

DECEMBER 2008

# Applause®

MK 30

MARY KAY®  
CANADA

Enriching Women's Lives  
[www.marykay.ca](http://www.marykay.ca)

## winter wonders

HOT PRODUCTS TO HELP BREAK THE ICE WITH CUSTOMERS

## illuminate your potential

DURING THE SPARKLE AND SHINE! TEAM-BUILDING CHALLENGE

## create your seminar saving plan

TIPS FROM INDEPENDENT SALES FORCE LEADERS



## december 2008 ordering bonus

# mary kay® stationery set

**Free** with  
a \$600  
wholesale  
Section 1  
order!

by Marijana Klapcic

Nothing says “Thank you”, “Great job!” or “You’re special” more than a handwritten note. Whatever the occasion, the **Mary Kay® Stationery Set** is a unique way to add a personal touch to your message.

The set includes:

- 20 blank loose sheets;
- 15 bilingual “Thank You” cards;
- 15 bilingual “Happy Birthday” cards;
- 15 blank cards; and
- coordinating envelopes.

Each piece of stationery features a contemporary swirl design with metallic pink borders, exclusive to Mary Kay – all neatly packaged in a beautiful reusable box.

So next time you want to wish someone well, do it in true Mary Kay Ash style – with pen and paper in hand!

| MARY KAY® STATIONERY SET*     |                                  |                      |
|-------------------------------|----------------------------------|----------------------|
| Section 1<br>Suggested Retail | Beginning Section 1<br>Wholesale | Number of<br>Bonuses |
| \$1,200                       | \$ 600                           | 1                    |
| \$2,400                       | \$1,200                          | 2                    |
| \$3,600                       | \$1,800                          | 3                    |
| \$4,800                       | \$2,400                          | 4                    |
| \$6,000                       | \$3,000                          | 5                    |
| \$7,200                       | \$3,600                          | 6                    |

\* You can earn the Mary Kay® Stationery Set when you place a minimum \$600 wholesale Section 1 order (non-cumulative) during the month of December. The higher your order, the more bonuses you'll earn, to a maximum of six. Orders must be received between December 1<sup>st</sup> and 31<sup>st</sup>, 2008. Bonus will be applied to your first qualifying order in the month only and is available while supplies last. We reserve the right to provide a bonus substitute at equal or greater value.

## dates to remember

# december

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on December 1<sup>st</sup>.
- 14:** Deadline for orders to be received to guarantee delivery prior to Christmas.
- 15: PREFERRED CUSTOMER PROGRAM** – Last day for customers to take advantage of the Fall/Holiday 2008 Mini Botanical Body Care Set gift with purchase.
- 16:** *Head to Toe* Winter 2008/2009 promotion begins. Check out [www.marykay.ca](http://www.marykay.ca) and your **Mary Kay® Personal Web Site** to see what's new!
- 20:** December Career Car qualifier paperwork due to Company.
- 25: Christmas Day.** Mississauga and Montréal offices closed.
- 26: Boxing Day.** Mississauga and Montréal offices closed.
- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward December production. Online and faxed orders must be received by midnight Eastern Standard Time to count toward December production.

Beauty That Counts™ charitable initiative ends.

### CANADIAN APPLAUSE® MAGAZINE TEAM

**EDITOR** Heather Watterworth

**EXECUTIVE EDITOR** Debra Joseph

#### CONTRIBUTING WRITERS

Marijana Klapcic, Andrea Lepore, Heather Watterworth

**FRENCH VERSION** Nicole Dagenais, Jennifer Ocquidant, Marie-Claire Pascuttini

**ORDERING BONUS PHOTOGRAPHY** Lorena Arcilla

**PRODUCTION INTERN** Karen Li

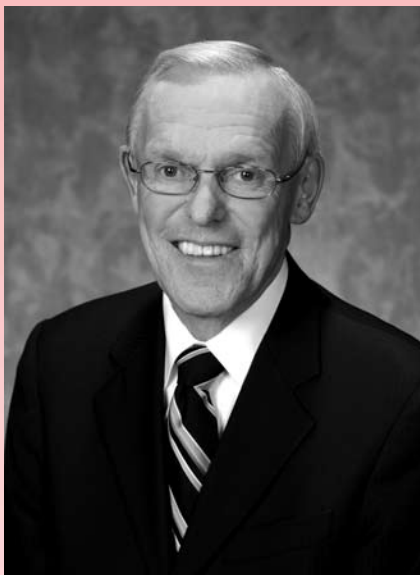


MARY KAY COSMETICS LTD. IS A MEMBER OF THE DIRECT SELLERS ASSOCIATION (DSA) AND THE CANADIAN COSMETIC, TOILETRY AND FRAGRANCE ASSOCIATION (CCTFA).

APPLAUSE® MAGAZINE IS A JOINT PROJECT BETWEEN MARY KAY COSMETICS LTD. (CANADA) AND MARY KAY INC. (USA).

CANADIAN POSTAL AGREEMENT NUMBER: 40069444

PRINTED IN CANADA.



# from the **president**

Dear Mary Kay Family,

It's a truly magical time of year. Love, peace and hope shine brightly, inspiring us to give of ourselves and embrace the blessings in our life. I hope that you'll take time to honour Mary Kay Ash's philosophy of balanced priorities so you can share this special season with your family and friends – and enjoy a well-deserved break.

As 2008 comes to a close, there are so many wonderful things we can reflect upon in the world of Mary Kay. This year has been one of celebration, as Mary Kay's dream opportunity has been capturing the hearts of women around the world for 45 years. The success of our first global Beauty That Counts™ corporate social responsibility campaign is a perfect summation of all that the Company has become – and a clear indication of an even brighter future ahead.

Mary Kay loved the holiday season because it offers a chance to renew our belief and faith in ourselves and in the possibility of a better world. Can you think of any greater way to contribute to a better world than by sharing the opportunity? I encourage you to live the holiday spirit of giving and sharing all year long, just as Mary Kay did. Remember, the Mary Kay opportunity is one of the great gifts you possess – and all that you send into the lives of others will come back into your own. I believe in your ability to pass it on!


May your holidays be bright with happiness and your New Year rich in blessings.

Warmest regards,

Ray Patrick, President  
Mary Kay Cosmetics Ltd.



## Find *Applause*® magazine extras online!

When you see this mouse pictured throughout *Applause*® magazine, know that you can also find more information on the MKOC! 

**ON THE COVER:** Cover model Susan is wearing Mary Kay® Mineral Eye Color in Blue Metal and Navy Blue, Mary Kay® Eyesicles® Eye Color in Vanilla, Mary Kay® Eyeliner in Navy and Mary Kay® Liquid Eyeliner in Black. Mary Kay® Mineral Cheek Color in Shy Blush adds softness to the face and lips are subtle with Mary Kay® Lip Liner in Cinnamon, Mary Kay® Creme Lipstick in Sheer Blush and Mary Kay® NouriShine® Lip Gloss in Starry.

### PAGE 4 *flawless finish*

A flawless face is possible with new Mary Kay® Concealer!



### PAGE 8 *a must-have favourite*

Fall in love with Mary Kay® Extra Emollient Night Cream all over again!



### PAGE 10 *sparkle and shine!*

Shine up your team-building skills and illuminate your potential with this new challenge.



# concealed to perfection

New regular-line Mary Kay® Concealer provides powerful coverage with seven new shades and dynamic packaging.

Concealers have been made over! The new shade lineup offers the concealer formula you and your customers already love in seven new natural, skin-tone shades for easy identification and matching. And the new black tube features a larger flat cap, so it's easy to use when you're on the go.

**Mary Kay® Concealer \$12.50 each**

## concealing truths

The first step to creating a perfect finish begins with concealing imperfections. Here's how to transform those tell-all truths into best-kept beauty secrets.

| Tell-All Truth          | Best-Kept Beauty Secret   |
|-------------------------|---|
| <b>Blemishes</b>        | Banish blemishes by choosing a concealer shade that matches your customer's skin tone and foundation. Apply a light "veil" of concealer directly to the blemish and use the ring finger to lightly pat around the edges to blend.             |
| <b>Minor Scars</b>      | Dab moisturizer only on the scar and apply a thin layer of powder that matches the skin tone; then apply concealer directly to the scar. Use the ring finger to pat the edges and blend. Follow with a light dusting of powder to set.        |
| <b>Redness</b>          | Neutralize redness on ivory and beige skin tones with yellow concealer. Always dab foundation over a concealed area to keep it from smudging – and set with powder.   |
| <b>Dark Eye Circles</b> | Apply Mary Kay® Concealer along the bottom edge of undereye dark circles and extend up. Be sure to include the inside corners of the eyes. Avoid getting concealer below the dark circles, or you'll lighten the skin you're trying to match. |



## quick q&a

### Why is Mary Kay launching new shades?

Based on independent sales force and consumer feedback, the new concealer shades have been modified to better match our foundation shades and correspond with our current shade matching system.

### What is the new use-up rate?

For an average user who applies the product once daily, the use-up rate is approximately four months.

### Why has the packaging changed?

We heard you! The new larger, flat top cap is easier to screw on – and not-so-easy to lose. Plus, the new black packaging is part of our re-branding strategy for all product, so it coordinates beautifully with other Mary Kay® colour cosmetics.

You'll also want to note that the new **Mary Kay® Concealer** tube now holds 8.5 grams of product, instead of 14 grams, to increase use-up rates and the frequency of reorders.

### What can I say to my customers who ask about the new size and price?

**Mary Kay® Concealer** hasn't had a price increase since 1996. Also, concealers offered in the competitive marketplace range from \$14.50 to \$25 for prestige brands, and \$5.49 to \$10.39 for mass brands. At \$12.50 per tube, **Mary Kay® Concealer** is an excellent value.



# an eye-opening offer

You asked for it – you got it! We've had many requests to bring back the popular travel-sized version of **Mary Kay® Oil-Free Eye Makeup Remover**. And here it is!

DECEMBER 16<sup>TH</sup>, 2008 – MARCH 15<sup>TH</sup>, 2009

## everyday eye essential

With every purchase of a retail-size **Mary Kay® Oil-Free Eye Makeup Remover** (\$17.50 suggested retail), you'll receive a travel-sized **Mary Kay® Oil-Free Eye Makeup Remover\*** FREE – to reward your brand-loving customers! As you already know, this is one product no makeup bag should be without!

## how to promote this special offer

All of your customers are sure to want to know about this offer, so start spreading the word. You can:

- **Provide your customers with a copy of the Winter 2008/2009 issue of *The Look*.** There's a special ad promoting the offer inside!
- **Download the promotional flyer** to place in orders and display at skin care classes and *ColourInsider* parties.
- **Find a PDF version online:** MKOC > Resource & Reference > Publications 
- **Show guests during *ColourInsider* parties** that Mary Kay® Oil-Free Eye Makeup Remover removes even waterproof makeup in the blink of an eye.
- **Let customers know they can place an order for oil-free eye makeup remover through your Mary Kay® Personal Web Site** – and you'll deliver the FREE travel-sized version with their order.

Please note that the travel-size and retail-size bottles are not packaged or bundled together as a set. So for a super stylish delivery, just use a small merchandising bag available on Section 2 of the Independent Beauty Consultant Order Form!

## beauty in a blink

- Oil-free eye makeup remover features two main ingredients that work together to remove eye makeup without rubbing, pulling or tugging.
- The top phase removes waterproof eye makeup, while the bottom phase removes non-waterproof eye makeup.
- To use, shake the bottle well and apply a small amount to a cotton ball or pad. Then, gently wipe away all traces of eye makeup. It's that easy!

## customers love it

The oil-free eye makeup remover removes my mascara with ease and leaves my skin feeling soft.

- Reynelle T., Plympton, NS



# love your lips

Lips will love these products that offer colour, moisture and shine for a perfect pucker. Stock up now for Valentine's Day sales so sweet you could smooch 'em!

## fragrance + gloss = fun

If you love sheer fragrance and subtle lip gloss, here's the perfect combo – the limited-edition **Simply Chic Fragrance/Lip Gloss Duo\***.

One side features interchangeable mini rollerball vials of each fragrance in the **Mary Kay® Eau de Toilette Fragrance Collection**. And the other side features super subtle **Mary Kay® NouriShine™ Lip Gloss** in **Starlet Kiss** – a shimmery limited-edition shade that absolutely everyone can wear.

And it all comes in a perfectly chic little gift box that can be used again and again. Talk about putting the fun in *functional*!

**Simply Chic Fragrance/Lip Gloss Duo\*** \$40

## how to

Simply insert a rollerball vial of **Mary Kay® Eau de Toilette Fragrance** in **Sparkling Honeysuckle™**, **Simply Cotton™**, **Exotic Passionfruit™** or **Warm Amber™** (each included) – depending on your mood at the moment – and you're good to go. Then apply the lip gloss as needed. Two great products with all-in-one fun!



## colour you can count on

What's not to love about **Mary Kay® Creme Lipstick**? The long-wearing, stay-true colour glides on with a lightweight, creamy texture, providing a veil of protection against moisture loss and delivering maximum colour impact that lasts.

And with 32 stunning shades to choose from, your customers are sure to fall head over heels for more than just one!

**Mary Kay® Creme Lipstick \$16.50 each**



**Mary Kay® Creme Lipstick** will begin featuring "colour buttons" on the end of each tube to help your customers quickly identify the shade – whether it's in their purse or on the counter. That means they don't have to open each tube to see the colour inside!

Smart and chic!

## satin kisses

This limited-edition **Satin Lips® Gift Set** is your remedy for banishing dry, peeling lips.

**Satin Lips® Lip Mask**, with miniature buffing beads, effectively exfoliates dead surface skin cells that cause lips to appear dull and lifeless. **Satin Lips® Lip Balm** is an amazing moisturizer – clinical results show that a single application moisturizes lips for at least six hours.

Packaged in a trendy gift box, this set is sure to give lips a lovely lift! Plus, your customers will save \$4 on the regular price of the set.

**Satin Lips® Gift Set\* \$26**



\$10

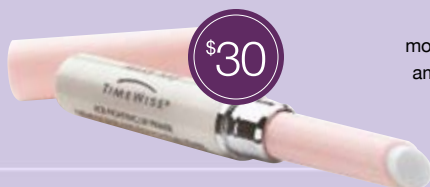
## even more to smile about

### POUT PROTECTOR

Keep lips protected and guarded from the drying effects of the sun and wind with **Mary Kay® Lip Protector Sunscreen SPF 15**. Apply at least 15 minutes before sun exposure – and reapply every one to three hours, as needed.

### LINE LICKER

Kiss lip lines goodbye with **TimeWise® Age-Fighting Lip Primer**! Create healthier-looking lips by reducing the appearance of fine lines and wrinkles with light-diffusing microspheres. TimeWise® Age-Fighting Lip Primer also extends lipstick wear – and prevents lipstick and lip gloss from feathering and bleeding.



\$30

### PRECISE PUCKER

Perfectly define lips with **Mary Kay® Lip Liner** featuring a retractable pencil that never needs sharpening. This smooth, creamy formula in 11 gorgeous shades is waterproof and the package is colour-coded to help you find the exact shade you need.

### GLOSSY GRIN

**Mary Kay® NouriShine™ Lip Gloss**, with moisturizers and conditioners, leaves lips feeling amazingly soft and supple. The superlight, non-sticky formula includes vitamins A and E. Available in ten fabulous shades.



\$17.50

\$15





Get the set that everyone will want. A must-have favourite!

Brand-lovers rejoice! One of Mary Kay's all-time favourite products – **Mary Kay® Extra Emollient Night Cream (EENC)** – is back, for a limited time, in a jar. And if that news makes you want to jump for joy, go right ahead – because for 45 years, women around the world have fallen head over heels for EENC.

That's why we're excited to introduce the **I ♥ EENC Set\***. This coveted, limited-edition set with pink and black packaging includes one jar of Mary Kay® Extra Emollient Night Cream (68 g) paired with a sampler-size tube (11 g): a generous size for home and a perfectly portable size for the girl on the go! And both come packaged in a limited-edition pretty pink box. So now your customers never have to be without the product they love!

**\$25**

### did you know...

Extra emollient night cream helps maintain the natural moisture of the skin and replenishes hydration in dry areas. It forms a protective shield to minimize moisture evaporation and allow increased hydration of dry areas on the face, hands, elbows, knees and feet. A beauty basic for dry skin sufferers – and anyone who needs a little more moisture during chilly winter months!

### more reasons to ♥ eenc

- ♥ Extra emollient night cream is one of the best-selling Mary Kay® products of all time. **It's been a part of the product line since the Company was founded in 1963.**
- ♥ This product is **specially formulated for extremely dry areas of the skin.**
- ♥ Factors like temperature, humidity, age and hormones can upset the skin's moisture balance.
- ♥ Oil and moisture are two different things. **Oily skin can be as dehydrated as dry skin.**

### application tips

Apply a small amount to clean skin after your regular moisturizer as needed, but only use in the evening. For added hydration, dampen skin with water prior to applying.





# refresh & renew

A new foaming cleanser offers an additional cleansing option to the **Mary Kay® Body Care Collection**.

## basic clean

You asked for it – you got it! New regular-line **Mary Kay® Body Care Collection Shower Gel** in **Lotus & Bamboo** and **Red Tea & Fig** presents tantalizing scents in an everyday shower gel that gently cleanses skin with a soft, foaming lather.\* This product was designed to meet the needs of consumers who prefer a basic cleanser without exfoliation. The shower gel is packaged in a clear, 192 mL tube.\*\*

**\$18 each**

The Mary Kay® Body Care Collection is so refreshing and energizing! It feels great on the skin – and both flavours smell incredible. Their unique scents wake up the senses, reminding you that you're alive, energized – and ready to take on the new year!

– **Michelle Summach-Goetz**  
Independent Sales Director



## complete regimen

Those who want to transform an everyday experience into an extraordinary one will love the entire Mary Kay® Body Care Collection!

### 1. Mary Kay® Loofah Body Cleanser (\$24 each)

Gentle enough to use everyday – on even the most sensitive skin – the exfoliating complex in the loofah body cleanser is infused with tiny bits of natural loofah fibre to remove surface impurities and restore skin to its natural radiance. A true winter wonder!

### 2. Mary Kay® Nourishing Body Lotion (\$26 each)

With a nutrient-rich mix of botanicals, nourishing body lotion leaves skin feeling nourished and moisturized. Dryness disappears as emollient sunflower oil conditions skin. Mildly cooling, this lightweight formula also includes vitamin E – a powerful antioxidant. Used often, it's sure to revive the driest skin!

### 3. Mary Kay® Deo Body Spritzer (\$28 each)

When winter spirits need a boost, Mary Kay® Deo Body Spritzer can help! The deo body spritzer freshens and deodorizes skin. Plus, it's light enough to indulge in several times a day.

\* You'll want to note that the new shower gels do not contain botanical ingredients and therefore do not offer the same skin care benefits as Mary Kay® Loofah Body Cleanser.

\*\* Due to a packaging error, the first-run production of the Mary Kay® Shower Gel tube was incorrectly filled with 236 mL, versus the correct 192 mL tube. However, the labels on the first-run tubes are marked as 192 mL. That means that your customers who receive a tube from this initial run will actually receive 236 mL of product instead of the 192 mL that is marked. The packaging error has been corrected, and once fully implemented, all Mary Kay® Shower Gels will come in the appropriate 192 mL tube. You may want to tell your customers who receive the larger tube about the discrepancy in preparation for their reorder. And of course, we apologize for any inconvenience this may cause.

# shine up your team-building skills!

Do your team-building efforts need extra sparkle? Then here's your chance to shine!

During the *Sparkle and Shine!* Team-Building Challenge, you can earn a complete set of beautiful pearl and crystal jewelry that will help you sparkle and shine like the star you are. Just check out how you can earn rewards and recognition!



## ADD:

## EARN:

1

qualified\*  
new personal  
team member



- a genuine freshwater pearl and crystal necklace.

2

qualified\*  
new personal  
team members



- the necklace; and
- a coordinating genuine freshwater pearl and crystal bracelet.

3

qualified\*  
new personal  
team members



- the necklace;
- the bracelet; and
- a pair of coordinating freshwater pearl and crystal earrings\*\*.

Plus, there's special motivation for the new team members you add during the contest period! Each qualified\* new Independent Beauty Consultant will receive the genuine freshwater pearl and crystal earrings\*\* just for being part of your new team.

What's more, when you add at least one new qualified\* team member during the *Sparkle and Shine!* Team-Building Challenge, you'll be recognized at Career Conference 2009 with a namebadge ribbon, onstage recognition and an invitation to the *Sparkle and Shine!* special luncheon.

-AL

\* A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 production, and is received during the promotion period.

\*\* Available in pierced earrings only.



## talk it up

With the *Sparkle and Shine!* Team-Building Challenge as a motivator, now's a great time to shine up your team-building skills with these illuminating tips.

Skin care classes and parties offer the best places to find prospective team members, as Mary Kay Ash herself said. But you can't be shy about telling women about what makes this business opportunity so great!

Why not start by sharing what you love about your Mary Kay business and how it benefits you the most? Maybe you love the flexibility, the income or the sisterhood. Your story is important and should be told.

Before every skin care class, ask the hostess which one her guests might be interested most in the business opportunity. At the close, consider giving this person some additional information about the business opportunity.

And like Mary Kay Ash always did, be sure to reward your hostess if any one of her guests becomes a team member. Remember, appreciation goes a long way!



## tips from the top: how to make your business sparkle

by Andrea Lepore



As any successful Mary Kay independent sales force member knows, sharing this exciting opportunity is the best way to shine. **Independent Future Executive Senior Sales Director** – and Queen of the Court of Sharing at Seminar 2008 – **Donna Melnychyn**, says that “giving our job away” is the best way to perpetuate Mary Kay’s

dream of enriching women’s lives.

“I encourage team-building as soon as I meet with a brand new Independent Beauty Consultant,” she says. “And I find that the most successful Independent Beauty Consultants team-build in their first 30 days of business, usually sharing their experience with a ‘buddy’.”

Donna says this “tag team” relationship “goes a long way in supporting each other through the ups and downs of launching a home-based business. These Independent Beauty Consultants are considerably more dedicated to developing their Mary Kay business for the long term.”

Although team-building is an important part of any successful Mary Kay business, the “where” and “how” might be a bit daunting for a new Independent Beauty Consultant. So, just how do you find new team members?

“On average, you’ll have one new team member for every eight women that participate in a skin care class. So putting product on faces and using the full-circle selling formula is the optimum way to build a solid team,” says Donna, emphasizing, “there are no short cuts! There are prospects at every skin care class. We build relationships first; sell product second; and then offer the opportunity so that our team members are, first and foremost, loyal customers.”

Donna has her own special formula to team-building success – one she fully encourages her unit members to follow.

1. **Timing is everything – hers, not yours.**
2. **Consistently holding three NEW selling appointments each week creates new clients and, ultimately, interview opportunities.**

“Independent Beauty Consultants who use this formula are more likely to be consistent quarterly Star Consultant achievers, with at least one to two new team members each month,” she says. “It’s essential that we constantly add new bookings, new customers and new prospect interviews. After all, embracing selling and team-building is the most proven way to build a strong business.”

Although it’s always easier to render advice once you’ve reached the top, Donna knows that everyone has to start somewhere. And that’s exactly why she shares her I-Story anytime she’s in front of an audience.

An essential element in building relationships – and the cornerstone of any successful Mary Kay business – the I-Story allows an Independent Beauty Consultant to connect with her customers and potential team members on a truly personal level.

“It provides insight into who I am, why I began my Mary Kay business, and what I love about my Mary Kay life, like the fabulous rewards I’ve enjoyed and experienced. It’s an integral tool to teach Independent Beauty Consultants to feel comfortable talking about themselves. Plus, it helps to choose relevant points of interest that are delivered in a concise, enthusiastic way,” she says.

Starting your journey on the career path might be daunting at first, but by making it your goal to build a team, you’ll add sparkle and shine to your Mary Kay business – with success in the stars!

### *sparkle and shine!* product sets

Just for fun, you may want to promote these shimmery product sets during the *Sparkle and Shine!* Team-Building Challenge. Consider introducing the sets at *ColourInsider* parties – they’re a great lead-in to talk about the challenge and mention that anyone who becomes one of your qualified\* team members during the contest period will receive the pearl and crystal earrings from the Company.



#### **Ivory/Beige Skin Tones**

- Mary Kay® Mineral Highlighting Powder in Pink Stardust, **\$15**
- Mary Kay® Eyesicles Eye Color in Vanilla, **\$13**
- Mary Kay® NouriShine™ Lip Gloss in Starry, **\$17.50**




#### **Beige/Bronze Skin Tones**

- Mary Kay® Mineral Eye Color in Amber Blaze, **\$7.50**
- Mary Kay® NouriShine™ Lip Gloss in Berry Sparkle, **\$17.50**
- Mary Kay® Mineral Bronzing Powder in Canyon Gold, **\$15**



#### **TimeWise® Microdermabrasion Set**

Why not recommend this set as a great add-on to help get skin prepared to sparkle and shine all winter long!  
**\$60 (a \$70 value)**

Seminar 2009 will be here before you know it! Are you making steady progress toward your goals? Are you close to reaching new achievements? Make sure you stay on track for success by reviewing the rules for the Seminar 2009 courts and all the other contests and challenges. Find all you need to know to meet your goals in the *Contests & Rewards* section of the MKOC! 

## it's never too early to start saving for seminar!

BE AN EARLY BIRD AND YOU'LL SHINE ON!



by Andrea Lepore

It's said that good things come to those who wait. But when it comes to saving for Seminar, **Independent National Sales Director Gail Adamson** is a firm believer in the old adage "the early bird gets the worm".

"It's so important to start saving for Seminar early. Breaking the total amount down to a regular monthly commitment makes it easier to manage the related costs – especially for those who have to fly to Seminar,"

says Gail.

Gail says having the money set aside early is a must for those considering attending Seminar because "it's all too easy to make the excuse 'I can't afford it' and deny ourselves the essential experience of Seminar".

As Mary Kay Ash believed, like so many important things in life, saving for Seminar takes a plan – and saving an allotted amount each month is key. According to Gail, that means starting your Seminar savings plan as early as September. If you haven't started saving yet, Gail's got a plan to get you there – with cash to spare!

"I recommend setting aside any commissions you earn for Seminar. In my early years, I found that in so doing, I always had the funds necessary to attend all the important Mary Kay events – including Career Conference, Leadership Conference and, of course, Seminar," she says. "Even if you only start this month, it's amazing how even as little as \$100 a month could give you \$800 toward Seminar expenses."

Gail says this approach also motivated her to share the Mary Kay opportunity – and helped her own team members build their business, too.

But what if you're an Independent Beauty Consultant just starting her business? Gail has this advice to offer.

"My suggestion is to put away \$20 from every skin care class, facial or *ColourInsider* party you hold. Two double facials each week equals \$40 per week – multiply that by 8 months, and you'll have set aside about \$1,200 toward Seminar! Or try saving 20% of your facial, class or party – a \$100 event can equate to \$20 toward your savings goal," she adds.

With a little foresight and some hard work, attending Seminar – and shining like the star you are – is as good as done!

part 2 of 3!



seminar2009  
JULY 26<sup>TH</sup> – 29<sup>TH</sup>

## more reasons to share the dream!

This year, when you share the dream of Mary Kay and achieve the Queen's Court of Sharing at Seminar 2009 with at least 30 qualified new personal team members, you'll receive a \$1,500 cash reward to spend as your heart desires!

And to motivate you to share the dream, here's how some of our 2008 *Share The Dream* achievers spent their reward.

**Independent Senior Sales Director Alexis Glabus** of Vernon, BC, found a perfect fit – both financially and fashionably – for her reward.

"I put some of my cheque in savings to reinvest in my Mary Kay business – therefore reinvesting in myself. And, of course, as any girl would, I bought a cute pair of shoes!"

And **Independent Future Executive Senior Sales Director Mary Ogunyemi** of St. John's, NL, used her well-earned reward to girl-it-up.

"As soon as I received my cheque, I was ready to have fun with it – so while at Seminar 2008, I bought my Awards Night gown for Seminar 2009," shares Mary. "I look at it each and every day to inspire me to reach my Seminar goals. And when I arrived home, I pampered myself with a massage, manicure and pedicure. Of course, I also enjoyed fun family time!"

So the question is... *how will you spend yours?*

-AL



IF YOU'RE STILL TRYING TO FIND TIME TO VISIT THE MARY KAY® ONLINE COMMUNITY ON A REGULAR BASIS, IT'S TIME TO PLUG IN!

The **MKOC** is your online resource for everything Mary Kay – from business tools and education to beauty tips and inspiration. Consider making time in your schedule – just as you would any business appointment – to read, learn and motivate yourself to new heights in just a few clicks!

Check out the MKOC by visiting **www.marykay.ca** (our consumer-focused Company Web site) and clicking on *MKOC Login*. First-time visitor? All you need to log on and stay in the loop is your Independent Beauty Consultant number!

## every day

### • Customer Orders

Stay on top of orders received through your Mary Kay® Personal Web Site by checking often.

*Find it: MKOC > My Personal Web Site > Customer Orders*

### • Late Breaking News

Check in on *Late Breaking News* for need-to-know updates on product, promotions, events and other industry news. A must visit for every independent sales force member!

*Find it: MKOC > Late Breaking News*

### • Web Reporting

Track your success using this convenient business management tool.

*Find it: MKOC > Online Tools > Web Reporting*

### • Order Status

Find out when your inventory order will arrive at your door.

*Find it: MKOC > Online Tools > Web Reporting > Order Status*

## every month

### • Podcasts

New podcast titles are available on the 1<sup>st</sup> of every month.

*Find it: MKOC > Career Development > Education*

### • Ordering Bonus

Get motivated by a new reward on the 1<sup>st</sup> of every month.

*Find it: MKOC Home Page*

### • Recognition

Why wait for *Applause*® to arrive? See your previous month's achievements on the 15<sup>th</sup> of every month.

*Find it: MKOC > Late Breaking News*

### • Applause® Magazine

Download past issues or preview the latest – plus get easy access to all the MKOC links we referenced.

*Find it: MKOC > Resource & Reference > Publications*

### • Workshops & Events

Connect and be inspired at workshops and events held by your sister independent sales force members. Updated on the 1<sup>st</sup> of every month.

*Find it: MKOC > Late Breaking News*

## every quarter

### • Go-Give® Award

Get inspired by those who are giving back – and honour this Mary Kay tradition by submitting a nomination.

*Find it: MKOC > Inspirations > Go-Give® Award*

### • Product Promotion

Learn how to make the most of the quarter – from great gift ideas to party preparations and online exclusive desktop wallpaper and screensavers.

*Find it: MKOC > Product & Promotions > Winter 2008/2009 Promotion*

### • Contests & Rewards

Set yours goals and plan to achieve them. There's a new opportunity for recognition almost every quarter!

*Find it: MKOC > Recognition & Special Events > Contests & Rewards*

### • Preferred Customer Program

Enrol your customers each quarter, save and manage your customer list and reference the current program's schedule.

*Find it: MKOC > Online Tools > Preferred Customer Program*

### • Mary Kay® Personal Web Site

Change up your Mary Kay® Personal Web Site home page – and see what's new – each and every quarter.

*Find it: MKOC > My Personal Web Site > Manage My Web Site*

KEEP THIS CLIP-AND-SAVE CHART CLOSE TO YOUR COMPUTER – AND YOU'LL HAVE NO PROBLEM STAYING UP-TO-DATE ON ALL THAT'S NEW. WANT A PRINTABLE VERSION? VISIT THE PUBLICATIONS SECTION AND CLICK ON APPLAUSE® MAGAZINE.

# news&updates

Compiled by: Marijana Klapcic and Heather Watterworth

## mark your **calendars!**

With half the Seminar year already behind us, your current schedule is likely booked – so what better way to plan ahead than with the new **2009 Mary Kay Bilingual Date Book**?

The stylishly sleek and fabulously functional new date book is a great way to stay on track in your business. The date book fits neatly into its accompanying black faux leather holder with a pretty pink bookmark – and to keep organization at your fingertips, the set also includes a coordinating black pen. The front pouch is roomy enough to hold an issue of *The Look* and business cards – ensuring all of your business tools are there when you need them.

This perfectly professional tool will help you track your Six Most Important Things, sales goals and expenses – each week! The 2009 Mary Kay Bilingual Date Book is a must-have for every Mary Kay Independent Beauty Consultant on the go!



-MK

### **2009 Mary Kay Bilingual Date Book \$15**

Limited-edition, while supplies last.



## steps to success brochure now available in chinese

We're thrilled to tell you that we have another tool available for our Mandarin- and Cantonese-speaking independent sales force members – the *Steps to Success* Career Path Recognition Guide. This useful guide discusses the Mary Kay career path, breaks down the commission structure and provides information on some of the incentive programs.

To download your copy, simply log on to the MKOC and select the Chinese language icon at the top right of the screen. While you're there, be sure to check out all the fantastic new updates to the Chinese MKOC! You'll notice that beside every Chinese heading, we've included the English translation – making navigation that much easier! So now when you want to share information with a team member who speaks English but requires a Chinese language document, they'll be able to easily locate and download the information.

As our multicultural market continues to grow, we'll continue to provide you with all the business tools and resources to lead you on your path to success!

-MK



**Find it online:**

MKOC > Select the Chinese language icon at the top right of the screen.

## download december podcasts of the month

Have you checked out the Media Library on the MKOC? It's the newest way the Company is providing flexible, customized learning opportunities to help you grow yourself and your business.

You can download recorded messages from our Founder, independent sales force leaders and choose from popular Mary Kay educational tools previously available only on CD – such as *Set the Pace for Success* and *Money Matters for Dream Achievers*.

Once you've downloaded these audio teachings, you can listen to them whenever and wherever you choose – be it in on your computer, in your car or on your portable media player (such as an iPod or your cell phone).

Be sure to visit on the first of each month to access new podcasts! Here's just a selection of what you'll discover in December:

- *Golden Rule Customer Service* (English only)
- *The Heart of the Leader* (English only)
- *Une équipe gagnante* (French only)
- *La vitesse du leader* (French only)

-HW



**Find it online:**

MKOC > Career Development > Education > Media Library





## everyday elegance

This quarter, hostesses are sure to love this go-with-anything black quilted tote with black patent accents.

With a pink lining, pockets inside and out for beauty stashables and an adorable pink and chrome daisy keychain accessory, it's a fashionista's dream.

And at 14" tall, 18" wide and 8-1/2" deep, this tote can maximize its potential as the perfect briefcase, weekend bag, gym bag or diaper bag!

-HW

### Everyday Tote With Keychain \$15

Limited-edition, while supplies last. Limit of five (5) per Independent Beauty Consultant per order. Please note that beginning with the Winter 2008/2009 promotion, the limit of five (5) Hostess Gifts per order will only be applicable to the new limited-edition gift for the current quarter. Ordering for all other gifts will be unlimited, while quantities last, on a first-come/first-serve basis.



During our 30<sup>th</sup> anniversary year, we've celebrated Mary Kay Ash's vision by bringing even greater focus to the positive values on which our Company was built and that fill the hearts of millions of Mary Kay independent sales force members around the world. This is the final installment in our Embracing The Legacy feature article series. We hope they've motivated you to embrace Mary Kay Ash's legacy – and that you'll continue to live our core values in your business and in your life each and every day.

## people & love

← Final article in the series!

Mary Kay Ash was fond of saying that at her Company, P&L didn't necessarily mean just profits and losses. "Of course I'm concerned about [them]," she once said. "I just don't give [profits and losses] top priority. That's why I say, 'P&L means people and love'."

People and love were indeed top priorities for Mary Kay, and today, they remain the Company's most important assets.

It goes without saying that people are fundamental to the growth and the success of the Mary Kay business opportunity around the world. When you build relationships based on the Golden Rule, not only will you enrich the lives of others – you'll enrich your own life.

And it's the love you contribute to those relationships – with your mentors, your customers, your team members and your family – that will light the path to your ultimate achievements.

"Your career will blossom in proportion to the measure of care and love you send into the lives of others," said Mary Kay.

So where will you plant love seeds to reap the rewards of a richer life in 2009 – and beyond?



-HW



Find the complete Embracing The Legacy article series online:  
MKOC > Inspirations > Embracing The Legacy.

## sharing samplers

During the holiday season, be sure to thank your customers for their loyal support over the past year. Samplers make great thank you gifts and fun little extras! And with the new *Sample Anything!* Card, now you have one convenient, professional way to offer samplers to your customers all year round!

The *Sample Anything!* Card holds everything from fragrance towelettes to Satin Hands® Pampering Set sampler packettes all in one place for a professional presentation. Each card features the benefits of the TimeWise® Miracle Set, the TimeWise® Microdermabrasion Set and the Satin Hands® Pampering Set. And to encourage action, the *Sample Anything!* Card also includes one customer service card that can be redeemed for a complimentary facial or colour consultation from you – plus one to share with a friend.

Why not take the time to share a few starting now?

-MK

**Sample Anything! Card \$3 (pack of 10)**



# a dream worth working for

WHEN MARY KAY ASH STARTED HER DREAM COMPANY, SHE PROMISED TO RECOGNIZE AND MOTIVATE HER INDEPENDENT SALES FORCE – SOMETHING SHE FOUND TO BE LACKING IN OTHER CORPORATIONS. SO SHE CAME UP WITH WHAT ARE KNOWN AS “CINDERELLA GIFTS” – ITEMS WE’D LOVE TO HAVE, BUT WE WOULDN’T LIKELY BUY FOR OUR SELF.

*by Marijana Klapcic*

**Independent Senior Sales Director Susan Bannister** of Riverview, NB, didn’t have to wait for a dashing prince to hand deliver her prized “Cinderella gift” – the 2008 Top Director Trip to Beijing and Hong Kong – because she earned it through self determination and the help of a dedicated, focused, hard-working unit.

As a first time Top Sales Director Trip attendee – which she achieved as the #8 Independent Sales Director in Canada at Seminar 2008 – Susan couldn’t believe her dream had finally come true. It was the pinnacle of her success. Proof that with motivation, persistence and great leadership skills, you can achieve anything you set your sights on.

“Earning the Top Director Trip had been a goal for years. And although the destination was not so important to me, everything about the trip to China was magical – more amazing than I ever imagined!” exclaims Susan.

However, the most thrilling part of the experience for Susan was being able to share it with her “best supporter”: her husband, Mike. “We both enjoyed getting to know the other top Independent Sales Directors and their spouses,” she adds.

## FAIRYTALE EXPERIENCES

Still awestruck by the entire trip, Susan has a lifetime of memories from what she describes as “an over-the-top, fairytale experience – from beginning to end.”

From the moment they were greeted upon arriving with a breathtaking bouquet of 30 bright pink roses to the police-escorted excursion to the Great Wall of China and the formal, catered meal on their own private section of the Great Wall – for one week, Susan and Mike knew what it felt like to be treated like royalty.

“Mary Kay actually secured permission from the Chinese government to close off an area of the Great Wall of China – just for us!” beams Susan. “Imagine having 16 white-gloved waiters



---

**IT WAS A TEAM EFFORT  
THAT EARNED US THIS  
DISTINCTION.**

---

serving you lunch on fine china and linens, under an elegant canopy, while drinking in the spectacular views from the top of a mountain.”

For the top Independent Sales Directors, the star-studded treatment didn’t end there. The gala evening – held in the Tibet Hall at the Great Hall of the People at Tiananmen Square – can only be described by Susan as surreal.

“This is where government meetings are held, and where the heads of state convene – and Mary Kay celebrated with a gala evening. It’s unbelievable, but true!” says Susan. “A police escort delivered us to the front door, where we were greeted by Chinese gentlemen who walked us through the entrance with umbrellas so the light rain wouldn’t hit our heads. Once inside, a darling group of three-year-old children, dressed in traditional Chinese costume, greeted us with flowers. A 13-course meal followed, along with an evening of entertainment – steeped in Chinese culture,” describes Susan.





## JOURNEY TO THE TOP

With all its dreaminess, this moment was all part of a longer journey for Susan – one that started with a goal to be an excellent Independent Beauty Consultant. Susan's goal blossomed into a business, with a foundation built on a strong customer base, Golden Rule customer service and a solid unit with a consistent work ethic.

"It feels extremely gratifying to be one of Canada's top ten Independent Sales Directors – and it's even more exciting to be able to share the pride with my fabulous unit members!" exclaims Susan. "After all, it was a team effort that earned us this distinction."

Of course, Susan's goals didn't end in China. Next on her list? The 2009 Top Director Trip to Maui. "However, my ultimate dream would be to experience a Top Director Trip alongside one of my offspring Independent Sales Directors – just as Josée D'Anjou did this year with Nathalie Delisle."

For those of you who go to bed each night dreaming of attending a Top Director Trip, hold on to that dream and never lose sight of it. As Mary Kay Ash so often reminded us, "whatever you believe, you can achieve." It can happen to you!

"To be able to experience the Top Director Trip firsthand is worth every action, every step and the pleasant persistence. It's a dream worth working for!"

## SUSAN'S SECRETS TO SUCCESS

Here's how Susan stayed motivated while striving to achieve a top ten Independent Sales Director spot:

- "The unit pride of holding a top ten position! That's where I've set the bar for my level of excellence. And I couldn't bear to get another postcard from Vice President of Sales & Marketing Lynda Rose, urging me to earn the trip!"
- "I visualized how it would feel to be recognized as one of Canada's top ten Independent Sales Directors!"
- "I wanted to get to know the other top Independent Sales Directors and to exchange ideas with them."
- "I dreamed of taking my husband Mike with me to experience a Mary Kay-style Top Director Trip!"
- "I made a poster in my office and covered it with all the unique Chinese-inspired gifts of encouragement I received monthly from the Sales Development team!"






**First row (L to R):** The view from the Intercontinental Hotel in Hong Kong; Susan and husband Michael; the famous "Zhuijiajiao Water Village", which dates back 1,700 years. **Second row (L to R):** Susan and Michael in the Forbidden City; local dancers entertain Top Director Trip attendees during the gala evening; attendees enjoyed a unique tour from these two-seat, awning covered pedicabs; attendees were treated to a special lunch at Juyong Pass on the Great Wall of China. **Third row (L to R):** the historic Great Wall of China; Susan and Michael with Independent Future Executive Senior Sales Director Rita Samms and husband Wayne at the gala evening.

# september 2008 recognition reconnaissance de septembre 2008

Congratulations to all achievers. / Félicitations à toutes les championnes.

## NSD Commissions/Commissions DNV

Listed below are Independent National Sales Director commissions earned in September by Independent National Sales Directors on monthly wholesale production on first-, second- and third-line offspring; Independent Senior National Sales Director commission; Independent National Sales Director commission on their personal units; 13% Independent Sales Director commission on their personal unit wholesale production; Independent National Sales Director Star Consultant bonus; plus Independent National Sales Director bonuses for first-line offspring from their personal unit and Independent National Sales Director offspring. Independent National Sales Director commissions are included for all foreign countries through August. / Commissions touchées en septembre par les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1<sup>re</sup>, 2<sup>e</sup> et 3<sup>e</sup> lignées; commissions touchées par les Directrices nationales des ventes senior indépendantes sur les groupes personnels de leurs Directrices nationales des ventes de 1<sup>re</sup> lignée; commissions touchées par les Directrices nationales des ventes indépendantes sur leur groupe personnel; commissions de 13 % touchées par les Directrices des ventes indépendantes sur la production en gros de leur groupe personnel; plus toutes les récompenses de concours et primes issues des groupes personnels et des Directrices des ventes indépendantes de 1<sup>re</sup> lignée. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l'étranger en août.

|   |  |   |  |   |
|---|--|---|--|---|
| <b>Angie Stoker</b><br><br>\$29,874.00 | <b>Renée Daras</b><br><br>\$23,556.00 | <b>Brenda Summach</b><br><br>\$23,263.00 | <b>Dalene Allen</b><br><br>\$20,579.00 | <b>Gloria Boyne</b><br><br>\$19,880.00 |
|---|--|---|--|---|

|                   |             |                  |             |                       |             |                    |            |                  |            |
|-------------------|-------------|------------------|-------------|-----------------------|-------------|--------------------|------------|------------------|------------|
| Bernice Boe-Malin | \$16,628.00 | Doreen Burggraf  | \$15,048.00 | Olive Ratzlaff        | \$10,782.00 | Darlene Ryan-Rieux | \$8,955.00 | Debbie Mattinson | \$6,351.00 |
| Heather Armstrong | 16,016.00   | Linda MacDonald  | 12,965.00   | Betty Elliott-Kichler | 9,923.00    | Marcia Grobety     | 8,783.00   | Janice Connell   | 5,755.00   |
| Elena Sarmago     | 15,331.00   | Donna Lowry      | 12,555.00   | Donna Weir            | 9,356.00    | Anne Austin        | 8,742.00   | Jane Kosti       | 4,541.00   |
| Sandy Campbell    | 15,314.00   | Philomena Warren | 11,432.00   | Gail Adamson          | 8,991.00    | Susanne Felker     | 6,849.00   |                  |            |

## Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of September. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en septembre.

|   |   |   |   |  |  |
|---|---|---|---|--|--|
| <b>Heather Armstrong</b><br><br>Level 2/Niveau 2 | <b>Doreen Burggraf</b><br><br>Level 2/Niveau 2 | <b>Bernice Boe-Malin</b><br><br>Level 2/Niveau 2 | <b>Sandy Campbell</b><br><br>Level 2/Niveau 2 | <b>Darlene Ryan-Rieux</b><br><br>Level 2/Niveau 2 | <b>Angie Stoker</b><br><br>Level 2/Niveau 2 |
| <b>Brenda Summach</b><br><br>Level 2/Niveau 2    | <b>Gloria Boyne</b><br><br>Level 1/Niveau 1    | <b>Philomena Warren</b><br><br>Level 1/Niveau 1  |   |  |  |

## Top 10 Independent National Sales Director Area Retail Production/Production de famille au détail des 10 meilleures Directrices nationales des ventes indépendantes

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of September 30<sup>th</sup>, 2008. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 30 septembre 2008. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

|                   |                |                 |              |              |              |               |              |                |              |
|-------------------|----------------|-----------------|--------------|--------------|--------------|---------------|--------------|----------------|--------------|
| Angie Stoker      | \$1,046,660.50 | Brenda Summach  | \$634,198.50 | Gloria Boyne | \$458,901.50 | Elena Sarmago | \$420,984.11 | Marcia Grobety | \$351,717.26 |
| Heather Armstrong | 1,032,487.91   | Doreen Burggraf | 492,479.55   | Dalene Allen | 440,188.47   | Donna Lowry   | 369,274.56   | Anne Austin    | 344,516.48   |

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.



## Stars on the Ladder of Success/Étoiles sur l'échelle du succès

*Congratulations to the following outstanding achievers for earning their Pearl (\$4,800) and Emerald (\$3,600) Stars in just one month! / Félicitations à ces championnes qui ont obtenu leur Étoile Perle (4 800 \$) et Émeraude (3 600 \$) en un mois!*

|                |            |                |            |                |            |                 |            |                  |            |                       |            |
|----------------|------------|----------------|------------|----------------|------------|-----------------|------------|------------------|------------|-----------------------|------------|
| Joyce Bigelow  | \$7,409.00 | Debbie Parsons | \$4,905.00 | Dang Lam       | \$4,239.00 | Bonnie Eidse    | \$3,816.50 | Melanie Saucier  | \$3,608.00 | Jessica Aubin         | \$3,600.50 |
| Lorena Siemens | 6,350.00   | Gina Lee       | 4,802.50   | Destiney Unrau | 4,200.00   | Nora Davis      | 3,800.00   | Ruth Cleophas    | 3,606.50   | Marie-Claude Frappier | 3,600.50   |
| Carol Heath    | 6,315.75   | Deanna Blue    | 4,547.25   | Linda Murphy   | 3,995.00   | Annie Bellerose | 3,637.00   | Ana Temkin       | 3,602.75   | Joanne Champigny      | 3,600.00   |
| Cassandra Lay  | 5,439.75   | Amber Cooper   | 4,500.75   | Anna Chmiel    | 3,854.50   | Paula Ruscica   | 3,615.00   | Veronique Richer | 3,602.50   |                       |            |

*These stars qualified for the Ladder of Success in just one month! / Ces étoiles se sont qualifiées sur l'Échelle du succès en un mois seulement!*

|                     |            |                    |            |                     |            |                        |            |                        |            |                     |            |
|---------------------|------------|--------------------|------------|---------------------|------------|------------------------|------------|------------------------|------------|---------------------|------------|
| Elizabeth Burt      | \$3,535.50 | Lori MacKay        | \$2,545.00 | Heather Loshack     | \$2,265.50 | Vaun Gramatovich       | \$1,914.00 | Florence Ginter        | \$1,811.50 | Suman Verma         | \$1,801.75 |
| Jennifer Turnblom   | 3,435.25   | Ingrid Roehm       | 2,541.75   | Lorraine Scott      | 2,256.25   | Barbara Moon           | 1,905.00   | Sarah Robertson        | 1,811.50   | Ranjit Channi       | 1,801.50   |
| Karine Boisvert     | 3,427.50   | David Regnie       | 2,524.00   | Maxine Veinot       | 2,246.25   | Suzanne Caya           | 1,903.25   | Donelda Hunter         | 1,811.00   | Sylvianne Greenwood | 1,801.50   |
| Cherie Hydzyk       | 3,401.50   | Jennifer Trenerry  | 2,507.25   | Allyson Beckel      | 2,221.25   | Michelle Mierzwa       | 1,894.25   | Lise Beaudoin          | 1,810.75   | Chris Miller        | 1,801.50   |
| Dorothy Osadcuk     | 3,337.50   | June Rahmer        | 2,507.00   | Lorie Philpott      | 2,211.00   | Christine Kieser       | 1,886.75   | Sarah Bardell          | 1,810.50   | Erica Murphy        | 1,801.50   |
| Audrey Watson       | 3,328.20   | Brenda Graham      | 2,505.25   | Z. Scott-Wiseman    | 2,201.50   | Karine Campeau         | 1,885.00   | Cathy Lapointe         | 1,810.25   | Carolyn Towle       | 1,801.50   |
| Ellen Whiting       | 3,240.75   | Monica Hunt        | 2,493.25   | Winnifred Barnett   | 2,197.25   | Tanya Grant            | 1,885.00   | Cyndi Van Arragon      | 1,810.25   | Darcy Leadwood      | 1,801.25   |
| Malinda Byrne       | 3,198.50   | Karen Goldrick     | 2,473.50   | Michelle Fischer    | 2,181.75   | Tammy Graf             | 1,883.00   | Sophie Rabouin         | 1,810.00   | Sarah Charlie       | 1,801.00   |
| Michelle Thomson    | 3,125.00   | Myrtle Maloney     | 2,471.75   | Mindy Hunt          | 2,177.25   | Paymaneh Varahram      | 1,881.50   | Louisa Hoddinott       | 1,809.75   | Jeanne Charbonneau  | 1,801.00   |
| Eloise Nydam        | 3,123.00   | Sandra Mintas      | 2,455.75   | Tracey Walls        | 2,170.00   | Marie MacKnight        | 1,872.25   | C. Brown-Bourgeois     | 1,809.50   | Shannon Gray-Henry  | 1,801.00   |
| Danielle Theriault  | 3,115.00   | Bonnie Vigue       | 2,448.25   | Danielle Bourgault  | 2,161.50   | Mary Campeau           | 1,872.00   | Wally Rogalsky         | 1,809.50   | Gurdeep Bhatia      | 1,801.00   |
| Jodie Zehr          | 3,103.00   | Olga Amurskaya     | 2,445.00   | Mildred Hiebert     | 2,161.00   | Janet Byrnes           | 1,869.00   | Shivonne Vienneau      | 1,809.50   | Elizabeth Sly       | 1,801.00   |
| Julie Tardif        | 3,091.25   | Darlene Basky      | 2,440.75   | Sandy Houllgrave    | 2,158.50   | Danielle Monsegue      | 1,866.00   | Kulwant Brar           | 1,809.25   | Sapna Joshi         | 1,800.75   |
| Veronique Gallien   | 3,083.00   | Irma Vaughan       | 2,439.75   | Melissa Hodder      | 2,155.75   | Stephanie Laramée      | 1,864.50   | Danielle Roux          | 1,808.25   | Ursula Mroczkowski  | 1,800.75   |
| Magen Swift         | 3,077.00   | Linda Oladele      | 2,434.00   | Mary-Lou Hill       | 2,147.00   | Tristen Payne          | 1,860.00   | Melanie Bibeau         | 1,808.00   | Susan Prosser       | 1,800.75   |
| Patricia Bouchard   | 3,047.25   | Melissa McDonald   | 2,431.75   | Ashlee Franz        | 2,139.25   | Diane Cormier          | 1,859.00   | Sheena Labossiere      | 1,808.00   | Judy Bolduc         | 1,800.50   |
| Sheila Lefebvre     | 3,021.25   | Elaine Cheng       | 2,430.50   | Lisa Gallant        | 2,138.75   | Victoria Stinchcombe   | 1,857.50   | Dawn Gordon            | 1,807.50   | H. De Souza Bianchi | 1,800.50   |
| Shirley Peterson    | 3,009.25   | Catherine Schiller | 2,425.75   | Lorna Hosker        | 2,138.00   | Wilda Ruth Staufer     | 1,854.50   | Susie Leakvold         | 1,807.25   | Melissa Finiak      | 1,800.50   |
| Mandip Pahal        | 3,008.00   | Corrine Beaulieu   | 2,424.25   | M. Forster-Lo Turco | 2,117.00   | Gisele Olsen           | 1,854.25   | Rajpal Dhillon         | 1,807.00   | Anita Goegebeur     | 1,800.50   |
| Sandy Khan          | 3,006.25   | Ashley Needham     | 2,423.25   | Lorrie Henke        | 2,117.00   | Mary Humber            | 1,853.50   | Rio Dela Cruz          | 1,807.00   | Christine Harvey    | 1,800.50   |
| Fanny Oziel         | 3,005.50   | Anabelle Dupuis    | 2,418.25   | Claire Kennedy      | 2,115.75   | Lucie Bourgeois        | 1,853.00   | Gloria Leakvold        | 1,807.00   | D. Labat Cordier    | 1,800.50   |
| Cathy Ruel          | 3,005.25   | Melanie Fournelle  | 2,413.75   | Aniela Afonya       | 2,104.00   | Jeannette Dowdall      | 1,852.50   | Jeanette Merrick       | 1,807.00   | Ralph Siemens       | 1,800.50   |
| Darlene Olsen       | 3,005.00   | Monica Noel        | 2,412.50   | Jackie Cowderoy     | 2,098.50   | Hanh Ly                | 1,851.50   | France Porter          | 1,807.00   | Mina Spremulli      | 1,800.50   |
| Melanie Boulet      | 3,001.50   | Sukhwinder Kang    | 2,407.75   | Maureen Corrigan    | 2,093.00   | Michelle Oakley        | 1,846.75   | Jasdeep Jatana         | 1,806.75   | Hanan Yazji         | 1,800.50   |
| Gaylene Binns       | 3,001.25   | Jennifer Cummings  | 2,407.25   | Sherry Gilbert      | 2,081.50   | Michelle-Claire Viegas | 1,846.00   | Dawn-Marie Charpentier | 1,806.25   | Myrna Andres        | 1,800.25   |
| Lindsay Moreland    | 3,001.25   | Gail Hennig        | 2,406.75   | Debbie Johnston     | 2,076.25   | Maureen Vincent        | 1,844.25   | Melody Gilmore         | 1,806.00   | Sarah Cloutier      | 1,800.25   |
| Willie Morley       | 3,001.25   | Amanda McLelland   | 2,406.00   | Holly Martin        | 2,067.75   | Janet Boehmer          | 1,844.00   | Elaine Amos            | 1,805.75   | Stacy Hashem        | 1,800.25   |
| Kelly Lundell       | 3,001.00   | Corinne Wilkes     | 2,404.50   | Rita White          | 2,064.25   | Connie Onishenko       | 1,843.50   | Krista Hattie          | 1,805.75   | Myrna Morrison      | 1,800.25   |
| Melanie Wiens       | 3,001.00   | Lesley Kelemen     | 2,404.25   | Christene Briks     | 2,062.50   | Brenda Beardsley       | 1,842.50   | Analyn Siapno          | 1,805.75   | Rosa Acevedo        | 1,800.25   |
| Jennifer Huggins    | 3,000.75   | Amanda Spencer     | 2,403.75   | Terina Stenger      | 2,057.50   | Shannon Cameron        | 1,842.50   | Carla White            | 1,805.75   | Jill Magee          | 1,800.25   |
| Dawn Munro          | 3,000.75   | Jennifer Veselisin | 2,403.75   | Jessica Hordyk      | 2,055.00   | Sharon Todd            | 1,842.25   | Georgine Cook          | 1,805.25   | Anne Nonga          | 1,800.25   |
| Lori Maillet        | 3,000.75   | Mary Clare Roldan  | 2,403.00   | Amber-Lee Degelas   | 2,047.00   | Sharon Pritchard       | 1,838.75   | Charlotte Ginter       | 1,805.25   | Cathy Nguyen        | 1,800.25   |
| Cara Redpath        | 3,000.50   | Mary Cassidy       | 2,402.75   | Kim Madsen          | 2,039.75   | Nancy Ewing            | 1,838.00   | Marylene Campbell      | 1,804.25   | Sacada Nuor         | 1,800.25   |
| Marie Wilsher       | 3,000.50   | Heather Jensen     | 2,402.75   | Ruth Bradshaw       | 2,037.50   | Christina Prachnau     | 1,837.50   | Seshni Naidoo          | 1,804.25   | Mariana Pandic      | 1,800.25   |
| Caroline Lapointe   | 3,000.25   | Veronica Doncaster | 2,402.25   | Joyce Harnett       | 2,028.50   | Twila Maxwell          | 1,835.25   | Correne Bruun          | 1,804.00   | Paula Sheppard      | 1,800.25   |
| Mary Sissons        | 3,000.25   | Christina Verret   | 2,402.00   | Jennifer Slay       | 2,026.25   | Melissa Barbeau        | 1,835.00   | Solange Gelinax        | 1,804.00   | Marianne Therrien   | 1,800.25   |
| Jasmine Currie      | 3,000.00   | Kimberley Patey    | 2,401.75   | Patti Baby          | 2,023.00   | Barbara Jones          | 1,832.75   | Kulwinder Grewal       | 1,804.00   | Naila Awan          | 1,800.00   |
| Tristyn Carpenter   | 3,000.00   | Meagan Hazlewood   | 2,401.50   | Betty Lister        | 2,020.50   | Devon Sankey           | 1,831.25   | Tiffany Hotte          | 1,804.00   | Kristina Goraszova  | 1,800.00   |
| Lorelei Newell      | 3,000.00   | Sophie Lapointe    | 2,401.50   | Eugenie Fortin      | 2,015.75   | Pauline Sargeant       | 1,830.25   | France Martel          | 1,803.50   | Jessica Blanchette  | 1,800.00   |
| Tegan Rutter-Aulis  | 3,000.00   | R. Calina-Pascoe   | 2,401.00   | Sharmila Peterson   | 2,010.50   | Avelina Juma           | 1,826.25   | Kellie Meier           | 1,803.50   | Bonita Cheddie      | 1,800.00   |
| Bev Harris          | 2,932.50   | Judith King        | 2,401.00   | Laura McMillan      | 2,007.75   | Mary-Ann Hachmeier     | 1,825.50   | Elyse Borgens          | 1,803.25   | D. Cleveland-Foster | 1,800.00   |
| Parveen Grewal      | 2,887.00   | Becky Logan        | 2,401.00   | Janice Higa         | 1,985.75   | Erin Nygaard           | 1,825.00   | Veronique Nolin-Morin  | 1,803.25   | Winnifred Cormier   | 1,800.00   |
| Tassy Lyras         | 2,864.50   | Maureen Plante     | 2,401.00   | Agnes Born          | 1,985.25   | Mary Raddon            | 1,823.25   | Tracy Lecocq           | 1,803.25   | Alexandra Chaniotis | 1,800.00   |
| Debra Lindskoog     | 2,855.00   | Andrea Cayouette   | 2,400.75   | Sarmite Surgeoner   | 1,983.75   | Ena Arnot              | 1,822.75   | Sarah Ritcey           | 1,803.25   | Eileen Calzavara    | 1,800.00   |
| Michelle Currie     | 2,855.00   | Gabriela Evans     | 2,400.75   | Anita Jensen        | 1,975.25   | Terris Prinz           | 1,820.50   | Marie-Josée Bedard     | 1,803.00   | Amie Fox            | 1,800.00   |
| Jennifer Schindelde | 2,843.25   | Besj Mejia         | 2,400.75   | Kerianne Boyd       | 1,973.50   | Susan Pennock          | 1,820.25   | Sara Crawford          | 1,803.00   | Heather Ferguson    | 1,800.00   |
| Laverne Guild       | 2,798.00   | Anasuya Ramkaran   | 2,400.75   | Chris Piumi         | 1,967.75   | Ana Frias              | 1,820.00   | Jen Czuba              | 1,802.75   | Donna Houser        | 1,800.00   |
| Antje Cavanagh      | 2,796.00   | Bhumika Talla      | 2,400.25   | Ruth Breitner       | 1,962.00   | Paulette Sirois        | 1,819.25   | Laurie Kennedy         | 1,802.75   | Jessy Lapierre      | 1,800.00   |
| Tammy Alexander     | 2,784.75   | Josee Belanger     | 2,400.00   | Karla Toews         | 1,952.50   | Rose Frain             | 1,818.50   | Jodi Alexander         | 1,802.50   | Karine Liburdy      | 1,800.00   |
| Kim Johnson         | 2,745.50   | Kristina Cava      | 2,400.00   | Elizabeth Biglands  | 1,952.25   | Dawn Barclay           | 1,816.50   | Julie Jolivet          | 1,802.50   | Daria Ouskan        | 1,800.00   |
| Hannah Lawrie       | 2,739.75   | Linda Cordeiro     | 2,400.00   | Betty Burke         | 1,951.50   | Cynthia Martel         | 1,816.25   | Tracey Killingbeck     | 1,802.50   | Debbie Preston      | 1,800.00   |
| Ashley Langevin     | 2,713.00   | Theresa Nielsen    | 2,374.00   | Barbara Cunningham  | 1,951.50   | Lisette Rioux          | 1,816.25   | Ruby Le                | 1,802.50   | Valerie Tanguay     | 1,800.00   |
| Donna Fidler        | 2,711.50   | Sylvie Larose      | 2,356.25   | Edna Dahlgren       | 1,947.25   | Jenny-Lynn Sather      | 1,816.00   | Tymen McCaig           | 1,802.50   | Darla Gagy          | 1,792.00   |
| Joanne Anderson     | 2,706.00   | Gina Hermann       | 2,354.25   | Ruth Juryn          | 1,942.50   | Tianna Campbell        | 1,815.50   | Marie-Josée Turcotte   | 1,802.50   | Judy Bedford        | 1,789.50   |
| Colleen Forrester   | 2,680.25   | Jo-Anne Ambroziak  | 2,350.50   | Ellen Hatlevik      | 1,940.75   | Rose Evey              | 1,814.75   | Dorothy Lodge          | 1,802.25   | Jennifer Levers     | 1,782.50   |
| Charlene Blackstar  | 2,662.00   | Kathie McGann      | 2,340.00   | Dierdre McKay       | 1,935.25   | Nathalie Cyr           | 1,814.00   | Sarah Burgess          | 1,802.00   | Glenda Funk         | 1,780.50   |
| Lorna Randall       | 2,639.00   | Celine Frechette   | 2,321.75   | Gayle Esch          | 1,930.50   | Sarah Laberge          | 1,814.00   | Esther Gallop          | 1,802.00   |                     |            |
| Annie Collin        | 2,612.25   | Lanna Tucker       | 2,319.00   | D. Gobeil-Plante    | 1,928.50   | Laurel Tonnang         | 1,812.50   | Margaret Good          | 1,802.00   |                     |            |
| Natasha Poirier     | 2,605.75   | Eva Coelho         | 2,316.00   | Anita Wolfenden     | 1,921.00   | Genoveva Lopez         | 1,811.75   | Merle Griffin          | 1,802.00   |                     |            |
| Julie Bisson        | 2,586.25   | Kathryn Jewell     | 2,298.00   | Sabrina Frederick   | 1,917.50   | Laura Oviatt           | 1,811.75   | Ruth Cybere            | 1,801.75   |                     |            |
| Katie Pokrant       | 2,556.75   | Brenda Steele      | 2,277.75   | Heather Morrison    | 1,917.00   | Magui Charbonneau      | 1,811.50   | Nancy Normandin        | 1,801.75   |                     |            |

## Independent Sales Directors in the Limelight/Directrices des ventes indépendantes sous les projecteurs

*Listed below are the Independent Sales Directors whose commission exceeded \$2,000 in September. Does not include Team Leader and VIP commissions. / Directrices des ventes indépendantes dont les commissions ont dépassé 2 000 \$ en septembre, exception faite des commissions des Chefs d'équipe et des VIP.*

|                 |             |                   |            |                   |            |                  |            |                    |            |                 |            |
|-----------------|-------------|-------------------|------------|-------------------|------------|------------------|------------|--------------------|------------|-----------------|------------|
| Josée D'Anjou   | \$12,384.85 | Nathalie Delisle  | \$9,147.93 | Mireille Morin    | \$7,627.27 | Claribel Avery   | \$7,013.14 | R. Courneya-Roblin | \$6,534.61 | Eve Raymond     | \$6,014.12 |
| Shannon Shaffer | 9,707.61    | Shelley Rescoskie | 8,563.38   | Donna Matthews    | 7,256.06   | Shirley Peterson | 6,746.87   | E. Ramanauskas     | 6,248.60   | Guylaine Comeau | 5,880.15   |
| Sharon Coburn   | 9,620.11    | Carol Heath       | 7,680.75   | Harpreet Dhaliwal | 7,016.04   | France Legare    | 6,559.46   | Donna Izen         | 6,118.71   | Susie Leakvold  | 5,605.16   |

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECOURS ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTIVÉE A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

## Independent Sales Directors in the Limelight (continued)/Directrices des ventes indépendantes sous les projecteurs (suite)

|                     |            |                     |            |                    |            |                     |            |                    |            |                     |            |
|---------------------|------------|---------------------|------------|--------------------|------------|---------------------|------------|--------------------|------------|---------------------|------------|
| Isabelle Meunier    | \$5,601.03 | Liz Wodham          | \$4,013.92 | Lorraine McCabe    | \$3,214.86 | Betty Lister        | \$2,746.17 | Darla Gagyi        | \$2,487.83 | Claudia Perrotti    | \$2,222.58 |
| Angela Hargreaves   | 5,561.28   | Michelle Currie     | 3,993.53   | Shirley Fequet     | 3,188.41   | Dierdre McKay       | 2,730.98   | Aleen Fritz        | 2,467.22   | Linda Feldman       | 2,205.59   |
| W. Groenewegen      | 5,444.99   | Diane Burness       | 3,937.24   | June Rumball       | 3,174.60   | Colleen Hendrickson | 2,727.94   | Lisa Craig         | 2,452.73   | Carol Hoyland-Olsen | 2,180.06   |
| Vaun Gramatovich    | 5,389.98   | Susan Bannister     | 3,883.93   | Julie Sweeney      | 3,157.00   | Lenore Oughton      | 2,720.52   | Angela Murphy      | 2,441.25   | Patricia Monforton  | 2,178.00   |
| Ginette Desforges   | 5,334.67   | Elaine Sciotte      | 3,874.57   | Barbara Martin     | 3,141.97   | Lauretta Gorman     | 2,700.75   | Janelle Desjardins | 2,404.94   | Joyce Harnett       | 2,174.14   |
| Alexis Glabus       | 5,262.60   | Nicole Bellemare    | 3,823.68   | Jane Arsenaault    | 3,125.43   | Beverley Dix        | 2,695.56   | Brenda Cooper      | 2,403.06   | Louise McCann       | 2,173.74   |
| Mary Davies         | 5,204.04   | Joeline Jean-Claude | 3,816.07   | Judith Richardson  | 3,104.05   | Fernanda Silva      | 2,684.24   | Harparveen Aujla   | 2,402.21   | Alison Hogan        | 2,171.83   |
| Jasbir Sandhu       | 5,155.90   | Heather Cook        | 3,802.04   | Beryl Apelbaum     | 3,048.92   | Barbara Bond        | 2,663.93   | Lynn Brady         | 2,389.53   | L. Chamberlain      | 2,164.59   |
| Shelley Haslett     | 5,139.86   | Pam Behnke-Van Hoof | 3,773.68   | Barb McKellar      | 3,036.41   | Alex Quinn          | 2,639.80   | Dorothy Osadzuk    | 2,384.92   | Glynis MacDavid     | 2,159.92   |
| Gladys MacIntyre    | 4,947.62   | Joanne Manol        | 3,753.54   | Bev Strebchuk      | 3,025.36   | Prabjyot Gill       | 2,634.91   | Salina Jacobsen    | 2,378.55   | Julie Fiala         | 2,144.57   |
| Tamara Swatske      | 4,934.86   | Wendy-Lynn Jones    | 3,752.70   | Debbie Ryan King   | 3,010.79   | Janine Brisebois    | 2,628.78   | Rose-Marie Young   | 2,369.52   | Louise Best         | 2,123.95   |
| Isabelle Perreault  | 4,932.83   | Sheila Lefebvre     | 3,744.45   | Joanne Johnston    | 3,002.29   | Carolyn Noftall     | 2,615.31   | Becky Lawrence     | 2,356.12   | Alyce Parkes        | 2,123.33   |
| Lorena Siemens      | 4,772.54   | Shannon Cameron     | 3,733.59   | Harsimran Saini    | 2,995.26   | Bev Harris          | 2,613.79   | Cicily Brewer      | 2,354.30   | Yasmin Manamperi    | 2,111.63   |
| Rita Samms          | 4,755.51   | Mary-Lou Hill       | 3,682.83   | Christine Ransom   | 2,969.41   | Louise Desy         | 2,606.31   | Bev Krueger        | 2,351.97   | Judy Buchanan       | 2,096.96   |
| Elaine Fry          | 4,732.43   | Julie Ricard        | 3,680.62   | Fran Sorobey       | 2,946.87   | Lois Hirtz          | 2,605.72   | Donna Witt         | 2,340.87   | Sarah Kearney       | 2,082.68   |
| Teresa Alomar-Story | 4,637.76   | Donna Melnychyn     | 3,673.58   | Cheyl Neuman       | 2,912.38   | Janice Appleby      | 2,600.90   | Lori Rennick       | 2,338.55   | Claudine Pouliot    | 2,072.44   |
| France Grenier      | 4,534.12   | Louisa Hoddinott    | 3,644.91   | Gloria Fitt        | 2,909.14   | Audrey Ehalt        | 2,600.88   | Barbara Craig      | 2,336.35   | Lucie Beauregard    | 2,070.12   |
| Teresa Ho           | 4,529.09   | Susan Richardson    | 3,630.85   | Jill Ashmore       | 2,898.72   | Louise Fortin       | 2,600.13   | Pamela Tucker      | 2,334.84   | Louiselle Duchesne  | 2,060.97   |
| Kyla Buhler         | 4,512.91   | Rajinder Rai        | 3,619.03   | Kathy Quilty       | 2,892.21   | Ruby Chapman        | 2,588.53   | Malinda Byrne      | 2,329.51   | Debbie McLaughlin   | 2,060.96   |
| Deb Wynn            | 4,506.85   | Randhir Singh       | 3,532.68   | Catherine Chapman  | 2,881.68   | Michelle Gilbert    | 2,571.32   | Rebecca Irving     | 2,321.46   | Aradella MacDonald  | 2,049.75   |
| Darcey Smith-Heath  | 4,471.36   | Kathy Whitley       | 3,522.38   | Linda Gingrich     | 2,879.67   | Angella Maynard     | 2,559.95   | Wilma Goit         | 2,318.66   | Sue McElhanney      | 2,042.32   |
| Marilyn Bodie       | 4,454.22   | Fiona Corby         | 3,487.83   | Danielle Theriault | 2,877.65   | Melissa Bongalis    | 2,558.15   | Karen Hollingworth | 2,313.06   | Sara Roberts        | 2,036.91   |
| Frances Fletcher    | 4,367.79   | Lorrie Henke        | 3,460.01   | Pam Hill           | 2,866.28   | Marie York          | 2,557.62   | Maureen Adamkewicz | 2,308.78   | Barbara Sinden      | 2,030.43   |
| Elizabeth Farris    | 4,302.56   | Bonnie Vigue        | 3,455.61   | Paulette Nimco     | 2,865.12   | Monica Noel         | 2,542.84   | Cassandra Lay      | 2,306.96   | Alice Storey        | 2,024.64   |
| Darlene Olsen       | 4,288.50   | Karen Simpson       | 3,435.17   | Eva Kopec          | 2,863.47   | Carol Adams         | 2,533.35   | Martine Richard    | 2,306.73   | Cheryl Page         | 2,023.24   |
| Theresa Nielsen     | 4,250.66   | Phyllis Hansford    | 3,425.23   | June Millar        | 2,842.99   | Judi Todd           | 2,530.92   | Mandeep Bambrah    | 2,304.88   | France Mimeault     | 2,016.82   |
| Louise Boulanger    | 4,236.71   | Gaylene Gillander   | 3,411.60   | Susan Brady        | 2,835.86   | Johanna Tobin       | 2,529.40   | Shirley Austin     | 2,298.00   | Kimberley Boudreau  | 2,015.53   |
| Joyce Goff          | 4,202.89   | Heidi McGuigan      | 3,377.52   | Debbie Struthers   | 2,815.03   | Diane Riddell       | 2,526.04   | Kimberley Shankel  | 2,272.75   | Sue Rigby-Mallard   | 2,013.82   |
| Joyce Bigelow       | 4,202.60   | Guyline Dufour      | 3,300.29   | Joanne Lam         | 2,801.69   | Kitty Babcock       | 2,520.34   | Elisabeth Pomeroy  | 2,245.34   | Colleen Sankey      | 2,005.15   |
| Jennifer Levers     | 4,191.58   | Kathy Handzuik      | 3,286.61   | Peggy Denomme      | 2,799.46   | Maria Bennett       | 2,511.84   | Deborah Prychidny  | 2,242.18   | Chantal Bisailon    | 2,002.29   |
| Maureen Corrigan    | 4,088.12   | Anna Leblanc        | 3,286.33   | Georgie Anderson   | 2,796.92   | Pamela Kanderka     | 2,494.72   | T. Charbonneau     | 2,224.32   |                     |            |
| Jacqueline Cullen   | 4,025.86   | Kathryn Milner      | 3,219.22   | Sonia Janelle      | 2,755.72   | Joanne Ward         | 2,493.13   | Sylvie Beaucage    | 2,223.51   |                     |            |

## Scoreboard/Tableau des résultats

Listed below is the ranking of all Canadian units with \$20,000 or more in estimated retail sales in September based on wholesale purchases. / Groupes canadiens ayant totalisé en septembre des ventes au détail estimées de 20 000 \$ ou plus, d'après leurs commandes en gros.

|                    |             |                     |             |                     |             |                    |             |                    |             |                  |             |
|--------------------|-------------|---------------------|-------------|---------------------|-------------|--------------------|-------------|--------------------|-------------|------------------|-------------|
| Josée D'Anjou      | \$87,240.00 | Frances Fletcher    | \$37,107.50 | Kathy Whitley       | \$31,113.50 | Wendy-Lynn Jones   | \$26,129.50 | Susan Richardson   | \$23,172.50 | Angella Maynard  | \$20,643.00 |
| Shannon Shaffer    | 69,100.00   | Deb Wynn            | 37,028.50   | Joeline Jean-Claude | 31,016.50   | Jane Arsenaault    | 26,018.00   | Elizabeth Farris   | 23,073.50   | Lori Rennick     | 20,593.00   |
| Shelley Recoskie   | 68,569.00   | Alexis Glabus       | 36,665.00   | Gladys MacIntyre    | 31,002.00   | Linda Gingrich     | 25,841.00   | Kathy Quilty       | 22,957.00   | Carol Adams      | 20,509.50   |
| Carol Heath        | 59,172.50   | Claribel Avery      | 36,544.00   | Donna Izen          | 30,807.00   | Danielle Theriault | 25,810.00   | Georgie Anderson   | 22,891.00   | Malinda Byrne    | 20,454.00   |
| Nathalie Delisle   | 55,457.50   | Teresa Alomar-Story | 35,965.50   | Darlene Olsen       | 30,750.00   | June Rumball       | 25,730.00   | Prabjyot Gill      | 22,888.00   | Michelle Gilbert | 20,449.50   |
| Sharon Coburn      | 55,080.00   | Ginette Desforges   | 35,962.00   | Jasbir Sandhu       | 30,696.50   | Pam Hill           | 25,635.00   | Ruby Chapman       | 22,834.00   | Shirley Fequet   | 20,398.50   |
| France Legare      | 53,222.50   | France Grenier      | 35,823.50   | Fiona Corby         | 30,582.00   | Phyllis Hansford   | 25,276.50   | Lenore Oughton     | 22,327.00   | Janine Brisebois | 20,367.50   |
| Shirley Peterson   | 51,400.50   | Jacqueline Cullen   | 35,770.00   | Louisa Hoddinott    | 30,548.50   | Barb McKellar      | 25,135.50   | Julie Sweeney      | 22,318.50   | Betty Lister     | 20,311.50   |
| R. Courneya-Roblin | 50,928.00   | Michelle Currie     | 35,285.00   | Shannon Cameron     | 30,164.50   | Susan Brady        | 25,093.00   | Paulette Nimco     | 22,307.00   | Beverley Dix     | 20,292.00   |
| Mireille Morin     | 47,113.00   | Darcey Smith-Heath  | 34,944.00   | Lorrie Henke        | 30,154.00   | Guyline Dufour     | 24,860.50   | Monica Noel        | 22,197.50   | Wilma Goit       | 20,287.00   |
| Donna Matthews     | 45,449.50   | Diane Burness       | 34,419.00   | Marilyn Bodie       | 30,080.00   | Lorraine McCabe    | 24,839.50   | Gloria Fitt        | 21,679.00   | Marie York       | 20,256.50   |
| Susie Leaskvold    | 44,997.00   | Louise Boulanger    | 33,746.50   | Susan Bannister     | 29,520.50   | June Millar        | 24,726.00   | Brenda Cooper      | 21,585.50   | M. Adamkewicz    | 20,135.00   |
| Guyline Comeau     | 44,726.00   | Jennifer Levers     | 33,668.50   | Anna Leblanc        | 28,986.50   | Joanne Manol       | 24,679.50   | Lauretta Gorman    | 21,550.00   | Rajinder Rai     | 20,132.50   |
| Harpreet Dhaliwal  | 43,557.00   | Joyce Goff          | 33,374.00   | Heather Cook        | 28,902.00   | Peggy Denomme      | 24,607.00   | P. Behnke-Van Hoof | 21,541.00   | Cassandra Lay    | 20,107.00   |
| E. Ramanaukas      | 41,314.00   | Sheila Lefebvre     | 32,991.50   | D. Melnychyn        | 28,227.50   | Gaylene Gillander  | 24,515.50   | Lois Hirtz         | 21,415.00   | Martine Richard  | 20,103.50   |
| W. Groenewegen     | 40,992.50   | Joyce Bigelow       | 32,987.00   | Kathryn Milner      | 27,988.00   | Elaine Sciotte     | 24,459.00   | Dorothy Osadzuk    | 21,306.50   | Mandeep Bambrah  | 20,075.00   |
| Isabelle Perreault | 40,505.00   | Maureen Corrigan    | 32,770.50   | Kathy Handzuik      | 27,435.50   | Jill Ashmore       | 24,381.50   | Fernanda Silva     | 21,296.00   | Cheryl Neuman    | 20,067.50   |
| Lorena Siemens     | 39,577.50   | Mary-Lou Hill       | 32,043.50   | Kyla Buhler         | 27,244.50   | Bonnie Vigue       | 24,223.00   | Janice Appleby     | 21,268.50   | Joanne Lam       | 20,026.00   |
| Eve Raymond        | 38,711.50   | Liz Wodham          | 32,005.50   | Barbara Martin      | 27,004.00   | Christine Ransom   | 24,066.50   | Lynn Brady         | 21,241.00   | Louise Fortin    | 20,002.00   |
| Tamara Swatske     | 38,504.00   | Elaine Fry          | 31,875.00   | Beryl Apelbaum      | 26,906.50   | Vaun Gramatovich   | 23,859.50   | Salina Jacobsen    | 21,208.50   |                  |             |
| Isabelle Meunier   | 38,123.00   | Shelley Haslett     | 31,337.50   | Randhir Singh       | 26,813.50   | Fran Sorobey       | 23,735.00   | Rose-Marie Young   | 21,069.50   |                  |             |
| Angela Hargreaves  | 37,852.50   | Teresa Ho           | 31,175.00   | Bev Strebchuk       | 26,491.50   | Catherine Chapman  | 23,378.00   | Eva Kopec          | 20,976.50   |                  |             |
| Mary Davies        | 37,809.00   | Rita Samms          | 31,145.50   | Heidi McGuigan      | 26,196.50   | Carolyn Noftall    | 23,312.50   | Bev Krueger        | 20,799.50   |                  |             |
| Theresa Nielsen    | 37,635.00   | Nicole Bellemare    | 31,133.50   | Joanne Johnston     | 26,189.00   | Bev Harris         | 23,289.00   | C. Hendrickson     | 20,663.00   |                  |             |

## Top Recruiting Units/Meilleurs groupes en recrutement

Listed below are the top recruiting units with signed Independent Beauty Consultant Agreements for September. / D'après les Accords de la Conseillère en soins beauté indépendante signés en septembre.

Ontario – Shelley Recoskie  
 Québec – Isabelle Perreault  
 Alberta – Fiona Corby  
 Saskatchewan – Joyce Bigelow

Québec – Josée D'Anjou  
 Ontario – Teresa Ho  
 Ontario – June Rumball  
 Saskatchewan – Charlene Blackstar

Québec – Guyline Comeau  
 Québec – Nathalie Delisle

## Provincial Sales Queens/Reines des ventes provinciales

Listed below are the top purchases of wholesale Section 1 product orders during the month of September. / D'après les commandes en gros les plus élevées de la Section 1 en septembre.

Alberta – Lorena Siemens  
 British Columbia/Colombie-Britannique – Carol Heath  
 Manitoba – Destiny Unrau  
 New Brunswick/Nouveau-Brunswick – Veronique Gallien  
 Newfoundland & Labrador/Terre-Neuve-et-Labrador – Debbie Parsons

Nova Scotia/Nouvelle-Écosse – Lorna Randall  
 Nunavut – Claire Kennedy  
 Northwest Territories/Territoires du Nord-Ouest – Gayle Esch  
 Ontario – Cassandra Lay  
 Prince Edward Island/Île-du-Prince-Édouard – Andrea Stewart

Québec – Annie Bellerose  
 Saskatchewan – Joyce Bigelow  
 Yukon – Sarah Charlie

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.



## 12% Club/Club 12 %

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose 12 percent cheque exceeded \$500 for the month of September. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 12 % a dépassé 500 \$ en septembre.

|                    |            |                    |          |                    |          |                       |          |                    |          |                     |          |
|--------------------|------------|--------------------|----------|--------------------|----------|-----------------------|----------|--------------------|----------|---------------------|----------|
| Kyla Buhler        | \$1,930.89 | Julie Sweeney      | \$979.08 | Catherine Chapman  | \$778.86 | Donna Witt            | \$700.02 | Sue McElhanney     | \$610.59 | Georgine Cook       | \$528.00 |
| Carol Heath        | 1,912.80   | Deb Wynn           | 973.14   | Randhir Singh      | 777.87   | Robin Courneya-Roblin | 694.74   | Susan Bannister    | 609.27   | Cathy Wright        | 527.25   |
| Susie Leavold      | 1,812.72   | Bertha Kovach      | 963.60   | Lorraine McCabe    | 776.13   | George Anderson       | 694.65   | Marlene Bridgman   | 608.25   | Mychele Guimond     | 521.91   |
| Diane Burness      | 1,527.84   | Nicole Bellemare   | 953.25   | Michelle Currie    | 767.64   | Pam Behnke-Van Hoof   | 689.46   | Prabjyot Gill      | 604.38   | Colleen Hendrickson | 520.35   |
| Lorena Siemens     | 1,527.54   | Marie York         | 924.51   | Debbie Johnston    | 766.86   | Pamela Kanderka       | 686.88   | Rose-Marie Young   | 601.35   | M. Pangan-Dutkoski  | 519.81   |
| Angela Hargreaves  | 1,496.22   | Eva Kopec          | 905.16   | Sharlene Bukurak   | 766.29   | Sarah Kearney         | 683.34   | Paulette Nimco     | 592.38   | Haudry Escandon     | 518.16   |
| Shelley Recoskie   | 1,486.32   | Lucie Leveillee    | 900.93   | Gladys MacIntyre   | 765.48   | Martine Richard       | 672.66   | Rajinder Rai       | 591.42   | Tracey Douglas      | 516.66   |
| Claribel Avery     | 1,450.65   | Maureen Corrigan   | 876.00   | Shelley Haslett    | 753.72   | Rita Samms            | 672.45   | Karen Simpson      | 591.03   | Elizabeth Farris    | 516.18   |
| Liz Wodham         | 1,428.09   | Christine Ransom   | 865.02   | Tamara Swatske     | 753.45   | Carlene Kerr          | 670.62   | Audrey Ehalt       | 585.57   | Claudine Pouliot    | 515.58   |
| Shannon Cameron    | 1,388.61   | Paula Skinner      | 864.57   | Gloria Fitt        | 752.88   | Kathy Handzuik        | 670.62   | Lois Musselman     | 581.64   | Ruby Chapman        | 515.37   |
| Guyllaine Comeau   | 1,360.26   | Wanda Groenewegen  | 854.34   | Sara Roberts       | 746.88   | Shelley Mehling       | 661.92   | Chantal Rivard     | 572.01   | Charlene Efford     | 513.33   |
| Shirley Fequet     | 1,248.09   | Bev Krueger        | 851.10   | Leanne Chamberlain | 745.74   | Barbara Craig         | 660.51   | Nathalie Bisaillon | 569.28   | Monica Hoffman      | 510.60   |
| Sharon Lee Carlson | 1,245.18   | Michelle Gilbert   | 849.90   | Aradella MacDonald | 738.66   | Kathryn Milner        | 651.69   | Sandra Thornton    | 567.90   | Chrissy Novak       | 509.64   |
| Sheila Lefebvre    | 1,211.49   | Lisa Dobson        | 846.75   | Diane Riddell      | 738.63   | Sue Rigby-Mallard     | 650.67   | Sharon Keenan      | 566.67   | Eve Raymond         | 509.58   |
| Vaun Gramatovich   | 1,200.27   | Joyce Bigelow      | 843.33   | Shannon Shaffer    | 738.27   | Guyllaine Dufour      | 645.63   | Lisa McInnes       | 565.65   | Jocelyne Morissette | 508.62   |
| Lorrie Henke       | 1,190.88   | Joanne Lam         | 838.32   | Alex Quinn         | 733.56   | Alexis Glabus         | 638.58   | Darla Gagyi        | 563.85   | Louise Boulanger    | 506.70   |
| Kathy Whitley      | 1,167.30   | Maureen Adamkewicz | 834.51   | Catherine Roberts  | 733.50   | Renee Legrand         | 637.65   | Jill Ashmore       | 563.25   | Sharon Casteel      | 506.31   |
| France Grenier     | 1,098.39   | Joyce Harnett      | 833.70   | Brenda Cooper      | 730.53   | Anita Wolfenden       | 635.04   | Johanna Tobin      | 559.50   | Josianne Boily      | 505.92   |
| Mary-Lou Hill      | 1,092.30   | Harpreet Dhaliwal  | 826.23   | Maria Bennett      | 720.21   | Becky Lawrence        | 631.92   | Alice Ko           | 554.70   | Kimberley Shankel   | 505.47   |
| France Legare      | 1,089.69   | Cheryl Neuman      | 821.34   | Sheena Murphy      | 718.32   | Betty Lister          | 629.04   | Karen Perry        | 552.78   | Renee Lavoie        | 505.44   |
| Sonia Dumas        | 1,062.00   | Lynda Switzer      | 816.99   | Debbie Lewis       | 712.71   | Debbie Struthers      | 627.06   | Viv Bonin          | 548.73   | Sharon Gibson       | 504.96   |
| Wendy-Lynn Jones   | 1,018.44   | Jacqueline Cullen  | 814.50   | Larisa Day         | 708.09   | Alyce Parkes          | 626.67   | Lucie Beauregard   | 546.27   | Ginger Woeppl       | 503.61   |
| Sharon Coburn      | 1,011.78   | Jasbir Sandhu      | 806.28   | Ruth MacDonald     | 706.68   | Sylvie Pellerin       | 621.75   | Peggy Denomme      | 546.06   | Marie Thomas        | 500.52   |
| E. Ramanauskas     | 1,005.24   | Mandeep Bambrah    | 804.39   | Ge Qian            | 706.02   | Gwen Groves           | 616.08   | Melody Gilmore     | 541.95   |                     |          |
| Kim Conaghan       | 1,004.64   | Louise Fortin      | 799.86   | Theresa Nielsen    | 705.18   | Debi Kanerva          | 615.60   | Deanna Pease       | 538.08   |                     |          |
| Donna Melnychyn    | 990.66     | Lauretta Gorman    | 798.18   | Anna Leblanc       | 704.94   | Ishali Mulchandani    | 613.86   | Zulma Martinez     | 537.03   |                     |          |
| Joyce Goff         | 986.10     | Fran Sorobey       | 795.99   | Louisa Hoddinott   | 703.35   | Colleen Sankey        | 613.68   | Joan Knight        | 530.85   |                     |          |
| Isabelle Meunier   | 983.19     | Susan Richardson   | 787.11   | Julie Fiala        | 700.59   | Brigitte Boucher      | 611.52   | Jennifer Levers    | 529.95   |                     |          |

## 8% Club/Club 8 %

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose eight percent cheque exceeded \$250 for the month of September. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 8 % a dépassé 250 \$ en septembre.

|                    |          |                    |          |                      |          |                   |          |                       |          |                  |          |
|--------------------|----------|--------------------|----------|----------------------|----------|-------------------|----------|-----------------------|----------|------------------|----------|
| Julie Boulay       | \$772.58 | Lenore Oughton     | \$397.44 | Cathy Webster        | \$353.86 | Judy Krellove     | \$305.70 | Alicia Plosz          | \$275.78 | Judi Todd        | \$265.54 |
| Sharon Wolthers    | 734.94   | Theresa Kroeker    | 396.06   | Kim Labelle          | 353.36   | Louise Desy       | 305.46   | Melissa Bongalis      | 275.22   | Valerie Pullishy | 264.74   |
| Ginette Desforges  | 538.54   | Jeevanjot Kaur     | 384.92   | Louise Best          | 347.90   | Lisa Craig        | 299.68   | Connie Burke          | 274.80   | Rita White       | 263.20   |
| Carole McMechan    | 528.16   | Fiona Corby        | 384.50   | Rita Marchesan       | 344.46   | Phyllis Keenie    | 290.30   | Sylvie Theriault      | 273.84   | Heather Daymond  | 257.44   |
| Wilma Goit         | 471.70   | Lu Scott           | 380.20   | Gloria Rousseau      | 341.78   | Janice Joyner     | 289.70   | Helen Lupena-Sabourin | 271.14   | Meighen Pollard  | 252.02   |
| Angela Murphy      | 464.48   | Janet Sawatzky     | 379.60   | Darla Lutwick        | 330.26   | Chantal Bisaillon | 289.62   | Ilda MacHado          | 269.98   | Melissa Hodder   | 250.98   |
| Marie-Sophie Roy   | 444.94   | Dale Kathryn Grove | 376.58   | Julie Huneault       | 324.28   | Debbi Levy Kay    | 283.84   | Carol Adams           | 269.82   |                  |          |
| Pauline Richardson | 430.10   | Sylvie Rieux       | 370.58   | Erna Voth            | 319.40   | Deanne Bonilla    | 281.78   | Denise Young          | 268.52   |                  |          |
| Melissa Briand     | 408.54   | Trish Courchaine   | 361.28   | Debbie Ryan King     | 309.96   | Chantal Issel     | 280.18   | Karen Piovesan        | 267.92   |                  |          |
| Yolene Gay         | 400.46   | Annie Couture      | 354.78   | Marie-Claude Leblanc | 306.80   | Diane Peel        | 278.32   | Marjorie Hunt-Platt   | 267.44   |                  |          |

## 4% Club/Club 4 %

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose four percent cheque exceeded \$75 for the month of September. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 4 % a dépassé 75 \$ en septembre.

|                    |          |                       |          |                     |          |                    |         |                     |         |                      |         |
|--------------------|----------|-----------------------|----------|---------------------|----------|--------------------|---------|---------------------|---------|----------------------|---------|
| Dana Brooks        | \$182.88 | Jennifer Gilmer       | \$120.58 | Rhonda Laflamme     | \$102.08 | Chantale Lepage    | \$96.00 | Linda Keddy         | \$86.80 | Karin Smith          | \$79.80 |
| Hanh Ly            | 169.56   | Kamaljit Nijjar       | 120.32   | Francoise Chartrand | 100.28   | Natasha Carey      | 95.24   | Martha Trujillo     | 86.45   | Virginia Gilpin      | 78.96   |
| Patricia Fosskett  | 165.80   | Stephanie Guilleminot | 120.21   | Ginette Garneau     | 98.35    | Sophie Chretien    | 93.25   | Janet Crandall      | 86.20   | Gabrielle Carpentier | 78.94   |
| Carole Manseau     | 158.97   | Natacha Charles       | 117.56   | Carolynn Sheu       | 97.22    | Amanda Buchanan    | 91.42   | Deanna Penney       | 85.57   | Mary-Lou McMillan    | 78.48   |
| Madeleine Gagne    | 153.60   | Raven Deni            | 115.15   | Natalie Mulholland  | 96.86    | Cecilia Mottu      | 91.24   | Holly Bussey        | 84.59   | Shelly Asham         | 78.06   |
| Natasha Poirier    | 152.79   | Helen Catherine Wight | 115.15   | Melissa Barbeau     | 96.75    | Sonya Wagenaar     | 89.26   | Nataly Forand       | 84.21   | Susan Haselhan       | 76.89   |
| Stephanie Mager    | 146.12   | Fredelaine Labossiere | 114.59   | Tina O'Brien        | 96.70    | Nancy Groleau      | 89.14   | Vivian Obobai       | 84.16   | Jessy Lapierre       | 76.13   |
| Martine Caerdinael | 144.32   | Irene Fung            | 113.46   | Rita Weagle         | 96.15    | Kellie Berrigan    | 88.06   | Claudy Guillemette  | 82.62   | Lorraine Mayer       | 75.91   |
| Manon Lapierre     | 136.17   | Sylvia Thiessen       | 109.46   | Laurel Dolman       | 96.06    | Natalie Groat      | 87.59   | Alice Rutledge      | 81.50   | Heather Hewitt       | 75.79   |
| Isabelle Parent    | 123.65   | Christal Blanchard    | 105.99   | Lynne Moe           | 96.04    | Bonnie Van Geene   | 87.48   | Cathy Gilchrist     | 81.14   | Mariola Herbasz      | 75.77   |
| Bridget Watorek    | 122.09   | Helen Klassen         | 104.59   | Pamen B. Parker     | 96.03    | Ashlee Franz       | 87.27   | Tabatha Wells       | 80.13   | Shelda Auger         | 75.32   |
| Karen Schamehorn   | 122.00   | Hannah Lawrie         | 103.72   | Lyne Villeneuve     | 96.03    | Manuela Mihaljevic | 87.12   | Tetyana Spesivtseva | 80.03   |                      |         |

## Gold Medal/Médailles d'or

The following Independent Beauty Consultants and Independent Sales Directors shared the Mary Kay opportunity with a minimum of five new team members during the month of September. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en septembre.

CHERYL NEUMAN  
Director/Directrice  
EVA KOPEC  
Director/Directrice  
VAUN GRAMATOVICH  
Director/Directrice  
JOYCE BIGELOW  
Director/Directrice

ALICE KO  
Director/Directrice  
WENDY-LYNN JONES  
Director/Directrice  
JOANNE LAM  
Director/Directrice  
SUE MCELHANNEY  
Director/Directrice

CHARLENE BLACKSTAR  
Director/Directrice  
KIM CONAGHAN  
Shelley Recoskie  
GE QIAN  
Teresa Ho  
DEBBIE JOHNSTON  
Deb Wynn

DEBI KANERVA  
June Rumball  
CHANTAL RIVARD  
Director/Directrice  
JOSIANNE BOILY  
Mireille Morin  
JULIE BOULAY  
Isabelle Perreault

MELISSA BRIAND  
Isabelle Perreault  
KIM LABELLE  
Isabelle Perreault  
LISA O'MALLEY  
Fiona Corby  
CHARLENE RANDLE-CLAYTON  
Betty Elliott-Kichler

JANET SAWATZKY  
Director/Directrice  
JENNIFER SCOTT  
Debbie Struthers

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECROUTE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LITÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTITÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

## Silver Medal/Médailles d'argent

The following Independent Beauty Consultants and Independent Sales Directors shared the Mary Kay opportunity with a minimum of four new team members during the month of September. /  
Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en septembre.

REINA HERAS  
Gladys MacIntyre  
CAROL HEATH  
Director/Directrice

ROBIN COURNEYA-ROBLIN  
Director/Directrice  
LORENA SIEMENS  
Director/Directrice

CLARIBEL AVERY  
Director/Directrice  
WANDA GROENEWEGEN  
Director/Directrice

TARRA KELLER  
Director/Directrice  
ZULMA MARTINEZ  
Teresa Alomar-Story

MARTINE RICHARD  
Bev Krueger  
CELESTE TOOTOOSIS  
Charlene Blackstar

## Bronze Medal/Médailles de bronze

The following Independent Beauty Consultants and Independent Sales Directors shared the Mary Kay opportunity with a minimum of three new team members during the month of September. /  
Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en septembre.

SHELLEY RECOSKIE  
Director/Directrice  
EVELYN RAMANAUSKAS  
Director/Directrice  
SHELLEY MEHLING  
Director/Directrice  
LISA CRAIG  
Director/Directrice  
NATHALIE GERVAIS  
Director/Directrice  
SVITLANA AWOGBAMI  
Director/Directrice  
GUYLAINE COMEAU  
Director/Directrice  
SHARON WOLTERS  
Director/Directrice  
DARLA GAGYI  
Director/Directrice

CELSA PASMO  
Director/Directrice  
JOY ZAPOROZAN  
Director/Directrice  
GUYLAINE DUFOUR  
Director/Directrice  
GINA HORMANN  
Director/Directrice  
DEBBIE MAW  
Director/Directrice  
LISA MCINNES  
Director/Directrice  
PAULETTE NIMCO  
Director/Directrice  
TRACEY WALLS  
Director/Directrice  
KIMBERLY BOETTGER  
Director/Directrice

PEGGY DENOMME  
Director/Directrice  
DEBORAH KENNY  
Director/Directrice  
JULIE SWEENEY  
Director/Directrice  
JENNY FORAN  
Director/Directrice  
MONA HOOD  
Director/Directrice  
CATHERINE LAROCHE  
Guyline Comeau  
MARIE MONTE  
Director/Directrice  
MARIE-SOPHIE ROY  
Nathalie Delisle  
SARAH BARDELL  
Anna Leblanc

JENNIFER BURNSIDE  
Sarah Kearney  
NOVELYN DE LEON  
Fernanda Silva  
RAVEN DENI  
Tammy Charbonneau  
BALJEET DHALIWAL  
Jasbir Sandhu  
BELINDA DUNLOP  
Jacqueline Cullen  
ANNIE FAUTEUX  
Nicole Bellemare  
COLLEEN GENNO  
Lisa Dobson  
FRANCE GRENIER  
Director/Directrice  
ANGELA GYAMFI  
Anne Austin

NIKKI HORTON  
Renee Daras  
JULIE HUNEULT  
Alison Hogan  
KULDIP JATANA  
Harsimran Saini  
RAVINDER KAUR  
Balbir Singh  
FREDDELYNE LABOSSIERE  
Sonia Janelle  
ROSALINDA LACSAMANA  
Joyce Bigelow  
DOREEN MERCER  
Janet Reid  
ISABELLE MEUNIER  
Director/Directrice  
EZIAKU ODIMUKO  
Evelyn Ramanauskas

SUSAN OLDENBURG  
Heather Oldenburg  
GISELE OLSEN  
Mona Hood  
NATASHA POIRIER  
Linda MacDonald  
MARELIE SAVOIE  
Josée D'Anjou  
LISA WILSON  
Shawna Mallette

## New Team Leaders/Nouveaux chefs d'équipe

These Independent Beauty Consultants added their fifth or more active team member during the month of September. /  
Conseillères en soins de beauté indépendantes ayant recruté dans leur équipe un 5<sup>e</sup> membre actif ou plus en septembre.

JOSIANNE BOILY  
Mireille Morin  
BRIGITTE BOUCHER  
Eve Raymond  
MELISSA BRIAND  
Isabelle Perreault

MARIE-ANNE CHRETIEN  
Maureen Corrigan  
ANNE-MARIE CRYTES  
Mireille Morin  
DANIELLE HUGH  
Patricia Monforton

JULIE HUNEULT  
Alison Hogan  
JEEWANJOT KAUR  
Harsimran Saini  
KIM LABELLE  
Isabelle Perreault

NINFA MAPULA  
Fernanda Silva  
ZULMA MARTINEZ  
Teresa Alomar-Story  
SUE MCCREA  
Esther Gallop

NADIA PLOURDE  
Renee Lavoie  
SHANNON SOMERS  
Chrissy Novak  
MICHELLE STAFFORD  
Bonnie Vigue

SHAWN YPES  
Sylvia Smith

## New Star Recruiters/Nouvelles recruteuses étoiles

These Independent Beauty Consultants added their third or more active team member during the month of September. /  
Conseillères en soins de beauté indépendantes ayant recruté dans leur équipe un 3<sup>e</sup> membre actif ou plus en septembre.

GINGER AUSTIN  
Fiona Corby  
JOSEE BEAUCAGE  
Sylvie Beaucage  
NATACHA CHARLES  
Joeline Jean-Claude

RAVEN DENI  
Tammy Charbonneau  
NANCY GROLEAU  
Linda Moreau  
MELISSA GULLAGE  
Shirley Fequet

ROXANA KETTLE  
Rosibel Shahin  
FREDDELYNE LABOSSIERE  
Sonia Janelle  
ANN LANE  
Shannon Cameron

DEBRA LINDSKOOG  
Sharon Lee Carlson  
DOREEN MERCER  
Janet Reid  
EZIAKU ODIMUKO  
Evelyn Ramanauskas

LISA PALLAN  
Debbie McLaughlin  
NATASHA POIRIER  
Linda MacDonald  
CATHY SEYMOUR-COLGATE  
Linda MacDonald

LYNE VILLENEUVE  
Nathalie Delisle

## Cadillac Achievers/Championnes Cadillac

These Independent Sales Directors have qualified during the month of September to earn the use of a pink Cadillac or receive cash compensation. /  
Directrices des ventes indépendantes qualifiées en septembre pour l'usage d'une Cadillac rose ou une compensation en argent.

Guyline Comeau

Carol Heath

Susie Leakvold

Shannon Shaffer

## Premier Club Achievers/Championnes Club Première

These Independent Sales Directors have qualified during the month of September to earn the use of a Saturn Aura XR or receive cash compensation. /  
Directrices des ventes indépendantes qualifiées en septembre pour l'usage d'une Saturn Aura XR ou une compensation en argent.

Nicole Bellemare  
Joyce Bigelow

Malinda Byrne  
Fiona Corby

Peggy Denomme  
Darla Gagy

Eva Kopec  
Kathryn Milner

Theresa Nielsen  
Lorena Siemens

Julie Sweeney  
Danielle Theriault

## Independent Sales Director Grand Achievers/Directrices des ventes indépendantes Grandes Gagnantes

These Independent Sales Directors qualified during the month of September to receive cash compensation. /  
Directrices des ventes indépendantes qualifiées en septembre pour une compensation en argent.

Lauretta Gorman

Joanne Lam

Ruth MacDonald

Sarah Waters

## Independent Beauty Consultant Grand Achievers/Conseillères en soins de beauté indépendantes Grandes Gagnantes

These Independent Beauty Consultants qualified during the month of September to earn the use of a Pontiac VIBE, Pontiac G6 or receive cash compensation. /  
Conseillères en soins de beauté indépendantes qualifiées en septembre pour l'usage d'une Pontiac VIBE, Pontiac G6 ou une compensation en argent.

Julie Boulay

Aradella MacDonald

Catherine Roberts

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Fabulous 50s Achiever/Championne Fabuleux 50

The following Independent Sales Director achieved Mary Kay's Fabulous 50s status by achieving at least \$30,000 in net adjusted wholesale production and growing her unit size to 50 or more within six months of her debut date (April 2008). / La Directrice des ventes indépendante suivante a atteint le statut de championne Fabuleux 50 Mary Kay pour avoir réalisé une production de groupe nette ajustée de 30 000 \$ en gros ou plus et pour avoir développé un groupe de 50 membres ou plus dans les six mois suivant la date (avril 2008) de ses débuts.

### France Grenier

No photo  
available./  
Photo non  
disponible.

National Area/Famille nationale:  
Go Give/Famille Entraide



### Quarter One Go-Give® Award Winner

Alyce Parkes

Stillwater Lake, NS

STARTED MARY KAY: February 1981

DEBUTED AS AN INDEPENDENT SALES DIRECTOR: October 1982

**PERSONAL:** "I've been married 38 years to my husband, David. We've raised two beautiful daughters, Jennifer and Tracy. My mom, Marie, was my first hostess and my first sale more than 27 years ago and – at the age of 85 – she's still a faithful user of Mary Kay skin care product and is one of my best advertisements for our product."

**UNIT NAME:** "The dynamic women in my unit – 'Parkes' Powerhouse' – are capable of becoming strong Mary Kay leaders in their own right."

**GOALS:** "One of my goals this year is to help inspire at least three of my talented unit members to promote themselves to Independent Sales Directorship. I also intend to represent my fabulous unit on the 2009 Seminar stage as a Cadillac Independent Sales Director. Being part of the 2009 Seminar Court of Sharing is a 'must' for me in order to achieve one of my fondest dreams – to proudly receive my bar pin on behalf of my unit's teamwork – and that would also mean a Double Star Independent Sales Director pin! I intend to be very busy this year!"

#### ENRICHING LIVES:

"Alyce gave me the courage to start my Mary Kay business. She is very supportive!"

– Shirley Walton, Independent Beauty Consultant

"[Alyce] travels the distance to keep her unit proud, together and working! Her positive nature is truly a gift. She's a genuine friend and mentor to all of us – I love all she is and represents!"

– Anita Harris, Independent Beauty Consultant

#### ON BEING NOMINATED:

"Every member of the Mary Kay family knows that Mary Kay Ash valued the Go-Give® Award over all others. The call from Corporate was totally unexpected and I feel so grateful to the wonderful women who nominated me. I am very fortunate to be able to work with independent sales force members from all over Canada who hold Mary Kay's ideals high. I was an adoptee when I joined Mary Kay and I have always felt that adoptees are a very important part of my unit; they truly are my 'AMEN' corner! Thank you once again for this amazing honour."

– Alyce Parkes, Independent Sales Director



### Quarter Two Go-Give® Award Winner

Nathalie Delisle

Gatineau, QC

STARTED MARY KAY: September 2001

DEBUTED AS AN INDEPENDENT SALES DIRECTOR: March 2002

**PERSONAL:** "I'm married to the handsome Alain Lefebvre with whom we have 5 beautiful children: Gabriel (17), Stéphanie (17), Jean-François (16), Jade (14) and Eloi (11)."

**UNIT NAME:** "Our unit name is 'L'envolée' and our symbol is the butterfly."

**GOALS:** "For Seminar 2009, our goals are to be a Million-Dollar Unit, achieve the Top Director Trip to Maui, the Court of Sharing and to be an excellent Independent Elite Executive Senior Sales Director."

#### ENRICHING LIVES:

"Nathalie is truly someone special. She offers all women the opportunity to change their lives and live the lifestyle they've always dreamed through a Mary Kay business."

– Geneviève Leblanc, Independent Beauty Consultant

"Nathalie is always available for anyone who needs her. She is always ready to listen and her enthusiasm is wonderful. She is my role model!"

– Anne Daigle, Independent Beauty Consultant

#### ON BEING NOMINATED:

"I accept this nomination and honour that my peers are sending me with a lot of humility. It's a recognition from many hearts directly to my heart. I will pursue my Mary Kay journey experiencing the wonderful values and the great principles that Mary Kay Ash taught us and which makes our Company so special and unique. I am pleased to know that what I do in my daily activities, what I say to people and how I make them feel do make a difference. Thanks to all the people that passed it on since the beginning. It's a pleasure for me to pass it forward!"

– Nathalie Delisle, Independent Elite Executive Senior Sales Director

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



plan now to  
**work  
smart!**

**careerconference2009**

Attending *Work Smart! Career Conference 2009* could be the smartest move you make! You won't want to miss this opportunity to learn from the best, discover new ways to work your business and immerse yourself in the positive recognition and uplifting sisterhood that is the Mary Kay way.

**MARCH 6<sup>TH</sup> — 7<sup>TH</sup>**

- Edmonton
- Halifax
- Regina
- Toronto

**MARCH 13<sup>TH</sup> — 14<sup>TH</sup>**

- Montréal
- Ottawa
- Penticton
- St. John's
- Winnipeg

Working **smart** is the only way.

**EXTRA VALUE**

As Mary Kay Ash said, "Make your plans now. Use the profit from a few extra skin care classes to pay your way." And when you attend, you'll receive a product giveaway exclusively for attendees! You can't afford not to go!



**SPARKLE AND SHINE!**

When you achieve this new team-building challenge, you'll receive your beautiful pearl and crystal jewelry at Career Conference. It's just one more great reason to attend!

**MARK YOUR CALENDAR**

With nine Career Conference locations across Canada, it's never been more convenient to attend. Watch for complete Career Conference details in the January/February 2009 issue of *Applause*® magazine!



MARY KAY®

**Mary Kay Cosmetics Ltd.**

2020 Meadowvale Blvd.

Mississauga, Ontario

L5N 6Y2

**www.marykay.ca**

|                   |   |                    |
|-------------------|---|--------------------|
| CANADA            |  | POSTES             |
| POST              |   | CANADA             |
| Postage paid      |   | Port payé          |
| Publications Mail |   | Poste-publications |
| PM#: 40069444     |   |                    |