Maria G. Romero21
Amanda Gustafson25		Darlene A. Juliana20	Delia B. Santos24	Candace Lyn Chambers 30	Sanjuana Sosa	Kim I. Sabourin21
Dora Lopez25	Virginia Rocha55	Naomi Mitchem20	Irma Medina Guerrero	Gloria Dominguez	Laura Hernandez	Jennifer Sloan21
Aida Ramallo de Escribano 25	Lucia Fernandez46	Constance Nugent Miller 20	Noelia Jaimes	Maria M. Hayes	Arcenia Herrera	Alejandra Zurita21
Macaria Ramirez-Santana25	Leah Michelle Lauchlan	Beverly D. Rogers	Alicia Kingrey-Lokai	Laura Sainz Rivera	Josefa Chacon	Maria Alvarez Mohamed20
Anita Rodriguez25	Maribel Olivares	Maria Villegas20	Karime Rosas	Phuong L. White	Maria Bocanegra	Pearl Carpio20
Auri Hatheway24	Blythe Jolee Egbert		Andrea Shields	Isidora Camargo	Anita Bowen	Minerva Lara
Bridget L. Shaw24	Yolima Sanabria	Diamond	Daysi Ventura	Elena Santos	Anita Bowen	Anne Elizabeth Leanos
Roxie Soto24	Kristin Mvers		Ofelia Del Rio22		Anita R. Rabelo	
Consepcion Montes23	Kristin Myers	Celeste Pichardo60	Maria Haydee Melendez	Corrin Cresci		Luz M. Madrigal-Navarrete 20 Michelle Sara Moore
Robin S. Moody23		Carmen Hernandez			Jennifer L. Semelsberger	
Jennifer Newton23	Zorayda Marino	Maricarmen Gonzalez	Elizabeth B. Muna22 Maria G. Nunez-Martinez22	Inez M. Thayer	Besecker	Delmy Ana Torrejon
Leanne Parrino23		Meyra Esparza	Jenny Siemonsma		AnaMaria R. Cruz	Coty Aglaee Trevino
Hollie R. Sherrick	Mia J. Mason Taylor29 Blanca Estela Bencomo27	Mariaelena Boquin	Emily Siemonsma	Rosalie Kuhen	AnaMaria R. Cruz	Debbie A. Weld20
Maria Victoria Sura23	Didrica EStela Dericultu27	Heriberta Castro Orozco35	ETTINY OITINS	оизание тирр-віаск24	Ana nulli 60116229	

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BEAUTY EDITORS Get their stripes.



Editors attended interactive launch workshops and heard from Vice President of U.S. Marketing Yvette Franco and Chief Scientific Officer Dr. Beth Lange (shown at far right).



More than 50 beauty editors from leading women's magazines, such as *Marie Claire; Cosmopolitan; Good Housekeeping; Latina; O, The Oprah Magazine; Vandidades* and *Flare*, to name a few, gathered in New York City on Nov. 9 to experience Mary Kay® TimeWise®

liquid foundations for the first time.

The response was overwhelmingly positive, and we expect to see TimeWise[®] liquid foundations mentioned in beauty editorial pages in the upcoming months.

Editor Kim Daly of *Shape* magazine shared this: "What I'm hearing from my readers when it comes to foundation is that they're very confused when looking at colors. They don't know which one really matches, so I think what Mary Kay has done is fantastic in

offering so many different colors and finishes. Every woman will be able to find exactly what works for her."

You can view a video from the New York City event on Mary Kay InTouch®.



Above: In the forefront, Independent Executive National Sales Directors Karen Piro and Cheryl Warfield and Independent Elite Executive National Sales Director Barbara Sunden listen to tips. Below: Independent Executive National Sales Director Karen Piro and Independent National Sales Directors Diana Sumpter and Dawn Dunn enjoy the special luncheon.



EXCLUSIVE SHOW FOR NSD ADVISORY BOARD

Before the editors' event, members of the NSD Advisory Board attending their November meeting in New York City were treated to a private TimeWise[®] liquid foundation launch workshop and lunch on the fabulous rooftop garden of the Gramercy Park Hotel. "Being part of a product launch like this was just incredible!"

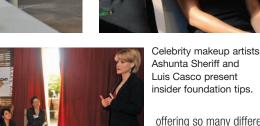


Independent Executive National Sales Director Jan Harris gets a stripe test.

shared Independent Senior National Sales Director SuzAnne Brothers. "Mary Kay knows that foundations are so important to women and represent a huge selling opportunity for us. Foundations are one of the most emotional purchases of all cosmetics products. With the TimeWise® liquid foundations joining the lineup, we will be able to offer an **even more** comprehensive foundation wardrobe to our customers."

more





SHARE THE BUZZ. Use Social Media and Online Tools to Connect With Your Customers.

Many independent sales force members use social media communities such as Facebook, Twitter and YouTube to keep in touch with friends and family both near and far. Did you know that you can apply the power of these social media tools to your Mary Kay business? Doing so can help complement the personal, face-to-face contact you have with your customers and help keep Mary Kay "top of mind" anytime, anywhere! Here's how you can get started!



OPEN YOUR BUSINESS **ONLINE.**

In today's marketplace, can you think of a single beauty brand that does not have a website for their customers to shop 24/7?

You can use your Mary Kay® Personal Web Site to connect with your hostesses and guests by inviting them to shop with you before or after a party using *The Look* eCatalog. Also, you can send party guests to the Mary Kay® Personal Beauty Profiler, an online questionnaire that helps determine skin care, color cosmetics and fragrance products your guests are sure to love! Best of all, once your customers create and save their profiles and product recommendations using the Mary Kay® Personal Beauty Profiler's "Save Profile" button, you can easily access this information through the "Customer Profiles" section of myCustomers®.

Once your customers place orders on your Mary Kay® Personal Web Site, you can view them via Mary Kay InTouch®. First-time Mary Kay® Personal Web Site subscribers can sign up for \$25 plus applicable tax for the first year. That's 50 percent off the regular one-year subscription price. To subscribe, simply go to the Mary Kay InTouch® website and click on "Personal Web Site Manager." There's never been a better time to consider getting your own Mary Kay® Personal Web Site! Once you have a Mary Kay[®] Personal Web Site, you can connect with your customers in many ways:

SHARE STORIES AND LINKS. Share stories and features from your Mary Kay® Personal Web Site or marykay.com, including *The Look* eCatalog, the Mary Kay® Personal Beauty Profiler (and so much more), to your Facebook Wall or other site for friends and family to see! Here's how:

- Step 1: Look for the "Share" button on the left side of the page while you are on your Mary Kay[®] Personal Web Site or marykay.com.
- **Step 2:** Roll your mouse over the "Share" button and a list of options will appear.
- **Step 3:** To see an extended list of sites, click on the "Share" button.
- **Step 4:** Select your preferred method of sharing (e.g., Facebook) and log in to your account.
- Step 5: Post the message as is, or you have the option to type in a message.
- Step 6: Click "Share."
- Step 7: You're done. Now all of your friends can see what you shared!

SOCIAL MEDIA STATUS UPDATES. Both

Facebook and Twitter allow you to post status updates that can be viewed, depending on your settings, by anyone or by a restricted group. When posting status updates to these sites, the easiest way to ensure compliance with the terms of your Mary Kay Independent Beauty Consultant Agreement is to utilize Company-approved posts available on Mary Kay InTouch® by clicking on **Business Tools > Digital Zone >Tweets** or **Posts.** Then *simply copy and paste (or just type) the text into the status box on Facebook and/or Twitter.* Since options are updated frequently, you'll want to be sure to check back often.



twitter

VIDEOS. Sending videos from the Mary Kay[®] YouTube Channel to your Facebook Wall can be an easy way to open up a discussion with your customers on a variety of topics, such as promotional products, trends and team building. Or consider sending video application tips to a customer who just bought the latest color products, skin care supplements, body care or fragrance as a way of showing her the valueadded service that only a Mary Kay Independent Beauty Consultant can provide! **Here's how:**

- Step 1: Go to www.youtube.com/marykay.
- **Step 2:** Choose the video you would like to share, and click on "Share" located directly under the window that plays the video.
- Step 3: Click on "Facebook" on the list of social media sites you can share it on.
- Step 4: When the Facebook login window opens up, simply log in to your Facebook account.
- Step 5: You can share as-is, or you can choose to write a custom message. Be sure to hit the "Share" button when you're done!
- Step 6: You're done. The video that you posted is now on your personal Facebook Wall!

Watch Mary Kay® on YouTube



"LET'S TALK" **PARTY!**[®] Want to connect with other independent sales force members and swap ideas? Located on Mary Kay InTouch[®], this is *your* place to join the discussion and share valuable business tips and ideas with Independent Beauty Consultants from across the country.

Sharing the beauty of Mary Kay[®] through the power of social media and online tools can be a valuable asset to help you build a strong customer base and potentially grow sales and new team members. For more details on social media and your Mary Kay business, including complete information on the Company's social media guidelines, please visit the Mary Kay InTouch[®] website and click on **Business Tools > Digital Zone.**

Special note: The Mary Kay[®] Facebook page is intended for building our brand within the general public. It is not designed as a place for independent sales force members to advertise their personal Mary Kay businesses. Instead, you can share Mary Kay[®] Facebook page posts on your personal Facebook Wall. See the "Digital Zone" online for details.



MEET INDEPENDENT NATIONAL SALES DIRECTOR JEANIE MARTIN

Jeanie Martin started her Mary Kay business in August 1988 to earn extra cash for one reason: to visit her brother who, at the time, lived in Rome, Italy. She then debuted as an Independent Sales Director in September 1990 and as an Independent National Sales Director in July 2010. Here's what she shared about herself during an interview with *Applause®* magazine.

Before you started your Mary Kay business, you led a busy life as a wife, mother and full-time high school English and speech teacher. What was it about the Mary Kay opportunity that attracted you?

As I was growing up, the expectation was that women were teachers, nurses, office workers or stay-at-home moms. I was a teacher, club adviser and class sponsor, but no matter how much I worked, I earned the same salary each month. I knew I needed extra money to afford a trip to Europe to visit my brother.

My recruiter, **Independent Elite Executive Senior Sales Director Nadine Bowers,** presented herself as a sharply dressed, professional businesswoman. Within a year of starting my Mary Kay business, I was able to afford to take my family to Europe for the very first time.

With your already busy life, what was it about the Mary Kay opportunity that inspired you to take the next step and debut as an Independent Sales Director?

Honestly, my Mary Kay journey has been "rung by rung." Every time I moved up a step on the career path, I then wondered if I could move up to the **next**. My focus was always on building relationships and strong people skills. As a teacher, I wanted to positively impact kids' lives. As an Independent Sales Director, I knew I could directly impact the lives of women for the better by offering them the opportunity to become independent businesswomen.

How has the success of your Mary Kay business influenced your family?

Both of my daughters will tell you that Mom doesn't give discounts! As they were growing up, they received Mary Kay[®] products as gifts or by earning them. Once they were on their own, they knew they had to sign an Independent Beauty Consultant Agreement, pay full price as my customer or earn products as a hostess!

Amy is currently an Independent Future Executive Senior Sales Director. My older daughter, Nicki, who was once an Independent Beauty Consultant, is now a successful businesswoman in her own right.

Even my husband, Reed, believes that every Independent Beauty Consultant should attend Seminar to be able to see the "big picture" of the Mary Kay opportunity. As a business owner himself, he incorporates a system of rewards and recognition for employees in his insurance office. I hope to continue to have an impact on my four beautiful grandchildren – ages 7, 6, 4 and 3 (plus one due in April 2011) who have always known me as a Mary Kay "grandma."

What motivated you to become an Independent National Sales Director?

When I really felt I could make a change in women's lives through my Mary Kay business, I worked it differently. I realized that my daughter, offspring Sales Directors and others were watching to see if I'd play "full-out" and reach that pinnacle of Mary Kay success. As these young leaders debuted as Independent Sales Directors, I knew I had to show each one, by example, how and why they should aspire to become Independent National Sales Directors!



What are your goals as an Independent National birector?

My goal is to work individually with women who want more and to help build strong offspring Independent Sales Directors. I want to be a leader of leaders. By mentoring women and having a positive impact on their lives, you can greatly affect how a woman feels about herself. If I am able to empower women to become strong leaders, they can turn around and impact the lives of others.

VALUABLE LESSONS I HAVE LEARNED THROUGH MY MARY KAY BUSINESS:

- This business is built one face at a time.
- You can judge a woman by the size of the obstacle it takes to stop her.
- You must perfect the skill of presenting a full-circle skin care class.
- Celebrate the little victories because they can lead you to the bigger ones.
- Your actions speak so loudly, I can't hear what you're saying.
- Always remember that there may be a little girl watching you who one day may want to grow up to be just like you!

You can learn more about Independent National Sales Director Jeanie Martin and all of our esteemed Independent National Sales Directors by visiting Mary Kay InTouch[®] and clicking on "Heritage," then "Meet Your NSDs."

BREATHING BELIEF

"I make it my mission to help other women realize how great they really are."

- Independent Future Executive Senior Sales Director Patrice Smith of Tuscaloosa, Ala. Sometimes you can appear to have it all but not be fulfilled in your heart. That was **Independent Future Executive Senior Sales Director Patrice Smith** of Tuscaloosa, Ala., in the early 2000s.

Patrice cherished being married to her pastor husband, the Bishop L. Spencer Smith, and mother to three adorable children. But something was missing from her life: She had not realized her dream of owning a business, and she acknowledged that teaching was not her passion.

"I felt an emptiness that's hard to describe," Patrice, once a business management major, shares. "I didn't feel good about myself because as I tried hard to be positive for my family, in reality I was dejected and unfulfilled. Scared and overwhelmed, I couldn't figure out how to change my course."

COACHING FROM AFAR

Although she enjoyed business, Patrice never envisioned herself as a salesperson. It wasn't until **Independent Sales Director Cassandra Scott** of Pearland, Texas, said *she would be good* at selling cosmetics did Patrice even consider it. While attending a conference with her husband in Houston in June 2004, Patrice met Cassandra. "Mary Kay needs women just like you," Patrice recalls Cassandra saying. With Cassandra's business card in hand, Patrice returned home.

In a few days, Cassandra followed up.

"After several phone calls and with my husband's full support, I signed my Independent Beauty Consultant Agreement," Patrice shares. "Cassandra taught me what to do over the phone." In fact, the two scheduled standing phone meetings twice a day, where Patrice learned the importance of holding parties and then completed a Power Start in her first month.

Quick to follow Cassandra's advice, Patrice earned the use of her first Mary Kay® Career Car and quickly debuted as an Independent Sales Director.

"I am a living witness that if you do what your Independent Sales Director teaches you – even when she lives in another state – you can be successful," Patrice says. "Cassandra vividly painted a picture of success and achievement that motivated me."

At the end of her first year as an Independent Sales Director in June 2005, Patrice earned exclusive Mary Kay honors: On the Move and Fabulous 50s.* Since then, she's earned the Double Star Achievement Award four times, been a Star Consultant for 25 quarters, earned the use of three pink Cadillacs and reached the \$550,000 Circle of Achievement.

OTHERS FOCUSED

Patrice is most inspired by helping other women recognize their talent and painting the picture of what a Mary Kay business can do. "Before I found the Mary Kay opportunity, I was so hungry to rediscover myself and become a confident, high-achieving person," Patrice shares. "I believe many women feel the same, and I love helping them find their own personal power and ability to dream. To me, it's about breathing belief into others."

As a former adoptee herself, Patrice welcomes adoptees into her own unit with open arms. "That was my story, and I want to give back to women who may be without a Sales Director who lives nearby. As Mary Kay Ash taught, it's about sharing my knowledge and support and making a difference in others' lives."

BALANCING ACT

As any busy woman knows, maintaining balance is an ongoing challenge. With 16-year-old twins, Jori and Jamel, and 12-year-old Jarren, along with church commitments, Patrice does her best.

"I'm still in search of the perfect balance!" Patrice shares. "Knowing what needs the most attention at the time is key. You have to do what's most important, then release yourself from the guilt of what you can't do. That's freeing. And it's one of the reasons I love my Mary Kay business. It gives me the *choice* to prioritize."

Patrice appreciates that her business gives her the flexibility she needs to be present for her family while giving her children a solid foundation for goal setting. "They have seen me reach goals and fall short, but they also have seen me grow and learn from every experience, instilling values of high self-esteem and self-worth," Patrice says.

When Patrice was in qualification to earn the use of her first Cadillac, she called a family meeting where everyone agreed to take on more responsibilities. In return, Patrice promised a reward trip to Disney World. "We placed goal posters on the refrigerator and worked toward the goals which became a reality for everyone!"

Dream-driven, Patrice ultimately wants to become an Independent National Sales Director. Along the way, she's breathing belief into women who need a little encouragement to achieve big success!

HOW PATRICE INSTILLS BELIEF

"I've found that one challenge in this business can be helping other women see Mary Kay as a potential flourishing business," Patrice shares. "I knew a local business owner who had an entrepreneurial mind and beautiful spirit, but didn't want to 'peddle lipstick.' Once she came to a guest event, her breath was taken away! She started her business that night. And I learned how important it is to take guests to events, helping paint the bigger picture."

Patrice's tips for breathing belief into others:

- Help them discover a dream or to begin dreaming.
- Create a place of confidence for them.
 Find what they're good at or what their strengths are and expand on that.
- Build a greater level of competence in that area. Help them master one skill at a time. When they are confident they can do it and do it with excellence, their belief totally expands.
- Help them create S.M.A.R.T. goals, and paint a vivid picture of the reward.
 - **S** Specific
 - M Measurable
 - A Attainable
 - R Risky
 - **T** Timeframe (30, 60

or 90 days)

 Create an attitude of gratitude for the journey of growth that will take place as she continues to believe for bigger and greater things.



o-give® award

Congratulations to the winners for March 2011

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[®] website under "Recognition."



Sheila McCune Emerald Independent Future Executive

Senior Sales Director Began Mary Kay

April 1991

Sales Director Debut April 1992

Offspring four first-line; one second-line

National Sales Director Kerry Buskirk

Honors Cadillac qualifier; Star Consultant; Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; 16-times Circle of Achievement; Circle of Excellence; gold medal winner; estimated highest monthly unit retail: \$117,547

Personal Lives in Wichita, Kan. Husband, Lloyd; sons: Luke, Matthew; stepsons: Brad, Brent; stepdaughters: Kristi, Kara

Favorite Quote "But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary; they will walk and not be faint." – Isaiah 40:31

Independent Future Executive Senior Sales Director Shawna Schneider of Caldwell, Kan., says, "Sheila has always been a mentor to me and has made it a point to include us in all events. She is a wise leader and an example to follow."



Stefanie Burgess Pearl Independent Sales Director

Independent Sales Director Began Mary Kay

June 2001 Sales Director Debut June 2002

National Sales Director Monique Todd Balboa

Honors Premier Club qualifier; Star Consultant; gold medal winner; estimated highest monthly unit retail: \$55,154

Personal Lives in Colorado Springs, Colo. Husband, Tim; son, Austin; daughter, Hannah

Favorite Quote "So let's not get tired of doing what is good. At just the right time we will reap a harvest of blessing if we don't give up." – Galatians 6:9

Independent Beauty Consultant Kim Meignein of Colorado Springs, Colo., says, "I am an adoptee in Stefanie's unit, but I never feel like one. We participate in every contest and receive prizes and pampering just as if we were in her unit."



Vivian Cheek Diamond Independent Sales Director

Began Mary Kay November 1997

Sales Director Debut June 2000

National Sales Director Anita Mallory Garrett-Roe

Honors Premier Club qualifier; Star Consultant; four-times Circle of Achievement; Fabulous 50s; gold medal winner; estimated highest monthly unit retail: \$80,956

Personal Lives in Alexander, N.C. Husband, Bill; son, Travis; stepson, Robb; daughter, Tammy

Favorite Quote "You cannot teach what you do not know; you cannot lead where you do not go." – Mary Kay Ash

Independent National Sales Director Emeritus Arlene Lenarz, says, "Vivian's warm heart makes every adoptee feel welcome to participate in all of her unit activities. She educates, mentors, coaches, inspires and motivates her adoptees like she does her own unit members. Vivian is a wonderful leader who not only does things right, she

does the right thing."



Krystal Downey-Shada

Ruby Independent Executive Senior Sales Director

Began Mary Kay May 1991

Sales Director Debut June 1992

Offspring five first-line; one second-line

National Sales Director Go Give Area

Honors Cadillac qualifier; Circle of Honor; monthly Go-Give® Award winner, July 2002; six-times Sales Director Queen's Court of Personal Sales; six-times Circle of Achievement; five-times Circle of Excellence; three-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$156,888

Personal Lives in Caldwell, Idaho Husband, David; sons: Chase, Christian

Favorite Quote "When you come to the edge of all the light you know and are about to step off into the darkness of the unknown, faith is knowing one of two things will happen: There will be something solid to stand on, or you will be taught how to fly." – Author Unknown

Independent Sales Director Terry Munter of Spokane, Wash., says, "Although she has no unit members in this area, Krystal came and conducted sales force workshops for us. And when I asked for mentoring, she graciously encouraged me by phone and e-mail."



Brandi Driggers Sapphire Independent Senior Sales Director

Began Mary Kay August 2000

Sales Director Debut November 2001

Offspring two first-line; four second-line

National Sales Director Go Give Area

Honors Cadillac qualifier; Star Consultant; two-times Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; four-times Circle of Achievement; two-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$52,932

Personal Lives in Lubbock, Texas Husband, Charles; son, Storm; daughter, Darcy

Favorite Quote "Delight yourself in the Lord, and he will give you the desires of your heart." - Psalm 37:4

Independent Sales Director Charlotte Shropshire of

Lubbock, Texas, says, "During my monthlong stay in the hospital, Brandi visited and called me on a regular basis. She made sure my family had meals and continued to work with my unit until I was back on my feet."

91% OF WOMEN WOULD LOVE I IF SOMEONE WOULD HELP THEM FIND THE PERFECT FOUNDATION MATCH.

Go to the Mary Kay InTouch[®] website for complete details and tools you can use to achieve this challenge.

SAFETARE SAFETARE SAFETARE

THE CHALLENGE IS ON!

Find the perfect foundation for at least 30 women from Feb. 1-28, 2011! You can book *Flawless Face* parties to stripe test and formula match each woman. Your expertise can help them find the best Mary Kay[®] foundation and shade.

WOMEN ACROSS AMERICA NEED YOUR HELP!

Build your foundation customer base and establish yourself as a professional beauty adviser. Plus, you'll receive standing recognition and a name badge ribbon at *Achieve ... Your Way to the Stars*SM Career Conference 2011.

Make February your month to increase your foundation sales and establish customers for life. You can do it!

*No worries! Any stripe tests you've conducted since Jan. 19 count toward this challenge. Report and track your progress through the "Pacesetters" link on Mary Kay InTouch[®].



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Join us! Together we can make a beautiful difference, Feb. 8 - March 8, 2011.

Love blossoming ... hearts sharing ... lives changing. In celebration of the 100th anniversary of International Women's Day, Mary Kay, its independent sales force and employees are uniting in their goal to volunteer **1 million hours** of community service around the world. Join us in the Mary Kay Global Month of Service and give your time as a gift of love.

For more information, visit marykay.com or contact me, your Mary Kay Independent Beauty Consultant.



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