

WINTER 2011/2012

MARY KAY  
CANADA  
Enriching Women's Lives  
www.marykay.ca

# applause®

SEMINAR  
STARLETS  
RELIVE THE  
BIGGEST EVENT  
OF THE YEAR

skin care &  
colour changes

what you need to know

PAGE 10

FOCUS ON  
FASHION!

PAGE 56

CAREER  
CONFERENCE 2012  
PROVES THAT  
"YOU CAN DO IT!"

sneak  
peek!

QUARTER 3 STAR CONSULTANT  
PRIZE PROGRAM

# contents

WINTER 2011/2012

you can  
**Do** it!  
career conference | 12

26

32

The Stars  
Shine!

56

## BUILD

- 10 Make Lips Shine
- 14 Botanical Beauty
- 18 Girls Go Glam

## GROW

- 24 *Believe in your Dreams!*
- 26 Career Conference 2012
- 32 Seminar 2011 Awards Highlights

## REFLECT

- 47 Tamale Pie
- 48 My Moment
- 49 Pioneer Memories

## LIVE

- 52 Picture This
- 56 Get the look!
- 58 Mary Kay Millionaire

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

# editor's letter

## winter of dis ... no, wait ... content!

That's right! No "discontent" here. There's just way too much to get excited over this quarter! For one, we've completely revamped three of our colour products: lip gloss, eyeliner and lip liner, ensuring you can offer your customers products that are as functional as they are fashionable. And not only have we improved the formulas, we've added new on-trend shades.

Then we have the introduction of the latest line of skin care: Mary Kay® Botanical Effects™. It's simple, fresh, tailored to you ... and hitting your shelves this February! Infused with the goodness of botanicals, it's hypoallergenic, fragrance- and alcohol-free, contains no synthetic dyes and it's personalized to your skin type so it brings out your skin's healthy radiance. Plus, the packaging is gentle on the planet while perfectly priced for the budget-minded. Turn to page 14 for an exclusive sneak peek!

And the moment you've all been waiting for (drum roll, please) – the Seminar 2011 Highlights are yours to relive on page 32. It's hard to believe that Seminar was nearly six months ago; it feels like we were celebrating together just yesterday – yet we're already in full swing with *You Can Do It!*<sup>SM</sup> Career Conference 2012 preparations! Be sure to get the full scoop on pages 26 and 27. Mark your city's dates on your calendar and get ready for 48 hours of bonding, celebrating and learning. Many independent sales force members feel that Career Conference is exactly what they need to reignite their passion, realign their goals and re-energize their enthusiasm in time for Seminar.

Having just returned from a restful vacation, I know how important it is to recharge your batteries and refocus. While basking in the sun (with my Mary Kay® SPF 30 Sunscreen on), I had time to soak in the *Applause*® interviews from the week prior. I'm one of the lucky few at corporate who has the opportunity to hear all the amazing stories of the independent sales force ... and then share them with you. I have to say that the women I spoke to really made an impact on me and I'd be remiss to not mention them here. From Kay Szydluk who said just the right thing to brighten my mood on a particularly hard day, to Ming Tsang for showing me the Mary Kay Facebook world through the eyes of an independent sales force member, to – of course – our Seminar 2011 Queen of Unit Sales Fiona Corby – one of the most humble women I've ever been blessed to meet, you make me love what I do! Then there's Mignon Gartley and Donna McKinley, who shared their Mary Kay memories with me. It's like having a piece of Mary Kay history right in the palm of my hand.

Thank heavens for *Applause*® magazine! It truly makes me feel like a part of the Mary Kay sisterhood!

On that note, I'll leave you with a holiday greeting from all of us at the Mary Kay corporate office. We wish you a bright and beautiful holiday season with your family and friends. May health, happiness and good times greet you each day of the new year.



Marijana Klavic



## the 6 most important things this quarter

### 1 FOCUS ON COLOUR

New and improved formulas and shades for lips and eyes! Share the benefits about this quarter's colour forecast with your customers.

### 2 FRESH FACES

2012 promises to be a big year in skin care for Mary Kay. Get a sneak peek at Mary Kay® Botanical Effects™ so you can be in the know when it launches!

### 3 SOCIAL NETWORK

Don't think social media is right for you? Give it a try! Take a look at the Mary Kay Canada Facebook Page to see how it's done!

### 4 GET WITH THE PROGRAM

The Star Consultant Prize Program can help you stick to your selling strategies and earn exciting new rewards.

### 5 YOU CAN DO IT!

Countless independent sales force members credit Career Conference as the event that helped them see the picture and the potential for their Mary Kay business. We hope we'll see you there!

### 6 BELIEVE

An invitation to a special function and rewards can be yours with the *Believe in Your Dreams!* Team-Building Challenge!

### CONNECT WITH US



[www.facebook.com/marykaycanada](http://www.facebook.com/marykaycanada)



[www.twitter.com/marykaycanada](http://www.twitter.com/marykaycanada)



[www.youtube.com/marykaycanada](http://www.youtube.com/marykaycanada)

### HOW ARE WE DOING?

We welcome story suggestions, inspiring ideas and other tips. E-mail the *Applause*® magazine editorial team at:

[applause-canada@mkcorp.com](mailto:applause-canada@mkcorp.com)

### SHE SAID IT BEST



It's not so much what happens to us as how we react to what happens that makes the difference.

Mary Kay

# in your words

## love it? don't? tell us why:

As our audience, we want to know what inspires you (and what doesn't)! Is it in-depth features on independent sales force members? More product tips? How about business tools? We'd love to hear what you want to see in *Applause*® magazine. After all, it's designed just for you ... and we want it to be your go-to guide for everything Mary Kay!

Send your thoughts and ideas to [APPLAUSE-CANADA@MKCORP.COM](mailto:APPLAUSE-CANADA@MKCORP.COM)!



Love it? Don't? Tell us why:  
[APPLAUSE-CANADA@MKCORP.COM](mailto:APPLAUSE-CANADA@MKCORP.COM)

# calendar

the dates you need to know this quarter

## DECEMBER 2011

- 1: Registration begins** for *You Can Do It!*<sup>SM</sup> Career Conference 2012.
- 5: Received deadline** for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on December 1<sup>st</sup>.
- 15: Preferred Customer Program** – Last day for customers to take advantage of the Fall/Holiday 2011 *Mini TimeWise*<sup>®</sup> *Night Restore & Recover Complex*<sup>™</sup> & *Mini TimeWise*<sup>®</sup> *Microdermabrasion Set* gift with purchase.
- Enrolment deadline for the *Winter Wonders* postcard.
- Beauty That Counts*<sup>®</sup> charitable initiative ends.
- 16: Winter 2011/2012 promotion begins.** Check out [www.marykay.ca](http://www.marykay.ca) and your Mary Kay<sup>®</sup> Personal Web Site to see what's new!
- 25: Christmas Day.**
- 26: Corporate office closed for Boxing Day.**
- 27: Corporate office closed in lieu of Christmas Day.**
- 30: Last working day of the month.** Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward December production.
- 31: Last day of the month.** Online and faxed orders must be received by midnight Eastern Standard Time to count toward December production.

## JANUARY 2012

- 1: Happy New Year!**
- 2: Corporate office closed in lieu of New Year's Day.**
- 3: Preferred Customer Program** – Winter 2011/2012 issue of *The Look* begins mailing.
- 5: Received deadline** for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on January 1<sup>st</sup>.
- 11: Pass It On!**<sup>SM</sup> Leadership Conference 2012 in Atlanta, GA.
- 15: Preferred Customer Program** – Enrolment begins for the Spring 2012 Preferred Customer Program.
- 23: Preferred Customer Program** – *Winter Wonders* postcard begins mailing.
- 31: Last day of the month.** Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time; and online and faxed orders must be received by midnight Eastern Standard Time — to count toward January production.

**on the cover:** Jorgie is wearing Lemongrass and Ivy Garden mineral eye colours; Rich Jade eyeliner on upper lash line and Dark Denim eyeliner on lower lash line; Black Ultimate Mascara<sup>™</sup>; Citrus Bloom mineral cheek colour; Spiced Tea lip liner; and Fancy Nancy NouriShine Plus<sup>™</sup> Lip Gloss.

## FEBRUARY 2012

- 5: Last day to register** for *You Can Do It!*<sup>SM</sup> Career Conference 2012.
- Received deadline** for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on February 1<sup>st</sup>.
- 15: Preferred Customer Program** – Enrolment deadline for the Spring 2012 issue of *The Look*.
- 20: Family Day (AB, ON, SK); corporate office closed.**
- 29: Last day of the month.** Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time; and online and faxed orders must be received by midnight Eastern Standard Time — to count toward February production.



SHE SAID  
IT BEST

The greatest discovery of my lifetime is that by changing my attitude, I can change my life.

Mary Kay

Here's what's sure to have you clicking in December, January and February.



## CAREER CONFERENCE 2012

Everything you need to know about this can't-miss Company event — including class schedules, recognition opportunities and more!



## PRODUCT CENTRAL

Look for PRODcasts on TimeWise® Night Restore & Recover Complex™, as well as tools to help you transition customers to the new lip gloss shades.



consistency challenge  
2011/2012

## STAY ON TRACK

Enrolment begins for the Spring 2012 Preferred Customer Program on January 15<sup>th</sup>! Avoid the last-minute rush and stay on track for the 2011/2012 Preferred Customer Program Consistency Challenge.

What's wonderful this winter? Don't miss these online additions.



## VIRTUAL MAKEOVER

Want another way to promote the new eyeliner, lip liner and lip gloss shades? Have your customers try them on the Mary Kay® Virtual Makeover.



## CONTEST WINNERS

Visit [www.marykay.ca](http://www.marykay.ca) on December 6<sup>th</sup> to meet our TAKEOVER TORONTO! Mary Kay® Makeover Contest winners!



## BUSINESS TO GO

Having trouble connecting with customers in person? Take your business on-the-go with one of the Mary Kay® eCatalogs!

“nothing happens  
until somebody sells something.”

# BuildBUILDbui

PAGE 10

## COLOUR REFRESH

new shades and improved  
formulas for eyes and lips

## contents

PAGE 14 | BOTANICAL EFFECTS

the goodness of  
botanicals meets the  
science of skin care

PAGE 18 | PREFERRED CUSTOMER  
PROGRAM

girls get glamed-up!

PAGE 20 | SOCIAL MEDIA

how to promote your  
business

## PRODUCT &amp; BUSINESS UPDATES

## product replacement requests

Just a reminder that after December 31<sup>st</sup>, 2011, the Company will no longer accept product returns or old forms. To return a product, simply complete the current Product Replacement Request Form (available on the MKOC® in the *Forms & Worksheets* section under the *Resources* tab) and e-mail it to [productreplacementscanada@mkcorp.com](mailto:productreplacementscanada@mkcorp.com)\* or fax it to 1 (888) 449-8394. Be sure to keep a copy of the completed form for your records and keep the product on-hand for 30 days, starting from the day you submit your form, in case the Quality Assurance department have any questions about the product. After the 30-day period, you can dispose of the product according to your local disposal regulations.

\* Unfortunately, any questions sent to [productreplacementscanada@mkcorp.com](mailto:productreplacementscanada@mkcorp.com) cannot be addressed via e-mail. This address is for receiving completed Product Replacement Request Forms only. We're happy to help you with any questions or concerns you may have about the Product Replacement Program, so please contact Sales Force Support at 1 (877) 411-6279.

## PRODcasts

What exactly are PRODcasts? Bite-size product information you can download to learn on-the-go. And they're available to you in the *Product Central* section of the MKOC®. The newest videos include:

- TimeWise® Night Restore & Recover Complex™
- Product Knowledge: Science Behind the Beauty with Dr. Beth Lange
- Dermatological Panel: Skin Care Advice for the Ages, Ingredient Myths and Top Five Skin Care Tips



Happy learning!

## bring good luck with the chinese new year

In Chinese culture, it's customary to give a monetary gift in a red envelope to celebrate the start of a new year. The colour red symbolizes fire, and fire is thought to ward off bad luck.

In honour of this traditional custom, we've designed our own red and gold envelope – adorned with a Mary Kay Ash quote that symbolizes happiness, prosperity, good health and good fortune: "Whatever the mind can perceive and believe, you can achieve."

It's the perfect way to wish your sister Chinese independent sales force members and customers a happy and prosperous new year – in true Mary Kay style! With the beautifully branded swirl pattern and brand logo in ornate gold, these time-honoured red envelopes are one-of-a-kind and will leave a lasting impression of the Company and its commitment to embracing the customs and beliefs around the world.

These envelopes are available in a pack of six for \$3.00 on Section 2 of the Winter 2011/2012 order form ... just in time for the festive season!

Feel free to tuck in a personalized and motivational note, a letter or a chocolate coin to serve as monetary gift to celebrate this special time of year – and to show the people who mean the most to you just how much you care!



“... YOU'LL WANT TO NOTE THAT NO PRICE INCREASES ARE ASSOCIATED WITH THESE IMPROVEMENTS.”

## fun in the sun, made easier

The following products will receive packaging updates:

- Mary Kay® Sunscreen SPF 30
  - Mary Kay® Lip Protector Sunscreen SPF 15
  - Mary Kay® Foundation Primer Sunscreen SPF 15
  - Mary Kay® Subtle Tanning Lotion
  - Mary Kay® Subtle Tanning Lotion (which offers no sun protection)
- as well as Mary Kay® Sunscreen SPF 30 and Mary Kay® Lip Protector Sunscreen SPF 15 will be renamed Mary Kay® Sun Care Subtle Tanner, Mary Kay® Sun Care Sunscreen SPF 30, and Mary Kay® Sun Care Lip Protector Sunscreen SPF 15, respectively.

There's also good news for your customers who request greater sun protection from their skin care products. TimeWise® Day Solution Sunscreen SPF 25 will soon feature sunscreen SPF 35 and TimeWise® Age-Fighting Moisturizer also will receive a boost – from SPF 15 to SPF 30.

At the same time, Mary Kay® After-Sun Replenishing Gel returns – but only for a limited time.

You can look for all the changes with the launch of the Spring promotion on March 16<sup>th</sup>, 2012. And you'll want to note that no price increases are associated with these improvements.

## ALERT: protect your business from fraud

We've recently received a number of reports from independent sales force members who've been contacted via e-mail through their Mary Kay® Personal Web Site by individuals attempting to use false or stolen credit cards, business cheques, pay cheques, money orders and/or cashier's cheques to purchase Mary Kay® product. Many times (but not always!), the inquiry involves a large order from a stranger that seems too good to be true.

If you receive an order inquiry from someone with whom you've never had prior contact, protect your Mary Kay business from potential fraud or scams by practicing a high level of caution. Examples of potential risks and situations can be found in the *News* section of the MKOC®. We ask that you please read the article over carefully to help you recognize and avoid factors that could potentially put your Mary Kay business at risk.

If you believe you are the recipient of a fraudulent order attempt, we strongly recommend that you delete the e-mail without response. After all, if it sounds too good to be true, it probably is!

Should you have any questions, feel free to contact Sales Force Support at 1 (877) 411-6279.

## INSIDER INFO

# THE SCIENCE BEHIND THE BEAUTY



**With Krystle Gonzalez  
Supervisor, Regulatory Affairs  
& Quality Assurance**

**Q.** What does “in vitro” testing mean in regard to skin care products?

**A.** In evaluating the efficacy of our products, Mary Kay relies on proven scientific research using the most advanced technologies available, and the Company will not use any ingredient until our testing has proven it safe and effective for use. During the testing of products such as TimeWise Replenishing Serum+C™ and TimeWise® Night Restore and Recover Complex™, multiple tests on ingredients were performed “in vitro,” which is simply the scientific word indicating that the testing was done in glass or plastic containers in the laboratory versus testing on panelists. This is a common method of evaluating individual ingredients before they're combined together in a formula. Although our testing methods are proprietary, they are similar to methods approved by — and used in — renowned university and medical settings.

## BUSINESS BOOSTER

# eCatalog ease

As we know, Mary Kay is all about connecting with customers face-to-face. Inevitably, with the continuous and evolving forms of technology, Mary Kay Independent Beauty Consultants are finding they need new, modern ways to share the beauty of Mary Kay with customers — existing and new.

For those tech-savvy, time-constrained customers, have you ever thought of sharing the Mary Kay® eCatalog? It's essentially a mobile version of *The Look*, allowing customers the opportunity to virtually flip through the pages from their Smartphone — no waiting for you to drop off or mail them a catalogue. It's instant shopping, in the palm of their hands!

And it's a bonus for you as well! How? Imagine you're standing in line at your local coffee shop and someone asks you what eye colour you're wearing and where you got it. Oh no! Your copy of *The Look* is sitting in your purse — in the front seat of your car. No problem! Just whip out your Smartphone and load the eCatalog right there and then! Or ask if she has her Smartphone with her and she can access it herself! You can even e-mail\* her a copy ... talk about an opportunity to reconnect.

And in case you haven't heard or seen — we've added a TimeWise® Night Restore & Recover Complex™ eCatalog, as well as the *Fall/Winter 2011 Trend Report* so you can take Mary Kay with you anywhere, anytime. And stay tuned for more eCatalogs in the coming months to help you business-build on-the-go!

— Marijana Klapcic



\*Mary Kay Cosmetics Ltd. recognizes the concern many people have regarding unsolicited e-mail (also called “SPAM”). If you send e-mail communications to your customers, be sure to obtain their permission before doing so.

## OUR FAVOURITE LOOK

# unforgettable eyes

OUR COVER GIRL JORGIE SURE KNOWS HOW TO ROCK THE NEW EYELINER, LIP LINER AND LIP GLOSS SHADES! INSPIRED? WELL, HERE'S HOW TO GET HER LOOK!



1. Apply **Lemongrass** mineral eye colour over the entire eyelid, then follow with **Ivy Garden** in the crease.
2. Line the upper lash line with **Rich Jade** eyeliner and the lower lash line with **Dark Denim** eyeliner.
3. Apply one or two coats of **Black** Ultimate Mascara™.
4. Apply **Citrus Bloom** mineral cheek colour on the apple of the cheek, gently blending out and up toward the temple.
5. Line lips with **Spiced Tea** lip liner and finish with **Fancy Nancy** NouriShine Plus™ Lip Gloss. For a bolder lip, fill in the entire area with lip liner before applying the lip gloss. This also gives the gloss longer staying power!

Remember, eyeliner is so versatile and can change an entire look. Go from soft to dramatic with just a few swipes!

## Perfect Eyeliner Application

- Starting at the inner corner of the outside edge of the lash line, draw short, interconnecting lines.

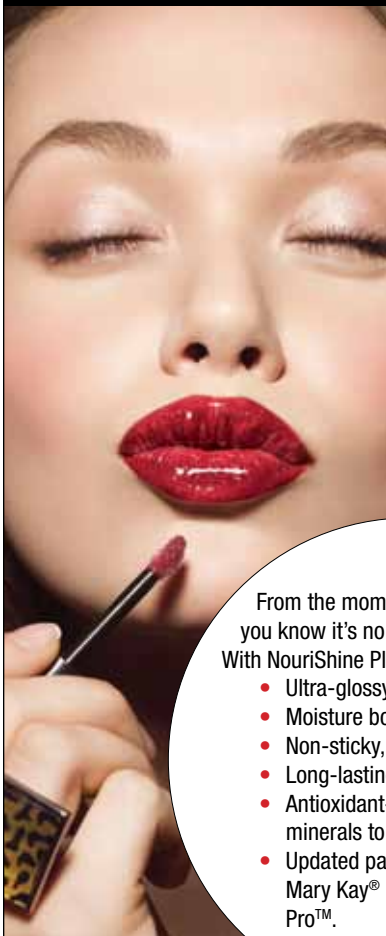
## Statement Eyes

- For a thicker line (like Jorgie's), draw over the line a second time, adding slight pressure. Smudge with a brush or fingertip to soften.

## Dramatic Eyes

- For a dramatic line (see Jorgie's outer eye area), extend the line outward and upward from the outer edge of the eye.

— Marijana Klapcic



# mwah!

MARY KAY®  
**NOURISHINE PLUS™**  
**LIP GLOSS** GIVES LIPS A  
**MOISTURE BOOST AND SERIOUS SHINE!**

**\$18**  
each

From the moment you glide it on, you know it's no ordinary lip gloss. With NouriShine Plus™ Lip Gloss, you get:

- Ultra-glossy shine.
- Moisture boost.
- Non-sticky, super-light formula.
- Long-lasting wear.
- Antioxidant-rich vitamins and minerals to protect and condition.
- Updated packaging that fits the Mary Kay® Compact and Compact Pro™.

## COLOUR-ISTICS 101

Mary Kay's colour experts screened more than 3,000 shades and consulted with top makeup artists to refine the perfect palette of 14 flattering shades (11 new) that complement a variety of skin tones. Experiment with these rich, intense, long-wearing shades and create your own fabulous looks!

## FEEL GOOD, LOOK-GOOD, RESULTS

9 out of 10 women agree it delivers an instant moisture boost\*. Here's what else they say:

- 90%** say it smooths lips.
- 89%** say lips feel healthier.
- 83%** say it helps lips look younger.
- 80%** say it has long-wearing shine.

\*Results reported during a one-week independent consumer study.

## MAKE LIPS SHINE!

With its sheer coverage, Mary Kay® NouriShine Plus™ Lip Gloss lets you get out of your comfort zone.

Go out on a limb, and try new shades – you may be pleasantly surprised with the results!

**For volume,** try a high-shimmer shade.

**Want a more polished look?** Try a non- or low-shimmer shade.

### Notice two-toned lips on the runway?

You, too, can have them by using two shades of lip gloss without blending.

**Does the natural tone of your lips change the o-so-perfect shade of your lip gloss?** Apply Mary Kay® Foundation, Mary Kay® Concealer or the Mary Kay® Facial Highlighting Pen over your lips before

applying lip gloss. And use TimeWise® Age-Fighting Lip Primer inside and outside your lip line to extend lip gloss wear and prevent it from feathering and bleeding.

**Give your lipstick shades a boost.** Combine lipstick with gloss to add intensity or sparkle.





## EXPERT INSIGHT

From Dr. Beth Lange, Chief Scientific Officer  
Lip skin thickness is a fraction of your facial skin thickness, which is why lips lose moisture five times faster. Plus, lips do not have oil or sweat glands, so they can't produce natural emollients like facial skin. That's why lips become dry and chapped without proper care. Mary Kay® NouriShine Plus™ Lip Gloss is infused with ingredients to help keep lips hydrated and feeling soft.



## DID YOU KNOW?

Aloe Leaf Extract  
(a NouriShine Plus™ Lip Gloss

ingredient) is a botanical extract and its use can be traced back to ancient times – it's even thought to be one of Cleopatra's beauty secrets for keeping her skin soft!

**TODAY'S CONSUMER** wants products with fashion and function. Mary Kay® NouriShine Plus™ Lip Gloss offers just that by combining colour and skin care using antioxidant-rich vitamins and plant-derived minerals to help lips feel healthy and younger.

- **Vitamin E** – conditions and soothes.
- **Vitamin C Derivative** – targets collagen production to help reduce fine lines and wrinkles.
- **Aloe Leaf Extract** – offers calming and softening benefits.
- **Pomegranate Sterol** – increases hydration and strengthens the skin barrier.

## SELLING TIPS!

Lip gloss is like a fun watch or the perfect pair of shoes – a statement accessory that adds something extra to top off your look. When selling, keep your approach fun and simple.

- Display lip glosses in a clear bowl or vase at your next skin care class. Like flowers, they'll make a colourful statement and pique your customers' interests.
- Slip samplers into customer reorders.
- Use your Facebook Page or Mary Kay® Personal Web Site to inform customers about the new shades and good-for-your-lips attributes.



**LET YOUR CUSTOMERS HAVE SOME FUN**  
and try these new lip gloss shades!

| IF THEY LIKED | THEN THEY'LL LOVE | ANOTHER OPTION |
|---------------|-------------------|----------------|
| <b>Starry</b> | <b>Icicle</b>     |                |
| Fancy Nancy   | Fancy Nancy       | Pink Luster    |
| Melon Sorbet  | Mango Tango       | Au Naturel     |
| Coral Rose    | Pink Luster       | Fancy Nancy    |
| Pink Diamonds | Pink Parfait      | Pink Luster    |
| Berry Sparkle | Berry Tart        |                |
| Gold Rush     | Beach Bronze      |                |
| Sugarberry    | Berry Tart        |                |
| Sweet Raisin  | Rich Spice        |                |
| Bronze Bliss  | Rich Spice        |                |

**PREPARE** Let customers know that they need to act quickly to purchase their favourites now! Then get ready to invest in new inventory once the new products are available!

Price is suggested retail.

# new!

## MARY KAY® LIP LINER



### What is it?

A new velvety moisturizing formula chock full of age-fighting ingredients that help protect and smooth the lip line while preventing feathering and bleeding.

### Who benefits?

All women seeking a lip liner that glides on smooth without tugging.

### Why now?

Women want colour products with functionality. This new formula offers age-fighting skincare benefits.

### What's different?

Nine shades (4 new) that are in tune with your customers' natural lip tones so liners don't leave a colour ring around the lips. Other perks? Each liner has a shaper built right into the cap.

**\$16**  
each



## Statement LIPS!

INTRODUCING

# new!

**REALLY RED**

**MARY KAY®  
CREME LIPSTICK**

Mary Kay® Creme Lipstick now comes in a gorgeous new shade, **Really Red**. This long-wearing, stay-true colour is enriched with emollients and moisturizers so it glides on with a lightweight creamy texture and delivers maximum colour impact that lasts.

PLUS, it's enhanced with nourishing Vitamin E and a Vitamin C Derivative, which help protect against wrinkle-causing free radicals and everyday environmental stress.



**FRESH  
IDEA!**

Choose  
**LIP LINERS  
TO MATCH  
YOUR  
LIP SHADE**

Choose a lip liner shade that coordinates with your natural lip tone to make your lips look fuller, contoured and flawless. Wear these versatile lip liners alone or with any May Kay® lip product.

Your lip tone is not necessarily the same as your skin tone. Makeup artists reviewed our new palette of lip liners to ensure there's a lip liner to complement every lip tone for a flawless look every time!

## Why Use Clear Lip Liner?

- Defines lip shape and prevents feathering and bleeding.
- Great for use with all lip gloss and lipstick shades and coverage levels.
- Creates undetectable barrier to keep lipstick and lip gloss in place longer.
- Especially great for bold, bright shades because it doesn't add or change the colour – just keeps it in place.
- Good for those who aren't as skilled applying a shaded liner but still want to prevent lip colour feathering and bleeding.



For **makeup artist tips**, go to **www.marykay.ca!**

# focus on COLOUR

## THE EYES HAVE IT!

**\$16**  
each



### 3 NEW SHADES

and an

**IMPROVED FORMULA**  
make **MARY KAY® EYELINER** a must-have for all your customers this season.

The new eyeliners come in seven intense colours and the ultra-creamy formula glides on easy for a perfect, long-wearing (over 8 hours) application every time. What's more, they're water- and smudge-proof, fade-resistant and make lashes appear thicker.

#### APPLICATION IDEAS



- Starting at the inner corner of the lash line, draw short, interconnecting lines.

- For a thicker line, draw over a second time. Smudge to soften with a brush or fingertip.

- For a dramatic look, extend the line outward and upward slightly from the outer edge of the eye.

#### Try upselling these products with the NEW eyeliners:



**Mary Kay® Mascara**  
\$16 - \$21 each

**Mary Kay® Eye Primer**  
\$18

**Mary Kay® Cream Eye Color**  
\$16 each

**Mary Kay® Mineral Eye Color**  
\$7.50 each

# KEEPING skin care CURRENT

Advancements your customers will love!

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

During the next few years, the Company will introduce new products and improve the formulas of current ones to continue to provide the best possible skin care choices to you and your customers. At the same time, the Company will balance the addition of new products with the discontinuation of classic ones. With these changes, you'll be ready to meet your customers' expectations for customization and value in their skin care choices, which are often shaped by the needs determined by age. So get ready for the best skin care products we've ever offered!

With Mary Kay® **Botanical Effects™**,  
taking care of your skin is  
**NOW SIMPLE,**  
easy and tailored to you.

#### Just the facts:

- Available for independent sales force members to order on February 1<sup>st</sup>, 2012 (to give you an opportunity to fall in love with it first!) and February 16<sup>th</sup> for consumers.
- Dry, normal and oily personalized botanicals deliver holistic benefits.
- Antioxidant-rich complex is hypoallergenic for sensitive skin.
- Value priced: cleanser (\$17); moisturizer (\$20); freshener (\$17); and mask (\$18).

Everything you need to know about Mary Kay® Botanical Effects™ will be live on the MKOC® on February 1<sup>st</sup>! And be sure to stay tuned for the Spring 2012 issue of *Applause*® magazine for a closer look into the benefits of this new skin care line!



# sneak peek

Mary Kay®

## Botanical Effects™

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

**What is it?** A simple regimen infused with the goodness of botanicals – personalized by skin type – to bring out your skin's healthy radiance. Take dry, dull skin to soft, hydrated happiness. Give normal skin newfound freshness. And show oily skin who's boss by saying so-long to shine. We tested the regimen to make sure those with sensitive skin could share in the beauty of its botanical benefits. And yes, they certainly can! Not surprising since Botanical Effects™ skin care is hypoallergenic and free of fragrance, alcohol and synthetic dyes. Plus, the packaging is gentle on the planet while the price is easy on your budget. Now doesn't that just feel good?

**What does it include?** Cleanser, moisturizer, freshener and mask in dry, normal and oily formulas. Just cleanse and hydrate morning and night to reveal radiant-looking skin. Add the mild, gentle freshener for an added feeling of clean and refreshed skin. And choose the mask to deep clean and revitalize skin. It's up to you. You design the regimen that's perfect for your skin care needs.

**What are the key ingredients?** Our exclusive complex includes two nourishing botanicals that benefit all skin types. Silymarin (milk thistle) is a powerful antioxidant known to help defend against environmental damage while helping to calm and soothe skin. Luo Han Guo, also call the "longevity" fruit, is known to contain potent antioxidants and is also believed to help promote healthy skin.

### Who's the ideal customer?

- Anyone wanting a basic approach to skin care but who isn't yet concerned about the visible signs of aging.
- Those who want to feel good about how they care for their skin and the planet – without sacrificing quality, value or results.
- Women with sensitive skin.
- Current Mary Kay® Classic Basic® customers. With the same product forms available — plus formulas that feel fabulous and cater to the skin's specific needs — these customers are sure to love this updated, fresh approach to customized skin care.

### What can I do now to prepare?

- Make a list of key customers you think will benefit from this new skin care line.
- Share the good news with them!
- Adjust your inventory to accommodate these new products!
- Get your creative juices flowing and come up with some fun party ideas around the launch.
- Talk to other independent sales force members and swap ideas!
- Try the products by customizing your own regimen when it launches exclusively to the independent sales force on February 1<sup>st</sup>. That way, you'll be able to speak personally about the benefits and how the products feel on your skin.

### My skin looks healthy!

That's what nine out of 10 women said after using Botanical Effects™ skin care in an independent consumer study\*. Here's what else they had to say:

- **88% said it leaves skin feeling nourished.**
- **86% said it revitalizes skin.**
- **83% said it enhances skin's natural beauty.**
- **80% said it leaves skin looking radiant.**

\*Results reported during a one-week independent consumer study.

We believe Mary Kay® Classic Basic® customers who try it, will buy it. But we also know change isn't easy. That's why we'll continue to offer Classic Basic® Formula 1, Formula 2 and Formula 3 Deep Cleanser and Clarifying Mask products – while supplies last. You'll want to note that Classic Basic® Formula 3 Blemish Control Toner and Oil Control Lotion will continue to be offered as regular line Section 1 products, as will the Velocity® Facial Cleanser and Lightweight Moisturizer.

# 10 minutes to a **PAMPERED FACE!**



## TimeWise Moisture Renewing™ Gel Mask

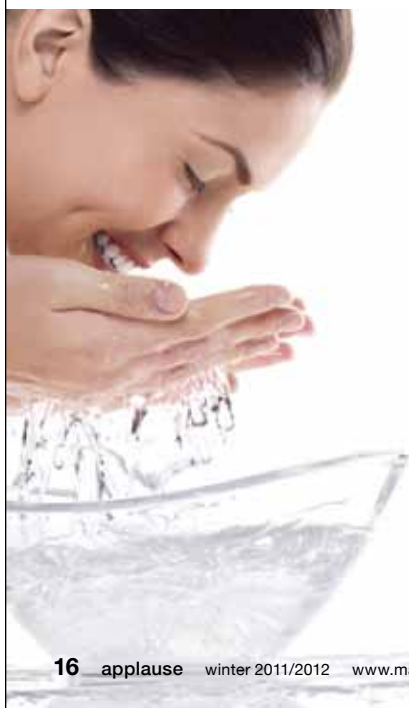
10 Pampering Minutes.  
10 Skin-Renewing Benefits.

Instant hydrating gel mask locks in vital moisture – skin maximizes every precious drop to make it feel firm, healthy, fresh and more youthful. All skin types can benefit from the pampering, age-fighting benefits of TimeWise Moisture Renewing™ Gel Mask.

**Instantly Hydrates**  
**Locks in Moisture**  
**De-stresses**  
**Purifies**  
**Nourishes**

**Calms**  
**Firms**  
**Smooths**  
**Softens**  
**Minimizes Pores**

TimeWise Moisture Renewing™ Gel Mask is formulated with scientifically-studied ingredients that help quench skin's thirst – in addition to other skin-loving benefits.



**HOW TO APPLY:** Apply translucent gel mask to clean face and let it "rest" for 10 minutes, then rinse with warm water.



**NEW!**  
TimeWise  
Moisture Renewing™  
Gel Mask  
**\$26**

## An in-depth consumer study\*

shows women overwhelmingly agreed the new mask enhanced their skin's overall appearance:

**92%**

say skin  
felt smoother  
and softer.

**86%**

say skin  
felt pampered  
and nourished.

**85%**

say skin  
looked firmer  
and felt  
purified.

**84%**

say it  
helped reduce  
the appearance  
of pores.

**82%**

say skin  
was calmed  
and instantly  
hydrated.

# TimeWise®

## Microdermabrasion Set

# Great Deal!

Available  
December 1<sup>st</sup>!

### Instant results!

Smooth, glowing skin (and a great deal)!  
Get it instantly with the  
**TimeWise® Microdermabrasion Set**

**\$60**  
(a \$70 value)

**\*Now,** with each TimeWise®  
Microdermabrasion Set purchase, you  
receive one each of the following products  
– in mini versions – **FREE:**

- intense moisturizing cream
- oil-free hydrating gel
- oil-free eye makeup remover
- indulge soothing eye gel®



### Step 1: Refine –

Includes the key exfoliating  
ingredient used by  
dermatologists.

### Step 2: Replenish –

A nourishing serum to fight fine lines,  
refine pores and deliver beautifully  
smooth skin at a fraction of the cost  
of a spa treatment!

**\*On sale December 1<sup>st</sup>, 2011. Limited quantities available  
while supplies last. Offer expires March 15<sup>th</sup>, 2012.**

The best-seller logo/designation refers to top-selling products within the Mary Kay® product line.

Sales of the regular TimeWise® Microdermabrasion Set will be suspended for the duration of this micro-mini deal to avoid any ordering errors  
– and to make sure you don't miss out on this priceless promotion! You can still order Steps 1 and 2 separately.

Prices are suggested retail.



2010/2011 PREFERRED CUSTOMER PROGRAM  
CONSISTENCY CHALLENGE

# glam up! achievers

Can you imagine being pampered like a princess and primped to perfection as you prepare for your moment in the Seminar spotlight? Our 2010/2011 *Glam Up! Achievers* didn't have to!

Their commitment to their customers and consistent support of the *Preferred Customer Program* helped them earn a day filled with glamorous girlfriend time in a luxurious private hotel suite. Speaking of girlfriends, the ladies received a surprise visit from none other than Independent National Sales Director Dalene Allen and Vice President, Sales & Marketing Lynda Rose. The whirlwind experience continued as professional hair and makeup artists helped them look and feel their best for Mary Kay's grandest night of the year – and a menu of delish delights, a photo session and Awards Night limousine service topped off this "Queen For A Day" experience.





▲ The 2010/2011 Preferred Customer Program Consistency Challenge achievers (l. to r.): Independent Beauty Consultant **Brenda Betz** (Regina, SK); Independent Beauty Consultant **Eileen Jessup** (Creighton, SK); Independent Senior Sales Director **Louisa Hoddinott** (St. John's, NL); Independent Sales Director **Rae Naka** (Nelson, BC); and Independent Sales Director **Lenore Oughton** (Dundas, ON).  
Not pictured: Independent Beauty Consultant **Helena Bourgeois** (Grande-Digue, NB).

Remember! This is the third qualifying quarter for the *2011/2012 Preferred Customer Program Consistency Challenge*! Don't miss out on exciting recognition and fantastic rewards!



SPRING 2012 GIFT WITH PURCHASE

## MINI TIMEWISE BODY™ HAND & DÉCOLLETÉ CREAM SUNSCREEN SPF 15 AND MINI TIMEWISE BODY™ TARGETED-ACTION® TONING LOTION

We all know the loyal following the TimeWise® brand has when it comes to skin care. But how much do your customers know about taking age fighting beyond the face? Mary Kay's line of TimeWise Body™ products shows them how to do just that!

This spring, you can offer your customers a Mini TimeWise Body™ Hand & Décolleté Cream Sunscreen SPF 15 (21 g) and Mini TimeWise Body™ Targeted-Action® Toning Lotion (48 g) – with a coordinating mesh pouch – when they purchase \$50 (excluding taxes) or more in Mary Kay® product during the upcoming Spring 2012 product promotion.

With vacation season in full swing, it'll be the perfect time to show you customers the benefits behind these body-loving formulas!

And you'll be happy to hear that the Preferred Customer Program version of the Spring 2012 issue of *The Look* will include a samples of the new Mary Kay® Botanical Effects™ Moisturizer – in all three formulas!

## DATES TO REMEMBER

- **Enrolment begins:** January 15<sup>th</sup>, 2012
- **Enrolment deadline for *The Look*:** February 15<sup>th</sup>, 2012
- **Enrolment deadline for the *Spring Fling* postcard:** March 15<sup>th</sup>, 2012
- **Gift with purchase and generic literature packs will be shipped by:** March 16<sup>th</sup>, 2012
- **Customer and Independent Beauty Consultant versions of *The Look* begin mailing:** March 16<sup>th</sup>, 2012
- ***Spring Fling* Postcard begins mailing:** April 23<sup>rd</sup>, 2012
- **Gift with purchase offer expires:** June 15<sup>th</sup>, 2012

# SOCIAL networking YOUR BUSINESS



## WHAT DO I POST?

Go to the *Digital Zone* on the MKOC® to find Company-approved messages and images.

You can also link approved videos from the Mary Kay® Canada YouTube Channel (<http://www.youtube.com/marykaycanada>) to your Facebook Page. Of course, you'll want to check out the Company Facebook Page (<https://www.facebook.com/marykaycanada>) to see what has us talking! Simply copy and paste our posts – it's that easy. Plus, don't forget to link your Mary Kay® Personal Web Site so your customers can shop 24/7!

## MARY KAY CANADA FACEBOOK PAGE

Mary Kay Canada has over 5,500 fans. These fans include passionate Independent Beauty Consultants who log in from all over the world to engage the Mary Kay® brand. Let's keep it going! We invite you to join the conversation and get to "like" us. Who knows, we could even become "friends."

Mary Kay was ahead of her time in 1963 when she created her company around word-of-mouth marketing. Today, the Company builds on her early social networking concept, as Independent Beauty Consultants market their Mary Kay business through social media vehicles like Facebook and Twitter.

Facebook and other social media is a dominant instant communications vehicle that reaches audiences far and wide.

"Facebook Pages (formerly known as Fan Pages) are an instant



way to get products out there front and centre and help Independent Beauty Consultants interact and communicate with their customers," says Lynda Rose, Vice President, Sales & Marketing. "With a Facebook Page, you can talk about your Mary Kay business, engage your audience, express yourself and display your expertise."

## PAGE VS. PROFILE

Facebook Pages are typically reserved for businesses, vs. profile pages, which are generally created for personal use. "Until now, Independent Beauty Consultants could only use their Facebook Profile Page to sprinkle small bits of information about their Mary Kay business," Lynda says. "Social media continues to evolve and so do we. We heard your requests to keep your business and personal lives separate on Facebook – and now you can! We believe we've come up with a solution to help you maximize your business promotion potential while protecting the Mary Kay® brand and your private life.

As such, we've updated the *Social Media Guidelines* and created a variety of tips on how to get started and how to manage and market your page. Instructional PDFs will be available in the *Digital Zone* on the MKOC® beginning December 16<sup>th</sup>."



Having a Facebook Page is optional for all independent sales force members; however, if you choose to have one, we ask that you adhere to Facebook's terms of service and comply with Mary Kay's *Social Media Guidelines*. Most of all, make sure you're ready to commit to maintaining a page before creating one.

"Facebook is a great way to talk to your customers in between personal visits," says Lynda. "It keeps the Independent Beauty Consultant and the Mary Kay® brand and opportunity in the forefront of customers' minds, in a fun and inviting way."

## YOU TOLD US

### How do you use Facebook to promote your Mary Kay business?



**Independent Senior Sales Director Ming Tsang, Thornhill, ON**

"I use Facebook in two ways: I've created a private group for my unit members to keep them updated on everything surrounding their business. It's a place where we can interact and share ideas. We all want the most current information – and we want it now, but I especially see this with Independent Beauty Consultants in the 24 to 30 year-old age group. They want to be on the ball and have the most current information readily accessible. Facebook helps me give them that. As for my customers, they love hearing about the latest and greatest things Mary Kay has to offer via Facebook! I repost status updates from the Mary Kay Canada page and around the world, share links, YouTube videos and then I ask if they've seen my recent posts. It's an amazing communication tool and my customers appreciate it. Plus, it's another way to spread the great word about this amazing Company. And let's face it, times are changing and we should embrace it. Yes, some people are resistant to social media, but I've found it's done wonders for my business. It's attracting a younger generation of women to the Mary Kay opportunity – and they're the future of the Company and will surely continue to bring a new energy to this business!"



## Facebook:

### Why are pages important?

Facebook Pages are important for a few reasons. They allow you to communicate with your customers in real time. This means they get the most up-to-date information instantly. Facebook Pages also show up in high positions in search engines and are visible to the public, whether they have a Facebook account or not. Also, you can have unlimited “likes” for your Facebook Page, unlike the limit of 5,000 friends that your regular Facebook Profile is capped at.

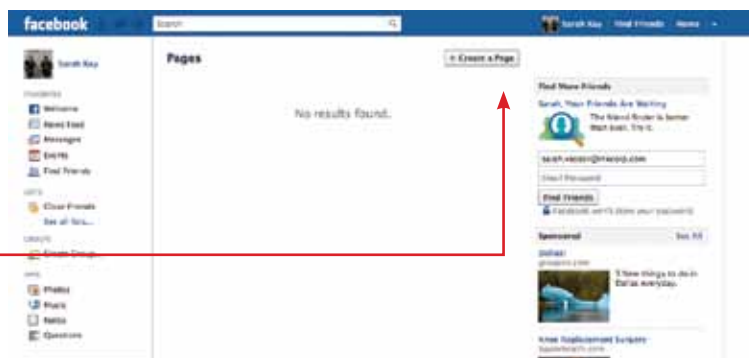
## How To Create A Facebook Page

You asked us how to create a Facebook Page that keeps your private life separate from your professional one, so let's get started! Please keep in mind that these are just brief instructions on how to create a page. More in-depth information will be available in the *Digital Zone* on December 16<sup>th</sup>.

### creating your own page

You do need to have a Facebook account in order to have a Facebook Page. If you do not have a Facebook account, visit [www.facebook.com](http://www.facebook.com) and follow the prompts.

1. Go to [facebook.com](http://facebook.com) and login to your account.
2. In your address bar, type in [www.facebook.com/pages/manage](http://www.facebook.com/pages/manage).
3. Click “Create a Page”.



You will be redirected to this page:

4. Click on “Company, Organization, or Institution”.
5. The image will flip up and reveal a drop-down box where you can choose a specific category for your business. Enter your company name.

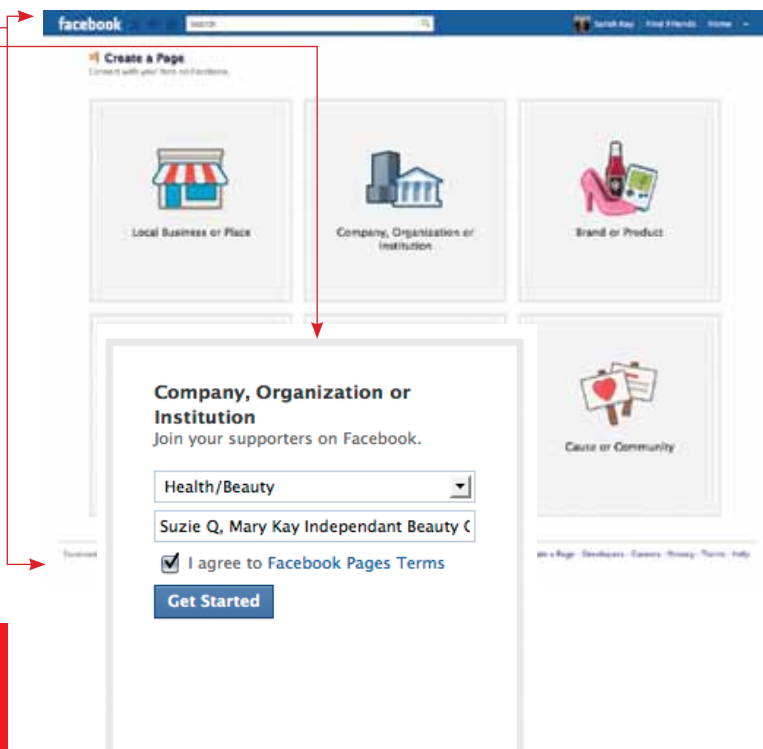
Your company name will appear as your page name.

**Your company name must be your full name OR your name, Mary Kay Independent Beauty Consultant.**

## Congratulations!

You have just created your Facebook Page!

Now you can share messages, photos and product updates with your customers in real time!



### Learn more

Check out the *Digital Zone* on the MKOC® for Company-approved posts, images and *Social Media Guidelines*.

# share the mary kay buzz!

by Marijana Klapcic

## press event offers some much-needed R&R



On September 7<sup>th</sup>, the Mary Kay corporate team met and mingled with key media players, including editors of award-winning beauty blogs and national magazines *Flare*, *FASHION*, *Canadian Living*, *Best Health* and *MORE*. The purpose of the event? To introduce them to our new breakthrough age-fighting product: TimeWise® Night Restore and Recover Complex™!

Three separate sessions were held in a luxuriously trendy apartment suite at the chic boutique-style Hôtel Le Germain Maple Leaf Square in downtown Toronto. Mary Kay Inc. Chief Scientific Officer Dr. Beth Lange joined us to provide insight into the research, science and ingredients behind this revolutionary product – and to answer any questions regarding the formulas and how they work.

Since the Night Restore & Recover Complex™ works while you sleep, we thought we'd add an interesting twist to each session – allowing guests to experience “the true meaning of beauty sleep” through a short

meditation session. Meditation expert Tamara Levitt of *Begin Within Productions* discussed the importance of rest and relaxation, introduced them to the basics of meditation and conducted a guided meditation to show the beneficial effects it can have on the mind, body and spirit. It was a huge hit with all the attendees – and even had some of them nodding off!

Attendees walked away with a gift bag filled with Fall/Holiday 2011 products, including the Redefining Elegance Collection, a Compact Mini with the limited-edition Skin, the *Beauty That Counts*® Mary Kay Creme Lipsticks – and of course – TimeWise® Night Restore & Recover Complex™ in both formulas. They also received a copy of *The Look*, a trend report and a sterling silver and diamond necklace that put them over the moon!

A Twitter firestorm erupted immediately after the sessions concluded – with the media buzzing about the event! We even added 22 followers in a matter of minutes! With such a positive response from everyone who attended, we're sure to see some great media coverage over the next few months. We'll keep you posted in future issues of *Applause*® magazine, in the *Press Room* on [www.marykay.ca](http://www.marykay.ca), as well as on Facebook and Twitter!

 Find it online: [www.marykay.ca](http://www.marykay.ca) > Company > Press Room > Beauty Buzz

## mad about mary kay

Mary Kay® product has Canadian beauty editors excited about our brand! Mary Kay® Cream Blush, Lash Love™ Mascara, the Fall/Holiday 2011 limited-edition Redefining Elegance Collection and the *Beauty That Counts*® Mary Kay® Creme Lipstick shades appeared in leading Canadian women's magazines and beauty blogs. Here are a few highlights – be sure to check out others in the *Press Room* section on [www.marykay.ca](http://www.marykay.ca)!



**BEAUTYCRAZED.CA**

September 2011



**LOU LOU**

October 2011



**FASHION**

November 2011

“those who show up,  
go up.”

# DW GROWgro



PAGE 32 | SEMINAR 2011

**SHINING STARS  
OF SEMINAR 2011**  
reflecting on the biggest  
event of the year

## contents

PAGE 24 | SNEAK PEEK

quarter 3 star  
consultant prize  
program

PAGE 24 | BUILD

*believe in your dreams!*  
team-building  
promotion

PAGE 26 | CAREER CONFERENCE 2012

*you can do it!*<sup>SM</sup>

# surprise yourself

Compiled by Andrea Querido

## SNEAK PEEK

exclusive quarter three prize program preview!



Level 2,400

### JEANNE® LOTTIE HANDBAG "ORANGE CRUSH"

You won't be able to help yourself from crushing on this vibrant orange Jeanne® Lottie handbag. Featuring a double handle with top zip closure, gold hardware and accessories and brown lining with interior zipper and slit pockets, it's the perfect way to express yourself – and your commitment to being a star!



Level 3,600

### MK CONNECTIONS® SLIP-OVER COLOR CARRIER

Taking Mary Kay® colour products with you has never been easier! This sleek, professional case features four Velcro® pockets, a removable tray and three transparent drawers.



Level 7,800

### TREND 20-PIECE STAINLESS STEEL CUTLERY SET

This stylish Trend stainless steel dinner set, exclusive to Birks, features 4 each of table spoon, table fork, table knife, dessert fork and coffee spoon, presented in a wood box. Stainless steel grade of 18/10 (316); made in Italy.

## believe in your dreams! team-building challenge

November 1<sup>st</sup>, 2011 – January 31<sup>st</sup>, 2012



Success starts when you believe in your dreams – and when you take action to make them come true, you'll accomplish incredible things... and earn fabulous rewards! And during the *Believe in Your Dreams!* Team-Building Challenge, you can do just that. Here's how!

Independent Beauty Consultants who (during the promotion period) achieve and maintain a minimum career path status of Star Team Builder through to DIQ (Team Leader, Future Independent Sales Director or Independent Sales Director-in-Qualification) will receive:

- an exclusive bracelet;
- a namebadge ribbon;
- special recognition; and
- an invitation to a special luncheon in their Career Conference location, along with their Independent Sales Director.

Independent Sales Directors-in-Qualification who debut as a new Independent Sales Director by February 1<sup>st</sup>, 2012 will also receive all of the above; plus, their Independent Senior Sales Director will also be invited to attend the special luncheon.

So make it your goal to move up the career path to build a strong business, set a shining example and earn fabulous rewards. **By believing in your dreams, you can make them come true!**



## mary kay events are twice as nice for 2012

The only thing more exciting than attending a Mary Kay event is attending two Mary Kay events. And this year you'll receive double the rewards when you register for Career Conference and Seminar because you'll have the opportunity to earn a \$50 gift card!



That's right! Those independent sales force members who register for and attend Career Conference 2012, then register for and attend Mary Kay's biggest event of the year – *Dare to Dream!*<sup>SM</sup> Seminar 2012 – will earn a \$50 gift card, which will be awarded at Seminar.

So be sure to check out the *Special Events* section on the MKOC<sup>®</sup> to reserve your spot at *You Can Do It!*<sup>SM</sup> Career Conference 2012 today – and stay tuned to the MKOC<sup>®</sup> when Seminar registration opens on May 1<sup>st</sup>!

### THEN & NOW

## career conference

**Then:** *Beautiful Beginnings* Career Conference 1984 was held in Vancouver, Edmonton, Regina, Winnipeg, Windsor, Toronto, Halifax and Montréal, and featured educational and motivational sessions led by top Independent Sales Directors, classes dealing with show procedure, customer service and follow-up, booking and team-building, as well as general sessions that included exciting new marketing programs and activities, including Mary Kay's newest glamour news for 1984.

**Now:** This year's *You Can Do It!*<sup>SM</sup> Career Conference 2012 will be packed with exciting information, recognition and motivation. Plus, you'll receive a product giveaway, mix and mingle with your Mary Kay sisters, learn from top achievers and create a vision of where you want to take your Mary Kay business. And let's not forget the inspiration to make your daring Seminar dreams come true. Don't delay – register today!



# Online Printer Special

## Purchase your business tools for 2012!

New images, new products and free gifts!

If your [onlineprinter.ca](http://onlineprinter.ca) order value is \$80 or more\*, you'll receive the NEW Mary Kay<sup>®</sup> Datebook and two pens FREE!

Just enter coupon code **am2011op**.



### Datebook Special Features:

- Double-cover: plastic and AQ-coated covers for added protection and durability.
- Includes full calendar year 2012.
- Day, week and month at-a-glance for effective planning.
- Schedule bookings, classes, shows, appointments and customer calls.
- Completely bilingual with weekly quotations from Mary Kay Ash.
- Size: 5.5" x 8.5"; 222 pages.
- Complete with a set of exclusive branded pens!

\*One free datebook & 2 pens for each \$80 purchase (pre tax and shipping). Order additional datebooks & pens for a limited time for \$10. PLUS, get your presentation folders and folded note card set while supplies last! A \$36 value available for just \$20!

Order Online through [www.mkoc.ca](http://www.mkoc.ca).

Find it online: *Business Tools > Promote your business > Mary Kay Stationery*

Offer runs from November 15<sup>th</sup>, 2011 to January 31<sup>st</sup>, 2012.  
**For more information, call 1 (877) 725-2527.**

# you can **Do** it!

career conference | 12



Move yourself full speed ahead with career development classes broken down by career path level. Learn about what's coming up later in the year. Receive the education and business tips that can help you take your business to the next level!

*Compiled by Andrea Querido*

## why **attend?**

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

## there's **more online!**

Get all you need to know about Career Conference – including the downloadable registration form and full details on all the exciting rewards and recognition that await you on the MKOC®.



Find it online: MKOC® > Events > Special Events > Career Conference 2012

## host cities

**march 2<sup>nd</sup> & 3<sup>rd</sup>, 2012**

### **Calgary, AB**

Conference Centre: Calgary TELUS Convention Centre, South Building  
Hotel: Hyatt Regency Calgary

### **Halifax, NS**

Hotel & Conference Centre: Halifax Marriott Harbourfront

### **Regina, SK**

Hotel & Conference Centre: Regina Inn

### **St. John's, NL**

Hotel & Conference Centre: Delta St. John's

**march 9<sup>th</sup> & 10<sup>th</sup>, 2012**

### **Montréal, QC\*\***

Conference Centre: Palais des Congrès de Montréal  
Hotel: Holiday Inn Select (Montréal Centre-Ville)

### **Penticton, BC**

Conference Centre: Penticton Trade & Convention Centre  
Hotel: Ramada Inn & Suites Penticton

### **Toronto, ON**

Conference Centre: Toronto Congress Centre  
Hotel: Radisson Suite Hotel Toronto Airport

### **Winnipeg, MB**

Hotel & Conference Centre: The Fort Garry

\*\*Presented in French, with English interpretation provided.

## your exclusive opportunity to move to the head of the class!

You won't want to miss the exciting business-building classes we have in store for you! Over the course of Day 2, you'll hear from Mary Kay mentors who will guide you through common business challenges, while giving you the knowledge you need to achieve your dreams with great success!

## schedule-at-a-glance<sup>†</sup>

### FRIDAY – DAY 1

|                        |   |
|------------------------|---|
| 5:00 p.m. – 9:00 p.m.  | Registration (space permitting) & packet pickup |
| 7:00 p.m. – 10:00 p.m. | Opening General Session                         |

### SATURDAY – DAY 2

|                        |  |
|------------------------|--|
| 8:00 a.m. – 12:30 p.m. | Registration (space permitting) & Packet Pickup  |
| 9:00 a.m. – 10:15 a.m. | Morning Session                                  |
| 10:30 a.m. – Noon      | Career Development Classes                       |
| 12:15 p.m. – 1:30 p.m. | <i>Believe in Your Dreams!</i> Special Luncheon* |
|                        | General Luncheon                                 |
| 1:45 p.m. – 2:30 p.m.  | Career Development Classes                       |
| 2:45 pm – 4:45 p.m.    | Closing General Session                          |

\*By invitation only

†All end times are estimates. Schedule subject to change

## can't-miss recognition!

### SPECIAL FUNCTIONS

- *Believe in Your Dreams!* Special Luncheon (Learn more on page 24!)

### ONSTAGE RECOGNITION

- Cadillac Unit
- *Class of 2012*
- Grand Achievers
- Independent Executive Senior Sales Directors and Elite Executive Senior Sales Directors
- Provincial Contest/Most Improved
- On-Target Circle of Achievement
- On-Target Circle of Excellence
- On-Target Double Star Achievement
- On-Target Queen's Courts of Personal Sales
- On-Target Queen's Court of Sharing
- On-Target Triple Star Achievement
- Premier Club
- Star Sales Director
- Teachers
- Top 5 Independent Sales Directors in Unit Building
- Top 10 Independent Sales Directors in Unit Retail Production

### ADDITIONAL RECOGNITION

- *Believe in Your Dreams!*
- On-Target All-Star Consistency Challenge
- Preferred Customer Program 2011/2012 Consistency Challenge

AND DON'T FORGET TO CHECK OUT THE *SPECIAL EVENTS* SECTION ON THE MKOC® FOR FULL DETAILS ON ALL THE EXCITING CAREER CONFERENCE REWARDS AND RECOGNITION COMING YOUR WAY THIS SPRING!

## registration information

- Registration begins December 1<sup>st</sup>, 2011.
- Deadline to receive registrations is February 5<sup>th</sup>, 2012. Registrations received after February 5<sup>th</sup>, 2012 will be returned.
- The Company is not responsible for returned registrations and fees lost in the mail.
- The Company **is not** responsible for lost, late, incomplete or inaccurate e-mail registrations.

## registration fees

- The registration fee for Career Conference is \$85 per person (plus applicable taxes).
- The registration fee is separate from other expenses such as hotel, travel, etc.
- Registrations may be accepted on-site (space permitting) for a fee of \$110 (plus applicable taxes). New Independent Beauty Consultants who submit their Independent Beauty Consultant Agreement as of February 1<sup>st</sup>, 2012 may register on-site (space permitting) at the pre-deadline registration fee of \$85 (plus applicable taxes).
- **Please note:** Independent sales force members and spouses wishing to attend only a portion of Career Conference must pay the full registration fee.

## ways to register

### Online:

Submit your registration via the Online Order Form. Just choose "Career Conference 2012 Registration" from the drop-down list and then select the city of your choice.

### E-mail

Download the registration form found on the MKOC®, type your information right onto the electronic form and hit the **SUBMIT** button to send it to us via e-mail.

### Mail

Send completed registration form to:  
Special Events Registration  
Mary Kay Cosmetics Ltd.  
2020 Meadowvale Blvd.  
Mississauga, ON L5N 6Y2

### Fax

Download, print and submit completed registration form to Special Events Registration at 1 (888) 449-8394.

## cancellations

- Cancellations must be made in writing. Please fax your request to 1 (905) 858-8407 or mail it to Special Events, Mary Kay Cosmetics Ltd., 2020 Meadowvale Blvd. Mississauga, ON L5N 6Y2.
- **Deadline for full registration refund:** January, 31<sup>st</sup> 2012.
- **Deadline for refund less \$25 service charge:** February 6<sup>th</sup> - March 1<sup>st</sup>, 2012.
- No registration refunds will be processed after March 1<sup>st</sup>, 2012, including medical emergency cancellation requests accompanied by doctors' notes.
- No product giveaway requests will be processed after March 31<sup>st</sup>, 2012.
- **Credit card registrations:** refund will be credited to card.
- The Company **is not** responsible for registration cancellations lost in the mail.

# redjacket corner

Welcome to **Red Jacket Corner!** Whether you're a Star Team Builder or shooting to get there, this section is designed to keep you inspired and in-the-know. And no matter where you are on your career path, you're sure to enjoy the read!

## igniting red-hot inspiration



When *Applause*® magazine asked **Team Leader Kimberly Flannery** of Moosomin, SK to share her experience of growing her Mary Kay business, she held nothing back! Now she's encouraging you to do the same!

**Being a new Independent Beauty Consultant can be intimidating and overwhelming. How and when did you decide to take your business to the next level (Team Leader)?**

"I decided to take my business to the next level of the career path six to eight months after starting my Mary Kay business. But it wasn't until I attended Seminar 2011 that I truly knew I wanted to be an Independent Sales Director.

I was also aware that in order to earn more income, I needed to move up the career path. However, before I decided to share the business opportunity, I worked on growing a solid customer base, familiarizing myself with how to conduct skin care classes and all about the business itself. But the truth is, we should be working full circle from the day we start our business – working smarter and not harder, right from day one. This is why we have an Independent Sales Director – to work alongside us and show us the ropes. If you work your business from day one, you'll be wearing red before you know it. And that's where the motivation and excitement to keep learning and moving forward for you and your team members kicks in!"

**What advice would you give an Independent Beauty Consultant who's sitting on the fence about team-building?**

"If you're sitting on the fence about team-building, I'd like to ask you 'why' when you could already be in that Red Jacket.

I was very afraid of team-building; in fact, petrified might be a better descriptive. Then in January, I lost my brother to a heart attack at the age of 25 – and my life suddenly changed

drastically. My brother never let the fear of what anyone thought or said keep him from going after what he really wanted and was passionate about. This is the part of his life I'm trying to carry forward into my own life. I was letting my fear of what people would say and the reactions people had when I first started with Mary Kay prevent me from moving to where I truly wanted to be. It was then that I knew I had to make a life decision; I had to decide whether to just settle and be happy with where I was, or push through my fear(s) and become an Independent Sales Director, which is what's truly in my heart.

It doesn't matter what your goal is. Maybe you work Mary Kay for fun and just want a small business; maybe you want to be an Independent Sales Director – or Independent National Sales Director, for that matter. It doesn't matter where you're at or what you want to do with your business, we all owe it to Mary Kay Ash to team build. She's left an amazing company that we're all so proud to be a part of. We owe it to her to keep her legacy alive. If you're happy being an Independent Beauty Consultant or Senior Independent Beauty Consultant, perhaps you don't feel you need to team-build for yourself – but you should add at least one team member a month for Mary Kay. If you don't know how, just ask your Independent Sales Director – that's what she's there for! It's okay to ask for help.

If your goal is to move up the next level of the career path, then put your blinders on focus, block out the negative influences in your life and go for it! Finish your race – and remember, if you shoot for the moon, you're sure to land among the stars!"

**How do you overcome objections when it comes to team-building – for instance when someone says "no" to you for the first time?**

"The best way to honestly overcome objections is to practice. I practiced some of them out loud and role played with my sister Independent Beauty Consultants. I also conducted interviews alongside my Independent Sales Director and she would jump in to help if necessary.

You're never going to be fully prepared for every objection out there, but as you practice doing your coffee chats, your confidence will strengthen and so will your ability to overcome the objections.

My favourite question to ask when someone objects is, 'If you were to join Mary Kay today, what would be the worst thing that would happen?' Most of the time the person doesn't have an answer – and before you know it, they could be signing their Independent Beauty Consultant Agreement."

**How do you show women the value of the Mary Kay opportunity?**

"I show women the value of the opportunity by sharing from the heart what this Company has done for me. I'm very passionate about what I do and people see that in my classes. I don't hold anything back.

Tell your customers about Mary Kay Ash and why she started her dream company. Share with them that it's part of our mission to help her legacy live on by sharing the opportunity with women. I show the *Imagine the Possibilities* DVD to all my hostesses. It's a really great tool to use and it is available on Section 2 of the order form.

When I'm team building, it's not about 'what's in it for me', but rather it's about 'what's in it for them'. I offer the opportunity to women because I want to change their life and help them grow into confident, strong business women. I like to think of team building as woman building – and it doesn't seem so scary when you look at it in that way.

Good luck with your team-building and remember: "The biggest mistake in life is the one you're constantly worried you're going to make."

– Marijana Klappic

# class of 2012

by seminar January 1<sup>st</sup> – July 1<sup>st</sup>, 2012

How would you like to celebrate your debut as an Independent Sales Director in style at the ultimate Mary Kay event – Seminar?

When you debut as an Independent Sales Director between January 1<sup>st</sup> and July 1<sup>st</sup>, 2012, you'll receive:

- an invitation to the *Class of 2012* Reception at Seminar for you and your unit members;
- a \$500 gift card at the *Class of 2012* Reception
- a Coach designer handbag; and,
- a special seat cover.

And that's not all! Independent Senior Sales Directors will receive:

- an invitation to the *Class of 2012* Reception at Seminar; and,
- a Coach designer handbag.

So make it your goal to be the leader you were born to be by debuting as a Mary Kay Independent Sales Director. **You can do it!**

– Andrea Querido



## mk media library updates

### quarter three podcasts\*

Got the winter woes? New educational podcasts are added to the *MK Media Library* on the first of each month – so use them to bust your business blues and re-energize for your best year yet! Plus, to help you find the most recent updates, we've placed the word **NEW!** in front of the recording's title.

Here's what's coming up in December, January and February.

#### DECEMBER 2011

- *Team Building with Integrity* with **Independent National Sales Director Jane Kostl**.
- *Today is Someday!* with **Independent Senior Sales Director Nathalie Delisle** (available exclusively in French).

#### JANUARY 2012

- *Effective Business Skills* featuring **Independent Sales Director Carol Heath**.
- *Oh the Places You Could Go!* featuring **Independent National Sales Director Darlene Ryan-Rieux** (available exclusively in French).

#### FEBRUARY 2012

- *There's Power in the Party* with **Independent Senior Sales Director Tamara Swatske**.
- *Speaking From the Heart* with **Independent Executive Senior Sales Director Josée D'Anjou** (available exclusively in French).

\* Available exclusively in English unless otherwise indicated.

Find tips to help you download and listen on-the-go in the *MK Media Library* section of the **MKOC®**.



Find it online: **MKOC > Education > MK Media Library**



**DID YOU KNOW...** When Mary Kay launched a challenge in 1992 to have 15,000 Independent Beauty Consultants by our 15<sup>th</sup> anniversary in 1993 it was a surprise – even to President Ray Patrick! After issuing the challenge she came offstage, looked at Ray, winked, and said “So, what did you think?!”

# 35 by 35 – Way to Grow Unit Growth Challenge



*These independent sales force members achieved their monthly 35 by 35 – Way to Grow goal by increasing the unit's size by 5 percent.*

## july achievers

TERESITA ABAD  
ANAB ABDI  
DOREEN ADAIR  
APRILYNN AGUILAR  
FE AGULLANA  
JULIE ALLARD  
YESSICA AMAYA  
NICOLA ARMANINI  
JILL ASHMORE  
SVETLANA AWOGBAMI  
GLORIA BAHAMONDES  
MANDEEP KAU BAMBRAH  
SUSAN BANNISTER  
SARAH BARDELL  
ELIANE BAZIN  
MANON BEAULIEU  
SONIA BERLINGUETTE  
SONIA BESSETTE  
JASVIR KAUR BHANDAL  
CHANTAL BISAILLON  
OLGA BOGDANOVA  
TANYA BOLDDUC  
MARY BORCI  
ANA BORRERO  
MANON BOUCHER  
FATMA BOUSSAHA  
NANCY BOYER  
DEBORAH LYNN BROWN  
YVONNE BURLEIGH  
DIANE BURNES  
SHANNON CAMERON  
SYLVIE CASSISTA  
PARNEET CHAHAL  
TEENA CHARYTON  
ADA CHENG  
SARA CHOWDHERY  
MARILYN CLARK  
HEATHER COOK  
MAUREEN CORRIGAN  
ANNIE COUTURE  
JULIET CREARY  
JOAN CREPIN

JACQUELINE CULLEN  
ANNE MARIE CZEMBER  
SILVA-AVILA DA  
SILVIE DA COSTA  
SONIA DAIGLE  
JOSÉE D'ANJOU  
CHARLOTTE DANQUAH  
ANGELA DEAN  
NATHALIE DELISLE  
HARPREET DHALIWAL  
DONNA DODDS  
TRACEY DOUGLAS  
NADINE DUBE  
ANNE DUFFIELD  
GUYLAINE DUFOUR  
MARIE-LYNN DUQUETTE  
LONNY EDWORTHY  
PATRICIA EICHIE  
OMOBOLA FAKOMI  
ELEANOR FERNANDES  
GLORIA FITT  
FRANCES FLETCHER  
SYLVIE FORTIN  
JEANETTE GAUDREAU  
S GAUDREAU-ROWE  
YOLENE GAY  
NATHALIE GERVAIS  
MELODY ANN GILMORE  
RUTH GRANADILLO  
ANGELA GRANDO  
ALINE GUERARD  
MYCHÈLE GUIMOND  
JOANNE HAACKE  
DEBORAH HALL  
KRISTINE HANF  
CHERYL HASKELL  
ASHLEY HEALEY  
MARY-LOU HILL  
SONYA HO  
LOUISA HODDINOTT  
KAREN HOLLINGWORTH  
ARLENE INSOGNA

STEPHANIE JADDOCK  
SONIA JANELLE  
FERN JENSON  
CLAIRE JONES  
PARMJIT KAILA  
PAMELA KANDERKA  
HODA KARAKACH  
DEBBI KAY  
BEVERLY KING  
JOANNE KIRK  
LEANNE KLER  
GINNY KONECHNY  
CASSANDRA LAY  
LORRAINE YIN-SU LEE  
MARIE-HÉLÈNE LÉGARÉ  
PAMELA LIEBENBERG  
HEATHER LOSHACK  
AGNES LOSHUSAN  
MAURA LUCENTE  
GLADYS MACINTYRE  
JOELENE MACKAY  
VERNA MACKAY  
SANDI MACLEAN  
ELAINE MAELAND  
YASMIN MANAMPERI  
DANA MARCANO  
SOPHIE MARCHAND  
ELAINE MARCHILDON  
JOANNE MARCHILDON  
YVONNE MARENGER  
CHRISTIE ANN MARQUEZ  
SONYA JOY MARTENS  
KAREN MARTINEAU  
ZULMA MARTINEZ  
DONNA MATTHEWS  
ELSA MATUTE  
CHELSEA MCCRAE  
SHANNON MCDOWELL  
MICHELLE MCFARLAND  
HEIDI MCGUIGAN  
DONNA MCLEAN  
LINDSAY MEEK

ALAYSHA MICHIE  
APRIL MIGNEAULT  
LAUREEN MILLER  
SANDI MILLER  
KATHRYN MILNER  
CHUN HUI SPRING MO  
EMELY MORANO  
LINDA MOREAU  
CHERYL NEUMAN  
JOY NICAVERA  
AUDREY NORONHA-TEIXEIRA  
CINDY ORRETT  
DOROTHY OSADZUK  
MYRIAM PARE  
DEBBIE PARSONS  
NICOLE PASACRETA  
PAT PAUL  
SAVANNA PAVAN  
AIDEE PENA ROJAS  
KAREN PERRY  
AMANDA PYNCH  
RAJINDER KAUR RAI  
ROXANA RAMIREZ  
NATASHA RAE RECOSKIE  
SHELLEY RECOSKIE  
SHERRY REID  
JESSICA REYES  
PATRICIA ROBINSON  
YOLANDA RUBIANO  
KAREN RUPCHAN  
SYLVIA SABASTIN  
MANJIT SAHSI  
GLORIA SANCHEZ  
JASBIR SANDHU  
LOUISE SAURIOL  
JULIAN SCHAUB  
JENNIFER SCOTT  
ELIZABETH SEGURA  
ALISON SILCOFF  
RONDA SIMPSON  
KARAMPAL SINGH  
TAMMY LOUISE SOUSA

CHARMAINE STINSON  
TAMARA SWATSKE  
KAY SZYDLIK  
FLORAME TANIAN  
FOUZIA TARIO  
JANET TAYLOR  
STACEY THOMPSON  
SHANNON TOBIN  
VÉRONIQUE TREMEAU  
MING TSANG  
LINDA VANDERHAM  
LETICIA VELAZCO  
CLAUDIA VILCHEZ  
MAUREEN VINCENT  
KIM WALK  
TRACEY WALLS  
GAIL WATTS  
MELISSA WEKWERT  
KATHERIN WILLIAMSON  
BONNY WONG  
LING WU  
DEBRA WYNN  
SHIRLEY YUNG

## august achievers

TERESITA ABAD  
APRILYNN AGUILAR  
FE AGULLANA  
NADIA AIT AHMED  
RACHELLE ANDAYA  
MARIA ANOKHINA  
BERYL APELBAUM  
ERIN AUMACK  
SVETLANA AWOGBAMI  
PATRICIA BABYN  
GLORIA BAHAMONDES  
CONNIE BAKER  
KATIE BALLINGER  
CRYSTAL BALSER  
NATALIA BARBOSA  
JANET BARTLETT  
ELIANE BAZIN

SHARI BEAMISH  
JOSÉE BEAULIEU  
MANPREET BEDI  
SHAMIMA BEGUM  
JEANNE BERDON  
ISABELLE BERNIER  
OLGA BOGDANOVA  
NINO BOKUCHAVA  
MARIA BORRERO  
LOUISE BOULANGER  
PEARL BOURASSA  
FATMA BOUSSAHA  
WHITNEY BOYACHEK  
KRISTINE BRAITHWAITE  
BALJIT BRAR  
JACKIE BRIMBLECOMBE  
ANNA-ISABELLE BRITO

GLORIA BROAD  
JOSIE BUELA  
DIANE BURNES  
RHODA BURTON  
DANIELA CARDENAS  
KIMIKO CARLSON  
ALEXANDRA CASTANO  
MICHELLE CAVANAGH  
AVRIL CELESTIN  
LEANNE CHAMBERLAIN  
COLETTE CHAPMAN  
CAROLINE CHAYER  
ADA CHENG  
GUYLAINE COMEAU  
KARENANNE CONROD  
LISA CRAIG  
JULIET CREARY

SILVIE DA COSTA  
CHARLOTTE DANQUAH  
KULDEEP DEOL  
HARPREET DHALIWAL  
JEREMIAH DOCTOR  
CHANTAL DOZOIS  
LOUISELLE DUCHESNE  
MARTINE DUCHESNE  
ASHLEY DUGGAN  
APRIL EDEN  
MARILYNNE EDWARDS  
AUDREY EHALT  
CARMEN ESCOBAR  
BRENDA EWASIUKE  
ANGIE FEDORCHUK  
LINDA FELDMAN  
DONNA FIDLER

GLORIA FITT  
KIMBERLY FLANNERY  
LUZ FLORES  
JAYME FOCHLER  
ARIANE FORGET  
TRICIA FRIESEN  
GAIL FYFE  
MÉLANIE GAGNON  
CLAUDIA GARCIA  
MIGNON GARTLEY  
S GAUDREAU-ROWE  
NANCY GIATTI  
MARIE GILBERT  
MARILYN GIRARD  
JHOLOANA GONZALEZ  
JENNIFER GREEN  
KIMBERLEY GREENHALGH

ALINE GUERARD  
DEBORAH HALL  
CHELLEY HAMILTON  
KRISTINE HANF  
BEV HARRIS  
ELLEN HATLEVICK  
DONNA HAVILAND  
REINA HERAS  
HILDA HISCOCK  
TERESA HO  
LOUISA HODDINOTT  
FAY HOINESS  
CHERYL HOLM  
LOUBNA IBNOUZAHR  
OLIVIA JACKSON  
PATTI JESKE  
VALÉRIE JETTÉ

## august achievers (continued)

KIM JOHNSON  
WENDY JONES  
SHARLENE JONES-LUCKOVITCH  
DALBIR KAINTH  
PAMELA KANDERKA  
RAJ KAUR  
DEBBI KAY  
DEBORAH KENNY  
CARLENE KERR  
MONICA KOLLER  
EVA KOPEC  
SEE KWOK  
SANDRA LABBE  
LISE LANGEVIN  
MELLISA LAROUCHE  
VERONIK LAVIGNE  
STEPHANIE LEAR  
MARIETTE LECOUCRS  
SUSANA LEE  
SHEILA LEFÈBVRE  
VICKY-EVE LEFÈBVRE  
NATHALIE LEMARBRE

STÉPHANIE LESTAGE-GRAVEL  
REBECCA LESTER  
ALICE LEUNG  
JENNIFER LEVERS  
CINDY LEVESQUE  
PAMELA LIEBENBERG  
LI MING LIEW  
STEPHANIE LIRETTE  
ANGELA LIU  
CANDICE LOEPKY  
AGNES LOSHUSAN  
MAURA LUCENTE  
HELEN LUPENA-SABOURIN  
DARLA LUTWICK  
CATHERINE MACDOW  
GLADYS MACINTYRE  
KRISTY MACLEAN  
ELAINE MAELAND  
YASMIN MANAMPERI  
LISA MANCINI  
CAROLE MANSEAU  
YVONNE MARENGER

GISELLE MARMUS  
STEPHANIE MAROIS  
GRELIFE MASCARENHAS  
JENN MAXWELL  
SHANNON MCDOWELL  
LESLEY MCFARLANE  
SUHA MERCHO  
MICHELE MIERZWA  
SANDI MILLER  
NATHALIE MIRON  
CHUN HUI SPRING MO  
KOLSOOM MOTAMED  
KATHY MOUMOURIS  
JENNI MUDGE-WINTERS  
BRIGITTE MUIR  
SHEENA MURPHY  
CHERYL NEUMAN  
MONICA NOEL  
CAROLYN NOFTALL  
DANIELLE NORMANDIN  
SYLVANA OLIVER  
GLENNA O'QUINN

CINDY ORRETT  
JESSICA ORTIZ  
SOPHIE PARE  
NICOLE PASACRETA  
MÉLANIE PELLETIER  
ROJAS PENA  
NICOLE PHARAND  
HEATHER PILKEY  
AUDREY PITTMAN  
KATIE POKRANT  
GINA GE QIAN  
ALEX QUINN  
RAJINDER RAI  
EVELYN RAMANAUSKAS  
ROXANA RAMIREZ  
CHRISTINE RANSOM  
SHELLEY RECOSKIE  
SHERRY REID  
JESSICA REYES  
SAMANTHA RICKARD  
DIANE RIDDELL  
VALERIE ROBERTS

VANESSA ROBINSON  
KIM ROBITAILLE  
MÉLANIE ROY  
SOPHIE ROY PERRON  
SONIA RUSSO  
CAROLINE SARROUF  
LOUISE SAURIOL  
ROBIN SCHMIDT  
MELODY SCORY  
NAOMI SCOTT  
MELINDA SEMKIW  
MARGARITA SERRANO  
AMANDA SHING  
ANNA SIMON  
RANDHIR SINGH  
JENNIFER SLAY  
KARIN SMIDS  
JOYCE SPENCER  
SHIREEN SPENCER  
VICTORIA STINCHCOMBE  
NATACHA STREVEY  
DEBORAH STRUTHERS

MELISSA SUMMACH  
KAY SZYDLIK  
FLORAME TANIAN  
VALERIE TAVERNER  
KAREN TAYLOR  
CORI THOMPSON  
MING TSANG  
LILLIAN TSVANGIRAY  
SHERRY TWYNSTRA  
MYLÈNE VACHON  
MARY VAIR  
TIFFANY VELDHUSEN  
BONNIE VIGUE  
REBECCA WATTON  
MELISSA WEKWERT  
CHELANNA WHITE  
BETTY WOLFE  
ALICE WONG  
MARIE YORK  
SCARLET YOUNG

## september achievers

TERESITA ABAD  
APRILYNNE AGUILAR  
FE AGULLANA  
NADIA AIT AHMED  
NATHALIE ALLARD  
JULIE ALLARD  
RACHELLE ANDAYA  
LOUISA ANDREWS  
IRENE ANDRIASH  
MARIA ANOKHINA  
ROSALIE ANSINE  
BERYL APELBAUM  
VILMA AQUINO  
SHANNON ARMSTRONG  
TAMMY ARSENEAU  
SOPHIE AUDET  
ERIN AUMACK  
GLENDA AUNZO  
CLARIBEL AVERY  
SVETLANA AWOGBAMI  
JENNIFER BAGU  
MYRIA BALICAO  
NANCY BARNSDALE  
SYLVIE BEAUCAGE  
MICHELINE BEAUDOIN  
JOSÉE BEAULIEU  
PAM BEHNKE-VAN HOOF  
NICOLE BELLEMARE  
MAVEL BERMUDEZ  
BARBARA BERVEN  
DONNA BISARO  
JENNIFER BISHOP  
JULIE BISSON  
SHIRLEY BLOCK  
OLGA BOGDANOVA  
NINO BOKUCHAVA  
DIANE BONIN  
MARY BORCI  
MARIA BORRERO  
SUZANNE BOULANGER  
MARIE JOSÉE BOURDAGES  
BALJIT BRAR  
RUTH BREITNER  
DENISE BRIDEAU  
DEBORAH LYNN BROWN  
WINSOME BROWN  
DIANE BURNES  
RHODA BURTON  
JUDY BYCOK  
MARTINE CAERDINAEL  
SHANNON CAMERON  
MARY CAMPONE

SONIA CARDIN  
JEANNE MARIE CASE  
AVRIL CELESTIN  
KIME CHARBONNEAU  
MIRIAM CHAVARRIA  
BONITA CHEDDIE  
ADA CHENG  
SARA CHOWDHERY  
SOPHIE CHRETIEN  
ANDREA CLAIRMONT  
KELLY COELHO  
KERRY COLEMAN  
JANE COLEMAN  
GUYLAINE COMEAU  
MARITHESS COMENDADOR  
DONNA COMMET  
MARY JANNINE CONOPIO  
MIMOSE CONSTANT  
ALICIA COSMAN  
STEPHANIE COULTER  
CARRIE COULTER  
ROBIN COURNEYA-ROBLIN  
NANCY CRÉPEAU  
JANETT CUROTTO  
AUDREY DANIS  
MOUL DAVANNE  
PEGGY DENOMME  
STEPHANIE DERY  
CHANTAL DESHAIES  
HARPREET DHALIWAL  
KULJIT DHALIWAL  
SALIMATOU DIALLO  
ASHA DICKINSON  
LINDA DIONNE  
TRACEY DOUGLAS  
RACHEL DAWN DUCHESNE  
GUYLAINE DUFOUR  
RHONDA EWANYSHYN-KAPUSTA  
KIMBERLEY FEHLAUER  
GLORIA FITT  
FRANCES FLETCHER  
LUZ FLORES  
JAYME FOCHLER  
JOYCE FONTAINE  
ARIANE FORGET  
SYLVIE FORTIN  
EUGENETTE FORTIN  
AMÉLIE FOUCREAULT  
MÉLANIE GAGNON  
SASHA GAUDREAU-ROWE  
GENEVIÈVE GAUTHIER

NANCY GAUTHIER  
YOLÈNE GAY  
NATHALIE GÉRAIS  
SHARON GIBSON  
LINDA GIESBRECHT  
AMARJIT KAUR GILL  
VIRGINIA GILPIN  
JOHANNÉ GIRARD  
MARIA GONZALO  
LAURETTA GORMAN  
DEBBIE GRAFIL-MASANGYA  
RUTH GRANADILLO  
GEORGINA GRAND  
HELEN GREENSPAN  
LENORA GRIEMANN  
ALINE GUERARD  
TRACY HAJDASZ  
JENNIFER HALASHEWSKI  
LAURA HALEY  
DEBORAH HALL  
ANANTJOT HANS  
NICOLE HARPER  
ELLEN LENA HATLEVIK  
CHERIE LYNN HAUCK  
MONICA HECHT  
SUSAN HENDERSON  
LORRIE HENKE  
MARIOLA HERBASZ  
GUILDA HERNANDEZ  
HEATHER HEWITT  
KAREN HICKS  
MARY-LOU HILL  
ANGELA HIPPE  
SONYA HO  
ASHLEIGH HODGSON  
KELSI HOLLINGWORTH  
LEILA HOLZWORTH  
CHERYL HONESTY  
GINA HORMANN  
SANDY HOULGRAVE  
KRISTA HRIN  
LYNN HUBLEY  
JUDY HUSKINS  
CHERIE HYDZIK  
LOUBNA IBNOUZAHR  
REBECCA IRVING  
SALINA JACOBSEN  
BRITNEY JAMES  
TINA JANSEN  
JODI JEAN JARVIS  
BARBARA JONES  
WENDY JONES

FATEMA KHAKU  
TANA MICHELLE KIEPER  
TEREASA KINNIBURGH  
KIMBERLY KLASSEN  
AMY KLASSEN  
EVA KOPEC  
SHARON KOROL  
KATHY KRISTJANSON  
TANIA KUHLMAN  
KEELEY LAM  
LAURA LANDRY  
ASHLEY LANGEVIN  
JESSICA LANGLOIS  
ANNIE LAROCQUE  
CHRISTINA LARSON  
NANCY LAUZIERE  
BARB LAVIN  
SUSIE LEAKVOLD  
STEPHANIE LEAR  
SUSANA LEE  
HILDY LENNOX-PRICE  
MADELEINE LESIUK  
KATUSHA LETT  
ALICE LEUNG  
NATALIE LEVASSEUR  
SHARON LEWCO  
SHARON LEWNE  
PAMELA LIEBENBERG  
LI MING LIEW  
BETTY LISTER  
CANDICE LOEPKY  
HEATHER LOSHACK  
MAURA ANN LUCENTE  
SANDRA MA  
NADIA MACDONALD  
MARILYN MACKENZIE-CUSACK  
ELAINE MAELAND  
YASMIN MANAMPERI  
CAROLE MANSEAU  
JOANNE MARCHILDON  
GRELIFE MASCARENHAS  
DEBBIE MATTINSON  
JENN MAXWELL  
LORRAINE MCCABE  
ELSA MCCREADIE  
DONNA MCLEAN  
SHELLEY MEHLING  
ERIKA MELLIS-KOCH  
ANA MENDONCA  
S MICHAUD-ROMANIUK  
CHRIS MILLER  
CATHY MILLER

NICOLE MILLER  
ROSEMARY MINORS  
CHUN HUI SPRING MO  
JODI MOHR  
ELENA MOISSEEV  
SANDRA MOORE  
GLORIA MORE  
MARIANNE ERNA MUNSON  
RAE NAKA  
SARON NAVRATIL  
DAWN NEUFELDT  
CHERYL NEUMAN  
JOY NICAVERA  
MONICA NOEL  
LOUISE NORMAND  
CHRISSY NOVAK  
ASHLEY NYHOLT  
JOCELYN ODDO  
JESSICA ORTIZ  
SHARON OUELLETTE  
AIRISHLYN PASCUAL  
ERIKA PATTERSON  
SYLVIE PAYEUR  
VANESSA PETERSEN  
HEATHER PILKEY  
AUDREY PITTMAN  
YANILLOU PLANTE  
MARY-LEE PLEMEL  
HILDA PLUNKETT  
ELSY PORTILLO  
GE GINA QIAN  
CLAUDIA QUINTERO  
NEHEMIE RACIUS  
RAJINDER KAUR RAI  
EVELYN RAMANAUSKAS  
ROXANA RAMIREZ  
CHRISTINE RANSOM  
NATASHA RAE RECOSKIE  
SHELLEY RECOSKIE  
SHERRY REID  
PAULINE RICHARDSON  
JUNE RIVARD  
JOSEE RIVEST  
SHARON ROBERTSON  
AUDREY ROY  
REJEANNE ROY  
MÉLANIE ROY  
SONIA RUSSO  
MERCEDES SALLDARRIAGA  
JASBIR SANDHU  
CAROLINE SARROUF  
KARI SCHENHER

MELODY SCORY  
CHARLOTTE SCOTT  
MELISSA SEGURA  
AMANDA SIKORA-ROSE  
ALISON SILCOFF  
FERNANDA SILVA  
RONDA SIMPSON  
BARBARA SINDEN  
RANDHIR SINGH  
JENNIFER SLAY  
CHIANNE SMITH  
LIZ SMITH  
CONNIE SMITH  
DARCEY SMITH-HEATH  
DONNA SOULLIERE  
JACKIE ST PIERRE  
LAURIE STEVENSON  
JULIE ST-GERMAIN  
VICTORIA STINCHCOMBE  
JOAN STOLLE  
SILVIA STORK  
GWENDALYN SUFFRON  
ASUNCION SUTTON  
KAY SZYDLIK  
FLORAME TANIAN  
LILA TANNER  
CAROL THOMPSON  
DENISE TITUS  
NICOLE TOMA  
DEZERAY TOMRA  
KARLA TORRES  
CINDY TRACEY  
SHERRY TWYNSTRA  
LORRAINE UPWARDS  
LORI VERMETTE  
CARMEN VETTER  
BONNIE VIGUE  
IRMA VOGT  
FARRAH WAHEED  
KING CHI WAN  
ANGELA WARD  
GAIL WATTS  
MELISSA WEKWERT  
APRIL WILLIAMS  
PAMELA WILLING  
SAMANTHA WILSON  
NATALIE WILSON  
DONNA WITT  
ALICE WONG  
STACEY YOCHIM  
LISA YOUNG  
SHIRLEY YUNG

seminar highlights

seminar highlights

seminar highlights

**seminar highlights**

**seminar highlights**

**seminar highlights**

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seminar highlights

seminar highlights

“Reach for the stars, hold tight to your dreams, soar higher and achieve anything your heart desires.”

*Many Kay*





# the stars shine...

New products, fabulous promotions and lavish productions captivated attendees of *Imagine...Your Way to Beautiful*<sup>SM</sup> Seminar 2011. The event sparked a fire of imagination in everyone's hearts, as women from across the country convened to build dreams and unleash opportunities for success.

Attendees left energized and inspired to take their successful business to the next level – knowing anything is possible when you dream big and work hard. Between the great new products, motivating classes, inspiring speakers and the announcement that for a limited time the Ford Edge and the Ford Taurus will be pink, it was three days of thrill-seeking excitement! All that with a whole bunch of fun sprinkled in!

As mid-year approaches, we'd like to congratulate you if you're on target with your goals – and if you're still making your way to the top, don't stop now! With upcoming product advancements and promotions designed to help your business grow, 2012 is the perfect time to regain your momentum! As always, use Mary's Kay wisdom as your guiding light to success.



# seminar 2011 queens

## Queen of Unit Sales



Fiona Corby



## Go-Give® Recipient



Josée D'Anjou

## Queen's Court of Sharing



Shelley Recoskie

## Sales Director Queen's Court of Personal Sales



Shelley Recoskie

## Consultant Queen's Court of Personal Sales



Deanna Blue



#1 Fiona Corby

# top 10 sales directors



#2 France Grenier



#3 Susan Bannister



#4 Guylaine Comeau



#5 Angela Hargreaves



#6 Shelley Recoskie



#7 Josée D'Anjou



#8 Mireille Morin



#9 Nathalie Delisle



#10 Evelyn Ramanauskas

## independent national sales directors



**Back Row:** Bernice Boe-Malin • Marcia Grobety • Olive Ratzlaff • Donna Weir • Donna Melnychyn • Heather Armstrong • Philomena Warren

**Second Row:** Dalene Allen • Sandy Campbell • Jane Kosti • Janice Connell • Gloria Boyne • Elena Sarmago • Debbie Mattinson

**Front Row:** Darlene Ryan-Rieux • Susanne Felker • Brenda Summach • Angie Stoker • Renée Daras • Linda MacDonald • Gail Adamson



Evelyn Ramanauskas  
(First Runner Up)



Shelley Recoskie  
(Queen)



Guylaine Comeau  
(Second Runner Up)

# queen's court of sharing

**Back Row:** Rajwinder Gill • Harpreet Dhaliwal  
Kuljit Dhaliwal • Deborah Hall • Fiona Corby  
Alicia Plosz • Joanne Marchildon • Hoda Karakach  
Becky Lawrence • Cheryl Neuman

**Second Row:** Diane Burness • Deanna Pease  
Audrey Ehalt • Melaine Wade • Gina Ge Qian  
Svetlana Awogbami • Lorraine Upwards  
Grelife Mascarenhas

**Front Row:** Kay Szydluk • Florame Tanian  
Elaine Maeland • Mary Ogunyemi • Eva Kopeck  
Maria Bermudez • Teresita Abad • Reina Heras



**Back Row:** Shannon Tobin • Maureen Corrigan  
Jasbir Sandhu • Gloria Fitt • Cassandra Lay  
Rajinder Rai • Randhir Singh • Louisa Hoddinott

**Second Row:** Yasmin Manamperi  
Amélie Messier • Gina Hormann • Chianne Smith  
Nino Bokuchava • Susie Leakvold

**Front Row:** France Grenier  
Evelyn Ramanauskas (First Runner Up)  
Shelley Recoskie (Queen)  
Guylaine Comeau (Second Runner Up)  
Pamela Liebenberg

**Absent from photo:** Hilda Hiscock  
Pamela Kanderka • Sue McElhanney



# sales director queen's court of personal sales



Cassandra Lay  
(First Runner Up)



Shelley Recoskie  
(Queen)



Amoreena Murray  
(Second Runner Up)



**Back Row:** Liz Wodham • Karen Goldrick  
Lois Musselman • Josianne Boily • Karen Colvin  
Teresa Lutterman • Gwen Groves • Emilienne Mampuya  
Melody Gilmore • Phyllis Ticco

**Second Row:** Nicole Bellemare • Barb McKellar  
Hélène Drolet • Diane Poulin • Sonya Martens  
Mary-Lou Hill • Shannon Cameron

**Front Row:** Kathy Handzuik • Catherine Strickland  
Joyce Bigelow • Lucie Beauregard • Louise Fortin  
Chin Hui Spring Mo • Debbi Kay • Sharon Carlson  
Lisa-Marie Massey



**Back Row:** Edète Morton • Winnifred Barnett  
Elaine Sicotte • Julie Allard • Tamara Swatske  
Amanda Sikora-Rose • Marilyn Clark • Ruby Chapman

**Second Row:** Sue Rigby-Mallard • Leila Holzworth  
Karen McManus • Shirley Peterson • Sonia Dumas  
Pauline Campbell • Angela Hargreaves  
Nathalie Bisailon • Claudine Pouliot

**Front Row:** Nicole Pharand • Cheryl Page  
Susan Bannister • Annie Gagnon • Guylaine Dufour  
Lorna Randall • Julie Bisson • Chantal Bisailon  
Julie Moulard



**Back Row:** Shirley Fequet • Elaine Maeland  
Rhoda Burton • Cindy Lévesque • Naomi Scott  
Paulette Nimco • Tracey Walls • Colleen Sankey  
Sylvianne Greenwood-Plante • Joyce Goff

**Second Row:** Debbie Parsons • Pat Paul  
Terry Burch • Noreen Kroetsch • Patti Jeske  
Louise Ann Brunet • Cathie Chapman • April Klippenstein

**Front Row:** Kimberley Fehlauer • Karen Hollingworth  
Carol Thompson • Marie Gilbert • Glenda Laberge  
Eva Kopec • Jeanne Case • Nancy McEwen

# sales director queen's court of personal sales (continued)

**Back Row:** Rose Hayden • Alison Hogan  
Rita Samms • Carol Hoyland-Olsen  
Angie Fedorchuk • Wanda Groenewegen  
Wendy Jones • Michelle Goetz • Frankie Hammond

**Second Row:** Heather Hewitt • Pam Behnke-Van Hoof  
Fiona Corby • Michele Thomson • Audrey Trach  
Tracey Douglas • Veronica Duncan  
Cherie Hydzyk • Louisa Hoddinott

**Front Row:** Linda Feldman • Kristen McBride  
Cheryl Neuman • Audrey Ehalt • Deborah Prychidny  
Barbara Craig • Beryl Aplebaum • Patricia Monforton



**Back Row:** Danielle Gobeil • Mireille Morin  
Alex Quinn • Renée Melton • Ellen Whiting  
Monica Hecht • Nadia Desroches  
Christina Doracin • Rose-Marie Young • Kim Walk

**Second Row:** Diane Peel • Nino Bokuchava  
Michelle Currie • Shelley Haslett  
Darlene Olsen • Sheena Murphy  
Jeri Pearce • Deborah Brown • Melanie Wade

**Front Row:** Evelyn Ramanauskas • Donna Witt  
Sharon Korol • Laurie Schuster-Sydr • Johanna Tobin  
Betty Lister • Celsa Pasmio • Lorraine McCabe



**Back Row:** Gloria Fitt • Jackie Cowderoy  
Lorna Hosker • Kathryn Milner • Joy Zaporozan  
Peggy Simpson • Jane Maria Arsenault  
Karen Perry • Monica Noel • Lauretta Gorman

**Second Row:** Harpreet Dhaliwal • Maureen Corrigan  
Kuljit Dhaliwal • Rajwinder Gill • Heather Cook  
Anna Leblanc • Véronique Nolin-Morin  
Sophie Audet • Deborah Hall • Randhir Singh

**Front Row:** Sharon Gibson • Susie Leakvold  
Shireen Spencer • Judy Bycok • Pam Hill  
Pamela Liebenberg • Katie Pokrant



# sales director queen's court of personal sales (continued)



**Back Row:** Christine Ransom • Rae Naka  
Susan Richardson • Vaun Gramatovich • Allyson Beckel  
Cristina Alvarez • Teresa Alomar-Story

**Second Row:** Amélie Messier • Ginny Konechny  
Georgie Anderson • Bev Krueger • Linda Gingrich  
Donna Dodds • Candace Loeppky • Tamar Vaillant

**Front Row:** Ellen Hatlevik • Sharon Coburn • Barbara Martin  
Janice Joyner • Maria Bermudez • Melissa Segura



**Back Row:** Sandra Neufeld • Carol Heath  
Kathy Whitley • Kathie McGann • Sheila Lefebvre  
Lorrie Henke • Debi Kanerva

**Second Row:** Lynne Pocock • Bev Harris  
Gina Hormann • Georgine Cook • Esther Gallop

**Front Row:** Tarra Keller  
Cassandra Lay (*First Runner Up*)  
Shelley Recoskie (*Queen*)  
Amoreena Murray (*Second Runner Up*)  
Rita White

**Absent:** Doreen Adair • Carol Adams • Marcia Amor • Harparveen Aujla • Denise Brideau • Janine Brisebois • Tracy Campbell • Linda Giesbrecht • Johanne Girard • Tara Green  
Hilda Hiscock • Terri Kurtzweg • Ashley Langevin • Heather Loshack • Sue McElhanney • Donna McKinley • Laureen Miller • Marie Monte • Vicki Nikiel • Dorothy Osadczuk  
Darci Palmer • Carol Rennehan • Diane Riddell • Dawn Rife • Karen Roberts • Sharon Robertson • June Rumball • Jenny-Lynn Sather • Anik Seguin • Lynda Switzer  
Elizabeth Tokariuk • Paymaneh Varahram • Shivonne Vienneau • Yvonne Wolowski





Pina Aloia  
(First Runner Up)



Deanna Blue  
(Queen)



Ryanna Evans  
(Second Runner Up)

# consultant queen's court of personal sales



**Back Row:** Judy Krelove • Karen Bertrand  
Sherry Twynstra • Carol Tarling • Joelene MacKey  
Diane Murray • Cheryl Ann Hoffmeyer • Loretta White  
Carole Duguay • Angela Inglis • Debra Gay Lindskoog

**Second Row:** Mae Ormrod • Karen George  
Helen Wall • Cheryl Haskell • Doreen Bradburn  
Kathleen Rebic • Sue Ehrlander • Margaret MacLeod

**Front Row:** Jocelyne Lévêque • Heather Lewis  
Cheryl Cassidy • Mélanie Roussel • Sylvie Fortin  
Cindy Orrett • Shauna McMinis • Karen Martineau



**Back Row:** Christine Piuni • Barb Lavin  
Amy Blanchard • Nadia MacDonald  
Mimosé Constant • Linda Dionne • Kathleen Haigh  
Janet Bartlett • Joanne Fedora

**Second Row:** Catherine Rivest Brunet • Krista Hrin  
Jackie Brimblecombe • Nadia Lauzier  
Aline Guérard • Susanne Goosney • Crystal Davy  
Katherine Wingert • Angela Haines

**Front Row:** Barb Cieslak-Sydr • Rosemarie Selinger  
Carolyn San Diego • Lyne McClure • Melanie Allaire  
Sylvie Cassista • Loan Vu • Arlene Patko • Terina Stenger



# consultant queen's court of personal sales (continued)



**Back Row:** Liette Légère • Li Ming Liew  
Sherry Reid • Marie-France Dubé • Geneviève Matte  
Nicoleta Sanpetreanu • Evelynne Swenne • Kerry Coleman  
Marilyn Hicken

**Second Row:** Ysabelle Duchesne • Ami Bour  
Dawn Henry • Kathleen Cyr • Joan Crépín  
Wilma Logullo • Janice Stuych

**Front Row:** Hélène St. Pierre • Samira Kassam  
Sylvie Larose • Natasha MacQuarrie • Christine Bélanger  
Baljit Brar • Louise Sauriol • Jan Naismith • Aline Boutet



**Back Row:** Kimberly Flannery • Danielle Bourgault  
Claire Mercier • Melody Scory • Silvie Da Costa

**Second Row:** Edith Rajna • Lynn Van Hemert  
Linda Hood • Josée Thérien • Sheri Gray

**Front Row:** Gail Prodeus • Sandy Houlgrave  
Pina Aloia (*First Runner Up*)  
Deanna Blue (*Queen*)  
Ryanna Evans (*Second Runner Up*)  
Alice Hébert

**Absent:** Diane Abbott • Jennifer Bagu • Suzanne Boulanger • Helena Bourgeois • Nathalie Chiquette • June Fowler • Cindy Fulton • Brenda Haughian • Sonia Kumar  
Brigitte Lang • France Larouche • Marie-Hélène Légaré • Lynn Lemieux • Brett Lindquist • Ana Mendonca • Marianne Munson • Sharon Myles • Glenda Nelson  
Tannas Ross • Dianna Savenye • Joan Szangulies • Rose Trenchuk • Setorme Tsikata • Irma Vaughan

“Don't limit yourself. Many people limit themselves to what they think they can do. You can go as far as your mind lets you. What you believe, remember, you can achieve.”



# circle of achievement



**\$300,000**

**Back Row:** Shirley Fequet • Marilyn Clark • Janice Appleby  
Jacqueline Cullen • Cassandra Lay • Rajinder Rai  
Martine Richard

**Second Row:** Gina Hormann • Susie Leakvold  
Elaine Sicotte • Agnes Loshusan • Erna Voth

**Front Row:** Patricia Monforton • Shannon Cameron  
Giovanna Russo • Cheryl Page • Audrey Ehalt • Judy Buchanan

**Absent:** Donna Izen • Jennifer Levers • Judi Todd



**\$350,000**

**Back Row:** Liz Wodham • Mary Davies • Heather Cook  
Elizabeth Farris • Joyce Goff • Rita Samms  
Louisa Hoddinott • France Légaré

**Front Row:** Kathy Handzuik • Kimberley Shankel  
Lorraine McCabe • Claudine Pouliot  
Louise Fortin • Pat Paul • Louise Boulanger



# circle of achievement (continued)

## \$400,000 – \$450,000

**Back Row:** Frances Fletcher • Ginette Desforges  
Josianne Boily • Kathy Whitley • Wanda Groenewegen

**Front Row:** Mary Ogunyemi • Jill Ashmore  
Guylaine Dufour • Yasmin Manamperi



## \$500,000 – \$600,000

**Back Row:** Lorrie Henke • Shannon Tobin • Carol Heath  
Angie Fedorchuk • Tamara Swatske • Harpreet Dhaliwal

**Front Row:** Nicole Bellemare • Sharon Coburn  
Shirley Peterson • Marilyn Bodie • Allyson Beckel



## double star achievement



**Back Row:** Carol Heath • Angie Fedorchuk  
Josiane Boily • Kathy Whitley • Shannon Tobin  
Gloria Fitt • Guylaine Comeau  
Angela Hargreaves • Tamara Swatske

**Second Row:** Marilyn Clark • Pat Paul  
Amélie Messier • Deborah Hall • Melanie Wade  
Lorrie Henke • Claudine Pouliot • Wanda Groenewegen

**Front Row:** Kathy Handzuik • Cheryl Page  
France Grenier • Nicole Bellmare • Guylaine Dufour  
Maria Bermudez • Eva Kopec • Shirley Fequet



**Back Row:** Susan Bannister • Joyce Goff  
Allyson Beckel • Mireille Morin • Rita Samms  
Elaine Maeland • Yasmin Manamperi • Rajinder Rai

**Second Row:** Shirley Peterson • Cheryl Neuman  
Liz Wodham • Maureen Corrigan • Randhir Singh  
Nino Bokuchava • Elaine Sicotte • Rajwinder Gill

**Front Row:** Heather Cook • Mary Ogunyemi  
Sharon Coburn • Lorraine McCabe • Pamela Liebenberg  
Louise Fortin • Shannon Cameron • Kuljit Dhaliwal  
Patricia Monforton

**Absent:** Hilda Hiscock • Sue McElhanney

## triple star achievement



**Back Row:** Cassandra Lay • Gina Hormann  
Fiona Corby • Evelyn Ramanauskas • Louisa Hoddinott

**Front Row:** Shelley Recoskie • Audrey Ehalt  
Harpreet Dhaliwal • Susie Leakvold

“a house is only as strong as  
the foundation on which it was built.”

# ct REFLECT re



PAGE 46 | ENRICHING LIVES  
**GIVING BACK**  
to the community

## contents

PAGE 47 | FROM MARY KAY'S KITCHEN  
aunt tennie's tamale

PAGE 48 | MEMORIES  
my mary kay moment

PAGE 49 | HERITAGE  
mary kay pioneers

# enriching lives – one smile at a time

By Andrea Querido

It's amazing what a Mary Kay makeover can do! On Wednesday, September 21<sup>st</sup>, representatives from the Mary Kay Ash Charitable Foundation hosted a *Dash N' Go* makeover event at Armagh House, a local second stage housing shelter in Mississauga, ON.

Residents were treated to a personal shopping experience, a catered lunch courtesy of the International Centre in Mississauga, ON, and expert makeover looks from the following fabulous independent sales force members from the **Kosti National Area – Independent Senior Sales Director Nadia Desroches, Independent Sales Director Kelsie Dawson, Star Team Builder Auda Bahrami, Independent Senior Beauty Consultant Teresa Turner and Independent Beauty Consultant Marianna Savaryn.**

"I never got to wear anything like this before."

While the intention of the event was to host a fun morning for Armagh House residents, it turned into something so much more, according to Executive Director Lynn Ward.



"These types of events are not only fun, but give the women an opportunity to have that practical, confident experience and to actually feel the difference in their self-esteem. Women living at Armagh are encouraged to take charge of their lives and develop to their fullest potential. It's because of the community support from Mary Kay that we'll be able to include this event in our self-esteem program. If you can motivate a woman to be the best she can be through a mentoring program or teach them how to manage their finances, you affect their entire life," she says.

"They are so nice to care about us, we even got a makeup bag with some great stuff inside."

"Thank you for inviting us to participate in the *Dash 'N Go* makeover – and bring a little 'feel-good' – at Armagh. It was special to me because it hit close to home. Many years ago, my sister was a resident of Armagh, and I remember being there and visiting her. It's just one of the reasons I truly believe in the importance of giving back."

**Independent Senior Beauty Consultant Teresa Turner**  
Mississauga, ON

"I had no idea I would look this good with makeup on."





FROM MARY KAY'S KITCHEN

## aunt tennie's tamale pie

Serves: 4-6

*A family recipe. Mary Kay enjoyed a lifetime of Mexican cuisine.*

### Ingredients

- 2 cans (15 oz. each) tamales
- 1 can (11 oz.) whole kernel Mexican-style corn
- 1 teaspoon chili powder
- 1 can (8 oz.) tomato sauce
- 2 tablespoons chopped olives
- 2 eggs, beaten
- ½ cup shredded cheese
- salt and pepper to taste

### Directions

Preheat oven to 350°; spray a 9" x12" casserole with vegetable spray. Remove wrappers from tamales — and break up and mash thoroughly with a fork. Add corn, chili powder, tomato sauce, olives and beaten eggs. Mix thoroughly. Add salt and pepper and pour into casserole dish. Top with cheese and bake at 350° for 40 minutes or until cheese is melted and casserole is heated through.



QUARTER TWO GO-GIVE®

AWARD WINNER

nicole bellemare

Independent Future Executive

Senior Sales Director

Garrett-Roe National Area

**STARTED MARY KAY:** February 2007

**DEBUTED AS AN INDEPENDENT SALES DIRECTOR:**

January 2008

**PERSONAL:** "Married 16 years to my number one supporter Normand Frenette. Together, we have 4 children: 14-year-old Christine, 13-year-old Jonathan and 10-year-old twins, Marie-Eve and Stephanie. My family is truly my number one "reason why". Mary Kay has given us so many wonderful choices and permitted me to give my kids the best opportunity to evolve in all their wonderful hidden talents! Money isn't everything – but it sure gives you choices!"

**UNIT NAME:** Les Angeliroses (pink angels)

**GOALS:** My short-term goal is to help at least five women earn the use of a Mary Kay Career Car and debut as Independent Sales Directors by Seminar 2012. My long-term goal is to debut as an Independent National Sales Director by Seminar 2013.

### ENRICHING LIVES:

"With tremendous enthusiasm and endless effort, Nicole is there to help every person succeed at whatever career path level they choose in Mary Kay. She has such a passion for what she does – it's addictive! She has a way about her that is so down to earth and sincere. I've never seen that in anyone before and I'm proud to be part of her success."

**Star Team Builder Jodi Jarvis**

"She helped me change my life by accompanying me on my journey into the wonderful world of Mary Kay. She was the one who trained me and she continues to do so every week. She was always there to listen when things weren't going so well, in both my business and my personal life. Nicole really cares about the success of the Independent Beauty Consultants on her team. She's positive, dedicated, enthusiastic and passionate about what she does. I love her."

**Star Team Builder Mélanie Pelletier**

### ON BEING NOMINATED:

"I was very touched and honoured when Ray Patrick called me personally to share the great news. Honestly, all I can say is that the best part of my business is seeing, helping and coaching other people to achieve their dreams! When I receive a call from an Independent Beauty Consultant and hear her excitement over the phone from an accomplishment she's achieved, I'm just as excited as she is, it simply touches my heart – I love it! And as an Independent Future Executive Senior Sales Director, when I see my unit members achieving Career Cars, vacations and purchasing their first home thanks to Mary Kay that's even better. It's so gratifying!"

~ Independent Future Executive Senior Sales Director

Nicole Bellemare

## MY MARY KAY MOMENT

## donna mckinley

**Independent Sales Director Donna McKinley** of Red Deer, AB may have experienced her “Mary Kay Moment” in 1994 during New Independent Sales Director Education Week in Dallas, TX; but her journey there has been quite an interesting one!

Before she started her Mary Kay business on December 24<sup>th</sup>, 1988, Donna was exhibiting paintings as a professional artist.

“I essentially joined Mary Kay to learn proper makeup techniques,” she said.

Earning her Red Jacket within the first three months, Donna’s Independent Sales Director Joanne Ward challenged their unit to do a 10-show week.

“I was scared to death because my biggest fear was talking to a group,” shares Donna. “I was fine talking to someone one-on-one, but to do a 10-show week? Needless to say, my very first class was with a group of 15 year-olds and my total sales were \$21!”

During her 10-show week, Donna was also preparing for a solo art exhibit in Edmonton. She would get up daily at 4:30 a.m. and paint until she had to get the kids off to school. She would then change into “Mary Kay attire” or as Donna puts it, get cute – and head out the door. At 9:00 p.m., she would change, head into her art room and paint until 1:00 a.m. So by the end of the week, not only had Donna held 10 classes, she’d also produced 20 new paintings!

Donna admits that at this point her sales still weren’t great because she was still afraid to follow up, follow through and ask for the sale. However, after completing 10 classes, Mary Kay was in her heart.

“I thought to myself, ‘wow, what if I really concentrated on this as a career,’” recalls Donna.

That little thought turned into earning the use of Career Cars, diamond rings – and debuting as an Independent Sales Director!

Fast forward to New Independent Sales Director Education Week in Dallas, where Donna was able to share her paintings with Mary Kay Ash herself.

“I made four of my paintings into hasty notes, which I had framed and presented to Mary Kay for her museum,” Donna remembers. “Afterward, we were so excited to have our picture taken with her! Due to the high humidity, my glasses kept sliding down my nose; I finally removed them because I knew Mary Kay’s eyes were light sensitive and I didn’t want to hold anyone up for retakes. Well, when Mary Kay was speaking to me about my paintings, I couldn’t even see her! How’s that for a different ‘twist’? We laughed about that later on.”

“wow, what if I really concentrated on this as a career”



Upon Donna’s return from Dallas, a thank you note from Mary Kay was waiting for her. It read:

Dear Donna May,

What a marvellous talent you have! Thank you so very much for sharing your work with me. I love the paintings and will display them with pride. It was truly thoughtful of you to bring me such a beautiful gift, and I will treasure them. It gave me great pleasure to spend those few minutes with you during the special reception held in your honour. I do hope you had an exciting week here in Dallas.

Our goal was to give you a glimpse of the wonderful future in store for you in your Mary Kay career. I am proud of my Canadian daughters and know you will do your part to spread the wonderful opportunity we offer.

I love and appreciate you!

Lovingly, Mary Kay

Through it all, Donna’s had her fair share of obstacles; but today she can truly say that “being involved with the Mary Kay culture has empowered my life and that of my family. I’ve learned that ‘It’s not what’s taught, it’s what’s caught.’ And I’m so grateful for the personal growth, all the travels and being able to be my own boss.”

– Marijana Klapcic

## PHOTO FLASHBACK

## classes!

The more Mary Kay thought about how embarrassed she was about trying on makeup at stores, the more she thought it would be wonderful for a skin care expert to come to her house and, in the privacy of her home, show her what would be the best look for her face. Then, if the woman instructed her on how to do it herself, she would be able to do it tomorrow and every day. Mary Kay believed other women would feel this way, too. Based on that belief, she decided to conduct skin care classes.



## mignon gartley 32-year pioneer

**Independent Sales Director Mignon Gartley** of Newcastle, ON is the epitome of Go-Give® and has been committed to passing on Mary Kay Ash's legacy and timeless principles over the past 32 years. We hope that hearing her relive her most treasured Mary Kay memories tugs at your heartstrings just as much as it did at ours!

### How did you hear about Mary Kay?

"I received a call from **U.S. Independent National Sales Director Barbara Whitaker** (who became my recruiter and NSD) wanting to talk to me about a company by the name of Mary Kay Cosmetics. She explained that the company was getting ready to open in Canada and she wanted to invite me to a guest night. I'd never heard of it – or her, for that matter – so I was surprised. Barbara received my name from a friend in her unit in Florida who thought I'd be great at Mary Kay. I couldn't attend, but told her to call me again. And she did, this time inviting me to a glamour night at Inn on the Park. I drove in all the way from Oshawa to attend, and I remember there being three Independent Sales Directors in pink business suits talking about pink cars – and getting very excited over it! I was told that if I was interested in joining Mary Kay, I could come back the next morning for my Starter Kit and receive two hours of training. So I got my Starter Kit, but then realized how scared I was because the three Independent Sales Directors had left to go back to the U.S.! I started conducting classes and teaching myself, reading *Career Essentials* (now the *Consultant Guide*) after each class to make sure I hadn't forgotten anything."

“... I got my Starter Kit, but then realized how scared I was ...”

### What was your first impression of Mary Kay Cosmetics Ltd. as a company?

"My first real impression of the Company came when I attended Seminar in Dallas in January 1980 (this was before Canada held its own Seminar). I couldn't believe how huge the Company was. There was even a band playing in the morning when you got there ... WOW! I think I spent the whole time with my mouth open in complete awe. I got to go on stage and meet Mary Kay Ash because that was the year of the Future Director Badge and I'd earned mine. Plus, I had enough women on my team to enter Independent Sales Director-in-Qualification (DIQ), so back I went to Dallas the next month!"

### How has your Mary Kay business positively affected your life over the years?

"My Mary Kay business has been a very important part of my life, as it's supported my family and I – and it's something I truly love. Having become a single mom to three daughters during this time has made me so thankful for my business. I remember my dad saying to me that I would 'need to get a real job now' and I had to tell him I already had one. It's helped me stay positive through many of my life's ups and downs. And of course, I've made so many wonderful, lifelong friends. All in all, it's been a real blessing."



### What do you think sets Mary Kay Cosmetics Ltd. apart from other companies?

"Mary Kay Cosmetics Ltd. is so different from all other companies because it stems from Mary Kay Ash's philosophies of putting faith and family *before* your business or career. We've been taught that 'profit and loss' also means 'people and love'. Of course, in Canada, we're lucky to have Ray Patrick as our President and Lynda Rose as our Vice President, Sales & Marketing."

### What's your favourite Mary Kay memory?

"I've been on stage at Seminar several times in both Queen's Courts, but being selected as a quarterly Go-Give® Award recipient was such an honour – a very special memory for me. And picking up my first pink Career Car back in 1980 was also exciting because the program was still so new in Canada."

### Did you ever have the opportunity to meet Mary Kay Ash? If so, describe your experience.

"I have so many favourite memories of Mary Kay that it's hard to pick out a few. I really got to know Mary Kay in my DIQ class. When she found out I'd grown up in Jamaica, she told me about her trip there with her husband Mel. From then on, she remembered me as her 'Jamaican Friend'. It was wonderful to have gone to both her homes. I have pictures of Mary Kay, Mel and her dog Gigi welcoming us at the door. There was also the time she came to Canada the year they announced the Topaz Career Car; my dear friend Independent Sales Director Sharon Coburn and I ran into Mary Kay in the hallway and were able to talk to her and take pictures with her."



Another funny memory was just after a Seminar ... I had my kids in the car and was heading to the corporate office to drop off some Independent Beauty Consultant Agreements. I heard Mary Kay was in the lobby and my girls wanted to meet her. Well, on our way to the office I'd been talking about the fur coats that were given out and so my middle daughter turned to Mary Kay and asked her why she had not given her mummy (me) a fur coat. Mary Kay just smiled and told her that her mum could also earn one.

I also remember a special time when we were at a Leadership Conference in Miami. I'd been watching Mary Kay talk to many women and decided to just walk away, knowing she was so busy. When she saw me start to walk away, she just reached out and caught my arm while still looking at whom she was talking to – and held me there until she was finished. Mary Kay had a wonderful way of only talking to you and making you feel so very special.

– Marijana Klapcic

Q&amp;A

## ray patrick

### President



*Mary Kay Ash believed that leadership began with the heart, not the head. She emphasized that you must love your people to success. And she sought leaders "who used their influence at the right times for the right reasons, who lead themselves successfully and who continued to search for the best answers, not the easiest ones."*

*If there ever was a leader who embodied these principles, it's our President, Ray Patrick. We had the privilege of chatting with Ray about his*

*30-year journey through the halls of Mary Kay.*

#### What was it like when you first met Mary Kay Ash? What was your first impression of her?

Apart from the Company's philosophies, amazing product and providing the opportunity to move up the ladder of success, Ray was also impressed by how independent sales force members were recognized.

"I told Mary Kay I was surprised that more corporate companies didn't use and promote the power of recognition. Regardless if a company is big or small, they're far more likely to motivate people to reach for more – to go above and beyond what they've already accomplished – when their efforts are appreciated and recognized."

I'm more convinced even today – 30 years later – that those reasons are still in my heart and they're still just as meaningful as the first day I started with the company.

As soon as I responded, Mary Kay Ash reached for both of my hands, held them, and said, 'You made the right decision.' From that day on we created a special bond. She was a mentor, a business leader and she treated me like a son. She was truly and sincerely warm and charming. She cared about people so much so that she always put them first. It was never about her. She was incredibly humble – and incredibly inspirational. Hardly a word would come out of her mouth that wasn't inspirational in some way."



## PERPETUATING THE CORPORATE CULTURE

### mary hubbard

#### 22-year pioneer



If you're ever looking for a helping hand or just someone to chit chat with and brighten your day, Mary Hubbard is your go-to gal! With her heart of gold and laugh that penetrates right down to your core, there's not a person in the building who doesn't know her by name – and who doesn't feel honoured to have her as part of the Mary Kay family. Now let's see what's kept this gal around the halls of Mary Kay Cosmetics Ltd. for the past (almost) 22 years!

#### When did you start with Mary Kay Cosmetics Ltd.?

"February 13<sup>th</sup>, 1989."

#### What was your first impression of Mary Kay Cosmetics Ltd. as a company?

"As soon as you walk through the doors, you feel like you've entered a different world. Everyone is naturally so friendly, warm and inviting. It's contagious!"

#### How has working at Mary Kay Cosmetics Ltd. positively affected your life?

"Mary Kay has been with me through every big moment in my life – getting married, having kids. The people I work with are like my family and have supported me through everything. I recently went through a traumatic experience and I never would have pulled through if it weren't for the people at Mary Kay. Their support and understanding was immeasurable and I'll never forget it. I was able to take time off and put my family first at a time when it was most important – no questions asked."

#### What do you think sets Mary Kay Cosmetics Ltd. apart from other companies?

"You feel like the people here are your family away from home. And the people who work here are committed to the Company and the



independent sales force. You don't see much turnover. I remember making the decision to stay home with my son five years after starting with the Company. I came in prepared to hand in my resignation and I couldn't go through with it. I realized I didn't want to leave. Here I am, 22 years later!"

#### What's your favourite Mary Kay memory?

"My first Mary Kay Seminar in 1990. I was just in awe watching all the women walk through the doors – so excited, so motivated and so inspired. It was very uplifting and had a huge impact on me."

#### Did you ever have the opportunity to meet Mary Kay Ash?

"I met Mary Kay Ash at our previous building. It was like meeting the Prime Minister – I was so honoured. She spoke to every single one of us and never asked the same question twice. She was so interested in getting to know us, what we did at the office, etc. I remember how focused on you she was when she spoke. She always looked at you – not through you."

#### What is the best advice you would give someone starting at Mary Kay?

"Some people 'get' Mary Kay, others don't. I say embrace it. Let it get inside you."

“you are ‘mary kay’  
to every single person you meet.”



PAGE 58 | / STORY

**FIONA CORBY:**  
one in a million

## contents

PAGE 52 | PICTURE THIS  
where has your  
*applause*®  
magazine been?

PAGE 54 | LEAVING A LEGACY  
part two of our  
mother-daughter nsds

PAGE 56 | STYLE  
your winter style watch

# where has your **applause**® magazine been?

We want *Applause*® magazine to be your go-to resource each and every quarter – and we want to see it where you're reading it! Whether it's on the bus, on vacation or on top of a mountain, send your photo to: [applause-canada@mkcorp.com](mailto:applause-canada@mkcorp.com).

**Independent Sales Director Kristen McBride** of Squamish, BC takes a break from rock climbing to pose with the Spring 2011 issue of *Applause*® magazine. We hope your journey to the top was as fun as your reading material!



▲ **Independent Senior Sales Director Helen Lupena-Sabourin and Team Leader Christanti Arinda** of Montreal, QC enjoyed reading the Spring 2011 issue of *Applause*® magazine during their deserved break from volunteering for the Canadian Cancer Society's Daffodil's Day. "It's our 6<sup>th</sup> year volunteering to give back. Congratulations to all of my unit members and adoptees! Keep up the good work."



▲ **Independent Beauty Consultant Eunice Stephens** of Orleans, ON was so excited to get her Spring 2011 issue of *Applause*® magazine the day before she left on her 2011 March Break trip to Myrtle Beach, SC. Even the local wildlife wanted to see the latest buzz!



**Independent Beauty Consultant Amanda Michener** of Saskatoon, SK and her new husband on their wedding day (July 2011). "What better way to relax then to sit down with a good book – or in this case – the Summer 2011 issue of *Applause*® magazine." Photo credit: [www.chrishendricksonphoto.com](http://www.chrishendricksonphoto.com).

**DID YOU KNOW...** Mary Kay believed that we are women first, and successful, second, saying "I think that being female at all times is a tremendous advantage in a man's world, and I think it is terribly important that we are careful not to form the habit of tuning out our sensitivities."

## Kay Szydlík

### Independent Sales Director

By Marijana Klapcic

"Kay," I asked, "Why did you decide to become an Independent Sales Director now – at the age of 64?"

The answer came so easily – so naturally – that I sat in silence for a second.

"Because I wanted to wake up every day with purpose," said Kay.

Second, Kay added, was because she wanted to take her entire family to Hawaii to witness her husband Joe run his first marathon.

Then she added jokingly, "It's time for my husband to retire ... and do my paperwork!"

#### The First Time Around

In Kay Szydlík's case, timing was everything. And back in 1996, when she first started her Mary Kay business, the timing wasn't quite right. She'd made the decision to join Mary Kay quickly – and placed a \$3,000 wholesale order on the spot.

She immediately called Joe and said, "Hey honey, I just started my own business!"

"I liked hair and makeup, but I'd never done anything like this before," said Kay.

But one thing she did know well was competition.

"My Independent Sales Director Greta Olsen gave out a 'Top Banana' pin at every weekly unit meeting," recalls Kay. "I watched another woman earn it and I knew I had to have it. I walked up to her and told her that I would get the pin the following week. It became a competition between us – and we became good friends!"

"I experienced a lot of personal growth the first time around, even being in the Queen's Court of Personal Sales two years straight. And I earned my Red Jacket. But although Greta was showing me how to become an Independent Sales Director, I just didn't get it," explains Kay.



Shortly afterward, Kay and her family moved from Calgary, AB to Fort St. John, BC. Kay felt burned out and was told to take six months off. During those six months, she started to rediscover herself and thought, "people must wear makeup here." So she restarted her business; but emotionally she wasn't in a good place.

"I just thought to myself, 'I'm not going to do this anymore' and I let it slide – selling the last of my inventory," recalls Kay.

#### A Second Chance At Success

In 2006, after being back in Alberta for a few years, Kay decided to pick up the phone and call **Independent National Sales Director Donna Melnychyn** (Greta had retired).

She said, 'Do you remember me from Red Jacket University? I'd like to be on your team.' I then showed up at her door wearing my sashes!"

From that moment on, Donna and Kay connected. However, Kay emphasized that she only wanted to buy her own product. "Don't ask me to do anymore," she reaffirmed.

So Donna let Kay ride the "personal use train" for a short time, and it wasn't until Kay went on

vacation and started chatting to people about Mary Kay that she realized how much she missed it.

"It never left my heart," she said. "I missed my customers, working to help women grow and the positive environment."

So Kay began to "consider" taking it more seriously and volunteered to help Donna during her Independent National Sales Director-in-Qualification process.

#### A Weekend Of Power

Donna then invited Kay to *Weekend of Power*.

"No. Are you serious?" asked Kay. She immediately called her husband Joe and he told her to go for it.

"Donna gave me this gift," Kay says gratefully. "I walked into the room at *Weekend of Power* proudly wearing my pantyhose and it felt like I'd never left. People were screaming, 'You're back!'"

"I thought about becoming an Independent Sales Director the whole way home. My husband didn't flinch. He deserves the 'Husband of the Year Award', constantly motivating me and supporting me with cards and little notes everywhere – they'd be falling out of my computer, lunch bag and pasted to my bathroom mirror!"

Kay decided to do it, but she warned everyone that she was going to do it fast and do it big. And boy did she ever!

She began the Independent Sales Director-in-Qualification process in April 2011 – and debuted as an Independent Sales Director in June!

"It was a whirlwind," says Kay. "Donna showed me the way and my husband was positive and supportive the entire time. Even my sons Tony and Steve and my daughter-in-law Chantal got on board after the initial shock wore off!"

The one thing Donna swears helped her get to where she is was following this motto.

1. Start where you are.
2. Use what you have.
3. Do what you can.

"Follow those principles and remember, attitude is everything!"

#### THEN & NOW

### mary kay's perspective

**1960:** In the early 1960s, a clerk or secretary was about the highest possible position a woman could hope to achieve in the corporate world, and they were only paid fifty cents on the dollar (compared to men in the workforce). Mary Kay couldn't believe that a woman's brain was worth just fifty cents on the dollar. It was grossly unfair, and with all her heart, Mary Kay wanted to give women an open-end opportunity to do all they were capable of doing. "The women in Mary Kay have proven me to be correct," said Mary Kay.

**2011:** Many of the women who are committed to the Mary Kay way of life are earning the use of Career Cars, enjoying fabulous trips, living in homes that most people don't dare dream about, providing college educations for their children and feeling secure in the fact that they can retire financially when they decide to do so. They are living the dream.

*“My son Richard has often said he was born in direct sales. He, Ben and Marylyn spent every Saturday morning helping me fill my orders for the week. This crash course in business was a way for us to spend time together – time that my work otherwise would have taken away from my children.”*

# enriching women's lives: a mary kay family affair!

Mary Kay valued families so much that when she designed her dream Company more than 45 years ago, she placed these precious assets higher than career on her list of priorities. She encouraged an extended Mary Kay family in which mothers and daughters, sisters and grandmothers, aunts, nieces and others could blend their close ties into a working relationship.

Today, we'd like to celebrate family ties by featuring our mother-daughter Independent National Sales Directors (NSDs) – and their thoughts on a life rich beyond compare. It truly is the gift that keeps on giving!

**Independent National Sales Director Brenda Summach and daughters Mandy-Rae Summach, Melissa Summach-Sawyer and Michelle Summach-Goetz**

## Has having a Mary Kay mom enriched your life?

“Having a Mary Kay mom who instilled the values of ‘God first, family second and career third’ has blessed me to be raised with the enriched mentality that anything is possible. The world is limitless, and the only thing standing in the way of your hopes and dreams is yourself. Living in a Mary Kay household has enriched me by giving me positive and challenging love shown through those values, and when followed, knowing that anyone can be powerful beyond measure.”

~ Mandy-Rae

## What made you follow in your mom's Mary Kay footsteps?

“After watching my mom raise my two sisters and I as a full-time Independent Sales Director, I saw her continually generate a six-figure income, earn the use of multiple Career Cars (including 11 pink Cadillacs) and travel the world first class with my dad. I've witnessed firsthand that you can truly have it all with Mary Kay! I too can build a successful, profitable and rewarding business; and at the same time, my husband and I can have the flexibility to raise a family the way that we choose to, believe in and want to! Our mom made us her reason to work hard, not her excuse as to why she couldn't! There's no other opportunity that allows you unlimited earning potential, the ability to work when you want, drive Career Cars and travel the world, all while keeping ‘faith first, family second and career third!’”

~ Michelle



## What do you admire most about the way your mom runs her Mary Kay business?

“I admire that my mother doesn't simply talk about Mary Kay and doing things the Mary Kay way – she quietly and consistently lives and operates her business that way. Her consistency of character and example of faith have truly given me a vision of who Mary Kay Ash was and how she would desire all of us to run our business and treat those we come into contact with. I truly believe that my mom doesn't run a business; rather, she has a calling and the ripple effects of her pouring her heart and life into others has truly changed more than bank accounts – it has changed women, their families and their futures. THAT is truly inspiring.”

~ Melissa



## Did you always know you would one-day share Mary Kay with your daughters?

“Mary Kay was a vehicle for me to stay at home with my kids and not have to be bored at work somewhere else. Because I so personally understand that I cannot do anything that I don't like, I've never ever told them that they should be here (with Mary Kay). I've always believed that you should do what you're passionate about. You cannot do well at anything if your heart's not in it. However, I've always had my girls attend personal growth and leadership training, and Mary Kay events, to listen, learn people skills and expose them to people who want more from life.

So, to have two daughters treating Mary Kay as a business is a surprise, but a pleasant one!”

~ Brenda

**Independent National Sales Director Darlene Ryan-Rieux and daughter Lisa Rieux**

**How did having a Mary Kay mom positively impact your relationship?**

"The most significant impact Mary Kay has had on my relationship with my Mom is that it allowed her to pursue a wonderful career while giving her the flexibility needed to raise five children. Any other career choice would have made this close to impossible. She was able to teach us about the value of hard work, exemplifying this through her dedication to her Mary Kay business – demonstrating that if you persevere and have passion for what you do, the sky's the limit."

~ Lisa



**How do you think Mary Kay has positively impacted your daughter/children?**

"My choice to build my Mary Kay business over these past 31 years has had an immeasurably positive impact on my family. It afforded us an exciting lifestyle, rich in educational opportunities we would never otherwise have been able to provide our family. I'm so proud of Lisa and of all our children for the integrity with which they lead their lives, for their great work ethics and most of all, for how they treat everyone with the Golden Rule."

~ Darlene

**Independent National Sales Director Donna Weir and daughter Tracy Craig**

**How has having a Mary Kay mom enriched your life?**

"Having a Mary Kay Mom has been instrumental in shaping who I am today: a positive, hard working, passionate mother of two FABULOUS boys! I remember at a very young age learning the importance of having a "You Can Do It" attitude. Believing in myself, even when others may not, is something that I'm passionate about passing on to my children as well as others around me. Mom taught us that – and Mary Kay taught her that!"

~ Tracy



**What Mary Kay lessons/principles did you believe were important to pass on to your daughter?**

"I've always felt my Mary Kay journey has been one of continuing life lessons and have tried to pass those on to my daughter. Lessons like, 'picture everyone with that invisible sign around their neck that says Make Me Feel Important' and 'learn to spend time with the balcony people not the basement people, because it's so important to protect your energy as well as your attitude.'

I remember Mary Kay telling us that it was important to 'have a goal and make a plan of action because if you don't know where you're going, all roads lead there' ... and that was something I felt was important to pass on to Tracy. I'm very proud of the young lady Tracy has become and the fact that she has embraced so many of Mary Kay's principles into her daily life."

~ Donna

**Independent National Sales Director Olive Ratzlaff and daughter Julia Peters**

**What do you admire most about the way your mom runs her Mary Kay business?**

"In the initial years, I watched my mom transform from a 'Plain Jane' farmer's wife into a sophisticated, beautiful and smart business leader! I love the fact that even after she became an Independent Sales Director, her customers were still very important to her and she made sure to send them little "Mary Kay treats" and special notes throughout the year. She also does this with her own personal unit of Independent Beauty Consultants, even though she has a whole National Area to take care of! Her background as a teacher has allowed her to grow into a great NSD because she loves standing in front of a room of women and teaching them! Her e-mail inbox is often flooded with thank yous from independent sale force members all over Canada and the U.S., expressing their gratitude for her selfless giving and helping them with their Mary Kay careers. She truly gets joy out of seeing other people succeed, regardless of whether or not she'll benefit. I'm most proud of the fact that her faith in God has never taken a back seat in her career; and she'll be the first one to tell you that with God, anything is possible!"

~ Julia



**How has Mary Kay influenced you as a mother?**

"Mary Kay has taught me to see the glass half full and overflowing and this, in turn, has empowered me to affirm my family and applaud their unique talents – rather than trying to 'change' them! My family has often said, 'Mom, we've watched you persevere through obstacles and win – and that in turn gives us the courage to win in our chosen careers as well!'"

~ Olive

# from runway to real-way

Fashion & beauty trends you'll want to wear this season!

## Leopard Print Blazer

Sirens  
www.sirens.com  
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## Mary Kay® Lash Love™ Mascara

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Joe Fresh  
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## Stone Ring

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## Leopard Pumps

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& specialty shops.



**Mary Kay® Liquid Lip Color**  
in Raspberry Ice  
\$17.50

### YOU TOLD US

### What fashion trend are you most looking forward to this winter?



**Independent Sales Director Luisa Rallo, Candiac, QC**

"I'm just loving the leopard print – it just adds so much style to an outfit. But ladies, don't go overboard with this kind of print; my motto: less is best."



**Independent Sales Director Michelle Currie, Airdrie, AB**

"I'm loving all the colours and textures that are out right now. Purple is such a royal colour – always a fave. I just picked up a great animal print tunic length sweater to wear with some funky legging-style pants that'll look incredible with boots. You can really express your own personality with all the choices this season, so be creative and have fun!"



By Marijana Klapcic

# one in a million

“Why not a million?” “Why not a million?”  
“Why not a million?”

It was the question **Independent Sales Director** – and 2010/2011 Seminar Queen of Unit Sales and Million-Dollar Circle of Excellence achiever – **Fiona Corby** of Oshawa, ON had been asked over and over again.

“Anytime someone asked me what my goal was for the year, I said “\$750,000,” shares Fiona.

But then even she started thinking, “Why not a million?”

So what did Fiona do? She arrived home from the 2010 Top Director Trip and changed her goal poster to read “\$1 million”.

Sound intimidating? Sure. But Fiona’s decision to climb to the top didn’t happen over night.

## A Millionaire In The Making?

In fact, back in 2005, when Fiona first started her Mary Kay business, she had no intention of ever doing it full-time. She was a successful senior buyer for the Town of

Whitby, operating her Mary Kay business part-time. Even when she debuted as an Independent Sales Director in 2007, she was still working at her J-O-B full-time – and quite happy doing both!

So what exactly was Fiona’s “a-ha” moment? Well, it happened after Seminar 2009.

The year before, Fiona had achieved the \$200,000 Unit Club. In 2009, she broke the barrier, achieving the \$300,000 Unit Club. She was celebrating at the Royalty Reception when, out of the corner of her eye, she saw her husband Lawrence walking toward her. What was he doing there? Surprise!

“This was the first time he’d ever attended Seminar. He got to sit in the NSD Seating Area and watched the Top 10 Independent Sales Directors take their moment in the spotlight on stage. He took mental note of the top performers,” remembers Fiona.

“When we arrived home, Lawrence turned to me and said, ‘You can do that.’”



"It was then that we realized I couldn't achieve more with my Mary Kay business working it part-time."

Fiona didn't take this decision lightly. She knew that quitting her full-time job with the Town would mean that Mary Kay would be her only income.

"If I didn't earn the money, we would have to rely on Lawrence's income – or I'd have to go back to work, so I had to give my business the same commitment I'd given my full-time job," says Fiona.

#### In It For The Long Haul

Fiona's family – including husband Lawrence, dad Chris, brother Colin, mom Independent National Sales Director Emeritus Doreen Burggraf and stepdad Owen – all believed she could do it. Of course, her mom had dreamt about this day for years!

Over the next year, Fiona went on to be in the Queen's Court of Sharing, she moved up from the \$300,000 Unit Club to the \$500,000 Unit Club and began to aim – and dream – even bigger.

But it was knowing her mom would retire in 2011 that drove Fiona to reach for the million-dollar goal.

"I did it for my mom," emphasizes Fiona. "I wanted so badly to achieve the Million-Dollar Circle of Excellence for my mom's retirement – to celebrate it on stage, together, in front of Canada; to do it for the Company; to do it for the independent sales force. I knew our unit would be the 13<sup>th</sup> to reach \$1 million – and my mom was one of that 13. That was my goal and it was going to happen. No question."

"I dedicate this achievement to her – my mom – who accepted this opportunity so

many years ago and went on to become an Independent Sales Director and Independent National Sales Director – and most of all, to be successful, provide for our family – and pass that work ethic on to me. It all started with her."

Fiona remembers her mom clearly asking, "Are you in it? Be in it for the long haul. Don't just say 'I'll give it a shot and if it doesn't work ...' Quitting is not an option."

*"I wanted so badly to achieve the million for my mom's retirement"*

Fiona's father felt the same. The day she achieved the Million-Dollar Circle of Excellence, he called her and said, "I knew you could do it."

"I lost my assistant six weeks before Seminar year-end – and even in June we were so far away from our goal. Our unit literally worked until the last possible second. I saw nine people within three days of year-end – the last one at 7:00 p.m. on June 30<sup>th</sup>. I personally worked and booked, knowing that this wasn't my unit's responsibility. I knew that if I wanted them to book, I had to do it myself. We were still placing orders at 11:45 p.m. on the 30<sup>th</sup>; but still, I never gave up."

Even through every obstacle – and there were many – Lawrence's faith in Fiona never wavered for a second.

"He always said, 'Your determination always gets it done, even the impossible,'" shares Fiona.

"He's been right alongside me through it all – from the moment I decided I wanted to go full steam ahead with my Mary Kay business. He understood and supported my commitment to it and has been my guiding light, keeping me grounded and focused. We've come this far together. What can I say? He's the greatest husband on earth and I love him so much. I always envisioned my million-dollar moment on stage. I could see my mom standing there with me, but it was Lawrence who completed my picture."

#### A Victorious Celebration

"It was all worth it. To watch my unit celebrate their success on stage was the most rewarding part of it all. I want to thank this amazing group of women for helping to achieve this collective goal. I believed in them 100 per cent throughout this entire journey and it was their hard work and determination that got us here. Every single one of them counted – regardless if they placed an order once a year or once a month," says Fiona.

"That moment on stage felt so surreal. I can't explain the feeling of standing there with my family, knowing how very much they supported me and how very proud they were of me. I'm so grateful and blessed for their ongoing support."

One thing we all must remember is that Fiona had the same opportunity as each one of you – she just chose to put on her running shoes and run the track. She gave it 100%. She showed up. She had a vision. She had the courage to admit what she wanted and the confidence to go get it. And in the end, she showed Canada – and the world – exactly what millionaires are made of.



# july 2011 recognition reconnaisances de juillet 2011

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

## Top 5 NSD Year-To-Date Commissions / Commissions des 5 meilleures DNV à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of July 30<sup>th</sup>, 2011. Includes all first-, second-, third-line and first-line bonus, and global commissions/NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 30 juillet 2011 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Brenda Summach



Renée Daras



Elena Sarmago



Donna Melnychyn

## On-Target Inner Diamond/Gold Circle / En piste pour le cercle de diamant/d'or des initiées

Independent National Sales Directors become members of the Gold Circle when they earn \$125,000 - \$200,000; members of the prestigious Diamond Circle when they earn \$200,000 or more; and a member of the exclusive Inner Circle when they earn \$325,000 or more in "NSD Commissions" during the Seminar contest period. (NSD Commissions are comprised of commissions earned on the wholesale production of first-, second- and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for July; NSD bonuses for Star Consultants; and NSD commissions earned on all foreign countries through June. These "NSD Commissions" are used to determine NSD ranking for a Seminar year. / Les Directrices nationales des ventes indépendantes deviennent membre du Cercle d'or lorsqu'elles ont gagné au moins 125 000 \$ - 200,000 \$, membre du prestigieux Cercle de diamant lorsqu'elles ont gagné au moins 200 000 \$ et deviennent membre de l'exclusif Cercle des initiées lorsqu'elles ont gagné au moins 325 000 \$ en « Commissions de DNV » pendant la période-concours du Séminaire. Les commissions de DNV sont les commissions gagnées sur la production en gros du premier, deuxième et troisième groupe de lignée; les 10 meilleures de la quatrième lignée et au-delà; les commissions de DNV élités exécutives; les commissions de DNV sur les groupes personnels; les primes de DNV pour les Directrices de lignée de DNV et les Directrices de lignée de leurs groupes personnels pour le mois de juillet; les primes de DNV pour les Conseillères Étoiles et les commissions de DNV gagnées sur tous les marchés étrangers au cours du mois de juin. Ces « commissions de DNV » sont utilisées pour déterminer la position d'une DNV pendant une année Séminaire.

### On-Target for Gold Circle/En piste pour le Cercle d'or

Angie Stoker Brenda Summach Renée Daras

## 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 July 30<sup>th</sup>, 2011. 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 juillet 2011. 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   | \$530,574.50 | H. Armstrong  | \$276,220.49 | Dalene Allen | \$182,158.95 | D. Ryan-Rieux  | \$167,114.50 | Gail Adamson | \$182,158.95 |
| Brenda Summach | 318,354.09   | Elena Sarmago | 192,193.48   | Gloria Boyne | 179,485.95   | Marcia Grobety | 145,631.74   | B.Boe-Malin  | 113,003.50   |

## Monthly NSD Commissions (above \$10,000) / Commissions DNV du mois (plus de 10 000 \$)

Listed below are Independent National Sales Director commissions earned in July 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 June. / Commissions touchées en juillet 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 seniors 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 juin.

|              |             |                |             |             |             |              |             |
|--------------|-------------|----------------|-------------|-------------|-------------|--------------|-------------|
| Angie Stoker | \$14,583.00 | Brenda Summach | \$13,827.00 | Renée Daras | \$11,142.00 | Dalene Allen | \$10,443.00 |
|--------------|-------------|----------------|-------------|-------------|-------------|--------------|-------------|

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 2010, THERE WERE OVER 29,573 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,836 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.7% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 532 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,649 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 50% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Triple Crown & Honors Society Achievers / Championnes Triple couronne et Société d'honneur

**TRIPLE CROWN:** The following Independent Sales Director met the requirements of the Triple Crown Challenge by achieving On the Move, Fabulous 50s and the Mary Kay Honors Society within one year of their debut date. / **TRIPLE COURONNE:** La Directrices des ventes indépendantes suivante a rempli les conditions du défi Triple couronne en réussissant les programmes En Marche!, Fabuleux 50 et la Société d'honneur Mary Kay dans l'année suivant la date de leurs débuts.

**HONORS SOCIETY:** The following Independent Sales Directors achieved the Mary Kay Honors Society by achieving at least \$60,000 in net adjusted wholesale production and growing their unit size to 50 or more within one year of their debut date. / **SOCIÉTÉ D'HONNEUR:** Les Directrices des ventes indépendantes suivante ont atteint le statut de championnes Société d'honneur Mary Kay pour avoir réalisé une production de groupe nette ajustée de 60 000 \$ en gros ou plus et pour avoir développé un groupe de 50 membres ou plus dans les 12 mois suivant la date de leurs débuts.



**Chianne Smith** (Kamloops, BC)  
**National Area/Famille nationale:** Sandy Campbell  
**Debut/Débuts:** July / Juillet 2010

**Honors Society Achiever / Championne Société d'honneur**  
**Triple Crown Achiever / Championne liste des meilleures**



**Amoreena Murray** (Fort McMurray, AB)  
**National Area/Famille nationale:** Gail Adamson  
**Debut/Débuts:** July / Juillet 2010

**Honors Society Achiever / Championne Société d'honneur**



**Heather Hewitt** (Waterdown, ON)  
**National Area/Famille nationale:** Janice Connell  
**Debut/Débuts:** July / Juillet 2010

**Honors Society Achiever / Championne Société d'honneur**

## Head of the Class Achievers / Championnes En tête de classe

The following Independent Sales Directors achieved Mary Kay's Head of the Class program by achieving at least \$5,000 in adjusted unit wholesale production and adding two new qualified personal team members within one month of their debut date. / Les Directrices des ventes indépendantes suivantes ont réussi le programme En tête de classe Mary Kay en réalisant une production de groupe ajustée en gros d'au moins 5 000 \$ et en ajoutant deux nouveaux membres qualifiés d'équipe personnelle qualifiés dans le mois suivant la date de leurs débuts.

**Deborah Hall** (Armstrong, BC)  
**National Area/Famille nationale:** Brenda Summach

**Joanne Marchildon** (Saskatoon, SK)  
**National Area/Famille nationale:** Brenda Summach

## On the Move Achievers / Championnes En marche!

The following Independent Sales Directors achieved Mary Kay's On the Move program by achieving at least \$15,000 in net adjusted wholesale production and adding three or more qualified personal team members within three months of their debut date. / Les Directrices des ventes indépendantes suivantes ont réussi le programme En marche! Mary Kay en réalisant une production de groupe nette ajustée de 15 000 \$ en gros ou plus et en ajoutant au moins trois nouveaux membres d'équipe personnelle qualifiés dans les trois mois suivant la date de leurs débuts.

**Priscila Carbajal** (Montreal, QC)  
**National Area/Famille nationale:** Go Give/Entraide

**Pamela Liebenberg** (Red Deer, AB)  
**National Area/Famille nationale:** Bernice Boe-Malin

## Scoreboard / Tableau des résultats

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

|                    |             |                  |             |                    |             |                    |             |                   |             |                  |             |
|--------------------|-------------|------------------|-------------|--------------------|-------------|--------------------|-------------|-------------------|-------------|------------------|-------------|
| France Grenier     | \$55,384.50 | Teresa Ho        | \$33,498.50 | Mary Davies        | \$27,035.50 | Nicole Bellemare   | \$23,673.50 | Melissa Bongalis  | \$21,387.50 | Claudine Pouliot | \$20,161.50 |
| Fiona Corby        | 48,200.00   | Frances Fletcher | 33,468.50   | Danielle Thériault | 26,468.00   | Isabelle Perreault | 23,357.50   | Wanda Groenewegen | 21,188.00   | Pat Monforton    | 20,079.50   |
| Susan Bannister    | 44,182.00   | Guylaine Comeau  | 29,934.50   | Heidi McGuigan     | 26,007.50   | Kathy Handzuik     | 22,154.00   | Liz Wodham        | 21,143.50   | Sonya Martens    | 20,053.00   |
| Shelley Recoskie   | 43,448.50   | Nathalie Delisle | 29,909.50   | Carol Heath        | 25,244.50   | Harpreet Dhaliwal  | 22,039.00   | Donna Izen        | 20,796.50   |                  |             |
| Evelyn Ramanauskas | 41,153.50   | Tamara Swatske   | 29,608.00   | Shirley Peterson   | 24,926.50   | Marilyn Bodie      | 21,561.50   | Florame Talian    | 20,568.00   |                  |             |
| Shannon Tobin      | 36,074.00   | Heather Cook     | 28,170.50   | Michelle Goetz     | 24,857.00   | Judi Todd          | 21,553.00   | Guylaine Dufour   | 20,411.00   |                  |             |
| Mireille Morin     | 33,548.50   | Luzmi Gil        | 28,033.50   | Lorrie Henke       | 24,156.00   | Shannon Cameron    | 21,401.00   | Gladys MacIntyre  | 20,327.00   |                  |             |

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 CONSIDÉRÉS 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 2010, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 573 MEMBRES. PARMI LES 3 836 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47,7 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 532 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 649 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 50 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

## 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 July. Does not include Team Leader and VIP commissions. / Directrices des ventes indépendantes dont les commissions ont dépassé 2 000 \$ en juillet, exception faite des commissions des Chefs d'équipe et des VIP.

|                    |            |                    |            |                    |            |                    |            |                   |            |                    |            |
|--------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|-------------------|------------|--------------------|------------|
| France Grenier     | \$6,603.44 | Frances Fletcher   | \$3,775.45 | Giovanna Russo     | \$2,957.49 | Sonya Martens      | \$2,603.45 | Angela Hargreaves | \$2,344.22 | Jacqueline Cullen  | \$2,180.34 |
| Mireille Morin     | 5,746.85   | Heather Cook       | 3,688.66   | Shirley Peterson   | 2,930.95   | Darcey Smith-Heath | 2,597.45   | Agnes Loshusan    | 2,341.17   | Melanie Wiens      | 2,177.90   |
| Fiona Corby        | 5,537.23   | Mary Davies        | 3,526.12   | Isabelle Perreault | 2,926.24   | Kathy Handzuik     | 2,540.01   | Claudine Pouliot  | 2,310.50   | Diane Poulin       | 2,153.17   |
| Shelley Recoskie   | 5,440.34   | Danielle Thériault | 3,384.51   | Sharon Coburn      | 2,860.53   | Liz Wodham         | 2,534.41   | Pat Monforton     | 2,309.98   | P. Behnke-Van Hoof | 2,139.65   |
| Susan Bannister    | 5,071.83   | Michelle Goetz     | 3,329.44   | Carol Heath        | 2,840.89   | Ginette Desforges  | 2,522.30   | Jill Ashmore      | 2,298.03   | Sheila Lefebvre    | 2,122.07   |
| Josée D'Anjou      | 4,991.83   | Gladys MacIntyre   | 3,328.23   | H. Lupena-Sabourin | 2,834.40   | Louisa Hoddinott   | 2,489.15   | Elaine Fry        | 2,288.94   | Marie Thomas       | 2,108.25   |
| Evelyn Ramanauskas | 4,991.05   | Heidi McGuigan     | 3,290.49   | Donna Izen         | 2,830.40   | Shannon Cameron    | 2,479.60   | Yasmin Manamperi  | 2,284.92   | Kim Shankel        | 2,086.90   |
| Nathalie Delisle   | 4,789.47   | Nicole Bellemare   | 3,219.66   | Guyline Dufour     | 2,808.04   | Lorraine McCabe    | 2,470.20   | Mychèle Guimond   | 2,280.46   | Laureen Miller     | 2,085.64   |
| Shannon Tobin      | 4,584.32   | Lorrie Henke       | 3,195.17   | Wanda Groenewegen  | 2,694.86   | Shelley Haslett    | 2,462.77   | Elaine Sicotte    | 2,232.91   | Rita Samms         | 2,083.23   |
| Teresa Ho          | 4,398.55   | Harpreet Dhaliwal  | 3,164.63   | Melissa Bongalis   | 2,690.19   | Judi Todd          | 2,400.95   | Julie Ricard      | 2,221.12   | R. Courneya-Roblin | 2,008.66   |
| Guyline Comeau     | 4,023.19   | Marilyn Bodie      | 3,071.24   | Rajinder Rai       | 2,671.17   | Susan Richardson   | 2,392.32   | Diane Burness     | 2,220.79   |                    |            |
| Luzmi Gil          | 3,980.39   | Elizabeth Farris   | 3,022.85   | Claribel Avery     | 2,652.18   | Louise Boulanger   | 2,384.27   | Becky Lawrence    | 2,208.41   |                    |            |
| Tamara Swatske     | 3,827.60   | Florame Tanian     | 2,975.29   | Angie Fedorchuk    | 2,624.56   | Pamela Kanderka    | 2,360.15   | Randhir Singh     | 2,195.52   |                    |            |

## Top Recruiting Units / Meilleurs groupes en recrutement

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

**British Columbia / Colombie-Britannique** – Maura Lucente  
**Ontario** – Shelley Recoskie  
**Québec** – France Grenier  
**Ontario** – Fiona Corby

**Alberta** – Evelyn Ramanauskas  
**Québec** – Luzmi Gil  
**Ontario** – Florame Tanian  
**New Brunswick / Nouveau-Brunswick** – Susan Bannister

**Québec** – Nathalie Delisle  
**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Louise Hoddinott

## New Team Leaders / Nouveaux chefs d'équipe

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

|                 |                       |                    |                    |                       |                |
|-----------------|-----------------------|--------------------|--------------------|-----------------------|----------------|
| ANAB ABDI       | YABELLE DUCHESNE      | VERNA MACKEY       | STÉPHANIE MAROIS   | PAT SUCHLANDT         | ZULMA VAZQUEZ  |
| Eva Kopec       | Diane Poulin          | Evelyn Ramanauskas | Kareen Villeneuve  | Wanda Groenewegen     | Luzmi Gil      |
| NATALIA BARBOSA | JOANNE HAACKE         | SANDI MACLEAN      | RONDA SIMPSON      | KIM TATTIE            | KAT WILLIAMSON |
| Lisa Wehlmann   | Robin Courneya-Roblin | Heidi McGuigan     | Darcey Smith-Heath | Sarah Reece-Robertson | Fatema Khaku   |

## New Star Team Builders / Nouvelles Bâtisseuses d'équipe Étoile

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

|                   |                     |                     |                    |                   |                |
|-------------------|---------------------|---------------------|--------------------|-------------------|----------------|
| APRILYNNE AGUILAR | TEENA CHARYTON      | SASHA GAUDREAU-ROWE | BEV KING           | AMBER SCHLOSSER   | GAIL WATTS     |
| Agnes Loshusan    | Heidi McGuigan      | Josianne Bolly      | Pat Paul           | Michelle Goetz    | Lois Musselman |
| NICOLA ARMANINI   | ANNE-MARIE CZEMBER  | MICHELINE GOUTIER   | VICKY-EVE LEFEBVRE | EVELYNE SWENNE    |                |
| Fatema Khaku      | Tammy Eliuk         | Mireille Morin      | France Grenier     | Nathalie Delisle  |                |
| NATALIE BATKIS    | CHARLENE DIXON      | NOELIA GRAJALES     | LUCIE LEVIS        | KATHY THIBERT     |                |
| Joyce Harnett     | Jeri Pearce         | Fernanda Silva      | Julie Ricard       | Danielle Gobeil   |                |
| OLGA BOGDANOVA    | MARIE-LYNN DUQUETTE | JENNIE HILTS        | CATHERINE MACDOW   | STACEY THOMPSON   |                |
| Switlana Awogbami | Danielle Thériault  | Jill Ashmore        | Kim Shankel        | Sharon Lewco      |                |
| TANYA BOLDUC      | EMILY DYCK          | LEONA JANZEN        | MICHELLE MCFARLAND | VÉRONIQUE TRÉMEAU |                |
| Alexandra Losson  | Joy Zaporozan       | Marilyn Thiessen    | Deborah Kenny      | Loubna Ibnouzahir |                |
| MARY BORCI        | JEANETTE GAUDREAU   | ELIZABETH KIM       | LINDSAY MEEK       | DANIELLE VIOLETTE |                |
| Myria Balicao     | Kay Szydlak         | Donna Dodds         | Lorrie Henke       | Dalene Allen      |                |

## Independent Beauty Consultant Grand Achiever Directrice des vente indépendante Grande Gagnante

This Independent Sales Director qualified during the month of July to earn the use of a Ford Fusion SE or receive cash compensation. / Directrice des ventes indépendante qualifiée en juillet pour l'usage d'une Ford Fusion SE ou une compensation en argent.

Louise Sauriol

## 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 July. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 12 % a dépassé 500 \$ en juillet.

|                  |            |                  |          |                 |          |                  |          |                  |          |               |          |
|------------------|------------|------------------|----------|-----------------|----------|------------------|----------|------------------|----------|---------------|----------|
| Liz Wodham       | \$1,105.11 | Rajinder Rai     | \$740.94 | France Grenier  | \$614.82 | Fran Sorobey     | \$572.10 | Lorraine McCabe  | \$543.33 | Shannon Tobin | \$524.01 |
| Shannon Cameron  | 1,005.09   | Josée D'Anjou    | 687.87   | Fe Agullana     | 609.12   | Louisa Hoddinott | 566.04   | Baljit Brar      | 530.10   | Esther Gallop | 522.18   |
| Shelley Recoskie | 984.00     | Diane Burness    | 642.69   | Alyce Parkes    | 604.14   | Silvie Da Costa  | 558.24   | Natasha Recoskie | 528.24   | Joy Zaporozan | 516.06   |
| Glenda Nelson    | 800.34     | Louise Sauriol   | 635.46   | Deb Wynn        | 583.44   | Yasmin Manamperi | 545.70   | Jennifer Levers  | 525.45   |               |          |
| Angie Fedorchuk  | 761.46     | Nicole Bellemare | 616.26   | Ruth Granadillo | 577.98   | Guyline Dufour   | 545.43   | Juliet Creary    | 524.22   |               |          |

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## 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 July. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 8 % a dépassé 250 \$ en juillet.

|                 |          |                 |          |                  |          |                   |          |                  |          |                |          |
|-----------------|----------|-----------------|----------|------------------|----------|-------------------|----------|------------------|----------|----------------|----------|
| Tamara Swatske  | \$572.14 | Alison Anderson | \$387.64 | M. Bambrah       | \$298.48 | Laureen Miller    | \$272.62 | Frances Fletcher | \$265.00 | Michelle Goetz | \$254.84 |
| Donna McLean    | 502.98   | Sonya Ho        | 372.52   | Marlene Bridgman | 288.02   | Svitlana Awogbami | 271.14   | Sophie Marchand  | 263.78   | Melanie Wiens  | 254.12   |
| Sandi Miller    | 454.70   | Barbara Craig   | 357.64   | Shirley Yung     | 285.30   | Janine Brisebois  | 270.34   | Gloria Sanchez   | 258.94   | Cindy Orrett   | 253.50   |
| Mychèle Guimond | 408.90   | Linda Vanderham | 323.48   | Aquilina Mendoza | 279.98   | Angela Hargreaves | 267.92   | Ming Tsang       | 257.96   | Agnes Loshusan | 250.50   |
| Darla Lutwick   | 393.46   | Fiona Corby     | 320.64   | Janett Curotto   | 273.82   | Angela Haines     | 267.78   | M. Barriault     | 256.78   |                |          |

## 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 July. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 4 % a dépassé 75 \$ en juillet.

|              |          |                    |          |                   |          |                       |         |                  |         |
|--------------|----------|--------------------|----------|-------------------|----------|-----------------------|---------|------------------|---------|
| M. Duquette  | \$269.01 | Vicky-Ève Lefebvre | \$120.55 | Teena Charyton    | \$104.81 | Yvonne Burleigh       | \$84.64 | D. Hall-Nembhard | \$80.03 |
| Lindsay Meek | 197.09   | Nancy Boyer        | 120.03   | Shannon McDowell  | 96.31    | Angela Grando         | 82.77   | Jessica Leblanc  | 75.58   |
| Robyn Bender | 152.56   | Mary Lou McMillan  | 110.81   | D. Baptiste Klein | 84.72    | Teresa Da Silva-Avila | 81.19   |                  |         |

## 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 July. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en juillet.

|   |   |   |                                       |                                      |  |
|---|---|---|---------------------------------------|--------------------------------------|--|
| SHELLEY RECOSKIE<br>Director/Directrice | MAURA LUCENTE<br>Director/Directrice    | FE AGULLANA<br>Florame Tanian             | JOANNE HAAKE<br>Robin Courneya-Roblin | NATASHA RECOSKIE<br>Shelley Recoskie | Sorry we missed you in March!            |
| MYCHÈLE GUIMOND<br>Director/Directrice  | LINDA GIESBRECHT<br>Director/Directrice | NATALIA BARBOSA<br>Lisa Wehlmann          | VERNA MACKEY<br>Evelyn Ramanauskas    | RONDA SIMPSON<br>Darcey Smith-Heath  | JACQUELINE CULLEN<br>Director/Directrice |
| DIANE BURNES<br>Director/Directrice     | RUTH GRANADILLO<br>Luzmi Gil            | MARIE-LYNN DUQUETTE<br>Danielle Thériault | EMILY MARTIN<br>Louisa Hoddinott      | KAT WILLIAMSON<br>Fatema Khaku       | ALEX QUINN<br>Director/Directrice        |

## 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 July. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en juillet.

|                                     |                                       |                                      |                                       |                                    |
|-------------------------------------|---------------------------------------|--------------------------------------|---------------------------------------|------------------------------------|
| CELSA PASMO<br>Director/Directrice  | DONNA MCLEAN<br>Melissa Bongalis      | KAREN PERRY<br>Director/Directrice   | APRIL WILLIAMS<br>Director/Directrice | SOPHIE MARCHAND<br>Mireille Morin  |
| Yolène GAY<br>Helen Lupena-Sabourin | AVRIL CÉLESTIN<br>Director/Directrice | SONYA MARTENS<br>Director/Directrice | SANDRA COLLINS<br>Louise Ann Brunet   | LOUISE SAURIOL<br>Nathalie Delisle |
| RHODA BURTON<br>Director/Directrice | DEBBIE PARSONS<br>Director/Directrice | SHERRY REID<br>Susan Bannister       | ALINE GUERARD<br>Guyline Comeau       |                                    |

## 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 July. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en juillet.

|  |  |   |  |                                     |  |
|--|--|---|--|-------------------------------------|--|
| CHERYL NEUMAN<br>Director/Directrice     | SUSAN BANNISTER<br>Director/Directrice | NATHALIE DELISLE<br>Director/Directrice | DEBORAH HALL<br>Director/Directrice      | ANNIE COUTURE<br>France Légaré      | ROSEMARY MINORS<br>Colleen Hendrickson |
| LOUISA HODDINOTT<br>Director/Directrice  | MANDEEP BAMBRAH<br>Director/Directrice | CHARLOTTE DANQUAH<br>Janet Taylor       | HODA KARAKACH<br>Director/Directrice     | CARMEN CRESPO<br>Luzmi Gil          | KAREN RUPCHAN<br>Joyce Harnett         |
| ELAINE MAELAND<br>Director/Directrice    | HEATHER COOK<br>Director/Directrice    | DONNA DODDS<br>Director/Directrice      | PAMELA LIEBENBERG<br>Director/Directrice | VALERIE HOKNES<br>Emily Chambers    | GAIL WATTS<br>Lois Musselman           |
| HARPREET DHALIWAL<br>Director/Directrice | AGNES LOSHUSAN<br>Director/Directrice  | JOYCE HARNETT<br>Director/Directrice    | ESMERALDA CRUZ<br>Fiona Corby            | KIMBERLY KLASSEN<br>Kylie Wall      |  |
| YASMIN MANAMPERI<br>Director/Directrice  | MICHELLE GOETZ<br>Director/Directrice  | MARY-LOU HILL<br>Director/Directrice    | VÉRONIK LAVIGNE<br>Josianne Boily        | SANDI MACLEAN<br>Heidi McGuigan     |  |
| SVITLANA AWOGBAMI<br>Director/Directrice | JOYCE GOFF<br>Director/Directrice      | NICOLE PASACRETA<br>Director/Directrice | JOELENE MACKEY<br>Evelyn Ramanauskas     | ELSA MATUTE<br>Myria Balicao        |  |
| GLORIA FITT<br>Director/Directrice       | JOY NICAVERA<br>Director/Directrice    | TRACEY WALLS<br>Director/Directrice     | FLORAME TANIAN<br>Director/Directrice    | MICHELLE MCFARLAND<br>Deborah Kenny |  |

## Provincial Sales Queens / Reines des ventes provinciales

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

|   |   |  |
|---|---|--|
| <b>Alberta</b> – Syntiche Noutcha   | <b>Nova Scotia/Nouvelle-Écosse</b> – Barbara Coleman                  | <b>Québec</b> – Nancy Homan              |
| <b>British Columbia/Colombie-Britannique</b> – Lorna Hosker               | <b>Nunavut</b> – Melina MacDonald                                     | <b>Saskatchewan</b> – Amanda Sikora-Rose |
| <b>Manitoba</b> – Jennifer Catellier                                      | <b>Northwest Territories/Territoires du Nord-Ouest</b> – Holly Donley | <b>Yukon</b> – Evalina Zamana            |
| <b>New Brunswick/Nouveau-Brunswick</b> – Marcia Nicklin                   | <b>Ontario</b> – Deanna Blue  |  |
| <b>Newfoundland &amp; Labrador/Terre-Neuve-et-Labrador</b> – Cherie Cable | <b>Prince Edward Island/Île-du-Prince-Édouard</b> – Alice Storey      |  |

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 CONSIDÉRÉS 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 2010, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LEE AU CANADA COMPTAIT PLUS DE 29 573 MEMBRES. PARMI LES 3 836 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47,7 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 532 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 649 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 50 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

## Stars Consultants on the *Ladder of Success* / Conseillères 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!*

|                    |            |                 |            |                       |            |                      |            |                    |            |                     |            |
|--------------------|------------|-----------------|------------|-----------------------|------------|----------------------|------------|--------------------|------------|---------------------|------------|
| Deanna Blue        | \$5,308.75 | Carmen Yung     | \$3,000.00 | Jordi Dreher          | \$2,400.00 | Victoria Stinchcombe | \$1,895.25 | Joanne Haacke      | \$1,806.00 | Keri Fulton         | \$1,801.00 |
| Lorna Hosker       | 4,375.75   | Lisa Craig      | 2,859.25   | Georgine Cook         | 2,329.75   | Sara Chowdhery       | 1,891.50   | Nancy Ross         | 1,806.00   | Jessica Lebel       | 1,801.00   |
| Syntiche Noutcha   | 4,216.75   | Ruth Breithner  | 2,770.25   | Jeanne Berdon         | 2,294.25   | Linda Beaven         | 1,889.50   | Josiane Hardy      | 1,805.75   | Wendy Gaudette      | 1,800.75   |
| Sue McElhanney     | 4,006.50   | Karen Hicks     | 2,703.75   | Yvonne Wolowski       | 2,290.25   | Helen Greenspan      | 1,884.75   | Julie Laquerre     | 1,805.50   | Michelle Bergeron   | 1,800.50   |
| Ronda Simpson      | 3,848.00   | Kari Schenher   | 2,662.00   | Gloria Bahamondes     | 2,187.00   | Karen Malin          | 1,867.25   | Gloria Fitt        | 1,804.50   | Mélissa Bilodeau    | 1,800.25   |
| Jennifer Catellier | 3,638.75   | Heather Loshack | 2,655.25   | Tenelle Koob          | 2,185.25   | Caroline Moore       | 1,865.75   | Susan Bannister    | 1,804.25   | Evelyn Ramanauskas  | 1,800.25   |
| Barbara Deacon     | 3,611.00   | Heather Pilkey  | 2,570.00   | Jennifer Slay         | 2,093.00   | Donna Witt           | 1,841.75   | Donna Vankessel    | 1,803.50   | Samrika Pink Bailey | 1,800.25   |
| Nancy Homan        | 3,601.00   | Bev Harris      | 2,539.75   | Darlene Bakker        | 2,091.50   | Kathy Rotella        | 1,837.00   | Mundo Del          | 1,803.00   | <b>\$1800</b>       |            |
| Amanda Sikora-Rose | 3,376.75   | Shelley Mehling | 2,471.00   | Penny Tilley          | 2,083.75   | Judy Bolduc          | 1,836.25   | Linda Gingrich     | 1,802.25   | Kristine Hanf       | 1,800.00   |
| Cassandra Lay      | 3,274.00   | Nancy Hurens    | 2,418.25   | Bernice Hartwell      | 2,073.00   | Kate McKenzie        | 1,835.75   | Jennifer Robertson | 1,802.25   | Anoosh Lotfollahi   | 1,800.00   |
| Carole Charbonneau | 3,032.25   | Chérie Cable    | 2,417.75   | Charmaine Lacoursière | 2,069.25   | Chantal Larose       | 1,832.50   | Kristeen Whawell   | 1,802.25   | Natasha Recoskie    | 1,800.00   |
| Barbara Coleman    | 3,025.00   | Kathy Carriere  | 2,407.75   | Nadia Ait Ahmed       | 2,067.25   | Jenny Yamagata       | 1,816.75   | A. Capangpangan    | 1,802.00   | Nina Ramos          | 1,800.00   |
| Carole Turcot      | 3,002.50   | Marcia Nicklin  | 2,407.25   | Carol Heath           | 2,019.50   | Alexandra Castano    | 1,812.75   | Yolène Gay         | 1,801.75   | Julie Sforza        | 1,800.00   |
| Sara Keichinger    | 3,001.50   | Carol Rennehan  | 2,405.25   | Beverly Collins       | 2,003.75   | C. Randle-Clayton    | 1,812.00   | Nancy Green        | 1,801.50   | Dorothy Osadczyk    | 1,798.50   |
| Karin Golling      | 3,001.25   | Yanilou Plante  | 2,404.25   | Tarra Keller          | 2,000.50   | Evalina Zamana       | 1,812.00   | Josie Buela        | 1,801.25   | Robin Robb          | 1,788.00   |
| Sylvie Blanchard   | 3,000.75   | Dominique Fox   | 2,400.50   | Debbie Parsons        | 1,989.25   | Anita Alberto        | 1,810.00   | Marie-Lyne Houde   | 1,801.25   | Darlene Olsen       | 1,786.75   |
| Amanda Shing       | 3,000.25   | Sandra Lapensée | 2,400.50   | Melanie Doyon         | 1,910.50   | Brenda Arnold        | 1,808.75   | Alanna Kuck        | 1,801.25   |                     |            |
| <b>\$3000</b>      |            | <b>\$2400</b>   |            | Nataliya Bavykina     | 1,896.25   | Carolyn Wiebe        | 1,807.00   | Glenda Aunzo       | 1,801.00   |                     |            |

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 2010, THERE WERE OVER 29,573 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,836 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.7% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 532 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,649 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 50% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

# august 2011 recognition reconnaissances d'août 2011

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

## Top 5 NSD Year-To-Date Commissions / Commissions des 5 meilleures DNV à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of August 31<sup>st</sup>, 2011. Includes all first-, second-, third-line and first-line bonus, and global commissions/NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 31 août 2011 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Renée Daras



Brenda Summach



Elena Sarmago



Dalene Allen

## On-Target Inner Diamond/Gold Circle / En piste pour le cercle de diamant/d'or des initiées

Independent National Sales Directors become members of the Gold Circle when they earn \$125,000 - \$200,000; members of the prestigious Diamond Circle when they earn \$200,000 or more; and a member of the exclusive Inner Circle when they earn \$325,000 or more in "NSD Commissions" during the Seminar contest period. (NSD Commissions are comprised of commissions earned on the wholesale production of first-, second- and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for August; NSD bonuses for Star Consultants; and NSD commissions earned on all foreign countries through July. These "NSD Commissions" are used to determine NSD ranking for a Seminar year. / Les Directrices nationales des ventes indépendantes deviennent membre du Cercle d'or lorsqu'elles ont gagné au moins 125 000 \$ - 200,000 \$, membre du prestigieux Cercle de diamant lorsqu'elles ont gagné au moins 200 000 \$ et deviennent membre de l'exclusif Cercle des initiées lorsqu'elles ont gagné au moins 325 000 \$ en « Commissions de DNV » pendant la période-concours du Séminaire. Les commissions de DNV sont les commissions gagnées sur la production en gros du premier, deuxième et troisième groupe de lignée; les 10 meilleures de la quatrième lignée et au-delà; les commissions de DNV élités exécutives; les commissions de DNV sur les groupes personnels; les primes de DNV pour les Directrices de lignée de DNV et les Directrices de lignée de leurs groupes personnels pour le mois d'août; les primes de DNV pour les Conseillères Étoiles et les commissions de DNV gagnées sur tous les marchés étrangers au cours du mois juillet. Ces « commissions de DNV » sont utilisées pour déterminer la position d'une DNV pendant une année Séminaire.

On-target for gold circle/En piste pour le Cercle d'or

Renée Daras

Angie Stoker

Brenda Summach

## 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 August 31<sup>st</sup>, 2011. 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 31 août 2011. 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   | \$1,202,513.99 | Heather Armstrong | \$580,365.87 | Dalene Allen | \$393,749.15 | Darlene Ryan-Rieux | \$345,498.63 | Gail Adamson | \$278,934.67 |
| Brenda Summach | 656,451.42     | Elena Sarmago     | 432,185.38   | Gloria Boyne | 362,381.07   | Marcia Grobety     | 285,975.60   | Renée Daras  | 238,757.07   |

## Monthly NSD Commissions (above \$10,000) / Commissions DNV du mois (plus de 10 000 \$)

Listed below are Independent National Sales Director commissions earned in August 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 July. / Commissions touchées août 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 seniors 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 juillet.

|              |             |             |             |              |             |                |             |
|--------------|-------------|-------------|-------------|--------------|-------------|----------------|-------------|
| Angie Stoker | \$17,789.00 | Renée Daras | \$12,485.00 | Dalene Allen | \$12,004.00 | Brenda Summach | \$11,044.00 |
|--------------|-------------|-------------|-------------|--------------|-------------|----------------|-------------|

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## Head of the Class Achievers / Championnes En tête de classe

The following Independent Sales Director achieved Mary Kay's Head of the Class program by achieving at least \$5,000 in adjusted unit wholesale production and adding two new qualified personal team members within one month of their debut date./La Directrice des ventes indépendante suivante ont réussi le programme En tête de classe Mary Kay en réalisant une production de groupe ajustée en gros d'au moins 5 000 \$ et en ajoutant deux nouveaux membres qualifiés d'équipe personnelle dans le mois suivant la date de ses débuts.

**Kay Szydlak** (Calgary, AB)

**National Area/Famille nationale:** Donna Melnychyn

## On the Move Achievers / Championnes En marche!

The following Independent Sales Directors achieved Mary Kay's On the Move program by achieving at least \$15,000 in net adjusted wholesale production and adding three or more qualified personal team members within three months of their debut date./Les Directrices des ventes indépendantes suivantes ont réussi le programme En marche! Mary Kay en réalisant une production de groupe nette ajustée de 15 000 \$ en gros ou plus et en ajoutant au moins trois nouveaux membres d'équipe personnelle qualifiés dans les trois mois suivant la date de leurs débuts.

**Amélie Messier** (Saint-Liboire, QC)

**National Area/Famille nationale:** Angie Stoker

**Michelle Mierzwa** (Bolton, ON)

**National Area/Famille nationale:** Anita Garrett-Roe

## Scoreboard / Tableau des résultats

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

|                       |             |                    |             |                   |             |                       |             |                     |             |                |             |
|-----------------------|-------------|--------------------|-------------|-------------------|-------------|-----------------------|-------------|---------------------|-------------|----------------|-------------|
| France Grenier        | \$60,526.86 | Melanie Wiens      | \$32,766.50 | Frances Fletcher  | \$27,546.36 | Angie Fedorchuk       | \$24,008.86 | Isabelle Perreault  | \$22,117.36 | Heidi McGuigan | \$20,228.86 |
| Fiona Corby           | 54,500.86   | Teresa Ho          | 32,440.36   | Harpreet Dhallwal | 26,837.86   | Loubna Ibnouzhahir    | 23,186.00   | Elaine Sciotte      | 22,097.86   | Kathy Whitley  | 20,201.36   |
| Susan Bannister       | 50,107.86   | Carol Heath        | 32,319.86   | Jennifer Levers   | 25,696.36   | Marilyn Bodie         | 23,012.36   | Rajinder Rai        | 21,271.36   | Florame Tanian | 20,094.00   |
| Nicole Bellemare      | 41,732.36   | Angela Hargreaves  | 32,087.36   | Susan Richardson  | 25,684.36   | Kathy Handzuik        | 23,008.36   | Rebecca Irving      | 21,199.86   | Luba King      | 20,012.86   |
| Robin Courmeya-Roblin | 41,447.36   | Evelyn Ramanauskas | 31,814.86   | Liz Wodham        | 25,474.86   | Teresa Alomar-Story   | 22,974.36   | Donna Izen          | 21,186.00   | Michelle Goetz | 20,012.00   |
| Josée D'Anjou         | 41,066.36   | Shannon Tobin      | 30,744.00   | Judi Todd         | 25,287.86   | Jane Maria Arsenault  | 22,817.86   | Colleen Hendrickson | 21,148.36   |                |             |
| Agnes Loshusan        | 40,438.36   | Louisa Hoddinott   | 30,491.36   | Sharon Coburn     | 25,029.36   | Kim Shankel           | 22,815.36   | Ginette Desforges   | 21,020.36   |                |             |
| Shelley Recoskie      | 37,738.36   | Tamara Swatske     | 29,628.86   | Peggy Denomme     | 25,011.36   | Marie-Josée Barriault | 22,416.36   | Diane Peel          | 20,928.36   |                |             |
| Mireille Morin        | 36,047.36   | Shannon Cameron    | 29,408.36   | Wanda Groenewegen | 24,526.36   | Josée Beaulieu        | 22,336.86   | Lorraine Upwards    | 20,634.36   |                |             |
| Guyline Comeau        | 35,258.86   | Ming Tsang         | 28,832.86   | Shirley Peterson  | 24,296.86   | Heather Cook          | 22,250.36   | Giselle Marmus      | 20,453.86   |                |             |
| Nathalie Delisle      | 32,881.36   | Donna Matthews     | 28,485.86   | Louise Boulanger  | 24,161.86   | Randhir Singh         | 22,175.86   | Josianne Boily      | 20,434.86   |                |             |

## 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 August. Does not include Team Leader and VIP commissions. / Directrices des ventes indépendantes dont les commissions ont dépassé 2 000 \$ en août, exception faite des commissions des Chefs d'équipe et des VIP.

|                       |            |                     |            |                     |            |                       |            |                    |            |                     |            |
|-----------------------|------------|---------------------|------------|---------------------|------------|-----------------------|------------|--------------------|------------|---------------------|------------|
| Josée D'Anjou         | \$8,811.87 | Tamara Swatske      | \$3,791.57 | Julie Ricard        | \$2,975.77 | Kathy Handzuik        | \$2,595.54 | Diane Peel         | \$2,360.34 | Laureen Miller      | \$2,106.22 |
| France Grenier        | 7,474.94   | Melanie Wiens       | 3,755.95   | Florame Tanian      | 2,973.30   | Johanna Tobin         | 2,594.65   | Judy Buchanan      | 2,353.22   | Allyson Beckel      | 2,103.73   |
| Fiona Corby           | 6,554.39   | Ming Tsang          | 3,751.52   | Caroline Sarrouf    | 2,953.48   | Jane Maria Arsenault  | 2,591.87   | Heidi McGuigan     | 2,314.88   | Janine Brisebois    | 2,099.99   |
| Nicole Bellemare      | 6,498.12   | Carol Heath         | 3,700.79   | Karen Taylor        | 2,918.48   | Kim Shankel           | 2,583.00   | Kathy Whitley      | 2,313.09   | Mary Ogunyemi       | 2,098.82   |
| Mireille Morin        | 6,489.24   | Shannon Cameron     | 3,649.58   | Rajinder Rai        | 2,908.39   | Lucie Beaugregard     | 2,577.89   | Darcey Smith-Heath | 2,311.21   | Paulette Nimco      | 2,082.28   |
| Susan Bannister       | 5,758.96   | Teresa Alomar-Story | 3,424.42   | Loubna Ibnouzhahir  | 2,907.09   | Marie-Josée Barriault | 2,557.06   | Luba King          | 2,300.84   | Debbi Kay           | 2,076.04   |
| Agnes Loshusan        | 5,696.93   | Susan Richardson    | 3,413.05   | Louise Boulanger    | 2,905.07   | Shelley Haslett       | 2,501.45   | Elaine Fry         | 2,295.16   | Janice Appleby      | 2,071.19   |
| Teresa Ho             | 5,268.98   | Jennifer Levers     | 3,282.99   | Josée Beaulieu      | 2,851.90   | Alex Quinn            | 2,501.42   | Danielle Thériault | 2,269.55   | Carol Hoyland-Olsen | 2,057.16   |
| Shelley Recoskie      | 4,957.28   | Elaine Sciotte      | 3,174.50   | Judi Todd           | 2,843.71   | Lorraine McCabe       | 2,465.35   | Vaun Gramatovich   | 2,236.91   | Veronik Lavigne     | 2,051.62   |
| Guyline Comeau        | 4,784.04   | Elizabeth Farris    | 3,162.91   | Peggy Denomme       | 2,825.74   | Cathie Chapman        | 2,460.87   | Elaine Maeland     | 2,235.60   | Kyla Buhler         | 2,043.66   |
| Robin Courmeya-Roblin | 4,701.88   | Shirley Peterson    | 3,123.40   | Guyline Dufour      | 2,812.58   | Shirley Austin        | 2,439.93   | Giovanna Russo     | 2,221.36   | Pam Behnke          | 2,037.43   |
| Angela Hargreaves     | 4,667.49   | Wanda Groenewegen   | 3,107.45   | Deb Prychidny       | 2,795.19   | Michelle Goetz        | 2,435.45   | Shirley Fequet     | 2,210.87   | Jasbir Sandhu       | 2,037.18   |
| Nathalie Delisle      | 4,651.47   | Frances Fletcher    | 3,090.51   | Donna Izen          | 2,766.33   | Lorrie Henke          | 2,424.38   | Mary-Lou Hill      | 2,155.50   | Yasmin Manamperi    | 2,018.85   |
| Shannon Tobin         | 4,091.41   | Ginette Desforges   | 3,085.01   | Gladys MacIntyre    | 2,758.59   | Rhoda Burton          | 2,422.41   | Becky Lawrence     | 2,147.74   | Pat Paul            | 2,012.55   |
| Louisa Hoddinott      | 4,059.61   | Randhir Singh       | 3,082.95   | Giselle Marmus      | 2,738.96   | Jill Ashmore          | 2,411.76   | Joyce Goff         | 2,145.81   | Darlene Olsen       | 2,008.57   |
| Harpreet Dhallwal     | 4,053.09   | Angie Fedorchuk     | 3,052.87   | Heather Cook        | 2,707.17   | Luzmi Gil             | 2,397.29   | Miriam Chavarria   | 2,138.66   |                     |            |
| Marilyn Bodie         | 4,028.62   | Isabelle Perreault  | 3,007.18   | Mary Davies         | 2,691.48   | Lorraine Upwards      | 2,392.61   | Aquilina Mendoza   | 2,127.42   |                     |            |
| Evelyn Ramanauskas    | 4,023.92   | Claribel Avery      | 3,003.08   | Diane Burness       | 2,678.96   | Beryl Apfelbaum       | 2,379.22   | Pamela Kanderka    | 2,124.00   |                     |            |
| Donna Matthews        | 3,940.96   | Liz Wodham          | 2,999.77   | Colleen Hendrickson | 2,657.97   | Rebecca Irving        | 2,377.99   | Bev Harris         | 2,113.93   |                     |            |
| Sharon Coburn         | 3,792.59   | Josianne Boily      | 2,995.58   | Sonia Janelle       | 2,637.53   | Gaylene Gillander     | 2,372.45   | Cheryl Page        | 2,111.23   |                     |            |

## Top Recruiting Units / Meilleurs groupes en recrutement

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

**Québec** – France Grenier

**Québec** – Nicole Bellemare

**British Columbia / Colombie-Britannique** – Teresa Alomar-Story

**New Brunswick / Nouveau-Brunswick** – Susan Bannister

**Ontario** – Agnes Loshusan

**Nova Scotia / Nouvelle-Écosse** – Kim Shankel

**Saskatchewan** – Michelle Goetz

**Ontario** – Florame Tanian

**Québec** – Guyline Comeau

**Ontario** – Fiona Corby

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, DOVE-TAILING 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 2010, THERE WERE OVER 29,573 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,836 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.7% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 532 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,649 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 50% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## New Team Leaders / Nouveaux chefs d'équipe

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

|  |  |   |  |   |
|--|--|---|--|---|
| APRILYNNE AGUILAR<br>Agnes Loshusan<br>JANET BARTLETT<br>Louisa Hoddinott<br>MARIE-PIERRE BELAND<br>Linda Moreau | KIMBERLY FLANNERY<br>Angela Hargreaves<br>JULIE FORTIER<br>France Grenier<br>JARUSHKA FUCIKOVSKY<br>Miriam Chavarria | CHANTEYL KNOLL<br>Susan Placsko<br>SUSANA LEE<br>Ada Cheng<br>YVONNE MARENGER<br>Isabelle Perreault | MICHELLE MCFARLAND<br>Deborah Kenny<br>KARRY NELSON<br>Kim Conaghan<br>ALISON PEYTON<br>Joyce Goff | VALERIE ROBERTS<br>Sonia Janelle<br>MICHELINE TASSÉ<br>Mireille Morin |
|--|--|---|--|---|

## New Star Team Builders / Nouvelles Bâtisseuses d'équipe Étoile

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

|   |   |  |  |  |  |
|---|---|--|--|--|--|
| LORNA AQUINO<br>Georgine Cook<br>DENISE BAPTISTE KLEIN<br>Emilienne Mampuya<br>ELJANE BAZIN<br>Joelle Malet<br>CHANTAL BERGER<br>France Grenier | ALEXANDRA CASTANO<br>Fernanda Silva<br>ASHLEY CROMARTIE<br>Kari Schenher<br>GENEVIÈVE GAUTHIER<br>France Grenier<br>DONNA HAVILAND<br>Melanie Wiens | MARIANNE HOLLAND<br>Shannon Tobin<br>HEATHER JOHNSTONE<br>Fiona Corby<br>DALBIR KAINTH<br>Harparveen Aujla<br>LOUISE LAFONTAINE<br>Elaine Scotte | MARIETTE LECOURS<br>Guyline Comeau<br>SARAH MANTHA<br>Luba King<br>SHANNON MCDOWELL<br>Isabelle Perreault<br>MÉLANIE PELLETIER<br>Nicole Bellemare | ROXANA RAMIREZ<br>Luzmi Gil<br>MERCEDES Saldarriaga<br>Gloria Bahamondes<br>ROBIN SCHMIDT<br>Shannon Cameron<br>DEZERAY TOMRA<br>Raven Hogue | MARY VAIR<br>Barbara Sunden<br>CHANDA VAN DE VORST<br>Angie Fedorchuk<br>TIFFANY WHALEN<br>Elaine Maeland<br>BETTY WOLFE<br>Laura Landry |
|---|---|--|--|--|--|

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

These Independent Beauty Consultants qualified during the month of August to earn the use of a Ford Focus SE or receive cash compensation. / Conseillères en soins de beauté indépendantes qualifiées en août pour l'usage d'une Ford Focus SE ou une compensation en argent.

|             |                 |              |                |
|-------------|-----------------|--------------|----------------|
| Baljit Brar | Silvie Da Costa | Deborah Hall | Heather Pilkey |
|-------------|-----------------|--------------|----------------|

## 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 August. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 12 % a dépassé 500 \$ en août.

|                   |            |                    |          |                       |          |                     |          |                   |          |                |          |
|-------------------|------------|--------------------|----------|-----------------------|----------|---------------------|----------|-------------------|----------|----------------|----------|
| Josée D'Anjou     | \$1,275.93 | Evelyn Ramanauskas | \$847.79 | Harpreet Dhaliwal     | \$705.35 | Lorraine McCabe     | \$608.72 | Linda Feldman     | \$568.58 | Maria Bennett  | \$523.85 |
| Lucie Beauregard  | 1,119.20   | Angie Fedorchuk    | 828.67   | Darla Lutwick         | 704.46   | Bev Harris          | 593.88   | Jacqueline Cullen | 552.90   | Lorrie Henke   | 520.08   |
| Liz Wodham        | 1,086.50   | Guyline Dufour     | 821.72   | Robin Courmeya-Roblin | 686.01   | Josianne Boily      | 587.30   | Emily Martin      | 546.09   | Elaine Scotte  | 513.55   |
| Shannon Cameron   | 1,034.16   | June Rumball       | 795.05   | Alex Quinn            | 662.60   | Yasmin Manamperi    | 586.71   | Gladys MacIntyre  | 540.44   | Mary-Lou Hill  | 503.76   |
| Carol Heath       | 978.78     | Jennifer Levers    | 787.94   | Baljit Brar           | 661.56   | Rebecca Irving      | 586.14   | Monica Noel       | 537.06   | Kathy Handzuik | 501.96   |
| France Grenier    | 959.88     | Rajinder Rai       | 759.17   | Cassandra Lay         | 657.09   | Peggy Denomme       | 585.12   | Shari Fisher      | 536.94   |                |          |
| Agnes Loshusan    | 959.52     | Fe Aguilana        | 725.13   | Silvie Da Costa       | 656.97   | Nicole Bellemare    | 580.17   | Michele Mierzwa   | 534.99   |                |          |
| Lorraine Upwards  | 903.59     | Rhoda Burton       | 723.39   | Deborah Hall          | 630.99   | Johanna Tobin       | 576.71   | Katie Pokrant     | 532.71   |                |          |
| Tamara Swatske    | 895.88     | Diane Burness      | 707.91   | Louise Boulanger      | 627.21   | Kathy Whitley       | 571.77   | Debbi Kay         | 528.78   |                |          |
| Loubna Ibnouzahir | 865.26     | Gloria Fitt        | 706.49   | Shelley Recoskie      | 620.01   | Colleen Hendrickson | 568.97   | Marilyn Bodie     | 525.68   |                |          |

## 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 August. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 8 % a dépassé 250 \$ en août.

|                   |          |                       |          |                 |          |                 |          |                   |          |                |          |
|-------------------|----------|-----------------------|----------|-----------------|----------|-----------------|----------|-------------------|----------|----------------|----------|
| Luz Flores        | \$727.86 | Caroline Sarrouf      | \$464.10 | Yvonne Marenger | \$383.90 | Nadia Ait Ahmed | \$323.58 | Amélie Messier    | \$272.76 | Sandi Miller   | \$257.60 |
| Angela Hargreaves | 543.09   | Pamela Kanderka       | 431.77   | Sonia Janelle   | 375.07   | Barbara Craig   | 301.21   | Ginette Desforges | 260.94   | Glenna O'Quinn | 257.08   |
| Aprilynne Aguilar | 532.96   | Karen Taylor          | 423.42   | Veronik Lavigne | 365.02   | Cindy Levesque  | 297.88   | Bonnie Vigue      | 260.08   | Karen Shapka   | 256.09   |
| Ming Tsang        | 518.86   | Marie-Josée Barriault | 418.68   | Judi Todd       | 361.74   | Carolyn Nofall  | 287.40   | Joanne Haacke     | 258.30   | Angela Haines  | 253.32   |
| Heather Pilkey    | 464.60   | Valérie Jetté         | 412.08   | Luzmi Gil       | 327.26   | Louise Sauriol  | 274.04   | Nicole Miller     | 257.92   |                |          |

## 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 August. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 4 % a dépassé 75 \$ en août.

|                     |          |                   |          |                  |          |                    |         |                   |         |                  |         |
|---------------------|----------|-------------------|----------|------------------|----------|--------------------|---------|-------------------|---------|------------------|---------|
| Donna Haviland      | \$168.28 | Marcia Ouellette  | \$133.54 | Venette Gerden   | \$106.49 | Josie Buela        | \$96.15 | Audrey Pittman    | \$87.92 | Bernice Willmott | \$76.80 |
| Sandy Cheung        | 148.12   | Mélanie Pelletier | 128.24   | Anne-Marie Evans | 106.05   | Melinda Semkiw     | 96.00   | Tanya Bolduc      | 87.18   | Myriam Bematchez | 75.84   |
| Shannon McDowell    | 148.10   | Laurie Baylis     | 123.51   | Mylène Vachon    | 104.09   | Alice Leung        | 93.53   | Jeanne Berdon     | 85.84   | Ferrera Cruz     | 75.64   |
| Kristin Braithwaite | 145.47   | Dezeray Tomra     | 123.02   | Eliane Bazin     | 99.52    | Marilyn Girard     | 92.48   | Suha Mercho       | 85.44   |                  |         |
| Amanda Straw        | 145.28   | Isabelle Bernier  | 120.00   | Joan Brissitt    | 96.62    | Tereasa Kinniburgh | 90.06   | Chelly Hamilton   | 84.77   |                  |         |
| Sonia Russo         | 144.06   | Shirley Block     | 114.50   | Dalbir Kainth    | 96.36    | Sandra Labbé       | 90.00   | Carole Manseau    | 83.00   |                  |         |
| Vicky-Ève Lefebvre  | 135.94   | Robyn Bender      | 113.33   | Rebecca Lester   | 96.23    | Tana Letkeman      | 88.09   | Valérie Tavernier | 80.24   |                  |         |

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 CONSIDÉRÉS 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 REVENU PENDANT CE MÊME MOIS. EN 2010, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 29 673 MEMBRES. PARMI LES 3 836 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47,7 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 532 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 649 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 50 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

## 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 August. / *Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en août.*

HILDA HISCOCK  
Director/Directrice  
NANCY GIATTI  
Director/Directrice

FE AGULLANA  
Florame Tanian  
DARLA LUTWICK  
Debbie Mattinson

ANNABEL COELHO  
Eva Maria Coelho  
LUZ FLORES  
Teresa Alomar-Story

VICKY-ÈVE LEFÈVRE  
France Grenier  
CATHERINE MACDOW  
Kim Shankel

SANDI MACLEAN  
Heidi McGuigan  
JENN MAXWELL  
Debbie Mattinson

MARY VAIR  
Barbara Sunden  
ROCHELLE WEIGL  
Michelle Goetz

## 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 August. / *Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en août.*

EVELYN RAMANAUSKAS  
Director/Directrice  
AGNES LOSHUSAN  
Director/Directrice

JOYCE HARNETT  
Director/Directrice  
GINA GE QIAN  
Director/Directrice

SCARLET ABRIC  
Donna Weir  
CINDY LEVESQUE  
Director/Directrice

KAY SZYDLIK  
Director/Directrice  
BALJIT BRAR  
Randhir Singh

DAWN HENRY  
Susan Bannister  
MÉLANIE ROY  
Josée D'Anjou

KARINE TURGEON  
Catherine Labonté

## 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 August. / *Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en août.*

CHERYL NEUMAN  
Director/Directrice  
EVA KOPEC  
Director/Directrice  
MONICA NOEL  
Director/Directrice  
CAROL HEATH  
Director/Directrice  
ELAINE MAELAND  
Director/Directrice  
GLORIA FITT  
Director/Directrice  
DIANE BURNES  
Director/Directrice

ANGIE FEDORCHUK  
Director/Directrice  
WENDY-LYNN JONES  
Director/Directrice  
DEBBI KAY  
Director/Directrice  
SUE MCELHANNEY  
Director/Directrice  
DEBBIE STRUTHERS  
Director/Directrice  
YOLÈNE GAY  
Helen Lupena-Sabourin  
ASHLEY LANGEVIN  
Director/Directrice

PAMELA LIEBENBERG  
Director/Directrice  
GRELIFE MASCARENHAS  
Director/Directrice  
GLORIA BAHAMONDES  
Director/Directrice  
DONNA L. FIDLER  
Director/Directrice  
SONYA MARTENS  
Director/Directrice  
KIM ROBITAILLE  
Linda Moreau  
MELANIE WADE  
Director/Directrice

APRILYNN AGUILAR  
Agnes Loshusan  
JEANNE BERDON  
Janine Brisebois  
ALEXANDRA CASTANO  
Fernanda Silva  
NORMA CHAVEZ  
Giovanna Russo  
CINDY HARRY  
Fran Sorobey  
MARIETTE LECOURS  
Guylaine Comeau  
LISA MANCINI  
Beverly Dix

STÉPHANIE MAROIS  
Kareen Villeneuve  
JESSICA ORTIZ  
Gloria Sanchez  
IMELDA PASCUAL  
Tina Kapel  
MÉLANIE PELLETIER  
Nicole Bellemare  
MÉLANIE ROUSSEL  
France Grenier  
LOUISE SAURIOL  
Nathalie Delisle  
MARILYN THIESSEN  
Director/Directrice

ANGELA WALLACE  
Carol Heath  
BETTY WOLFE  
Laura Landry

## Provincial Sales Queens / Reines des ventes provinciales

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

**Alberta** – Tarra Keller

**British Columbia/Colombie-Britannique** – Farnaz Ghavami

**Manitoba** – Georgine Cook

**New Brunswick/Nouveau-Brunswick** – Helena Bourgeois

**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Joan Szangulies

**Nova Scotia/Nouvelle-Écosse** – Shirley Ferrier

**Nunavut** – Louisa Barrieau

**Northwest Territories/Territoires du Nord-Ouest** – Jennifer Tweedie

**Ontario** – Deborah Lalonde

**Prince Edward Island/Île-du-Prince-Édouard** – Earla Oakes

**Québec** – Mélanie Roy

**Saskatchewan** – Nancy McEwen

**Yukon** – Keri Ketter

## Stars Consultants on the Ladder of Success / Conseillères 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!*

|                    |            |                  |            |                      |            |                     |            |                     |            |                   |            |
|--------------------|------------|------------------|------------|----------------------|------------|---------------------|------------|---------------------|------------|-------------------|------------|
| Joan Szangulies    | \$5,912.75 | Hélène Bourgeois | \$3,410.00 | Nicole Bellemare     | \$2,797.18 | Alissa Piers        | \$2,405.75 | Naomi Scott         | \$2,202.18 | Brenda Eisner     | \$2,021.25 |
| Deborah Lalonde    | 4,600.00   | Nancy McEwen     | 3,387.68   | Anik Seguin          | 2,739.68   | Véronique Tournier  | 2,405.75   | Vaun Gramatovich    | 2,185.25   | Jenny-Lynn Sather | 2,000.43   |
| Mélanie Roy        | 4,250.00   | Amoreena Murray  | 3,338.43   | Kimiko Carlson       | 2,734.18   | Linda McLeod        | 2,404.75   | Lorna Randall       | 2,178.18   | Nadia MacDonald   | 1,996.50   |
| Denise Grant       | 4,201.25   | Jeryne Allen     | 3,087.75   | Dorothy Osadczuk     | 2,651.68   | Kathy Whitley       | 2,404.18   | Carol Hoyland-Olsen | 2,168.68   | Anna Tam          | 1,992.00   |
| Suha Mercho        | 4,088.75   | Shirley Ferrier  | 3,015.50   | Robin Schmidt        | 2,651.25   | Meriam Raton        | 2,404.00   | Amanda Sikora-Rose  | 2,166.68   | Janice Joyner     | 1,985.18   |
| Tarra Keller       | 4,000.00   | Marina Stuparyk  | 3,004.25   | Annette Morash       | 2,613.50   | Gregoria Bacares    | 2,403.75   | Susan Henderson     | 2,158.18   | Elyse Dupont      | 1,981.25   |
| Farnaz Ghavami     | 3,703.00   | Suzanne Larocque | 3,002.50   | Noreen Kroetsch      | 2,606.93   | Marie-Pierre Lajoie | 2,400.75   | Donna Dodds         | 2,150.93   | Ruth Breitner     | 1,964.00   |
| Angel Maplettoft   | 3,632.00   | Chantal Chenier  | 3,001.25   | Paymaneh Varahram    | 2,529.18   | Rowena Sonaji       | 2,400.75   | Dolly Ann Eugenio   | 2,146.00   | Karen Roberts     | 1,944.18   |
| Stephanie Howe     | 3,631.75   | Audrey Danis     | 3,001.25   | C. Donnelly-Chiasson | 2,526.93   | Roopinder Manji     | 2,400.25   | Julie Allard        | 2,142.43   | Sandralee Rose    | 1,941.75   |
| Christine Bukowski | 3,621.00   | <b>\$3000</b>    |            | Louise Fortin        | 2,496.93   | <b>\$2400</b>       |            | Madeleine Harris    | 2,119.25   | Julie Boucher     | 1,937.75   |
| Elizabeth Santiago | 3,610.25   | Julie Brown      | 3,000.00   | Karen George         | 2,480.50   | Mariann Semkiw      | 2,400.00   | Lise Langevin       | 2,098.00   | Kelsie Dawson     | 1,934.93   |
| Josée Rivest       | 3,602.00   | Roxanne Mailhot  | 3,000.00   | Maribelle Apostol    | 2,441.25   | Susan Dart          | 2,341.93   | Debi Kanerva        | 2,068.43   | Tamar Vaillant    | 1,933.68   |
| Maria Salvo        | 3,601.25   | Linda Tiek       | 3,000.00   | Chris Hushagen       | 2,425.75   | Julie Fiala         | 2,278.93   | Mélissa Lacombe     | 2,066.25   | Darlene Olsen     | 1,929.93   |
| Jennifer Gates     | 3,601.00   | Karen Hicks      | 2,916.00   | Maryse Cabana        | 2,422.00   | Chantal Auger       | 2,250.00   | S. Greenwood-Plante | 2,065.18   | Elisabeth Lagace  | 1,922.75   |
| Stéphanie Deveau   | 3,600.75   | Sonya Martens    | 2,913.18   | Marilynne Edwards    | 2,417.25   | Jennifer Levers     | 2,248.43   | Ferrera Cruz        | 2,065.00   | Lois Hirtz        | 1,898.93   |
| Louise Ann Brunet  | 3,590.68   | Kay Szydluk      | 2,908.68   | Ufuoma Ebiestwa      | 2,415.50   | Jocelyne Morissette | 2,212.18   | Lise Langlois       | 2,027.00   | Nwokeke Norah     | 1,896.00   |
| Deanna Blue        | 3,514.50   | Denise Brideau   | 2,862.50   | Joyce Bigelow        | 2,407.93   | Eva Kopec           | 2,205.43   | Monica Hecht        | 2,021.68   | Leonna Bervoets   | 1,872.00   |

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 2010, THERE WERE OVER 29,573 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,836 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.7% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 532 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,649 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 50% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Stars Consultants on the *Ladder of Success* (continued) / Conseillères étoiles sur l'*Échelle du succès* (suite)

*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!*

|                       |            |                  |            |                      |            |                      |            |                   |            |                  |            |
|-----------------------|------------|------------------|------------|----------------------|------------|----------------------|------------|-------------------|------------|------------------|------------|
| Gabrielle Champagne   | \$1,855.00 | Glenda Laberge   | \$1,833.43 | Siham Assarar        | \$1,808.25 | Michèle Lalancette   | \$1,803.50 | Karine Seguin     | \$1,801.25 | <b>\$1800</b>    |            |
| Ellen Hattlevik       | 1,852.93   | Beatrice Jordan  | 1,831.00   | Mavel Bermudez       | 1,807.75   | Solange Turcotte     | 1,803.50   | Bella Claveria    | 1,801.00   | Katarzyna Calder | \$1,800.00 |
| Audrey Sawyer         | 1,851.75   | Johanna Stoddard | 1,829.00   | Angela Di Stefano    | 1,807.00   | Marilyn Inkpen       | 1,802.50   | Antonella Bottoni | 1,800.75   | Pamela Ellis     | 1,800.00   |
| Christie Anne Marquez | 1,849.00   | Celine Simard    | 1,821.75   | Teresa Palmieri      | 1,806.50   | Elaheh Lotfollahi    | 1,802.50   | Fely Czegel       | 1,800.75   | Noella Gomes     | 1,800.00   |
| Daria Neufeld         | 1,847.75   | Kuldeep Deol     | 1,816.75   | Karen Cornick        | 1,805.25   | Natasha Recoskie     | 1,802.00   | Lindsay Mathieson | 1,800.75   | Audrey Lavoie    | 1,800.00   |
| Fatma Boussaha        | 1,844.18   | Karry Nelson     | 1,816.75   | Maria Aglugub        | 1,804.75   | Laura Sjolin         | 1,801.75   | Sandra Merenda    | 1,800.75   | Johanne Strachan | 1,800.00   |
| Emily Martin          | 1,840.00   | Sonia Thomas     | 1,816.00   | Mary Connell         | 1,804.75   | Fanny Ayotte         | 1,801.50   | Jaspal Riat       | 1,800.75   | Carol Sheehan    | 1,795.93   |
| Jenn Maxwell          | 1,839.00   | Hardip Kaur      | 1,813.00   | Kira Sidghachaudhuri | 1,804.75   | Geneviève Vandewalle | 1,801.50   | Vivian McClean    | 1,800.50   |                  |            |
| Cassandra Lay         | 1,838.93   | Keri Ketter      | 1,810.00   | Neetu Grewal         | 1,804.00   | Melissa Gagnon       | 1,801.25   | Karin Dawson      | 1,800.25   |                  |            |
| Glenda Leroux         | 1,836.18   | Shirley Selski   | 1,809.75   | Charity Oisamoje     | 1,803.75   | Véronique Ouellette  | 1,801.25   | Carol Rennehan    | 1,800.18   |                  |            |

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 CONSIDÉRÉS 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 2010, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 573 MEMBRES. PARMI LES 3 836 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47,7 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 532 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 649 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 50 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

# september 2011 recognition reconnaissances de septembre 2011

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

## Top 5 NSD Year-To-Date Commissions / Commissions des 5 meilleures DNV à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of September 30<sup>th</sup>, 2011. Includes all first-, second-, third-line and first-line bonus, and global commissions/ NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 30 septembre 2011 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Brenda Summach



Renée Daras



Gloria Boyne



Dalene Allen

## On-Target Inner Diamond/Gold Circle / En piste pour le cercle de diamant/d'or des initiées

Independent National Sales Directors become members of the Gold Circle when they earn \$125,000 - \$200,000; members of the prestigious Diamond Circle when they earn \$200,000 - \$324,000; and a member of the exclusive Inner Circle when they earn \$325,000 or more in "NSD Commissions" during the Seminar contest period. (NSD Commissions are comprised of commissions earned on the wholesale production of first-, second- and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for September; NSD bonuses for Star Consultants; and NSD commissions earned on all foreign countries through August. These "NSD Commissions" are used to determine NSD ranking for a Seminar year./Les Directrices nationales des ventes indépendantes deviennent membre du Cercle d'or lorsqu'elles ont gagné au moins 125 000 \$ - 200,000 \$, membre du prestigieux Cercle de diamant lorsqu'elles ont gagné au moins 200 000 \$ - 324 000 \$; et deviennent membre de l'exclusif Cercle des initiées lorsqu'elles ont gagné au moins 325 000 \$ en « Commissions de DNV » pendant la période-concours du Séminaire. Les commissions de DNV sont les commissions gagnées sur la production en gros du premier, deuxième et troisième groupe de lignée; les 10 meilleures de la quatrième lignée et au-delà; les commissions de DNV élites exécutives; les commissions de DNV sur les groupes personnels; les primes de DNV pour les Directrices de lignée de DNV et les Directrices de lignée de leurs groupes personnels pour le mois de septembre; les primes de DNV pour les Conseillères Étoiles et les commissions de DNV gagnées sur tous les marchés étrangers au cours du mois août. Ces « commissions de DNV » sont utilisées pour déterminer la position d'une DNV pendant une année Séminaire.

On-target for gold circle/En piste pour le Cercle d'or

Renée Daras

Angie Stoker

Brenda Summach

## 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>, 2011. 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 2011. 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   | \$2,019,594.49 | Heather Armstrong | \$955,265.26 | Dalene Allen | \$652,373.23 | Darlene Ryan-Rieux | \$609,795.63 | Gail Adamson | \$514,910.17 |
| Brenda Summach | 1,125,801.71   | Elena Sarmago     | 764,185.45   | Gloria Boyne | 642,059.57   | Marcia Grobety     | 521,102.36   | Renée Daras  | 427,832.07   |

## Monthly NSD Commissions (above \$10,000) / Commissions DNV du mois (plus de 10 000 \$)

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 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 seniors 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.

|                |             |              |             |                   |             |                  |             |               |             |
|----------------|-------------|--------------|-------------|-------------------|-------------|------------------|-------------|---------------|-------------|
| Angie Stoker   | \$28,881.00 | Renée Daras  | \$17,792.00 | Dalene Allen      | \$16,169.00 | Debbie Mattinson | \$11,869.00 | Elena Sarmago | \$11,789.00 |
| Brenda Summach | 19,525.00   | Gloria Boyne | 16,949.00   | Bernice Boe-Malin | 12,659.00   | Gail Adamson     | 11,798.00   |               |             |

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## Dean's List / Liste des Meilleures Performances

The following Independent Sales Director made the Mary Kay Dean's List by achieving the Mary Kay Honors Society as the top unit with the highest adjusted unit wholesale production of her debut class and have a unit size of at least 50 during her debut quarter. / La Directrice des ventes indépendante suivante a accédé à la Liste des meilleures performances Mary Kay en réalisant la plus haute production de groupe nette ajustée de la Société d'honneur Mary Kay dans la classe de ses débuts et en ayant une taille de groupe de 50 ou plus le trimestre de ses débuts.



**Amoreena Murray** (Fort McMurray, AB)  
**National Area/Famille nationale:** Gail Adamson  
**Debut/Débuts:** July / Juillet 2010

## Fabulous 50s Achiever / Championne Fabuleux 50

The following Independent Sales Director achieved Mary Kay's Fabulous 50s program 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. / La Directrice des ventes indépendante suivante a réussi le programme 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 de ses débuts.

No photo  
available./  
Photo non  
disponible.

**Priscila Carbajal** (Montréal, QC)  
**National Area/Famille nationale:** Go Give  
**Debut/Débuts:** April / Avril 2011

## On the Move Achievers / Championnes En marche!

The following Independent Sales Directors achieved Mary Kay's On the Move program by achieving at least \$15,000 in net adjusted wholesale production and adding three or more qualified personal team members within three months of their debut date. / Les Directrices des ventes indépendantes suivantes ont réussi le programme En marche! Mary Kay en réalisant une production de groupe nette ajustée de 15 000 \$ en gros ou plus et en ajoutant au moins trois nouveaux membres d'équipe personnelle qualifiés dans les trois mois suivant la date de leurs débuts.

**Kay Szydluk** (Calgary, AB)  
**National Area/Famille nationale:** Donna Melnychyn

**Kari Schenher** (Saskatoon, SK)  
**National Area/Famille nationale:** Brenda Summach

## 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.

|                    |             |                  |             |                  |             |                    |             |                    |             |                      |             |
|--------------------|-------------|------------------|-------------|------------------|-------------|--------------------|-------------|--------------------|-------------|----------------------|-------------|
| Susan Bannister    | \$94,682.50 | Tamara Swatske   | \$38,334.00 | Heather Cook     | \$30,044.50 | Randhir Singh      | \$26,709.00 | T. Alomar-Story    | \$23,711.00 | C. Hendrickson       | \$21,624.00 |
| France Grenier     | 82,312.50   | Lorrie Henke     | 38,039.00   | France Légaré    | 30,003.00   | Peggy Denomme      | 26,262.00   | Elaine Fry         | 23,607.00   | Paulette Nimco       | 21,585.00   |
| Fiona Corby        | 71,203.50   | Shannon Tobin    | 37,923.00   | Louise Fortin    | 29,869.50   | Darlene Olsen      | 26,120.00   | Rajinder Rai       | 23,308.50   | Josianne Boily       | 21,368.00   |
| E. Ramanauskas     | 56,913.00   | Florame Tanian   | 36,654.00   | Susan Richardson | 29,438.00   | Louise Boulanger   | 26,036.50   | Sarah Bardell      | 23,175.50   | Claribel Avery       | 21,323.00   |
| Shelley Recoskie   | 55,598.50   | Marilyn Bodie    | 35,048.00   | Ming Tsang       | 29,391.00   | Deb Prychidny      | 25,890.00   | Jennifer Levers    | 23,107.00   | Audrey Ehalt         | 21,301.50   |
| Nicole Bellemare   | 53,119.50   | Pat Paul         | 34,574.00   | Jill Ashmore     | 29,071.00   | Allyson Beckel     | 25,578.50   | Maria Bennett      | 23,026.00   | Kay Carruthers       | 21,205.50   |
| Angela Hargreaves  | 52,717.50   | Elizabeth Farris | 34,369.50   | Caroline Sarrouf | 29,003.00   | Gaylene Gillander  | 25,491.50   | Giselle Marmus     | 22,950.50   | Arleen Fritz         | 21,078.50   |
| Shirley Peterson   | 51,867.50   | Janice Appleby   | 34,238.50   | Karen Taylor     | 28,459.50   | Melanie Wiens      | 24,825.50   | Mary Lee Plemel    | 22,882.50   | Diane Riddell        | 21,022.00   |
| R. Courneya-Roblin | 49,195.50   | Angie Fedorchuk  | 34,102.50   | Kathy Whitley    | 28,418.00   | Lenore Oughton     | 24,745.00   | June Millar        | 22,666.50   | Donna Izen           | 20,765.50   |
| Mireille Morin     | 47,935.50   | Mary-Lou Hill    | 33,872.50   | Christine Ransom | 28,045.00   | Heather Hewitt     | 24,668.00   | Karen Hollingworth | 22,648.00   | Bonnie Vigue         | 20,690.00   |
| Ginette Desforges  | 43,982.50   | Nathalie Delisle | 33,866.00   | Judy Buchanan    | 27,984.00   | Joyce Goff         | 24,550.50   | Sharon Casteel     | 22,561.50   | Mary Ogunyemi        | 20,627.50   |
| Kathy Handzuik     | 43,157.00   | Teresa Ho        | 33,581.00   | Diane Burness    | 27,737.50   | Georgie Anderson   | 24,535.00   | Bev Harris         | 22,503.50   | Sheila Lefebvre      | 20,375.00   |
| Carol Heath        | 42,264.00   | Becky Lawrence   | 33,390.50   | Elaine Sciotte   | 27,621.50   | Guylaine Dufour    | 24,478.00   | Melissa Segura     | 22,458.00   | Sophie Audet         | 20,235.50   |
| Guylaine Comeau    | 41,797.00   | Heidi McGuigan   | 32,860.00   | Rita Samms       | 27,458.50   | Isabelle Perreault | 24,409.50   | Donna Witt         | 22,249.00   | Marilyn Clark        | 20,198.00   |
| Sharon Coburn      | 41,274.00   | Myria Balicao    | 32,195.50   | Liz Wodham       | 27,363.00   | Cheryl Page        | 24,394.50   | Lucie Beauregard   | 22,091.00   | Jane Maria Arsenault | 20,113.50   |
| Harpreet Dhalwal   | 40,170.00   | Michelle Goetz   | 32,178.50   | Judi Todd        | 27,335.00   | Julie Bisson       | 24,333.50   | Julie Bisson       | 22,002.00   | Monica Noel          | 20,014.00   |
| Shannon Cameron    | 40,118.00   | Fran Sorobey     | 31,533.00   | Mary Davies      | 27,099.50   | Anik Seguin        | 24,190.00   | Julie Allard       | 21,934.00   |                      |             |
| Kim Shankel        | 39,678.00   | Josée D'Anjou    | 31,520.00   | Louba Ilnouzahir | 26,890.00   | Donna Matthews     | 24,165.00   | Jeri Pearce        | 21,895.00   |                      |             |
| Frances Fletcher   | 38,480.50   | W. Groenewegen   | 30,450.00   | Pat Monforton    | 26,811.00   | Martine Richard    | 24,138.50   | Agnes Loshusan     | 21,876.50   |                      |             |

## 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.

|                    |             |                  |            |                  |            |                   |            |                     |            |                     |            |
|--------------------|-------------|------------------|------------|------------------|------------|-------------------|------------|---------------------|------------|---------------------|------------|
| Susan Bannister    | \$10,858.78 | Karen Taylor     | \$5,326.94 | Becky Lawrence   | \$4,352.40 | Heidi McGuigan    | \$3,738.63 | Kathy Whitley       | \$3,247.17 | Donna Izen          | \$2,931.38 |
| France Grenier     | 9,952.26    | Teresa Ho        | 5,270.37   | Susan Richardson | 4,246.46   | France Légaré     | 3,738.02   | Luzmi Gil           | 3,234.59   | Donna Witt          | 2,926.26   |
| Mireille Morin     | 8,822.52    | Lorrie Henke     | 5,236.50   | W. Groenewegen   | 4,154.92   | Heather Cook      | 3,692.06   | Christine Ransom    | 3,222.93   | M. Bourdages        | 2,914.12   |
| Fiona Corby        | 8,130.18    | Elizabeth Farris | 5,229.24   | Michelle Goetz   | 4,035.20   | Lucie Beauregard  | 3,646.24   | Vaun Gramatovich    | 3,222.83   | Mary Lee Plemel     | 2,887.36   |
| Nicole Bellemare   | 7,716.37    | Marilyn Bodie    | 5,227.13   | Pat Paul         | 3,947.31   | Louise Fortin     | 3,622.26   | Teresa Alomar-Story | 3,216.65   | Melissa Segura      | 2,863.44   |
| E. Ramanauskas     | 7,246.67    | Shannon Tobin    | 5,050.00   | Janice Appleby   | 3,925.50   | Randhir Singh     | 3,567.09   | Liz Wodham          | 3,185.55   | Allyson Beckel      | 2,862.60   |
| Josée D'Anjou      | 7,063.91    | Shannon Cameron  | 5,004.02   | Deb Prychidny    | 3,885.50   | Claribel Avery    | 3,532.40   | Isabelle Perreault  | 3,135.21   | Colleen Hendrickson | 2,853.39   |
| Shelley Recoskie   | 6,936.14    | Florame Tanian   | 4,950.12   | Fran Sorobey     | 3,868.83   | Guylaine Dufour   | 3,429.46   | Karen Hollingworth  | 3,133.95   | Giselle Marmus      | 2,843.77   |
| Angela Hargreaves  | 6,839.89    | Kathy Handzuik   | 4,905.21   | Donna Matthews   | 3,865.81   | Diane Burness     | 3,402.94   | Rita Samms          | 3,087.08   | Sophie Audet        | 2,830.90   |
| Ginette Desforges  | 6,482.84    | Carol Heath      | 4,854.67   | Elaine Sciotte   | 3,843.33   | Judy Buchanan     | 3,380.35   | Judi Todd           | 3,076.78   | Julie Bisson        | 2,830.13   |
| Shirley Peterson   | 6,171.64    | Tamara Swatske   | 4,811.39   | Mary Davies      | 3,838.13   | Louba Ilnouzahir  | 3,347.85   | Pat Monforton       | 3,042.72   | Melanie Wiens       | 2,813.66   |
| Harpreet Dhalwal   | 6,101.90    | Angie Fedorchuk  | 4,632.72   | Julie Ricard     | 3,836.11   | Elaine Fry        | 3,325.28   | Sonia Janelle       | 3,016.29   | Lenore Oughton      | 2,808.43   |
| Sharon Coburn      | 6,003.63    | Myria Balicao    | 4,492.84   | Mary-Lou Hill    | 3,801.71   | Agnes Loshusan    | 3,315.12   | Louise Boulanger    | 3,007.28   | Heather Hewitt      | 2,803.42   |
| R. Courneya-Roblin | 5,597.71    | Kim Shankel      | 4,479.07   | Jill Ashmore     | 3,777.14   | Shelley Haslett   | 3,274.28   | Peggy Denomme       | 3,007.03   | Joyce Goff          | 2,796.92   |
| Guylaine Comeau    | 5,584.46    | Caroline Sarrouf | 4,457.45   | Darlene Olsen    | 3,774.46   | Gaylene Gillander | 3,273.18   | Anik Seguin         | 2,978.24   | Georgie Anderson    | 2,794.78   |
| Nathalie Delisle   | 5,367.43    | Frances Fletcher | 4,408.51   | Ming Tsang       | 3,740.26   | Rajinder Rai      | 3,258.46   | Jennifer Levers     | 2,941.78   | Cheryl Page         | 2,785.64   |

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 CONSIDÉRÉS 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 2010, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 29 573 MEMBRES. PARMI LES 3 896 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47,7 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 532 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 649 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 50 % 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)

|                    |            |                    |            |                      |            |                     |            |                    |            |                    |            |
|--------------------|------------|--------------------|------------|----------------------|------------|---------------------|------------|--------------------|------------|--------------------|------------|
| Gladys MacIntyre   | \$2,769.86 | Sharon Casteel     | \$2,572.22 | Paulette Nimco       | \$2,403.03 | Janine Brisebois    | \$2,283.94 | Georgine Cook      | \$2,163.37 | Debra King         | \$2,074.26 |
| Martine Richard    | 2,769.00   | Bev Harris         | 2,565.33   | Diane Riddell        | 2,400.87   | Alice Wong          | 2,267.58   | Louisa Hoddinott   | 2,152.18   | Pam Hill           | 2,071.33   |
| Josianne Boily     | 2,760.08   | Susie Leakvold     | 2,562.15   | Mary O. Ogunyemi     | 2,396.87   | Joyce Bigelow       | 2,266.97   | Joanne Ward        | 2,150.39   | Raven Hogue        | 2,070.49   |
| Gloria Fitt        | 2,742.75   | Barbara Bond       | 2,538.56   | Cathie Chapman       | 2,390.14   | Shirley Fequet      | 2,260.09   | Danielle Thériault | 2,149.02   | Kari Schenher      | 2,060.51   |
| Julie Allard       | 2,725.71   | Arleen Fritz       | 2,530.46   | Laureen Miller       | 2,383.20   | Beverley Dix        | 2,233.16   | Joyce Harnett      | 2,118.04   | Rae Naka           | 2,060.44   |
| Sarah Reece        | 2,706.00   | Kay Carruthers     | 2,471.09   | Kyla Buhler          | 2,350.24   | Lorraine McCabe     | 2,225.83   | Kareena Felker     | 2,116.83   | Nicole Miller      | 2,039.28   |
| Bonnie Vigue       | 2,702.58   | Barbara Craig      | 2,453.99   | Marilyn Clark        | 2,327.04   | Sharon Robertson    | 2,218.24   | Cassandra Lay      | 2,113.81   | Louiselle Duchesne | 2,035.03   |
| Darcey Smith-Heath | 2,678.37   | P. Behnke-Van Hoof | 2,431.79   | Maura Lucente        | 2,325.10   | Svitlana Awogbami   | 2,213.93   | Irma Vogt-Dyck     | 2,111.73   | Miriam Chavarria   | 2,033.43   |
| Audrey Ehalt       | 2,654.97   | Jeri Pearce        | 2,424.28   | Sheila Lefebvre      | 2,324.38   | Eva Kopeck          | 2,210.12   | Debbie Parsons     | 2,100.34   | Ashley Langevin    | 2,030.70   |
| June Millar        | 2,609.35   | Sue McElhanney     | 2,413.06   | Jane Maria Arsenault | 2,307.38   | Maria Anokhina      | 2,200.60   | Pamela Kanderka    | 2,082.71   | Rebecca Irving     | 2,000.50   |
| Sarah Bardell      | 2,606.41   | Louise Desy        | 2,410.95   | Monica Noel          | 2,302.05   | Carol Hoyland-Olsen | 2,190.16   | Michelle Currie    | 2,080.73   |                    |            |
| Maria Bennett      | 2,596.69   | Giovanna Russo     | 2,410.39   | Elaine Maeland       | 2,298.15   | Tracey Douglas      | 2,170.95   | Yasmin Manamperi   | 2,074.53   |                    |            |

## 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** – Agnes Loshusan

**Québec** – France Grenier

**Ontario** – Myria Balicao

**Ontario** – Florame Tanian

**Saskatchewan** - Angie Fedorchuk

**Québec** – Giovanna Russo

**Ontario** – Frances Fletcher

**Ontario** – Shelley Recoskie

**Saskatchewan** - Michelle Goetz

**Québec** – Aquilina Mendoza

## 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.

|                   |                        |                  |                   |                      |
|-------------------|------------------------|------------------|-------------------|----------------------|
| VILMA AQUINO      | AUDREY DANIS           | GUILDA HERNANDEZ | LI MING LIEW      | ROXANA RAMIREZ       |
| Florame Tanian    | Isabelle Perreault     | Florame Tanian   | Susan Bannister   | Luzmi Gil            |
| OLGA BOGDANOVA    | STEPHANIE DERY         | JENNIE HILTS     | NADIA MACDONALD   | MERCEDES SALDARRIAGA |
| Svitlana Awogbami | Loubna Ibnouzahir      | Jill Ashmore     | Linda MacDonald   | Gloria Bahamondes    |
| SUZANNE BOULANGER | MARILYN GIRARD         | KIMBERLY KLASSEN | JESSICA ORTIZ     | GAIL WATTS           |
| Ginette Desforges | Patricia Lavoie        | Kylie Wall       | Gloria Sanchez    | Lois Musselman       |
| LAURENE COLLISON  | MARIA ROSEANNE GONZALO | ALICE LEUNG      | CLAUDIA QUINTERO  |                      |
| Joyce Harnett     | Myria Balicao          | Ming Tsang       | Priscila Carbajal |                      |

## New Star Team Builders / Nouvelles Bâtisseuses d'équipe Étoile

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.

|                           |                  |                       |                    |                  |                 |
|---------------------------|------------------|-----------------------|--------------------|------------------|-----------------|
| NATHALIE ALLARD           | KIME CHARBONNEAU | SUNNY SANDY HOULGRAVE | SARON NAVRATIL     | ELIZABETH SEGURA | MELISSA WEKWERT |
| Nicole Bellemare          | Anik Seguin      | Sharon Coburn         | Yasmin Manamperi   | Pamela Kanderka  | Lorrie Henke    |
| NANCY BARNSDALE           | CARMEN CRESPO    | JODI JARVIS           | SYLVIE PAYEUR      | ALISON SILCOFF   |                 |
| Melanie Wiens             | Luzmi Gil        | Nicole Bellemare      | Janelle Desjardins | Sarah Bardell    |                 |
| EVELYNE BIBOYI WA KASHALA | MÉLANIE GAGNON   | NANCY LAUZIÈRE        | ELSY PORTILLO      | VALERIE TAVERNER |                 |
| Tamar Vaillant            | Nicole Bellemare | Louise Fortin         | Celeste Pichardo   | Elaine Maeland   |                 |
| MARIE-JOSÉE BOISVERT      | GEORGINA GRAND   | GENEVIÈVE MATTE       | ELIZABETH RAMSAY   | MÉLODIE WIENS    |                 |
| France Grenier            | Carol Henry      | Hélène Drolet         | Carlene Kerr       | Nathalie Delisle |                 |
| KRISTIN BRAITHWAITE       | CINDY HARRY      | SUHA MERCHO           | JESSICA REYES      | ROCHELLE WEIGL   |                 |
| Susan Brady               | Fran Sorobey     | Marie-Josée Barriault | Gloria Sanchez     | Michelle Goetz   |                 |

## Cadillac Achievers / Championnes Cadillac

This Independent Sales Director 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.

Harpreet Dhaliwal

France Grenier

## Premier Club Achievers / Championnes Club Première

These Independent Sales Directors qualified during the month of September to earn the use of a Ford Taurus SEL, Ford Edge SE or receive cash compensation. / Directrices des ventes indépendantes qualifiées en septembre pour l'usage d'une Ford Taurus SEL, Ford Edge SE ou une compensation en argent.

|                  |               |                |                   |               |
|------------------|---------------|----------------|-------------------|---------------|
| Janice Appleby   | Peggy Denomme | Mary-Lou Hill  | Heidi McGuigan    | Melanie Wiens |
| Louise Boulanger | Audrey Ehalt  | Teresa Ho      | Deborah Prychidny |               |
| Judy Buchanan    | Joyce Goff    | Donna Matthews | Ming Tsang        |               |

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, DOVE-TAILING 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 2010, THERE WERE OVER 29,573 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,836 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.7% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 532 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,649 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 50% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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

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

|                   |                  |                  |                       |                 |               |
|-------------------|------------------|------------------|-----------------------|-----------------|---------------|
| Svetlana Awogbami | Pauline Campbell | Sharon Casteel   | Helen Lupena-Sabourin | June Millar     | Kari Schenher |
| Myria Balicao     | Kay Carruthers   | Eva Maria Coelho | Aquilina Mendoza      | Mary-Lee Plemel | Kay Szydluk   |

## Independent Beauty Consultant Grand Achiever / Conseillère en soins de beauté indépendante Grande Gagnante

This Independent Beauty Consultant qualified during the month of September to earn the use of a Ford Focus SE or receive cash compensation. / Conseillère en soins de beauté indépendante qualifiée en septembre pour l'usage d'une Ford Focus SE ou une compensation en argent.

Fe Agullana

## 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.

|                   |            |                      |          |                    |          |                  |          |                     |          |                    |          |
|-------------------|------------|----------------------|----------|--------------------|----------|------------------|----------|---------------------|----------|--------------------|----------|
| E. Ramanauskas    | \$1,339.77 | Melissa Segura       | \$884.76 | Sophie Audet       | \$766.74 | Kyla Buhler      | \$635.04 | Amoreena Murray     | \$572.34 | Deborah Kenny      | \$525.84 |
| Harpreet Dhaliwal | 1,295.61   | Mary Lee Plemel      | 876.69   | Peggy Denomme      | 758.67   | Eva Kopec        | 629.13   | Lucie Beauregard    | 564.99   | Jeanne Case        | 521.04   |
| Nicole Bellemare  | 1,294.44   | Claribel Avery       | 874.80   | Josianne Boily     | 730.17   | Rhoda Burton     | 626.82   | Colleen Hendrickson | 564.57   | Carole Manseau     | 519.81   |
| Rajinder Rai      | 1,155.99   | Donna Witt           | 867.66   | Sharon Coburn      | 723.87   | Linda Gingrich   | 613.41   | Fiona Corby         | 563.97   | Maria Bennett      | 519.36   |
| Liz Wodham        | 1,140.33   | Tereasa Kinniburgh   | 856.23   | France Grenier     | 717.30   | Sheila Lefebvre  | 608.76   | Nancy Morin         | 563.52   | Florane Tanian     | 516.72   |
| Kathy Whitley     | 1,084.53   | Sonia Russo          | 847.44   | Joyce Bigelow      | 710.13   | Bev Harris       | 605.10   | Kathy Handzuik      | 559.05   | April Williams     | 515.28   |
| Caroline Sarrouf  | 1,066.05   | Angela Hargreaves    | 842.85   | Mary-Lou Hill      | 707.52   | Becky Lawrence   | 602.97   | Natasha Recoskie    | 552.81   | Joy Zaporozan      | 513.51   |
| Diane Burness     | 1,063.26   | Susan Bannister      | 836.25   | Angie Fedorchuk    | 703.59   | Louise Boulanger | 602.91   | Bonnie Vigue        | 548.16   | Shelley Haslett    | 512.49   |
| Heather Hewitt    | 1,041.78   | Michelle Goetz       | 835.68   | Marilyn Bodie      | 702.00   | Jill Ashmore     | 601.08   | Grelife Mascarenhas | 547.23   | Michelle Gurdebeke | 512.34   |
| Loubna Ibnouzahir | 985.83     | Elaine Maeland       | 834.90   | Jennifer Levers    | 681.84   | Lynn Hubley      | 598.59   | Gina Hormann        | 546.45   | Liz Smith          | 512.01   |
| Suzanne Boulanger | 961.95     | Louise Fortin        | 833.88   | Alice Wong         | 680.79   | Deb Wynn         | 588.27   | Jackie Cowderoy     | 544.35   | Anik Seguin        | 509.52   |
| Maria Anokhina    | 956.19     | Giselle Marmus       | 816.51   | Linda Giesbrecht   | 676.50   | Rosemary Minors  | 587.22   | Lenore Oughton      | 538.05   | Audrey Ehalt       | 506.31   |
| Gloria Fitt       | 955.29     | Kim Shankel          | 814.92   | Christine Ransom   | 674.67   | Fe Agullana      | 587.01   | Pat Paul            | 531.75   | Rose Hayden        | 505.95   |
| Carol Heath       | 926.58     | Luz Flores           | 812.10   | Lorrie Henke       | 660.36   | Deborah Brown    | 584.94   | Cheryl Neuman       | 531.72   | Shirley Block      | 505.53   |
| Fran Sorobey      | 924.90     | Victoria Stinchcombe | 806.79   | Gladys MacIntyre   | 657.74   | Monica Noel      | 582.72   | Julie Bisson        | 531.30   | Ming Tsang         | 505.38   |
| Baljit Brar       | 904.80     | Shelley Recoskie     | 805.11   | Sharon Wolthers    | 656.22   | Sharon Robertson | 581.67   | Kay Carruthers      | 529.05   | Nancy Crépeau      | 502.50   |
| Cathie Chapman    | 903.27     | Julie Allard         | 784.20   | Darcey Smith-Heath | 652.44   | Patti Babyn      | 577.23   | P. Behnke-Van Hoof  | 528.75   | Candice Loeppky    | 500.79   |
| Tracey Douglas    | 887.61     | Guyline Comeau       | 784.05   | Susie Leavold      | 649.05   | Ashley Langevin  | 573.69   | Guilda Hernandez    | 528.75   |                    |          |
| Guyline Dufour    | 885.69     | Chris Miller         | 770.31   | Tamara Swatske     | 637.71   | Dénise Brideau   | 572.67   | Jayme Fochler       | 527.07   |                    |          |

## 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.

|                    |          |                     |          |                  |          |                    |          |                 |          |                    |          |
|--------------------|----------|---------------------|----------|------------------|----------|--------------------|----------|-----------------|----------|--------------------|----------|
| Josée D'Anjou      | \$638.24 | Rachelle Andaya     | \$414.86 | C. MacDow        | \$361.34 | Judy Bolduc        | \$314.36 | Shirley Fequet  | \$282.16 | Joanne Ward        | \$264.80 |
| Jennifer Slay      | 517.90   | Noreen Kroetsch     | 414.74   | Irma Vogt-Dyck   | 360.52   | Glenda Leroux      | 308.36   | Ginny Konechny  | 278.82   | Angela Ward        | 256.94   |
| C. Wright-Mcarthur | 476.62   | M. Roseanne Gonzalo | 394.18   | June Rumball     | 347.14   | Kerry Coleman      | 307.28   | Nadia MacDonald | 274.20   | Victoria Wakulchuk | 255.58   |
| Audrey Danis       | 455.24   | Monica Hecht        | 392.94   | Joyce Harnett    | 347.02   | Isabelle Perreault | 302.20   | Eugénie Fortin  | 272.74   | Marlene Bridgman   | 252.84   |
| Svitlana Awogbami  | 449.76   | Sarah Bardell       | 381.00   | Stéphanie Déry   | 336.10   | Nicole Miller      | 298.28   | Samantha Wilson | 270.94   |                    |          |
| Sonia Janelle      | 438.62   | Janett Curotto      | 378.76   | Glynnis MacDavid | 324.94   | Pamela Kanderka    | 295.90   | Cindy Levesque  | 270.20   |                    |          |
| Maura Lucente      | 419.74   | Claudine Pouliot    | 365.88   | Johanna Tobin    | 320.00   | Karen Colvin       | 295.26   | Barbara Bond    | 265.00   |                    |          |

## 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.

|                     |          |                    |          |                      |          |                    |         |                  |         |                   |         |
|---------------------|----------|--------------------|----------|----------------------|----------|--------------------|---------|------------------|---------|-------------------|---------|
| Alison Silcoff      | \$208.24 | Marcia Ouellette   | \$139.58 | Yvonne Burleigh      | \$106.92 | Janelle Smith      | \$95.25 | M. Boisvert      | \$83.88 | Josiane Lambert   | \$79.96 |
| Anna-Isabelle Brito | 168.37   | Lindsay Meek       | 122.76   | L. Marie Clendenning | 102.48   | Geneviève Matté    | 94.62   | Nancy Roskaf     | 82.63   | Jeanne Berdon     | 79.74   |
| Kime Charbonneau    | 167.39   | Geneviève Groulx   | 121.23   | Samantha Scobey      | 102.36   | Melania Martin     | 94.43   | N. Sanpetreanu   | 82.44   | Erin Goffin       | 79.06   |
| Shannon Armstrong   | 164.07   | Winsome Brown      | 121.22   | Yanilou Plante       | 100.32   | Stacey Thompson    | 91.01   | Jackie St Pierre | 82.36   | Connie Course     | 78.88   |
| Robin Schmidt       | 159.34   | Denise Titus       | 120.47   | Lisa Young           | 98.04    | Mona Lanthier      | 90.44   | Sandy Langendoen | 81.91   | Carine Malo       | 77.78   |
| Nancy Lauzière      | 158.14   | Jodi Jarvis        | 116.97   | Jillian Stuart       | 97.38    | Loretta Fewings    | 87.92   | Elsy Portillo    | 81.74   | Keeley Lam        | 75.87   |
| Nancy Lapointe      | 153.60   | Florence Fried     | 116.96   | Annie Larocque       | 96.35    | Denise Roller      | 85.49   | Monique Bard     | 81.56   | Mélanie Blanchard | 75.55   |
| Mélanie Gagnon      | 147.20   | Nancy Gauthier     | 116.03   | Sandy Ma             | 96.22    | Dale Grove         | 84.90   | Shelly Jeffery   | 80.67   | Michèle Saraceni  | 75.53   |
| Darlene Sleeth      | 144.34   | Vicky-Eve Lefebvre | 112.11   | Sharon Ouellette     | 96.00    | Hildy Lennox-Price | 84.85   | Johanne Seguin   | 80.21   | Ariane Forget     | 75.40   |

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## 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<br>Director/Directrice     | GINA HORMANN<br>Director/Directrice      | RUTH GRANADILLO<br>Director/Directrice  | VILMA AQUINO<br>Florame Tanian          | GUILDA HERNANDEZ<br>Florame Tanian    | MERCEDES SALDARRIAGA<br>Gloria Bahamondes |
| ELAINE MAELAND<br>Director/Directrice    | GIOVANNA RUSSO<br>Director/Directrice    | SUSAN HENDERSON<br>Director/Directrice  | ANGELA BOYNE<br>Gloria Boyne            | SONYA HO<br>Teresa Ho                 | DONNA SOULLIÈRE<br>Karen Taylor           |
| HARPREET DHALIWAL<br>Director/Directrice | JULIE BISSON<br>Director/Directrice      | LUZ FLORES<br>Teresa Alomar-Story       | DONNA COMMET<br>Evelyn Ramanauskas      | KIMBERLY KLASSEN<br>Kylie Wall        | SAMANTHA WILSON<br>Agnes Loshusan         |
| YASMIN MANAMPERI<br>Director/Directrice  | SARA CHOWDERY<br>Director/Directrice     | SHERRY REID<br>Susan Bannister          | NANCY CRÉPEAU<br>Julie Bisson           | JESSICA ORTIZ<br>Gloria Sanchez       |   |
| SVITLANA AWOGBAMI<br>Director/Directrice | EMILY CHAMBERS<br>Director/Directrice    | VICTORIA STINCHCOMBE<br>Shannon Cameron | AUDREY DANIS<br>Isabelle Perreault      | ERIKKA PATTERSON<br>Diana Hiscok      |   |
| GLORIA FITT<br>Director/Directrice       | JOANNE MARCHILDON<br>Director/Directrice | NADIA AIT AHMED<br>Aquilina Mendoza     | JEREMIAH DOCTOR<br>Maura Lucente        | CLAUDIA QUINTERO<br>Priscila Carbajal |   |
| MYRIA BALICAO<br>Director/Directrice     | FE AGULLANA<br>Florame Tanian            | RACHELLE ANDAYA<br>Myria Balicao        | MARIA ROSEANNE GONZALO<br>Myria Balicao | SONIA RUSSO<br>Shelley Recoskie       |   |

## 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.

|  |                                       |                                       |                                   |   |
|--|---------------------------------------|---------------------------------------|-----------------------------------|---|
| CAROL HEATH<br>Director/Directrice     | CHIANNE SMITH<br>Director/Directrice  | AMY KLASSEN<br>Director/Directrice    | TANYA BOLDUC<br>Alexandra Losson  | TERRIE ST. LOUIS<br>Carol Hinch Creteau |
| DIANE BURNESSE<br>Director/Directrice  | MICHELLE GOETZ<br>Director/Directrice | RAE NAKA<br>Director/Directrice       | ARIANE FORGET<br>Aquilina Mendoza | LAURIE STEVENSON<br>Barbara Martin      |
| ANGIE FEDORCHUK<br>Director/Directrice | JOY NICAVERA<br>Director/Directrice   | JOSÉE BEAULIEU<br>Director/Directrice | NANCY GAUTHIER<br>Danielle Gobeil | SHERRY TWYNSTRA<br>Christine Ransom     |
| AGNES LOSHUSAN<br>Director/Directrice  | FATEMA KHAKU<br>Director/Directrice   | RONDA SIMPSON<br>Darcey Smith-Heath   | JOSÉE RIVEST<br>Nicole Bellemare  | GAIL WATTS<br>Lois Musselman            |

## 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<br>Director/Directrice         | YOLÈNE GAY<br>Helen Lupena-Sabourin       | JANETT CUROTTO<br>Luzmi Gil                | SUZETTE RICE<br>Director/Directrice   | ANDREA CLAIRMONT<br>Mireille Morin      | KAREN MALIN<br>Barbara Berven           |
| EVA KOPEC<br>Director/Directrice                | SOPHIE AUDET<br>Director/Directrice       | DEBORAH HALL<br>Director/Directrice        | KIM ROBITAILLE<br>Director/Directrice | ANNE-MARIE CZEMBER<br>Tammy Eliuk       | CHRIS MILLER<br>Sharon Casteel          |
| LOUISE MCCANN<br>Director/Directrice            | JOYCE GOFF<br>Director/Directrice         | HODA KARAKACH<br>Director/Directrice       | MELISSA SEGURA<br>Director/Directrice | SYLVIE FORTIN<br>France Grenier         | SANDRA MOORE<br>Robin Courneya-Roblin   |
| SHELLEY MEHLING<br>Director/Directrice          | ASHLEY LANGEVIN<br>Director/Directrice    | LAURA LANDRY<br>Director/Directrice        | ANGELA WARD<br>Director/Directrice    | SASHA GAUDREAU-ROWE<br>Veronik Lavigne  | GLORIA MORE<br>Giovanna Russo           |
| LORRAINE UPWARDS<br>Director/Directrice         | NICOLE PHARAND<br>Director/Directrice     | PAMELA LIEBENBERG<br>Director/Directrice   | APRILYNN AGUILAR<br>Agnes Loshusan    | NICOLE GRYBA<br>Angie Fedorchuk         | KEMI OMODARA<br>Agnes Loshusan          |
| PAM BEHNKE-VAN HOOF<br>Director/Directrice      | BONITA CHEDDIE<br>Director/Directrice     | GRELIFE MASCARENHAS<br>Director/Directrice | MELANIE ALLAIRE<br>Guyline Comeau     | JOAN HOSKIN<br>Marilyn MacKenzie-Cusack | SHIRLEY PETERSON<br>Director/Directrice |
| ROBIN COURNEYA-ROBLIN<br>Director/Directrice    | LUCIE BEAUREGARD<br>Director/Directrice   | KARI SCHENHER<br>Director/Directrice       | ROSALIE ANSINE<br>Frances Fletcher    | TRINA JOHNSON<br>Amanda Sikora-Rose     | REMIROSE ROSALES<br>Agnes Loshusan      |
| NATHALIE GERVAIS<br>Director/Directrice         | LAURETTA GORMAN<br>Director/Directrice    | CONNIE TURNER<br>Director/Directrice       | ERIN AUMACK<br>Carol Thompson         | MELANIE JOLLY<br>Melanie Wade           | ELIZABETH SANTIAGO<br>Agnes Loshusan    |
| REBECCA IRVING<br>Director/Directrice           | LINDA MOREAU<br>Director/Directrice       | LINDA VANDERHAM<br>Frances Fletcher        | NANCY BARNSDALE<br>Melanie Wiens      | KAREN KING<br>Michelle Goetz            | CHER SMITH<br>Jane Kost                 |
| MARILYN MACKENZIE-CUSACK<br>Director/Directrice | GINA GE QIAN<br>Director/Directrice       | GLORIA BAHAMONDES<br>Director/Directrice   | PEARL BERUBE-LITTLE<br>Maria Bennett  | JESSICA LANGLOIS<br>Alexandra Losson    | EUNICE SORONGON<br>Agnes Loshusan       |
| WENDY-LYNN JONES<br>Director/Directrice         | SHARON ROBERTSON<br>Director/Directrice   | JOELINE JEAN-CLAUDE<br>Director/Directrice | SHIRLEY BLOCK<br>Gloria Boyne         | FRANCE LAROUCHE<br>France Grenier       | MONICA TURNER<br>Cindy Chambers         |
| RANDHIR SINGH<br>Director/Directrice            | DARCEY SMITH-HEATH<br>Director/Directrice | VICKY-ÈVE LEFEBVRE<br>France Grenier       | MARY BORCI<br>Myria Balicao           | NANCY LAUZIERE<br>Louise Fortin         | CRYSTAL WALL<br>Angie Fedorchuk         |
| SHARON LEWCO<br>Director/Directrice             | SCARLET ABRIC<br>Donna Weir               | KAREN MCMANUS<br>Director/Directrice       | BALJIT BRAR<br>Randhir Singh          | LI MING LIEW<br>Susan Bannister         | SHIRLEY YUNG<br>Teresa Ho               |
| GUYLAINE DUFOUR<br>Director/Directrice          | ADA CHENG<br>Director/Directrice          | HEATHER PILKEY<br>Melanie Wiens            | MANON CARLOS<br>France Grenier        | SANDY MA<br>Lynn Brady                  |   |

## 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** – Sue McElhanney  
**British Columbia/Colombie-Britannique** – Meridee Webb  
**Manitoba** – Georgine Cook  
**New Brunswick/Nouveau-Brunswick** – Sharon Wolthers  
**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Joan Szangulies

**Nova Scotia/Nouvelle-Écosse** – Jacquelyn Berrette  
**Nunavut** – Melina MacDonald  
**Northwest Territories/Territoires du Nord-Ouest** – Jennifer Tweedie  
**Ontario** – Cassandra Lay  
**Prince Edward Island/Île-du-Prince-Édouard** – Jane Wilson

**Québec** – Mirna Guevara  
**Saskatchewan** – Trina Johnson  
**Yukon** – Celine Skerget

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## Stars Consultants on the Ladder of Success / Conseillères 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!

|                    |            |                    |            |                     |            |                    |            |                     |            |                     |          |
|--------------------|------------|--------------------|------------|---------------------|------------|--------------------|------------|---------------------|------------|---------------------|----------|
| Sue McElhanney     | \$6,502.00 | Beverly Collins    | \$2,837.00 | Spencer Bowman      | \$2,059.00 | Lynn Robertson     | \$1,830.50 | Maria Salvo         | \$1,804.75 | Geneviève Chaput    | 1,800.75 |
| Shelly O'Neil      | 5,591.50   | Nathalie Bisailon  | 2,731.50   | Darlene Olsen       | 2,045.00   | Lisa Drake         | 1,830.00   | Jennifer Bishop     | 1,804.50   | Catherine Labrecque | 1,800.75 |
| Cassandra Lay      | 5,110.25   | Paymaneh Varahram  | 2,731.50   | Nathalie Chiquette  | 2,044.50   | Johanne Plante     | 1,829.75   | Lisa Webb           | 1,804.50   | Lisa Snider         | 1,800.75 |
| Georgine Cook      | 5,001.50   | Katie Fraser       | 2,588.75   | Jamie Lamping       | 2,018.75   | Mariela Olazabal   | 1,829.00   | Verna Johnston      | 1,804.25   | Sarah Sibley        | 1,800.75 |
| Meridee Webb       | 4,604.50   | Melissa Segura     | 2,559.00   | Catherine Young     | 2,000.75   | Crystal Wall       | 1,828.75   | Edith Rajna         | 1,804.25   | Francesca Santoro   | 1,800.75 |
| Mirna Guevara      | 4,209.25   | C. Lacoursière     | 2,509.00   | N.Sanpetreanu       | 1,999.00   | Anantjot Hans      | 1,828.50   | Kristina Jensen     | 1,804.00   | Kajal Chavda        | 1,800.50 |
| Terry Burch        | 4,139.25   | Véronique Plante   | 2,508.00   | Dolly Ann Eugenio   | 1,993.50   | Valérie Morissette | 1,827.50   | Johanne St Pierre   | 1,803.75   | Fatema Khaku        | 1,800.50 |
| Klaude Le Sieur    | 4,057.00   | Sharon Wolthers    | 2,494.25   | Claire Mercier      | 1,988.25   | Kelsi Hollingworth | 1,826.75   | Amanda Hunter       | 1,803.50   | Carleen Koski-Quaye | 1,800.50 |
| Lorna Hosker       | 4,042.00   | Kristen McBride    | 2,493.00   | Marlene Blackman    | 1,970.00   | Kimberley Fehlauer | 1,824.00   | Rosalyn Froese      | 1,803.25   | Sonia Osti          | 1,800.50 |
| Deanna Blue        | 4,010.50   | Angie Buydens      | 2,460.50   | May Casindac        | 1,950.50   | Stefanie Setacci   | 1,821.25   | Mélanie Leblanc     | 1,803.25   | Rupinder Gill       | 1,800.25 |
| Cynthia Armstrong  | 3,933.50   | Kim MacRae         | 2,459.25   | Niessa Legere       | 1,947.25   | Nancy Lessard      | 1,820.00   | Cathy Smockum       | 1,803.25   | Eden Jordan         | 1,800.25 |
| Anne Richard       | 3,789.00   | Isabelle Morneau   | 2,456.75   | Josee Richard       | 1,944.50   | Iris Vuong         | 1,818.50   | Tejinder Grewal     | 1,803.00   | Bobbi-Jean Newell   | 1,800.25 |
| Sunny Houlgrave    | 3,645.50   | Michelle Kowalchuk | 2,447.00   | Anne Patrice        | 1,922.25   | Micheline Dubé     | 1,818.25   | Kristen Klees       | 1,802.75   | Susan Prosser       | 1,800.25 |
| Catherine Chauvin  | 3,608.50   | Trina Johnson      | 2,411.75   | Dianne McCauley     | 1,917.25   | Jeanette Hudon     | 1,817.00   | Tracy Kremsater     | 1,802.75   | Diane Prevedel      | 1,800.25 |
| Colette Fortin     | 3,608.50   | Geneviève Nault    | 2,411.75   | Nancy Boyer         | 1,904.75   | Celine Simard      | 1,816.75   | Natasha MacQuarrie  | 1,802.50   | Kayla Reiche        | 1,800.25 |
| Véronique Huard    | 3,604.75   | Darlene Bakker     | 2,408.00   | Jane Coleman        | 1,896.75   | Cindy Li           | 1,816.25   | Jan Naismith        | 1,802.50   | Gwendalyn Suffron   | 1,800.25 |
| Natasha Schlosser  | 3,601.50   | Karen Imbeault     | 2,406.00   | Vicky Blanchard     | 1,888.75   | Edna Hunter        | 1,815.75   | Kimberly Rock       | 1,802.50   | <b>\$1800</b>       |          |
| Virginia Bonilla   | 3,601.00   | Camy Wong          | 2,405.50   | Laura Chenier       | 1,888.25   | Annette Neudorf    | 1,812.50   | Laura Ann Topp      | 1,802.50   | Anab Abdi           | 1,800.00 |
| Christen Repa      | 3,601.00   | Christine Shideler | 2,403.75   | Tanya Tomsic        | 1,873.50   | Geneviève Gosselin | 1,811.75   | Mary-Jo Brown       | 1,802.25   | Myria Balcao        | 1,800.00 |
| Micheline Beaudoin | 3,600.50   | Valerie Glossop    | 2,402.25   | Bonita Cheddie      | 1,873.25   | Lindsay Partington | 1,811.75   | Marjorie Jenkins    | 1,802.25   | Rajdeep Bains       | 1,800.00 |
| Serena Banman      | 3,600.25   | Mélanie Pimparré   | 2,402.25   | Bonnie Harman       | 1,871.25   | Fadrina Gaudenzi   | 1,811.50   | Monique Meister     | 1,802.25   | Kuljit Dhaliwal     | 1,800.00 |
| Susan Kinson       | 3,600.25   | Nathalie Couch     | 2,401.75   | Lydia Kroecker      | 1,870.50   | Patricia Norris    | 1,811.00   | Jane Wilson         | 1,802.25   | Lori Dibona         | 1,800.00 |
| Vilma Aquino       | 3,600.00   | Elizabeth Muise    | 2,400.50   | Anne Vinson         | 1,867.00   | Tammy Zinck        | 1,810.25   | Patty Castrillon    | 1,802.00   | Wendy Lehman        | 1,800.00 |
| Joannie Dulude     | 3,600.00   | <b>\$2400</b>      |            | Marlene Commins     | 1,861.50   | Shelly Burke       | 1,809.25   | Luz Flores          | 1,802.00   | Bhinder Dulai       | 1,800.00 |
| Mélanie Roy        | 3,556.50   | Christine Carnie   | 2,400.00   | Amélie Tailon       | 1,859.00   | Maria Fuentes      | 1,809.00   | Linda Hébert        | 1,802.00   | Santos Delos        | 1,800.00 |
| Amoreena Murray    | 3,489.50   | Eugenie Giasson    | 2,400.00   | Beverley Hamilton   | 1,858.50   | Rosily Smith       | 1,808.75   | Balwinder Jassal    | 1,802.00   | Robyn Dyck          | 1,800.00 |
| Nathalie Dion      | 3,326.25   | Cynthia Halle      | 2,400.00   | Elissa Gellery      | 1,854.25   | Hakimeh Eghbali    | 1,808.50   | Susan Placsko-Davis | 1,802.00   | Bonnie Eidse        | 1,800.00 |
| Jennifer Tweedie   | 3,317.75   | Anie Paquette      | 2,394.00   | Anna Loveman        | 1,852.75   | Lisa Hatfield      | 1,808.50   | Michelle Pyne       | 1,802.00   | Ashley Fitzgerald   | 1,800.00 |
| Deb Prychidny      | 3,315.00   | Kim Walk           | 2,340.75   | Nikki Pointon       | 1,852.00   | Melody Scory       | 1,808.50   | Hardev Sidhu        | 1,802.00   | Tasha Jefferybley   | 1,800.00 |
| June Millar        | 3,244.25   | Kathy Handzuik     | 2,337.75   | Sheila Whalen       | 1,851.50   | Lisa Larson        | 1,807.25   | Sandra Fifi         | 1,801.75   | Brenda Laguna       | 1,800.00 |
| Dorothy Osadcuk    | 3,216.00   | Anik Seguin        | 2,322.25   | Sandrine Tirode     | 1,850.50   | Terina Stenger     | 1,807.25   | Jo-Anna Haner       | 1,801.75   | Sandra Métivier     | 1,800.00 |
| Ellen Whiting      | 3,076.25   | Deborah Platt      | 2,277.00   | Suzanne Caron       | 1,849.75   | Crystal Cooper     | 1,807.00   | Kayla Payne         | 1,801.75   | Mervine Promesse    | 1,800.00 |
| Karen George       | 3,063.75   | Rose Trenchuk      | 2,263.50   | Sharlene Graves     | 1,849.50   | Angela Haines      | 1,807.00   | Hanako Blanche      | 1,801.50   | Marenn Sardina      | 1,800.00 |
| Sheena Papin       | 3,038.50   | Sylvie Knight      | 2,261.00   | Jessica Hyland      | 1,849.00   | Robin MacLaren     | 1,807.00   | Edith Dupont        | 1,801.50   | Valerie Taverner    | 1,800.00 |
| Suzanne Campbell   | 3,030.50   | E. Mampuya         | 2,257.00   | Jolette Frey        | 1,848.75   | Elsy Portillo      | 1,807.00   | Sylvie Larose       | 1,801.50   | Sonya Wall          | 1,800.00 |
| Elena Moiseev      | 3,009.75   | D. Touchette       | 2,234.75   | Delta Samson        | 1,848.75   | Krista Hrin        | 1,806.75   | Marilyn Manningham  | 1,801.50   | Tracey Williams     | 1,800.00 |
| Jacquelyn Berrette | 3,005.25   | Monica Hecht       | 2,134.00   | Rita Samms          | 1,844.50   | Rebecca Lester     | 1,806.75   | Isabelle Pilotte    | 1,801.50   | Katharine Wingert   | 1,798.75 |
| Melanie Guimond    | 3,002.50   | Diana Robstad      | 2,126.25   | Jackie Ens          | 1,843.00   | Jatinderral Hans   | 1,806.25   | Jennifer Jerrett    | 1,801.25   | Cheryl Page         | 1,797.00 |
| Liudmila Ahmina    | 3,001.50   | Adriana Toogood    | 2,123.50   | Gabrielle Pelletier | 1,842.00   | Claire Black       | 1,805.75   | Sharon Sansom       | 1,801.25   | Sharon Berg         | 1,780.75 |
| Calla Pilon        | 3,001.00   | Heidi Umscheid     | 2,113.75   | Ashley Fitzsimmons  | 1,836.25   | Suzanne Goota      | 1,805.75   | Julie Belhumeur     | 1,801.00   |                     |          |
| Evdoxia Tsmas      | 3,000.75   | Gail Watts         | 2,096.75   | Cheryl Gordon       | 1,835.25   | Pina Aloia         | 1,805.50   | Jennifer Peach      | 1,801.00   |                     |          |
| Susan Ditomaso     | 3,000.50   | Jennifer Levers    | 2,077.00   | Brenda Steele       | 1,833.25   | Joy McConnell      | 1,805.50   | Catherine Pineda    | 1,801.00   |                     |          |
| <b>\$3000</b>      |            | Barb Lavin         | 2,066.25   | Corinne Wilkes      | 1,832.75   | Edith Blain        | 1,805.00   | Sarah Sturch        | 1,801.00   |                     |          |
| Melou Nguempi      | 2,944.75   | Sheila Jenkins     | 2,065.75   | Jessica Langlois    | 1,832.25   | Cindy Harris       | 1,805.00   | A. Barth-Burkholder | 1,800.75   |                     |          |
| Brenda McGogy      | 2,895.50   | Kathie McGann      | 2,061.00   | Aimee Bailey        | 1,831.75   | Cherie Gould       | 1,804.75   | Annie Champagne     | \$1,800.75 |                     |          |

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 2010, THERE WERE OVER 29,573 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,836 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 532 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,649 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 50% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.



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