

MARY KAY

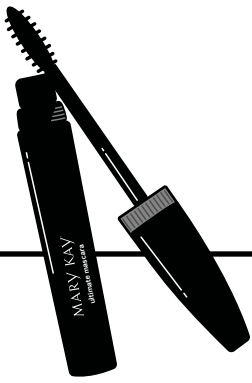
MARCH 2020

applause®

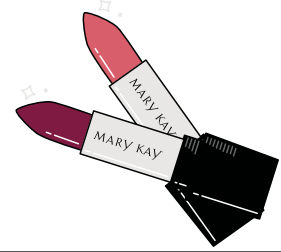


Be a Standout!

Help your customers step into spring's spotlight with new color products! Plus, **Be the One** in the *You Can Do It!* Challenge.



MARCH *Dates*



1

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

Online Independent Sales Director-in-Qualification Commitment Form available.

3

Last day to submit online Independent Sales Director-in-Qualification Commitment Form.

15

Postmark deadline for Quarter 3 Star Consultant quarterly contest.

Deadline to make Quarter 2 Star Consultant prize selections.

16

Quarter 4 Star Consultant quarterly contest begins.

Summer 2020 *Preferred Customer Program*SM online enrollment begins for *The Look*, including an exclusive sample (while supplies last).

20

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

Week 1 Career Conference 2020 begins (March 20–21) and (March 22–23).

27

Last day to register/cancel registration for April 22–25 **New Independent Sales Director Education.**

Week 2 Career Conference 2020 begins (March 27–28).

30

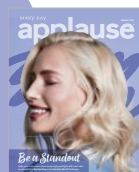
Last day of the month for Independent Beauty Consultants to place phone orders.

31

Last business day of the month. Orders and Independent Beauty Consultant Agreements submitted by mail must be received today to count toward this month's production.

Last day of the month for Independent Beauty Consultants to place online orders.

Online Independent Beauty Consultant Agreements accepted until midnight Central time.



Model is wearing NEW **Mary Kay® Liquid Eye Shadow in Pink Starlight**, Hazelnut, Biscotti and Espresso **Mary Kay Chromafusion® Eye Shadows**; I ♥ black **Lash Love® Mascara**; **Mary Kay® Volumizing Brow Tint** in Blonde; Rosy Nude **Mary Kay Chromafusion® Blush** and Mauve Moment **Mary Kay® Gel Semi-Matte Lipstick**.



“

The women who ultimately succeed in Mary Kay are those who truly believe in serving others. One such person is Harriet Pennick, a pediatrician who started a Mary Kay business in 1988. ‘As a Mary Kay Independent Sales Director, I can stroke a woman until her self-esteem can be raised to where it should be,’ she says. ‘I do this always in hope that her children’s lives will be better than ever before.’

”

Mary Kay

HELPFUL NUMBER: Customer Success Team 800-272-9333

For questions regarding Mary Kay® product orders, *Mary Kay In Touch*®, special events, product information, etc.

APPLAUSE® magazine is published in recognition of and as information for members of the Mary Kay Inc. 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. ©2020 Mary Kay Inc. Member: Direct Selling Association, Personal Care Products Council. Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, marykay.com.

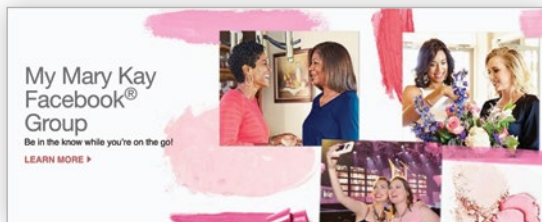
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TRENDING *Now*

March 8 Is International Women's Day!

One of the original glass ceiling-breakers, Mary Kay Ash founded her Company more than 56 years ago with a dream of offering a rewarding opportunity for women. That dream blossomed into a multibillion-dollar Company with millions of independent sales force members in 40 countries. It's time to celebrate! Find sharable images on **Mary Kay InTouch®** >

Resources > Digital Assets > Seasonal.



For Members Only!

Have you joined the My Mary Kay Facebook group? Fun, engaging information about your Mary Kay world awaits – **and it's only for Mary Kay Independent Beauty Consultants!** Log on to Facebook and search for My Mary Kay. Select Join Group, then type in your Consultant number and name. This helps ensure that this group stays exclusive to you and your sister independent sales force members.

THIS MONTH IN MARY KAY HISTORY

1987

The first **Career Conference** is held in 14 locations across the United States. Career Conference 2020 will be better than ever this year! And in 27 locations – so be sure to join us in a city near you!



ROAD TRIP!

Say no to FOMO (Fear Of Missing Out) and yes to success! A road trip to **Career Conference** with your Mary Kay sisters is a great way to *spring* into action and achieve your goals. See [Pages 22–23](#) for details.

Applause® Magazine Team: MANAGING EDITOR: ALESIA RITENOUR SENIOR EDITOR: MEGHAN BONDS SPANISH MANAGING EDITOR: MARGARITA HERNÁNDEZ CONTRERAS ART PRODUCER: SHARILYN GETZ SENIOR PRINT PRODUCER: JAN STEEL PRINT PRODUCERS: KIM RIND, ANITA TRENT PUBLICATIONS SPECIALIST: NICOLE CALDWELL DESIGN STUDIO SUPERVISOR: WHITNEY HOLDEN SENIOR GRAPHIC DESIGN/PRODUCTION ARTISTS: CHERYL FELLEBAUM, PATTI CASAMASSIMA GRAPHIC DESIGNER: BIANCA CAMANO SENIOR PREPRESS ARTIST: RICHARD HUDSON COPY EDITORS: LISA HORNE, GAYLEEN WOODALL

*Within *Applause®* magazine, you MAY periodically find articles which suggest building your business through referrals and/or by contacting potential guests for upcoming skin care parties or other events. Prior to contacting such individuals via telephone or email, you should consider whether 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 InTouch®* website and click on "Tax 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.

Be a Standout!

Help your customers step into spring, own every room and embrace their confident style with these standouts!

LIGHT BEAM

METEOR SHOWER

PINK STARLIGHT

PURPLE NOVA

NEW! MARY KAY® LIQUID EYE SHADOW, \$14 EACH

Glide on a surge of stellar color with an easy-to-use applicator for brilliant, **one-and-done eye looks!**

- **Lightweight, liquid color** applies seamlessly.
- **Pigment-packed shades** add instant intensity.
- **Creamy formula** feels delightfully decadent.
- A doe-foot applicator creates **effortless eye looks.**

HOW TO USE: It's easy and basically foolproof!

Wear alone, or use together to create a multidimensional look. You can even pair with

Mary Kay Chromafusion® Eye Shadow.



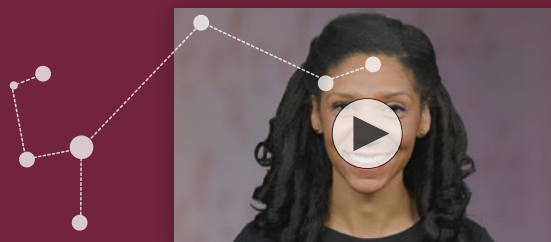
Tip! USE AS A LINER.

Apply the liquid eye shadows with the angled side of the **Mary Kay® Eyebrow/Eyeline Brush**. A little goes a long way, so start with a small amount and build.

MARY KAY
eyebrow/eyeliner

BEAUTY EXTRA!

Apply three dots with doe-foot applicator onto eyelid. Using the **Mary Kay® Cream Color Brush**, blend product out and over eyelid. Use short strokes to distribute evenly.





MARY KAY PETITE PALETTE™ (UNFILLED), \$8

This little beauty holds up to four shades of **Mary Kay Chromafusion® Eye Shadow**. Mix and match your personal favorites, or choose a palette curated by the Mary Kay color experts. Each pan slides into the refillable magnetized base to easily swap whenever you want. Transparent lid lets you see the shades. Petite design makes it **easy to fit anywhere**.

HELP IS HERE! *Mary Kay InTouch®* > Products > Product Central for more **Beauty Extra** application tips and how-tos, social media post inspirations and education so you can sell with confidence!

NEW! MARY KAY® WATERPROOF LIQUID EYELINER PEN IN INTENSE BLACK, \$16

Waterproof perfection. Intense color. Liquid precision. This fluid formula dries down and stays put. From thin lines to bold cat eyes, your go-to eye looks won't run or budge. And with a pen-style and no-drip precision tip, you control the application as you draw smooth, precise lines from corner to corner.

BENEFITS:

- Ophthalmologist-tested.
- Dermatologist-tested.
- Clinically tested for skin irritancy and allergy.
- Suitable for sensitive eyes.
- Non-comedogenic.

Replaces **Mary Kay® Liquid Eyeliner Pen**

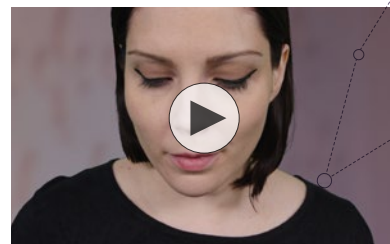


BEAUTY EXTRA!

Use a cotton swab with **Mary Kay®**

Oil-Free Eye Makeup Remover

to clean the edges of your eyeliner. This creates a sharp, precise look. Absorb any leftover makeup remover with a dry cotton swab. Go slow and be patient; working with liquid liner takes practice.



Lip Service

The best way to stand out? A great lipstick!

MARY KAY® GEL LIPSTICK

Long wear that delivers stay-true color. The gel formula cushions lips for soft, velvety comfort. Finally, a long-wear lipstick your lips can love.

FOUR GORGEOUS NEW SHADES!

MARY KAY® GEL SEMI-MATTE LIPSTICK, \$18 EACH

Gel semi-matte finish delivers lasting wear without drying lips.

- Red Stiletto
- Trademark Pink
- Berry Famous
- Blush Velvet



HELP IS HERE!

Get more lip tips. Download the **Big Book of Standout Color** on *Mary Kay InTouch*® > Products > Product Central.





NEED SOME SHINE?

TRY MARY KAY® GEL SEMI-SHINE LIPSTICK, \$18 EACH

Delivers radiant color with luminous shine.



PREP TIME

SATIN LIPS® SET, \$22

Buff's away dry skin, then moisturizes to help keep lips soft.

- Exfoliate
- Moisturize
- Prime



PRODUCT SPOTLIGHT

MARY KAY® LIP LINER, \$12 EACH

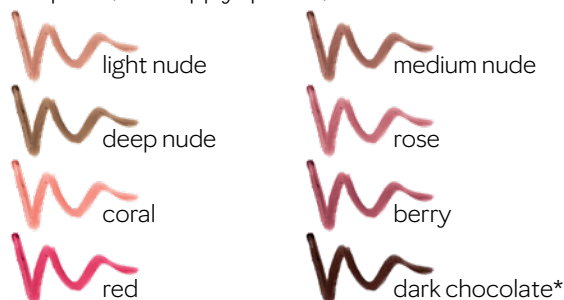
Lip liner extends the wear of your lipstick and keeps it from feathering outside your lip line.

For a beautiful, long-lasting look, effortlessly shape, line or fill in lips with soft, creamy color. Choose from **eight waterproof shades**. No skipping, tugging or budging. **Color Confident** has great how-to videos!

TO APPLY: Draw a line around natural lip line, using short, feathery strokes to create a soft, natural look. Fill in the lip area completely to create a matte base and help lip color last longer, then apply lip color.

MAKE THIN LIPS FULLER: Cover lips with concealer or foundation to conceal existing lip line. Line lips slightly outside the natural top and bottom lip lines. Fill in completely with lip liner. Apply lip color, if desired. For a fuller appearance, apply lip gloss to the middle of the lips.

MAKE FULL LIPS THINNER: Line lips slightly inside the natural top and bottom lip lines. Fill in lips completely with lip liner, then apply lip color, if desired.



Tip! Liner color should match the lipstick color or the natural color of your lips. Keep mouth open slightly when applying to ensure lips keep their natural shape. Find more **Beauty Extras** on *Mary Kay InTouch*® > Education > [Color Confident](#).

*Mary Kay® Lip Liner classic formula

All prices are suggested retail.



Glow for It!

NEW! LIMITED-EDITION[†] ILLUMINATING BRONZER, \$18 EACH

With glow-inducing marbled patterns. Threads of highlighter layered throughout a bronzer base create a multidimensional finish. Bronzer and highlighter collide for natural-looking warmth and illumination.

HOW TO APPLY:

- Apply bronzer with the **Mary Kay® All-Over Powder Brush** to the high points of your face.
- Take the product to the apples of the cheeks and draw it back toward your temple. Bring product into hairline for a more realistic result.
- Think about where your skin would look warm after being out in the sun for a day. That's where you want to put bronzer.

BRONZER VS. CONTOUR

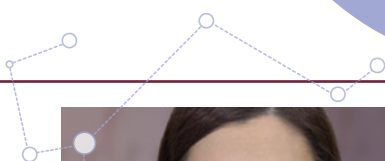
Bronzer gives skin warmth or a sun-kissed glow, like you would get after a day at the beach.

Contour helps sculpt and accentuate facial structure.



NEW! LIMITED-EDITION[†] BEAUTY UNEARTHED MARY KAY PERFECT PALETTE™ (UNFILLED), \$18

Keep your most treasured products close with a palette featuring an artistic geometric pattern of terra-cotta, copper and blue hues.



Tip! Bronze exposed skin like your shoulders and collarbone. Remember bronzer is strategic; it shouldn't be all over. Think about where the sun would naturally hit your face. More how-tos on **Beauty Extras** on *Mary Kay InTouch*® > Products > Product Central > Videos.

MARY KAY® ESSENTIAL BRUSH COLLECTION, \$55

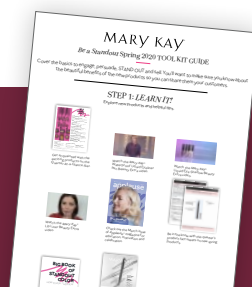
Includes five high-quality, precisely shaped brushes that are ideal for creating a range of looks, packed in a stylish, portable clutch.

- Eye Smudger Brush
- Eye Crease Brush
- All-Over Eye Shadow Brush
- Cheek Brush
- All-Over Powder Brush

Each brush excels at blendability, application and pickup. Synthetic bristles are compatible with liquid, cream and powder.

HELP IS HERE!

Visit *Mary Kay InTouch*® > Products > Product Central > Supporting Materials to learn more about this quarter's new products. Start with the **Spring Tool Kit Guide** for steps to selling success and all the resources available including **Beauty Extras Videos**, the **Social Media Playbook** and more!



Party Time!

Ready for spring? These Independent Sales Directors share how they beat the winter blahs and get ready for sunny days ahead.



INDEPENDENT SENIOR SALES DIRECTOR
THERESA LACESA, YORK, PA.

- **FACEBOOK LIVE PARTIES**

I hold these quarterly with my unit and my customers to share

the new products that launch. The spring product launch is always fun because they can hop on to see all the color products. I do fun giveaways at the end – and they have to be online to win. Those have been a BIG success for me.”

- **COLOR PARTIES** Even when it’s really cold, women want to go to a party because they are tired of being stuck inside! Many love to try fresh colors and create a new spring look.



- **SPA APPOINTMENTS** The hostess picks the pampering treatment for her guests to try. **Clear Proof® Deep-Cleansing Charcoal Mask** and **TimeWise® Moisture Renewing Gel Mask** are top picks!



INDEPENDENT SALES DIRECTOR
JODY GRIZZEL-WEST, ST. LOUIS, MO.

- **PAJAMA PARTIES**

After Valentine’s Day, I hold Beauty Before Bed parties. My hostess and

her guests wear fun pajamas, and we have a contest for the cutest. I usually have a giveaway, and my guests love a chance to win!

- **FACEBOOK LIVE PARTIES** I get great participation with these on especially cold days and when I hold them later in the evening.



INDEPENDENT SALES DIRECTOR
SHANNA KOCHER-NACCARATO, FREDERICKSBURG, VA.

- **LIPSTICK BAR** I have a separate table set up where everyone can find their perfect color. This is especially fun leading up to Valentine’s Day but can be fun and effective all year!
- **UNIT CHALLENGES** My unit loves a good competition as much as I do, so we often do booking contests, and I challenge everyone to book 10 hostesses by the fifth of every month. We celebrate one another for every booking!
- **PAINT NIGHT** My customers love bringing their friends where we use **TimeWise Miracle Set 3D®** and **Clear Proof® Deep-Cleansing Charcoal Mask** while I lead the group in a canvas painting. You can incorporate any activity – even decorating cookies!





Gloria Mayfield Banks



Patricia Turker



Lisa Madsen



Sonia Pérez



Cindy Williams

ALL IN On You!
¡AL CIEN contigo!

There's a reason this magazine is called
Applause® ... to celebrate YOU!/
Por algo se llama la revista
Aplausos® ... ¡para celebrarte a ti!



Lupita Magaña



Debi Moore



Pamela Waldrop Shaw



Stacy James



Dayana Polanco

TOP 10 NSDs YEAR-TO-DATE / 10 PRIMERAS DNVs DEL AÑO A LA FECHA

ON-TARGET INNER/ DIAMOND/GOLD CIRCLE EN MARCA PARA EL CÍRCULO INTERIOR/DIAMANTE/DE ORO

Independent National Sales Directors become members of the exclusive Inner Circle when they earn \$325,000 or more; members of the prestigious Diamond Circle when they earn \$200,000 or more; and members of the Gold Circle when they earn \$125,000 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 2019, NSD Area Leadership Development Bonuses, and NSD commissions earned as part of the NSD's participation in the Global Leadership Development Program for October 2019.) 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, 2019, through November 30, 2019./Las Directoras Nacionales de Ventas Independientes se convierten en integrantes del exclusivo Círculo Interior cuando ganan \$325,000 o más; en integrantes del prestigioso Círculo Diamante cuando ganan \$200,000 o más; en integrantes del Círculo de Oro cuando ganan \$125,000 o más en "comisiones de DNV" durante el periodo de concursos del Seminario. (Las comisiones de DNV comprenden las comisiones ganadas en producción al mayorero de la primera, segunda y tercera líneas de unidades descendientes; las Primeras 10 de cuarta línea y subsiguientes; comisiones de DNV Ejecutiva de Élite; comisiones de DNV por unidades personales; gratificaciones de DNV por DNVs descendientes y descendientes de unidades personales en noviembre de 2019; gratificaciones por desarrollo de liderazgo para Áreas de DNV; y comisiones de DNV ganadas por participación de la DNV en el Programa de Desarrollo de Liderazgo Global en octubre de 2019.) Estas "comisiones de DNV" se usan para determinar la clasificación de DNVs para el año Seminario. Felicitaciones a las siguientes DNVs, consideradas "en marca" del 1 de julio de 2019 al 30 de noviembre de 2019.

INNER CIRCLE / CÍRCULO INTERIOR

\$550,000

Gloria Mayfield Banks
\$233,883

\$400,000

Patricia Turker
\$180,326
Lisa Madson
174,463
Sonia Pérez
170,757

\$350,000

Cindy Williams
\$161,178

\$325,000

Lupita Magaña
\$140,186

DIAMOND CIRCLE / CÍRCULO DIAMANTE

\$250,000

Debi Moore
\$121,056
Pamela Waldrop Shaw
117,132
Stacy James
114,730
Dayana Polanco
111,692

\$200,000

Pamela Fortenberry-Slate
\$99,844
Linda Toupin
99,490
Anabell Rocha

96,288

Sara Pedraza-Chacón

91,150

Dawn Dunn

89,866

Sandy Valerio

87,088

Kerry Buskirk

87,073

Maricarmen Landa Ramos

85,773

Julianne Nagle

84,357

Dacia Wiegandt

83,693

Julia Burnett

83,443

GOLD CIRCLE / CÍRCULO DE ORO

\$150,000

Lia Carta

\$80,540

Yosaira Sánchez

77,169

Juanita Gudiño

76,312

Kay Elvrum

75,462

Mayuli Rolo

75,410

Anita Wood

75,016

Kristin Myers

72,396

Julie Krebsbach

72,369

Davanne Moul

71,768

Cindy Fox

71,362

Cyndee Gress

68,028

Mariana Moreno

67,258

Somer Fortenberry

66,869

Lily Orellana

65,430

Kim McClure

65,276

Mary Estupiñan

63,876

Paola Ramírez

63,661

Lorraine Newton

63,155

\$125,000

María Monarrez

\$61,737

Sue Pankow

59,691

Valerie Bagnol

58,264

Jan Thetford

57,964

Gloria Báez

57,745

O'Nelly Encarnación

57,382

Monique Balboa

57,123

Luzmila Abadia Carranza

56,371

Pam Higgs

55,297

Rosibel Shahin

55,261

Morayma Rosas

54,828

Janis Z. Trude

54,713

Lynnea Tate

54,711

Lisa Allison

53,997

Kimberly Copeland

53,543

Rebecca Evans

53,136

Yudith Pupo

53,040

Tammy Crayk Smith

52,754

MONTHLY COMMISSIONS AND BONUSES GRATIFICACIONES Y COMISIONES MENSUALES

NSD commissions above \$10,000 earned in November plus the following which do not count toward NSD ranking: Sales Director commissions, Personal Team commissions and NSD promotion bonuses. Cars, prizes, etc., are not included in these amounts./Comisiones mayores de \$10,000 ganadas en noviembre además de las siguientes que no cuentan para la clasificación de DNVs: comisiones de Directora de Ventas, comisiones de equipo personal y gratificaciones de promociones para DNVs. En estos montos no se incluyen autos, premios, etc.

EMERALD/ESMERALDA

Gloria Mayfield Banks***

\$67,252

Patricia Turker**

36,282

Sonia Pérez**

32,437

Dacia Wiegandt*

20,924

Dayana Polanco*

20,127

Julianne Nagle*

18,518

Mayuli Rolo*

16,990

Monique Balboa

16,976

Pamela Tull

16,367

Kerry Buskirk*

16,251

Tammy Crayk Smith

15,515

Pam Klickna-Powell

14,900

Anita Wood*

14,173

Pam Higgs

14,130

Yudith Pupo

13,152

Marilyn Marte-De Melo

12,101

Auri Hatheway

11,659

Ada García-Herrera*

11,442

Crisette Ellis

11,116

Cathy Bill*

11,012

Mariana Moreno*

10,943

Evelinda Díaz*

10,676

Rosibel Shahin*

10,664

Noelia Jaimes*

10,400

Caterina Harris Earl

10,309

Natalie Privette-Jones

10,021

DIAMOND/DIAMANTE

Lisa Madson*

\$48,939

Pamela Waldrop Shaw**

36,936

Dawn Dunn*

22,706

Julia Burnett*

21,009

Lynnea Tate

19,136

Kristin Sharpe

17,134

Heidi Goelzer

17,013

Kay Elvrum

16,594

Sue Pankow

15,906

Leah Lauchlan

14,106

Lily Orellana

13,956

Sharon Buck

13,661

Roxanne McInroe

13,548

Shannon Andrews*

12,962

Rebecca Evans*

12,758

Julia Mundy

12,513

Robin Rowland

12,385

Lisa Allison

12,378

Susan Hohlman*

12,365

Yosaira Sánchez*

12,352

María Monarrez

11,883

O'Nelly Encarnación

11,878

Pam Ross*

11,626

Alia Head

11,226

Diana Sumpter

11,011

Candy Lewis

10,996

Vicki Jo Auth

10,894

Marixa González

10,694

Lynne Holliday

10,108

RUBY/RUBÍ

Cindy Williams*

\$37,309

Stacy James*

35,064

Lia Carta**

26,616

Maricarmen Landa Ramos

24,290

Linda Toupin

21,336

Kim McClure

19,526

Sandy Valerio*

17,702

Jan Thetford

17,150

Juanita Gudiño*

16,688

Julie Krebsbach*

16,144

Cindy Fox*

15,417

Mary Estupiñan*

14,027

Lara McKeever

13,697

Michelle Sudeth*

13,620

Anabell Rocha*

13,067

Tammy Vavala

12,753

Gloria Báez*

11,924

Bea Millislagle

10,741

Cecilia James

10,528

SAPPHIRE/ZAFIRO

Lupita Magaña**

\$39,354

Debi Moore*

26,615

Valerie Bagnol*

20,859

Lorraine Newton*

19,791

Davanne Moul*

17,735

Pamela Fortenberry-Slate*

17,102

MARY KAY ANGELS

ÁNGELES MARY KAY



These independent salesforce members achieved the highest commissions/bonuses or production or had the most new team or unit members in their Seminar areas in November 2019./
Integrantes del cuerpo de ventas independiente que lograron las comisiones, gratificaciones o la producción más altas o tuvieron el mayor número de nuevas integrantes de equipo o integrantes de unidad en sus áreas de Seminario en noviembre de 2019.

TOP UNIT - ESTIMATED RETAIL PRODUCTION / PRIMERA UNIDAD — PRODUCCIÓN ESTIMADA AL MENUDEO

EMERALD/ESMERALDA Amber L. Towne-Geehan, <i>C. Towne Area</i>	\$99,083
DIAMOND/DIAMANTE Amy Kemp, <i>Mary Kay National Area</i>	\$94,301
RUBY/RUBÍ Elizabeth K. Toupin, <i>L. Toupin Area</i>	\$119,411
SAPPHIRE/ZAFIRO Katherine L. Longley, <i>Mary Kay National Area</i>	\$87,746

TOP SALES DIRECTOR - PERSONAL SALES / PRIMERA DIRECTORA DE VENTAS: VENTAS PERSONALES

EMERALD/ESMERALDA Tracy A. Clymer, <i>C. Bill Area</i>	\$26,673
DIAMOND/DIAMANTE Kelly M. Freeman, <i>K. Ford Area</i>	\$22,791
RUBY/RUBÍ Kristen M. Wimer, <i>Mary Kay National Area</i>	\$11,511
SAPPHIRE/ZAFIRO Lauren E. Rothe, <i>K. Myers Area</i>	\$13,031

TOP BEAUTY CONSULTANT - PERSONAL SALES / PRIMERA CONSULTORA DE BELLEZA: VENTAS PERSONALES

EMERALD/ESMERALDA Yuko Yasuma, D. Stevens Unit, <i>Mary Kay National Area</i>	\$33,399
DIAMOND/DIAMANTE Maria Torres, V. Hernandez Unit, <i>Mary Kay National Area</i>	\$14,403
RUBY/RUBÍ Emilia Cersan, M. Putnam Trzesniewski Unit, <i>Mary Kay National Area</i>	\$12,349
SAPPHIRE/ZAFIRO Dody Hamilton, J. Eicher Unit, <i>D. Moore Area</i>	\$11,642

TOP TEAM BUILDER / PRIMERA IMPULSORA DE EQUIPO

EMERALD/ESMERALDA Barbara A. Harrell, N. Privette-Jones Unit, <i>N. Privette-Jones Area</i>	11 New Team Members
DIAMOND/DIAMANTE Heather Walker, M. Arneson Unit, <i>Mary Kay National Area</i>	11 New Team Members
RUBY/RUBÍ Sandra G. Hernandez, L. Perez Unit, <i>M. Landa Ramos Area</i>	13 New Team Members
SAPPHIRE/ZAFIRO Sales Director Dalicia L. Cunningham, <i>Mary Kay National Area</i>	20 New Team Members



TOP UNIT BUILDERS

PRIMERAS IMPULSORAS DE UNIDAD

Independent Sales Directors with 20 or more new unit members for November 2019./Directoras de Ventas Independientes con 20 o más nuevas integrantes de unidad en noviembre de 2019.

EMERALD/ESMERALDA

Jani Macias 24 New Unit Members

DIAMOND/DIAMANTE

Kim C. Meyers 26 New Unit Members
April C. Hutchison 24 New Unit Members
Delmi C. Santos 21 New Unit Members

RUBY/RUBÍ

Luz A. Perez 31 New Unit Members
Elvia Orozco 25 New Unit Members
Shasda I. Guier 24 New Unit Members
Ofelia Del Rio 20 New Unit Members

SAPPHIRE/ZAFIRO

Laura M. Villalpando 46 New Unit Members
Joycelyn B. Westbrooks 32 New Unit Members
Reyna V. Alvarado Rivera 26 New Unit Members
Dalia L. Cunningham 21 New Unit Members
Mona L. Murray 21 New Unit Members



13% CLUB

CLUB DEL 13%

November/Noviembre 2019

The top 25 independent sales force members in the **Emerald** 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 \$225 in wholesale orders during November./Primeras 25 integrantes del cuerpo de ventas independientes en el área **Esmeralda** que ganaron las comisiones del 13% por equipo personal. Estas 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 \$225 al mayoreo en noviembre.

EMERALD/ESMERALDA

Terrah Cromer*	\$2,148	Ashley N. Clinesmith*	1,323	Christine D. Barrueco*	1,270	Audrey L. Detesco-Nickell*	1,218
Jill Drehmer*	2,010	Gerri L. Gurreri*	1,321	Tandy Fischer*	1,266	Lisa C. Mack*	1,200
Elva Jordan*	1,628	Gloria Griffin*	1,319	Sheri Farrar-Meyer*	1,246	Kim I. Bessey*	1,186
Jodie Collins*	1,408	Jessica L. Ferguson*	1,312	Amy M. Alber*	1,243	Leanne Parrino-Pheasant*	1,184
Brittani M. Jenks*	1,402	Shawna D. Schneider*	1,306	Lisa Reimer*	1,223		
Deirdre L. Eschauzier*	1,384	Melissa A. Walczak*	1,293	Lindsay E. Freisthler*	1,221		
Paula Tyree Bowman*	1,332	Bridgett L. Moore*	1,275	Kathryn L. Engstrom*	1,219		

*Denotes Independent Sales Director.
*Denota Directora de Ventas Independiente.

EMERALD / *ESMERALDA*

NEW DEBUTS

DEBUTES

September/Septiembre 2019

Congratulations to these new Independent Sales Directors. Learn more about the Mary Kay Career path on *Mary Kay InTouch** under "Resources," click "DIQ Program." / Felicitaciones a estas nuevas Directoras de Ventas Independientes. Para más información sobre la trayectoria profesional Mary Kay, visita el sitio electrónico *Mary Kay InTouch**. En el apartado "Recursos", haz clic en "Programa DIQ".



Charlene Gainey
Augusta, GA
L. Chasten Unit



Holli Hampton
Mint Hill, NC
A. Stewart Unit



Tara L. Hebert
Ridgefield, WA
M. Richman Unit



Robin M. Jeffries
Blacklick, OH
R. Brinker Unit



Ruth Martinez
Brooklyn, NY
M. Piqueras Unit



Jessica R. Rogers
Greensboro, NC
L. Wall Unit



Chequita P. Stephens
Riverdale, GA
M. Jenkins Unit



Not pictured/Sin foto: Yanelis Ayon, Miami, Y. Pupo Unit; Monica R. Cheek, Greensboro, NC, L. Wall Unit; Jennifer S. Estrada, Indianapolis, L. Pena-Price Unit; Iliana A. Martinez, Santa Ana, CA, F. Huertas Unit; Maria J. Nunez, El Monte, CA, M. Gomez Unit; Karina C. Quintero Fornerino, New York, A. Torres Unit; Desiree Valdez, Santa Domingo, DR, D. Moreta M Unit.

DEAN'S LIST

LISTA DEL DECANO



November/Noviembre 2018

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 más alta producción de unidad ajustada al mayoreo de su clase y que cuentan con por lo menos 50 integrantes de unidad al final del decimosegundo mes de su fecha de debut.

Not pictured/Sin foto: Ali Zornes, South Point, OH, L. Tate Area, Diamond Seminar.



Ashley R. Dornbos
Charlotte, MI
Mary Kay
National Area
Sapphire Seminar



Melanie S. Wagner
Monaca, PA
Mary Kay
National Area
Ruby Seminar



Congratulations!

TRIPLE CROWN

TRIPLE CORONA



November/Noviembre 2018

Independent Sales Directors who have achieved On the Move, Fabulous 50s and Honors Society by the end of the twelfth month following their debut date. / Directoras de Ventas Independientes que lograron En Acción, los Fabulosos 50 y la Sociedad de Honor al final de su decimosegundo mes posterior a su fecha de debut.



Bernadette Mouketou
Washington
P. Higgs Area



¡Felicitaciones!

The career path status of Mary Kay independent sales force members at press time is reflected. For complete qualifications, rules and regulations regarding the awards and achievements on pages 9 - 16, go to *Mary Kay InTouch**. Se refleja el status de la trayectoria profesional de las integrantes del cuerpo de ventas independientes al cierre de edición. Para los requisitos, reglas y reglamentos completos sobre premios y logros de las páginas 9 - 16, ve a *Mary Kay InTouch**.

HONORS SOCIETY SOCIEDAD DE HONOR

November/Noviembre 2018

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./ 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 de su decimosegundo mes posterior a su fecha de debut.



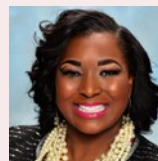
Bernadette Mouketou
Washington
P. Higgs Area

Not pictured/Sin foto: Rachel Beauregard, Nashville, TN, Mary Kay National Area.

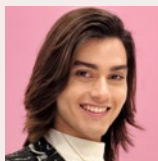
FABULOUS 50s FABULOSOS 50

May/Mayo 2019

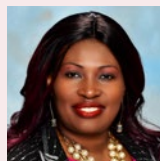
Independent Sales Directors whose adjusted unit wholesale production is at least \$30,000 and who have at least 50 unit members by the end of the sixth month following their debut date./ Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$30,000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



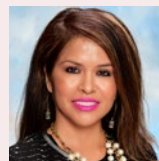
Danielle T. Ahinasi
Los Angeles
Mary Kay
National Area



Antonio J. Gomez
Miami
Y. Pupo Area



Gladys M. Louissaint
Coral Springs, FL
G. Mayfield
Banks Area



Denisse J. Ordonez
Springfield, VA
S. Bonilla Area



- 1 ON THE MOVE
- 2 FABULOUS 50s
- 3 HONORS SOCIETY
Rings are shown stacked/
Los anillos se muestran encimados.

ON THE MOVE EN ACCIÓN

September/Septiembre 2019

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 by the Company 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 por la Compañía durante los tres meses después de la fecha de su debut.

Iliana A. Martinez

Red Jackets, cont.

Cecilia Covarrubias
Jill Davis
Beatriz Delgado
Maria J. Delgado Castellanos
Melissa L. Edwards
Audrey J. Ernst
Tracina Ferges
Hope L. Ferguson
Rosalba Fernandez
Idolka Figal
Dilia Flores
Jamilet Franco
Heather L. Frederick
Patricia Gallagher
Harianys Galue
Connie S. Gibbar
Laura E. Gil
Reyna Gomez De Sedano
Elsa I. Gonzalez
Reyna A. Gonzalez
Silvia Gonzalez
Alena Z. Green
Iris E. Guzman De Belmonte
Jamie L. Hollingshead
Edith Huerta
Mackenzie Hutto
Vivian Lobos
Noemi Lopez
Adrina Macklin
Jayne M. McKay
Maria Y. Mendoza
Graziella Miceli
Daihana Montas Cuevas
Donna A. Morales
Isabel Morales
Villma A. Navarrete
Dora Noyola
Yosselin Ochoa
Imelda Olivera Jimenez
Ariana Olvera
Colleen L. Panther
Yanelis Pardo
Carol Partidas
Alfreda Partridge
Blanca Perez
Leydis Perez Triana
Ruth Perkins

Dayliana C. Pina Leal
Ana Pinto
Olimar J. Ramirez
Ana L. Ramirez Isea
Magda V. Ramirez Vergara
Mariela D. Reyes Narvaez
Cassandra D. Rice
Victoria Richardson
Dina E. Rivera
Lisa Robertson
Yessenia C. Robleto
Alejandrina Rodriguez
Cynthia A. Rodriguez
Fanny Rodriguez
Marleni A. Rodriguez
Yokasta Rodriguez Cedeno
Surlly D. Rojas
Maria L. Ron Gonzalez
Cheryl E. Sanborn Boyer
Diana C. Sanchez Guerra
Nubia P. Santos
Donna S. Schemm
Suzanne Secrest
Ena Segovia
Samantha L. Spindler
Claudia M. Vargas
Estela Vasquez
Roxana C. Velasco De Cruz
Kristol Villarreal Saraoz
Mariel Villegas Valenzuela
Connie Walker
Lynne Walton
Judy M. Welch
Sheri Wiser
Franzetta M. Withers
Dayna M. Woods
Olga E. Zelaya
Sulema Y. Zelaya

GRAND ACHIEVERS GRAN GANADORAS

November qualifiers/Calificadas en Noviembre 2019

Independent Sales Directors and Independent Beauty Consultants earning the use of a Career Car. Find Grand Achiever qualification requirements on *Mary Kay InTouch*® under "Resources," "Publications" and "Advance Brochure." / Directoras de Ventas y Consultoras de Belleza Independientes que se ganaron el uso de un auto profesional. Para requisitos de calificación de Gran Ganadora visita Recursos Publicaciones y Folleto *Avance en Mary Kay InTouch*®.

SALES DIRECTORS/ DIRECTORAS DE VENTAS

Dominga Acasio Guzman
Erin Antroinen*
Betzaida Arriaga*
Rachelle Y. Benson
Carrell Cannon*
Viviana Espinoza
Nancy Franco Arroyo
Elaine Gauvreau*
Sylvia H. Hatot
Maxine S. Hester*

Heather A. Langelier
Mary Ellen Madden*
Maria Navarro*

CONSULTANTS/ CONSULTORAS

Patricia D. Hall
Yanexi Machin Pavon*
Irene Noyola
Rusyje N. Padron Milano

*Denotes September qualifier.

*Denota que calificó en septiembre.

FIRST TIME RED JACKETS SACOS ROJOS PRIMERIZOS

November/Noviembre 2019

Independent Beauty Consultants who added at least three active new personal team members during November./ Consultoras de Belleza Independientes que obtuvieron por lo menos tres nuevas integrantes de equipo personal activas en noviembre.



Maria G. Abreu
Ashley L. Albert
Yuri Alvarez
Exi C. Arguello
Maria E. Arias
Sulema Ascancio Zombrano
Jennifer Backhaus
Talina L. Bailey
Lauren Barclay
Mariana Barreto
Cheltha Batista
Maria C. Bautista

Sandra Bautista
Mary Becker
Michelle Brackett
Asiris Brotons
Steven C. Brown
Scarlett P. Campos
Rosa I. Choez
Angela Christoff
Jessica Clark
LaKita Clark-Parker
Tracy L. Coleman
Maria A. Colmenares

GOLD MEDALS MEDALLAS DE ORO

November/Noviembre 2019

Independent Sales Directors and Independent Beauty Consultants 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.

New Team Members/Nuevas integrantes de equipo

102 GOLD MEDALS

Enequina Villarreal*

85 GOLD MEDALS

Ana V. De Leon*

87 GOLD MEDALS

Maria de Jesus Rames*

63 GOLD MEDALS

Maria Leonor Celaya Olmos*5

56 GOLD MEDALS

Marta P. Hernandez*

5

17 GOLD MEDALS

Sonia E. Gonzalez*

5

8 GOLD MEDALS

Arellys M. Dubront Pinto*

5

Diana Figueroa*

5

Angel Guerra*

5

Norma E. Rodriguez*

5

55 GOLD MEDALS

Maria M. Amador*

5

16 GOLD MEDALS

Adrianne C. Manning*

5

Ana D. Castellon*

5

15 GOLD MEDALS

Abraham I. Bautista*

6

52 GOLD MEDALS

Teodora Ahumada*

5

Rosa Salinas,

9

A. Garcia-Herrera Unit

45 GOLD MEDALS

Emily S. Vijil*

6

14 GOLD MEDALS

Maricel Ascutar*

5

42 GOLD MEDALS

Elsa Velarde*

5

13 GOLD MEDALS

Maria M. Calle*

5

Elva Jordan*

5

41 GOLD MEDALS

Amanda N. Dixon*

6

12 GOLD MEDALS

Gerri L. Gurreri*

5

40 GOLD MEDALS

Cynthia S. Eichelberger*

5

12 GOLD MEDALS

Yolanda Lopez*

7

Jacinta Gitau*

5

Dilcia Mendoza*

5

21 GOLD MEDALS

Denise Peterson*

5

9 GOLD MEDALS

Nicole Coselmon*

5

18 GOLD MEDALS

Ilsa Falcon*

5

7 GOLD MEDALS

Jill Drehmer*

7

B. Janelle Thomas*

5

Niokioh Wright-Smith*

8

6 GOLD MEDALS

Adilia Ruiz*

7

5 GOLD MEDALS

Amy N. Kanka,

5

O. Kobayashi Unit

4 GOLD MEDALS

Adlene J. Davila*

6

Samantha Klickna,

10

P. Klickna Powell Unit

3 GOLD MEDALS

Maura C. Bueno,

6

M. Marte-De Melo Unit

Movita C. Harrisingh*

5

Toni M. Perez,

7

L. Chisholm Unit

2 GOLD MEDALS

Santa Benitez Rondon,

5

D. Rodriguez Unit

Yelenis Cancio,

5

J. Macias Unit

Joy Foree,

7

R. Barnwell Unit

Barbara A. Harrell,

11

N. Privette-Jones Unit

Nicole Kent,

5

D. Peterson Unit

Kenny E. Leiva,

8

M. Hernandez Unit

Aimee B. Pinero,

5

A. Gomez Unit

Jacqueline Villanueva*

6

1 GOLD MEDAL

Maria G. Abreu,

6

J. Engronatt Marquez Unit

Talina L. Bailey,

8

N. Privette-Jones Unit

Tina L. Baker,

5

T. Randall Unit

Mariana Barreto,

8

E. Suarez Unit

Felicia A. Baugh,

6

G. Mayfield Banks Unit

Maria A. Colmenares,

5

M. Jimenez Garcia Unit

Omaylen C. Contreras,

5

A. Aguilera Urrutia Unit

Cristhel E. Darce,

5

L. Arocha Duque Unit

Beatriz Delgado,

7

J. Macias Unit

Marnie W. Edge,

6

H. Hampton Unit

Rosalba Fernandez,

5

M. Rodriguez Unit

Elsa I. Gonzalez,

5

G. Ramos Unit

Amy E. Gould, K. Henry Unit

5

Claudia V. Guerrero,

5

M. Rodriguez Unit

Karen Hernandez,

5

F. Tejeda Unit

Michelle M. Lewis,

8

C. Harvey Unit

Noemi Lopez,

5

D. Aguilar Acuna Unit

Yanet Miranda,

5

J. Macias Unit

Donna A. Morales,

5

M. Capote Unit

Irene Noyola,

7

L. Cisneros Unit

Ariana Olvera,

6

L. Velazquez Unit

Alfreda Partridge,

6

R. Allen Unit

Ana Pinto,

7

D. Rodriguez Unit

Linda I. Ponce,

5

N. Jaimes Unit

Olimar J. Ramirez,

8

A. Cabrera Unit

Deborah J. Rogers,

5

J. LeClair Unit

Zoraya Rojas,

5

Y. Mejia Almonte Unit

Diana A. Ross,

5

C. Patrick-Henry Unit

Ena Segovia,

5

P. Mendoza Unit

Claudia M. Vargas,

8

Y. Moreno Unit

Kristol Villarreal Saraoz,

8

C. Rojas Unit

*Denotes Independent

Sales Director.

*Denota Directora de Ventas

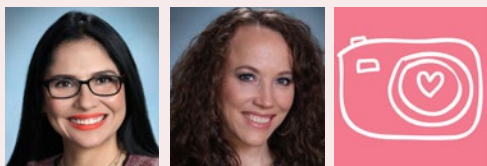
Independiente.

Calling all

Independent Sales Directors

We need your photo for recognition in *Applause** magazine!
What we need:

- Color headshot — **no selfies please.**
- Business attire (preferably Independent Sales Director suit).
- Solid background.
- Minimum 300 dpi resolution.

Examples:

Please email your photo as an attachment to photos@mkcorp.com and be sure to include your **unit/Consultant number** and indicate if it's your first photo or a replacement.

IMPORTANT: If your photo was taken at a Company event, it will be sent to Mary Kay by the photographer. In that case, no action is needed from you. If your photo was not taken at a Company-sponsored event, your photographer must send an email to photos@mkcorp.com, granting usage permission. **We cannot publish your photo without permission.**

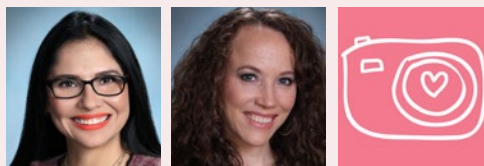
They can add: *I confirm that I, [NAME OF PHOTOGRAPHER], am the original photographer of the attached headshot of [NAME OF IBC] ("Image") and the sole and rightful owner of all rights, including the copyright, in the Image. I hereby grant Mary Kay Inc. the royalty free perpetual worldwide transferable right to use and reproduce the Image without limitation for [INSERT PURPOSE] purpose [OR use "any and all purposes, including advertising and publicity without time, use or other limitations"].*

Un llamado

Directoras de Ventas Independientes

¡Requerimos tu foto para fines de reconocimientos en la revista *Aplausos**! Lo que necesitamos:

- Foto de cara y hombros (busto) — **no enviar selfis**
- Atuendo profesional (de preferencia el traje de Directora de Ventas Independiente).
- Fondo sólido un solo color.
- Resolución mínima de 300 dpi.

Ejemplos:

Envíanos por email tu foto como un adjunto a photos@mkcorp.com y asegúrate de que incluyes tu número de unidad/Consultora e indica si se trata de tu primera foto o de un reemplazo.

IMPORTANTE: Si te tomaron tu foto de Directora de Ventas en un evento de la Compañía, el fotógrafo la enviará directamente a Mary Kay. No se requiere ninguna acción adicional de tu parte. Si tu foto no fue tomada en un evento patrocinado por la Compañía, tu fotógrafo debe enviar un email a photos@mkcorp.com donde concede el permiso para usar la foto. **Sin este permiso NO podemos publicar tu foto.**

El fotógrafo puede añadir: *"Confirmo que yo, [NOMBRE DEL FOTÓGRAFO], soy el fotógrafo original de la imagen adjunta de [NOMBRE DE LA CBI] ("imagen") y el único y legítimo propietario de todos los derechos, incluidos los derechos de autor (copyright) de la imagen. Por la presente otorgo a Mary Kay Inc. el derecho mundial perpetuo transferible sin regalías de usar y reproducir la imagen sin limitación para el propósito de [INSERTAR PROPÓSITO] [o bien, usa: "Cualquiera y todos los propósitos, incluidos los de publicidad y anuncios, sin limitaciones de tiempo, uso ni ninguna otra limitación".]*

ACHIEVEMENT CIRCLE

CÍRCULO DE LOGROS

November/Noviembre 2019

The top 100 Independent Sales Directors in each Seminar area based on their November 2019 estimated unit retail production./Clasificación de las Primeras 100 Directoras de Ventas Independientes en el área de Seminario según su producción de unidad estimada al menudeo de noviembre de 2019.

EMERALD/ESMERALDA

Amber L. Towne-Geehan	\$99,083
Nancy Boucher	98,085
Stacy D. Foust	83,558
Nicole L. McDaniel	80,717
Melinda M. Balling	75,866
Mary Strauss	71,369
Deirdre L. Eschauzier	71,317
Doreen Stevens	69,500
Stacey Craft	63,731
Hollie R. Sherrick	62,518
Leslie M. McKinney-Smith	59,092
Deanna L. Spillman	58,991
Kim I. Bessey	56,846
Bridgett L. Moore	56,098
Tammy West-Murrian	55,575
Tina M. Dees	55,135
Sheri Farrar-Meyer	54,052
Jennifer L. Besecker	53,637
Maggie Rader	53,480
Janice B. Hull	53,475
Betty McKendry	52,955
Katy Goldstein	52,605
Jo M. Cotton	52,481
Jill Dreher	51,805
Jannelik C. Engronatt Marquez	51,627
Richelle V. Barnes	51,298
Tandy Fischer	51,235
Ashley N. Clinesmith	50,982
Pam Kelly	50,618
Jill Beckstedt	50,166
Brenda Stafford	50,028
Bonnie White	49,917
Paula Tyree Bowman	49,566
Phyllis I. Pinski	48,697
Harriett Sharpe	48,474
Marie Pfarr	48,389
Carolyn Thompson	48,241
Damaris Leyva	48,233
Lindsay E. Freisthler	47,772
Kathryn L. Engstrom	47,421
Brenda L. Wilbur	46,477
Carrie Bloink	46,170
Kenna L. Ervin	45,005
Amber D. Campbell	44,947
Michele S. Rankin	44,815
Kim Williams	44,675
Cindy Anderson	44,662
Mary-Beth Anderson	44,660
Denise G. Kucharski	43,816
Amy M. Alber	43,377
Susan C. Manocchio	43,344
Andrea L. Peters	43,184
Christine D. Barrueco	43,142
Nancy S. North	43,093
Holly A. Hyma	43,085
Stephanie Piccini	42,917
Linda J. Wicks	42,717
Jennifer A. Enloe	42,404
Melissa A. Walczak	42,174
Linda Klein	42,172
Elsi Coto	41,894
Liz Voran	41,893
Lisa Reimer	41,752
Audrey L. Detesco-Nickell	41,449
Leanne Parrino-Pheasant	41,341
Becki Hackett	41,229
Karen E. Ridle	41,073
Mara C. Lane	40,933
Margaret Neill	40,702
Lori Lowry	40,582

Ann F. Smith	40,388
Kimbi L. Bartik	40,078
Brittani M. Jenks	40,055
Breanne Sufirin	39,942
Melissa M. Wilson	39,554
Linda Jackson	39,552
Deb Altenburger	39,453
Wendi N. Scheuble	39,285
Audrey J. Doller	39,153
Shauna L. Abbotts	39,121
Sally Moreno	39,045
Joslyn Eaton	38,951
Ann Shears	38,903
Tracy A. Clymer	38,702
Debbie A. Thomas	38,610
Nancy D. Beckwith	38,472
Kendri E. Burkett	38,382
Jacquelyn Dykstra	38,311
Anna M. Sempeles	38,010
Tami C. Johannsen	37,974
Jodi L. Holley	37,910
Debra Allison	37,815
Carolyn L. Mild	37,719
Ann Tinucci Anderson	37,601
Michelle L. Calbert	37,495
Natalie M. Oliverio-Ziehmer	37,368
Nancy Rodriguez	37,272
Traci D. Wimer	37,237
Shelley Money-Eldridge	37,087
Sandra Tatzter	37,056

DIAMOND/DIAMANTE

Amy Kemp	\$94,301
Deborah S. Bailye	76,623
Kim A. Messmer	76,106
Sherrie C. Purvis	73,638
Angela J. Fry	72,949
Christi G. Campbell	72,803
April C. Hutchinson	68,185
Marsha Morrisette	68,162
Susan M. McCoy	66,565
Shannon M. Nelson	66,252
Dugway	66,064
Paula Kelsch	66,064
Kelly Willer-Johnson	64,724
Mileta K. Kinser	63,129
Christy Bigham	62,999
Geri Anne Morris	62,925
Kathy R. Bullard	62,212
Nicki R. Hill	61,862
Cheryl A. Searcy	60,450
Delmi C. Santos	59,252
Karime Rosas	59,148
Alicia Borkowska	56,766
Tawnya Krempges	54,135
Kelly K. Johnsrud	53,917
Crystal D. Gardner	53,537
Neressa Orr	53,448
Priscilla McPheeters	53,110
Shelly Palen	52,623
Allison Piro	52,267
Mary Kathryn King	52,208
Cindy Machado-Flippin	51,183
Emily E. Schuette	50,993
Sheryl Peterson	50,932
Terri J. Beckstead	50,872
Mary P. Creech	50,255
Pat Joos	49,875
Stephanie A. Richter	49,724
Blythe J. Egbert	48,860
Holly A. Brown	47,799
Faith A. Gladding	47,579

Casey Goff-Martin	47,129
Wendy Hayum-Gross	47,109
Marty T. Wynn	46,971
Celeste Byrd	46,677
Sylvia L. Martinez	46,531
Patricia Carr	46,447
Deborah Dudas	46,292
Mariann Biase Mason	46,215
Kathe Cunningham	46,000
Jil Johnson	45,818
Donna K. Smith	45,663
Joy H. Rentz	45,151
Jessye R. Nichols	45,009
LaChelle M. Seleski	44,733
Julie Peacock	44,279
Stephanie A. Mottaz	44,256
Kathe Cameron	44,184
Lindsey D. Christenson	44,162
Heidi Kenealy	44,084
Deanna L. Manning	43,968
Linda T. Cartiglia	43,497
Ashley S. Orr-Graves	43,336
Connie L. Russo	43,182
Suzanne T. Young	42,999
Constance Nugent Miller	42,912
Christine Wittmann	42,561
Kathy Fean	42,546
Susie Moore	42,544
Susie Kopacz	42,518
Jan Geig	41,901
Sandra Griffith	41,821
Sara K. Turco	41,396
Rita M. Krause	41,144
Lois R. Humbert	40,932
Jennie L. Pepke	40,784
Joan M. Farrell	40,756
Hillary L. Puthoff	40,708
Irene Korobov	40,641
Sandy Lasso	40,371
Alicia Kingrey-Lokai	40,204
Linda J. Bergerson	39,926
Julie Danskin	39,865
Brenda Barrows	39,758
Lindsay R. Stewart	39,479
Donna M. Josellis	39,340
Terri Lewis	38,953
Nancy F. Castro	38,870
Sharon B. Carney-Wright	38,850
Leanne Sexton	38,473
Annette Pace	38,411
Beth Brinkley	38,211
Denise M. Cadenhead	37,961
Laura E. Knight	37,814
Karen M. Bonura	37,514
Billie Gillespie	37,472
Nadine Bowers	37,384
Dayna L. Lemke	37,090
Heather M. Julson	37,059
Paula Grabau-Friedt	36,900
Rose Rodriguez-Capone	36,889
Sara R. Pennella	36,770
RUBY/RUBÍ	
Elizabeth K. Toupin	\$119,411
Kali DeBlander Brigham	107,650
Luz A. Perez	106,270
Maria D'La L. Gabriel	91,085
Elvia Orozco	87,528
Suzanne Moeller	76,974
Kellee L. Valerio	75,161
Tamarie M. Bradford	72,097
Kaela L. Steinman	71,809

Donna Clark-Driscoll	71,304
Heather A. Daniel-Kent	67,192
Laura V. Middleton	66,136
Patti Cornell	65,233
Lisa Hansen	63,163
Diane K. Lundgren	62,433
Lisa Anne Harmon	60,395
Stephanie Audino	57,208
Laurie C. Cole	55,715
Stephanie L. Coker	55,409
Ryan A. Rives	54,903
Brenda Fenner	54,837
Tshanna C. Diggan	54,480
Paula M. Kirkpatrick	54,437
Marnie R. Yunger	53,084
Sherri Ammons	52,470
Susan C. Ehrnstrom	51,951
Krystal D. Downey-Shada	51,192
Valerie A. Lucio-Polk	50,662
Randi S. Gleason	49,801
Lauren N. Bloomer	49,215
Laurie T. Plyler	49,193
Terry Thole	49,177
Tammy Brown	49,057
Jaime M. Bittner	48,942
Christy M. Fetzer	48,175
Amy C. Schule	47,820
Judie Roman	47,349
Lisa V. Bauer	47,190
Mary A. Dell	47,088
Marye Durrer	46,476
Andrea Jackson Berger	46,449
Rachael M. Bullock	46,291
Ginger J. Benedict	46,061
Susan Moore	45,551
Kathy Williams Oeder	45,264
Lori M. Langan	45,098
Stacey P. Nelson	44,899
Tracy W. Jones	44,577
Laura L. Waters	44,414
Vazquez	44,296
Palia A. Curry	44,296
Becky Goshorn	43,934
Tiffany M. Malt	43,831
Maureen Shipp	43,734
Sylvia I. Barritt	43,714
Debbie A. Elbrecht	43,532
Tameka N. Ephraim	43,471
Sherry L. Martin	43,406
Angela I. Dingman	43,394
Belinda Valdez	43,394
Taryn J. Sneed	43,331
Stephanie B. Silver	43,211
Christy M. Cox	43,009
Jeanie K. Navrkal	42,762
Jenna M. Larson	42,675
Lisa Olivares	42,447
Cleta Colson-Eyre	42,359
Karen E. Gardner	42,065
Chatney Gelfius	42,034
Elizabeth A. Kramer	41,373
K.T. M. Martin	41,284
Becky J. Seim	41,106
Marcruz Flores	41,102
Amie Christly	40,538
Elena Santos	40,387
Barbara Baty	40,289
Cathy Burrell	40,101
Amy Kittrell	39,929
Connie A. Brinker	39,707
Jan M. Moses	39,560
MinDee M. Sommerla	39,506
Crystal C. Hubbard	39,327
Laura A. Katlenbraker	39,201

Christy Huber	39,175
Vicki O'Bannon	38,779
Ofelia Del Rio	38,753
Amy Stokes	38,742
Linda Sigle	38,724
Lisa D. Prescott	38,631
Becky Christensen Davies	38,599
Maria G. Cruz	38,443
Michelle L. Sanders	38,398
Rose Campbell	38,310
Sheryl J. Arena	38,139
Fern M. Gerdes	38,137
Nancy N. Danley	37,910
Rose Mary Neel	37,849
Kathy Brennan	37,827
Eleanor M. Reigel	37,381
Liz Whitehouse	37,151
Juana Molina	37,065

SAPPHIRE/ZAFIRO

Jordan Eicher	\$88,516
Katherine L. Longley	87,746
Christine M. Jessee	70,056
Debbie A. Weld	62,408
Jennifer Levitt	61,478
Randi Stevens	61,114
Lady Ruth Brown	60,973
Michele M. Armes	60,725
Autumn R. Heble Britton	60,701
Dolores Keller	60,427
Doris M. Quackenbush	60,125
Linda Meier	59,094
Julie Neal	58,641
Tracy Potter	57,802
Moleda G. Dailey	57,511
Vicki Piccirilli	53,096
Jessica Holzbach	52,723
Krystal K. Hunsucker	52,578
Laurieann Barclay	52,548
Elsie Jackson	52,426
Tracy Foltz	52,362
Carol Lee Johnson	52,324
Amy J. Bowman	51,598
Amy J. Burris	51,381
Jeanette M. Thompson	50,573
Brooke E. Bennett-Young	49,799
Mary K. White	49,721
Ann W. Sherman	49,469
Linne' Lane	49,342
Heather L. Bohlinger	49,126
Melva M. Slythe Farquharson	48,394
Taylor Moore-Fehring	47,791
Cynthia S. Sheppa	47,444
Kaye Yuen	47,180
Marie E. Vlamincik	46,910
Reyna V. Alvarado Rivera	46,709
Jennifer G. Bouse	46,603
Brenda Ashlock	46,480
Kristi M. Anderson	46,378

Bonnie Crumrin	46,197
Ruby Garner	45,392
Linda H. Rowsey	45,021
Candy I. Brown	44,979
Michelle M. Gainer	44,908
Missy M. O'Neal	44,768
Keita Powell	44,623
Kathy Lee	44,282
Joyce A. Newell	44,073
Melanie Schwartz	43,871
Nancy W. Pettaway	43,590
Jennifer M. Ham	42,732
Cindy Harness	42,703
Aldon Sweeney-Wydo	42,660
Peggy Matish	42,228
Jennifer J. McNulty	41,793
Maria Claxton-Taylor	41,721
Julie A. Griffin	41,676
Debra J. Witmer	41,644
Petie L. Huffman	41,639
Kristen M. Christen	41,493
Chris Havens	41,367
Jeni Tjelle	41,282
Jeanette E. Beichle	41,137
Jodi L. Feller	41,104
Fraida M. Klein	41,091
Danielle Coughlan	40,623
Robyn S. Cartmill	40,497
Linda A. Jones	40,197
Patty Webster	40,152
Claudia D. Clem	39,709
Rachel E. Naylor	39,705
Karla R. Plantan	39,547
Donna Stephano	39,541
Cheri L. Taylor	39,236
Penny J. Jackson	39,215
Alyssa R. Epperson	38,961
Leah P. Cade	38,130
Laura Poling	38,042
Rafaela Y. Ceron Roblero	37,932
Joycelyn B. Westbrook	37,914
Robin S. Moody	37,867
Lesley Speas	37,830
Michele Semper	37,668
Candace N. Holte	37,357
JoAnn M. Allen	36,973
Cynthia B. Coakley	36,911
Gloria Stake Miller	36,879
Regina I. McDermott	36,814
Linda F. Merritt	36,809
Jenan W. Wood	36,709
Kelly I. Brock	36,702
Jackie L. Root	36,626
Jerlene Vrana	36,574
Hazel White	36,553
Julie B. Sapp	35,842
Karen Ponce	35,612
Ashley R. Dornbos	35,599
Nedra White Wartham	35,434
Marcia DaCosta	35,312
Sandy Bush	35,260

NOTHING HAPPENS UNTIL
SOMEONE SELLS SOMETHING./
NADA PASA HASTA QUE
ALGUIEN VENDE ALGO.

Mary Kay

COMMISSION CIRCLE

CÍRCULO DE COMISIONES

November/Noviembre 2019

Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in November 2019. Names in **bold** print earned the maximum 23 percent Sales Director commission plus the maximum 13 percent personal recruit commission./Las Directoras de Ventas Independientes que ganaron las Primeras 100 comisiones y gratificaciones en el área del Seminario en noviembre de 2019. Los nombres en **negrilla** son quienes ganaron la comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión por reclutas personales.

EMERALD/ESMERALDA		Brenda L. Wilbur	6,584	Lisa Rada	7,787	Elizabeth K. Toupin	14,274	Maureen Shipp	6,383	Laurieann Barclay	7,301
Nancy Boucher	\$14,075	Tina M. Dees	6,521	Patricia Carr	7,736	Heather A. Daniel-Kent	12,189	Elida A. Polanco	6,376	Amy J. Bowman	7,299
Amber L. Towne-Geehan	13,810	Linda Klein	6,470	Shelly Palen	7,729	Marye Durrer	11,031	Liz Whitehouse	6,344	Keita Powell	7,276
Stacy D. Foust	11,012	Kim Williams	6,448	Kathe Cunningham	7,668	Kellee L. Valerio	10,716	Sheryl J. Arena	6,344	Rita Schaefer	7,275
Nicole L. McDaniel	10,843	Krista A. Johnson	6,408	Martha Kay Raile	7,634	Jeanie K. Navrkal	10,593	Becky Goshorn	6,325	Tracy Foltz	7,261
Melinda M. Balling	10,405	Jennifer A. Enloe	6,399	Heather M. Julson	7,624	Donna Clark-Driscoll	10,011	Stacy S. Gilson	6,308	Carol Lee Johnson	7,254
Deirdre L. Eschauzier	9,648	Debbie A. Thomas	6,325	Wendy Hayum-Gross	7,524	Tamarie M. Bradford	9,840	Sherri Ammons	6,292	Jeanette E. Beichle	7,220
Sheri Farrar-Meyer	9,434	Elva Jordan	6,312	Deborah Dudas	7,473	Patti Cornell	9,774	Lori M. Langan	6,287	Mariaelena Boquin	7,220
Christine D. Barrueco	9,341	Melissa M. Wilson	6,271	Neressa Orr	7,456	Maria G. Cruz	9,774	Jana L. Strunk	6,284	Jeanette M. Thompson	7,112
Jennifer L. Besecker	9,096	Kenna L. Ervin	6,269	Leanne Sexton	7,427	Lauren N. Bloomer	9,575	Jordan Twilley	6,282	Jennifer J. McNulty	7,085
Katy Goldstein	8,925	Andrea L. Peters	6,261	Priscilla McPheeters	7,341	Suzanne Moeller	9,315	Tracy W. Jones	6,276	Romaine Korzon	7,064
Janice B. Hull	8,913	Gerril L. Gurreri	6,233	Amy Zanto	7,338	Carmen J. Felix	9,252	Martina Roman	6,224	Ann W. Sherman	7,060
Stacey Craft	8,784	Mara C. Lane	6,229	Lindsay R. Stewart	7,233	Amy Stokes	9,117	Palia A. Curry	6,208	Jennifer M. Ham	7,033
Kim I. Bessey	8,510	Lisa C. Mack	6,221	Cheryl A. Searcy	7,186	Lisa Anne Harmon	9,065	Juana Molina	6,162	Mary K. White	6,958
Carolyn Thompson	8,509	Audrey J. Doller	6,176	Annette Pace	7,139	Ginger J. Benedict	8,900	Cissy E. Warren	6,144	Marie E. Vlaminc	6,947
Brittani M. Jenks	8,491	Denise G. Kucharski	6,175	Joy H. Rentz	7,128	Ryan A. Rives	8,799	Angela I. Dingman	5,968	Jessica Holzbach	6,937
Jill Dreher	8,449	Rachelle Holloway	6,081	Elsa F. Santos	7,123	Randi S. Gleason	8,599	Becky J. Seim	6,092	Reyna V. Alvarado	6,930
Shelley Money-Eldridge	8,445	Melissa A. Walczak	6,042	Holly A. Brown	7,095	Diane K. Lundgren	8,554	Tracey L. Chavez	6,067	Cheri L. Taylor	6,896
Kathryn L. Engstrom	8,361	Jodi L. Holley	6,022	Audrey K. MacDowall	7,068	Amy Kirtrell	8,507	Christy M. Fetzer	6,056	Michele Semper	6,889
Mary Strauss	8,332	Stephanie Piccini	5,997	Mary Kathryn King	7,014	Laura V. Middleton	8,361	Stacey P. Nelson	6,041	Lesley Speas	6,839
Doreen Stevens	8,311	Kathy Eckhardt	5,993	Rose Rodriguez-Capone	7,011	Mary A. Dell	8,341	Terry Thole	6,033	Audlon Sweeney-Wydo	6,776
Bridgett L. Moore	8,186	Breanne Sufrin	5,880	Christina L. Frantz	6,968	Kaela L. Steinman	8,331	Christy M. Cox	5,981	Cynthia S. Sheppa	6,748
Leslie M. McKinney-Smith	8,089	Becki Hackett	5,879	Stephanie A. Mottaz	6,930	Laurie T. Plyler	8,270	MinDee M. Sommerla	5,974	Kelly I. Brock	6,708
Ashley N. Clinesmith	8,087	Susan C. Manocchio	5,797	Jamie V. Taylor	6,892	Barbara Pleet	8,223	Gloria Moreno Medrano	5,942	Nancy W. Pettaway	6,656
Betty McKendry	8,026	Natalie M. Oliverio-Ziehrmer	5,735	Sara K. Turco	6,844	Stephanie L. Coker	7,967	Rachel Mega	5,938	Sylvia Boggs	6,655
Hollie R. Sherrick	7,936	Jodie Collins	5,733	Kelly K. Johnsrud	6,808	Rachael M. Bullock	7,874	SAPPHIRE/ZAFIRO		Krystal K. Hunsucker	6,633
Tandy Fischer	7,869	Lakeshia M. Chisholm	5,722	Heidi Kenealy	6,757	Sherry L. Martin	7,747	Katherine L. Longley	\$12,707	Julie A. Griffin	6,622
Karen E. Ridle	7,841	Amber D. Campbell	5,721	Jessye R. Nichols	6,707	Laurie C. Cole	7,700	Jordan Eicher	12,174	Suzanne Tripp-Black	6,622
Harriett Sharpe	7,828	Deb Altenburger	5,657	Brenda Fenner	7,491	Lisa Hansen	7,673	Linda Meier	11,941	Elsie Jackson	6,576
Tammy West-Murrian	7,818	Pamela Rowe Krzmarzick	5,656	Christine Wittmann	6,640	Lisa Olivares	7,616	Lady Ruth Brown	10,870	Linda A. Jones	6,567
Diane M. Detesco	7,756	Heather Wickstrom	5,630	Beth Brinkley	6,604	Elizabeth A. Elder	7,553	Brooke E. Bennett-Young	10,788	Tommi Pleasure	6,547
Deanna L. Spillman	7,735	Leticia Vargas	5,582	Lindsey D. Christenson	6,600	Brenda Fenner	7,491	Tracy Potter	10,759	Karla M. Reno	6,487
Liz Voran	7,664	DIAMOND/DIAMANTE		Jennie L. Pepke	6,558	Marnie R. Yunger	7,477	Julie Neal	9,642	Casie Hembree	6,432
Emily Stone	7,653	Amy Kemp	\$13,632	Paula Grabau-Friedt	6,545	Eusebia Bonilla	7,432	Michele M. Armes	9,510	Cindy Harness	6,417
Shauna L. Abbotts	7,650	Sherrie C. Purvis	13,102	Pat Joos	6,521	Milagro Ventura Diaz	7,376	Debbie A. Weld	9,214	Jennifer G. Bouse	6,415
Lindsay E. Freisthler	7,607	Kathleen Koclanes	12,673	Amy Hanifi	6,501	Laura L. Waters Vazquez	7,362	Tracey F. Hedrick Lassiter	9,120	Erika D. Hulm	6,337
Jill Beckstedt	7,448	Delmi C. Santos	11,880	Deborah Robina	6,470	Cleta Colson-Eyre	7,353	Dolores Keller	9,103	Sandra G. Kirchhoff	6,332
Sally Moreno	7,399	Celeste Byrd	11,861	Constance Nugent Miller	6,458	Belinda Valdez	7,345	Christine M. Jessee	8,955	Mary Lou Ardohain	6,270
Damaris Leyva	7,371	Deborah S. Bailye	10,824	Anne Geertsen	6,404	Thessy N. Nwachukwu	7,234	Jennifer Levitt	8,864	Chris Havens	6,259
Maggie Rader	7,329	Karime Rosas	10,677	Susie Kopacz	6,381	Judie Roman	7,189	Pam Garner Moore	8,792	Nedra White Wartham	6,256
Ebun Osaze	7,313	Kim A. Messmer	10,556	Katherine M. Ward	6,380	Paula M. Kirkpatrick	7,158	Julie B. Sapp	8,780	Lynn Baer Roberts	6,249
Ann F. Smith	7,235	Paula Kelsch	10,315	Hillary L. Puthoff	6,369	Christy Huber	7,121	Carmen B. Jones	8,759	Leah M. Tripp	6,203
Carrie Bloink	7,225	LaChelle M. Seleski	10,185	Julie Schlundt	6,300	Stephanie Audino	7,110	Marni M. Hendricks	8,688	Charisse Burton	6,128
Bonnie White	7,221	Tawnya Krempges	10,143	Deanna L. Manning	6,291	Tshanna C. Diggan	7,080	Autumn R. Heble Britton	8,662	Joyce A. Newell	6,118
Phyllis I. Pinsker	7,193	Marsha Morrisette	10,069	Michelle Cape	6,268	Pat Z. Allen	7,078	Vicki Piccirilli	8,629	Kristi M. Anderson	6,097
Paula Tyree Bowman	7,188	April C. Hutchinson	9,635	Nancy F. Castro	6,261	Taryn J. Sneed	7,064	Amy J. Burris	8,585	Bonnie Crumrin	6,079
Denise Peterson	7,178	Nicki R. Hill	9,613	Juana M. Del Cid	6,256	Susan C. Ehrnstrom	7,054	Debra J. Witmer	8,585	Peggy Matish	6,030
Amy M. Alber	7,145	Nadine Bowers	9,529	Jodi Carlson	6,244	Susan Moore	7,018	Maria Claxton-Taylor	8,574	Robyn S. Cartmill	5,993
Cindy Anderson	7,125	Angela J. Fry	9,477	Lisa A. Stengel	6,234	Connie A. Brinker	6,925	Linne' Lane	8,383	Tirza Llanes	5,981
Michele S. Rankin	7,106	Christi G. Campbell	9,386	Sara R. Pennella	6,211	Tammy Brown	6,906	Moleda G. Dailey	8,304	Amy R. Sigler	5,976
Luanne Stewart	7,033	Christy Bigham	9,325	Barbara E. Roehrig	6,203	Nubia Rios	6,891	Randi Stevens	8,248	Kristen M. Christen	5,968
Jo M. Cotton	7,025	Susan M. McCoy	9,122	Sylvia L. Martinez	6,170	Maria Bautista	6,810	Doris M.		Tamara L. Sjolander	5,949
Nancy Rodriguez	6,978	Blythe J. Egbert	9,053	Allison Piro	6,157	Rose Campbell	6,771	Quackenbush	7,959	Rafaela Y. Ceron Roblero	5,946
Kimbi L. Bartik	6,954	Stephanie A. Richter	8,981	Kay Dickerson	6,152	Valerie A. Lucio-Polk	6,694	Candy I. Brown	7,929	Tehrie Ned	5,934
Shawna D. Schneider	6,920	Alicia Kingrey-Lokai	8,843	Sandy Lasso	6,143	Lisa V. Bauer	6,692	Hilda M. Magana	7,830	Kathy Lee	5,893
Brenda Stafford	6,863	Kelly Willer-Johnson	8,800	Ellyn Johnson	6,135	Reina Murcia	6,690	Brenda Ashlock	7,706	Kaye Yuen	5,858
Pam Kelly	6,848	Sheryl Peterson	8,792	Julie Peacock	6,112	Stephanie B. Silver	6,671	Penny J. Jackson	7,634	Fraida M. Klein	5,854
Lisa Reimer	6,836	Terri J. Beckstead	8,717	Karen M. Bonura	6,103	Chatney Gelfius	6,586	Delia Ponce	7,605	Patty Webster	5,854
Lesa R. Franken	6,818	Kathy R. Bullard	8,616	Mary Jacobson	6,081	Amy C. Schule	6,537	Joycelyn B. Westbrooks	7,591	Peggy B. Sacco	5,833
Richelle V. Barnes	6,816	Sandy Griffith	8,605	Sheila Hansen	6,080	Elena Santos	6,528	Danielle Coughlan	7,587	Karla R. Plantan	5,810
Leanne Parrino-Pheasant	6,750	Gerril Anne Morris	8,553	Jil Johnson	6,066	Elizabeth A. Kramer	6,519	Judi Tapella	7,580		
Marie Pfarr	6,745	Faith A. Gladding	8,507	Suzanne T. Young	6,024	Jaime M. Bittner	6,519	Melva M. Slythe Farquharson	7,426		
Audrey L. Detesco-Nickell	6,697	Mileta K. Kinser	8,478			Jessica L. Williams	6,500	Missy M. O'Neal	7,404		
Elsi Coto	6,642	Connie L. Russo	8,380			Jennifer L. Albertini	6,478	Heather L. Bohlinger	7,401		
Jannelik C. Engronatt Marquez	6,629	Emily E. Schuette	8,099			Debbie A. Elbrecht	6,465	Marita W. Campbell	7,378		
Mary-Beth Anderson	6,626	Crystal D. Gardner	8,058			Krystal D. Downey-Shada	6,445	Katie D. Nichols	7,375		
Kendri E. Burkett	6,624	Julie Danskin	8,037			Michelle L. Sanders	6,445	Ruby Garner	7,328		
Nancy O'Hara	6,605	Alicia Borkowska	7,994			Alice R. George	6,440				
Linda J. Wicks	6,585	Cindy Machado-Flippen	7,875			Laura A. Kattenbraker	6,412				
		Claudia Chavez	7,824			Linda Sigle	6,411				





Go-Give® Award



Mary Kay Ash said, “The *Go-Give® Award* is perhaps the greatest honor a Mary Kay Independent Sales Director can earn. Those who possess the Go-Give spirit are the heart of this Company and our shining hope for the future.” These March award recipients best exemplify the Golden Rule – helping others unselfishly and supporting adoptees as much as unit members.



EMERALD

Cynthia Pack

Independent Senior Sales Director

Began Mary Kay Business
March 2003

Sales Director Debut
February 2005

Offspring one first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; nine-times Sales Director Queen's Court of Personal Sales; two-times Queen's Court of Sharing; 12-times Circle of Achievement; eight-times Double Star Achievement; two-times Triple Star Achievement

Personal Lives in Wimberley, Texas. Husband, Cory; son, Rayder; daughters: Rayna, Raygan

“I am motivated to help others because my mission is to help women become all God created them to be. Mary Kay and wonderful mentors have provided an opportunity for me to stretch and grow, and I want to give others a place to do the same.”

Independent Beauty Consultant Elisa Carmona of San Marcos, Texas, says, “Cynthia is a pure example of strength and resilience. Her drive and motivation to inspire our unit is phenomenal. She is a beacon of success and gives her best with all her heart.”



DIAMOND

London Arbuckle

Independent Senior Sales Director

Began Mary Kay Business
May 2007

Sales Director Debut
March 2008

Offspring one first-line

National Sales Director
Pamela Waldrop Shaw

Honors Star Consultant; eight-times Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; five-times Circle of Achievement; four-times Double Star Achievement; Triple Star Achievement

Personal Lives in Nicholasville, Ky. Husband, Scott

“I am motivated to help others because I want everyone that I meet to feel important and feel loved. Christ said that others would know we were His followers by our love for others. I believe that the true measure of success in Mary Kay is how well we have loved and helped others through our businesses.”

Independent Beauty Consultant Lisa Lawson of Lebanon, Ky., says, “London has been an inspiration to many of us Beauty Consultants. She always puts God first and is willing to reach out to encourage and build us up in any way. She is a great example of what Mary Kay is looking for in a Sales Director.”



RUBY

Megan Kalbach

Independent Sales Director

Began Mary Kay Business
August 2009

Sales Director Debut
April 2012

National Sales Director
Sandy Valerio

Honors Star Consultant; two-times Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; seven-times Circle of Achievement; Double Star Achievement; Triple Star Achievement

Personal Lives in Mountville, Pa. Husband, Andy; son, Hunter; daughter, Anabella

“I am motivated to help others because there is no greater joy in the world for me than knowing that what I'm doing is positively impacting the women around me and helping them to bloom into the women God has called them to be!”

Independent Beauty Consultant Jacqueline Clauser of Mount Joy, Pa., says, “Megan has been a shining example of the Golden Rule and Mary Kay Ash's etiquette, beauty and love. She shares her knowledge with those of us who are not within her unit! She is the true definition of Ms. Go-Give!”



SAPPHIRE

Linda Rowsey

Independent Senior Sales Director

Began Mary Kay Business
October 1979

Sales Director Debut
December 1980

Offspring one first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; four-times Sales Director Queen's Court of Personal Sales; 19-times Circle of Achievement; two-times Circle of Excellence; three-times Double Star Achievement

Personal Lives in Edgewater, Fla. Husband, Kenneth; daughter, Donna

“I am motivated to help others because seeing a person blossom and grow in new ways is fulfilling, and I promised Mary Kay I would keep passing it on!”

Independent National Sales Director Emeritus Cathy Littlejohn says, “I have seen her pour into every person she meets — encouragement, love, passion, as well as skills and knowledge to grow a successful business. Her love for Mary Kay and sharing the legacy of our Founder has always been not just a priority but her passion. She so deserves this award!”

One Woman Can![®]

TICKET TO DESTINY

It was 1985 when Angela dropped her name in a box to win a free facial. That box belonged to **Independent National Sales Director Emeritus Kathy Jones** who was looking for new leads to build her Mary Kay business. Angela never dreamed that an entry for a facial would change the course of her family's life.

"Kathy called me every month for 13 months," says Angela. "I was 23, worked 60 hours a week as a cosmetology instructor and hairdresser, and had a two-year-old son named Roman. Finally, my husband said, 'Invite her over. She'll see we don't have any money, then she won't be interested.' But when I saw that pink Cadillac pull up, I saw my future."

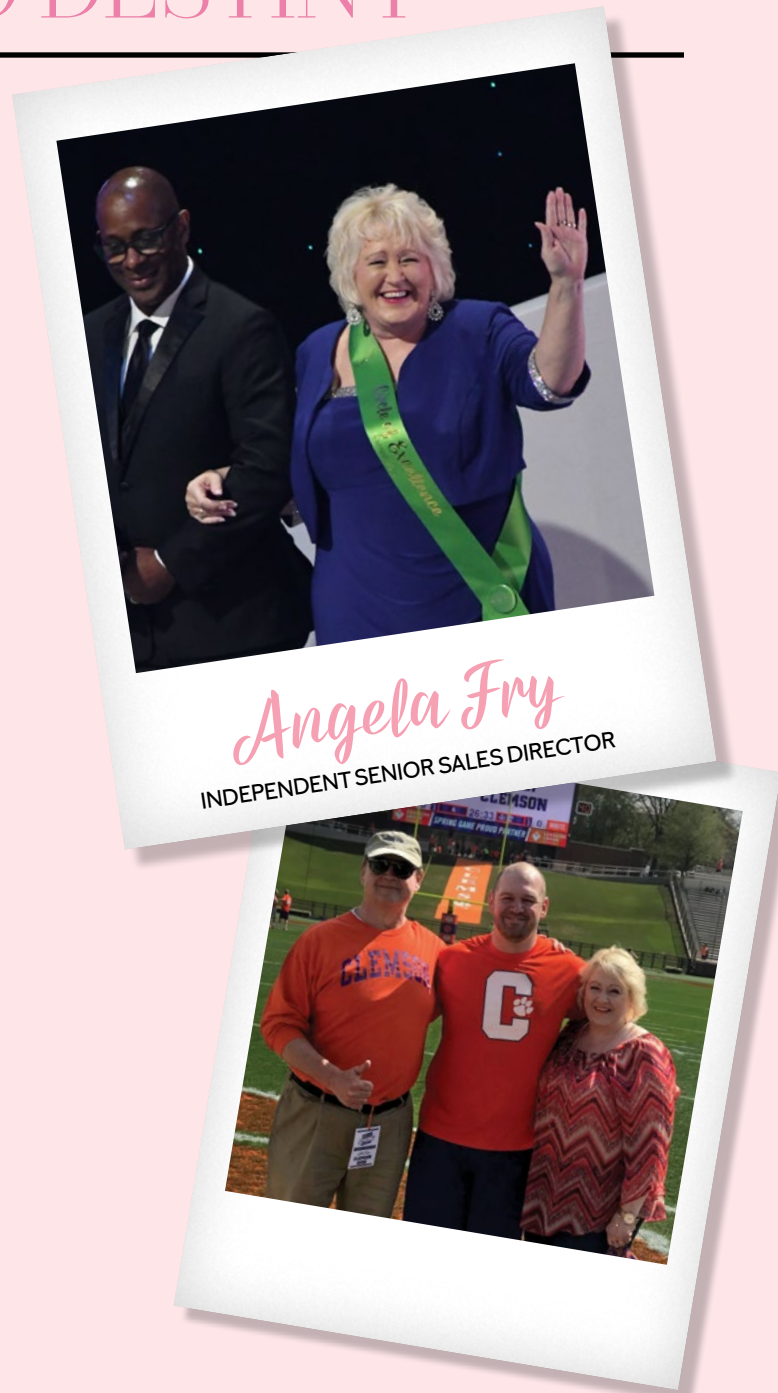
Angela started her business in February 1986 using 3 + 3 + 3 (3 parties, 3 interviews and \$300 in sales) as her weekly formula. "This helped me maintain consistency and build my business quickly. Over time, I grew the formula to 4 + 4 + 4 and now 5 + 5 + 5."

CAREER CONFERENCE OR BUST!

In March 1987, Angela and one of her first team members, **Independent Beauty Consultant Carol May**, attended Career Conference in Cincinnati. "The van I rented broke down on the way there," says Angela. "We hitched a ride on a milk truck to get to a car rental place. But we made it! And to this day, I attend Career Conference, Leadership Conference and Seminar every year. I take as many unit members with me as possible.

"Events like Career Conference and Seminar help an Independent Beauty Consultant see the big picture, and they motivate her to reach the next level. I still get rejuvenated at every event, and now Seminar is like a 'pink reunion!' And as Mary Kay said, 'school is never out for the pro!'"

By May 1987, Angela earned the use of a Mary Kay Career Car and became Kathy's first offspring Independent Sales Director. "I no longer had to worry about my car breaking



down – or a car payment!" That was the first of 23 Mary Kay Career Cars, including 13 pink Cadillacs. "The best part was that I was able to leave my job, and I never missed an event for my son." Roman grew up to play football for Clemson University. "Thanks to my Mary Kay business, I never missed a ball game!" Angela and Ed have been married

“By sharing the opportunity, I could choose who I worked with and enjoy the freedom and flexibility to be there for my family.”

40 years and are able to enjoy time with Roman and his wife Jodi, along with their two grandchildren, Jolie and Jonah.

MARY KAY MENTORS

Angela had not traveled much when she debuted as an Independent Sales Director, so the trip to Dallas for New Director Training (now New Director Education) was exciting. “I am so thankful to have been trained by **Mary Kay Ash**. When I met her, she held my face in her hands, looked in my eyes, acknowledged where I was from and told me she was impressed with my determination and that she knew I could make it in this business.”

In addition to Mary Kay Ash, Angela gives credit to her mentors. **Independent National Sales Director Emeritus Kathy Jones** showed Angela how a Mary Kay business could make life better for her family. “I was excited about the income potential and that by sharing the opportunity, I could choose who I worked with and could enjoy the freedom and flexibility to be there for my family when they needed me. My primary goals were to earn the use of a Mary Kay Career Car and to take my little boy to Disney World. The money I have earned has taken us to Disney World twice, and now I’m taking my grandchildren!”

Angela credits **Independent Senior National Sales Director Emeritus Sharon Parris** for her lesson in organization and life balance. “Sharon spent a great deal of time patiently training me in success qualities that I rely on to this day, which has allowed me to have a loyal unit and many long-time customers. Then I met **Independent National Sales Director Emeritus Linda Toupin** who showed me how to take my business to another level. She explained that I needed to be in front of more people. I plugged into social media and began to hold three to five meetings and events per week in different cities. As a result, our unit production doubled, and we continue to reach new heights.”



FRY FORCE ONE SOARS

In 2019, Angela walked across the stage at the 2019 Diamond Seminar celebrating her best year ever as a member of the \$700,000 Circle of Excellence and a **Destination Red** achiever, and she earned the **Top Sales Director Trip** to Hawaii. A 20-time unit club member, Angela is proud to have been chosen as Miss *Go-Give*® in September 2016 and to have been featured in Times Square during the **One Woman Can**® Campaign in 2017. Now in her 34th year with a Mary Kay business, Angela and the Fry Force One Unit are on track for their best year yet!

“It was the Mary Kay culture that changed my life. When I started my business, I was so shy and quiet that I couldn’t hold silent prayer,” she muses. “Now, I love to train, speak at events and share our great opportunity with everyone. I longed for a big family, and Mary Kay has given me a sisterhood of lifelong, loyal friends that I call on at any time for any reason.”

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FIND FRESH FACES.



INDEPENDENT SENIOR SALES DIRECTOR MAGBIS ANDARCIA, ORLANDO, FLA., shares five ways to find new faces and get parties on the calendar.

1 MAKE IT FUN! I get more bookings by offering themes like **Skin Care Refresh** or **Have Fun With Color**. And I get the guys involved, too, like a **Spoil Dad** session or even **Couples Pampering** party.

2 PASS IT ON. At each party, I have gift bundles wrapped and ready so my customers can shop for others. There's **always an occasion** – holiday, birthday, anniversary, etc. I include my business card with contact info to order or book a party.

3 FOLLOW UP WITH 2+2+2. **Two days** after our appointment, I follow up to find out if she's using the products and if she has any questions. **Two weeks** later, I ask how her skin feels with her new regimen and if she needs anything else. **Two months** later, I ask if she's ready to reorder or would like to book another party with friends. I also follow up on her birthday and anniversary or with other special occasions or promotions.

4 HAND OUT SAMPLES. I attend networking opportunities to find new connections, and I warm chat people everywhere I go. The key? Samples along with my contact information.

5 GO BIG! I partner with sister Independent Beauty Consultants to hold larger events. This can result in a great turnout and fun party atmosphere, and it allows us to learn from one another.

FOR MORE PARTY IDEAS, VISIT **MARYKAYINTOUCH®** > BUSINESS TOOLS > [PARTY CENTRAL](#).

MARY KAY
**CAREER
CONFERENCE**
2020

Better Than Ever!

Where do you want to go with your Mary Kay business? Join us at Career Conference to help you catch a clear vision for 2020 and beyond!



INDEPENDENT SALES DIRECTOR
MELISSA GULOTTA, PORT ALLEN, LA.

"My first Career Conference was in 2002 in Mobile, Ala. I loved the enthusiasm of all of the Mary Kay women in the room.

Independent Elite Executive National Sales Director Gloria Mayfield Banks spoke, and that was all I needed to hear!

I was on fire to go home and build a strong Mary Kay business. I have attended every year since, and I encourage my unit members to attend.

Career Conference is like a mini-Seminar to get us pumped up to finish the Seminar year like the champions we are. The recognition is fun, and the speeches are inspiring, but being together is the most important thing of all. Connecting as a team is key! When women gather, it's powerful! And when we leave Career Conference, we have a crystal clear goal, purpose and plan!"



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- * San Marcos, TX
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WEEK 2 MARCH 27-28

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- Birmingham, AL
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- * Duluth, GA
- Layton, UT
- * Louisville, KY
- Madison, WI
- * Modesto, CA
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- Pittsburgh, PA
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Yours when
you sell enough
products to place
a cumulative \$600 or
more* wholesale
Section 1 order
in February.

FEB. 1-29

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the one.



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SEEING

RED!

Alice shares her best advice on how you can catapult your Mary Kay business to the next level.



**INDEPENDENT FUTURE EXECUTIVE
SENIOR SALES DIRECTOR ALICE**

GEORGE, ARDMORE, ALA., knows the significance of passing on the Mary Kay opportunity and building a team of teams. This dynamo and her unit **increased their team-building efforts** by more than **50 percent**

this Seminar year – adding 130 new unit members and counting! Alice jetted off on her first **Top Sales Director Trip** to Maui last fall and earned a spot on the ***Destination Red*** cruise two weeks later.

**APPLAUSE: WHY DO YOU THINK IT'S IMPORTANT TO ADD
TEAM MEMBERS IN ADDITION TO SELLING PRODUCTS?**

Alice: Mary Kay Ash was a brilliant businesswoman. She created her business plan to enrich women's lives, to empower them to maximize sales, grow and share this opportunity with others. She called it working full circle, which is book parties, sell products and share the Mary Kay opportunity.


The 50 percent commission earned on product sales is among the highest in the direct-selling industry. When you add up to 8 percent potential commissions gained on team members' sales, it's additional earnings in your pocket that add up quickly.

Plus, they can get more perks with the ***Great Start*** team-building rewards, like product bonus bundles valued at up to \$158 each and a \$50 cash bonus. It truly *pays* to build a team!

APPLAUSE: MORE EARNING POTENTIAL IS GREAT!

Alice: Yes, but there's even more. The personal growth and confidence I see in others when they have successes along





the way and develop into strong leaders is priceless. I see this happen every day. Mary Kay Ash asked us to pass it on, and it's so worth it.

APPLAUSE: GOT IT. BUT HOW DO YOU GO ABOUT GETTING NEW TEAM MEMBERS?

Alice: My goal for every new Independent Beauty Consultant is to **get her first team member** within the **first two weeks** and to earn her **red jacket** (three active new personal team members) the **first month**. My focus is for every unit member to become a Red Jacket, then they can decide what's next for them.

APPLAUSE: SO, TEAM-BUILD RIGHT FROM THE START.

Alice: That's right. I want to know what she wants out of her Mary Kay business so I can help her reach her goals. From there, we talk about her upcoming Grand Opening party and inventory options. If she's open to a new business opportunity, she's generally open to any steps where you can help her!

We start with programs like **Pearls of Sharing** to help earn her pearl earrings. I ask her to name four people who are hardworking, have a great team spirit and would love to help her earn a prize. I want to make team-building duplicable. Here's the script I share to invite the four women:

Hey, X, I want to let you know I just started a new Mary Kay business. My Sales Director wants to help coach me on some business basics with a few of my friends around so that I can learn more. I'd love it if you can be there. You'll be helping me in this new venture, and it only takes a few minutes.

APPLAUSE: SOUNDS SIMPLE ENOUGH.

Alice: It is! In our unit, we call the approach ticket marketing. The point is to get an informal group together to ask me questions and to help her get comfortable talking about the business. For each question, they put a ticket in the pot, and we do a drawing to win a prize. My experience is that typically one of the four will join on the spot so she

gets a new team member her first two weeks and starts to build confidence. Typically, the questions are about potential earnings, time commitments, how long I've had my business, product inquiries, etc.

APPLAUSE: THAT'S A GREAT APPROACH. WHAT'S NEXT?

Alice: She hosts her Grand Opening party. Many times, those same four women attend, which is a great layering process. I've seen Independent Beauty Consultants get two or three new team members at this event to become a red jacket achiever within their first month! Yay!

APPLAUSE: AWESOME! YOU MENTION MAKING TEAM-BUILDING DUPLICABLE. WHAT DO YOU MEAN BY THAT?

Alice: I want to coach new unit members on how to comfortably share a Mary Kay business with others. That's so important because as she does so, it builds her confidence to work her business full circle. Team-building is not about showing others how much you know; it's about building relationships. I want everyone in my unit to have confidence selling and sharing. The beauty is that she makes it her own. She won't do it exactly as I do. When she gets a win by herself, that's the best feeling in the world!

The ticket marketing approach has been a game-changer in my unit because a new Independent Beauty Consultant doesn't have to stand up and recite facts and figures.

APPLAUSE: THANK YOU, ALICE, WHAT VALUABLE INSIGHT. ANY CLOSING THOUGHTS?

Alice: Just a personal story of why it's important to share Mary Kay with everyone and let them decide. One of my offspring Independent Sales Directors went to her daughter's Grand Opening party out of obligation. She told me that she rolled her eyes at the news of her daughter's new Mary Kay business. Needless to say, she was not excited! But she came to the party, and through our ticket marketing, listened and liked what she heard. She signed her Independent Beauty Consultant Agreement at the party, and nine months later, she became an Independent Sales Director and earned the use of her first Mary Kay Career Car!

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