

MARCH 2009

# Applause<sup>®</sup>

MARY KAY<sup>®</sup>  
Enriching Women's Lives<sup>SM</sup>



**work**  
smart!

Learn How at Career Conference '09

**Going Global:**  
Women Who Enrich Lives Around the World

Renew Your Commitment to  
**Be a Star!**

Applause® March 2009

get it free\*

WITH YOUR ORDER

FEB. 16 – MARCH 15, 2009



### Mary Kay® Oil Mattifier

**Suggested use:** Help customers who need extra oil control zap the shine with Mary Kay® Oil Mattifier. Perfect for women *and* men, this lightweight formula dries to a natural, matte finish, instantly absorbing oil to control shine for at least eight hours. It's your BizBuilders bonus starting with a \$400 wholesale Section 1 order.

### Mini TimeWise® Microdermabrasion Set Gift With Purchase

**Suggested use:** Customers can exfoliate on the go with this Spring 2009 gift with purchase. Fighting fine lines, refining pores and achieving beautifully smooth skin *immediately* is so easy with this mini set that includes Step 1: Refine (.5 oz.) and Step 2: Replenish (.17 fl. oz.). Also included are sampler packettes of the TimeWise® Miracle Set products in both normal/dry and combination/oily formulas. It's all presented beautifully in a special box. It's your BizBuilders bonus starting with a \$600 wholesale Section 1 order.



Product not included.

### Travel Roll-Up Bag

**Suggested use:** This popular streamlined black nylon bag with pink lining includes clear zippered bags and a swivel hook for easy hanging, and it makes a great gift with purchase for your best customers! It's your BizBuilders bonus starting with an \$1,800 wholesale Section 1 order.



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### Products for the Season

Keep skin looking flawless with products that help transition skin for the spring season.

For more details on BizBuilders bonuses, see Page 27.

\*Sales tax is required on the suggested retail value of Section 1 products.

# make a **smart** move

When you make the commitment to attend *Work Smart!*<sup>SM</sup> Career Conference 2009, you've made a smart move! This uplifting event provides education, inspiration and motivation to help reignite the goals you've set for achieving Star Consultant status, the *Customers Count* Challenge and your Seminar goals. Located near you, for you, Career Conference can spark personal growth and renewed passion for your Mary Kay business – all at great value.

It's one of the smartest things you can do for your business. Don't miss out!

**work  
smart!**

careerconference2009



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**Be a Star**  
Several contests and challenges can help you work toward Star Consultant status – step by step. Make this your year to shine!



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**Woman to Woman  
on a Global Scale**

Changing lives around the world is truly the mission of these independent sales force members who participate in the Global Leadership Development Program.



# Get Great Skin Now

With these superb products, skin can transition easily from winter into spring.

## Good Clean Fun

Take the Mary Kay® Body Care experience to a new realm with Mary Kay® Body Care Collection Shower Gels in both Red Tea & Fig and Lotus & Bamboo. This product was designed to meet the needs of consumers who prefer a basic cleanser without exfoliation. The shower gels come in a clear, 6.5 fl. oz. tube. **\$14 each**



## Perfect Pucker

Keep lips soft and smooth with the limited-edition Satin Lips® Gift Set. Satin Lips® Lip Mask, with miniature buffing beads, effectively exfoliates dead surface skin cells that cause lips to appear dull and lifeless. Satin Lips® Lip Balm is an amazing moisturizer. **\$18**, gift box available while supplies last.



## Time for Change

Want more radiant skin? Then now's the time for a beautiful change. A top seller since it launched, the TimeWise® Microdermabrasion Set provides an at-home skin care breakthrough like no other. The two-part system goes to work immediately to fight fine lines, make pores look smaller and revitalize skin so it looks noticeably softer and smoother.



### Step 1: Refine

This superexfoliating cream contains the same crystals that dermatologists use. As you gently massage your face, these microfine crystals immediately polish and gently remove dull and lifeless skin cells. **\$30**

### Step 2: Replenish

This lightweight, nourishing serum provides a restorative effect. Instantly, skin feels soothed and ready for the next step in your Mary Kay® skin care regimen. **\$25**

TimeWise®  
Microdermabrasion Set, **\$55**

After using the TimeWise® Microdermabrasion Set for just one week,\*

**85%** saw an improvement in skin texture

**73%** saw a reduction in the appearance of fine lines

**71%** saw pores that look smaller

\*Based on a consumer study conducted by an independent research facility



## Concealed to Perfection

It's top secret! No one will know you've perfectly covered blemishes and dark circles with the new regular-line Mary Kay® Concealer. The light-weight, waterproof formula provides powerful coverage now in seven shades – six natural, skin-toned shades and the same Yellow\* shade your customers love. **\$10** (new suggested retail price)

\*Yellow can be used to reduce redness in skin tones.

## Dry Skin Fix

Keep dry skin at bay with the limited-edition **I♥Extra Emollient Night Cream Set**. Your customers are sure to fall for this adorable set that features Extra Emollient Night Cream in a jar (2.4 oz.) paired with a sampler size in a tube (.42 oz.) – a generous size for home and a perfectly portable version for on the go. Both come in a limited-edition pretty pink box. **\$20 set**, while supplies last



## All Set to Refresh

The Winter 2008 gift with purchase can help give skin a lift! The Skin Refreshing Set includes Oil-Free Eye Makeup Remover, 1 fl. oz.; Intense Moisturizing Cream, .4 oz.; Oil-Free Hydrating Gel, .4 oz.; and Indulge® Soothing Eye Gel, .1 oz. Great for trial and travel, these items are packaged in a black twill and mesh zippered bag. Pack of five, **\$20**

# Reach for the Stars ... and Make All Your Dreams Come True

With the Star Consultant program as your platform for success, you'll be seeing stars at Seminar 2009.

Did you know that almost every Company-sponsored selling and team-building challenge available to you throughout each Seminar year leads to one goal? They each incorporate activities to help you achieve Star Consultant status. Mary Kay Ash herself believed that once you become a Star Consultant, you have what it takes to earn a Career Car, become an Independent Sales Director and achieve a spot in the Queens' courts at Seminar. That's why she created the original Star Consultant program in 1975.

**Independent Senior National Sales Director Emeritus Linda McBroom** calls the Star Consultant program "the road map to anywhere you want to go in your business."

Remember, when you place a minimum of \$1,800 in wholesale Section 1 orders in any contest quarter, you can achieve Sapphire Star Consultant status with prize options and a Ladder of Success pin as your rewards. It only gets better from there! With each higher contest category you achieve, the prizes are more enticing. By adding personal team members for 600 contest credit points each, you can move up even faster.

Why not take a look at the Quarter 4 *Star Consultant* brochure that was enclosed with your February 2009 *Applause*® magazine, and set your retail-selling goals to earn a much deserved prize? And then use the *Customers Count* and *Sparkle and Shine!* Challenges as more motivation for your goal!



## *Sparkle and Shine!* Team-Building Challenge

You still have time to earn a collection of genuine pearl and crystal jewelry during the *Sparkle and Shine!* Team-Building Challenge from Dec. 1, 2008, to Feb. 28, 2009. This jewelry set is the perfect accessory to the red jacket and Independent Sales Director suit. Even better, by qualifying for this challenge, you can receive recognition at Career Conference 2009 and set your course for new business success. See your February *Applause*® magazine or the Mary Kay InTouch® Web site for details on how to earn the necklace, bracelet and earrings.

Plus, each qualified\* new Independent Beauty Consultant will receive the genuine pearl and crystal earrings, a name badge ribbon and standing recognition.

## More Motivation Coming

The incentives don't stop here! Look for another fun challenge coming soon – offering a very stylish reward! Think RED.

\*A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products, and it is received and accepted by the Company in the same or following calendar month that her Independent Beauty Consultant Agreement is received and accepted by the Company. For purposes of the *Sparkle and Shine!* Team-Building Challenge, a new unit member's qualifying \$600 wholesale order and Agreement must be received in December 2008, January 2009 or February 2009.

## *Customers Count* Challenge

Consider using the *Customers Count* Challenge as a way to stay on track with your Star Consultant goal! When you do, you'll be building sales, your reorder business and relationships with customers that can propel you to future success.

### Part 2: Dec. 16, 2008, through March 15, 2009

Independent Beauty Consultants and Independent Sales Directors who sell at least \$100 in suggested retail product to 36 new or existing customers will receive:

- ▶ A tote charm from the Totally Charmed collection.\*
- ▶ A name badge ribbon and standing recognition at Career Conference 2009.



### Part 3: March 16 through June 15, 2009

Independent Beauty Consultants and Independent Sales Directors who sell at least \$100 in suggested retail product to 36 new or existing customers will receive:

- ▶ A mailbox charm from the Totally Charmed collection.\*
- ▶ A name badge ribbon and standing recognition at Seminar 2009.



Breaking the quarterly goal into "bite-size" pieces can help. Think about selling \$100 to 12 customers per month, which means three per week. You can track your progress using the *Customers Count* tracking tool available on the Mary Kay InTouch® Web site. Go to **Recognition > Contests > Customers Count**.

\*Those who have not yet earned the Totally Charmed charm bracelet from previous challenges also will receive the bracelet.

# Tools for Growing Your Customer Base

## Introduce *The Look*

Your business starts with giving customers a feel for the Mary Kay® product line. What better way to spark interest than by giving potential customers a copy of the latest issue of *The Look*? Each stunning issue features new products, the latest seasonal makeup trends and a pictorial shopping guide that brings every product to life. Open stock issues are available on Section 2 of the Consultant order form in packs of 10 for \$3.50. And when you enroll customers to receive *The Look* through the Preferred Customer Program for only 65 cents each, they'll receive a personalized message from you and a great product sampler.



## Stay in Touch With Month 2 Mailers

Enrolling your customers to receive Month 2 mailers through the Preferred Customer Program is a great way to keep your business in front of them on a regular basis. Each mailer features special products or gift-giving ideas perfect for the season. At a great value to you, these mailers let your customers know you are thinking of their needs! Be sure to follow up after each mailing to maximize your sales potential.

## Offer Samplers Everywhere, Every Day

Who doesn't love to walk through the bakery section of a grocery store and sample featured items? Or try the latest-and-greatest laundry item that comes with your daily newspaper? Marketers everywhere do what they can to put product samplers in customers' hands, and you – as an Independent Beauty Consultant – are no different! In fact, a marketing research group recently discovered that **35 percent of customers who tried a sample bought the product they tried**, and 58 percent of those surveyed reported they would buy a product again after trying it!

Now's a great time to start thinking about how you can get samplers – available on Section 2 of the Consultant order form – in your customers' hands. First and foremost: You'll likely want to always carry samplers with you because you never know when an opportunity to hand out samplers will present itself. Also, pairing samplers is an effective way to cross-sell. For example, why not offer an eye color sampler along with a TimeWise® Firming Eye Cream sampler?

Be sure to include your business card and ask for follow-up information. The Information Cards available through MKConnections® can help you collect your customers' information quickly and effectively. So why not start your own sampler-selling strategy today?



## Promote the Mary Kay® Virtual Makeover

If you haven't had a chance to explore the Virtual Makeover, you are missing one of the most exciting Mary Kay® online tools of all time! This incredible color



playground has women of all ages playing with Mary Kay® mineral makeup and more. Why not let your customers know about this amazing interactive feature by sending them the Virtual Makeover MKeCard® that directs them to your Mary Kay® Personal Web

Site for hours of fun and shopping opportunities? Or, with your customer's permission, you could upload her photo, create a new look and e-mail it directly to her.

The Virtual Makeover also is great for existing skin care customers who haven't tried color in a long time. You can let them know that the Virtual Makeover is a free, safe way to try color looks on their own. It could be the spark they need for becoming color customers!



# Unlock your business potential

Is your self-confidence as big as your dreams? Are you preparing for your future or just hoping you'll somehow "arrive"? Why not put a plan to your action? Learn from the best and brightest at *Work Smart!*<sup>SM</sup> Career Conference 2009! You'll discover how to work smarter, not harder; how to build the team that's right for you; and how to have fun while you're at it! Don't impede yourself a moment longer. You know you have star power within you. Work smart and realize your full potential!



**work smart!** Independent Beauty Consultants who attend both Career Conference and Seminar 2009 will receive a special name badge ribbon at Seminar 2009!

**shine on!**



## See Yourself Rewarded

### *Movin' On Up Luncheon*

You'll love where you've landed when you share an unforgettable dining experience with others who are living their dreams. You may even pick up that invaluable nugget that moves you that much closer to your goals. Independent Beauty Consultants who from Dec. 1, 2008, through Feb. 28, 2009, achieve and maintain their status of Star Recruiter, Team Leader, Future Independent Sales Director or Independent Sales Director-in-Qualification will be invited to attend along with their Independent Sales Director. Independent Sales Directors-in-Qualification who debut as a new Independent Sales Director by March 1, 2009, also will be invited to attend along with their Independent Senior Sales Director.

## Recognition Opportunities

Other recognition opportunities await you at Career Conference 2009.

### Onstage Recognition

- ▶ On-Target Seminar 2009 Court or Unit Circle
- ▶ On-Target Double Star Achievement
- ▶ On-Target Triple Star Achievement
- ▶ On-Target Circle of Excellence
- ▶ Annual Go-Give® Award
- ▶ Teachers
- ▶ Cadillac Unit
- ▶ Class of 2009
- ▶ Top 10 Sales Directors in Unit Retail Production
- ▶ Top 10 Sales Directors in Unit-Building
- ▶ *Movin' On Up* Challenge
- ▶ Executive Sales Director and Elite Executive Sales Director
- ▶ State Contest #1 Unit

### Additional Recognition

- ▶ *Customers Count* Challenge
- ▶ On-Target *All-Star* Consistency Challenge
- ▶ *Sparkle and Shine!* Team-Building Challenge
- ▶ New Independent Beauty Consultants
- ▶ Star Consultant
- ▶ Consultant Enrichment Pacesetters



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## Quick Facts for Smarties

Register in one of three easy ways from Feb. 2 – 27, 2009:

- ▶ Mary Kay InTouch® Web site: Click on "Events."
- ▶ Phone: Call (800) 338-3680 from 8:30 a.m. to 5 p.m. Central time, Monday through Friday, except holidays.
- ▶ Mail: Special Events Registration, Mary Kay Inc., P.O. Box 799045, Dallas, TX 75379-9045

**Feb. 3-5** – Registration opens for the first week (March 20-21 and March 22-23) of Career Conference cities through Feb. 27.

**Feb. 6-8** – Registration opens for the second week (March 27-28 and March 29-30) of Career Conference cities through Feb. 27.

**Registration Deadline:** Feb. 27, 2009

**Teacher Registration Deadline:** Feb. 11, 2009

**Registration Fee:**

- ▶ \$80 received in Special Events by Feb. 27, 2009
- ▶ \$90 on-site, space permitting (except for new Independent Beauty Consultants who submit Independent Beauty Consultant Agreements after Feb. 27)

**Transfer Fee:** \$25

**Cancellation Deadlines Fees:**

Full Refund March 8, 2009  
 Less \$50 March 9 – April 3, 2009  
 No refunds after April 3, 2009.

**Hotel Deadline:** March 2, 2009

## Get Even Smarter

The best-selling book *The Mary Kay Way*, available everywhere books are sold, formed the basis for most of these one-of-a-kind class sessions you won't find anywhere else. Doesn't your business deserve the best?

### Day 1

#### Independent Sales Director Workshop

3:30 – 5 p.m. Mentoring, Motivating and Moving on Up!

From the first day an Independent Beauty Consultant signs her Independent Beauty Consultant Agreement, you become a mentor, motivator, educator and cheerleader. In this workshop, we'll discuss how you can wear all those hats to help Beauty Consultants build successful businesses. You'll hear topics such as *Working Smart From the Start*, *Identifying and Working With Potential Leaders* and *When a Beauty Consultant Becomes a DIQ*.

#### Star Recruiters, Team Leaders, Future Independent Sales Directors and Independent Sales Directors-in-Qualification

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

Reach for "Red" **no later than Feb. 28, 2009**, and enjoy classes that support your passion and focus to move up the ladder of success! Experts will address topics such as *Show Up to Go Up* and *The Star in You* and answer questions from the audience. Reach for "Red," and we'll see *you* at the Emerging Leaders Workshop!

### Day 2

#### Independent Beauty Consultants and Independent Senior Beauty Consultants:

8:30 – 9:10 a.m. Enhancing Your Communication Skills

9:10 – 9:50 a.m. Building Lasting Relationships

9:50 – 10:30 a.m. Golden Rule Service

(These three *Making the Connection*<sup>™</sup> classes are taken from the DVD.)

#### Star Recruiters and Team Leaders:

8:30 – 9:10 a.m. The Invisible Sign

9:10 – 9:50 a.m. You Build With People

9:50 – 10:30 a.m. Work and Enjoy It

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

8:30 – 9:10 a.m. The Speed of the Leader Is the Speed of the Gang

9:10 – 9:50 a.m. Stick to Your Principles

9:50 – 10:30 a.m. You Build With People

#### New Independent Sales Directors:

8:30 – 9:10 a.m. People Will Support That Which They Help to Create

9:10 – 9:50 a.m. Building a Unit Within a Unit

9:50 – 10:30 a.m. You Can't Rest on Your Laurels

#### Independent Sales Directors:

8:30 – 9:10 a.m. People Will Support That Which They Help to Create

9:10 – 9:50 a.m. Mentoring Offspring Independent Sales Directors

9:50 – 10:30 a.m. Be a Risk-Taker – Expect a Miracle!



## Course Descriptions

### Be a Risk-Taker – Expect a Miracle!

It was Mary Kay's "risk-taking spirit" that inspired her in the early days, and it's that same kind of spirit that will encourage you to let off the brakes and ignite your passion to work your Mary Kay business! Do you have what it takes? Mary Kay would say, "You can do it!"

### Building a Unit Within a Unit

Achieving your highest potential can begin with a single focus: to build and maintain a unit within a unit! In this class, you'll hear why and discover tips about how you could reach this goal by Seminar 2009!

### Making the Connection<sup>™</sup> (classes taken from the DVD)

Making a real connection means taking the time and effort to get to know your customers. In this three-part class, you can learn how to plant the seeds that could build lasting relationships, increase your customer base and help you build a team. Independent Sales Directors will share their tips, and you'll see excerpts of the *Making the Connection*<sup>™</sup> DVD to reinforce your new skills.

### Mentoring Offspring Independent Sales Directors

You've succeeded by motivating an Independent Beauty Consultant up the career path to Independent Sales Director. But now you're not sure how much or when to let go. In this class, you'll hear how to create a professional distance while continuing to influence business growth and nurture the relationship.

### People Will Support That Which They Help to Create

Mary Kay said, "If you want the full support of your people, you must get them into the act – the sooner, the better." In this class, you might discover that how you present your case can make a world of difference in the kind of reaction that results. Putting people first can make the difference!



### Stick to Your Principles

As you work to build a unit and a strong foundation for your business, it's important to remember the founding principles that Mary Kay put into place. In this class, you may be reminded that everything is subject to change, except principles!

### The Invisible Sign

Those who met Mary Kay Ash would tell you that one of her greatest qualities was how she gave her undivided attention to each and every person she talked to. Would people say the same of you? In this class, you'll see and hear how this simple concept can make a world of difference in your business! (Expect lots of role-play in this class.)

### The Speed of the Leader Is the Speed of the Gang

Are you setting the pace for your unit members – showing them that *“real leaders aren't afraid to get their hands dirty?”* Or have you developed “executivitis”? In this class, you'll hear how Mary Kay truly led from her heart with this philosophy in mind.

### Work and Enjoy It

Did you know that *it's OK to have fun while you work? In fact, the more enjoyment people derive from their work, the better they will produce.* In this class, you'll hear what Mary Kay suggested, and you may learn how to create an atmosphere that becomes contagious!

### You Build With People

You've heard it said that *“a company is only as good as its people.”* In this class, you could find that the same is true in your business: Your team will only be as strong as the people who are in it. Discover how to seek out people who possess the skills that could strengthen your business. You may learn that *“People are the business.”*

### You Can't Rest on Your Laurels

As a new Independent Sales Director, you may be thinking, *“Now that I've made it, how do I proceed? There's so much to do, where do I start?”* One of the first pieces of advice that Mary Kay might have shared would be, *“You can't rest on your laurels!”* You may find that in business, *“You either go forward or backward, but you don't stand still!”*



### More in Store!

When you attend Career Conference 2009, you'll receive a product giveaway and this reusable, environmentally friendly bag. The giveaway is exclusively for you and equal to the cost of your registration fee!

## Make It Work Where You Are

Check out the weekend nearest you ...

Atlantic City, N.J.	March 27-28, March 29-30*
Baltimore, Md.	March 20-21, March 22-23
Bellevue, Wash.	March 27-28
Birmingham, Ala.	March 20-21
Bismarck, N.D.	March 20-21
Boston, Mass.	March 20-21
Buffalo, N.Y.	March 27-28
Charlotte, N.C.	March 27-28, March 29-30
Chicago (Schaumburg), Ill.	March 20-21
Columbus, Ohio	March 20-21
Dallas, Texas	March 20-21, March 22-23
Denver, Colo.	March 20-21
Duluth, Ga.	March 20-21
Galveston, Texas	March 27-28
Hartford, Conn.	March 20-21
Indianapolis, Ind.	March 27-28
Jacksonville, Fla.	March 27-28
Knoxville, Tenn.	March 27-28
Lexington, Ky.	March 27-28
Long Beach, Calif.	March 27-28
Madison, Wis.	March 27-28
Miami, Fla.	March 27-28
Minneapolis, Minn.	March 20-21
New Orleans, La.	March 27-28
Novi, Mich.	March 27-28
Omaha, Neb.	March 20-21
Ontario, Calif.	March 27-28, March 29-30*
Orlando, Fla.	March 20-21
Overland Park, Kan.	March 27-28
Pittsburgh, Pa.	March 27-28
Portland, Ore.	March 20-21
Providence, R.I.	March 27-28, March 29-30
Sacramento, Calif.	March 20-21
San Antonio, Texas	March 20-21
San Diego, Calif.	March 27-28
San Jose, Calif.	March 20-21
South Bend, Ind.	March 27-28
St. Louis, Mo.	March 20-21
Tucson, Ariz.	March 27-28
Virginia Beach, Va.	March 20-21
West Valley, Utah (Salt Lake City)	March 20-21
Wichita, Kan.	March 20-21

\*Spanish Only

# One Woman Can Change Many Things.

International Women's Day, celebrated March 8, is recognized around the world as an occasion when women divided by geography, politics, language, culture, economics and ethnicity come together to celebrate the

historic struggles for equality, justice and advancement that unite us. It's also a day to acknowledge the gaps that persist and the opportunities that remain for women.

Within the Mary Kay independent sales

force, we have more than 1.8 million remarkable stories of achievement inspired by our Founder. So in celebration of International Women's Day, here are a few amazing stories from Mary Kay Independent National



Independent Elite Executive Senior Sales Director  
**Kathy Monahan**, Staten Island, N.Y.

When **Independent Elite Executive Senior Sales Director Kathy Monahan** accompanied her husband on a business trip to Switzerland in 2000, she didn't know she would eventually make numerous trips to that country to develop several Independent Sales Directors. But when the GLDP opened the doors to Switzerland in January 2001, Kathy jumped at the opportunity.

"If I listened to everyone who said I couldn't do this, it never would have happened," Kathy recalls. "But I love helping women in Switzerland discover the flexibility this business offers."

Switzerland has its own unique set of challenges. As a very affluent country, most women don't necessarily need extra incomes. But Kathy has found that like women everywhere, Swiss women long for something to call their own.

Kathy travels to Switzerland about three times a year to work with independent sales force members in her unit and to help them share the opportunity with others.

"Building trust among these women has never been an issue," Kathy shares. "I went in with a smile on my face and a vision that is true to Mary Kay's original philosophy." With a "never give up" attitude, Kathy is dedicated to reaching more and more Swiss women with the Mary Kay opportunity in the coming years.

"I always remember that the opportunity is about them – not about me," Kathy says. "I find it such a blessing to be able to share with them this business that has been so empowering to women in the United States."

## poland, philippines, canada, india



Independent Senior National Sales Director **Halina Rygiel**

When Mary Kay Ash appeared for the last time on the Seminar stage in 1997, **Independent Senior National Sales Director Halina Rygiel** made a solemn promise in her heart. "I promised Mary Kay I would become an Independent National Sales Director, and that if the Company opened in Poland, I would enrich women's lives there the Mary Kay way," recalls Halina, who became an Independent National Sales Director in 2006.

When Poland opened its doors in 2003, Halina was there. Since then, she's made about 25 trips back to her home country, sharing the Mary Kay opportunity that made her life in the United States a dream come true.

As a native of Poland, circumventing the language and culture is Halina's strong point. And with a master's degree in economics she earned in Poland, she can share her knowledge and her devoted belief in the Company.

"I believe in painting the picture of this opportunity from the start," Halina says. "I love watching these women grow from within as they discover the benefits of the business. They are so eager to learn."

Halina has cultivated Independent National Sales Directors and Independent Sales Directors in Poland. In addition, her international area spans Canada, the Philippines and India.

"It's a privilege and an honor to be a messenger of Mary Kay's philosophies and dream to women around the world," Halina shares. "I share that doing it the Mary Kay way is the *only* way."



Independent Executive Senior Sales Director  
**Betty Wilson**,  
The Villages, Fla.

**Independent Executive Senior Sales Director Betty Wilson** recalls Mary Kay Korea's first guest event in March 2001. "A Mary Kay staff member was leading the event and trying to generate excitement, but the women wouldn't clap," she says. "When I went to another guest event a few months later, I heard some hesitant clapping, and by September, the women in the audience were not only clapping, they were yelling and cheering. They had embraced the Mary Kay spirit."

Betty was already an Independent Sales Director in 1987 when her husband's military career moved him to South Korea. When Mary Kay Korea opened in 2001, Betty eagerly enrolled in the GLDP. She would make eight trips there over the next four years.

"I put out the word that I was going to South Korea to build my team," Betty says. "By the time I made my first trip to South Korea with the GLDP, I had more than 100 referrals."

One of those contacts became a team member and doubled as Betty's translator during her trips to Korea. "In the Korean culture, people usually don't invite you into their homes," Betty adds. "It took more time to build relationships there, but it was very rewarding because I introduced them to an opportunity they wouldn't have had otherwise."

For Independent National Sales Directors and Independent Sales Directors considering the GLDP, Betty advises, "Take the chance. It requires a lot of work, but it's incredibly rewarding to see women have a future with this opportunity."

# Many Women Can Change Everything.

Sales Directors and top Independent Sales Directors who have participated in the Global Leadership Development Program (GLDP), witnessing firsthand the exciting progress women are making and the

challenges they continue to face.

Let's join on March 8 to applaud the steps forward that women have made on every corner of this earth. Happy International Women's Day!



Independent Senior National Sales Director **Pamela Fortenberry-Slate**

"It's my passion to share the Mary Kay story and help women do more than they ever dreamed possible for themselves *and* their families," says **Independent Senior National Sales Director Pamela Fortenberry-Slate**, who made her first GLDP trip in 2000 when she traveled to the Philippines for the market's grand opening. Today, her area includes independent sales force members in the Philippines, Malaysia and India.

"I found that women are really the same everywhere. It's just about developing that bond," Pamela says. "When you care about people, it shows, and they want to learn more about this opportunity."

She says she's been humbled by the challenges her team members in the Asia/Pacific region have had to overcome on the path to success – for example, an Independent Sales Director in the Philippines whose combined monthly income with her husband never exceeded \$400 a month before she started her Mary Kay business. Today, she's been able to put her daughter through medical school with the income she's generated as an Independent Sales Director.

The Independent Sales Directors in Pamela's area in India had never traveled beyond the borders of their own country before signing their Independent Beauty Consultant Agreements. As new Independent Sales Directors, they not only had the privilege of traveling to Dallas for Seminar 2008, they've also visited Singapore and are looking forward to qualifying for a Top Sales Director Trip to Australia. "Mary Kay has literally opened the world to them," Pamela says.

## philippines, malaysia, india



Independent Executive Senior Sales Director

**Candy Jackson**, Folsom, Calif.

"*Courage is fear that said its prayers.*" That's what **Independent Executive Senior Sales Director Candy Jackson** repeated to herself as she realized that she could build a team in India when her son accepted an assignment there. "He simply fell in love with the people, the country and the culture. And once I visited, I fell in love, as well," Candy shares.

Candy began to build leads starting in the United States, including family, unit members and customers. Next, already having valuable family ties in India – including her daughter-in-law's family – she began connecting with women locally. She and other independent sales force members conducted skin care classes, obtained more than 450 leads and collectively welcomed many new Independent Beauty Consultants.

One of the most exciting aspects for Candy is seeing how readily women embrace the Company and the marketing plan and how quickly they understand the Mary Kay culture. Most do not have cars; some live in villages and must walk between five and six hours just to pick up product. But they gladly make the journey because they experience an immediate and positive impact on their families.

Candy is proud of the Independent Sales Directors on her team who are now earning incomes they've never imagined and helping their families in ways they couldn't before. "It's a tremendous opportunity to help a great number of people and carry out Mary Kay's mission of enriching women's lives around the world."



Independent Elite Executive National Sales Director

**Barbara Sunden**

"Women are women around

the world. They all want to be validated – to be valued, to be nurtured and to nurture, to be part of something meaningful," says **Independent Elite Executive National Sales Director Barbara Sunden**. Her area includes independent sales force members in Mexico, the United Kingdom, Brazil, the Philippines, South Korea, Hong Kong and Canada.

Barbara's immediate strategy in each country was to find leaders – women who would embrace Mary Kay's philosophies, culture and business opportunity and become passionate about sharing them with others.

Cultural attitudes and expectations about women's roles and responsibilities were varied and sometimes challenging. "A lot of these women were 25 years behind the U.S.," Barbara says. "I had to think back to when I started my Mary Kay business in 1972 – the kind of climate I was in as an independent businesswoman at that time and how I managed to succeed."

Other challenges ranged from Third World countries with little capital, where women traditionally work long hours, to more socialistic environments where people are more comfortable monetarily.

But no matter where she has traveled, women love the achievement and the recognition that come with Mary Kay. "I've had the opportunity to see women around the world rise above their situations," Barbara continues. "After watching them grow, it's hard to tell them apart from 'home-grown' Mary Kay independent sales force members in the U.S."

And it's brought her joy to see the respect Mary Kay Ash and her legacy have garnered throughout the globe. "It's as if they knew her – it's remarkable."

## hong kong, brazil,

mexico, united kingdom, philippines, south korea, canada

For more information about the GLDP, go to the Mary Kay InTouch® Web site.

To learn more about International Women's Day, you can go to [www.internationalwomensday.com](http://www.internationalwomensday.com).

# recognition

**Congratulations to the winners  
for November 2008**

**On-Target Inner/Diamond Circle** Independent National Sales Directors become 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 November 2008, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for October 2008.) These "NSD commissions" are used to determine NSD ranking for a Seminar year. Congratulations to the following NSDs who are considered on-target from July 1 through Nov. 30, 2008.

## Ruby



Carol Anton

## Sapphire



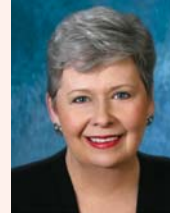
Gayle Gaston

## Emerald



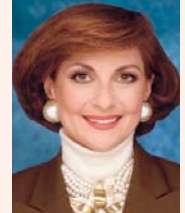
Kathy Helou

## Pearl



Nan Stroud

## Diamond



Barbara Sunden

### On-Target for \$750,000 Inner Circle

Barbara Sunden.....	\$410,401.59
Gayle Gaston.....	357,973.63

### On-Target for \$500,000 Inner Circle

Christine Peterson.....	\$301,129.52
Carol Anton.....	230,725.66
Nan Stroud.....	218,215.69

### On-Target for \$325,000 Inner Circle

Rena Tarbet.....	\$197,757.67
Karen Piro.....	196,577.16
Lisa Madson.....	186,084.75

Jan Harris.....	183,026.71
Joanne Holman.....	181,704.31
Gloria Castaño.....	170,210.63
Darlene Berggren.....	168,828.67
Kathy Helou.....	164,584.80
Karlee Isenhart.....	158,031.31
Patricia Rodriguez-Turker.....	163,108.76
Anita Mallory Garrett-Roe.....	158,264.53
Gloria Mayfield Banks.....	156,764.50
Cheryl Warfield.....	152,660.46
Pat Danforth.....	151,885.09
Lupita Ceballos.....	150,064.98
Jana Cox.....	147,795.58

Linda McBroom.....	137,375.07
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**On-Target for \$250,000 Diamond Circle**

Stacy James.....	\$134,059.90
Halina Rygiel.....	131,768.87
Sue Kirkpatrick.....	131,762.91
Holly Zick.....	128,045.17
Sonia Pérez.....	126,065.60
Sherry Giancristoforo.....	121,042.89
Rosa Jackson.....	119,976.37
Julianne Nagle-Hackett.....	117,065.99
Cindy Williams.....	116,832.17

Johnnette Shealy.....	116,738.68
Linda Toupin.....	116,169.70
Debi Moore.....	111,746.65
SuzAnne Brothers.....	110,530.76
Mary Diem.....	109,719.85
Pam Gruber.....	107,829.48
Wanda Dalby.....	107,536.24
Ronnie D'Esposito Klein.....	105,707.13
Pamela Waldrop Shaw.....	105,673.85
Judie McCoy.....	104,711.17

**On-Target for \$200,000 Diamond Circle**

Evelinda Diaz.....	\$103,895.66
Doris Jannke.....	101,279.76
Jackie Swank.....	100,554.98
Lily Orellana.....	100,120.49
Shirley Oppenheimer.....	96,868.75
Sonya LaVay.....	96,655.67
Kerry Buskirk.....	95,354.92
Diane Underwood.....	93,441.73
Joyce Z. Grady.....	91,558.24
Tammy Crayk.....	90,729.78
Valerie Bagnol.....	90,680.37

Cindy Fox.....	88,685.22
Mary Estupiñán-Martel.....	86,775.84
Dacia Wiegandt.....	86,570.42
Jeanne Rowland.....	85,871.20
Nancy Bonner.....	84,229.75

**Monthly Commissions and Bonuses** Listed are NSD commissions earned in November by Independent National Sales Directors as defined above plus the following which do not count toward NSD ranking: Sales Director commissions, Personal Team commissions and NSD contest bonuses. Cars, prizes, etc. are **not** included in these amounts.

## Ruby

Carol Anton**.....	\$47,834
Karlee Isenhart**.....	40,314
Sue Kirkpatrick**.....	39,547
Pat Danforth**.....	32,075
Linda McBroom**.....	29,281
Johnnette Shealy**.....	23,563
Wanda Dalby**.....	22,613
Ronnie D'Esposito Klein**.....	21,959
Shirley Oppenheimer**.....	18,944
Jeanne Rowland**.....	15,885
Rebecca Evans**.....	15,834
Pam Ross**.....	15,386
Janis Z. Moon.....	13,999
Bea Millsagle.....	13,981
Margaret M. Bartsch.....	13,864
Judy Kawiecki.....	13,789
Maria Aceto Piro.....	13,550
Cyndee Gress.....	13,534
Pamela A. Fortenberry-Slate**.....	13,216
Kirk Gillespie.....	13,124
Toni A. McElroy.....	12,579
Michelle L. Sudeth**.....	12,562
Sue Z. McGray.....	12,360
Vicki Jo Auth.....	12,348
Gena Rae Gass.....	11,899
Kate DeBlander.....	11,703
Amy Dunlap.....	11,677
Lynne G. Holiday.....	11,512
Gay Hope Super.....	11,289
Kimberly R. Copeland.....	11,078
Candy D. Lewis.....	11,074
Terrí Schafer.....	11,045
Scarlett S. Walker**.....	10,879
Cheryl J. Davidson.....	10,840
Nancy West Junkin**.....	10,834
Patricia Lane.....	10,815
Vicky L. Fuseller.....	10,486
Phyllis Chang.....	10,171
Sharilyn G. Phillips.....	9,881
Jean Santin**.....	9,849
Nancy M. Ashley**.....	9,802
Thea Elvin.....	8,933
Cindy Z. Leone.....	8,915
Cindy Towne.....	8,763
Kelly McCarroll.....	8,190
Katie Walley.....	7,470
Rhonda L. Frackowski.....	7,277
Donna B. Meixsell.....	6,951
Renee D. Hackleman.....	5,438

## Sapphire

Gayle Gaston***.....	\$71,010
Christine Peterson***.....	61,895
Rena Tarbet**.....	44,737
Lupita Ceballos**.....	44,035
Joanne Holman**.....	32,198
Jana Cox**.....	30,642
Alla L. Head.....	26,728
Judie McCoy**.....	24,988
Sonya LaVay**.....	20,462
Shannon C. Andrews**.....	17,864
Alia L. Head.....	15,942
Maribel Barajas.....	15,587
Karen Kratochvil.....	15,463
Pam Klickna-Powell.....	15,306
Mattie Dozier.....	15,043
Jan L. Theflord.....	14,812
Kimberly D. Starr.....	14,735
Sharon L. Buck.....	14,377
Davanne D. Moul**.....	14,342
Nancy A. Moser.....	13,994
Debra M. Wehrer.....	13,962
Pam I. Higgs.....	13,261
Jo Anne Barnes.....	13,135
Joy L. Breen.....	12,952
Gloria Báez**.....	12,879
Mary L. Cane.....	12,346
Ann Brown.....	11,948
Kendra Crist Cross.....	11,915
Paola J. Ramirez.....	11,289
Jeanne Curtis.....	11,501
Sherill L. Steinman.....	11,138
Magdalena Nevarez.....	11,077
Vernella Benjamin.....	10,371
Gillian H. Ortega.....	10,116
Carol L. Stoops.....	9,964
Bright L. Bridle.....	9,653
Elizabeth Sánchez.....	9,342
Karen B. Ford.....	9,058
Lorraine B. Newton.....	8,874
Gladis Elizabeth Camargo**.....	8,871
Jill Moore.....	8,560
Mirra Mejia de Sánchez.....	8,067
María Aguirre.....	6,881

## Emerald

Gloria Mayfield Banks***.....	\$41,492
Kathy S. Helou**.....	37,220
Joanne R. Bertalan**.....	25,065
Sherry Giancristoforo**.....	24,101
Debi Moore**.....	24,042
Jamie Cruse-Vrinios.....	21,786
Doris Jannke**.....	20,959
Dacia Wiegandt.....	19,984
Kerry Buskirk**.....	19,693
Lily Orellana.....	19,559
Nancy Bonner**.....	18,536
Pamela Tull.....	17,540
Kay E. Elvrum.....	17,067
Yvonne S. Lemmon.....	16,322
Mona Butters.....	16,104
Cathy Bill**.....	15,204
Kimberly D. Starr.....	15,050
Consuelo R. Prieto.....	14,665
Sabrina Goodwin Monday.....	12,978
Jackie LaPrade.....	12,413
Judy Rogers.....	12,050
Cathy Phillips.....	11,989
Kathy Rodgers-Smith.....	11,583
Cristi Ann Millard.....	11,475
Judy Harmon.....	11,221
Miriam Gómez-Rivas.....	10,834
Barbara Whitaker.....	10,326
Sherry A. Alexander.....	10,182
Shelly Gladstein.....	9,673
Dawn Otten-Sweeney.....	9,628
Jo Rogers.....	9,299
Irene A. Shea.....	9,228
Regina Hogue.....	8,742
Crisette M. Ellis.....	8,159
Kym A. Walker**.....	8,157
Esther Whiteleather.....	7,859
Francie McBeth.....	7,575
Carmen Rios.....	7,339
Natalie Privette-Jones.....	7,291
Joanne Hollingsworth.....	5,898
Nora L. Shariff**.....	5,670
Phyllis R. Sammons.....	4,896
Pamela Cheek.....	2,896

## Pearl

Jan Harris**.....	\$44,362
Nan Stroud***.....	40,887
Stacy I. James**.....	37,796
Halina Rygiel**.....	35,317
Darlene Berggren**.....	34,982
Cheryl Warfield**.....	29,192
Cindy A. Williams.....	26,672
Pamela Waldrop Shaw.....	24,958
Jackie Swank**.....	20,963
Maureen S. Ledda**.....	18,186
Nancy Bonner**.....	17,692
Elizabeth Fitzpatrick**.....	17,348
Lise T. Clark**.....	17,128
Rosa Jackson**.....	16,489
Julie Krebsbach.....	16,286
Mary C. Estupiñán-Martel**.....	16,227
Sandy Miller.....	15,910
Anita Tripp Brewton**.....	15,626
Wilda DeKerlegand**.....	15,199
Judy Brack.....	14,251
Monique Todd Balboa.....	14,157
Allison LaMarr.....	14,095
Ruth Theodocion.....	14,038
Maureen Myers.....	13,383
Anabell Rocha.....	12,958
Jane Studrawa.....	12,618
Linda Kirkbride.....	12,558
Barbara Stimach**.....	12,390
Kathy C. Goff-Brummett.....	11,997
Pat Campbell.....	11,728
Shirley M. Oshiro.....	11,456
Lynnda Jackson**.....	11,164
Cathy E. Littlejohn.....	10,810
Deb Pike.....	10,681
Robin Rowland.....	10,571
Wadene Claxton-Prince.....	10,509
Glinde McGuire.....	9,963
Sylvia Kalicak.....	9,700
Bett Vernon.....	9,316
Beatrice Powell.....	8,690
Anita N. Conley.....	8,458
Rosalie Ann Medjesky.....	8,256
Kathy Jones.....	7,124
Mary Pat Raynor.....	6,242
Bettye M. Bridges.....	4,731
Sonja Hunter Mason.....	4,290

## Diamond

Barbara Sunden***.....	\$86,063
Lisa Madson.....	43,659
Karen Piro**.....	41,586
Patricia Rodriguez-Turker**.....	38,033
Anita Mallory Garrett-Roe**.....	33,632
Gloria Castaño**.....	32,125
Pam Gruber**.....	30,992
Linda C. Toupin.....	28,153
SuzAnne Brothers**.....	27,416
Sonia Pérez.....	25,443
Evelinda Diaz.....	25,316
Julianne Nagle-Hackett**.....	25,144
Holly Zick**.....	25,036
Mary Diem**.....	24,101
Diane Underwood.....	21,792
Tammy Crayk.....	19,486
Dawn A. Dunn.....	18,328
Jo Anne Cunningham.....	18,226
Joyce Z. Grady.....	17,629
Dalene Hartshorn.....	17,429
Maria I. Monarrez.....	16,720
Sandy Valerio.....	16,603
Sharon Kingrey.....	16,514
Diana Heble.....	12,939
Gladys C. Reyes.....	12,767
Connie A. Kittson.....	11,805
Diana Sumpter.....	11,806
Betty Gilpatrick.....	10,559
Sandra Chamorro.....	9,659
Charlotte G. Kosena.....	9,222
Rosibel L. Shahin**.....	9,035
Carol Lawler.....	8,741
Isabel Venegas.....	7,862
Morayma Rosas.....	7,189
Jan Mazzotti.....	6,870
Caterina M. Harris.....	5,200
Andrea C. Newman.....	4,784

\*Denotes Senior NSD  
\*\*Denotes Executive NSD  
\*\*\*Denotes Elite Executive NSD

# ruby/rubí

## new debuts/debutes **September/septiembre**

New Independent Sales Directors. For more information, log on to the Mary Kay InTouch® Web site. Under "Resources", click on "DIQ Program." /Nuevas Directoras de Ventas Independientes. Para más información, visita el sitio electrónico *Mary Kay InTouch*®. En el apartado "Recursos", haz clic en "Programa DIQ".



<b>Esing Josephine Adams</b> San Antonio T. Schafer Unit	<b>Oyekemi Josephine Awe</b> Linden, N.J. A. Onwuanaegbule Unit	<b>Christine G. Bautista</b> Loma Linda, Calif. D. Issa Unit	<b>Katie L. Ghenov</b> Edmonds, Wash. K. Summers Unit	<b>Gabriela Hernandez</b> Pasadena, Texas M. Olivares Unit	<b>Cynthia A. Jennings</b> Galloway, N.J. W. Cain Unit	<b>Jenna Leith</b> Smyrna, Ga. C. Pittman Unit	<b>Heather Jean McKinney</b> Belleville, Ill. M. Lynch Unit	<b>Raquel Ramirez</b> Santa Teresa, N.M. L. Vicario Unit	<b>Belinda Gail Segura</b> Gorman, Texas K. Holtzclaw Unit
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<b>Evelyn Chika Thomson</b> Old Bridge, N.J. E. Okafor Unit	<b>Laura Lynn Tibbs</b> Blacklick, Ohio M. Allison Reiser Unit
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*Congratulations to Sales Directors **Becky Ann Cook**, Saint Charles, Mo., C. Cox Unit; **Joan Pauline McCusker**, Reno, Nev., P. Oteri Unit; **Rume Blessing Odusanya**, Fresno, Texas, K. Monahan Unit; **Ngozi Ogbuagu**, Newark, N.J., S. Smith-Plus Unit; **Helen Ngozi Okeke**, East Hartford, Conn., A. Okeke Unit; **Maria Lourdes Sanchez**, Santa Ana, Calif., L. Rivera Unit; **Diana Mar Ureno**, Sunland Park, N.M., L. Vicario Unit; **Myrna Warr**, Draper, Utah, R. Evans Unit; photos unavailable at press time./Felicitades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.*

## Dean's List/Lista del Decano

(November 2007 debuts/debutes de noviembre 2007)

The top three Honors Society members from each debuting class who have the highest adjusted unit wholesale production of their debut class and who have at least 50 unit members by the end of the twelfth month following their debut date./Las primeras tres miembros de la Sociedad de Honor de cada clase de debut con la mayor producción de unidad ajustada al mayoreo de su clase y que cuenten con por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



<b>Gloria Bello</b> Marietta, Ga. Ruby Go Give Area Ruby Seminar	<b>Anayanci Canales</b> Central Islip, N.Y. E. Diaz Area Diamond Seminar
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*Congratulations to Sales Director **Lindsey K. Beauchamp**, Chicago, K. Starr Area, Sapphire Seminar; photo unavailable at press time./Felicitades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.*

## Honors Society/Sociedad de Honor

(November 2007 debuts/debutes de noviembre 2007)

Independent Sales Directors whose adjusted unit wholesale production is at least \$60,000 and who have at least 50 unit members by the end of the twelfth month following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$60,000 y tienen por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



**Carol A. Rose-Trzaska**  
Atlantic Highlands, N.J.  
R. D'Esposito Klein Area

*Congratulations to Sales Director **Tish Dillon**, Tylertown, Miss., V. Fuselier Area; photo unavailable at press time./Felicitades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.*

## Fabulous 50s/Los Fabulosos 50

(May 2008 debuts/debutes de mayo 2008)

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



<b>Sarah Driggers</b> Panama City, Fla. G. Super Area	<b>Mary Okoli</b> Houston Ruby Go Give Area
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# ruby/rubí

## On the Write Track (On the Move)/En buen camino (En acción)

(September 2008 debuts/debutes de septiembre 2008)

Independent Sales Directors whose adjusted unit wholesale production is at least \$15,000 by the end of the third month following their debut date, and who have added three or more qualified new personal team members whose Independent Beauty Consultant Agreements and minimum of \$600 in wholesale Section 1 orders were received during the three months following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es de por lo menos \$15,000 al final del tercer mes de la fecha de su debut, y que hayan obtenido tres o más nuevas integrantes de equipo personal calificadas cuyos Acuerdos de Consultora de Belleza Independiente y pedidos por un mínimo de \$600 de la sección 1 al mayoreo fueron recibidos durante los tres meses después de la fecha de su debut.

Esing Josephine Adams  
Oyekemi Josephine Awe

Joan Pauline McCusker  
Rume Blessing Odusanya

Ngozi Ogbuagu  
Helen Ngozi Okeke

Raquel Ramirez  
Maria Lourdes Sanchez

Evelyn Chika Thomson

## New Team Leaders/Nuevas Líderes de Equipo

Independent Beauty Consultants who have at least five active personal team members for the first time./Las Consultoras de Belleza Independientes que por primera vez obtuvieron por lo menos cinco integrantes de equipo personal activas.

Esther O. Achebe  
Guerlande Adams  
Nanette Aryee  
Karen Barney  
Diane Beaumont  
Irene C. Bermudez  
Cindy Bervert  
Bertha Botello  
Ketsourine Boutdara  
Tanya Brinson  
Jessica A. Butler  
Dalida M. Calderon  
Tiffany J. Copeland

Ginnie A. Cronan  
Mayra E. Cruz  
Nadine N. Daniel-Hurry  
Janice Davis  
Lucrecia Delgadillo  
Francisca Emezie  
Kimberly A. Ferguson  
Kim Freeman  
Tina B. Froese  
Sharon C. Grant  
Patience C. Harris  
Melinda K. Hellman  
Michele Holland

Anela Islamovic  
Brooke Jeter  
Pamela K. Jones  
Margaret K. Jostes  
Amanda K. Kenney  
Holly E. Kimball  
Kelli J. King  
Teresa A. Levy  
Lamberta Marcial  
Jodi McCarter  
Anne M. McDowell  
Melissa J. McLennan  
Amanda L. Murphy

Theophilus A. Netter  
Sylvie Ngo Nkot  
Cathy Norton  
Lily U. Nwogu  
Benedict A. Nwosu  
Susana Nwosu  
Cordelia Ogbonnaya  
Sabina Ogumgbuaja  
Natalie R. Peardon  
Jennifer L. Ramirez  
Lourdes Ramirez  
Ashley J. Sanchez  
Deborah C. Searce

Jessica A. Scharbrough  
Auburn A. Seal  
Wedyan Sleiman  
Cindy G. Sonnier  
Ewa Stopczyk  
Deadra L. Thomas  
Basilia Torres  
Holly C. Udouj  
Katherine A. Weier  
Melissa Wheeler  
Jennifer E. Whisler  
Courtney C. Zumwalt

## 13% Club/Club del 13%

Congratulations to the top 25 Independent Beauty Consultants and Independent Sales Directors in the Ruby area earning 13 percent personal team commissions. They placed a personal minimum \$600 wholesale Section 1 order and had at least five personal team members each place a minimum of \$200 in wholesale orders during November./Felicitaciones a las primeras 25 Consultoras de Belleza Independientes y Directoras de Ventas Independientes en el área Rubí que ganaron las comisiones del 13% por equipo personal. Estas hicieron un pedido personal mínimo de \$600 de la sección 1 al mayoreo y tuvieron por lo menos cinco integrantes de equipo personal que hicieron cada una pedidos por un mínimo de \$200 al mayoreo en noviembre.

Sales Director Obiageli Grace Udodi.....\$3,568.66  
Sales Director Adaora Eucharia Umeh.....2,921.72  
Sales Director Ekene S. Okafor.....2,573.61  
Sales Director Appolonia Nnediogo Onwuanaegbule.....2,520.31  
Sales Director Ifeyinwa A. Okafor.....2,104.28  
Sales Director Uzo Ogbutor.....2,045.62  
Sales Director Thessy Nkechi Nwachukwu.....1,839.86  
Sales Director Florence Nwabor-Ohen.....1,779.51  
Emeka Onyemetu, O. Onuoha Unit.....1,775.74  
Sales Director Juliet Ebele Okonkwo.....1,754.81

Sales Director Shelly Renae Black.....1,586.36  
Sales Director Eva E. Holguin.....1,438.39  
Sales Director Kate Onyekere.....1,424.61  
Sales Director Shelia D. Evans.....1,421.65  
Sales Director Titilayo Onasanya.....1,373.42  
Sales Director Deborah S. Bailye.....1,360.91  
Sales Director Eusebia Bonilla.....1,326.16  
Sales Director Jennifer Jean McNulty.....1,313.65  
Sales Director Reyna Darlene Anderson.....1,311.02  
Sales Director Laura A. Kattenbraker.....1,260.45

Sales Director Oye A. Onuoha.....1,259.34  
Sales Director Michele Semper.....1,227.69  
Sales Director Juliet Igboanusi.....1,213.00  
Sales Director Lisa V. Bauer.....1,190.05  
Sales Director Stella Smith-Pius.....1,185.31

**Be sure to check out quarterly *Ovation*® for more recognition.** Go to the Mary Kay InTouch® Web site under “Resources,” click on “Publications” and then “*Ovation*®.”/No olvides consultar *Ovación*™ **trimestralmente para ver más reconocimiento.** Visita el sitio electrónico *Mary Kay InTouch*® y en “Recursos”, haz clic en “Publicaciones” y luego en *Ovación*™.



## Gold Medals/Medallas de Oro

Independent Beauty Consultants and Independent Sales Directors who added a minimum of five Independent Beauty Consultants to their team within one calendar month./Las Consultoras de Belleza y Directoras de Ventas Independientes que en un mes de calendario lograron un mínimo de cinco Consultoras de Belleza Independientes para su equipo.

### NAME/NOMBRE NEW TEAM MEMBERS/ NUEVAS INTEGRANTES DE EQUIPO

**35 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Gloria Dominguez.....5

**30 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Maribel Olivares.....7  
Sales Director Stella Smith-Pius.....5

**28 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Deborah Williams.....5

**24 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Lynnisse Finney.....5

**21 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Ella Jones.....5

**19 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Melissa Almanza.....6

**17 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Eusebia Bonilla.....5  
Sales Director Susanna Covarrubias.....5

**14 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Enedelia Hernandez.....5

**13 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Maria Elizondo.....5  
Sales Director Karyz Figueroa.....5  
Sales Director Jesslyn Ponce-Dick.....6

**10 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Tammy Lacy.....5

**8 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Gayle Molyneaux.....5

**7 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Florence Adu.....5

Sales Director Shelly Black.....5  
Sales Director Leslie List.....6  
Sales Director Irma Morales.....6  
Sales Director Lawritha Ojinnaka.....5

**6 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Michelle Bonillas.....6  
Sales Director Medinath Esan.....5  
Sales Director Julie Jennings.....5

**5 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Candice Berube.....6

**4 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Angie Akparanta.....7  
Sales Director Reyna Anderson.....10  
Paula Kirkpatrick, S. Kirkpatrick Unit.....11  
Sales Director Lacy Nickelson.....6  
Sales Director Ngozi Ogbuagu.....5  
Sales Director Ronke Okoh.....5  
Pat Rock-Starling, V. Upkins Unit.....5  
Sales Director Gbemisola Salako.....5

**3 GOLD MEDALS/MEDALLAS DE ORO**  
Esther Awe, T. Adekunle Unit.....14  
Kelly Denton, J. Jablonski Unit.....10  
Sales Director Cheryl Fulcher.....5  
Thelma Guadarrama, C. Tinajero Unit.....10  
Danica Harris, K. Copeland Unit.....6  
Sales Director Laura Kattenbraker.....6  
Francisca Maduka-Nwosu, T. Nwachukwu Unit.....11  
Boo Menestrina, R. Evans Unit.....5  
Rachel Miller, T. Martin Unit.....6  
Marie Pluiose, F. Adu Unit.....12  
Alysa Wolf, K. Britton Unit.....5

**2 GOLD MEDALS/MEDALLAS DE ORO**  
Nkechi Agim, A. Brown Unit.....6  
Cordelia Anakwue, A. Umeh Unit.....6  
Rachel Bulris, K. Pappas Unit.....10  
Leslie Hayes, V. Auth Unit.....11  
Sales Director Laura Morrow.....5  
Chinyere Onyeagocha, N. Okafor Unit.....6

Maureen Onyenze, D. Ojinnaka Unit.....5  
Jeannette Overman, K. Koziol Unit.....13  
Kristen Remlinger, J. Smith Unit.....5  
Lindy Smith, J. Sapp Unit.....6

**1 GOLD MEDAL/MEDALLA DE ORO**  
Guerlande Adams, J. Isedeh Unit.....7  
Gifty Amoateng-Aidoo, C. Okali Unit.....5  
Daisy Aniebonam, S. Krueger Unit.....6  
Appolonia Anike, P. Anyachebelu Unit.....5  
Oluwaseun Awobajo, J. Omene Unit.....5  
Lauren Bowen, K. Shepperd Unit.....5  
Tanya Brinson, J. Sapp Unit.....8  
Ginnie Cronan, L. Tyson-Cox Unit.....6  
Nadine Daniel-Hurry, C. Sandiford-Coleman Unit.....5  
Paige Fleming, L. McBroom Unit.....7  
Tina Froese, B. Segura Unit.....7  
Rocio Gallardo, R. Legarda Unit.....6  
Clara Garcia, R. Biason Unit.....7  
Christy Goins, S. Carter Unit.....5  
Kim Gronek, A. Bond Unit.....5  
Patience Harris, J. Igboanusi Unit.....5  
Michele Holland, D. Purifoy Unit.....6  
Anela Islamovic, A. Dunlap Unit.....8  
Kathryn Iverson, C. Mayfield Unit.....5  
Margaret Jostes, D. Boggs Unit.....5  
Natalie Lee, M. Cox Unit.....6  
Cheryl Monfette, R. Motyka Unit.....5  
Connie Mullins, D. Barker Unit.....5  
Amanda Murphy, K. Kraut Unit.....6  
Rita Nwohiri, E. Echezona Unit.....8  
Voilet Nwokoye, A. Umeh Unit.....5  
Benedict Nwosu, J. Okonkwo Unit.....5  
Susana Nwosu, A. Onwuanaegbule Unit.....5  
Cordelia Ogbonnaya, T. Nwachukwu Unit.....8  
Sabina Ogumgbuaja, G. Ebere Unit.....5  
Peace Okwubodu, A. Okocha Unit.....5  
Olubukola Osunoyomi, D. Ojinnaka Unit.....5  
Wedyan Sleiman, J. Jablonski Unit.....5  
Kimberly Terry, R. Murray Unit.....5  
Mika Warren, C. Warren Unit.....6  
Katherine Weier, N. Shull Unit.....5

Remember that being a success doesn't always depend on you alone, but also on the work and achievement of your teammates./Recuerda que el tener éxito no siempre depende solamente de ti, también del trabajo y los logros de tus compañeras de equipo.

# recognition/reconocimiento

## Achievement Circle/Circulo de Logros

Listed below is the ranking of the top 100 Independent Sales Directors in each Seminar area based on their November 2008 estimated unit retail production./Lista de las primeras 100 Directoras de Ventas Independientes en cada Seminario según su producción de unidad estimada al menudeo de noviembre de 2008.

### Ruby/Rubi

Oye Onuoha.....	\$113,603
Ekene S. Okafor.....	92,748
Thesny Nkechi Nwachukwu.....	88,978
Krystal D. Downey-Shada.....	77,651
Helen Naomi Godswill.....	76,897
Melissa Kaye Kopec.....	71,711
Obiageli Grace Udodi.....	71,280
Adaora Eucharia Umeh.....	67,722
Laura A. Kattenbraker.....	63,815
Julie Brindell Sapp.....	63,331
Maureen Uzorka.....	62,803
Lisa Anne Harmon.....	60,425
Connie A. Brinker.....	58,358
Stella Smith-Plus.....	58,307
Brenda Fenner.....	57,323
Dorothy C. Ibe.....	54,645
Suzanne Moeller.....	53,522
Karen Pappas.....	53,481
Juliet Igboanusi.....	53,213
Somer Ballard Carter.....	52,468
Donna Clark.....	52,151
Judy Lund.....	51,393
Kathleen C. Savorgnan.....	51,364
Becky M. Xepoleas.....	51,199
Cindy P. Markowski.....	49,835
Debbie A. Elbrecht.....	49,781
Mary L. Morgan.....	49,622
Breda M. Teal.....	48,114
Lisa Baker.....	47,388
Deborah S. Baiye.....	46,752
K. T. Marie Martin.....	46,613
Sherrie L. Clemons.....	46,472
Kathy Monahan.....	46,327
Megan Marie Smith.....	46,270
Sonya F. Goins.....	46,216
Dori M. Fennell.....	46,104
Patricia Onyise.....	46,070
Cheryl O. Fulcher.....	46,037
Marnie R. Yunger.....	45,057
Nancy D. Marshall.....	44,748
Tina Hulsmar.....	44,747
Gloria Dominguez.....	44,713
Cathi M. Forsythe.....	44,287
Meg Springer.....	43,858
Patti Maxwell.....	43,808
Tiffany Brooke Stout.....	43,581
Eva E. Holguin.....	43,575
Phuong L. White.....	43,564
Judie Roman.....	43,181
Susan Jean Miller.....	43,082
Appollonia Nnediogo Onwuaenaegbulu.....	42,956
Phina N. Onwuachi.....	42,904
Crystal Caldwell Hubbard.....	42,883
Julie Smith.....	42,791
Tish Dillon.....	42,481
Liz Whitehouse.....	41,909
Diane Covington.....	41,760
Kimberly Cavaretta.....	41,746
Gloria Bello.....	41,697
Margaret H. Gormly.....	41,324
Maribel Olivares.....	40,665
Eusebia Bonilla.....	40,477
Titilayo Onasanya.....	40,071
Suzanne Tripp-Black.....	40,067
Kerri L. Kozio.....	40,012
Krystal K. Walker.....	39,935
Mary Sharon Howell.....	39,923
Mary Lou Ardohain.....	39,645
Elizabeth A. Elder.....	39,358
Juliet Ebele Okonkwo.....	39,292
Uzo Ogbutor.....	39,276
Kemi E. Madunta.....	39,014
Susan E. Goodson.....	38,713
Janet S. Pavey.....	38,603
Angie N. Akparanta.....	38,368
Donna F. Knotts.....	37,941
Melanie S. Abernathy.....	37,886
Gina Beekley.....	37,654
Sandra Braun.....	37,617
Becki Hoisington.....	37,563
Michele Semper.....	37,534
Joyce Omene.....	37,233
Lee A. McCarthy.....	37,010

Timmi Davis.....	36,906
Jill E. Garrett.....	36,843
Kali DeBlander Brigham.....	36,594
Dorothy Chichi Ojinnaka.....	36,451
Lacy Janel Nickelson.....	36,429
Erio B. Inoyo.....	36,404
Mary Jo Dallen.....	35,862
Christy M. Cox.....	35,765
Suzanne M. Riggs.....	35,654
Jami Lynn Jablonski.....	35,541
Lori Packee.....	35,412
Cissy E. Warren.....	35,084
Ebele Nwadiogo Echezona.....	35,000
Sheila K. Valles.....	34,988
Jennifer E. Marinacci.....	34,883
Keeta Hastings.....	34,856
Barbara L. Harrison.....	34,781
Danice C. McEldowney.....	37,394
Maria Montes.....	37,182
Patsy A. Glunt.....	36,852
Mami McKenna Hendricks.....	36,705
Megan R. Ferris.....	36,466
Robyn S. Cartmill.....	36,421
Linda Perez.....	36,224
Barbara Sexmith.....	36,068
Irma Villarreal.....	35,825
Heather L. Bohlinger.....	35,685
Renee J. Pirtz.....	35,600
Mary K. White.....	35,595
Elaine B. Lewis.....	35,484
Angelea R. Murray.....	35,424
Oralia Gil.....	35,360
Esmeralda Diaz.....	35,273
Sandi Fitzpatrick.....	35,230
Leticia Martinez.....	35,218
Gayle J. Green.....	35,067
Perrie S. Dralle.....	35,051
Pamela Pearson.....	34,914
Judy K. Johnson Englund.....	34,849
Brandy Michelle Redden.....	34,701
Lynn B. Cambia.....	34,675
Brandi Driggers.....	34,599
Darlene D. Delash.....	34,489
Christy Bigham.....	33,971
Bea Heath.....	33,898
Effie Parsons.....	33,845
Ronnie Fitzpatrick.....	33,825
Shelia Berry.....	33,648
Sherrian Beagle.....	33,641
Jeannie Helm.....	33,613
Tanya Kage.....	33,547
Anita Rodriguez.....	38,042
Deneen K. Hall.....	37,911
Jo M. Cotton.....	37,687
Barbara McBride.....	37,598
Misty McCain Pollard.....	37,383
Holly S. Neff.....	37,179
Jordan Helou Eicher.....	36,812
Aida Ramallo de Escribano.....	36,796
Joni L. Pritchard Augsburguer.....	36,194
Casie Hembree.....	36,002
Helen Jakpor.....	35,858
Nancy L. DeFina.....	35,727
Sonia E. Argueta.....	35,463
Stacy M. Houy.....	35,434
Susie J. Serio.....	35,423
Mary Brandenburg.....	35,331
Carrell A. Cannon.....	35,259
Gail Patton Menefee.....	34,964
Denise M. Sowder.....	34,784
Grace Hull.....	34,763
Brenda D. Elliott.....	34,733
Yolanda Lopez.....	34,412
Evelyn Nail.....	34,143
Joyce Young.....	33,994
Sonya C. D'Herde.....	33,945
Joyce Trafford.....	33,813
Kami Fredericks.....	33,733
Melanie Starkey Basconi.....	33,730
Stacy S. Gilson.....	33,600
Kimberly Hutchens Poulson.....	33,417
Heather A. Carlson.....	33,253
Linda Jackson.....	33,171
Tami C. Stewart.....	33,158
Kristen L. Voyles.....	33,030
Katie L. Ashby.....	32,931
Nancy S. North.....	32,584
Debbie A. Richardson.....	32,362
Elda Ramirez.....	32,195
Haydee Guzman.....	32,113
Maria Sanchez.....	32,031
Lynn Said.....	31,995
Ivelisse Nieves.....	31,953
Christie I. Ehiobu.....	31,897
Sherry L. Crews.....	31,666
Margarita O. Dominguez.....	31,656
Becky Jean Martinez.....	31,601
Natalie Marie Ziehrer.....	31,571
Kimbi L. Bartik.....	31,567
Flavia A. Rivera.....	31,553
Jeannine R. DeVore Harris.....	31,520
Penny R. Walker.....	31,471

### Emerald/Esmeralda

Grace Adeoye.....	\$97,150
Jane Okundaye.....	69,557
Emily Stone.....	63,738
Stacy D. Foust.....	60,228
Candy Jackson.....	58,727
Karen E. Ridle.....	58,346
Jahna L. Stone.....	55,543
Peggy B. Sacco.....	54,139
Flory Palencia.....	46,138
Tasha Bergman.....	46,104
Linda Klein.....	46,064
Petrie L. Huffman.....	45,126
Ann W. Sherman.....	44,992
Sherri Reindl.....	44,956
Barbara J. Puckett.....	44,876
Dena Smith.....	44,513
Diane Bruns.....	44,320
Cheri L. Taylor.....	43,880
Dolores Keller.....	43,832
Janelle A. Ferrell.....	43,821
Hilda Marruffo.....	43,791
Barbara A. Tyler.....	43,776
Tracy Watkins Harper.....	43,733
Rocio Hernandez.....	43,338
Marty Ulmer.....	42,792
Betty H. Schuler.....	42,715
Marjorie S. Haun.....	42,620
Jill Beckstedt.....	42,147
Jerlene Vrana.....	42,129
Jodi L. Feller.....	41,980
JoAnna P. Shipe.....	41,755
Lorraine S. Kigar.....	41,656
Angela D. LaFerry.....	41,643
Jennifer Sloan.....	41,554
Mooniameh Ramsaran.....	41,465
Lyriss Yee.....	41,180
Jennifer R. Keefer.....	40,978
Karen A. Jorgenson.....	40,483
Dorcas Mateu Gonzalez.....	40,460
Charlotte Mantooth.....	40,266
Michele Martella Armes.....	40,164
Rhonda Kambaitz.....	39,979
Roxanne K. Youngton.....	39,873
Kay Dickerson.....	39,816
Maria Grey Boza.....	39,793
Kelly Kay Johnson.....	39,111
Aldrian Gonzalez Fajet.....	38,994
Susan Houser.....	38,894
Heather Shea Catts.....	38,798

### Pearl/Perla

Kim McClure.....	\$102,697
Kristin Myers.....	94,888
Amm N. Gamboian.....	91,567
Betsy C. Richard.....	76,244
Julia Sander Burnett.....	76,179
Lisa Allison.....	73,514
Caroline Adedolapo Yussuf.....	69,261
Alicia Borkowska.....	69,093
Tamara M. Bradford.....	68,453
Patti Cornell.....	65,949
Cindy Machado-Flippen.....	64,517
Elizabeth B. Muna.....	62,956
Laura Poling.....	60,755
Sharon Smith Wisnoski.....	59,770
Patty Webster.....	58,792
Nancy A. Berlin.....	57,994
Susan M. Hohlman.....	56,625
Fern M. Gerdes.....	56,112
Sherry L. Beisile.....	55,251
Janice Baxter Hull.....	55,160
Collette Parker.....	54,756
Janice Martin.....	53,157
Tracey L. Chavez.....	52,937
Janie K. Navrakl.....	52,905
Dorothy D. Boyd.....	52,683
Amy Kirell.....	51,077
Temitope Odeyale.....	50,882
Maria Grey Boza.....	50,113
Renee Con-Enos.....	49,676
Amy C. Schulte.....	47,812
Ivrene K. Foster.....	46,247
Alma Orrostieta.....	44,893

Menina M. Givens.....	44,815
Kim Deel.....	43,945
Jamie Leigh Techentin.....	43,761
Kathy Eckhardt.....	43,285
Lindsay R. Stewart.....	43,083
Kathryn L. Engstrom.....	43,020
Tammy Brown.....	42,597
Jill A. Unruh.....	42,491
Lia Rene Carta.....	42,439
Tina M. Wright.....	42,104
Nicole J. Canamare.....	41,981
Evelyn Pirhalla.....	41,471
Joyce A. Bruggeman.....	41,394
Tammy D. Glunz-Niehaus.....	41,264
Laurie C. Cole.....	41,221
Carmen J. Felix.....	41,206
Joyce Recenello.....	41,202
Charlene Grubbs.....	41,115
Anne Geertsen.....	40,969
Holli Thompson Lowe.....	40,966
Leah Michelle Lauchlan.....	40,644
Connie L. Young.....	40,584
Sherry L. Fields.....	40,519
Angela P. LaFrance.....	40,352
Vicki Piccirilli.....	40,341
Katherine Mirkes Ward.....	40,094
Judy Gieson.....	39,986
Keita Powell.....	39,865
Ruthie Bresette-Mout.....	39,768
Lisa Olivares.....	39,670
Amy Stokes.....	39,620
Rebecca Milligan.....	39,619
Holly L. Ennis.....	39,094
Beth H. Piland.....	38,888
Peggy Matish.....	38,416
Pat Ringnald.....	38,376
Angela G. Blount.....	38,360
Shauna Lynn Abbotts.....	38,251
Cindy Keske.....	37,784
Judi Tapella.....	37,722
Ella M. Chick-Power.....	37,595
Nicole Prinella Pratt.....	37,014
Marilyn Schmucker.....	36,928
Janine F. Johnson.....	36,766
Sherry S. Hanes.....	36,601
Donna L. Comstock.....	35,685
Denise E. Crosby.....	35,543
Susie Kopacz.....	35,419
Susan K. Janish.....	35,103
Penny J. Jackson.....	34,889
Casey Goff-Martin.....	34,769
R. Sue Miller.....	34,680
Cathy A. Barnhart.....	34,596
Shari M. Kirschner.....	34,583
Rita Schaefer.....	34,515
Tammy A. Vavala.....	34,142
Shari L. Dworkin-Smith.....	34,104
Nadine H. Huckabee-Stanley.....	33,872
Linda S. Raube.....	33,804
Jean A. Wilson.....	33,702
Jenny Spain.....	33,454
Judy Wimbs.....	33,291
Lynn Foust.....	33,230
Amy M. Alber.....	33,077
Hilda Alvarez.....	32,966
Marilyn A. Ricker.....	32,911
Jennifer B. Hucks.....	32,883
Casi Hill.....	32,824

### Diamond/Diamante

Felicia Ifeyinwa Nweze.....	\$110,748
LaRonda L. Daigle.....	102,514
Andrea Shields.....	84,679
Melinda M. Balling.....	78,657
Julie Schlundt.....	75,951
Pat A. Nuzzi.....	72,605
Kim I. Cowdell.....	71,691
Yvonne Tazem.....	70,416
Aishat Bola Koya.....	70,033
Lara F. McKeever.....	67,302
Audrey K. MacDowall.....	65,952
Mariann Biase Mason.....	65,055
Bisola Gbadamasi.....	64,327
Barbara E. Roehrig.....	63,721
Deanna L. Spillman.....	62,974
Marsha Morrisette.....	62,168
Eileen M. Huffman.....	60,643
Stephanie A. Richter.....	60,410
Arienne C. Morgan.....	60,394
Ada Y. Garcia-Herrera.....	59,982
Mary Strauss.....	59,422
Joyce Z. Stephens.....	58,783
Cecilia C. James.....	58,616
Audrey J. Doller.....	58,377
Melissa R. Hennings.....	56,781
Susan M. McCoy.....	56,500
Lisa A. Stengel.....	55,929
Betty McKendry.....	55,851
Lori M. Langan.....	54,491
Mehnaz Nazmi.....	53,693
Chatney Gelfius.....	52,698
Ana X. Solis.....	52,121
Tammie M. Hanson.....	51,812
Delmi Cristina Santos.....	51,780
Ruth L. Everhart.....	51,701
Brenda K. Howell.....	51,026
Carol Lee Johnson.....	50,732
Emily Sims.....	50,618
Lisa Rada.....	50,242
Kim A. Messmer.....	49,946
M. G. Jan Chesmore.....	49,405
Donna J. Saguto.....	48,865
Cindy S. Kriner.....	48,753
Nancy Fox Castro.....	48,730
Shelly Palen.....	48,617
Karime Rosas.....	48,442
Ivonne Hernandez.....	48,293
Damaris Osorio.....	48,246
Connie L. Russo.....	47,879
Judy Flummerfelt-Gerstner.....	47,874
Virginia Rowell.....	47,775
Amy Allgood.....	47,600
Stephanie Audino.....	47,106
Judi Danskin.....	46,360
Kerri Anne Morris.....	46,349
Geri Lee Sulman.....	46,122
Heidi Goelzer.....	45,870
Mary P. Creech.....	45,755
Blanca E. Sola.....	45,693
Annette Pace.....	45,192
Joselin Torres.....	45,163
Blanca M. Vasquez.....	44,423
Jeanette E. Beichle.....	44,366
Susan H. Arch.....	44,189
Digna Urbina.....	44,179
Chris Landaker.....	44,139
Faith A. Gladding.....	43,342
Darla L. Kottwitz.....	42,993
Krista A. Johnson.....	42,831
Connie J. Lamp.....	42,587
Debra Allison.....	42,551
Kristen C. Spiker.....	42,513
Gina Rodriguez.....	42,420
Rosenda Bennett.....	42,221
Rosa C. Fernandez.....	42,146
Norma Lee Shaver.....	42,101
Rebekah Hirsenstein.....	41,543
Antoinette Whittington-Stanton.....	41,352
Susan Hattem Weeks.....	41,277
Debbie Larson.....	41,179
Paula Grabau-Friedt.....	41,138
Vivian Diaz.....	41,002
Karen L. Kunzler.....	40,946
Priscilla McPheeters.....	40,795
Jan K. Slesky.....	40,759
Lucy Varela.....	40,748
Patricia Carr.....	40,667
Edith Judith Orellana.....	40,416
Tawnya Krempeggs.....	40,086
Mariacarmen Gonzalez.....	39,890
Kathryn M. Viola.....	39,784
Kelly Willer-Johnson.....	39,726
Terri R. Jessup.....	39,598
Rhonda Jean Taylor.....	39,574
Kathy A. Cottrill.....	39,507
Shelley Olson.....	39,475
Sheryl Peterson.....	39,440
Heather M. Julson.....	39,397
Sharon Rath.....	39,267
Eivi S. Lamping.....	39,184

# recognition

## Commission Circle

Listed below are the Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in November 2008. Names in bold print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

<b>Ruby</b>	Titalayo Onasanya.....5,746.48	Jernelene Vrana.....5,897.45	Barbara Gizzo.....5,998.75	Keita Powell.....7,266.94	Rosa C. Fernandez.....9,339.59
Thessy Nkechi	Suzanne Tripp-Black.....5,727.38	Jodi L. Feller.....5,871.78	Kay Dickerson.....5,976.36	Lisa Olivares.....7,261.02	Priscilla McPheeters.....9,313.26
Nwachukwu.....\$25,336.26	Lacy Janel Nickelson.....5,718.03	Marie Pfarr.....5,863.14	Frankie Clapp.....5,970.03	Sherry L. Belisle.....7,010.90	Audrey J. Dolier.....9,233.11
Ekene S. Okafor.....20,429.00	Melanie S. Abernathy.....5,716.91	Kathy R. Bullard.....5,847.33	Karen A. Jorgenson.....5,965.62	Laura Poling.....6,928.77	Bisola Gbadamosi.....9,195.17
Oye A. Onuoha.....16,444.50	Sheila D. Evans.....5,714.64	Barbara A. Tyler.....5,838.88	Helen M. Harlow.....5,943.96	Joyce Recenello.....6,924.95	Melissa R. Hennings.....9,024.70
Dorothy C. Ibe.....16,068.51	Gloria Bello.....5,704.87	Effie Parsons.....5,833.55	Maria Beddick.....5,920.21	Nicole J. Canamare.....6,836.71	Vivian Diaz.....9,984.10
Adaora Eucharua Umeh.....13,380.22	Crystal Caldwell Hubbard.....5,666.26	Jennifer Sloan.....5,832.38	Haydee Guzman.....5,907.72	Judi Tapella.....6,768.81	Mehrnaz Nazmi.....8,976.58
Appolonia Nnediogo	Kimberly Cavarretta.....5,659.31	Sandi Fitzpatrick.....5,797.04	Yolanda Lopez.....5,867.37	Peggy Matish.....6,702.07	Audrey K. MacDowall.....8,971.88
Onwuanaegbule.....12,458.54	Nkechi Okafor.....5,632.54	Diana E. Fraustro.....5,687.84	Marianne L. Anderson.....5,866.84	Mary Ellen D'Amico.....6,644.01	Eileen M. Huffman.....8,703.79
Obiageli Grace Udodi.....12,154.31	Helen Amato.....5,610.07	Robyn S. Cartmill.....5,684.16	Karen J. Saphos.....5,858.24	Marilyn A. Ricker.....6,601.84	Lisa A. Stengel.....8,698.09
Helen Naomi Godswill.....11,578.83	Carmen Nunez de Valencia.....5,596.75	Josefa Chacon.....5,671.69	Evelyn Nail.....5,850.62	Penny J. Jackson.....6,593.55	Brenda K. Howell.....8,535.73
Laura A. Kattenbraker.....10,755.50	Wanda Metzger.....5,590.54	Jahna L. Stone.....5,657.90	Misty McCain Pollard.....5,810.80	Anne Geertsen.....6,585.89	Mary Strauss.....8,372.02
Stella Smith-Plus.....10,661.66	Peggy Young.....5,585.13	Betty H. Schuler.....5,656.67	Dorcas Mateo Gonzalez.....5,726.34	Susie Kopacz.....6,574.86	Meyra Esparza.....8,145.35
Kathy Monahan.....10,305.12	Megan Marie Smith.....5,583.15	Doris M. Quackenbush.....5,641.30	Stacy S. Gilson.....5,718.24	Maryste Durrer.....6,568.65	Beyla McKindry.....8,045.83
Krystal D. Downey-Shada.....10,155.15	Phina N. Onwuachi.....5,536.02	Linda F. Merritt.....5,632.12	Rona M. Chamberlin.....5,712.98	Merina M. Givens.....6,556.98	Stephanie A. Richter.....8,038.78
Melissa Kaye Kopec.....9,385.28	Sylvia Limon Martinez.....5,535.11	Heather L. Bohlinger.....5,603.62	Dhana Kambeitz.....5,699.56	Nadine Bowers.....6,548.94	Deborah Dudas.....7,988.50
Donna Clark.....8,642.98		Meria G. Leon.....5,601.08	Susan Houser.....5,665.86	Angela G. Blount.....6,454.96	Maricarmen Gonzalez.....7,987.40
Connie A. Brinker.....8,522.06		Leticia Martinez.....5,598.21	Sonia E. Argueta.....5,649.29	Leah Michelle Lauchlan.....6,452.02	Sandy Griffith.....7,979.62
Julie Brindell Sapp.....8,404.18		Judy K. Johnson England.....5,584.79	Jennifer Springs.....5,634.49	Renee Conn-Enos.....6,440.19	Emily Sims.....7,979.86
Deborah S. Bailye.....8,277.65		Mary K. White.....5,568.66	Christie I. Ehiobu.....5,623.26	Vicki Piccirilli.....6,272.17	Mariann Biase Mason.....7,970.02
Michele Semper.....8,269.15	Julia Mundy.....\$12,144.11	Rocio Hernandez.....5,564.08	Crista Hoff.....5,565.21	Sally Moreno.....6,189.40	Carol Lee Johnson.....7,969.45
Lisa Anne Harmon.....8,184.01	Sylvia Boggs.....11,522.68	Frances Woodham.....5,487.43	Margarita O. Dominguez.....5,557.58	Hazel White.....6,158.82	Blanca E. Sola.....7,965.30
Gloria Dominguez.....8,148.21	Beth S. Austin.....11,472.80	Pamela Pearson.....5,451.67	Valerie Yokie.....5,548.85	Charlene Grubbs.....6,114.91	Terri J. Beckstead.....7,874.00
Somer Ballard Carter.....8,086.13	Tammy Romage.....11,234.02	Danice C. McElDowney.....5,448.31	Denise M. Sowder.....5,527.19	Cathy A. Barnhart.....6,040.93	Cecilia C. James.....7,844.34
Brenda Fenner.....8,038.37	Kristi M. Anderson.....10,512.21	Sue Ammons.....5,399.57	Cynthia Ann Pack.....5,508.71	Sandra M. Munguia.....6,023.90	Lori M. Langan.....7,817.70
Karen Pappas.....7,853.83	Tracy Potter.....10,337.91	Romaine Korzon.....5,365.83	Nancy Harder.....5,468.20	Amy Stokes.....6,016.17	Rose Rodriguez-Capone.....7,792.23
Kate Onyekere.....7,742.39	Lady Ruth Brown.....10,247.77	Leann Elaine Zondag.....5,351.20	Deborah Metzger.....5,450.09	Jamie Leigh Techtentini.....5,898.59	Lisa Rada.....7,688.51
Kathleen C. Savorgnan.....7,734.34	Roxanne McInroe.....9,880.82	Angela D. LaFerry.....5,345.87	Grace Hull.....5,429.32	Shauna Lynn Abbotts.....5,863.85	Sheryl Peterson.....7,643.29
Maureen Uzorka.....7,682.80	Zasha Noel Lowe.....9,686.31	Nancy W. Pettaway.....5,337.36	Osaro Izeke.....5,426.52	Rita Schaefer.....5,812.50	Jacinta Ukah-Ogbonna.....7,570.02
Juliet Igboanusii.....7,681.91	Julie Neal.....9,164.69	Gayle J. Green.....5,322.83	Roxanne K. Youngton.....5,412.87	Cindy Keske.....5,787.59	Annette Pace.....7,569.30
Mary L. Morgan.....7,543.83	Diane Bruns.....9,053.14	Perrie S. Dralle.....5,309.95	Danette Kelley Smith.....5,412.55	Shari L. Dworkin-Smith.....5,781.72	Donna J. Saguto.....7,413.86
Mary Sharon Howell.....7,428.60	Julie Weaver.....8,658.24	Jill L. Glocker.....5,233.26	Vicki Hunter.....5,396.68	Jill A. Unruh.....5,751.57	Maria Flores.....7,411.81
Joyce Omene.....7,375.09	Randi Stevens.....8,605.22		Monica O. Swaida.....5,388.68	Sandra Tatzert.....5,681.16	Lisa Hackbarth.....7,410.95
Mattie R. Yunger.....7,333.94	Jill Beckstedt.....8,356.88		Amanda Thulin-Marrano.....5,364.22	Katherine Mirkes Ward.....5,680.01	Jeanette E. Beichle.....7,405.43
Pauli Maxwell.....7,324.41	Barbara J. Puckett.....8,251.42		Kara D. Bang.....5,356.89	Jean A. Wilson.....5,675.00	Arianna C. Morgan.....7,389.66
Suzanne Moeller.....7,302.33	Moleda G. Dailey.....8,188.75	<b>Emerald</b>	Denise W. Montgomery.....5,333.71	Ella M. Chick-Power.....5,651.73	Ann Newcomb.....7,351.98
Judy Lund.....7,266.40	Ruby Garner.....7,968.37	Grace Adeoye.....\$12,697.08	Nancy A. Coleman.....5,307.08	Tracy Foltz.....5,646.39	Martha Kay Raile.....7,345.73
Mary Alice Dell.....7,206.25	Flory Palencia.....7,848.41	Helen Jakpor.....12,426.37	Mary Brandenburgh.....5,305.07	Kim Deel.....5,637.63	Chantey Gelfuss.....7,305.90
Maribel Olivares.....7,180.94	Maria G. Diaz.....7,518.43	Candy Jackson.....11,967.36	Brenda D. Elliott.....5,300.96	Connie L. Young.....5,616.85	Shelly Palen.....7,283.15
Eva E. Holguin.....7,087.65	Melva M. Slythe.....7,482.73	Hollie Martella Armes.....11,191.99	Maria Grey Boza.....5,255.36	Pat Ringnalda.....5,596.05	Ruth L. Everhart.....7,273.20
K. T. Marie Martin.....7,078.93	Bonnie Crumrin.....7,482.66	Jane Okundaye.....10,322.65	Deneen K. Hall.....5,252.56	Rebecca Milligan.....5,594.55	Linda F. Owens-Hale.....5,592.01
Mary Lou Ardohain.....7,067.84	Debbie A. Weld.....7,413.88	Angel L. Hurley.....8,879.66	Anita Rodriguez.....5,219.74	Michele Salisbury Rankin.....5,579.09	Luanne Stewart.....5,549.60
Diane Covington.....7,065.86	Dolores Keller.....7,405.53	Amanda Didia.....8,739.41	Joyce Trafford.....5,182.31	Tina M. Wright.....5,531.21	Darlene Rutledge.....5,514.26
Uzo Ogbutor.....7,061.56	Joanna Helton.....7,327.61	Elaïne K. Williams.....8,563.20	Jennifer Lueders.....5,137.10	Ruthie Brette-Mount.....5,504.59	Kathryn L. Engstrom.....5,499.12
Dorance Laurel Carlson.....7,005.23	Peggy B. Sacco.....7,248.97	Traci L. Smith.....8,552.39	Debbie A. Richardson.....5,126.15	Susan Moore.....5,496.19	Keith N. Hill.....7,046.10
Camie M. Fennell.....7,003.82	Linn Lane.....7,239.52	Rose Campbell.....8,457.11	Rhonda L. Feisley.....5,124.84	Kathleen Deal.....5,431.34	Nikki M. Hanson.....7,037.70
Augusta C. Onyemenere.....6,990.24	Janelle A. Ferrell.....7,152.74	Stacy D. Foust.....8,383.01	Aliaska Entenza.....5,124.07	Jean McMackin.....5,421.58	Julie Garvey.....7,023.63
Debbie A. Elbrecht.....6,985.91	Oralle Gil.....7,101.09	Emily Stone.....8,211.33	Nancy Boucher.....5,114.17	Harriett Sharpe.....5,291.71	Nancy Fox Castro.....7,008.97
Judie Roman.....6,970.41	Phyllis I. Pinsker.....6,997.42	Pam Kelly.....8,077.66		Sherry L. Fields.....5,290.88	Debbie Larson.....7,003.04
Sherrie L. Clemons.....6,930.51	Linda Klein.....6,989.89	Ann W. Sherman.....6,932.69		Lia Rene Carta.....5,286.90	Norma Lee Shaver.....6,972.31
Lisa Baker.....6,913.56	Ann W. Sherman.....6,932.69	Tasha Bergman.....6,919.42		Adenike Morakinjo.....5,285.18	Lou Linda Utley.....6,971.28
Keeta Hastings.....6,752.40	Sherril Reindl.....6,853.96	Karen E. Riddle.....7,795.86		Sherree E. Koehler.....5,283.65	Joye Z. Stephens.....6,963.16
Cindy P. Markowski.....6,739.12	Sandra A. Zavoda.....6,851.90	Paula Vander Vorste.....7,586.17		Betty L. Wilson.....5,261.32	Stephanie Audino.....6,937.09
Elizabeth A. Elder.....6,709.14	Angie S. Day.....6,846.22	Barbara Pleet.....7,492.16		Francene M. Anderson.....5,239.54	Yosaira Sanchez.....6,882.20
Eusebia Bonilla.....6,695.64	Jennifer L. Semelsberger.....6,841.72	Julie A. Griffin.....7,473.45		Maria de Jesus Ramales.....5,175.47	Virginia Rowell.....6,862.40
Juliet Ebele Okonkwo.....6,642.88	Lynn Baer Roberts.....6,752.60	Sheri L. Farrar-Meyer.....7,433.86		Sherry S. Hanes.....5,174.37	M. G. Jan Chesmore.....6,839.94
Donna F. Knotts.....6,639.28	Jeanne Helm.....6,747.56	Christine J. Kurzawa.....7,343.64		Angela P. LaFrance.....5,170.31	Mary Jacobson.....6,832.63
Patricia Onyegwe.....6,583.65	Marie G. Miller.....6,747.01	John M. Cotton.....7,273.43		Casey Goff-Martin.....5,149.86	Geri Ann Morris.....6,806.85
Phuon L. White.....6,538.84	Marjorie S. Haun.....6,745.52	Charlotte Mantooth.....7,154.97		Nicole Prinella Pratt.....5,145.09	Silvia Sanchez.....6,738.00
Rose Mary Neal.....6,477.85	Binta Touray Jagne.....6,695.06	Trisha Taylor.....7,150.01		Denise E. Crosby.....5,121.47	Darla L. Kottwitz.....6,699.74
Breda M. Teal.....6,467.94	Avelyn R. Smith.....6,627.78	Kimbi L. Bartik.....7,100.11			Maria Teresa Lozada.....6,636.72
Liz Whitehouse.....6,466.94	Ann Ferrell Smith.....6,612.51	Hope S. Pratt.....6,993.25			Blanca E. Arroyo.....6,667.24
Julie Smith.....6,454.48	Patsy A. Glunt.....6,602.84	Denise G. Khusharski.....6,978.33			Joselin Torres.....6,618.99
Krystal K. Walker.....6,439.30	Ellen Ezekiel Farquharson.....6,588.64	Auri Hatheway.....6,936.18			Linda C. Weniger.....6,613.60
Angie N. Akparanta.....6,434.79	Pam Garner Moore.....6,541.56	Nancy A. Berlin.....6,831.24			Connie J. Lamp.....6,598.01
Florence Nwabor-Ohen.....6,406.41	Norma Hood.....6,503.03	Maritza Lanuza.....6,742.31			Lesla Rae Franken.....6,585.08
Gina Beekley.....6,398.63	Marty Ulmer.....6,494.15	Heather A. Carlson.....6,723.57			Melinda M. Balling.....12,101.15
Nancy D. Marshall.....6,378.59	Heather A. Plasencio.....6,457.10	Sheila J. McCune.....6,699.82			Gina Rodriguez.....11,924.49
Sonyia F. Goins.....6,361.39	Cheri L. Taylor.....6,436.03	Rosemary Soto.....6,683.23			Omosolape O. Akinyoyenu.....11,341.17
Susan Jean Miller.....6,219.92	Bettye Wilson.....6,400.20	Antonia Miranda.....6,612.08			Yvonne Tazem.....11,078.53
Cissy E. Warren.....6,210.06	Natalie Reed.....6,333.55	Ayobami O. Olusa.....6,594.17			Andrea Shields.....10,985.46
Becky M. Xepoleas.....6,209.96	Mooniemah Ramsaran.....6,322.13	Chelsi Adkins.....6,546.76			Aishat Bola Koya.....10,905.99
Ceryll O. Fulcher.....6,145.47	JoAnna P. Shippe.....6,286.58	Silvia Ramos.....6,461.69			Kim I. Cowdell.....10,823.18
Suzanne M. Riggs.....6,132.36	Debra J. Witmer.....6,238.67	Maria Sanchez.....6,351.03			Fern M. Gerdes.....7,962.61
Sheryl K. Goins.....6,077.74	Alison Renee Jurek.....6,228.09	Ivelise Nieves.....6,347.26			Kathy Eckhardt.....7,823.38
Melissa Regina Almanza.....6,068.02	Jennifer G. Bouse.....6,198.96	Susie J. Serio.....6,346.08			Tracey L. Chavez.....7,733.62
Kemi E. Madunta.....6,066.91	Elaine Hipsher.....6,191.48	Nancy Graham.....6,341.04			Evelyn Pirhalla.....7,681.41
Reyna Darlene Anderson.....6,026.62	Kim B. Roberts.....6,183.22	Aida Ramallo de Escribano.....6,283.59			Carmen J. Felix.....7,518.00
Tina Hulsman.....5,995.17	Teodora Ahumada.....6,173.48	Olayinka K Adegbayi.....6,260.49			Temitope Odelyale.....7,474.92
Lee A. McCarthy.....5,934.34	Hilda Maruffo.....6,102.76	Carolyn J. Bishop.....6,254.98			Irene K. Foster.....7,436.12
Ifeyinwa A. Okafor.....5,886.82	Romelia Bjornnes.....6,102.34	Adriana Gonzalez Fajet.....6,240.74			Amy C. Schule.....7,312.73
Sheila K. Valles.....5,836.57	Linda A. Jones.....6,086.34	Gail Patton Menefee.....6,233.64			Lindsay R. Stewart.....7,302.96
Lisa V. Bauer.....5,793.15	Petie L. Huffman.....6,082.19	Pamela Rowe Kzmarzick.....6,115.66			Judy Gieson.....7,271.99
Jennifer Jean McNulty.....5,781.83	Dena Smith.....6,068.59	Victi Powell.....6,102.42			
Barbara L. Harrison.....5,775.69	Terry A. Hensley.....6,053.02	Patti Forehand.....6,083.04			
Laurie Hallock.....5,771.41	Gena Prince.....6,041.33	Carol M. Fulton.....6,044.81			
Cathi M. Forsythe.....5,754.10	Marni McKenna Hendricks.....6,014.52	Kelly Kay Johnsrud.....6,033.60			

\*WITHIN APPLAUSE® MAGAZINE, YOU MAY PERIODICALLY FIND ARTICLES WHICH SUGGEST BUILDING YOUR BUSINESS THROUGH REFERRALS AND/OR BY CONTACTING POTENTIAL GUESTS FOR UPCOMING SKIN CARE CLASSES OR OTHER EVENTS. PRIOR TO CONTACTING SUCH INDIVIDUALS VIA TELEPHONE OR E-MAIL, YOU SHOULD CONSIDER WHETHER SUCH COMMUNICATION IS CONSISTENT WITH STATE AND/OR FEDERAL "DO-NOT-CALL" AND/OR "SPAM" LAWS AND REGULATIONS. FOR MORE INFORMATION ON THIS SUBJECT, YOU CAN GO TO THE MARY KAY INC. "WHO'S WHO" WEB SITE AND CLICK ON "TAX AND LEGAL" IN THE DROP-DOWN MENU. WHEN IN DOUBT, MARY KAY INC. RECOMMENDS FACE-TO-FACE CONTACT AS THE BEST FORM OF COMMUNICATION, WHICH SHOULD HELP YOU AVOID ANY ISSUES WITH THESE TYPES OF REGULATIONS.

# recognition

## Mary Kay Angels

These Independent National Sales Directors, Independent Sales Directors and Independent Beauty Consultants achieved the highest commissions/bonuses or production or had the most new team members in their Seminar areas in November 2008.

### Top National Sales Directors — Commissions and Bonuses



**Carol Anton**  
\$47,834  
RUBY



**Gayle Gaston**  
\$71,010  
SAPPHIRE



**Gloria Mayfield  
Banks**  
\$41,492  
EMERALD



**Jan Harris**  
\$44,362  
PEARL



**Barbara Sunden**  
\$86,063  
DIAMOND

### Top Unit — Estimated Retail Production

<b>RUBY</b> — Oye Onuoha, <i>Go Give Area</i> .....	\$113,603
<b>SAPPHIRE</b> — Beth Austin, <i>G. Gaston Area</i> .....	\$91,101
<b>EMERALD</b> — Grace Adeoye, <i>G. Mayfield Banks Area</i> .....	\$97,150
<b>PEARL</b> — Kim McClure, <i>Go Give Area</i> .....	\$102,697
<b>DIAMOND</b> — Felicia Nweze, <i>J. Grady Area</i> .....	\$110,748

### Top Sales Director — Personal Sales

<b>RUBY</b> — Juliet Goertzen, <i>J. Shealy Area</i> .....	\$16,517
<b>SAPPHIRE</b> — Debbie Tweedie White, <i>R. Tarbet Area</i> .....	\$10,452
<b>EMERALD</b> — Vickie Durfee, <i>K. Helou Area</i> .....	\$13,214
<b>PEARL</b> — Jocelyn Knox, <i>A. Tripp Brewton Area</i> .....	\$13,432
<b>DIAMOND</b> — Nancy Dove, <i>Go Give Area</i> .....	\$12,640

### Top Beauty Consultant — Personal Sales

<b>RUBY</b> — Ngozi Benneth-Igwe, H. Godswill Unit, <i>Go Give Area</i> .....	\$13,234
<b>SAPPHIRE</b> — Demeshia Swanson, M. Lewis Unit, <i>G. Gaston Area</i> .....	\$17,575
<b>EMERALD</b> — Yuko Yasuma, M. Brandenburgh Unit, <i>Go Give Area</i> .....	\$30,610
<b>PEARL</b> — Rebecca Phipps, S. Wisnoski Unit, <i>A. Tripp Brewton Area</i> .....	\$11,056
<b>DIAMOND</b> — Kathleen Neal, V. White Unit, <i>Go Give Area</i> .....	\$14,713

### Top Team Builder

<b>RUBY</b> — Esther Awe, T. Adekunle Unit, <i>Go Give Area</i> .....	14 New Team Members
<b>SAPPHIRE</b> — Honoria Flores, M. Garcia Unit, <i>Go Give Area</i> .....	14 New Team Members
<b>EMERALD</b> — Rose Hardy, C. Mantooh Unit, <i>S. Giancristoforo Area</i> ....	15 New Team Members
<b>PEARL</b> — Tawnee Hammett, A. LaMarr Unit, <i>A. LaMarr Area</i> .....	10 New Team Members
<b>DIAMOND</b> — Victoria Carcioppolo, M. Byers Unit, <i>Go Give Area</i> .....	15 New Team Members

## Top Unit Builders

Independent Sales Directors with 20 or more new unit members for November 2008.

### Ruby

Thessy Nkechi Nwachukwu.....	37 New Unit Members
Julie Brindell Sapp.....	34 New Unit Members
Melissa Kaye Kopec.....	21 New Unit Members
Consuelo Z. Tinajero.....	21 New Unit Members
Tolu I. Adekunle.....	20 New Unit Members

### Sapphire

Sonya Cathey.....	28 New Unit Members
Esmeralda Diaz.....	24 New Unit Members
Ellen Ezekiel Farquharson.....	20 New Unit Members

### Emerald

Grace Adeoye.....	26 New Unit Members
Chelsi Adkins.....	23 New Unit Members

### Pearl

Renee Conn-Enos.....	22 New Unit Members
Jean A. Wilson.....	22 New Unit Members

### Diamond

Blanca Sola.....	41 New Unit Members
Damaris Osorio.....	31 New Unit Members
Ana X. Solis.....	24 New Unit Members
Veronica M. Rosas.....	23 New Unit Members
Mischell Alene Byers.....	21 New Unit Members
Terri R. Jessup.....	21 New Unit Members
Ruth L. Everhart.....	20 New Unit Members
Ada Y. Garcia-Herrera.....	20 New Unit Members
Martha E. Hernandez.....	20 New Unit Members
Yvonne Tazem.....	20 New Unit Members

## Correction for December 2008

Vickie Durfee's photo was inadvertently left out of the December 2008 Seminar recognition. Vickie was Queen of the Sales Director Queen's Court of Personal Sales in the Emerald Seminar.



**Vickie Durfee**  
Henrietta, N.Y.

## Meet your NSDs

Be sure to visit the Mary Kay InTouch® Web site for inspiring success stories about Mary Kay Independent National Sales Directors. Click on the "Meet Your NSDs" link under the Heritage tab. You can search for NSD stories by name, city, state, Seminar or even former occupation. Why not share their stories with potential team members?

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# Look Professional, Be Confident

## Did you know that your Mary Kay business reflects the Mary Kay® brand?

Your professionalism speaks volumes about the Company, your dedication to your business and what image you want to project. As Mary Kay Ash said, *"You are 'Mary Kay' to every single person you meet."*

If you are thinking about upgrading some of your Mary Kay® business tools, perhaps consider these top recommendations from MKConnections® that are functional and professional. To order, visit MKConnections® on the Mary Kay InTouch® Web site.

### Black Beauty Coat

Don't know what to wear at a skin care class or party? When you slip on the Black Beauty Coat, you'll look professional and polished without any fuss. Made with stain-repellent Nano-Pel™ technology, the 100 percent polyester fabric is breathable and durable. **\$38**, plus shipping and handling



### Rolling Tote and Accessory Case

This perfectly portable pair holds skin care class accessories and can slip under an airplane seat or into an overhead bin with ease. When not in use, the Accessory Case can be conveniently stored in the Rolling Tote! With features such as durable microfiber, soft-grip handles and roomy pockets, you'll wonder how you functioned without it. Dimensions: 16" x 12" x 8" and 12" x 9" x 7 1/2". **\$52**, plus shipping and handling



### Sample Organizer

Keep your color samplers handy and neatly organized with this attractive flip-page carrier. It includes 17 vinyl pages with pockets for hundreds of samplers, a zippered closure and a detachable shoulder strap. Perfect for distributing samplers at Color Insider parties or on the go! Dimensions: 14 1/2" x 11 1/2" x 3 5/16". **\$42**, plus shipping and handling

### Business Kits

The Business Kits offer tools to help you get your business going and to stay on track for success. The kits include 250 business cards; information cards; a two-pocket, pink vinyl business card case; a self-inking name and address stamp; a platinum-tone name tag with stay-put magnet clasp; and 500 black and 500 white product reorder labels. Starting at **\$39.99**, plus shipping and handling



# Time for an Updated Miracle: Think Pink!

## Quick Facts

- ▶ Beginning June 16, all flagship Miracle Set items you order will come in new soft pink packaging with black graphics.
- ▶ The packaging update applies to TimeWise® 3-In-1 Cleansers (normal/dry and combination/oily); TimeWise® Age-Fighting Moisturizer; TimeWise® Day Solution Sunscreen SPF 25\*; TimeWise® Night Solution; the Miracle Set and bag; and corresponding samplers.
- ▶ All formulas remain the same.
- ▶ TimeWise® Age-Fighting Moisturizer will come in a new 3 fl. oz. tube.



## Brand Impact

It started with color products and continued with some skin care items. Now the new look for the Mary Kay® brand is moving to the Miracle Set! Starting June 16, 2009, the Miracle Set will receive a stunning packaging makeover.

The new soft pink packaging is accented with black graphics that give the Miracle Set an elegant, upscale design that any woman would be proud to showcase on her bathroom vanity. And there's no need to worry: **The product formulas for each Miracle Set item will remain exactly the same, and the retail prices will remain the same!** So the packaging is being updated, but the advanced Miracle Set formulas that your customers love are not changing.

Why do we need a packaging update for the Miracle Set? It's all about keeping our brand image consistent and in-line with what women want. Moving to pink and black packaging was a strategic move that enhances our image and appeals to consumers while staying true to our pink heritage. In fact, the new Miracle Set packaging may remind you

of some of the very first versions of the Mary Kay® skin care line!

## Other Updates

You'll also want to note that with this packaging update, the metal collars on the current TimeWise® Day Solution Sunscreen SPF 25\* and Night Solution pumps will be replaced with a plastic version. With this change, the bottles become recyclable, supporting our goals for moving to "green" packaging (the current metal collar is not recyclable).

In addition, based on consumer preference, the packaging for TimeWise® Age-Fighting Moisturizer will convert to a tube format instead of the current flip-top, upright bottle. The fill weight for the new tube will be 3 fl. oz. versus the current 3.3 fl. oz. But the \$22 suggested retail price will remain the same.

To complete the packaging update, a complementary Miracle Set bag has been created, and Miracle Set samplers are being updated to match the new color scheme. Also, please note that any packaging updates to the TimeWise® 3-In-1

Cleansing Bar and TimeWise® Age-Fighting Moisturizer Sunscreen SPF 15\* will be announced later in the year.

## Start Preparing

We wanted to give you plenty of time to think about this packaging revision. So why not take the time now to review the Miracle Set inventory you currently have on your shelves? Because the formulas are **not** changing, this transition will not be as dramatic as the color product changes. However, you can use this packaging update as an opportunity to repromote the benefits of the Miracle Set to all of your new and existing customers. In fact, perhaps the new packaging may convince some of your customers to try the Miracle Set for the first time – especially if you make sure they know about it!

As the packaging update nears, look for more information coming to help you repromote the Miracle Set, including a "Countdown to Skin Care" section of "Product Central" on the Mary Kay InTouch® Web site.

\*Over-the-counter drug product



# they bagged the Big Apple

For the fortunate grand-prize winners of the Seminar 2008 *It's in the Bag* Team-Building Challenge, New York never looked so beautiful! These five glamour gals lit up the town with their own special brand of Mary Kay luminescence. They're back now to share their impressions with all of us!



Independent Sales Director  
**Olivia Washington**  
of Fairfield, Ala.  
Independent National  
Sales Director  
Pam Klickna-Powell Area

Olivia could sum up her New York minutes in one word: "Fabulous! Everyone made us feel ultraspecial. I was driven around in my own private Town Car, and my private hotel room overlooking Central Park was beyond words, right down to the chocolate strawberries! Our delectable dinner at the famed Tavern on the Green was followed by breakfast in bed the next morning and a taping of two ABC Rachael Ray programs, where we were treated like VIPs. We got to tour the entire set, including her kitchen. That night we dined at Chef Bobby Flay's restaurant and caught *The Little Mermaid* on Broadway. On the third day, we attended a taping of ABC's *The View*, where we toured and took pictures. Now I'm working to qualify for the Top Sales Director Trip. This challenge continues to make a positive difference for me and my unit. 'We will shine in 2009!'"



Independent Senior Sales  
Director **Betsy Richard**  
of Lafayette, La.  
Independent Senior  
National Sales Director  
Wilda DeKerlegand Area

"I love Mary Kay contests and challenges and what they've done for me and my unit," shares Betsy. "Success is all about momentum as I work steadily toward my ultimate goal. I put Mary Kay on 30 faces for six straight months, and I talked to all of those customers about the marketing plan!" To make all those appointments, Betsy called her long-time Mary Kay customers and asked them to book. "I also met people out in the marketplace and handed out Mary Kay® sample products with my business card. For my customers who lived out of town, I sent a 'facial in the mail.'" Betsy says she learned some important lessons as a result of the challenge. "Never give up! When you want something and you're willing to work hard and do whatever it takes, it will happen for you. I made tons of new friends and found tons of new customers. I'm so glad I didn't miss this trip!"



Independent Sales  
Director **Sarah Driggers**  
of Panama City, Fla.  
Independent National  
Sales Director Gay Hope Super  
Area

"I really wanted to win this incredible trip, and I was determined to put Mary Kay's amazing products on 30 new women each month!" says Sarah. "I knew by accomplishing this goal I would gain new hostesses as well as new team members." Sarah started with her loyal customers who would be willing to introduce her to their girlfriends and booked two parties from each class. In the process, she realized some important insights about herself and her business: "My *daily* activities are what brought about my success, just like winning Olympic athletes who train on a daily basis to win the GOLD. I saw that if I worked hard every day to build my business, at the end of the quarter I would have a number of new customers as well as team members. Because of my hard work, my new team members in turn knew exactly what to do to be successful in their own businesses, because they saw it for themselves. Plus, I was able to use my 'New York trip' as a personal testimony of how amazing this Company is!"



Independent Future Executive  
Senior Sales Director  
**Heather Julson**  
of Celebration, Fla.  
Independent National Sales  
Director Lisa Madson Area

Heather achieved her "New York goal" by keeping her datebook filled with plenty of hostess commitments. "I love a challenge with a great prize attached to it, so I turned to my proven strategy: hostesses. I find that hostesses make the best prospects for new team members, and I always share team-building information with them right after their classes, while they're still close to the products. I've found that women who are closest to the products are the most open to the opportunity. Mary Kay is all about building relationships, with both team members and customers, and I gained several new team members during this challenge who had been my loyal customers for years. They trusted me as their Independent Beauty Consultant, so when they needed extra income, they thought of Mary Kay right away. That's the beauty that a great opportunity like Mary Kay has to offer. Including fabulous rewards like our trip to New York. Everything was first-rate all the way!"



Independent Sales Director  
**Beth Bailey**  
of Woodstock, Ill.  
Independent National  
Sales Director Jamie  
Cruse-Vrinios Area

"I loved how this challenge taught me to set a goal and achieve it. It's exciting to cross off or update my hourly, daily and weekly progress while working toward an end result," says Beth, who credits a major mentor with helping her craft her winning strategy. "Jamie has always taught us to break down these kinds of goals into the number of skin care classes and sharing opportunities we need to win, then track our success." Beth says she's also learned to offer her business card to 10 sharp women every day, which helped her to achieve *It's in the Bag* goals and enjoy "this fabulous weekend." "But the relationships I formed in the process were equally rewarding. From the moment we all met, we 'winners' were friends. We shared ideas for the upcoming Country Music Awards promotion, and I got some great ideas for viewing parties and ways to get our units and customers excited about what the Company is doing with the new advertising and product launches!"

# Career Car Program Turns 40!



## Ladies, start your engines!

2009 marks the 40th anniversary of the Career Car program created by Mary Kay Ash in 1969. The first car ever awarded was the iconic pink Cadillac earned by five Independent Sales Directors at Seminar 1969. Since then, the Mary Kay Career Car program has evolved into one of the largest incentive car programs in the world and now includes several makes and models for independent sales force members in 22 markets outside the U.S.

From the original pink 1968 Cadillac Coupe de Ville first owned by Mary Kay Ash to the contemporary 2009 Cadillac CTS, the Career Car program signifies what can be achieved when you work hard and go for the ultimate Mary Kay goal. In celebration of this 40th anniversary, why not picture yourself driving this symbol of success, put your efforts into overdrive and race toward the finish line? You could find yourself jingling a new set of car keys on the Seminar 2009 stage!



*"After I decided to buy a new Cadillac in 1968, I took out our Company's lip and eye palette, which was pale pink, and told the salesman that was the color I wanted. Did I have any idea it would someday become a mobile trademark? Not in a million years!"*

— Mary Kay Ash




## Fast Fun Facts

- ▶ Since the Career Car program's inception in 1969, more than 120,000 Mary Kay independent sales force members have qualified or requalified for the use of a Career Car.\*
- ▶ Mary Kay Career Cars have logged an estimated 3 billion miles throughout the U.S. over 40 years.
- ▶ Today, approximately 6,000 Career Cars are on the road, representing a retail market value of approximately \$166 million.
- ▶ Currently, almost 500 pink Cadillacs are on the road nationwide.
- ▶ In 1969, the average retail price of a pink Cadillac was approximately \$5,900. Today, it's \$44,900.



# The More You Give



On the face of it, **Independent National Sales Director Sherril Steinman** (shown left) and **Independent National Sales Director Lorraine Newton** (shown right) might be considered an unlikely duo by some. Sherril makes her home in the upper Midwest in a town with a population around 1,200. Lorraine, an urbanite, hails from a Southwestern metropolitan area. Sherril learned from the school of trial and error. Lorraine earned two college degrees. And they didn't discover Mary Kay at the same time either. More than 10 years separate the arrival of Starter Kits on their doorsteps. Yet despite their differences, both hold deep beliefs grounded in the most basic of Mary Kay principles: Share what you know; raise others up; and never forget the Golden Rule.



Then, a couple of years ago, Leadership Conference brought Sherril and Lorraine together in a dynamic new way, and Lorraine, then an Independent Executive Senior Sales Director, caught a fresh vision that ignited her Mary Kay future like a rocket. Just talking about her experience that fortuitous January day brings an excited sparkle to her eyes. *"It all started with a class on team-building in which Sherril spoke about developing red jackets,"* she explains. *"I had never heard the steps laid out so simply or seen so clearly what was possible for my business. She packed so much into that one hour."* Eager to put to work what she had learned, Lorraine returned home the next day invigorated beyond any expectation she had ever held. When she thinks now about how close she came to missing it all, she can hardly believe the mistake she almost made. *"I could so easily have slipped right past my best destiny,"* says Lorraine with a sweep of her hand, *"just missed it. The truth is, I almost didn't go to Leadership Conference that year. I had been around Mary Kay for 16 years. Why go after all that time?"*

### The Right Decision at the Right Time

Over the course of several days, however, she kept feeling an insistent nudge. She finally decided to go, if only to set an example for her offspring Independent Sales Directors and bring back some new ideas for them. At the time she registered, she didn't know that one of the most impressive women she had ever seen would be teaching. *"When I found out Sherril would be one of the instructors, I was so excited,"* she recalls. *"In fact – true story – the first time I saw her years ago, I was dumbfounded!"* She laughs, remembering her awed reaction. *"She was this glowing personality, just stunning to look at. All the women with me – we were all new Independent Sales Directors – agreed that we had to get away. Her light was too bright! All the years after that, I admired her from a distance."*

Still, Lorraine admits she didn't expect to learn anything dramatically different in class from what she already knew. She figured an hour would pass, and she would be on her way, able to say she had

been there and done that. *"Sherril began to talk about building red jackets, and I thought, 'OK, nothing new; I'll take notes; it'll be over soon.' But as she talked, I began to envision this program working for me and those in my unit. I couldn't believe that something so simple could be the answer I had been seeking for so long."*

Within months, Lorraine had made significant changes in her business practices, working in new ways with those in her unit who expressed interest in growing their own businesses. At Seminar, the changes she made enabled her to share even more special moments with her mentor. Sherril was the master of ceremonies for an achiever's luncheon and seated at the same table with Lorraine. *"I was bubbling over as I shared with her all that had happened for my team as a result of her class I attended at Leadership Conference,"* says Lorraine. *"We were hugging and taking pictures together like a family reunion."*

When Lorraine reached the pinnacle of her dreams the following January, she went looking for Sherril at Leadership Conference to thank her for the

“Mary Kay was so brilliant. ‘Women helping other women succeed.’ What a concept!”

information and inspiration that “got the ball rolling.” “I’m grateful that I was that ‘teacher’ in the right place at the right time,” Sherril says. “Those moments when we see the impact we’ve had on someone else’s life are so precious. What we send into the lives of others will ALWAYS come back into our own. It’s gratifying to remember how many have played the same role in my path and to know that I could share with Lorraine in a meaningful way. And I know it’ll all come back to me again! That heartwarming cycle is one of the greatest rewards we experience in the Mary Kay walk.”

The next time Lorraine and Sherril took pictures together was on the Independent National Sales Director Trip in Sydney, Australia. “I had to keep pinching myself,” says Lorraine. “Through it all, Sherril and I developed a lasting friendship, thanks to her Go-Give® spirit. If she hadn’t accepted the invitation to teach and shared her pearls of wisdom with other women from all across the country, I literally may not have been where I am today. Sherril has touched my life and my family’s lives ‘long distance’ but up close and personal too.” In turn, Lorraine has traveled coast to coast sharing what she’s learned. “As a result of

Sherril’s class, I’ve been able to make a difference in the lives of women from all kinds of backgrounds, in every corner of the country. As they’ve grown, they’re developing others who are assuming the Mary Kay legacy and sharing it with new generations.”

### Just Following Their Leader

Sherril says at the end of the day she just did for Lorraine what all the other Independent National Sales Directors are doing for members of the independent sales force all the time. “It was Mary Kay’s dream and it’s our expectation to keep ‘passing it on,’” she says. “No blessing does its job while it’s still with us. We have to give it away for it to be realized. The more we help others rise to their highest potential, the higher we will go ourselves. Independent National Sales Directors are just those who have helped the most women graduate. Mary Kay was so brilliant. ‘Women helping other women succeed.’ What a concept! But when you think about it, she was really just living her faith. Her whole approach was based on acting out her beliefs: ‘Love thy neighbor as thyself.’ Mary Kay’s life set a great example for us all.”

**Since starting her business in 1989, Lorraine has learned that certain steps help ensure her success. Her tips could put you on the road to your success:**

- ▶ Strive to never miss a single special event.
- ▶ Attend classes and listen with a receiving spirit.
- ▶ Keep it simple.
- ▶ Be consistent.

*“I’ve also incorporated three important principles from Sherril’s example,” she adds. “The Go-Give® spirit is the heart of Mary Kay, and we should protect and preserve it. We should give freely because all that we send into the lives of others will come back into our own. And as we grow our businesses, we should never forget to make others feel special!”*



# Reflections From Mary Kay



“Time is one of the most valuable assets we have, and yet also is the most misused. Time is money, and if your time is better spent in one direction than in another, then decide on the best direction to use your time. Plan each night for a great tomorrow. A few minutes used to organize your time planning for a dynamic tomorrow can create sunny skies for you where there may be storm clouds for everyone else.”

– Mary Kay Ash

## Dates to Remember

### FEBRUARY 2009

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

### MARCH 2009

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- Postmark cutoff for Independent Beauty Consultants to mail Commitment Forms to begin Independent Sales Director qualification this month.
- Online Sales Director-in-Qualification Commitment Form available beginning 6 a.m. Central time.
- Last day to submit online Sales Director-in-Qualification Commitment Form. Commitment Form available until midnight Central time.
- Last day of the month for Beauty Consultants to place telephone orders (until midnight Central time).
- Last day of the month for Beauty Consultants to place online orders (until midnight Central time).
- Last business day of the month. Orders and Independent Beauty Consultant Agreements submitted by mail or dropped off at the branches must be received by 7 p.m. local time to count toward this month's production.
- Online Independent Beauty Consultant Agreements accepted until 7 p.m. Central time.

#### This Month:

**Feb. 2:** Career Conference 2009 registration begins for personal unit members of Independent National Sales Directors.

**Feb. 3:** Registration begins for the first week of Career Conferences (March 20-21 and March 22-23).

**Feb. 6:** Registration begins for the second week of Career Conferences (March 27-28 and March 29-30). Registration ends for Satellite Educational Event.\*

**Feb. 14:** Nationwide Satellite Educational Event.\*

**Feb. 15:** Postmark deadline to earn the second monthly product bonus. Last day to enroll online for the Spring 2009 Preferred Customer Program and Consultant First Look mailings of *The Look*.

**Feb. 16:** Presidents Day. Postal holiday. Third monthly product bonus begins. *Beaut-e-News*® e-newsletter begins e-mailing to customers.

**Feb. 20:** January Career Car qualifier paperwork due to Company.

**Feb. 27:** Career Conference 2009 registration deadline. All registration forms that are mailed must be received by Special Events Registration by 5 p.m. Central time. Phone lines are open until 5 p.m. Central time. Online registrations will be accepted until midnight Central time.

**Feb. 28:** *Sparkle and Shine!* Team-Building Challenge ends.

\*You can learn more about this nationwide educational opportunity by going to the Mary Kay InTouch® Web site.

#### Next Month:

**March 10:** Early offering of the new Spring 2009 promotional items begins for Independent Beauty Consultants who enrolled in *The Look* for Spring 2009 through the Preferred Customer Program.

**March 15:** Postmark deadline for Quarter 3 Star Consultant quarterly contest. Deadline to make Quarter 2 Star Consultant prize selections. Postmark deadline for Winter 2008 promotion and to earn the third monthly product bonus.

Early ordering of the new Spring 2009 promotional items available for all Independent Beauty Consultants. Last day for customers to take advantage of the Winter 2008 mini Skin Refreshing Set gift with purchase. Last day to enroll online for the Spring 2009 Preferred Customer Program Month 2 mailer.

**March 16:** Quarter 4 Star Consultant quarterly contest begins. Spring 2009 promotion and monthly product bonus begin. *Beaut-e-News*® e-newsletter begins e-mailing to customers.

**March 20:** February Career Car qualifier paperwork due to Company. Spring 2009 Preferred Customer Program customer follow-up list and labels master begin mailing. Online prize selection for Quarter 3 Star Consultant quarterly contest available.

**March 25:** Spring 2009 Preferred Customer Program mailing of *The Look* begins. (Allow 7-10 business days for delivery.)

# Teach! Don't Touch! Hands-Off Policy Is Best

Many states have laws that require licenses for individuals who physically apply cosmetics or cosmetic treatments to others with the hands or mechanical devices, including brushes or applicators. We strongly recommend that Independent Sales Directors and Independent Beauty Consultants who are licensed cosmetologists avoid touching or applying cosmetics to the customer, as this practice can lead to misunderstandings in the minds of customers, other Independent Beauty Consultants and licensing authorities. You may want to set your customers' expectations by letting them know their appointments with you will be

opportunities to *learn* to apply cosmetics themselves, as opposed to *having* them applied (as in a department store makeover) and that their own hands-on application will more effectively imprint correct methods for future use. If a customer insists that you apply the cosmetics to her, we recommend a polite explanation that the Mary Kay concept is to teach the customer to do it for herself so she can repeat the procedures when the Independent Beauty Consultant is not there. Your customers will appreciate this logical, professional response, and you'll avoid any misunderstandings with licensing authorities.

## Find It Online – What's New On Mary Kay InTouch®

Check out some of the following tools currently available. You may find everything you need for your Mary Kay business and more!

**Mary Kay Tribute.** This popular section has received an update with new graphics and information that showcase the outstanding life, legacy and awards of Mary Kay Ash. It's a great place for anyone to learn more about the woman and her lifetime contributions. Go to Heritage > Remembering Mary Kay. This site can also be accessed from [www.marykay.com](http://www.marykay.com) or at [www.marykaytribute.com](http://www.marykaytribute.com).

**Priority Awards Seminar 2009 Registration.** You have until March 15 to qualify for Priority Awards Seminar Registration. There are several ways to qualify, so be sure to check out all the details on the Mary Kay InTouch® Web site. Go to "Events."

**Beauty Consultant Enrichment Program With Pacesetters.** Get a different free CD download each month. Go to Education > Beauty Consultant Enrichment Program to listen to and download the featured CD. And now you also will find a new "Pacesetters" section with exciting challenges to help you get each month off to a great start. Plus, these challenges offer Career Conference 2009 recognition!

**Advance Online.** Have a question about the career path? Want to know what's new, including new rewards and bonuses for new Independent Sales Directors? This section includes the latest updates and a link to the *Advance* brochure in PDF form. Go to Resources > Publications > *Advance* Online.

**Hostess Program.** Party guides, party tips, hostess rewards and more! Updated each quarter, this section can help you and your hostesses plan the best parties ever. Go to Education > Hostess Program.

## BizBuilders Bonuses!

Free\*\* products with each qualified order! Check out these bonuses, quantities and values, available when you place a product order Feb. 16 – March 15, 2009.

Total Section 1	Month 3 Bonus*	Bonus Suggested Retail Value**
\$400 sugg. retail/ \$200 wholesale	50% Discount/ Earned Discount Privilege	
\$800 sugg. retail/ \$400 wholesale	1 Oil Mattifier	\$15
\$1,200 sugg. retail/ \$600 wholesale	2 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set	\$30
\$1,600 sugg. retail/ \$800 wholesale	3 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set	\$45
\$2,400 sugg. retail/ \$1,200 wholesale	4 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set	\$60
\$3,600 sugg. retail/ \$1,800 wholesale	5 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set 1 Travel Roll-Up Bag	\$75
\$4,800 sugg. retail/ \$2,400 wholesale	5 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set 2 Travel Roll-Up Bags	\$75
\$6,000 sugg. retail/ \$3,000 wholesale	5 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set 3 Travel Roll-Up Bags	\$75
\$7,200 sugg. retail/ \$3,600 wholesale	5 Oil Mattifiers 1 Spring Gift With Purchase – Mini Microdermabrasion Set 4 Travel Roll-Up Bags	\$75

Although these BizBuilders bonuses are not available to new Independent Beauty Consultants with their initial orders, they are eligible for the Ready, Set, Sell! product bonuses. See the January issue of *Applause*® magazine for the current Ready, Set, Sell! bonus values and the *Ready, Set, Sell!* brochure for additional details.

\*Independent Beauty Consultants will receive Seminar contest credit on all Section 1 retail products and gifts with purchase, but not Section 2 products distributed through this program.

\*\*Tax is required on the suggested retail value of Section 1 products. Add applicable bonus values to the Taxes area in the Summary Section of the Consultant order form. We reserve the right to substitute another bonus of equal or greater value in the event supplies are depleted.

# Go-Give® Award

Congratulations to the winners for March 2009.

The Go-Give® Award is given in memory of Independent National Sales Director **Sue Z. Vickers** to recognize **Independent Sales Directors** who best exemplify the **Golden Rule**, helping others **unselfishly** and **supporting** adoptees as much as unit members.

If you know an Independent Sales Director who has displayed the Go-Give® spirit, why not nominate her for the monthly Go-Give® Award? The Go-Give® nomination form is available on the Mary Kay InTouch® Web site under "Recognition."



**Suzie Kuczynski**

**Ruby**  
Independent Sales Director  
Began Mary Kay  
February 1999  
Sales Director Debut  
December 2001  
National Sales Director  
Bea Millslagle  
Honors Premier Club qualifier; Star Consultant; two-times Sales Director Queen's Court of Personal Sales; two-times Queen's Court of Sharing; Circle of Achievement; Double Star Achievement; Triple Star Achievement; gold medal winner; estimated highest monthly unit retail: \$52,060  
Personal Lives in Sparks, Nev. Husband, Rob; sons: Kyle, Kody; daughter, Katelyn  
Favorite Quote "The Lord is my light and my salvation – so why should I be afraid? The Lord is my fortress, protecting me from danger, so why should I tremble?"  
Psalm 27:1  
Independent Beauty Consultant  
Barbara Rinaldo of Sparks, Nev., says, "A customer called to order a few products to send to her sister in the hospital in another state. Suzie contacted a sister Independent Sales Director in that state and requested a pampering gift basket be delivered personally to the patient at Suzie's expense."



**Pam Garner Moore**

**Sapphire**  
Independent Senior Sales Director  
Began Mary Kay  
July 1980  
Sales Director Debut  
December 1982  
Offspring one first-line; one second-line  
National Sales Director  
Gayle Gaston  
Honors Cadillac qualifier; Circle of Honor; three-times Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; ten-times Circle of Achievement; three-times Circle of Excellence; Double Star Achievement; Triple Star Achievement; gold medal winner; estimated highest monthly unit retail: \$87,107  
Personal Lives in Ruston, La. Daughter, Rilee  
Favorite Quote "Excellence is giving everything that you have to everything that you do."  
– Pamela Waldrop Shaw  
Independent Future Executive Senior Sales Director Sheila Schuler of North Vernon, Ind., says, "Pam travels to Toupin Area events to mentor and educate. Her warm spirit and willingness to share her wisdom is a true blessing."



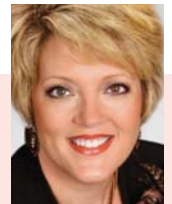
**Tammy Steele**

**Emerald**  
Independent Senior Sales Director  
Began Mary Kay  
September 1981  
Sales Director Debut  
April 1989  
Offspring one first-line  
National Sales Director  
Go Give Area  
Honors Cadillac qualifier; Circle of Honor; 11-times Sales Director Queen's Court of Personal Sales; seven-times Circle of Achievement; seven-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$57,089  
Personal Lives in University Place, Wash. Husband, John; son, Kevin; daughter, Tasha  
Favorite Quote "Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up." Galatians 6:9  
Independent Beauty Consultant  
Kendra Kinard of Cicero, Ill., says, "Tammy had surgery to humbly give a kidney to a sister Independent Sales Director. She placed orders and answered phone calls from her unit concerning month-end orders as she lay in the hospital awaiting surgery."



**Sandy Hutson**

**Pearl**  
Independent Sales Director  
Began Mary Kay  
September 1989  
Sales Director Debut  
June 1994  
National Sales Director  
Sandy Miller  
Honors Premier Club qualifier; Circle of Honor; 11-times Sales Director Queen's Court of Personal Sales; eight-times Circle of Achievement; eight-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$60,731  
Personal Lives in Davenport, Iowa Husband, Al; sons: Brad, David; daughters: Katie, Alissa; five grandchildren  
Favorite Quote "In all thy ways acknowledge him, and he shall direct thy paths." Proverbs 3:6  
Independent Senior Sales Director  
Peggy Schoenfeld of Holmen, Wis., says, "Helping women fulfill their God-given potential is what drives Sandy. She's guided two of her adoptees as they worked to become Independent Sales Directors."



**Susan Finley**

**Diamond**  
Independent Senior Sales Director  
Began Mary Kay  
February 26, 1988  
Sales Director Debut  
December 1994  
Offspring two first-line; one second-line  
National Sales Director  
Go Give Area  
Honors Premier Club qualifier; Star Consultant; three-times Sales Director Queen's Court of Personal Sales; 11-times Circle of Achievement; two-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$65,118  
Personal Lives in Zionsville, Ind. Husband, Reggie; son, Tanner; daughter, Jade  
Favorite Quote "Excellence is the result of caring more than others think is wise, risking more than others think is safe, dreaming more than others think is practical and expecting more than others think is possible." – Anonymous  
Independent National Sales Director  
Linda Toupin, says, "Susan is creative and shares her ideas and programs with everyone. She looks after the welfare of the entire city of Indianapolis."

# 2009 is your year.

You have the potential to lead a team of women that is committed to carrying on Mary Kay's dream. You desire to be among the sisterhood of Mary Kay Independent Sales Directors who take success to heart. When you take a step up in 2009, the rewards will be yours!



## Enhanced New Independent Sales Director Rewards

Becoming an Independent Sales Director is an incredible achievement within itself, but when you strive for sales and unit-building success within your first year, you can earn even more rewards. The following programs for new Independent Sales Directors have been enhanced to offer even greater rewards beginning Jan. 1, 2009. Here's what is new for these program achievers:

### Fabulous 50s Club

- ▶ New! Free Leadership Conference registration
- ▶ New! Onstage recognition at Leadership Conference

### Mary Kay Honors Society

- ▶ New! Free Seminar registration
- ▶ New! Invitation to a special function at Leadership Conference

### Triple Crown

- ▶ New! A distinctive ring that symbolizes this achievement

These fabulous new rewards are in addition to *Applause*® magazine recognition and other rewards you can earn. To check out the full list of rewards, please go to the "Recognition/Contests" section of the Mary Kay InTouch® Web site.

Also, you'll want to note that the program formerly called On the Write Track has been renamed On the Move. What's more, On the Move, the Fabulous 50s Club and the Mary Kay Honors Society program offer \$1,000 bonuses each. That's a total of \$3,000 when you achieve all three programs. For details on these programs, please see Pages 13 and 14 of this *Applause*® magazine.



## Class of 2009 Challenge



The beautiful Class of 2009 ring is yours when you debut as an Independent Sales Director Aug. 1, 2008, through July 1, 2009, OR when you debut at least one offspring Independent Sales Director during the contest period. Those who debut from April 1 through July 1, 2009, will be recognized at Seminar 2009.

## The Suit

Step out in style and wear your new Independent Sales Director status with pride. When you order your suit by the 15th of the month following your debut, you can receive a 20 percent discount.

MARY KAY®

Mary Kay Inc.  
P.O. Box 799045  
Dallas, TX 75379-9045

PRSR STD  
U.S. POSTAGE PAID  
MARY KAY INC.



## career **conference** 2009

### **be smart** and go!

It's not too late to make one of the smartest decisions you can for your business! When you attend *Work Smart!*<sup>SM</sup> Career Conference 2009, you'll have the opportunity to fill your mind with exclusive education and your heart with uplifting motivation and inspiration. With Career Conference experiences to bolster you, rounding the bend to Seminar with your eyes on the prize and determination in your soul is sure to be a cinch!

You still have time to register online by Feb. 27. If you miss the deadline, make plans to register on-site at any Career Conference location, space permitting, for \$90.\*

And remember, an exclusive product giveaway (just for you) equal to the cost of your registration fee is waiting. Don't miss out!

### **bring your compacts**

Compact recycling continues through Career Conference 2009! Look for collection bins to drop off empty platinum and pink compacts at your Career Conference location and continue helping in our tree-planting effort!

\*Independent Beauty Consultants who submit Independent Beauty Consultant Agreements after Feb. 27 pay \$80 for on-site registration.