

Holiday Gifts and a New Year to Celebrate!

LEADERSHIP 2012: You Can Be There - Learn How!

PINK CHANGING LIVESM: See the Good You've Helped Us Do!

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!



WHAT'S NEW

Go to **Product Central** to learn the latest on when and what's to come regarding the new skin care and color products.



DIGITAL ZONE

The **Digital Zone** is your one-stop shop to learn how to use social media to market your Mary Kay business. Check out the most recent Company-approved tweets and Facebook posts you can use to promote products, special offers and more.



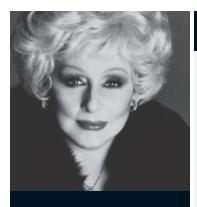
LEADERSHIP CONFERENCE 2012

Learn all about the Future Independent Sales Director Challenge, parties and recognition that await you at *Pass It OnI*^{sst} Leadership Conference 2012.



PARTY CENTRAL

Planning your holiday party is easier this year with **Party Central**. Great tools await you – from easy-to-use Beaute-vites* to place mats and tip sheets, supply checklists and more!



Mary Kay said it best

Thanksgiving is always a very special time for me. This is a time when we stop to pause from our busy lives and reflect on the many blessings that God has bestowed upon us. One of the richest blessings we have today is wonderful people like you who God has chosen to guide our way. I couldn't let Thanksgiving go by without sending my own special wishes to you. May you and your family have the most blessed and peaceful Thanksgiving you have ever known.

november: dates to remember

Fall/Holiday 2011 Preferred Customer
ProgramsM mailing of the Month 2 mailer
begins. (Allow 7-10 business days for delivery.)

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 beginning 6 a.m. Central time.

New Independent Sales Director Education begins for Independent Sales Directors who debuted Aug. 1, Sept. 1 and Oct. 1.

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

Last day to enroll online for the Winter 2011 Preferred Customer ProgramSM mailing of *The Look*, including exclusive samplers, while supplies last.

Thank branc

Thanksgiving Day. All Company and branch offices closed. Postal holiday.

Company holiday. All Company and branch offices closed.

25

29

Last day of the month for Independent Beauty Consultants to place telephone orders (until 10 p.m. Central time).

Last day of the month for Independent Beauty Consultants to place online orders (until 9 p.m. Central time). 30

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

Online Independent Beauty Consultant Agreements accepted until midnight Central time.

NOTES

Sales Director Early Offer begins Nov. 19.

INSIDE THIS





Whether it's a bold or beautiful scent you prefer, the Mary Kay® fragrance collection offers something for everyone.



LEADERSHIP 2012 –

ATLANTA Get ready to have fun, be inspired and learn from the pros on how to reach your Mary Kay potential.



19

PINK CHANGING LIVESSM

See how the Company is giving back to communities and changing the lives of women and children everywhere.

Applause® Magazine Team: EDITOR-IN-CHIEF: LAURA RIVERA MANAGING EDITOR: ALESIA RITENOUR ART DIRECTOR: CHRISTOPHER RICHEY ACCOUNT MANAGERS: NICOLE WILLIAMS, MICHELE de MIRANDA EDITOR/WRITER: ELIZABETH WOLOWICZ SPANISH MANAGING EDITOR: MARGARITA HERNÁNDEZ CONTREAS ART PRODUCER: SHARILYN GETZ SENIOR PRINT PRODUCER: JAN JONES CONSULTANT COMMUNICATIONS ASSISTANT: LIZ ESCALANTE SENIOR GRAPHIC DESIGN/PRODUCTION ARTISTS: RENEÉ PEISER, PATTI CASAMASSIMA PROOFREADERS: PEGGY MEADOR, KIM ROLLINGS CONTRIBUTING WRITER: COLETTE REED HARMON





THINKING OF YOU® EAU DE **PARFUM**

Featuring floral notes accented with succulent fruits and warm, comforting vanilla and woody notes, this joyful fragrance is made perfectly for a feminine feeling. \$30



Make this warm fragrance a sweet surprise gift set with limited-edition* Thinking of You® Body Lotion, \$16.

BELLA BELARA® EAU DE **PARFUM**

Ideal for any woman who loves feeling beautiful, this floral fruity fragrance is captivating. The senses are treated to the perfect medley of apricot and red nectarine. At its heart, it hints of dew-covered rose petals and Moroccan jasmine with the lingering scent of creamy blond woods and cool moss. \$34



EAU DE **PARFUM**Designed for the adventure-lovin

JOURNEY®

Designed for the adventure-loving woman, this translucent fragrance features a sheer blend of white floral notes. Refreshing top notes like ice mint, watercress and water lily are layered above wild freesia, apricot and beachwood accents. **\$36**



VELOCITY® EAU DE **PARFUM**

Created for the young and young at heart, this euphoric fruity floral is invigorating with notes of banana flower, Clementine and balsa wood tree blossom. **\$28**

BELARA® EAU DE **PARFUM**

Perfectly balanced, this sheer fragrance fits the woman who does it all. Top notes of San Joaquin fig, wild bilberry and opal lotus flower are accented by wild southern Indian tuberose, milky sandalwood and cotton. **\$34**





olor retrest

WHAT TO LOOK FOR IN DECEMBER!

What's better than a favorite shade of lip gloss? A new favorite shade – one that we're sure you and your customers will find in the selection of new Mary Kay® NouriShine Plus™ Lip Gloss coming this December! New shades and an improved formula make this popular Mary Kay® lip gloss better than ever. What's more, all-new Mary Kay[®] Lip Liners and Mary Kay[®] Eyeliners will debut at the same time.

These product updates will allow you to provide new shades and improved formulas to your customers. Read on to learn more about the colorful future to come!



MARY KAY® NOURISHINE PLUSTM LIP GLOSS

Mary Kay® NouriShine Plus™ Lip Gloss is loaded with good-for-you moisture and serious shine. It smooths, protects and conditions lips with an antioxidant- and mineral-enriched formula. Of course, all 14 of the nourishing, superlight, long-lasting shades still fit perfectly into the Mary Kay® Compact!

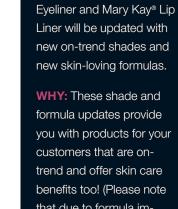
\$14 suggested retail

MARY KAY® LIP LINER

Lips will love the new formula of Mary Kay® Lip Liner! It is a velvety, moisturizing formula that is chock full of age-fighting

ingredients that nourish and help protect lips while preventing feathering and bleeding for a perfectly polished look. The nine shades are in tune with today's cosmetics trends! Designed to match a woman's natural lip tone (that's like the skin tone of her lips), these shades can create any makeup look from natural to classic to dramatic!

\$12 suggested retail



NEW

NFW

(Shaper in cap included)

soft blush

pink parfait

customers that are ontrend and offer skin care benefits too! (Please note that due to formula improvements, the suggested retail prices of these products have increased.)

WHAT: Exciting updates

and eyeliner products. This

to the Mary Kay® NouriShine® Lip Gloss, lip liner

December, NouriShine®

Lip Gloss and Mary Kay®

WHEN: These new products will be available as part of the Dec. 16, 2011. Consultant order form.

WHAT CAN I DO? Let customers know that they need to act quickly to purchase their favorites now! Then get ready to invest in new inventory once the new products are available!

MARY KAY® EYELINER

Do your customers want an ultra-creamy eyeliner with long wear (over 8 hours)? Then they'll want to try the seven shades and new formula of the new Mary Kay® Eyeliner. The formula is fade-resistant with intense color. It's also waterproof, smudgeproof and helps lashes appear thicker. **NEW** bronze

\$12 suggested retail

MAKING ROOM FOR WHAT'S NEW

As a reminder, the following Section 2 items moved to the discontinued section of the Sept. 16, 2011, Consultant order form. The following Section 1 items have moved to the discontinued section of the Dec. 16, 2011, Consultant order form.

- All shades of NouriShine® Lip Gloss and Section 2 samplers
- All shades of Mary Kay[®] Lip Liner and Section 2 samplers
- All shades of Mary Kay® Eyeliner and Section 2 samplers

keeping skin care current

ADVANCEMENTS YOUR CUSTOMERS WILL LOVE!

The expectations of your skin care customers keep evolving. Today, a woman wants more skin care choices than ever, products that are customized just for her and value in what she buys. At the same time, skin care science keeps advancing, and Mary Kay® is committed to offering easy-to-sell products with the proven results your customers demand.

During the next few years, the Company will introduce new products and improve the formulas of current ones to continue to provide the best possible skin care choices for you and your customers. The Company also will balance the addition of new products with the discontinuation of classic ones. With these changes, you'll be ready to offer your customers customized options and value in their skin care choices. Get ready for the best skin care products we've ever offered!

YOU NEED TO KNOW ...

WHAT: Advancements to skin care products and new skin care choices that your customers will love!

WHY: These changes will allow you to meet the sophisticated needs and expectations of your customers, because they will feature the most advanced skin care formulas that the Company has to offer!

WHEN: The Mary Kay®
Botanical Effects™ products
will be available in early 2012.
TimeWise® Day Solution
Sunscreen SPF 35* and
TimeWise® Age-Fighting
Moisturizer Sunscreen SPF 30*
will be available in Spring 2012.

WHAT CAN I DO? First, you'll want to keep up with the news of these changes. Updates will be included in Applause® magazine and on the Mary Kay InTouch® website. Then you'll want to identify your customers who can take advantage of these improvements and make sure you share the good news with them too! You'll also want to consider adjusting your inventory to accommodate these new products!

BOTANICAL EFFECTS™

The first step comes early in 2012 with the introduction of Mary Kay® Botanical Effects™. This line — which will include a cleanser, moisturizer, freshener and mask — is ideal for the customer who is not yet interested in age fighting or who is especially concerned about her sensitive skin. It will be available in dry, normal and oily formulas.

We know the value price, features and benefits of Mary Kay® Botanical Effects™ products will appeal to both your younger customers and to your customers who use Mary Kay® Classic Basic® products. But we also know that change isn't easy, especially when it involves products with such loyal users. That's why it will be a full year − Sept. 16, 2012 − before Mary Kay® Classic Basic® Formula 1 and 2 products (but not Formula 3) will move to the discontinued section of the Consultant order form.

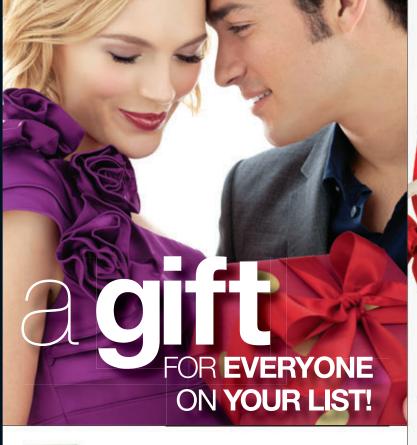
For more details on Mary Kay® Botanical Effects $^{\text{TM}}$ products, go to Mary Kay InTouch®.

IMPROVEMENTS TO THE MIRACLE SET®

The Miracle Set® is, and will continue to be, a great choice for your customers who want to help prevent or who are ready to fight the early and moderate signs of aging (such as fine lines and wrinkles). You can look for improvements to TimeWise® Day Solution Sunscreen SPF 25* and Age-Fighting Moisturizer Sunscreen SPF 15* in Spring 2012. TimeWise® Day Solution will now feature a sunscreen SPF of 35* and Age-Fighting Moisturizer will have an SPF of 30*.









FOR YOUR OFFICE **SECRET SANTA** ...

Mary Kay® Mint Bliss™ Energizing Lotion for Feet & Legs **(\$10)** and Peach or Fragrance-Free Satin Hands® Hand Cream **(\$10) = \$20**

... Because she will eventually step out of her high heels!

FOR THE TEACHER IN YOUR CHILD'S LIFE ...

Mary Kay® Fragrance-Free
Satin Hands® Pampering Set **(\$34)** and
Mary Kay® Satin Lips® Set **(\$18) = \$52**

... Because she deserves a little pampering over her winter break!



FOR THE **TEENAGER ...**

Mary Kay® Cream Eye Color **(\$13 each)** with Mary Kay® Lash Love™ mascara **(\$15) = \$28**

... Because she wants fun and easy eye looks!



FOR THE YOUNG PROFESSIONAL ...

Beauty Blotters® Oil-Absorbing Tissues (\$6)
Mary Kay® Facial Highlighting Pen (\$18 each)

Mary Kay® NouriShine® Lip Gloss (\$13) = \$37

... Because she needs a touch-up for her afterwork holiday happenings!

All product prices are suggested retail.

smell good, feel good scents for every man



MK HIGH INTENSITY™ COLOGNE SPRAY

With citrus, patchouli and sandalwood, many find this scent to be reminiscent of nights by the campfire. \$38

TRIBUTE® FOR MEN SPRAY COLOGNE

The royal king wood makes this masculine-oriental as enticing as the man who wears it. \$25

DOMAIN® COLOGNE SPRAY

Designed for the laid-back man, this blend of citrus and lavender is handsomely balanced with outdoor accords. \$34

HIM COLOGNE

Perfectly suited for the outdoorsman, this fragrance is fresh and clean with woody undertones. \$28

november 2011 applause 7 All product prices are suggested retail.

'ecognitior

Congratulations to the winners for July 2011

Top NSDs Year-to-Date

Pictured here are the top 10 NSDs year-to-date.





















Cindy Williams

Carol Anton

Gloria Castaño

Chervl Warfield

Mavuli Rolo

Lisa Madsor

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 earn \$325,000 or more in "NSD commissions" during the Seminar contest period. (NSD commissions are comprised of commissions earned on the wholesale production of first-, second-, and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for July 2011, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for June 2011.) 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 July 31, 2011.

On-Target for \$1,10	,
On-Target for \$450.	\$93,581.03
Karon Diro	\$40.750.4

Un-Target for \$450,000 Inner Circle			
Karen Piro	\$40,750.44		
Gloria Mayfield Banks	39,539.61		
Kathy Helou	39,241.92		

On-Target for \$400,000 li	nner Circle
Jan Harris	\$35,738.31
Carol Anton	33,438.75

On-Target for \$350,000 In	ner Circle
Gloria Castaño	\$31,932.87
Cheryl Warfield	31,419.34
Mayuli Rolo	30,671.81
Lisa Madson	30,245.42

runoo loomart	20,007.02
Karlee Isenhart	29,557.02

On-Target for \$325,000 Inner Circle
Sandy Miller\$27,506.94

On-Target for \$300,000 Diar	nond Circle
Anita Mallory Garrett-Roe	\$26,926.32
Sonia Páez	26,108.71

е
1.03
0.25
9.47
9.05
7.69
2.36
0.91
9

On-Target for \$200,000	Diamond Circle	
Sue Kirkpatrick	\$19,681.60	
Jan Thetford	19,284.82	
Debi Moore	18,973.83	
Stacy James	18,826.39	
Pamela Fortenberry-Slate	18,733.96	
Lupita Ceballos	18,527.81	
Sherry Giancristoforo	18,370.04	
Kate DeBlander	17,978.28	

On-Target for \$150,000 G	old Circle
Mary Estupiñan-Martel	\$16,558.79
Patricia Rodríguez-Turker	16,338.07
SuzAnne Brothers	16,205.95
Pamela Waldrop Shaw	15,958.76
Linda Toupin	15,853.67
Shirlay Oppophaimar	15 692 97

Dacia Wiegandt15,640.59

Judie McCoy	15,573.82
Lisa Allison	15,483.08
Vivian Díaz	14,869.51
Magdalena Nevárez	14,806.82
Jackie Swank	14,292.39
Dayana Polanco	14,274.93
Judy Kawiecki	13,903.76
Jamie Cruse-Vrinios	13,571.67
Shannon Andrews	13,371.41
Diane Underwood	12,591.28
Sara Pedraza-Chacón	12,571.99

On-Target for \$125,000 Gol	d Circle
Dawn Otten-Sweeney	\$12,149.16
Ronnie D'Esposito Klein	12,137.03
Cristi Ann Millard	12,072.86
Kay Elvrum	11,940.71
Cyndee Gress	11,907.31
Lily Orellana	11,869.79

11,649.44
11,634.91
11,501.13
11,441.61
11,312.45
11,221.71
11,123.03
11,115.91
11,083.43
11,017.85
11,000.77
10,824.54
10,801.97
10,798.66
10,735.27
10,732.94
10,641.86
10,597.08
10,463.95

Monthly Commissions and Bonuses

Listed are NSD commissions above \$10,000 earned in July 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.

Pearl\$44,123 1. Jan Harris** 2. Cheryl Warfield** 42,490 3. Pamela Waldrop Shaw 34,460 6. Nancy Bonner* 7. Cindy A. Williams......26,212 8. Lisa Allison* 23.877 9. Halina Rygiel*... 23 165 10. Jackie Swank*......18,777 11. Julie Krebsbach..... 18.587 12. Mary C. Estupiñan-Martel* 18,503 13. Anita Tripp Brewton*...... 17,236 14. Anabell Rocha 16,69014,771 16. Judy Brack 17. Glinda McGuire* 14,561 18. Maureen S. Ledda*.....14,504 21. Jeanie Martin 12,989 22. Shirley M. Oshiro 12,577 23. Wilda DeKerlegand*......12,444 25. Cathy E. Littlejohn......11.745 26. Robin Rowland 11,721 27. Barbara Stimach* 11.718 28. Monique Todd Balboa 11,463 29. Kristin Myers 11,314 30. Pat Campbell......11,133 31. Jane Studrawa 10,625 10.494 32. Lynda Jackson*..... 33. Linda Kirkbride 10,427

Diamond

Diamond	
1. Barbara Sunden***	\$108,069
2. Anita Mallory Garrett-Roe**	95,547
3. Lisa Madson	48,609
4. Sonia Páez*	
5. Gloria Castaño***	35,522
6. Mayuli Rolo*	
7. Mary Diem*	31,434
8. Linda C. Toupin	24,663
9. Vivian Díaz	22,849
10. Dayana Polanco	21,667
11. Patricia Rodríguez-Turker**	19,555
12. Diane Underwood	18,939
13. Dalene Hartshorn	16,742
14. María Monarrez	
15. Connie A. Kittson	
16. Meyra Esparza	
17. Ada García-Herrera	10,151

Ruby

	GIO y	
1.	Carol Anton**	. \$46,060
2.	Pat Danforth*	43,958
	Karlee Isenhart**	
4.	Sue Kirkpatrick*	29,451
5.	Shirley Oppenheimer*	22,931
6.	Kate DeBlander	21,309
7.	Pamela A. Fortenberry-Slate*	20,611
8.	Ronnie D'Esposito Klein*	18,207
9.	Judy Kawiecki	17,552
10.	Cyndee Gress	17,214
11.	Pam Ross*	15,617
12.	Rebbecca Evans*	15,479
13.	Janis Z. Moon	14,337
14.	Lynne G. Holliday	14,228
15.	Jeanne Rowland*	13,357
16.	Vicki Jo Auth	13,357
17.	Bea Millslagle	12,875
18.	Gena Rae Gass	12,724
19.	Terri Schafer	12,582
20.	Kimberly R. Copeland	12,524
	Scarlett S. Walker-Simpson*	
22.	Kirk Gillespie	11,767

Sannhire

Sappille	
1. Karen Piro**	\$54,790
2. Julianne Nagle*	30,154
3. Jan L. Thetford	24,996
4. Lupita Ceballos**	
5. Judie McCoy*	
6. Shannon C. Andrews*	19,734
7. Dawn A. Dunn	
8. Gloria Báez*	
9. Magdalena Nevárez*	
10. Sandy Valerio	
11. Tammy Crayk	
12. Diana Sumpter	
13. Kendra Crist Cross	
14. María Guadalupe Díaz	13,817
15. Pam Klickna-Powell	
16. Sara Pedraza-Chacón*	
17. Valerie J. Bagnol*	
18. Maribel Barajas	
19. Gillian H. Ortega	
20. Alia L. Head	
21. Sharon L. Buck	
22. Pam I. Higgs	
23. Davanne D. Moul*	
24. Paola Ramírez	
25. Nancy A. Moser	
26. Sherril L. Steinman	10,377
27. Kimberly D. Starr	10,377

Emerald

Emeraia	
1. Kathy Helou*	\$62,426
2. Gloria Mayfield Banks***	48,910
3. Kerry Buskirk*	31,491
4. Debi R. Moore*	25,603
5. Cindy Fox*	
6. Dacia Wiegandt*	23,413
7. SuzAnne Brothers*	21,737
8. Jamie Cruse-Vrinios	
9. Sherry Giancristoforo**	20,468
10. Auri Hatheway	20,293
11. Lily Orellana	20,095
12. Kay E. Elvrum	
13. Cristi Ann Millard	17,046
14. Yvonne S. Lemmon	
15. Consuelo R. Prieto	16,261
16. Janet Tade*	15,674
17. Pamela Tull	15,226
18. Dawn Otten-Sweeney	15,168
19. Miriam Gómez-Rivas	
20. Mona Butters	
21. Joanne R. Bertalan*	12,933
22. Jackie LaPrade	
23. Cathy Bill*	
24. Kathy Rodgers-Smith	
25. Shelly Gladstein	
26. Sabrina Goodwin Monday	10,087

^{*}Denotes Senior NSD

34. Svlvia Kalicak......

.... 10,327

^{**}Denotes Executive NSD ***Denotes Elite Executive NSD

Commission Circle

Independent Sales Directors who earned the top 100 commissions and be ly 2011. Names in **bold** print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

Pearl	11 000 00	Laura Elizabeth Amy Stokes
Kim McClure\$		Roya Marie Ma
Amie N. Gamboian	10,008.//	Maureen Shipp
Julia Sander Burnett Leah Michelle Lauchlan		Kristi L. Sweatt.
Nadine Bowers		Irvene K. Foste
Katherine Mirkes Ward		Sally Ralph
Amy Kemp	. 8.053.18	Amy M. Alber
Nadine H. Huckabee-	.,	Linda H. Rowse Christi G. Camp
Stanley	. 7,306.03	Debbie A. Thom
Tammy A. Vavala	. 7,237.26	Iva Kurz
Shari M. Kirschner	. 7,235.77	Shelly D. Filkins
Tammy Brown	. 7,214.65	Tammy D. Nieh
velyn Pirhalla	. 6,915.67	Aimee-Ann Ber
Jeanie K. Navrkal		Constance Nuge
Dorothy D. Boyd Marye Durrer		
Denise E. Crosby		
Janice Baxter Hull		Diamor
/icki Piccirilli	. 6,535.11	Melissa Jensen
Samantha Cheek	. 6,451.00	Yosaira Sanche
Anne Geertsen	. 6,416.45	Maria Flores
Sandra M. Munguia		Melinda M. Bal
Maribel Olivares	. 6,385.89	Stephanie A. Ri
Penny J. Jackson	. 6,384.88	Maricarmen Go
Sylvia Limon Martinez Collette Parker	6 167 20	Delmi Cristina
Diane M. Detesco	6 1/7 22	Priscilla McPhee LaRonda L. Daig
Patti Cornell		Linda T. Cartigl
Susan K. Janish		Irene Olebara
Patty J. Olson	. 5,954.46	Irene Olebara Petie L. Huffmar
isa Olivares	. 5,936.21	Jill D. Davis Martha Kay Rai
Heather Marie Erbe	. 5,896.99	Martha Kay Rai
Maria Claxton-Taylor		Susan M. McCo
_eah G. Nelson		Mary Strauss
Donna Stephano		Aishat Bola Koy
Cindy Machado-Flippen Melissa Gabriella	. ⴢ,ၓა4.5პ	Nancy Ashton . Kristin Jenae R
Olsheski	5 744 40	Pat A. Nuzzi
Mara C. Lane		Heather Rachel
Rita Schaefer		Deborah Dudas
aurie Travis Plyler	. 5,635.23	Lila DeWeber
Carrie V. Eddings-Foster	. 5,522.99	Lisa A. Stengel
Jean McMackin	. 5,509.91	Ruth L. Everhai
Debbie Lyn Wagner		Marsha Morrisse
Nicole J. Canamare Judi Tapella		Indhira Fernand Alicia Borkows
Adrianne M. Detesco	. ט,451.81	Amelie B. Kem
Morales	. 5,380.59	Terri J. Beckste
Melissa Nix Henderson	. 5,349.44	Melissa R. Hen
Sally Moreno		Alicia Kingrey-l
Deb Altenburger		Heather M. Jul
Lia Rene Carta		Diane L. Mentip
Richelle V. Barnes Amada Arroyo		Heidi Goelzer Gerri Anne Morri
Amada Arroyo Amy C. Schule	5 183 84	Nicki R Hill
Ruthie Bresette-Mount		Nicki R. Hill Sheryl Petersor
	, . / / /	
Patty Webster		Julie Neal
	. 5,154.31	Julie Neal Susan M. Hohlr
amarie M. Bradford	. 5,154.31 . 5,098.17	Julie Neal Susan M. Hohlr
Tamarie M. Bradford aura Poling Christina Lynn Frantz	. 5,154.31 . 5,098.17 . 5,091.68 . 5,087.68	Julie Neal Susan M. Hohlr Jacquelyn Dyks Mariaelena Bogu
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Famarie M. Bradford aura Poling Christina Lynn Frantz Carolyn Wilson Barbara R. Johnson Stefanie Lee Burgess	. 5,154.31 . 5,098.17 . 5,091.68 . 5,087.68 . 5,055.09 . 4,996.60 . 4,945.75	Julie Neal Susan M. Hohlr Jacquelyn Dyks Mariaelena Boqu Susan J. Panko Paula A. Ramin Amy Zietlow
Famarie M. Bradford	. 5,154.31 . 5,098.17 . 5,091.68 . 5,087.68 . 5,055.09 . 4,996.60 . 4,945.75 . 4,929.96	Julie Neal Susan M. Hohlr Jacquelyn Dyks Mariaelena Boqu Susan J. Panko Paula A. Ramin Amy Zietlow Lisa Rada
Famarie M. Bradford	. 5,154.31 . 5,098.17 . 5,091.68 . 5,087.68 . 5,055.09 . 4,996.60 . 4,945.75 . 4,929.96 . 4,867.06	Julie Neal Susan M. Hohlr Jacquelyn Dyks Mariaelena Boqu Susan J. Panko Paula A. Ramin Amy Zietlow Lisa Rada Carolyn Thomps
Famarie M. Bradford	.5,154.31 .5,098.17 .5,091.68 .5,087.68 .5,055.09 .4,996.60 .4,945.75 .4,929.96 .4,867.06	Julie Neal Susan M. Hohlr Jacquelyn Dyks Mariaelena Boqu Susan J. Panko Paula A. Ramin Amy Zietłow Lisa Rada Carolyn Thomps Emily Sims
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Iamarie M. Bradfordaura Polingbristina Lynn Frantzarolyn Wilsonarbara R. Johnsonstefanie Lee Burgessbrystal June Trojanowskiidie G. Martinez Charresebecca Milligancathy Lee	.5,154.31 .5,098.17 .5,091.68 .5,087.68 .5,055.09 .4,996.60 .4,945.75 .4,929.96 .4,867.06 .4,856.44 .4,850.71	Julie Neal
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Laura Elizabeth Vaughn	4 500 70
Amy Stokes	
Roya Marie Mattis	
Maureen Shipp	. 4,535.00
Kristi L. Sweatt	. 4,530.77
Irvene K. Foster	4,527.60
Sally Ralph	4.520.40
Amy M. Alber	
Linda H. Rowsey	
Christi G. Campbell	. 4,490.76
Debbie A. Thomas	. 4,460.04
Iva Kurz	. 4,434.91
Shelly D. Filkins	
Tammy D. Niehaus	. 4,425.80
Aimee-Ann Benson	4,398.78
Constance Nugent Miller	4.398.77
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Diamond	
Melissa Jensen\$1	1 776 60
Yosaira Sanchez1	10,770.03
Tusaira Sanchez	0,422.49
Maria Flores	
Melinda M. Balling	
Stephanie A. Richter	
Maricarmen Gonzalez	
Delmi Cristina Santos	9,089.63
Priscilla McPheeters	
LaRonda L. Daigle	
Linda T. Cartiglia	
Irene Olebara	
Petie L. Huffman	
Jill D. Davis	8,289.22
Martha Kay Raile	
Susan M. McCoy	8,159.30
Mary Strauss	8,026.41
Aishat Bola Koya	8,025.33
	7 000 10
Kristin Jenae Rogers	7 919 92
Kristin Jenae Rogers Pat A. Nuzzi	7 704 71
Heather Rachel Catchpole	7 775 50
Debende Racilei Galcripole	7,770.03
Deborah Dudas	7,760.91
Lila DeWeber	7,709.99
Lisa A. Stengel	7,681.59
Ruth L. Everhart	7 607 00
	1,021.00
Marsha Morrissette	7,413.00
Lisa A. Stengel	7,413.00 7,266.32
Indhira Fernandez	7,266.32
Alicia Borkowska-Sattler	7,266.32
Alicia Borkowska-Sattler Amelie B. Kemogne	7,266.32 7,156.64 7,011.75
Alicia Borkowska-Sattler Amelie B. Kemogne Terri J. Beckstead	7,266.32 7,156.64 7,011.75 6,980.04
Alicia Borkowska-Sattler Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings	7,266.32 7,156.64 7,011.75 6,980.04 6.944.08
Indnira Fernandez Alicia Borkowska-Sattler Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings Alicia Kingrey-Lokai	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings Alicia Kingrey-Lokai. Heather M. Julson	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings Alicia Kingrey-Lokai. Heather M. Julson Diane L. Mentiply.	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne. Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokai. Heather M. Julson Diane L. Mentiply. Heidi Goelzer	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42
indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal. Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28 6,849.13
indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28 6,849.13
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal. Heather M. Julson Diane L. Mentiply. Heidi Goelzer Gerri Anne Morris. Nicki R. Hill. Sheryl Peterson	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill. Sheryl Peterson	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer. Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal. Susan M. Hohlman	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal. Heather M. Julson Diane L. Mentiply. Heidi Goelzer Gerri Anne Morris Nicki R. Hill. Sheryl Peterson Julie Neal. Susan M. Hohlman Jacquelyn Dykstra.	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13 6,641.59
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,681.59 6,641.59 6,597.68
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow	7,256.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.71 6,904.16 6,904.16 6,904.26 6,876.28 6,849.13 6,641.59 6,597.68
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill. Sheryl Peterson Julie Neal Jacquelyn Dykstra. Mariaelena Boquin Susan M. Pankow Paula A. Ramirez	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,597.68 6,597.68
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill Sheryl Peterson Julie Neal. Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zietlow.	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,904.16 6,900.42 6,876.28 6,876.28 6,689.13 6,641.59 6,597.68 6,537.53 6,513.66
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer. Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal. Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Army Zietlow Lisa Rada.	7,266.32 7,156.64 7,011.75 6,980.04 6,926.77 6,914.17 6,904.12 6,876.28 6,849.13 6,764.08 6,681.59 6,597.68 6,597.68 6,574.78 6,537.53 6,537.53 6,537.53
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill. Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zietłow. Lisa Rada. Carolyn Thompson	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,904.16 6,890.13 6,689.13 6,641.59 6,537.53 6,513.66 6,444.62 6,444.62
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia kingrey-Lokai. Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill Sheryl Peterson Julie Neal. Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zietlow. Lisa Rada. Carolyn Thompson Emily Sims.	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,800.42 6,876.28 6,849.13 6,684.93 6,574.78 6,537.53 6,537.53 6,544.62 6,444.68 6,444.88
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer. Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal. Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Army Zietlow Lisa Rada.	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.17 6,904.16 6,800.42 6,876.28 6,849.13 6,684.93 6,574.78 6,537.53 6,537.53 6,544.62 6,444.68 6,444.88
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal Susan M. Hohlman Jacquelyn Dykstra Marlaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zletlow. Lisa Rada. Carolyn Thompson Emily Sims. Donna K. Smith	7,266.32 7,156.64 7,011.75 6,980.04 6,944.08 6,926.77 6,914.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13 6,597.68 6,597.68 6,537.63 6,544.66 6,444.68 6,444.68
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill. Sheryl Peterson Julie Neal Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zletlow. Lisa Rada. Carolyn Thompson Emily Sims. Dulie Shell Julie Schlundt	7,266.32 7,156.64 7,011.75 6,980.04 6,926.07 6,926.77 6,904.16 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,681.59 6,597.68 6,597.68 6,547.63 6,547.63 6,444.68 6,444.68 6,444.68
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Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal Jacquelyn Dykstra Mariaelena Boquin Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zietlow Lisa Rada. Carolyn Thompson Emily Sims Donna K. Smith Julie Schlundt. Donna J. Saguto Mariann Biase Mason	7,266.32 7,156.64 7,011.75 6,980.04 6,926.77 6,904.16 6,904.16 6,904.16 6,806.28 6,876.28 6,849.13 6,764.06 6,641.59 6,537.53 6,513.66 6,435.96 6,435.96 6,435.96 6,435.96 6,435.96 6,335.65
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill Sheryl Peterson Julie Neal Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zietlow. Lisa Rada. Carolyn Thompson Emily Sims. Donna K. Smith Julie Schlundt. Donna J. Saguto Mariann Biase Mason Mariann Biase Mason	7,266.32 7,156.64 7,011.75 6,980.04 6,926.77 6,904.16 6,904.16 6,904.16 6,904.16 6,904.16 6,876.28 6,849.13 6,764.06 6,716.18 6,597.68 6,597.68 6,513.66 6,547.78 6,537.53 6,444.68 6,444.69 6,399.74 6,3
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill Sheryl Peterson Julie Neal Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zietlow. Lisa Rada. Carolyn Thompson Emily Sims. Donna K. Smith Julie Schlundt. Donna J. Saguto Mariann Biase Mason Mariann Biase Mason	7,266.32 7,156.64 7,011.75 6,980.04 6,926.77 6,904.16 6,904.16 6,904.16 6,904.16 6,904.16 6,876.28 6,849.13 6,764.06 6,716.18 6,597.68 6,597.68 6,513.66 6,547.78 6,537.53 6,444.68 6,444.69 6,399.74 6,3
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Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply. Heidi Goelzer Gerri Anne Morris. Nicki R. Hill Sheryl Peterson Julie Neal Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zietlow. Lisa Rada Carolyn Thompson Emily Sims. Donna K. Smith Julie Schulmdt. Unona J. Saguto Mariann Biase Mason Moeila Jaimes. Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson Omosolape O. Akinyoyenu Skopacz Norma Lee Shaver.	7,266.32 7,156.64 7,011.75 6,980.04 6,926.07 6,904.16 6,904.16 6,904.16 6,904.16 6,904.16 6,876.28 6,876.28 6,849.13 6,764.06 6,716.18 6,597.68 6,597.68 6,597.68 6,513.66 6,464.62 6,439.89 6,399.74 6,338.95 6,336.95 6,336.95 6,336.95 6,225.14 6,217.24 6,121.24 6,121.24 6,121.24 6,158.83
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply. Heidi Goelzer Gerri Anne Morris Nicki R. Hill. Sheryl Peterson Julie Neal Juguer Dykstra. Mariaelena Boquin Susan M. Hohlman Jacquelyn Dykstra. Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Army Zietlow. Lisa Rada. Carolyn Thompson Emily Sims Donna K. Smith Julie Schlundt. Julie Schlundt. Junes Biase Mason Noelia Jaimes Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson Omosolape O. Akinyoyenu Susie Kopacz Norma Lee Shaver.	7,256.5 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,904.16 6,904.16 6,900.42 6,876.28 6,849.13 6,764.08 6,676.10 6,681.59 6,597.68 6,597.68 6,547.89 6,597.68 6,444.68 6,439.74 6,369.7
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Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill. Sheryl Peterson Julie Neal Julie Neal Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zietlow. Lisa Rada. Carolyn Thompson Emily Sims Donna K. Smith Julie Schlundt Donna J. Saguto Mariann Biase Mason Noelia Jaimes Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson Omosolape O. Akinyoyenu Susie Kopacz. Norma Lee Shaver. Lori M. Langan. Ana Maria Barba.	7,266.32 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,914.17 6,904.16 6,904.16 6,904.16 6,904.16 6,904.16 6,904.16 6,876.28 6,849.13 6,716.18 6,681.59 6,597.68 6,547.78 6,537.53 6,537.53 6,537.53 6,444.68 6,439.89 6,397.07 6,368.95 6,397.07 6,368.95 6,397.07 6,368.95 6,252.14 6,217.24 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88 6,195.88
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply. Heidi Goelzer Gerri Anne Morris. Nicki R. Hill Sheryl Peterson Julie Neal Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zietlow Lisa Rada Carolyn Thompson Emily Sims. Donna K. Smith Julie Schuldt Unona J. Saguto Mariann Biase Mason Moeila Jaimes. Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson Omosolape O. Akinyoyenu Susie Kopacz Norma Lee Shaver Lori M. Langan Ana Maria Barba. Mania Borbael Marian Barba.	7,266.32 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,914.17 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13 6,641.59 6,597.68 6,574.78 6,537.53 6,547.68 6,543.68 6,543.68 6,543.68 6,543.68 6,544.62 6,439.89 6,399.74 6,368.95 6,359.62 6,359.62 6,359.62 6,444.62 6,444.62 6,444.68 6,597.
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Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill. Sheryl Peterson. Julie Neal Julie Neal Jacquelyn Dykstra Mariaelena Boquin Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zietlow. Lisa Rada. Carolyn Thompson Emily Sims. Donna K. Smith Julie Schlundt Donna J. Saguto Mariann Biase Mason Noeila Jaimes. Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson. Omosolape O. Akinyoyenu Susie Kopacz. Norma Lee Shaver. Lori M. Langan. Ana Maria Barba. Maria Consuelo Piqueras.	7,266.32 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,904.16 6,904.16 6,904.16 6,876.28 6,849.13 6,764.06 6,716.18 6,681.59 6,597.68 6,547.78 6,537.53 6,537.53 6,537.63 6,537.
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Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill. Sheryl Peterson Julie Neal Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zletlow. Lisa Rada. Carolyn Thompson Emily Sims. Donna K. Smith Julie Schlundt Donna J. Saguto Marian Biase Mason Noeila Jaimez Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson Omosolape O. Akinyoyenu Susie Kopacz Norma Lee Shaver Lori M. Langan Maria Consuelo Piqueras. Maria Gonsuelo Piqueras. Maria Gonsuelo Piqueras. Maria Consuelo Piqueras. Maria Gonsuelo Piqueras. Maria Gonsuelo Piqueras. Maria Gonsuelo Piqueras. Maria Consuelo Piqueras. Missy Shopshire Knoii Sliov-Jestus	7,266.32 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,904.16 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13 6,597.68 6,547.78 6,537.53 6,513.66 6,444.68 6,444.68 6,439.89 6,397.07 6,368.95 6,262.25 6,262.25 6,262.25 6,262.25 6,276.31 6,195.83 6,1147.52 6,119.84 6,027.31 6,013.73 5,988.93 7,988
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris. Nicki R. Hill. Sheryl Peterson Julie Neal Julie Neal Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Amy Zletlow. Lisa Rada. Carolyn Thompson Emily Sims. Donna K. Smith Julie Schlundt Donna J. Saguto Marian Biase Mason Noeila Jaimez Bianny Fabiola Ramirez Mery C. Ramirez Bravo. Carol Lee Johnson Omosolape O. Akinyoyenu Susie Kopacz Norma Lee Shaver Lori M. Langan Maria Consuelo Piqueras. Maria Gonsuelo Piqueras. Maria Gonsuelo Piqueras. Maria Consuelo Piqueras. Maria Gonsuelo Piqueras. Maria Gonsuelo Piqueras. Maria Gonsuelo Piqueras. Maria Consuelo Piqueras. Missy Shopshire Knoii Sliov-Jestus	7,266.32 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,904.16 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13 6,597.68 6,547.78 6,537.53 6,513.66 6,444.68 6,444.68 6,439.89 6,397.07 6,368.95 6,262.25 6,262.25 6,262.25 6,262.25 6,276.31 6,195.83 6,1147.52 6,119.84 6,027.31 6,013.73 5,988.93 7,988
Indnira Fernandez. Alicia Borkowska-Sattler. Amelie B. Kemogne Terri J. Beckstead Melissa R. Hennings. Alicia Kingrey-Lokal Heather M. Julson Diane L. Mentiply Heidi Goelzer Gerri Anne Morris Nicki R. Hill Sheryl Peterson Julie Neal Jacquelyn Dykstra Mariaelena Boquin Susan M. Hohlman Jacquelyn Dykstra Mariaelena Boquin Susan J. Pankow Paula A. Ramirez Arny Zietlow Lisa Rada. Carolyn Thompson Emily Sims Donna K. Smith Julie Schlundt Donna J. Saguto Mariann Biase Mason Noelia Jaimes Bianny Fabiola Ramirez Mery C. Ramirez Bravo Carol Lee Johnson Omosolape O. Akinyoyenu Susier Kopacz Norma Lee Shaver Lori M. Langan Ana Maria Barba. Maria Conselve Plugeras. Maria de La Luz Avila Andrea Costley, Missy Shopshire	7,266.32 7,156.64 7,011.75 6,980.04 6,924.08 6,926.77 6,904.16 6,904.16 6,900.42 6,876.28 6,849.13 6,764.06 6,716.18 6,689.13 6,597.68 6,547.78 6,537.53 6,513.66 6,444.68 6,444.68 6,439.89 6,397.07 6,368.95 6,262.25 6,262.25 6,262.25 6,262.25 6,276.31 6,195.83 6,1147.52 6,119.84 6,027.31 6,013.73 5,988.93 7,988

	area in July
Ana X. Solis	5 886 78
Anne Newcomb	
Kim A. Messmer	
Shelly Palen	
Oyindamola Ogunlana	5 701 28
Rose Rodriguez-Capone	5 698 78
Luisa Urena Mora	5 653 42
Juanita Gudino	
Chatney Gelfius	
Brenda K. Howell	
Elvia Cordova	
Sandy Lasso	
Kelly Willer-Johnson	5 407 31
Kat Van Dusen	5.395.11
Linda J. Wicks	5.376.06
Denise Nygard	5.334.00
Judy K. Johnson Englund.	5.333.63
Betty McKendry	
Audrey M. Renter	5 278 31
Jenny Siemonsma	5.269.24
Tricia R. Milinski	5.264.79
Maggie Butcher	
Virginia Rowell	
Audrey J. Doller	5.232.41
Barbara E. Roehrig	5.214.51
Rhonda Jean Taylor	5.198.28
Nancy Polish Dove	5,189.54
Susan K. Carlson	
Lisa A. Raupp	
Noemi C. Jaimes	5.133.89
Noemi C. Jaimes Angela E. Butler	5.118.94
3	.,
Pub./	
Ruby .	
Carmen Nunez de	
Valencia\$1	
Gloria Dominguez	9,757.55
Thessy Nkechi	
Nwachukwu	.9,3/4.02
Donna Clark-Driscoll	7,807.64
Donna Clark-Driscoll	7,512.10
Michele Semper	7,402.16
Julie Smith	7,374.98
Niyotai N. Wainti	1,320.13
Karen M. Getty-Hopkins Liz Whitehouse	7,281.23 7,273.62
Liz Wnitenouse	7,273.62
Lisa Anne Harmon Krystal D. Downey-Shada	7,218.75
Kali De Blandar Brighton	7,040.03
Kali DeBlander Brigham	7,029.40 C 0E0.74
Margaret Allison Reiser	
Debbie A. Elbrecht	
Kathy Monahan	0,907.70
Deborah S. Bailye Barbara L. Harrison	0,072.22
Mary Alice Dell	0,000.79
Jacquelina Donica Mova	0,033.11
Jacqueline Denise Moye	6,781.57
Jacqueline Denise Moye Phuong L. White	6,781.57 6,692.16
Jacqueline Denise Moye Phuong L. White	6,781.57 6,692.16
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker	6,781.57 6,692.16 6,634.46 6,540.15
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20
Jacqueline Denise Moye Phuong L White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85
Jacqueline Denise Moye Phuong L. White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox.	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford-	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74 6,142.68 6,125.53
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74 6,142.68 6,125.53
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,364.10 6,273.85 6,241.55 6,181.74 6,142.68 6,125.53 6,120.33
Jacqueline Denise Moye Phuong L. White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennel Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74 6,126.53 6,120.33 6,118.71
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeiler Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74 6,142.68 6,125.53 6,120.33 6,118.71
Jacqueline Denise Moye Phuong L White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Kimberly Cavarretta	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,497.20 6,477.20 6,477.07 6,364.10 6,273.85 6,241.55 6,181.74 6,142.68 6,125.53 6,120.33 6,118.71 6,071.12 6,068.43
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pemela O. Pruitt	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74 6,126.53 6,120.33 6,118.71 6,071.12 6,068.43 6,010.81
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pemela O. Pruitt	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,181.74 6,126.53 6,120.33 6,118.71 6,071.12 6,068.43 6,010.81
Jacqueline Denise Moye Phuong L White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal. Pamela O. Pruitt. Regan L. Danforth House	6,781.57 6,692.16 6,692.16 6,540.15 6,516.98 6,495.38 6,477.20 6,417.20 6,364.10 6,273.85 6,241.55 6,181.74 6,125.53 6,125.53 6,125.53 6,125.53 6,071.12 6,068.43 6,013.12 6,068.43 6,013.12 6,068.43 6,013.12 6,099.81
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pamela O. Pruitt Regan L. Danforth House K.T. Marie Martin	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,125.53 6,125.53 6,126.03 6,118.71 6,071.12 6,068.43 6,013.12 6,010.81 5,997.81 5,996.52
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pamela O. Pruitt Regan L. Danforth House K.T. Marie Martin Eva E. Berber	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,125.53 6,125.53 6,126.03 6,118.71 6,071.12 6,068.43 6,013.12 6,010.81 5,997.81 5,996.52
Jacqueline Denise Moye Phuong L. White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pamela O. Pruitt. Pageal L. Dariotth House K.T. Marie Martin Eva E. Berber Cheryl A. Bechenne-	6,781.57 6,692.16 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,364.10 6,273.85 6,241.55 6,241.55 6,120.33 6,118.71 6,071.12 6,006.43 6,013.12 6,013.12 6,013.12 5,997.81 5,997.81 5,997.85 5,997.85
Jacqueline Denise Moye Phuong L White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pamela O. Pruitt Regan L. Danforth House K.T. Marie Martin Eva E. Berber Cheryl A. Dechenne- Sheedy. Nose Mory Neel	6,781.57 6,692.16 6,692.16 6,634.46 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,241.55 6,181.74 6,142.68 6,120.33 6,118.71 6,071.12 6,068.43 6,010.81 5,998.52 5,915.57
Jacqueline Denise Moye Phuong L White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pamela O. Pruitt Regan L. Danforth House K.T. Marie Martin Eva E. Berber Cheryl A. Dechenne- Sheedy. Nose Mory Neel	6,781.57 6,692.16 6,692.16 6,634.46 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,241.55 6,181.74 6,142.68 6,120.33 6,118.71 6,071.12 6,068.43 6,010.81 5,998.52 5,915.57
Jacqueline Denise Moye Phuong L. White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennel Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheyl O. Fulcher Breda M. Teal Pamela O. Pruitt Eva E. Berber Cheryl A. Dechenne- Sheedy Rose Mary Neel Jesslyn Ponce-Dick	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,120.33 6,120.33 6,120.33 6,120.33 6,013.12 6,013.12 6,013.12 6,013.12 5,997.81 5,997.81 5,997.81 5,997.85 5,885.22 5,885.12 5,885.12
Jacqueline Denise Moye Phuong L. White Cissy E. Warren Laura A. Kattenbraker Dori M. Fennell Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheryl O. Fulcher Breda M. Teal Pamela O. Pruitt Regan L. Danforth House K.T. Marie Martin Eva E. Berber Cheryl A. Dechenne- Sheedy. Rose Mary Neel Jesslyn Ponce-Dick Juliet Ebele Okonkwo.	6,781.57 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,417.07 6,364.10 6,273.85 6,241.55 6,182.71 6,125.53 6,120.33 6,125.53 6,120.33 6,118.71 6,071.12 6,018.15 5,997.85 5,988.52 5,915.57
Jacqueline Denise Moye Phuong L. White Clssy E. Warren Laura A. Kattenbraker Dori M. Fennel Suzanne Moeller Carol Fehr Chick Stamschror Heather Jean McKinney Christy M. Cox Danette K. Lynch Carlotta Sandiford- Coleman Marnie R. Yunger Corrin Cresci Amber Nicole Payne Judie Roman Kimberly Cavarretta Cheyl O. Fulcher Breda M. Teal Pamela O. Pruitt Eva E. Berber Cheryl A. Dechenne- Sheedy Rose Mary Neel Jesslyn Ponce-Dick	6,781.57 6,692.16 6,692.16 6,634.46 6,540.15 6,516.96 6,495.38 6,477.20 6,447.07 6,364.10 6,241.55 6,181.74 6,142.68 6,120.33 6,118.71 6,071.12 6,068.43 6,010.81 5,997.81 5,998.52 5,815.57

Lea Marie Valle Winifred Nonve	5,490.77
Ogbunamiri	5 492 44
Esther M. Maston	5 /177 19
Rosanne Pluchino	5 /5/ 5/
Suzanne P. Wallace	
Kim W. Hansen	
Oye A. Onuoha	5 319 85
Jennifer Jean McNulty	5 297 85
Anne Weidenweber	5 284 76
Joanie Lopez	5 262 70
Jennifer Farley	5 244 18
Meg Springer	5 228 58
Diane Covington	5.204.87
Somer Ballard Carter	
Joan M. Merten	5.180.61
Palia A. Curry	
Sherrie L. Clemons	
Helen Amato	
Mary Lou Ardohain	
Rachael Mary Anderson	5.072.55
Jeanette M. Thompson	5.051.96
Tina Hulsman	5.019.51
Francine Denise Reed	5,016.51
Kathleen C. Savorgnan	5,005.87
Gina M. Gildone	4,986.75
Kathy Brennan	
Courtney Leanne Armstrong	4,906.62
Sonya F. Goins	4,886.16
Elayne J. Watson	
Elayile J. Walsoll	4,866.85
Jacqueline N. Alford	4,855.59
Jacqueline N. Alford Mary D. Whitman	4,855.59 4,847.70
Jacqueline N. Alford Mary D. Whitman Judy Lund	4,855.59 4,847.70 4,823.65
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins	4,855.59 4,847.70 4,823.65 4,781.85
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black Stephanie Lynne Lenard .	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17 4,775.97
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Stanne Tripp-Black Stephanie Lynne Lenard Sylvia J. Cook	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17 4,775.97 4,765.18
Jacqueline N. Alford	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17 4,775.97 4,765.18 4,762.00
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black Stephanie Lynne Lenard Sylvia J. Cook Gloriann Alice Gillespie Mary Sharon Howell	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17 4,775.97 4,765.18 4,762.00 4,760.98
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black Stephanie Lynne Lenard Sylvia J. Cook Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17 4,775.97 4,765.18 4,762.00 4,760.98 4,726.77
Jacqueline N. Alford Mary D. Whitman	4,855.59 4,847.70 4,823.65 4,781.85 4,776.17 4,775.97 4,765.18 4,762.00 4,760.98 4,726.77 4,726.77
Jacqueline N. Alford Mary D. Whitman	4,855.59 4,847.70 4,823.65 4,776.17 4,775.97 4,762.00 4,766.98 4,726.77 4,726.00 4,691.01
Jacqueline N. Alford. Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black Stephanie Lynne Lenard. Sylvia J. Cook. Gloriann Alice Gillespie. Mary Sharon Howell Lisa Baker. Brandy Lea Cumming. Elizabeth A. Elder Irlene Zapalac	4,855.59 4,847.70 4,823.65 4,776.17 4,775.97 4,765.18 4,760.08 4,726.77 4,726.77 4,726.70 4,691.01
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black Stephanie Lynne Lenard Sylvia J. Cook Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac Lisa V. Bauer	4,855.59 4,847.70 4,823.65 4,776.17 4,775.97 4,765.18 4,762.00 4,760.98 4,726.00 4,691.01 4,691.01 4,693.26
Jacqueline N. Alford. Mary D. Whitman Judy Lund Alicia Lindley-Adkins. Suzame Tripp-Black. Stephanie Lynne Lenard. Sylvia J. Cook. Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac. Lisa V. Bauer Peggy Young.	4,855.59 4,847.70 4,823.65 4,776.17 4,775.97 4,762.00 4,760.98 4,760.98 4,726.77 4,691.01 4,690.26 4,643.74 4,643.74
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripp-Black Stephanie Lynne Lenard Sylwia J. Cook Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac Lisa V. Bauer Peggy Young Debbie A. Hocott.	
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Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins. Suzanne Tripp-Black Stephanie Lynne Lenard. Sylvia J. Cook. Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac. Lisa V. Bauer Peggy Young. Debbie A. Hocott. Cleta Colson. Connie A. Brinker.	
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripo-Black Stephanie Lynne Lenard Sylvia J. Cook Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac Lisa V. Bauer Peggy Young Debbie A. Hocott Cleta Colson Connie A. Brinker Gwen K. Schneekloth	
Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins. Suzanne Tripp-Black Stephanie Lynne Lenard. Sylvia J. Cook. Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac. Lisa V. Bauer Peggy Young. Debbie A. Hocott. Cleta Colson. Connie A. Brinker.	
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Jacqueline N. Alford Mary D. Whitman Judy Lund Alicia Lindley-Adkins Suzanne Tripo-Black Stephanie Lynne Lenard Sylvia J. Cook Gloriann Alice Gillespie Mary Sharon Howell Lisa Baker Brandy Lea Cumming Elizabeth A. Elder Irlene Zapalac Lisa V. Bauer Peggy Young Debbie A. Hocott Cleta Colson Connie A. Brinker Gwen K. Schneekloth Michelle L. Sweedar	

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Christie Ehiobu ..

Hollie R. Sherrick

Traci L. Smith

Evalina Chavez Pam Kelly..... Jordan Helou Eicher

Holly Lynne Martin.

Sue Uibel .

Barbara Pleet

Roxie Soto .

Jo M. Cotton ...

Kimbi L. Bartik

Paula Kelsch

Karen E. Ridle

Maria Sanchez

Helen Jakpor

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Teodora Ahumada	6	,029	.23
Blanca Celia A. Caceres Sarah Sullivan Krycinski	6	007	48
Krista A. Johnson	5	,993 .987	.57
Krista A. Johnson	5	,966	.55
Jill Beckstedt	5	,963 887	20
Sandra A. Zavoda Sherri Reindl	5	,777	.78
Sherri Reindl	5	,722	.71
Pilar Najera Kim I. Sabourin	5	,678	.75
Delmy Ana Torrejon	5	,675	.21
Maisha A. Bankhead	5	,655 ,655	.72
Krista Neal Warner	5	,619	.02
Brenda Ashlock Angela D. LaFerry	5	,537 .491	.01
Karen L. Kunzler	5	,476	.70
Jeannie Helm Cheryl T. Anderson	5	287	21
Kristi M. Mentesana	5	,283	.35
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Crystal Dawn McDaniel	5	,183	.98
Kathleen Kirkwood	5	,176	.90
Rebekah Hirneisen	5	,174	.39
Doris M. Quackenbush	5	,128	.04
Deborah Robina	5	,124 ,124	.32
Crysta Dawin McDainer Kathleen Kirkwood Shelia Berry. Rebekah Hirneisen Doris M. Quackenbush Agnes Stewart Deborah Robina. Janis Clemens Poloras Keller	5	,110	.40
Pam Garner Moore JoAnna P. Shipe	5	,042	.14
Ann Ferrell Smith	5	,036	.43
Kim West	5	,005	.75
Svetlana Lipsey Mary G. Gronholz	4	,995	.92
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Wendy Clausen Natalie Reed	4	.903	.61
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Anita R. Rabelo Melva M. Slythe	4	,/50	1.9
Lorie Ford Ryon	4	,743	.49
Gloria Stakemiller	4	,738	.22
Joli A. Dockery Chris Havens	4,	,732 ,697	.13
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Sheri Farrar-Meyer	6 597 00
Elaine K. Williams	0,007.00
Vicki Powell	0,009.00
VICKI POWEII	0,314.13
Linda Bradley	0,284.43
Marina Sanchez Ramirez	6,282.37
Dawn M. Starr Denise G. Kucharski	6,225.66
Denise G. Kucharski	6,174.49
Haydee Guzman	
Maria Estela Mondragon	6,145.64
Jessica Brash Holzbach	6,145.54
Karen Saladrigas Danette Kelley Smith	6,129.82
Danette Kelley Smith	6,101.43
Leanne Parrino	6,040.32
Jackie L. Root	
Maritza Lanuza	5,971.75
Kathy P. Oliveira	5.959.12
Taylor Moore-Fehring	5.924.67
Vicki Hunter	5,886.16
Ann Williamson	5.837.91
Sonya C. D'Herde	5.824.10
Stacy M. Houy	5.821.01
Heather Wickstrom	5.819.93
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Lynn F. Huckels Debbie L. Bower	5 705 80
Tanya O. King-Lee	5 672 81
Pat Forehand	5 635 77
Shelley Bottiaux	5 609 07
Shawna D. Schneider	5 502 51
Julie A. Griffin	5 570 04
Christine J. Kurzawa	5 521 08
Hope S. Pratt	5 /22 /6
Carol M. Fulton	5 /16 0/
Amy L. Fields	5,410.5
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Michele Martella Armes	5,001.76
Claudia Maria Velez	5,200.42
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Yolanda Lopez

"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 CLASSES 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 INTO UCH" 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.

Linda A. Jones .

5,731.74

. 5,706.52

Debby A. Nezat.

Susan C. Ehrnstrom ..

... 5,904.93

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 July 2011.

Top National Sales Directors — Commissions and Bonuses







Barbara Sunden \$108,069 Diamond



Carol Anton \$46,060 Ruby



\$54,790 Sapphire



Kathy Helou \$62,426 Emerald

Top Sales Director — Personal Sales

PEARL — Teresa Perkins, G. McGuire Area	\$10,511
DIAMOND — Becky Nelson, A. M. Garrett-Roe Area	
RUBY — Janette Copeland, Go Give Area	\$14.128
SAPPHIRE — Christi Stulp, J. Thetford Area	
EMERALD — Christie Ehiobu, S. Goodwin Monday Area	

Top Beauty Consultant — Personal Sales

PEARL — Jodi Sias, P. Hembree Unit, K. Myers Area	\$10,981
DIAMOND — Clara Lacelle, T. Loudenback Unit, A. M. Garrett-Roe Area	\$16,186
RUBY — James Cagle, G. Guiliano Unit, Go Give Area	\$20,018
SAPPHIRE — Kristine Sutliff, C. Jensen Unit, J. Nagle Area	\$9,700
EMERALD — Helen Leiby, M. Bright Unit, G. Mayfield Banks Area	\$18,793

Top Team Builder

..21 New Unit Members

PEARL — Jacqueline Emerson, D. Nelson Unit, J. Harris Area	8 New Team Members
DIAMOND — Lydia Cook, S. McCoy Unit, Go Give Area	11 New Team Members
RUBY — Isabel Mejia, J. Lopez Unit, C. Anton Area	15 New Team Members
SAPPHIRE — Sales Director Diega Escamilla, M. Diaz Area	9 New Team Members
EMERALD — Carrie Simmons A Williamson Unit P Cheek Area	10 New Team Members

Top Unit — Estimated Retail Production

PEARL — Amie Gamboian, S. James Area\$	67,228
DIAMOND — Melissa Jensen, Go Give Area\$	674,130
RUBY — Jacqueline Moye, J. Barnes Area\$	\$56,660
SAPPHIRE — Tammy Romage, Go Give Area\$	70,995
EMERALD — Christie Ehiobu, S. Goodwin Monday Area\$	72,940

Top Unit Builders

Independent Sales Directors with 20 or more new unit members for July 2011.

Pearl Amie N. Gamboian......25 New Unit Members

Diamond Maricarmen Gonzalez.

Emerald

Christine A. Denton. .30 New Unit Members Traci L. Smith ..20 New Unit Members

New NSD Debuts

New Independent National Sales Directors Debut July 1, 2011.



Sara Pedraza-Chacón Senior National Sales Director Sapphire Seminar



Mayuli Rolo Senior National Sales Director Diamond Seminar



Candy Jackson National Sales Director **Emerald Seminar**

APPLAUSE® magazine is published in recognition of and as information for members of Mary Kay Inc.'s independent contractor sales organization, Independent National Sales Directors ("National Sales Directors"), Independent Sales Directors ("Sales Directors") and Independent Beauty Consultants ("Consultants") in the United States, Puerto Rico, U.S. Virgin Islands and Guam by Mary Kay Inc., Dallas, Texas ©2011 Mary Kay Inc. Member: Direct Selling Association; Cosmetics, Toiletry and Fragrance Association. Applause, Beaut-e-News, Beauty Blotters, Belara, Bela Belara, Break the Silence, Compact Pro, Day Radiance, Domain, Enriching Women's Lives, Exotic Passionfruit, Eyesicles, Go-Give, Indulge, Inspiring Beauty Through Caring, Journey, Mary Kay InTouch, Mary Kay Tribute, Miracle Set, MK, MKConnections, MKeCards, MKMen, NouriShine, Pink Doing Green, Pronewal, Satin Hands & Body, Satin Lips, Satin Smoothie, Simply Cotton, Smart Start, Targeted-Action, TimeWise, Tribute, Velocity and Visible-Action are registered trademarks; Forever Orchid, Mint Bliss, MK High Intensity, Satin Body, Thinking of You, TimeWise Body, Ultimate Mascara, Ultimate Miracle Set, Warm Amber and Your Way to Beautiful are trademarks; and Consultant First Look, MK Rewards, Pink Changing Lives, Preferred Customer Program, The Many Kay Foundation and The Silver Wings Scholar Program are service marks of Many Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, www.marykay.com.

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JMENTING THE IMPACT OF DOMESTIC VIOLENCE spiring lives through film



Mary Kay® has always been about enriching women's lives and being a champion for causes that affect women," said Yvette Franco, Vice President of U.S. Marketing

at Mary Kay Inc. "Over the years, we've been proud to raise awareness and take action on important issues like domestic violence, and we're proud to continue in that tradition through our new program: Mary Kay® Inspiring Stories."



In August, the selected participants got together in Hollywood, Calif., to work with celebrities to write, produce and direct three original and powerful documentaries about domestic violence, the No. 1 cause of injury to women in the United States. Through the production company, Dreaming Tree Films, the program participants were given the tools and resources they needed to harness their own creativity and confidently produce films that send a positive message. Mary Kay® teamed up with Dreaming Tree Films to help oversee the program's execution.

These documentaries tell inspiring, moving and heartfelt stories of women whose lives have been touched by domestic violence, an



epidemic that impacts one in four women in their lifetime in our country.

Each documentary features a female celebrity narrator who added her voice to raise awareness and education about domestic violence. The celebrity narrators and the female participants worked together to raise awareness about domestic violence.

The films premiered in late September, on the cusp of National Domestic Violence Awareness Month. Following the premiere and throughout the month of October, millions of people across America will have the chance to view, vote and support the documentaries online at http://www.MaryKayInspiringStories.com. The film crew that captures America's vote will win a \$20,000 grant to give to a domestic violence shelter in their name from The Mary Kay Foundation™.







Visit the Mary Kay® YouTube channel to see all three films today!

- 1. Download the free TagReader app at http://gettag.mobi
- 2. Scan this code with your phone.
- 3. Or view online at http://www.youtube.com/marykay



EADERSHIP CONFERENCE 2012

Are you an Independent Sales Director-in-Qualification or a Future Independent Sales Director? Learn leadership skills at Leadership Conference 2012 in Atlanta, Jan. 8 – 11 (Pearl, Sapphire, Ruby) and Jan. 11 – 14 (Diamond, Emerald)!



EXCITEMENT IS IN THE AIR!

- Get ready to be inspired! Join your Mary Kay girlfriends and hear how other successful leaders reached - and even surpassed – their goals.
- **Learn as you go!** You can choose from an assortment of timely, information-packed classes based on your own business needs and career path status.
- **Seeing is believing!** You'll get an up-close-and-personal look at the latest products, innovations and tools as you walk through Expo. Leadership Conference 2012 attendees will be the first to sample the new Mary Kay® Botanical Effects™ skin care line!
- **Earn prizes!** Future Independent Sales Directors, Independent Sales Directors-in-Qualification and their Independent Sales Directors are invited to the *Class of* 2012 Reception where they'll receive a gift card (\$200 for Future Sales Directors; \$300 for Sales Directors-in-Qualification; and \$50 for each qualified Future Sales Director and Sales Director-in-Qualification who attends for Sales Directors).
- For those who qualify, a **Splash Bash** party at the Georgia Aquarium, MK Rocks the Runway fashion show, and Power Players Luncheon with Independent Senior Sales Directors.
- Independent Sales Directors who debut from Aug. 1 Dec. 1, 2011, and their Independent Senior Sales Directors will receive an invitation to the Class of 2012 Reception. The new Sales Director also receives a \$500 check and a red-hot Dooney & Bourke handbag.
- Plus, onstage recognition and more! Check Mary Kay InTouch® for details.

HOW DO YOU TAKE ADVANTAGE OF THIS **OUTSTANDING OPPORTUNITY?**

When an Independent Beauty Consultant achieves Future Independent Sales Director or Independent Sales Director-in-Qualification career path status at any time during the challenge period, from **Oct. 1 – Dec. 31, 2011**, she is eligible to register and attend Leadership Conference. (She is not required to maintain this status the entire time in order to attend.)

LEADERSHIP 2011 WAS OUTSTANDING!

Almost 800 of the Future Independent Sales Directors and Independent Sales Directors-in-Qualification moved up the career path after attending Leadership Conference in 2011. They fulfilled their potential and used Leadership Conference as motivation to reach their goals!



Independent Senior Sales **Director Heather** Wright of Bryan, Texas, submitted her Sales Director-in-

Qualification Commitment Form just days before traveling to Leadership Conference in Houston. She says, "Leadership Conference created a great picture of where I wanted to be. I was challenged to move quickly and debut with a strong unit. I knew what I needed to do because I did not want to attend another Companysponsored event in my red jacket."

Heather, a former pharmaceutical rep, was laid off five times in five years due to company cutbacks and the economy. When she started her Mary Kay business, she wanted to find a way to have complete control of her destiny without sacrificing valuable family time.

Coincidentally. Heather started her Mary Kay business around the same time that the Future Independent Sales Director/ Independent Sales Director-in-Qualification Challenge launched in 2010. She told us, "Once I learned about the career path and commissions, I knew I wanted to build a team and attend Leadership Conference." After completing two consecutive Power Starts, Heather was on target to earn the use of a Mary Kay® Career Car and on her way to Houston.



Independent Sales Director Tasha Miller of Ridgeland, S.C., started her Mary Kay business

in 2010, and as a former combat trauma nurse, Tasha was not afraid to dedicate herself to a goal.

"I loved that there were no prerequisites for building a team and working the business full circle," said Tasha. So when the Future Independent Sales Director/Independent Sales Directorin-Qualification Challenge was issued, Tasha knew this was just what she needed to achieve her goal. She told us, "I appreciated that the Company wanted me to attend Leadership Conference and become a successful Independent Sales Director. There were no hidden agendas."

Tasha says she was intimidated and felt nervous before arriving in Houston to attend Leadership Conference, But once she arrived, she remembered that she was invited to be there and felt embraced by all of the Independent Sales Directors and Independent National Sales Directors. She said, "Leadership Conference sealed the deal for me. It gave me vision and taught me that I can be myself."



MEET INDEPENDENT NATIONAL SALES DIRECTOR DAYANA POLANCO.

In 1997, **Dayana Polanco** graduated as a lawyer in her native Cuba, but her desire to live the American dream brought her to the United States in 2003. Little did she imagine that she would realize her dream through the Mary Kay opportunity. Dayana started her Mary Kay business in June 2008 and debuted as an **Independent National Sales Director** in May 2011. Learn more about this exceptional woman in this interview with *Applause®* magazine.

What did you do before you started your Mary Kay business?

A: Once I arrived in the United States, I worked different jobs. In 2004, I began to work as a program specialist, relocating political and religious refugees from different parts of the world. Since I enjoyed a good salary with benefits, I was in my comfort zone.

How were you introduced to the Mary Kay opportunity and what motivated you to resign from your job to dedicate yourself fully to your Mary Kay business?

A: I learned about this great opportunity by being the hostess of a skin care class. I never imagined this could be something I could do! But I loved the products and the highly professional way in which they were presented. I saw that Mary Kay® was much more than what I thought, and I understood that this opportunity could become the vehicle through which I could realize my dreams and my career for life. I began my business part time, and after eight months, I decided to quit my job. I'm happy and proud of what I do. My Mary Kay business has allowed me to feel totally fulfilled in all areas of my life. I can live life in accordance with my priorities of God, family and career.

The most valuable lessons you've learned through your Mary Kay business are ...

A: My Mary Kay business has taught me to dream big and think big. It has taught me to be impassioned by the success of others and, through

this process, to be a better human being. I've learned to understand and accept differences and diversity, to love people and to truly commit myself to their success. I've learned to put my eyes on the greatness of each person and not on her or his weaknesses. And above all, I've learned that each success we achieve is just the starting point to new horizons.

How have you overcome the obstacles you've faced?

A: My biggest obstacle was my own frame of thought — believing I was the least likely candidate for this business. I had no time, I didn't have many friends, I had never sold anything, and to top it all, I didn't even enjoy putting on makeup. Today this is my greatest realization: discovering that your success does not depend on your circumstances, not even on your limitations. Success only depends on your determination and your discipline. It's with great joy that I can tell you today with total conviction: If I can do it, you can do it too!

What would you like your legacy to be as a Mary Kay Independent National Sales Director? How would you like to be remembered?

A: I want to leave a legacy of leadership, excellence and integrity for the next generation by building women who think and act big and who reap successes that are greater than my own. I want to be remembered as a woman who knew how to surround herself with women better than herself.

GREEN® IN 2011 Oracle time!

Mary Kay Inc. has already recycled more than 300,000 color compacts through a program that planted 200,000 trees in the Bitterroot National Forest. In 2010 and 2011, the Company planted an additional 100,000 trees through the flip-top cap and color refill case recycling program. Not only have thousands of trees been planted, thousands of color compacts, color refill cases and flip-top caps have been recycled and kept out of landfills!

Pink Doing Green® focuses on one word: reduce. The Company's primary goal in 2011 is to reduce waste and consumption in all areas, with the Dallas Global Manufacturing facility leading the way. Here's an update on this year's efforts.

REDUCING THE CARBON FOOTPRINT OF OUR SHIPPING NEEDS:

- In 2009, changes to our shipping processes resulted in a 21 percent decrease in our global transportation carbon footprint. In 2010, we reduced that by an additional 11 percent, and we are on track to decrease our already lean transportation carbon footprint by an additional 5 percent by the end of 2011.
- We have plans to keep weight in mind when developing new packaging. New packages replacing older packages for the same product will be designed to be lighter than they were before. They will use less packaging material without sacrificing product integrity and, therefore, consume less fuel transporting the package and product. Over time, we believe this will have a significant effect.

REDUCING LANDFILL WASTE:

- Our Dallas Global Manufacturing facility is on target to be a zero landfill site in late 2011! By adopting new technology over the last several years, we have consistently reduced the amount of waste sent to landfills until the ultimate goal is in sight; we will be a zero landfill site by the end of the year!
- We use packing materials made from renewable resources corn and potato starch (biopeanuts) which can be dissolved in water or composted.
- We are considering a plan to compost the waste from the employee dining room at the Dallas Global Manufacturing facility.

REDUCING WATER USE:

- Our Dallas Global Manufacturing facility is redesigning a clean-water system to reduce the amount of water lost in the production process. This improvement will result in an 80 percent efficiency rather than the current 60 percent efficiency.
- This year we also adopted a new cleaning system to wash our product processing kettles. This new process is saving approximately 110,000 gallons of water per month!

REDUCING ENERGY CONSUMPTION:

 We use simple (lowering window coverings in the summer) and more sophisticated (zone heating and cooling) practices to reduce energy consumption at our corporate facilities. We have already reduced the annual energy consumption at our corporate facilities by enough to power more than 1,100 homes for a year!

We are long-time careful users of resources, have made significant strides in reducing our consumption and are committed to reduce more! We continue to seek new opportunities to improve our environmental performance. By using Pink Doing Green® thinking throughout Mary Kay®, we hope to enrich your life and lives worldwide.

Mary Kay said, "As a grandmother and a great-grandmother, I feel very strongly that we must do everything in our power to save our planet, or our grandchildren will not have a place to live. Let me emphasize that Mary Kay® is an environmental leader because we strongly feel it is the right thing to do.'



Earth Day. Mary Kay® participated in Dallas Earth Day this spring. We shared information on the Mary Kay® green initiatives with approximately 48,000 visitors. Volunteers helped to showcase Mary Kay's biopeanuts and eco-friendly compacts, and discussed recycling initiatives and more!

BOTANICAL EFFECTS™ SKIN CARE

Love the environment? You'll love this news! Soon available, even more eco-chic Mary Kay® products – Botanical Effects™ Skin Care! Here's the scoop on the packaging:

- All tubes contain 50 percent PCR (Post-Consumer Resin*).
- All tubes feature lightweight caps which use almost 30 percent less plastic.
- The freshener bottle is readily recyclable.
- The cartons are made from 100 percent PCRC (Post-Consumer Recycled Content**) and from Forest Stewardship Council®*** - certified materials.

More information coming soon on the exciting Botanical Effects™ Skin Care products which will be packaged for you and your customers in the most Mary Kay® Pink Doing Green® way ever!

- *Post-Consumer Resin This is resin (plastic) that was used by consumers and then recycled for use in a new product.
- **Post-Consumer Recycled Content This packaging is made from material that has already completed its life cycle ready for landfill but is now recycled for another purpose.
- *Forest Stewardship Council (FSC) Being FSC-certified shows compliance with the highest social and environmental standards on the market. As public concern about the state of the world's forests and timber resources increases, FSC provides consumers with a credible solution to complex environmental and social issues.

PINK CHANGING LIVES -OUR PROOFESS SO Far

Mary Kay Inc. is committed to its efforts to change lives for the better. In 2011, new goals were reached and new efforts introduced. Do you realize all you've helped us accomplish?

LIPSTICKS THAT DO A LOT

Now in its fourth year, the *Beauty That Counts*® initiative has truly made special, limited-edition* shades of Mary Kay® Creme Lipsticks into "ambassadors" in our mission to enrich women's lives. Through the sales of this Mary Kay® product during 2008, 2009 and 2010, Mary Kay® has donated just under \$4 million to causes that change women's and children's lives around the world.

This year, you can join Mary Kay® through the purchase of limited-edition* *Beauty That Counts®* Mary Kay® Creme Lipstick. In the U.S., from Sept. 16 – Dec. 15, 2011, \$1 will be donated from each sale of *Beauty That Counts®* Mary Kay® Creme Lipstick to The Mary Kay FoundationSM.



Nature Explore Classroom in Sacramento, Caiif.

HOMES AND HOPE

The Mary Kay FoundationSM has taken up Mary Kay Ash's dream of fighting the tough battles against domestic violence and cancers affecting women. The Mary Kay FoundationSM has helped shelters that combat domestic violence and has awarded more than \$28 million in shelter grants since 2000.

In addition, The Mary Kay Foundation[™] and Mary Kay Inc. are building 13 Nature Explore

Classrooms at domestic violence shelters across the country to allow the power of nature help children learn, play and heal from violence.

Also, since 1997, the Foundation has awarded more than \$15 million in grants to cancer research.

IN CELEBRATION OF WOMEN

To help celebrate International Women's Day, March 8, the Mary Kay® Global Month of Service (from Feb. 8 – March 8), united Mary Kay employees and the independent sales force and their customers. As a result, thousands of volunteers in almost 40 countries volunteered nearly 500,000 hours of community service.



The Global Month of Service resulted in nearly 500,000 volunteer hours.



CREATING CHANGE AT THE CAPITOL

In its ongoing efforts, Mary Kay Inc. and members of the independent sales force lobbied Congress and state legislatures to fund the fight against domestic violence and the Violence Against Women Act.



Austin (left) and Boston (above) lobby days



Atlanta (left), Washington, D.C. (below)



TEAM UP FOR WOMEN!®

The *Team Up for Women!*® Challenge was created to help you, our independent sales force, communicate and share your generosity with the mission of the The Mary Kay FoundationSM of eradicating women's cancers and domestic violence. *Team Up for Women!*® is a great way to showcase your dedication to these efforts and how we can make a difference in women's lives. Thanks to you and your

fundraising efforts, in 2010, the *Team Up for Women!*® Challenge raised \$90,000 to benefit The Mary Kay FoundationSM. Also, you'll be proud to know that since its inception in 2006, the *Team Up for Women!*® Challenge has been able to contribute more than \$1.5 million to these causes.

Women, keep teaming up!

*Available while supplies last november 2011 applause 19

go-give® award

Congratulations to the winners for November 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."



Nancy Beckwith Pearl Independent Senior

Sales Director Began Mary Kay

March 1995

Sales Director Debut February 2003

Offspring one first-line

National Sales Director

Go Give Area

Honors Premier Club qualifier; Star Consultant; Circle of Achievement; gold medal winner; estimated highest monthly unit retail: \$51.378

Personal Lives in Milton, Fla. Husband, Frank; sons: Robert, Luke; daughter, Lindsey

Favorite Quote "'For I know the plans I have for you,' declares the Lord, 'plans to prosper you and not to harm you, plans to give you hope and a future."

- Jeremiah 29:11

Independent Beauty Consultant JoAnn Nelson of Milton,

Fla., says, "I'm one of Nancy's adoptees and when I bring guests or future teammates, she includes them in our success meetings. Right now, Nancy is assisting me in working toward Independent Sales Director-in-Qualification."



Cassandra Hartke Diamond

Independent Senior Sales Director

Began Mary Kay July 1996

Sales Director Debut April 2000

Offspring two first-line; one second-line

National Sales Director Go Give Area

unit retail: \$45.918

Honors Premier Club qualifier; Star Consultant; three-times Sales Director Queen's Court of Personal Sales; Fabulous 50s; gold medal winner; estimated highest monthly

Personal Lives in Fort Mill, S.C. Husband, Brian; sons: Alexander,

Favorite Quote "Within yourself lies everything you ever dreamed of being. Become everything God wants you to be. It is within your reach. Dare to grow into your dreams." - Mary Kay Ash

Independent Senior Sales Director Brenda Mountain of Monroe, N.C., says, "I'm not in Cassandra's unit, but I'm included in her email correspondence with her personal offspring, sharing inspiration and information. She has assisted me so much in my development as an Independent

Sales Director."



Chervl DeChenne-Sheedy

Ruby

Independent Senior Sales Director

Began Mary Kay July 2003

Sales Director Debut August 2009

Offspring one first-line

National Sales Director Go Give Area

daughter, Maddisen

Honors Cadillac qualifier; Star Consultant; Circle of Achievement; estimated highest monthly unit

retail: \$57,893 Personal Lives in Bozeman. Mont. Husband. Ted: son. Justin:

Favorite Quote "What you do is what you believe; everything else is just words." - Peter Lord

Independent Sales Director Sally DeChenne of Indio, Calif.,

says, "While a guest speaker at a women's retreat, Cheryl was asked if she would provide a pampering session. Although she was not being paid to speak and not allowed to sell product to the women, Cheryl conducted a pampering session for 40 women."



Ronnie Fitzpatrick Sapphire

Independent Senior Sales Director

Began Mary Kay March 1977

Sales Director Debut December 1983

Offspring two first-line

National Sales Director Go Give Area

Honors Cadillac qualifier; Circle of Honor; monthly Go-Give® Award winner, January 1991; 15-times Sales Director Queen's Court of Personal Sales: 21-times Circle of Achievement: 12-times Double Star Achievement; estimated highest monthly unit retail: \$59.836

Personal Lives in Gilbertsville, Pa. Husband, Jack; son, Tom; daughter, Colleen; two granddaughters

Favorite Quote "I can do all things through Christ who strengthens me."

- Philippians 4:13

Independent Beauty Consultant Maria Peet of Boyertown, Pa.,

says, "Ronnie honors Mary Kay through her inspiring words and actions! Even when she was ill, Ronnie put together two major charity events for the community, going above and beyond and making time for everyone."



Marla Beddick **Emerald**

Independent Executive Senior Sales Director

Began Mary Kay March 1997

Sales Director Debut July 1999

Offspring five first-line; two second-line

National Sales Director Debi Moore

Honors Cadillac qualifier; Circle of Honor; Consultant Queen's Court of Personal Sales: 10-times Circle of Achievement: Fabulous 50s: gold medal winner; estimated highest monthly unit retail: \$76,626

Personal Lives in Willoughby, Ohio. Husband, Andy; son, Sam; daughters: Faith, Paige

Favorite Quote "This is the day the Lord has made; let us rejoice and be glad in it." - Psalm 118:24

Independent Sales Director Brooke McCann of Beachwood,

Ohio, says, "Marla teaches the Golden Rule and company philosophies by example and has assisted many adoptees up the career path. After asking her for advice, Marla became a great mentor to me."

It's your business, It's your bonus, IT'S YOUR "BUCKS"!

Enjoy flexibility with this monthly bonus program.

Mary Kay always said, "Nothing happens until you sell something."
Now, with the newly enhanced **BizBuilders** program, you're free to take advantage of getting wholesale credit on future orders!
You can use that credit to purchase Section 1 products or Section 2 sales aids to help build your business.
It's up to you! BizBuilders helps you take your

WANT TO GET IN ON THIS?

business and profits to new heights!

- Place a BizBuilders qualified order (minimum \$400 Section 1 wholesale/\$800 suggested retail).
- Receive BizBuilder Bucks (credit) to use on your next BizBuilders qualifying order. The amount of BizBuilder Bucks awarded will be based on the total suggested retail amount of the order.
- Receive Seminar credit at the time BizBuilder Bucks are earned (the first order).
- Think about which Section 1 or 2 products you'd like to spend your BizBuilder Bucks on, and select those products on your next BizBuilders qualified order.
- It's that simple!

OTHER IMPORTANT FACTS TO KNOW

- The Company will send an email when you've earned BizBuilder Bucks and then another email when those BizBuilder Bucks are about to expire.
- The "BizBuilders Report" in myBusinessSM shows your BizBuilder Bucks credit amounts and when they expire.

Visit the Mary Kay InTouch® website for complete details and tools that promote the program!

Visit **Products** > **BizBuilders**.







WATCH A VIDEO ABOUT THE NEW BIZBUILDERS OFFERS!

- 1. Download the free TagReader app at http://gettag.mobi
- 2. Scan this code with your phone.
- Or view online at http://www.youtube.com/ watch?v=CwmkDfPOwrg

MARY KAY®

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INDEPENDENT SALES DIRECTOR THAT YOU CAN BE!

It's a chance to sharpen your skills, create a vision for your Mary Kay business and build friendships that last a lifetime.

Why should you make New Independent Sales Director Education week a priority?

- Specialized education in an intimate classroom environment with the opportunity to learn from top Independent Sales Directors and Independent National Sales Directors.
- Make connections and learn from other new Independent Sales Directors.
- Get your questions answered and meet with Mary Kay corporate staff members. Plus, have a chance to sit at Mary Kay's desk!

And it all fits your budget!

- NO registration fee.
- ALL meals are provided.
- ALL education materials are included for free.
- SPLIT the cost of your hotel room. Once you get to Dallas, we will arrange for you to have a roommate to split the cost.

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Enter "New Director Education" in the search field.







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