

MARY KAY

MARCH 2021

applause[®]



Elevate Expectations.

Step up your customer's skin care routine with this eight-weeks-to-amazing treatment.

MARCH Dates



1

Online Independent Sales Director-in-Qualification Commitment Form available beginning 12:01 a.m. Central time.

22

Online prize selection available for Quarter 3 Star Consultant Program.

3

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

30

Last day for Independent Beauty Consultants to place telephone orders.

31

Last day for Independent Beauty Consultants to place online orders.

15

Process deadline for Quarter 3 Star Consultant Program.

Deadline to make Quarter 2 Star Consultant prize selections.

Online Independent Beauty Consultant Agreements accepted until midnight Central time.

16

Quarter 4 of the Star Consultant Program begins.

Summer 2021 *Preferred Customer Program*™ online enrollment begins for *The Look*, including an exclusive sample (while supplies last).

March 8: International Women's Day

This day and all days, we celebrate strong, independent women like you. You can help celebrate by sharing with your customers on social media how Mary Kay empowers women. **Mary Kay InTouch® > Resources > Digital Zone > Social Media Central > Social Media Playbooks.**



“

Be a team

player.

Remember that

being a success

doesn't always

depend on you

alone, but also

on the work and

achievement

of your

teammates.

”

Mary Kay

HELPFUL NUMBER: Customer Success Team 800-272-9333

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

APPLAUSE® magazine is published in recognition of and as information for members of the Mary Kay Inc. independent contractor sales organization, Independent National Sales Directors ("National Sales Directors"), Independent Sales Directors ("Sales Directors") and Independent Beauty Consultants ("Consultants") in the United States, Puerto Rico, U.S. Virgin Islands and Guam by Mary Kay Inc., Dallas, Texas. ©2021 Mary Kay Inc. Member: Direct Selling Association, Personal Care Products Council. Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, marykay.com.

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TRENDING *Now*

Work Smart With Working Live.

Looking to enhance your video conference capabilities? Help is here! For an amazing price, this new subscription service provided by *MKConnections*[®] gives you the reliability of Zoom conferencing with significant added features. Already have a Zoom account? Sign up using the same email so your meeting ID and password stay the same. Learn more and sign up! [Mary Kay InTouch[®] > Ordering > MKConnections[®] Approved Vendors.](#)



Skipio is a text messaging service with exclusive plans and features. All your customer information from *Mary Kay InTouch[®]* automatically syncs to your Skipio account. Gone are the days of manually updating your contacts in multiple places. Learn more and sign up! [Mary Kay InTouch[®] > Ordering > MKConnections[®] Approved Vendors.](#)

THIS MONTH IN MARY KAY HISTORY

1984

Mary Kay initiates the new *Program for Profit* which includes the VIP (Very Important Performer) Car Program. The Oldsmobile Firenza is the first VIP car.



2020

The *Applause[®]* Podcast launches giving Mary Kay Independent Beauty Consultants the opportunity to listen to what's new and hear stories from their sister sales force members. Haven't tuned in yet? Find the *Applause[®]* Podcast on the [Mary Kay Digital Showcase App](#) which is downloadable from your app store.

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

*Within *Applause[®]* magazine, you MAY periodically find articles which suggest building your business through referrals and/or by contacting potential guests for upcoming skin care parties or other events. Prior to contacting such individuals via telephone or email, you should consider whether such communication is consistent with state and/or federal "do-not-call" and/or "SPAM" laws and regulations. For more information on this subject, you can go to the *Mary Kay InTouch[®]* > Resources > Legal. 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.

AMPLIFY YOUR SALES

WITH **MARY KAY**
CLINICAL SOLUTIONS™.

NEW! MARY KAY
CLINICAL SOLUTIONS™
RETINOL 0.5 SET, \$120

Includes one *Mary Kay Clinical Solutions™*
Retinol 0.5 and *Mary Kay Clinical Solutions™*
Calm + Restore Facial Milk

NEW! MARY KAY
CLINICAL SOLUTIONS™
RETINOL 0.5, \$78

Powered by **pure, potent, high-concentration retinol**, the gold-standard ingredient dermatologists recommend for adults of **every age** to:

- **Prevent** signs of visible aging you can't see yet.
- **Reverse** advanced visible signs of aging.

REWARDS OF RETINOL

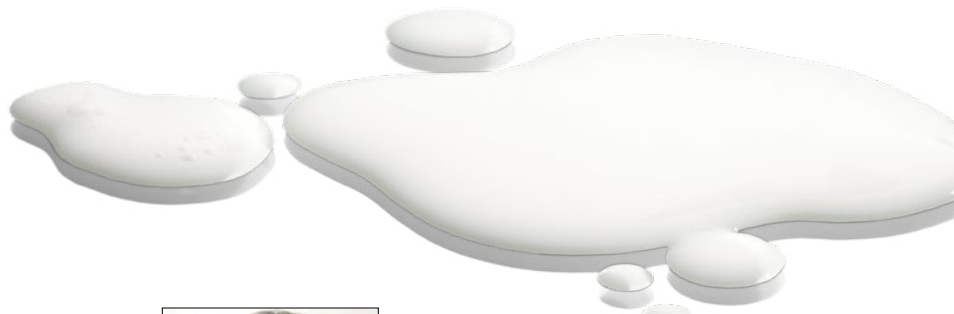
- Supports natural collagen and elastin, improving the appearance of collagen-depleted skin.
- Stimulates surface skin cell renewal, so skin appears more as it did when you were younger.



NEW! MARY KAY CLINICAL SOLUTIONS™ CALM + RESTORE FACIAL MILK, \$50

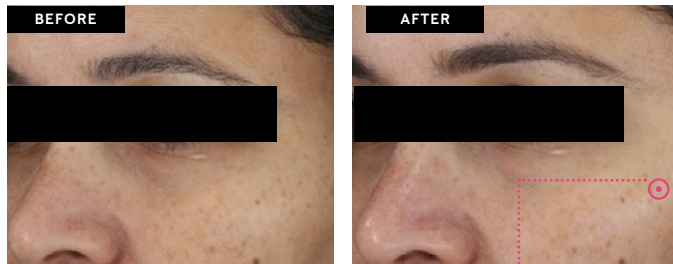
Formulated to help calm and soothe retinol-treated skin.

- Coconut, jojoba seed, safflower and olive oils deliver a power shot of rich fatty acids to nourish and soothe skin.
- Glycerin and sugarcane squalane are known to help prevent water loss. This is an essential benefit during the retinization period when skin is prone to increased dryness.



AFTER 8 WEEKS, RESULTS ARE IMPRESSIVE.

In an eight-week independent clinical study of *Mary Kay Clinical Solutions™* Retinol 0.5,



- **100 percent** of women experienced **improvement in skin smoothness.***



- **100 percent** of women experienced **improvement in skin radiance.***
 - In fact, the average improvement in skin radiance *quadrupled.**

This patent-pending formula was shown to improve the appearance of wrinkles, uneven skin tone and loss of facial firmness – *basically all the things that make your skin look older*. The power of pure retinol delivers real renovation for your skin. Share your before-and- after photos on social media using #MKBeforeAndAfter and MKClinicalSolutions.

NEW! MARY KAY CLINICAL SOLUTIONS™ CALM + RESTORE FACIAL MILK DELUXE MINI, \$3

TRAVEL SIZE! Perfect for use on the go throughout the day during the retinization process! Dab on top of makeup to relieve dryness.



“Retinol is considered the foundation of youthful skin. Three decades of clinical research demonstrate its efficacy. We all want skin that looks good.

More importantly, we all need healthy, resilient skin that can protect us beautifully throughout our lifetime.”

— Dr. Lucy Gildea, Chief Scientific Officer

DERMATOLOGISTS' COUNCIL AND SEAL

In developing *Mary Kay Clinical Solutions™* product line, **Mary Kay went above and beyond the normal process of safety testing and claims review**, providing behind-the-scenes access to an **external advisory panel of U.S. board-certified dermatologists** to help validate the formula and ingredients. The panel includes dermatologists selected for their **extensive skin care expertise, scholarship and professional practice.**



NEW! SPECIAL-EDITION† MARY KAY® FUZZY HEADBAND, \$2

This headband makes a great accessory to any skin care regimen. Consider giving this headband as a hostess gift or create your next gift-with-purchase. Available on Section 2.

*Results based on an independent expert evaluator assessing 22 women during an eight-week clinical study in which women used retinol 0.5 every other night for the first two weeks, then applied nightly weeks three-eight. Data reflects the percentage of panelists who showed improvement or the percentage of improvement for an attribute compared to baseline measurements taken at the beginning of the study.

†Available while supplies last

EIGHT WEEKS TO AMAZING!

RETINIZATION: TRAIN YOUR SKIN IN EIGHT WEEKS.

For first-time users of pure retinol,* Mary Kay's gentle **retinization process** can help your customers of every age, ethnicity and skin type experience the benefits of retinol while minimizing potential irritation. By gradually increasing exposure, skin has time to adapt to the potency of this formula. **The gentle retinization process is an important point of difference from the competition.**

ORDER OF APPLICATION

After retinization process is complete.

- Apply your eye cream BEFORE retinol 0.5, due to potential eye area irritation that can occur if applied with residual retinol on your fingertips.
- In the evening only, apply retinol 0.5 to clean, dry skin. Wait five to 10 minutes after cleansing to reduce the potential for skin discomfort.
- After absorption, apply calm + restore facial milk plus any other serums.
- Finish with nighttime moisturizer.

REMINDER: Always use sunscreen during the day when using retinol products.

Use-Up rate: If applying a pea-sized amount nightly, average use-up rate for retinol 0.5 is four to five months. For best results, use within six months after opening.

A little goes a long way! A pea-sized amount (one pump) is all you need. A larger amount will not improve the benefits and may increase skin discomfort. Once a day – in the evening – is the highest level of frequency needed. Using more than once a day will not make it work faster but will increase chances of skin irritation.



DIRECTIONS FOR RETINIZATION

WEEKS 1 + 2

1x PER WEEK ON THE SAME NIGHT, DILUTED WITH CALM + RESTORE FACIAL MILK

WEEKS 3 + 4

1x PER WEEK ON THE SAME NIGHT, FOLLOWED BY CALM + RESTORE FACIAL MILK

WEEKS 5 + 6

2x PER WEEK, FOLLOWED BY CALM + RESTORE FACIAL MILK, AS NEEDED

WEEKS 7 + 8

3x - 5x PER WEEK, FOLLOWED BY CALM + RESTORE FACIAL MILK, AS NEEDED

WEEKS & BEYOND

CONTINUED BENEFITS COME WITH CONTINUED USAGE. ONCE SKIN IS RETINIZED, RETINOL 0.5 MAY BE USED AS OFTEN AS EVERY EVENING, IF DESIRED.

TimeWise Repair products do not contain pure retinol. TimeWise Repair* products contain an encapsulated, controlled-release retinol that's not designed to retinize your skin. If TimeWise Repair* products are your only source for retinol, Mary Kay recommends following the retinization process to help skin adjust to the potency of the high concentration retinol found in Clinical Solutions™ Retinol 0.5.

GOT QUESTIONS?

We've got answers to your customers' most frequent questions.

WHAT KIND OF IRRITATION MAY OCCUR?

It is not uncommon for first-time users of high-concentration retinol to experience **temporary redness, dryness and flakiness** while skin is adjusting. That's why Mary Kay recommends the eight-week retinization process. At any time, if discomfort is not tolerable, scale back usage as tolerated by your skin.

HOW IS THE RETINOL IN MARY KAY CLINICAL SOLUTIONS™ DIFFERENT FROM OTHER MARY KAY® PRODUCTS WITH RETINOL?

The retinol in *TimeWise Repair*® products is at a lower, but still efficacious, level compared to *Mary Kay Clinical Solutions*™. In addition, *Mary Kay Clinical Solutions*™ delivers a **pure, high-concentration** of retinol, while the retinol in *TimeWise Repair*® products is **encapsulated and delivered through a delayed-release system**.

I'M IN MY 20s AND NOT YET SEEING VISIBLE SIGNS OF AGING. IS RETINOL 0.5 FOR ME?

Yes. Retinol not only helps reverse visible signs of aging, but it also **helps prevent signs of aging you can't even see yet**. Retinol can help you regain collagen that your skin loses every year. Beginning in your early 20s, you produce approximately 1% less collagen in the skin every year. Collagen depletion continues forever unless something is done to combat it. Retinol *is* that something.

ARE THERE ANY PRODUCTS TO AVOID?

- **During the retinization period:** *Clear Proof*® Acne System, *TimeWise*® Microdermabrasion Refine, *TimeWise Repair*® *Revealing Radiance*® Facial Peel, *TimeWise Replenishing*

LOVE THESE, BUT AVOID DURING RETINIZATION:



Serum C+E™, *Mary Kay Naturally*® Exfoliating Powder, *Mary Kay*® Hydrogel Eye Patches, *Skinvigorate Sonic*™ Skin Care System and Facial Massage Head.

- **After the retinization period:** Continue use with all *Mary Kay*® products, except for *Clear Proof*® products containing salicylic acid.

After retinization, if using *TimeWise*® Microdermabrasion Refine, *Mary Kay Naturally*® Exfoliating Powder or *TimeWise Repair*® *Revealing Radiance*® Facial Peel, alternate nights of application with retinol 0.5. If you experience irritation, scale back use of exfoliating products as tolerated. It's recommended that *Mary Kay*® Hydrogel Eye Patches and *TimeWise Replenishing Serum C+E*™ be used mornings or on alternate nights from *Mary Kay Clinical Solutions*™ Retinol 0.5, due to the potential for irritation.

FOR MORE [FAQs](#) VISIT [MARYKAYINTOUCH®](#) > PRODUCTS > [MARYKAY CLINICAL SOLUTIONS™](#).

SELLING SOLUTIONS



DEBORAH'S PLAN

In her fourth week of using *Mary Kay Clinical Solutions™*, **DEBORAH BAILYE**, INDEPENDENT FUTURE EXECUTIVE SENIOR SALES DIRECTOR, ALGONQUIN, ILL., noticed increased skin smoothness, and she got excited about the opportunities ahead for

her unit members and customers.

DEBORAH'S TIPS:

- **Share the big picture/strategy** with my unit members and ask everyone to **get educated on claims and benefits**.
- Encourage my unit members to **try it for themselves** – take their own “before” picture, then try *Mary Kay Clinical Solutions™*, and take an “after” picture every two weeks during retinization process and beyond to see the results so they can **be their own advertisement**.
- **Start sharing *Mary Kay Clinical Solutions™*** with their customers.
- Ask five or six of their best customers if they'd like to be part of their **exclusive test panel** for this new product, and as an option, you can offer an incentive for taking part.
- Create a **private group on your Mary Kay Facebook business page** for these test panel members to share their experiences, before-and-after photos and excitement on the results. With their permission, share those testimonials with others on your social media business page.

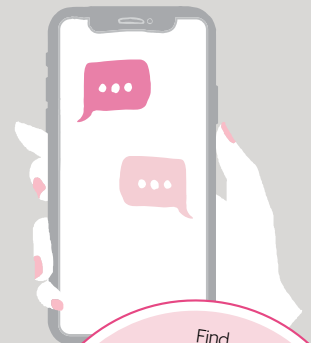
SAMPLE TEXTS:

TEXT 1: “Have you heard the buzz about *Mary Kay Clinical Solutions™* Retinol 0.5? Mary Kay just launched this dermocosmetic line, and I've selected a special group of customers to participate in a test panel of this new level of fighting wrinkles, discoloration and loss of firmness. Would you like to be among the FIRST to try this amazing skin care advancement?”

When they respond yes, ask if you can call with details, text them a *Mary Kay®* product link for the *Mary Kay Clinical Solutions™* details and/or text the info below:

TEXT 2: “Excellent, I am preordering the sets for my test panel, so with your exclusive discount, your total for your *Mary Kay Clinical Solutions* set would be _____.

Remember to accept the invitation to our private Facebook group and let the retinization process begin!”



Find these plus other great resources like fliers, a fact sheet, FAQs, in-depth educational videos PLUS some amazing videos featuring independent sales force members sharing their own *Mary Kay Clinical Solutions™* journeys on *Mary Kay In Touch®*.

HELP IS HERE!

- **Retinization Tracker** helps you and your customers track your journeys through the first eight weeks of the retinization process. **Tear out on Page 7.**
- **RetinizationJournal flier** helps you document your journey throughout the retinization process. **Tear out on Page 8.**
- **myCustomers+™ App** has a new feature that helps you track and follow up with your customers going through the retinization process.

FOR MORE INFORMATION AND SELLING IDEAS, GO TO [MARY KAY INTOUCH®](#) > PRODUCTS > [MARY KAY CLINICAL SOLUTIONS™](#).

RETINIZATION TRACKER

**EIGHT WEEKS TO TRAIN YOUR SKIN.
EIGHT WEEKS TO AMAZING.**

As a first-time user of pure retinol*, Mary Kay's gentle retinization process is recommended for you. Follow the guidelines shown at right to maximize results while maximizing comfort.



**MARY KAY
CLINICAL
SOLUTIONS™
RETINOL 0.5**

**MARY KAY
CLINICAL
SOLUTIONS™
CALM + RESTORE
FACIAL MILK**

To learn more about retinol's compatibility with other ingredients and *Mary Kay*® products and to find out if retinol is right for you, please contact your

**MARY KAY INDEPENDENT BEAUTY CONSULTANT
OR VISIT MARYKAY.COM/CLINICALSOLUTIONS.**

SUN MON TUE WED THU FRI SAT

WEEKS 1 + 2 ☺

1x PER WEEK ON THE SAME NIGHT, DILUTED WITH CALM + RESTORE FACIAL MILK

NOTES:

1									
2									

SUN MON TUE WED THU FRI SAT

WEEKS 3 + 4 ☺

1x PER WEEK ON THE SAME NIGHT, FOLLOWED BY CALM + RESTORE FACIAL MILK

NOTES:

3									
4									

SUN MON TUE WED THU FRI SAT

WEEKS 5 + 6 ☺

2x PER WEEK, FOLLOWED BY CALM + RESTORE FACIAL MILK, AS NEEDED

NOTES:

5									
6									

SUN MON TUE WED THU FRI SAT

WEEKS 7 + 8 ☺

3x – 5x PER WEEK, FOLLOWED BY CALM + RESTORE FACIAL MILK, AS NEEDED

NOTES:

7									
8									

**TimeVise Repair*® products do not contain pure retinol. *TimeVise Repair*® products contain an encapsulated, controlled-release retinol that's not designed to retinize your skin. If *TimeVise Repair*® products are your only source for retinol, Mary Kay recommends following the retinization process to help skin adjust to the potency of the high-concentration retinol found in *Mary Kay Clinical Solutions*™ Retinol 0.5.



RETINIZATION JOURNAL

Consider the following questions when jotting down your experience:
How do you feel? How does your skin feel? What changes are you noticing with your skin? What tips would you give others at this time point?

WEEK 1 NOTES



WEEK 2 NOTES



WEEK 3 NOTES



WEEK 4 NOTES



WEEK 5 NOTES



WEEK 6 NOTES



WEEK 7 NOTES



WEEK 8 NOTES



MARY KAY

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Gloria Mayfield Banks



Patricia Turker



Sonia Pérez



Cindy Williams



Lisa Madson

ALL IN *On You!*
¡AL CIEN contigo!

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



Lupita Magaña



Pamela Waldrop Shaw



Dayana Polanco



Pamela Fortenberry-Slate



Stacy James

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

Legal Tip: Remember, earnings information should never be shared on your social media pages./Consejo jurídico: Recuerda que la información de ganancias nunca se debe publicar en tus redes sociales.

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

Independent National Sales Directors become members of the exclusive Inner Circle when they earn \$325,000 or more; members of the prestigious Diamond Circle when they earn \$200,000 or more; and members of the Gold Circle when they earn \$125,000 or more in "NSD commissions" during the Seminar contest period. (NSD commissions are comprised of commissions earned on the wholesale production of first-, second-, and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units, NSD bonuses for NSD offspring and offspring from personal units for November 2020, NSD Area Leadership Development Bonuses, Twice as Nice Credit for May 2020, and NSD commissions earned as part of the NSD's participation in the Global Leadership Development Program for October 2020.) 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, 2020, through November 30, 2020./Las Directoras Nacionales de Ventas Independientes se convierten en integrantes del exclusivo Círculo Interior cuando ganan \$325,000 o más; en integrantes del prestigioso Círculo Diamante cuando ganan \$200,000 o más; en integrantes del Círculo de Oro cuando ganan \$125,000 o más en "comisiones de DNV" durante el periodo de concursos del Seminario. (Las comisiones de DNV comprenden las comisiones ganadas en producción al mayorero de la primera, segunda y tercera líneas de unidades descendientes; las Primeras 10 de cuarta línea y subsiguientes; comisiones de DNV Ejecutiva de Élite; comisiones de DNV por unidades personales; gratificaciones de DNV por DNVs descendientes y descendientes de unidades personales en noviembre de 2020; gratificaciones por desarrollo de liderazgo para Áreas de DNV, crédito "Dos veces bueno" de mayo de 2020 y comisiones de DNV ganadas por participación de la DNV en el Programa de Desarrollo de Liderazgo Global en octubre de 2020.) Estas "comisiones de DNV" se usan para determinar la clasificación de DNVs para el año Seminario. Felicitaciones a las siguientes DNVs, consideradas "en marca" del 1 de julio de 2020 al 30 de noviembre de 2020.

INNER CIRCLE / CÍRCULO INTERIOR

\$1,100,000
Gloria Mayfield Banks
\$460,971

\$650,000
Patricia Turker
\$271,834

\$550,000
Sonia Páez
\$230,591

\$500,000
Cindy Williams
\$220,597

Lisa Madson
217,612

\$400,000
Lupita Magaña
\$180,341

\$350,000
Pamela Waldrop Shaw
\$165,704
Dayana Polanco
152,714

DIAMOND CIRCLE / CÍRCULO DIAMANTE

\$300,000
Pamela Fortenberry-Slate
\$133,700

Stacy James
132,026
Dawn Dunn
130,911

Mayuli Rolo
126,604

\$250,000
Dacia Wiegandt
\$122,797
Sandy Valerio
120,388

Julia Burnett
118,748
Yosaira Sánchez
118,364

Lynnea Tate
117,598
O'Nelly Encarnación
115,306

\$200,000
Anabell Rocha
\$103,196
Julianne Nagle
102,452
Mariana Moreno
98,954
Lorraine Newton
98,390

Lia Carta
98,326
Kerry Buskirk
94,747
Cyndee Gress
92,817
Somer Fortenberry
92,594
Kristin Myers
92,079
Anita Wood
91,217
Kim McClure
87,456
Davanne Moul
85,990
Mary Estupiñan
85,373

GOLD CIRCLE / CÍRCULO DE ORO

\$150,000
María Monarrez
\$82,353
Paola Ramírez
82,117
Rosibel Shahin
81,654
Valerie Bagnol
81,517
Cindy Fox
81,026
Kimberly Copeland
80,092
Bianny Ramírez
80,090
Shannon Andrews
78,061
Jan Thetford
76,154
Crisette Ellis
76,145
Ada García-Herrera
75,998
Monique Balboa
75,898
Evelinda Díaz
72,655
Marye Durrer (debut 7/20)
72,284
Auri Hatheway
71,343
Caterina Harris Earl
70,552
Kristin Sharpe
69,990
Sue Pankow
69,444
Sonia Bonilla
69,431
Gloria Báez
69,165
Rebecca Evans
69,056
Kym Walker
68,456
Tammy Crayk Smith
68,447
Lisa Allison
67,563

Morayma Rosas
67,133
Janis Z. Trude
66,495
Sylvia Kalicak
65,871
Diane Mentiply
65,494
Pam Higgs
63,598
Mairelys López
63,524
Noelia Jaimes
63,456
Yudith Pupo
63,007
Juanita Gudiño
62,699
Patrice Moore Smith
62,377
María Flores
62,066

\$125,000
Pamela Tull
\$61,174
Dawn Otten-Sweeney
60,442
Leah Lauchlan
60,358
Candy Lewis
60,203
Alia Head
59,869
Gina Rodríguez-Orriola
57,837
Bridget Shaw
57,053
Diana Sumpter
56,815
Roxanne McInroe
56,544
Alma Orrostieta
56,450
Lara McKeever
56,310
Deb Wehrer
55,719
Pam Ross
55,449
Carmen Hernández
55,157
Noemí Jaimes
55,107
Natalie Privette-Jones
55,007
Marilyn Marte-De Melo
54,786
Evitelia Valdez-Cruz
54,482
Elizabeth Sánchez
54,149
Tammy Vavala
53,582
Ruth Everhart
53,529
Heidi Goelzer
52,483

MONTHLY COMMISSIONS AND BONUSES GRATIFICACIONES Y COMISIONES MENSUALES

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

DIAMOND/DIAMANTE

Lisa Madson*	\$42,362	Somer Fortenberry	17,541
Pamela Waldrop Shaw**	37,429	Cyndee Gress*	16,932
O'Nelly Encarnación	25,538	Davanne Moul*	15,814
Dawn Dunn*	23,072	Bridget Shaw	14,845
Yosaira Sánchez*	22,053	Kristin Myers*	13,316
Lynnea Tate	21,946	Alma Orrostieta	13,210
Julia Burnett*	19,114	Dawn Otten-Sweeney	13,113
Kristin Sharpe	17,279	Kimberly Copeland	12,514
Candy Lewis	16,738	Morayma Rosas	12,255
Diana Sumpter	15,307	Janis Z. Trude	11,978
Lisa Allison	14,872	Diane Mentiply	11,578
Shannon Andrews*	13,951	Elizabeth Sánchez	11,062
Leah Lauchlan	13,562	Lupita Díaz	10,915
María Monarrez	13,312	Mia Mason Porter	10,824
Sue Pankow	13,268	Deb Wehrer	10,817
Heidi Goelzer	12,692		
Rebecca Evans*	12,537		
Evitelia Valdez-Cruz	12,185		
Roxanne McInroe	12,090		
Julia Mundy	11,338		
Sharon Buck	11,201		
Soledad Herrera	10,537		
Vicki Jo Auth	10,316		
Marixa González	10,180		
Alia Head	10,176		

EMERALD/ESMERALDA

Gloria Mayfield Banks***	\$107,618		
Patricia Turker**	48,063		
Sonia Páez**	31,617		
Mayuli Rolo*	24,995		
Mariana Moreno*	24,691		
Dayana Polanco*	23,274		
Julianne Nagle*	20,212		
Dacia Wiegandt*	19,853		
Yudith Pupo*	19,241		
Crisette Ellis	17,171		
Pam Higgs	16,360		
Tammy Crayk Smith	16,239		
Rosibel Shahin*	16,093		
Kerry Buskirk*	15,470		
Monique Balboa	15,352		
Anita Wood*	14,029		
Ada García-Herrera*	13,951		
Pamela Tull	13,630		
Kym Walker*	13,331		
Auri Hatheway	13,329		
Caterina Harris Earl	13,005		
Bianny Ramírez*	12,956		
Sonia Bonilla	12,407		
Cindy Z. Leone	11,573		
Evelinda Díaz*	11,527		
Cathy Bill*	11,353		
Jill Davis	10,984		
Gina Rodríguez-Orriola	10,743		

RUBY/RUBÍ

Cindy Williams*	\$40,407		
Stacy James*	32,340		
Lia Carta**	25,059		
Kim McClure	21,201		
Sandy Valerio*	19,578		
Mary Estupiñan*	17,862		
Gloria Báez*	15,582		
Anabell Rocha*	14,433		
Lara McKeever	14,046		
Jan Thetford	13,521		
Marye Durrer*	13,158		
María Flores	12,649		
Cindy Fox*	12,589		
Tammy Vavala	12,539		
Bea Millslagle	11,323		
Vicky Fuselier	11,101		
Crystal Trojanowski	10,378		
Michelle Sudeth*	10,087		

SAPPHIRE/ZAFIRO

Lupita Magaña**	\$41,239		
Paola Ramírez	25,652		
Valerie Bagnol*	23,438		
Pamela Fortenberry-Slate*	21,613		
Lorraine Newton*	19,025		

* Denotes Senior NSD
** Denotes Executive NSD
*** Denotes Elite Executive NSD
* Denota DNV Senior
** Denota DNV Ejecutiva
*** Denota DNV Ejecutiva de Élite

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

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MARY KAY ANGELS ÁNGELES MARY KAY

These independent sales force members achieved the highest commissions/bonuses or production or had the most new team or unit members in their Seminar areas in November 2020./Integrantes del cuerpo de ventas independiente que lograron las comisiones, gratificaciones o la producción más altas o tuvieron el mayor número de nuevas integrantes de equipo o integrantes de unidad en sus áreas de Seminario en noviembre de 2020.

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

DIAMOND/DIAMANTE
Delmi C. Santos, *Y. Sánchez Area* \$113,911

RUBY/RUBÍ
Kenia K. Acosta, *M. Estupiñan Area* \$95,315

SAPPHIRE/ZAFIRO
Keita Powell, *Mary Kay National Area* \$91,565

EMERALD/ESMERALDA
Deanna L. Spillman, *J. Nagle Area* \$109,000

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

DIAMOND/DIAMANTE
Chelsea C. Adkins, *L. Tate Area* \$20,879

RUBY/RUBÍ
Sara Mangiaracina, *S. Valerio Area* \$13,001

SAPPHIRE/ZAFIRO
Tammy J. Cononie, *S. Fortenberry Area* \$13,228

EMERALD/ESMERALDA
Jennifer L. Besecker, *P. Higgs Area* \$18,466

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

DIAMOND/DIAMANTE
Beta O. Ngerem, *T. Schafer Unit, T. Schafer Area* \$15,044

RUBY/RUBÍ
Christina M. Ferguson, *S. Kocher-Naccarato Unit, T. Romage Area* \$12,654

SAPPHIRE/ZAFIRO
Kristie Wetherington, *M. Slythe Farquharson Unit, V. Bagnol Area* \$12,433

EMERALD/ESMERALDA
Connie L. Grinols, *T. Czarzasty Unit, Mary Kay National Area* \$12,783

TOP TEAM BUILDER / PRIMERA IMPULSORA DE EQUIPO New Team Members

DIAMOND/DIAMANTE
Sales Director Donald Bruns, *Mary Kay National Area* 13

RUBY/RUBÍ
Onyinyechi C. Okoh, *C. Ojukwu Unit, Mary Kay National Area* 13

SAPPHIRE/ZAFIRO
Sales Director Rocio Renteria, *G. Camargo Area* 16

EMERALD/ESMERALDA
Sales Director Claudia M. Pacheco Lazo, *D. Polanco Area* 14

MEET YOUR NSDS CONOCE A TUS DNVs



Be sure to visit *Mary Kay InTouch*® for inspiring success stories about Mary Kay Independent National Sales Directors. Click “Meet Your NSDs” under Heritage. You can search for NSD stories by name, city, state, Seminar or even former occupation. Why not share their stories with potential team members?/Asegúrate de visitar *Mary Kay InTouch*® para leer inspiradoras historias de éxito de las Directoras Nacionales de Ventas Mary Kay Independientes. Haz clic en “Conoce a tus DNVs” bajo el separador “Legado”. Puedes buscar las historias de DNVs por nombre, ciudad, estado, Seminario o por ocupación anterior. ¿Por qué no compartir sus historias con integrantes de equipo potenciales?

TOP UNIT BUILDERS PRIMERAS IMPULSORAS DE UNIDAD

Independent Sales Directors with 20 or more new unit members for November 2020./Directoras de Ventas Independientes con 20 o más nuevas integrantes de unidad en noviembre de 2020.

NEW UNIT MEMBERS/NUEVAS INTEGRANTES DE UNIDAD

DIAMOND/DIAMANTE

Delmi C. Santos 32 New Unit Members
Jessica A. Velardi 24 New Unit Members
Nicole P. Pratt 21 New Unit Members

RUBY/RUBÍ

Kelechi Uduhiri 25 New Unit Members
Chidiebere G. Ojukwu 23 New Unit Members
Isabel Ramirez 20 New Unit Members

SAPPHIRE/ZAFIRO

Allisson Gutierrez 28 New Unit Members
Brooke E. Bennett-Young 26 New Unit Members
Ashley R. Dornbos 24 New Unit Members

EMERALD/ESMERALDA

Robyn K. Barnwell 32 New Unit Members
Regina M. Clark 32 New Unit Members
Ebun Osaze 26 New Unit Members
Katy Goldstein 21 New Unit Members
Erika N. Cullen 20 New Unit Members

NEW INDEPENDENT NATIONAL SALES DIRECTOR DEBUTS, NOVEMBER 1, 2020/ DEBUTS DE NUEVAS DIRECTORAS NACIONALES DE VENTAS INDEPENDIENTES, 1 DE NOVIEMBRE DE 2020

Congratulations to our newest Independent National Sales Director **Dania Bello** from the Emerald Seminar. /Felicitaciones a nuestra más nueva Directora Nacional de Ventas Independiente **Dania Bello** del Seminario Esmeralda.



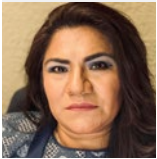
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RUBY/RUBÍ

NEW DEBUTS DEBUTS

September/Septiembre de 2020

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



Silvia Alavez
Naples, FL
M. Estupiñan Unit



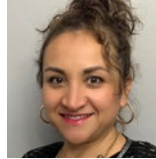
Takoa M. Hogue
Lancaster, NY
S. Braun Unit



Karla Mach
Waxahachie, TX
B. Baty Unit



Joslin Neal
St. Louis
D. Clark-Riley Unit



Maria D. Resendiz
Ramirez
Chicago
L. Spadlowski Unit



Donna M. Russell
Virginia Beach, VA
L. Middleton Unit



Not pictured/Sin foto: *Jodi Cook*, Mary, LA, R. Gleason Unit; *Heather Doucet*, Hope, AR, R. Gleason Unit; *Carmen O. Espinoza*, Houston, C. Galindo Unit; *Asia Evans*, Clifton, NJ, R. Wilson Unit; *Cesarina V. Hidalgo*, McAdoo, PA, A. Santos Unit; *Mary Ellen Jenkins*, Coweta, OK, A. Stella Unit; *Amber Johnston*, Flower Mound, TX, J. Williams Unit; *Emma Lauritzen*, Saint Anthony, ID, S. Lauritzen Unit; *Ana Z. Maria*, Omaha, NE, P. Martinez Unit; *Kayla D. Paul*, Pineville, LA, T. Schamerhorn Unit; *Michele C. Schror*, Pleasant Hill, MO, H. Daniel-Kent Unit; *Angeliq S. Stjean*, Huntington Beach, CA, E. Razban Unit; *Elizabeth S. Swihart*, Springfield, IL, H. McKinney Unit; *April A. Tungpalan*, Las Vegas, L. Olivares Unit.

DEAN'S LIST LISTA DEL DECANO



November/Noviembre de 2019

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



Sylvia H. Hatot
Philadelphia
G. Mayfield
Banks Area
Emerald Seminar



Hannah M. Payne
Commerce, GA
Mary Kay
National Area
Diamond Seminar



Tynisa L. Jones
Fort Knox, KY
G. Mayfield
Banks Area
Emerald Seminar



TRIPLE CROWN TRIPLE CORONA



November/Noviembre de 2019

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

Not pictured/Sin foto: *Chidiebere G. Ojukwu*, Houston, Mary Kay National Area.



HONORS SOCIETY SOCIEDAD DE HONOR

November/Noviembre de 2019

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

Not pictured/Sin foto: *Chidiebere G. Ojukwu*, Houston, Mary Kay National Area.

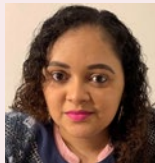
The career path status of Mary Kay independent sales force members at press time is reflected. For complete qualifications, rules and regulations regarding the awards and achievements on pages 9 – 16, go to *Mary Kay InTouch*®. These figures do not include or otherwise account for the individual's expenses incurred or time and effort expended in their Mary Kay business. Individual results will vary. / Al cierre de edición se refleja el status en la trayectoria profesional de las integrantes del cuerpo de ventas independiente. Para requisitos, reglas y reglamentos completos respecto a premios y logros de las págs. 9 – 16, visita *Mary Kay InTouch*®. Estas cifras no incluyen ni reflejan los gastos individuales en que se incurren, así como tampoco el tiempo y esfuerzo invertidos en su negocio Mary Kay. Los resultados individuales variarán.

FABULOUS 50s FABULOSOS 50

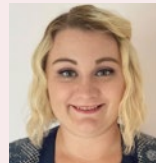
May/Mayo de 2020

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 mayo es por lo menos de \$30,000 y cuenten con por lo menos 50 integrantes de unidad al final del sexto mes de su fecha de debut.

Not pictured:/Sin foto: *Maria I. Irizarry, Hazleton, PA, M. Estupiñan Area; Kayla H. Love, Mount Airy, NC, Mary Kay National Area.*



Ana Santos
Hazle Township, PA
M. Estupiñan Area



Holly R. Shockey
Fisher, WV
C. Fox Area



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

ON THE MOVE EN ACCIÓN

September/Septiembre de 2020

Independent Sales Directors whose adjusted unit wholesale production is at least \$15,000 by the end of the third month following their debut date, and who have added three or more qualified new personal team members whose Independent Beauty Consultant Agreements and minimum of \$600 in wholesale Section 1 orders were received by the Company during the three months following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayo 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 mayo fueron recibidos por la Compañía durante los tres meses después de la fecha de su debut.

Silvia Alavez	Ana Z. Maria
Heather Doucet	Kayla D. Paul
Asia Evans	Maria D. Resendiz Ramirez
Cesarina V. Hidalgo	

FIRST TIME RED JACKETS SACOS ROJOS PRIMERIZOS

November/Noviembre de 2020

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



Brenda Ako Arrey Mouafo	Andrea Huber
Charmyrn Andrews	Stacia L. Huxman
Katherine Angeles	Chisom Igwe
Amber L. Barnhart	Janine Jackson
Coral Bautista	Cynthia Jean
Julie Beers	Junichia A. Johnson
Ann Bridges	Kim Y. Kluball
Linette R. Brown	Mariaya C. Landry
Tracy B. Burns	Norma Lazaro
Jaqualine K. Clapp	Ma Del Refugio Limon Hernandez
Valencia Clark	Nichole Lohrig
Heather M. Cue	Valerie Louis
Alma Duarte	Keisha D. Matthews
Elizabeth M. Egbe	Lashonda A. Mckinney
Valerie M. Gildone	Silvia Mendoza
Karen L. Goff	Aaliyah I. Mims
Sherry L. Hager	Jordan G. Minton
Tomikio Harbin	Brenan Molden
Hali Herman	Rosa Molina Lopez
Nicole L. Hourigan	

Red Jackets, cont.

Janice L. Moore
Nicole B. Moreno
Cynthia Mosley
Ngoy Mutombo
Valerie Z. Ndokama
Laquila Nelson
Tamie Nguyen
Philomena O. Nwosu
Chisom Okoye
Karla J. Orellana
Shirley A. Ortiz
Evelyn Panama
Maribel Payo
Maria C. Perez
Laura L. Piskula
Deborah J. Pryor
Maribel Rangel
Samantha R. Richard
Brenda I. Rios
Ana H. Rivas
Grazzia D. Rodriguez

Marlem Rodriguez
Maribel Sanchez
Angie Schulke
Angela K. Severn
Morgan Shelton
Beth Skaggs
Caroly Smith
Veronica R. Smith
Juan Solorio
Sara M. Urry Booth
Laura Velez-Huesca
Marilu Virula
Bonnie E. Waite
Amanda Whetstone
Sherri L. Wilburn
Sonia Williams
Renee Yeck

GRAND ACHIEVERS GRAN GANADORAS

November qualifiers/Calificadas en noviembre de 2020

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

SALES DIRECTORS/ DIRECTORAS DE VENTAS

Rosy Acevedo*
Claudia V. Tamayo
Wanda L. Tindall

Dalia J. Florentino
Jefeni Luna Fermin
Jolene M. Morales
Onyinyechi C. Okoh
Asuncion M. Rojas

*Denotes September qualifier.
*Denota que calificó en septiembre.

CONSULTANTS/ CONSULTORAS

Leisette Castillo
Caron Drummond-Colden

13% CLUB

CLUB DEL 13%

November/Noviembre de 2020

The top 25 independent sales force members 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 \$225 in wholesale orders during November./Primeras 25 integrantes del cuerpo de ventas independientes en el área **Ruby** que ganaron las comisiones del 13% por equipo personal. Estas hicieron un pedido personal mínimo de \$600 de la sección 1 al mayo y tuvieron por lo menos cinco integrantes de equipo personal que hicieron cada una pedidos por un mínimo de \$225 al mayo en noviembre.

RUBY/RUBÍ

Randi S. Gleason*	1,958
Maria Hernandez*	1,903
Kenia K. Acosta*	1,876
Sandra Estudillo*	1,860
Reyna N. Lepe*	1,792
Monique N. McIntyre*	1,685
Judith Abarca*	1,654
Jefeni Luna Fermin, K. Acosta Unit	1,629
Onyinyechi C. Okoh, C. Ojukwu Unit	1,620
Milagro Ventura Diaz*	1,601
Caron Drummond- Colden, J. Barber Unit	1,513
Milbella Sosa*	1,421
Elizabeth A. Kramer*	1,408
Ana Santos*	1,395
Maria Bautista*	1,386
Rocio Puga*	1,290
Alma L. Castro Magana*	1,273
Mya Hull*	1,258
Nikole M. Childress*	1,244
Norma A. Tovar-Hernandez*	1,224
Patti A. Harris*	1,222
Shara M. Gladden*	1,205
Jennifer L. Albertini*	1,192
Rachael M. Bullock*	1,190
Denia Rubio Gasga*	1,180

*Denotes Independent Sales Director.

*Denota Directora de Ventas Independiente.

WHEN YOU INVEST IN SOMEBODY ELSE'S SUCCESS, YOUR
OWN IS GUARANTEED. / CUANDO INVIERTES EN EL ÉXITO
DE OTRA PERSONA, GARANTIZAS TU PROPIO ÉXITO.

Mary Kay

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GOLD MEDALS

MEDALLAS DE ORO

November/Noviembre de 2020

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

New Team Members/Nuevas integrantes de equipo

242 GOLD MEDALS Silvia Sanchez* 5	47 GOLD MEDALS Amparo Delgado* 5	18 GOLD MEDALS Isabel Garcia* 6	6 GOLD MEDALS Joy Ogene, E. Ntamsen Unit 5	Leisette Castillo, A. Castro Magana Unit 5
102 GOLD MEDALS Maria D. Ortiz* 6	42 GOLD MEDALS Julie B. Potts* 5	15 GOLD MEDALS Blanca E. Rosales* 5	5 GOLD MEDALS Melissa S. Olivarez* 5 Ana Santos* 5	Jaqualine K. Clapp, J. Smith Unit 5 Angie Eaton, M. Olivarez Unit 7 Xochilt Garcia De Covarrubias, A. Alvarez Unit 6
83 GOLD MEDALS Juanita Berumen* 6	41 GOLD MEDALS Griselda Gordillo* 5	14 GOLD MEDALS Isabel Ramirez* 8	4 GOLD MEDALS Stephanie N. Ferguson* 5	Chelsie Howard, R. Burke Unit 5 Chisom Igwe, C. Ojukwu Unit 5 Shaquita N. Jones, B. Cherry Unit 5
78 GOLD MEDALS Francine D. Reed* 6	28 GOLD MEDALS Ofelia Del Rio* 5	13 GOLD MEDALS Maria Guardado* 5 Karen Rodriguez* 7	3 GOLD MEDALS Dalia J. Florentino, K. Acosta Unit 6 Nancy Gass, J. Pond Unit 5 Onyinyechi C. Okoh, C. Ojukwu Unit 13 Nayeli R. Paredes* 5	Josephine A. Lamb, T. Pacheco Unit 6 Jefeni Luna Fermin, K. Acosta Unit 6 Angie Schulke, P. Johnson Unit 7 Yonnette Semple-Dormer, K. Uduhiri Unit 5
75 GOLD MEDALS Chinyelu F. Okeke* 9	27 GOLD MEDALS Rocio Puga* 5	12 GOLD MEDALS Vanessa Warren* 5	11 GOLD MEDALS Maria Vega* 5	Morgan Shelton, H. Daniel-Kent Unit 5 Amanda S. Trimble, J. Kirkham Unit 5
69 GOLD MEDALS Gloria Bello* 8 Elsa Lugo* 7	26 GOLD MEDALS Irina Ghitescu Cocea* 6	11 GOLD MEDALS Maria Vega* 5	10 GOLD MEDALS Kelechi Uduhiri* 5	
68 GOLD MEDALS Irma E. Morales* 6	25 GOLD MEDALS Wilma Ordenez* 7	10 GOLD MEDALS Kelechi Uduhiri* 5	9 GOLD MEDALS Maria Jacobo* 5 Blessing I. Ogu* 5	<i>*Denotes Independent Sales Director.</i>
67 GOLD MEDALS Gloria H. Ebere* 5	24 GOLD MEDALS Susana Manriquez* 5 Luciana Mendez* 7	9 GOLD MEDALS Maria Jacobo* 5 Blessing I. Ogu* 5	8 GOLD MEDALS Yareli Garcia Ramirez* 5 Graciela Torres* 5	<i>*Denota Directora de Ventas Independiente.</i>
64 GOLD MEDALS Maria E. Garfias* 5	23 GOLD MEDALS Celia Guncay* 5 Angeline Nchako Njamfa* 5 Elida A. Polanco* 5	8 GOLD MEDALS Yareli Garcia Ramirez* 5 Graciela Torres* 5	7 GOLD MEDALS Kimberly Micheletto-kurtak, G. Gass Unit 7 Jolene M. Morales, J. Lopez Unit 8 Rosa E. Reyes* 5	
56 GOLD MEDALS Isidora Camargo* 5	22 GOLD MEDALS Concepcion Solis* 8	7 GOLD MEDALS Kimberly Micheletto-kurtak, G. Gass Unit 7 Jolene M. Morales, J. Lopez Unit 8 Rosa E. Reyes* 5	6 GOLD MEDALS Joy Ogene, E. Ntamsen Unit 5	
54 GOLD MEDALS Faye Shaw Jenkins* 6	20 GOLD MEDALS Judith Abarca* 9 Saneyra E. Taveras* 5	1 GOLD MEDAL Victoria Ajayi, K. Uduhiri Unit 5 Maria T. Aviles, P. Lara Unit 5 Cristina Camacho, R. Palomera Urena Unit 9		

OFTEN IT'S THE LITTLE, DAILY DECISIONS – THE ONES YOU MAKE HOUR BY HOUR – THAT MEAN THE DIFFERENCE BETWEEN SUCCESS AND FAILURE./
CON FRECUENCIA SUELEN SER LAS PEQUEÑAS DECISIONES DIARIAS,
LAS QUE TOMAS HORA CON HORA, LAS QUE SON LA DIFERENCIA
ENTRE EL TRIUNFO Y EL FRACASO.

Mary Kay

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Go-Give® Award



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



DIAMOND

Marsha Morrissette

Independent Future Executive
Senior Sales Director

Began Mary Kay Business
August 1973

Sales Director Debut
July 1974

Offspring four first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; Sales Director Queen's Court of Personal Sales; 19-times Circle of Achievement; 23-times Circle of Excellence; three-times Double Star Achievement

Personal Lives in Eden Prairie, Minn. Husband, Gary; son, Guy; daughter, Tiffany

"I am motivated to help others because I have been a lifetime recipient of others pouring into me and I want to pass that on."

Independent Senior Sales Director Elizabeth Kramer of Bismarck, N.D., says, "Marsha exhibits the true Mary Kay Go-Give Spirit. She has taken it upon herself to enrich, motivate and inspire many Sales Directors from all Mary Kay National Areas. She loves us and encourages us to be the very best we can be."



RUBY

Elizabeth A. Elder

Independent Executive Senior
Sales Director

Began Mary Kay Business
December 1994

Sales Director Debut
November 1996

Offspring five first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; seven-times Sales Director Queen's Court of Personal Sales; 17-times Circle of Achievement; six-times Double Star Achievement

Personal Lives in Madison, Ala. Husband, Jeff; son, Brent; daughter, Trish

"I am motivated to help others because when I see a woman that gains confidence, believes in herself and start to dream again, it drives me to continue my work because I was that fragile woman before Mary Kay."

Independent Senior Sales Director Teresa Stewart of Hazel Green, Ala., says, "Elizabeth exemplifies the Go-Give spirit in so many ways and she truly has the heart of a servant. She is a strong and fierce leader, but leads quietly. She would rather give the praise than receive it. She is MY MARY KAY!"



SAPPHIRE

Nedra White Wartham

Independent Executive Senior
Sales Director

Began Mary Kay Business
March 1991

Sales Director Debut
July 1993

Offspring seven first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; 10-times Queen's Court of Sharing; 11-times Circle of Achievement; five-times Circle of Excellence; three-times Double Star Achievement

Personal Lives in Lawrenceville, Ga. Husband, Rick; sons: Raymond, Ricky Jr., Jerry; daughter, Kaila

"I am motivated to help others because my Ruell Cone would always say to us, "When you help enough people to get what they want, you will get what you want". It is awesome when there are more winners with you."

Independent Beauty Consultant Rose Mary Chancellor of Jonesboro, Ga., says, "Nedra is one of the most selfless people you could meet. Her positive energy, enthusiasm, and way of making you feel important are the great leadership skills that exemplify the Mary Kay values and the Go-Give spirit."



EMERALD

Shelly E. Ehler

Independent Sales Director

Began Mary Kay Business
August 1996

Sales Director Debut
August 1998

National Sales Director
Mary Kay National Area

Honors Circle of Honor; six-times Sales Director Queen's Court of Personal Sales; eight-times Circle of Achievement; three-times Double Star Achievement

Personal Lives in Oak Point, Texas. Husband, Lance; sons: Andrew, Alec; daughter, Alyssa

"I am motivated to help others because God is using me to make a difference in the lives of those around me. As I grow into what God has called me to, it motivates others to step into what God has called them to! When I grow, it gives others permission around me to grow! Life is FUN & motivating when we are all learning and growing together!"

Independent Beauty Consultant Lauren Denison of Corinth, Texas, says, "She includes her adopted unit members in everything we do and pours into them constantly! They are seamlessly part of our team. She makes me feel important and special every time we talk."

Nominate a well-deserving Independent Sales Director who displays the Go-Give spirit! Find out how on *Mary Kay InTouch®* under Contests/Promotions > Recognition.

One Woman Can[®] A FAMILY AFFAIR

Tracy Randall was no stranger to Mary Kay. For more than 20 years, she ordered products to support her friends, but always said no to the opportunity. That was until February 2019 when all signs pointed to Mary Kay. And since then, she's brought her family along with her, including Independent Sales Director Tina Baker.



TRACY RANDALL, INDEPENDENT FUTURE EXECUTIVE SENIOR SALES DIRECTOR, RICHMOND, VA. Tracy worked for a securities company in New York City on Sept. 11, 2001. "When the towers fell, I ran and I believe God spared my life that day.

In 2002, there was a major blackout which was another life-threatening ordeal, but God covered me again."

In 2003, the company Tracy worked for asked her to relocate to Virginia. "I wasn't sure I wanted to leave my friends, family and church of 40 years, but I decided to trust in God. I moved to Virginia in 2004 and it was a fresh start. Doors opened for me as a single mom raising my daughters. In 2009, I was asked to relocate to St. Louis. When I declined, I was unemployed which led to serious financial consequences." In 2011, life started coming together again. Tracy got a job at a mortgage company, and then married her husband Randall, in 2014, whom she met at her church.

In October 2018, Tracy was laid off and the next few months were tough. Then in January 2019, Independent Senior Sales Director **Tania Peterson** reached out for help with her Power Start goal (30 faces in 30 days). "Our husbands attended seminary together, and I wanted to help. I told Tania that I was unemployed and couldn't buy anything, but she could use my face. She did a wonderful job and shared the Mary Kay opportunity. I told her that I could not afford the Starter Kit. Besides, I didn't wear makeup and washing my face with water



was working fine for me. But after more conversation, I told her I would pray about it. This was on Feb. 1. My prayer was simply, 'God, if this is your will, please provide and I will!' Well, be careful what you pray for because hours later, at a Girls Night Out, my girlfriends gave me an encouraging card that held \$250! My Mary Kay journey began on Feb. 2, 2019. And God continues to shower his blessings upon me and my business."

"My Mary Kay business brought a spark and I became confident. I introduced my new journey to everyone. I started to hold parties on my own, made lots of mistakes – color-matched incorrectly (oops!) among other things, but I pushed through and remained excited."

SHARING WITH SISTERS

Tracy earned her Red Jacket in March 2019 and was having so much fun that she shared the opportunity with her three sisters, Tina, Tammy and Tanya. "They declined several times and would call each other to laugh and compare notes of my continued efforts. Tina told me NO seven times! But she finally said yes. And the other sisters followed. Tina



**HEAR
TRACY AND
TINA FIRST-HAND!**
Applause podcast
on *Mary Kay® Digital
Showcase App* available
on your app store.

started in July. Tanya joined my team in August and then Tammy joined Tina's team in October."

"How do I become a Sales Director?" Already a Red Jacket with four team members, I followed Tracy's instructions and that same day, my sister, Tammy, joined my team. I continued to build and began to pursue DIQ with 10 team members. I went into DIQ in December and debuted on Feb. 1, 2020, with my TransformNATION Unit."

Tina knew Tracy's desire to be an Independent Sales Director. "She vowed to stay long enough to see me through. I submitted for DIQ on Sept. 1 and debuted on Oct. 1, with my EPIC Unit! That

Tina planned her debut celebration for Friday, March 13, 2020, and on that day, New York was shut down. "My husband contracted COVID-19 and we were quarantined with no income. I went into my home office and told my inventory, 'Get ready to take flight. This family has to eat!' I began to work via Zoom, calls and texts. I pushed hard and I taught my team how to fight. From April to March, not only did we fight, we earned the use of four Mary Kay Career Cars. On Oct. 17, 2020, I picked up the pink Cadillac. What made me push? HUNGER. My family could not go without eating. What keeps me going? HUNGER! I plan to be an Independent National Sales Director."

same month I earned the use of the Chevrolet Malibu, then the Chevrolet Equinox in February 2020, the Cadillac XT5 on Sept. 15, and the Cadillac XT6 on Sept. 30, 2020! Tina saw me through and didn't let her business go. In fact, she had a mindset shift that October."



TINA BAKER, INDEPENDENT SALES DIRECTOR, HEMPSTEAD, N.Y.

"My husband, Steve, and I have been married 29 years and are senior pastors. I will soon graduate from New York Theological Seminary with a Masters of Divinity, followed by a Doctorate in 2024. I am the office manager at my father's church, life coach, wife, mom, author, songwriter, playwright, and I travel, preaching in various churches. There was no way I had time for Mary Kay. I supported Tracy but was not interested AT ALL!"

Tina says, "I have been employed where I have worked above and beyond but my raises were short, my promotions were delayed, and I never felt valued. Now, I promote myself by my work ethics. I give my position away by sharing the business with others. I didn't think I could do Mary Kay with the schedule I have, but I did. My parents had four girls, but I have a sea of sisters and we build each other up without tearing anyone down. Tracy and I work together every single day. We strategize, we laugh, we vent, we share, and we are tight. We celebrate each other, cry together and plan to retire together."

SEVENTH TIME'S A CHARM

Tina and her husband faced financial struggles. To avoid foreclosure, they sold their home with only two weeks to move. They moved into a basement and had to start all over. "It was July when Tracy asked me to join Mary Kay for the seventh time. Before I said no, she asked, 'What about your house?' I needed to do something different to get something better. I finally said 'Yes.' Then in October 2019, I attended a conference hosted by Independent Future Executive Senior Sales Director **Karen Ridle**. That changed everything! I called Tracy from the road to ask,

Sisters Tanya and Tammy, are both working their businesses when they want to, and Tracy and Tina support them with their goals. Tracy says, "Our daughters are also Independent Beauty Consultants. We just made it a family affair."

As the leader of this family affair, Tracy feels grateful. "Thank you to Tania Peterson who pushed through her fear to ask and follow through. I am grateful for the leadership of Karen Ridle, who makes time to pour into us. Our Dream Team area is a wonderful group willing to support, show up and assist. We now have new sisters from all over with different DNA but the same Mary Kay DNA."

REDDER Is Better!

Complete details on Mary Kay InTouch®.

Team-building is as simple and fun as sharing what you love! Check out a few of the great incentives that await when you build a team, earn your Red Jacket and climb the Mary Kay career path!

A RED JACKET IS:

- **STAR TEAM BUILDER:** 3 or 4*
- **TEAM LEADER:** 5 to 7*
- **ELITE TEAM LEADER:†** 8* + OR New! 5* + 1 active personal Red Jacket†



PASS IT ON

GLORIA HEYAIME, INDEPENDENT EXECUTIVE SENIOR SALES DIRECTOR, TAMPA, FLA.

“To me, it’s a privilege to share my Mary Kay business as it brings so much pleasure and growth in my life. Just as someone passed along to me, my hope is

to give others the same opportunities I enjoy today.

Likewise, it’s also a privilege to have someone give me 30 minutes of her time to learn more about Mary Kay, and I don’t take that for granted. Regardless of her response, I want her to leave our conversation feeling special, valued and informed.

If your goals are to move up the Mary Kay career path, become a Red Jacket and earn commissions, bonuses and recognition, share your business and experiences at your parties and with others around you every day. You never know what others are experiencing and how a Mary Kay business could benefit them.”

STEP 9 OF MKU HAS GREAT EDUCATION!

*Active Personal Team Members

†Eligible for second-tier team commission

RED, THE NEW GREEN!

Check out all the bonuses you can earn when you build your teams of teams!

ENDS JUNE 30, 2021

\$100 RED JACKET BONUS

All first-time Red Jacket achievers receive a one-time \$100 bonus.

RED JACKET TEAM-BUILDING BONUS

Active Independent Beauty Consultants through Independent Elite Executive Senior Sales Directors earn a one-time \$100 bonus for each first-time Red Jacket they add to their personal teams. No limits!

RAISING REDS DIQ BONUS

Earn a one-time \$200 bonus when you submit your Commitment Form to enter the DIQ Program and you have one or more active personal Red Jackets** by the month end prior to entering the DIQ Program during the bonus dates.

ENDS WITH JULY 2021 DEBUTS

RAISING REDS SALES DIRECTOR DEBUT BONUS

Earn up to a \$500 bonus when you debut as an Independent Sales Director with 2 or more active Red Jackets** in your DIQ unit.

ACTIVE RED JACKETS IN YOUR DIQ UNIT BONUS

Two	Three	Four	Five+
\$200	\$300	\$400	\$500

**To count toward the Raising Reds DIQ Bonus, the Red Jacket can be any active Red Jacket on your personal team when you enter the DIQ Program. To count toward the Raising Reds Sales Director Debut Bonus, the Red Jacket can be any active Red Jacket in your DIQ unit. Active Red Jackets do not need to be first-time Red Jackets for either bonus qualification.

ELITE TEAM LEADER

Now, two ways to be an Elite Team Leader!

When you build teams of teams, you can unlock second-tier team commissions!

	NEW!	
	5 active personal team members, 1 must be an active personal Red Jacket	8+ active personal team members
50% PROFIT POTENTIAL ON PERSONAL RETAIL PRODUCT SALES.	★	★
PERSONAL TEAM COMMISSION: 9% OR 13%. <ul style="list-style-type: none"> • Must be active. • 9% commission on combined personal team production in a month. • 13% commission on combined personal team production when you have 5+ personal team members who place \$225+ wholesale Section 1 orders the same month you place a personal \$600+ wholesale Section 1 order. 	★	★
SECOND-TIER TEAM COMMISSION* <ul style="list-style-type: none"> • Must be active. • 5% second-tier team commission when Elite Team Leader production† is \$2,000+. 	★	



What does ACTIVE mean? You are considered active in the month a minimum \$225 wholesale Section 1 order is received and accepted by the Company and in the following two calendar months.

What does SECOND-TIER TEAM mean? It's the personal team members of your personal team members.

*Elite Team Leader must be active on the last day of the month to be eligible to earn commissions.

†Elite Team Leader production is a combination of personal wholesale Section 1 production, personal team production and second-tier team production.

Strike Up New Friendships With

VIRTUAL PARTIES!

A virtual party is simply holding a skin care party, color party or any other kind of *Mary Kay*® party virtually, through your social media channels or other streaming options. It's an opportunity to expand your network, providing a way to share and grow your business.

WHY GO VIRTUAL? YOU CAN:

- Reach more people and those who live far away or with whom you may not have regular in-person contact.
- Connect with those who aren't comfortable in a face-to-face party.
- Party from home or wherever you have an internet connection.
- Keep the party going when weather or other unexpected obstacles lead to a possible cancellation.
- Have more attendees at your virtual parties than you would be able to have in person.



KEEP THE PARTY GOING!

SEPTEMBER JAMES, INDEPENDENT SENIOR SALES DIRECTOR, WEATHERFORD, TEXAS

"We have to remember that women will always love to gather! And the need now is greater than ever. What do we do in Mary Kay? We gather women

around a kitchen table and make them feel important, just as Mary Kay Ash did.



Virtual parties are the same heart of the Company, it's just gathering women all around a device instead! Rather than feeling like we need to reinvent it all, be confident that the Mary Kay way works! Book the party with your hostess, then ask her to share it with friends. Book, coach, sell, share, book again and keep the party going! We ARE the happy distraction women need!"

DIGITAL RESOURCES

PARTY POINTERS. Want to go virtual but you're not sure what to do? No worries! You'll find a step-by-step guide to walk you through the party from setting up a Facebook group and event to following up when the party is over! [Mary Kay InTouch](#)® > [Education](#) > [Party Central](#).



Mary Kay MirrorMe™ lets you try color products in real time, and view in a lifelike setting. Now there are two options!

- **Mary Kay MirrorMe™ App** – Use on your mobile device. Download for free from your app store.
- **Mary Kay MirrorMe™ Web** – Same experience, but on a desktop to use and demo during virtual parties. marykay.com > Tips & Trends > MirrorMe

Mary Kay Digital Flip Chart* can be used on your phone or tablet to help walk you through the steps of a skin care party.

Find it on the **Mary Kay® Digital Showcase App**, available **free** from your app store. There's also a handy Skin Care Party Flip Chart – Virtual Party Edition that you can find on *Mary Kay InTouch®*.

Mary Kay® Skin Analyzer App is a digital skin care assistant that you and your customers can download and use. They scan their faces, and you can provide personalized *Mary Kay®* product recommendations. Download for **free** from your app store.

FOR MORE HELPFUL RESOURCES, VISIT MARYKAYINTOUCH® > RESOURCES > DIGITAL ZONE.

Summer TONE-UP

Just in time for shorts and swimsuit season!

***TIMEWISE BODY TARGETED-ACTION*[®] TONING LOTION, \$32**

Helps redefine body contours by toning, firming and smoothing. The powerful mix of ingredients, including multiple botanicals, targets areas of concern and keeps skin hydrated for up to 24 hours.

RESULTS YOU CAN SEE

Here's what women said* about the visible changes they saw after using *TimeWise Body Targeted-Action*[®] Toning Lotion:

AFTER 2 WEEKS:

- 94% said skin appeared smoother.

AFTER 4 WEEKS:

- 77% said skin looked toned.
- 81% said skin looked firmer.

AFTER 8 WEEKS:

- 76% said skin appeared more defined.

*Results reported during an eight-week independent consumer study

***PREFERRED CUSTOMER PROGRAM*SM**

SAMPLE ALERT! The **Spring 2021** mailing of *The Look* promotes all the great new products plus includes a sample of *TimeWise Body Targeted-Action*[®] Toning Lotion. For those who enrolled your customers in the Spring 2021 mailing of *The Look*, be sure to follow up to book parties and take orders!



Want your customers to get excited, learn about new summer products and receive a free sample of an awesome *Mary Kay*[®] product? Enroll them for the **Summer 2021** mailing of *The Look* **March 16 – April 17, 2021**.

PERK! By participating in the *Preferred Customer Program*SM, you earn early ordering privileges – we're talking five days earlier than the Independent Beauty Consultant on-sale date!

MARY KAY
TIMEWISE
BODY

TARGETED-ACTION
TONING LOTION
LOTION TONIQUE
LOCIÓN REAFIRMANTE
CORPORAL
LOÇÃO CORPORAL
FIRMADORA

LEARN MORE AND ENROLL HERE: [MARYKAYINTOUCH](#)[®] > BUSINESS TOOLS > [PREFERRED CUSTOMER PROGRAM](#)SM.

Spring in Bloom

These fun and feel-good products can help your spring sales bloom!



NEW! LIMITED-EDITION* MARY KAY IF YOU BELIEVE™ EAU DE TOILETTE, \$36

A woody citrus floral with notes that include Italian Lime, Nectarine, Apple Blossom, Freesia, Amber, Cedarwood, Sandalwood Oil.

All prices are suggested retail.
*Available while supplies last

NEW! SPECIAL-EDITION* TRAVEL COLOR BAG, \$16

Perfect to enhance the second appointment. Promotion pointers:

- Showcase the bag filled with color essentials to show how much product fits inside.
- Use bag as an upsell or gift with purchase once your customers select their favorite bundles from the Second Appointment Place Mat.
- Try shooting an “unbagging” video, and post it on social media.



SPARK A CHAIN REACTION!

FEB. 1 – 28: STRIKE UP NEW FRIENDSHIPS!

While you alone possess the power to blaze most any trail, a caring community truly makes the path easier. Focus this month on linking up with those around you, and you’ll find that as you create amazing friendships, you’re also stepping closer to your dreams!

Yours when you sell enough products to place a cumulative \$600+* wholesale Section 1 order in February.

SPRING CONSISTENCY CHALLENGE

JAN. 1 – MARCH 31, 2021

SPARK YOUR BELIEF!

Achieve the challenge each month **January through March** to earn this prize from the exclusive **Spark a Chain Reaction!** Challenge Collection by R.J. Graziano.



CONVO LEADS TO FAB FRIENDSHIPS!

LAURA ZIPAY, INDEPENDENT SENIOR SALES DIRECTOR, WINTER SPRINGS, FLA.

“Everyone thinks we just sell lipsticks, but I’ve found the very best friends through my *Mary Kay*® business. You can’t put a price on that!

“At a Christmas party 24 years ago, I chatted with **Independent Senior National Sales Director Sylvia Kalicak**. She asked, ‘Have you ever tried *Mary Kay*® products?’ That question changed the trajectory of my life. I met Independent Sales Director Stephanie Wells at a studio where our daughters danced. We struck up a conversation and I asked, ‘Have you ever tried *Mary Kay*® products?’ The rest is history! And adoptee Independent Sales Director MaryClare Audier found me at a success event while I was an Independent Director-In-Qualification. She said, ‘When you debut and hold your own meetings, I’ll be there.’

*The \$600+ wholesale Section 1 order requirement per month can be placed in one single order or in cumulative orders, as long as the orders are placed in the same calendar month. Customer Delivery Service, Guest Checkout and EZ Ship order amounts also count toward your \$600 or more order requirement. You’ll receive your jewelry piece inside your qualifying order. One jewelry piece per achiever each month.

MARY KAY®

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

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MARY KAY INC.

Spring Forecast?

SUNNY WITH
100 PERCENT
CHANCE OF SALES!



**SPECIAL-EDITION†
MARY KAY® SUN
CARE AFTER-SUN
REPLENISHING GEL, † \$15**

After a day in the sun, enjoy this cooling, refreshing, hydrating gel. Leaves skin feeling soft and silky, never sticky.

†Available while supplies last

*Does not contain sunscreen and does not protect against the sun



**SPECIAL-EDITION†
MARY KAY® SUN CARE
SUBTLE TANNING
LOTION, †* \$18**

Build up gorgeous color in about a week. Glides on evenly and absorbs quickly. No streaks!