

MARCH Dates

1

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

3

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

15
Process deadline for
Quarter 3 Star Consultant
Program.

Deadline to make Quarter 2 Star Consultant prize selections.

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). 22

Online prize selection available for Quarter 3 Star Consultant Program.

Last day for Independent
Beauty Consultants to place
telephone orders.



Last day for Independent Beauty Consultants to place online orders.

Online Independent Beauty Consultant Agreements accepted until midnight Central time.

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.

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.

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

WITH **MARYKAY** 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.





MARY KAY

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.





CALM+RESTORE FACIAL MILK

MARY KAY





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.*
- O 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 beforeand-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 you 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. marykayintouch.com $oldsymbol{3}$

EIGHT WEEKS O 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

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

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

CONTINUED 2 **BENEFITS COME** WITH CONTINUED USAGE. ONCE SKIN IS RETINIZED, **RETINOL 0.5 MAY BE USED AS OFTEN AS EVERY EVENING, IF** DESIRED.

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

WEEKS

AS NEEDED

3x - 5x PER WEEK,

FOLLOWED BY CALM +

RESTORE FACIAL MILK,



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, highconcentration of retinol, while the retinol in TimeWise Repair® products is encapsulated and delivered through a delayedrelease 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



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.

SELLING

OLUTIONS



DEBORAH'S PLAN

In her fourth week of using Mary Kay Clinical Solutions™, **DEBORAH BAILYE, INDEPENDENT** FUTURE EXECUTIVE SENIOR SALES DIRECTOR, ALGONOUIN, 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

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

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



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

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

WEEKS 7 + 8)

SUN MON TUE WED THU FRI SAT

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

 ∞

1x PER WEEK ON THE SAME NIGHT, <u>DILUTED</u> WITH CALM + RESTORE FACIAL MILK **WEEKS 1 + 2** N SUN MON TUE WED THU FRI SAT

SUN MON TUE WED THU FRI SAT WEEKS 3 + 4) 1x PER WEEK ON THE SAME NIGHT, FOLLOWED BY CALM + RESTORE FACIAL MILK NOTES:
WEEKS 5 + 6) 2× PER WEEK, FOLLOWED BY CALM + RESTORE FACIAL MILK, AS NEEDED
O U NOTES:

Time/Wee/Repair products do not contain pure retinol. Time/Wee/Repair* products contain an encapsulated, controlled-release retinol that not designed to retinize your skin if Time/Wee Repair* products are your only source for retinol Many Key recommends following the retinization process to help-skin adjust to the potency of the high-concentration retinol found in Many Kay Cinical Solutions** Retinol 0.5.

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

WEEK 5 NOTES

WEEK 4 NOTES	WEEK 3 NOTES	WEEK 2 NOTES	WEEK 1 NOTES
Oh. snap!	Oh. snap!	Oh. snap!	Oh. snap!

 ······································	•••••	••••	
WEEK 8 NOTES	WEEK 7 NOTES	WEEK 6 NOTES	WEEK 5 NOTES
Oh, snap!	Oh. snap!	Oh. snap!	Oh, snap!

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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!











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

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 mayoreo 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

Gloria Mayfield Banks \$460,971

Patricia Turker

\$271.834

\$550,000 Sonia Páez

\$230,591

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

98,390

\$103,196 Julianne Nagle 102,452

Mariana Moreno 98,954 Lorraine Newton 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 Shahín 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 Rebbecca 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

60,442

\$61,174 Dawn Otten-Sweeney

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 Pamela Waldrop Shaw** 37,429 O'Nelly Encarnación 25,538 Dawn Dunn* 23,072 Yosaira Sánchez* 22,053 Lynnea Tate 21,946 Julia Burnett* 19,114 Kristin Sharpe 17,279 Candy Lewis 16,738 Diana Sumpter 15,307 Lisa Allison 14.872 Shannon Andrews* 13,951 Leah Lauchlan 13,562 María Monarrez 13.312 Sue Pankow 13,268 Heidi Goelzer 12,692 12 537 Rebbecca Evans* Evitelia Valdez-Cruz 12,185

Roxanne McInroe

Soledad Herrera

Marixa González

Julia Mundy

Sharon Buck

Vicki lo Auth

Alia Head

12.090

11,338

11,201

10,537

10,316

10,180

10,176

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 13 158 Marye Durrer* 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 Bagnol¹ 23,438 Pamela Fortenberry 21,613 19,025 Lorraine Newton³

Somer Fortenberry 17,541 Cyndee Gress* 16,932 Davanne Moul* 15.814 **Bridget Shaw** 14,845 Kristin Myers* 13,316 Alma Orrostieta 13,210 Dawn Otten 13.113 Sweenev Kimberly Copeland 12.514 Morayma Rosas 12,255 Janis Z. Trude 11.978 Diane Mentiply 11,578 Elizabeth Sánchez 11,062 Lupita Díaz 10.915 Mia Mason Porter 10.824 Deb Wehrer 10,817

EMEDALD /ECMEDALDA

EMERALD/ESME	ERALDA
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 Smit	h 16,239
Rosibel Shahín*	16,093
Kerry Buskirk*	15,470
Monique Balboa	15,352
Anita Wood*	14,029
Ada García-Herrera	,
Pamela Tull	13,630
Kym Walker*	13,331
Auri Hatheway	13,329
Caterina Harris Ear	.,
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

- * 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.

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,/Estas cifras no $incluyen\ ni\ reflejan\ los\ gastos\ individuales\ en\ que\ se\ incurren, as\'i como\ tampo co\ el\ tiempo\ y\ esfuerzo\ invertidos\ en\ su\ negocio\ Mary\ Kay.\ Los\ resultados\ individuales\ variar\'an.$

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 / PUNIDAD — PRODUCCIÓN ESTIMADA AL MENUI	
DIAMOND/ DIAMANTE Delmi C. Santos, <i>Y. Sánchez Area</i>	\$113,911
RUBY/RUBÍ Kenia K. Acosta, M. Estupiñan Area	\$95,315
SAPPHIRE/ZAFIRO Keita Powell, <i>Mary Kay National Area</i>	\$91,565
EMERALD/ESMERALDA Deanna L. Spillman, <i>J. Nagle Area</i>	\$109,000
TOP SALES DIRECTOR - PERSONAL SALES / PRIMERA DIRECTORA DE VENTAS: VENTAS PERSONALES	
DIAMOND/ DIAMANTE Chelsea C. Adkins, <i>L. Tate Area</i>	\$20,879
RUBY/RUBÍ Sara Mangiaracina, <i>S. Valerio Area</i>	\$13,001
SAPPHIRE/ZAFIRO Tammy J. Cononie, S. Fortenberry Area	\$13,228
EMERALD/ESMERALDA Jennifer L. Besecker, <i>P. Higgs Area</i>	\$18,466

TOP BEAUTY CONSULTANT - PERSONAL SALES / PRIME CONSULTORA DE BELLEZA: VENTAS PERSONALES	RA
DIAMOND/DIAMANTE Beta O. Ngerem, T. Schafer Unit, <i>T. Schafer Area</i> \$15	5,044
RUBY/RUBÍ Christina M. Ferguson, <i>S. Kocher-Naccarato Unit</i> , T. Romage Area \$12	2,654
SAPPHIRE/ZAFIRO Kristie Wetherington, M. Slythe Farquharson Unit, V. Bagnol Area \$12	2,433
EMERALD/ESMERALDA Connie L. Grinols, T. Czarzasty Unit, <i>Mary Kay National Area</i> \$12	2,783
TOP TEAM BUILDER / PRIMERA IMPULSORA DE EQUIP	
DIAMOND/DIAMANTE Sales Director Donald Bruns, Mary Kay National Area	13
RUBY/RUBÍ Onyinyechi C. Okoh, C. Ojukwu Unit, <i>Mary Kay National Area</i>	13
SAPPHIRE/ZAFIRO Sales Director Rocio Renteria, G. Camargo Area	16
EMERALD/ESMERALDA	

Sales Director Claudia M. Pacheco Lazo, D. Polanco Area

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

DIAM		/DIAMANTE
DIAIV	שמוטו	/DIAMANTE
		•

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

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 24 New Unit Members Ashley R. Dornbos

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

Conquatulations 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.



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 M. Estupiñan Unit



Takoa M. Hogue S. Braun Unit



Karla Mach Waxahachie, TX B. Baty Unit



Joslin Neal D. Clark-Riley Unit



Maria D. Resendiz Chicago L. Spadlowski Unit



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



Not pictured:/Sin foto: Jodi Cook, Many, 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; Angelique 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. Mavfield 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 $tampo co \ el \ tiempo \ y \ es fuerzo \ invertidos \ en \ su \ negocio \ Mary \ Kay. \ Los \ resultados \ individuales \ variar\'an.$

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 mayoreo 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.



Hazle Township, PA M. Estupiñan Área



Holly R. Shockey Fisher, WV C. Fox Area



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 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 por la Compañía durante los tres meses después de la fecha de su debut.

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



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 Charmyn Andrews Katherine Angeles Amber L. Barnhart Coral Bautista Julie Beers Ann Bridges Linette R. Brown Tracy B. Burns Jaqualine K. Clapp Valencia Clark Heather M. Cue Alma Duarte Elizabeth M. Egbe Valerie M. Gildone Karen L. Goff Sherry L. Hager Tomikio Harbin Hali Herman Nicole L. Hourigan

Andrea Huber Stacia L. Huxman Chisom Igwe Janine Jackson Cynthia Jean Junichia A. Johnson Kim Y. Kluball Mariaya C. Landry Norma Lazaro Ma Del Refugio Limon Hernandez Nichole Lohrig Valerie Louis Keisha D. Matthews Lashonda A. Mckinnev Silvia Mendoza Aaliyah I. Mims Jordan G. Minton Brenan Molden Rosa Molina Lopez

Red Jackets, cont.

Janice L. Moore Nicole B. Moreno Cynthia Mosley Ngoy Mutombo Valerie Z. Ndokama Laquila Nelson Tamie Nguven Philomena O. Nwosu Chisom Okoye Karla J. Orellana Shirley A. Ortiz Evelyn Panama Maribel Pavo Maria G. Perez Laura I 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 Carolyn Smith Veronica R. Smith Juan Solorio Sara M. Urry Booth Laura Velez-Huesca Marilu Virula Bonnie E. Waite Amanda Whetstone Sherri I 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 In Touch®.

SALES DIRECTORS/ DIRECTORAS DE VENTAS

Rosy Acevedo* Claudia V. Tamavo Wanda I Tindall

CONSULTANTS/

Leisette Castillo Caron Drummond-Colden Dalia J. Florentino Jefeni Luna Fermin Jolene M. Morales Onyinyechi C. Okoh Asuncion M. Rojas

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

13% CLUB

CLUB DEL 13%

November/Noviembre de 2020

The top 25 independent sales force members in the by 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 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 \$225 al mayoreo 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
J. Barber Onit Milbella Sosa*	1,515
Elizabeth A. Kramer*	1,408
Ana Santos*	1,400
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.

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 ed	mino	

242 GOLD MEDALS		47 GOLD MEDALS		18 GOLD MEDALS		6 GOLD MEDALS		Leisette Castillo,	
Silvia Sanchez*	5	Amparo Delgado*	5	Isabel Garcia*	6	Joy Ogene, E. Ntamsen Unit	5	A. Castro Magana Unit	5
102 GOLD MEDALS		42 GOLD MEDALS		15 GOLD MEDALS		5 GOLD MEDALS		Jaqualine K. Clapp, J. Smith Unit	5
Maria D. Ortiz*	6	Julie B. Potts*	5	Blanca E. Rosales*	5	Melissa S. Olivarez*	5	Angie Eaton, M. Olivarez Unit	7
Maria B. Ortiz	Ū	Suic B. Fotts	3	Dianea E. Nosales	0	Ana Santos*	5	Xochilt Garcia De Covarrubias,	
83 GOLD MEDALS		41 GOLD MEDALS		14 GOLD MEDALS		7 tha Gartes	•	A. Alvarez Unit	6
Juanita Berumen*	6	Griselda Gordillo*	5	Isabel Ramirez*	8	4 GOLD MEDALS		Chelsie Howard, R. Burke Unit	5
70.001.01.001.0				40.001.01.00		Stephanie N. Ferguson*	5	Chisom Igwe, C. Ojukwu Unit	5
78 GOLD MEDALS		28 GOLD MEDALS	_	13 GOLD MEDALS	_			Shaquita N. Jones, B. Cherry Unit	5
Francine D. Reed*	6	Ofelia Del Rio*	5	Maria Guardado*	5	3 GOLD MEDALS	_	Josephine A. Lamb, T. Pacheco Unit	
75 GOLD MEDALS		27 GOLD MEDALS		Karen Rodriguez*	7	Dalia J. Florentino, K. Acosta Unit	6 5	Jefeni Luna Fermin, K. Acosta Unit	6 7
Chinvelu F. Okeke*	9	Rocio Puga*	5	12 GOLD MEDALS		Nancy Gass, J. Pond Unit	5	Angie Schulke, P. Johnson Unit	1
Grangelar Chene	•	nocio i aga	Ü	Vanessa Warren*	5	Onyinyechi C. Okoh, C. Ojukwu Unit	13	Yonnette Semple-Dormer, K. Uduhiri Unit	5
69 GOLD MEDALS		26 GOLD MEDALS				Naveli R. Paredes*	13 5	Morgan Shelton,	5
Gloria Bello*	8	Irina Ghitescu Cocea*	6	11 GOLD MEDALS		Nayeli N. Faledes	5	H. Daniel-Kent Unit	5
Elsa Lugo*	7	25 GOLD MEDALS		Maria Vega*	5	2 GOLD MEDALS		Amanda S. Trimble.	5
68 GOLD MEDALS		Vilma Ordonez*	7	10 GOLD MEDALS		Monique M. Brown,		J. Kirkham Unit	5
Irma E. Morales*	6	VIIITia Ordonez	,	Kelechi Uduhiri*	5	B. Penberthy Unit	7	3. Kirkilain Onit	
ITTIA E. IVIOTAIES"	0	24 GOLD MEDALS		Kelechi Odunini	5	Alexis Y. Jones, M. Schror Unit	7	*Denotes Independent Sales Directo	or.
67 GOLD MEDALS		Susana Manriquez*	5	9 GOLD MEDALS		Salazar Lizbeth,		*Denota Directora de Ventas	
Gloria H. Ebere*	5	Luciana Mendez*	7	Maria Jacobo*	5	M. Diaz de Leon Unit	7	Independiente.	
				Blessing I. Ogu*	5	Maribel Rangel, I. Ramirez Unit	10		
64 GOLD MEDALS		23 GOLD MEDALS	_			Asuncion M. Rojas,			
Maria E. Garfias*	5	Celia Guncay*	5	8 GOLD MEDALS	_	R. Rodriguez Unit	5		
56 GOLD MEDALS		Angeline Nchako Njamfa* Elida A. Polanco*	5 5	Yareli Garcia Ramirez*	5 5	Rosa Romualdo Velazquez,			
Isidora Camargo*	5	Elida A. Polanco*	5	Graciela Torres*	5	M. Hernandez Unit	5		
isiaora oamaigo	·	22 GOLD MEDALS		7 GOLD MEDALS		1 GOLD MEDAL			
54 GOLD MEDALS		Concepcion Solis*	8	Kimberly Micheletto-kurtak,		Victoria Ajayi, K. Uduhiri Unit	5		
Faye Shaw Jenkins*	6	·		G. Gass Unit	7	Maria T. Aviles. P. Lara Unit	5		
49 GOLD MEDALS		20 GOLD MEDALS		Jolene M. Morales, J. Lopez Unit	8	Cristina Camacho.	ū		
Reyna N. Lepe*	6	Judith Abarca*	9	Rosa E. Reyes*	5	R. Palomera Urena Unit	9		
кеупа м. цере	6	Saneyra E. Taveras*	5			The second second second			

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

ACHIEVEMENT CIRCLE

CÍRCULO DE LOGROS

November/Noviembre de 2020

The top 100 Independent Sales Directors in each Seminar area based on their November 2020 estimated unit retail production./Classificación de las Primeras 100 Directoras de Ventas Independientes en el área de Seminario según su producción de unidad estimada al menudeo de noviembre de 2020.

					10000	14 1 14 1111			44.045		
DIAMOND/DIAM		Joan M. Farrell	41,556	Cynthia L. Frazier	48,968	Kathy Williams Oeder	35,839	Stephanie L. Lenard	41,065	Michelle Williams	53,938
	113,911	Mary P. Creech	41,201	Maureen Shipp	48,183	Ocaci	55,057	Jennifer Levitt	40,999	Amanda Swindle	53,118
Beverly Taylor	92,204	Kathe Cameron	40,693	Heather A. Daniel- Kent	47,720			Robyn S. Cartmill	40,851	Lizi M. Gregory	52,503
Sherrie C. Purvis	86,495	April C. Hutchinson	40,562	Amy C. Schule	47,720	SAPPHIRE/ZAFIRO		Cindy Harness	40,627	Leanne Parrino- Pheasant	52,177
Deborah S. Bailye	84,735	Charmaine Lipscomb	40,543	•			\$91,565	Silvia Lopez	40,591	Shauna L. Abbotts	51,402
Susan M. McCoy	83,240	Sharon B. Carney-	40,449	Sherri Ammons Monique N. McIntyre	47,195	Jordan Eicher	87,727	Karla R. Plantan	40,554	Bridgett L. Moore	50,972
Suzanne T. Young	79,462	Wright Susie Kopacz	40,382	'	-	Katherine L. Longley	85,088	Sandi Gaither	40,543	Linda Klein	50,840
Kim A. Messmer	74,156	Constance Nugent	40,362	Mya Hull	46,658	Larinda J. King	69,279	Taylor Moore-Fehring			
Gerri Anne Morris	73,296	Miller	39,936	Caitlin M. Griffo	46,608	Lady Ruth Brown	63,217	Mary K. White	40,069	Lindsay E. Freisthler	
Paula Kelsch	72,438	Helen M. Harlow	39,856	Susan C. Ehrnstrom	45,897	Amy J. Bowman	60,916	Jodi L. Feller	39,836	Stephanie D. Castro	49,228
Angela J. Fry	70,510	Anita Ruffin	39,634	Thessy N. Nwachukwu	45,873	Autumn R. Heble	60.050	Lynn Baer Roberts	39,773	Sally Moreno	48,471
Cindy Machado-		Amanda N. Wright	39,463	Marnie R. Yunger	45,828	Britton	60,353	Julie A. Griffin	39,487	Jill Beckstedt	48,402
Flippen	67,249	Grace N. Lemke	39,401	Stephanie B. Silver		Andrea R. Klahn	59,945	Joli A. Dockery	39,484	Maggie Rader	48,353
LaChelle M. Seleski	66,767	Stephanie A. Richter		· •	45,799	Jamie L. Lawrence	57,678	Christine M.	20.000	Michelle L. Calbert	47,569
Amy Kemp	65,842	Holly S. Neff	39,320	Corrin Cresci	45,605	Rayna Lee	57,562	Hoekstra	39,089	Elva Jordan	47,285
Mary Kathryn King	65,488	Doris R. Rivas Angel	38,931	Joan M. Merten	44,860	Moleda G. Dailey	57,059	Adrienne D. Hollifield	38,873	Kim I. Bessey Lisa C. Mack	47,039
Stephanie A. Mottaz		Jil Johnson	38,906	Stephanie Audino	44,026	Laurieann Barclay	56,128	Toya Felston	38,775	Elsi Coto	46,642
Crystal D. Gardner	62,855	Kristi Mathre	38,841	Shanna M. Kocher- Naccarato	43,926	Dolores Keller	54,487	Candace N. Holte	38,762		46,564
Christi G. Campbell	60,531	Corrina M.	00,011	Jeanie K. Navrkal	43,838	Amy E. Houseman	54,022	Madalynn J. Wade	38,750	Nikki H. Edgemon	46,276
Marsha Morrissette	60,400	Langworthy	38,803	Laura A.	10,000	Penny J. Jackson	53,142	Linne' Lane	38,627	Paula Tyree Bowman	
Britt N. Burke	58,027	Kim Sviontek	38,624	Kattenbraker	43,552	Brooke E. Bennett- Young	52,364	Christi Rossi	38,442	Jo M. Cotton	45,236
Sandy Griffith	57,634	Savanna N. Zelinka	38,294	Bridget S. Penberthy		Fraida M. Klein	51,864	Jodi E. Bland	38,434	Michele S. Rankin	44,977
Kathy R. Bullard	55,576	Rachel L. Ryan	38,227	Lisa V. Bauer	42,869	Petie L. Huffman	51,808	Ashley R. Dornbos	38,170	Wendi N. Scheuble	44,949
Christy Bigham	54,915	Stacy C. Patrick	37,986	Ruth Whiteleather-		Doris M.	31,000	Patty Webster	38,153	Janice B. Hull	44,928
Shelly Palen	54,911	Maggie Pereyra	37,933	Orrell	42,621	Quackenbush	51,574	Kathy A. Freeman	37,925	Ann Shears	44,622
Kelly Willer-Johnson		Tonya P. Minor	37,911	Alma L. Castro		Marie E. Vlaminck	51,423	Joyce A. Newell	37,912	Maritza A. Prieto	44,584
Terri Lewis	53,775	Linda T. Cartiglia	37,659	Magana	42,464	Michele M. Armes	51,140	Sherri L. Gross	37,731	Evelyn Nail	44,553
Mileta K. Kinser	53,581	Cheryl A. Searcy	37,569	Elizabeth A. Kramer	42,410	Julie Neal	50,796	Bonnie Crumrin	37,513	Bonnie White	44,330
Ashley S. Orr-Graves		Caroline Sagunsky	37,126	Stacey P. Nelson	42,200	Jennifer G. Bouse	50,779	Mariaelena Boquin	37,445	Olushola A. Kuku	44,036
Kelly K. Johnsrud	52,781	Billie Gillespie	37,077	Jennifer L. Barber	41,867	Linda Meier	50,519	Jodi L. Allman	37,331	Phyllis I. Pinsker	43,859
Karime Rosas	52,583	Astrid Pagan	37,064	Lorri E. Woehrle	41,515	Daisy Cuevas	50,323	Hazel White	37,296	Sheri Farrar-Meyer	43,349
Priscilla McPheeters		Sonya L. Coleman	36,822	Cleta Colson-Eyre	41,505	Isela M. Martinez	50,194	Kerri L. Ross	36,992	Brenda L. Wilbur	43,202
Alicia Borkowska	52,278			Regan L. Danforth	44.405	Debbie A. Weld	49,692	Anne Q. Harris	36,890	Anna M. Rowe	43,148
Deborah Dudas	51,824	RUBY/RUBÍ		House	41,125	Hannah L. Brown	49,561	Pam Garner	36,721	Angela D. Tatum	43,139
Emily E. Schuette	51,278		\$95,315	Becky Goshorn	40,994	Maria Montes	49,479	Casie Hembree	36,692	Lisa J. Charity	43,106
Kathy M. Viola	50,921	Kali DeBlander	,	Rachael M. Bullock	40,976	Missouri H. Simmons				Tiqkia M. Barrow	43,002
Susie Moore											
	50,791	Brigham	95,242	Tammy Brown	40,962	Jeanette M.	12,001	Cynthia B. Coakley	36,598	Ashley N. Clinesmith	42,735
Jessye R. Nichols	50,269			Barbara Baty	40,908		49,372	Megan L. Shaw	36,530	Amber D. Campbell	42,735 42,590
Jessye R. Nichols Ruth Alvarado	50,269 50,139	Brigham		Barbara Baty Randi S. Gleason	40,908 40,796	Jeanette M. Thompson Randi Stevens	49,372 49,216	Megan L. Shaw	36,530	Amber D. Campbell Tammy West-	42,590
Jessye R. Nichols Ruth Alvarado Nancy F. Castro	50,269 50,139 50,098	Brigham Valerie A. Lucio-Polk	83,003	Barbara Baty Randi S. Gleason Amy J. Spence	40,908 40,796 40,542	Jeanette M. Thompson Randi Stevens Kristi M. Anderson	49,372 49,216 48,914	Megan L. Shaw EMERALD/ESMER	36,530 ALDA	Amber D. Campbell Tammy West- Murrian	
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella	50,269 50,139 50,098 50,019	Brigham Valerie A. Lucio-Polk Kellee L. Valerio	83,003 82,254	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox	40,908 40,796 40,542 40,511	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno	49,372 49,216	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$	36,530 ALDA 110,539	Amber D. Campbell Tammy West-	42,590
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill	50,269 50,139 50,098 50,019 49,506	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin	83,003 82,254 82,082	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives	40,908 40,796 40,542 40,511 39,354	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White	49,372 49,216 48,914 48,909	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher	36,530 ALDA	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly	42,590 42,503 42,086 41,590
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro	50,269 50,139 50,098 50,019 49,506 49,503	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman	83,003 82,254 82,082 73,648	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet	40,908 40,796 40,542 40,511 39,354 39,339	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham	49,372 49,216 48,914 48,909 47,751	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L.	36,530 ALDA 110,539 97,486	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera	42,590 42,503 42,086 41,590 41,472
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos	50,269 50,139 50,098 50,019 49,506 49,503 49,299	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller	83,003 82,254 82,082 73,648 71,766	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp	40,908 40,796 40,542 40,511 39,354 39,339 39,284	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole	49,372 49,216 48,914 48,909 47,751 47,672	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier	36,530 ALDA 110,539 97,486 82,840	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile	42,590 42,503 42,086 41,590 41,472 41,434
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren	83,003 82,254 82,082 73,648 71,766 66,636	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz	49,372 49,216 48,914 48,909 47,751 47,672 47,647	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker	36,530 ALDA 110,539 97,486 82,840 82,835	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera	42,590 42,503 42,086 41,590 41,472 41,434 40,401
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze	36,530 ALDA 110,539 97,486 82,840 82,835 80,607	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 148,317	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 148,317 48,008	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,475
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren-	40,908 40,796 40,542 40,511 39,354 39,284 39,207 38,972 38,930 38,581 38,385	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,475 39,452
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,684 45,546 45,451 45,394	EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,475 39,452 39,207
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday-	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,610 47,535	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,329 38,133 38,047	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,451 44,625	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287 67,131 66,896	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,452 39,207 39,134
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610 47,535 47,377 47,376	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,896	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,014 45,685 45,546 45,546 45,451 45,394 44,625 44,566	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287 67,131	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,452 39,207 39,134 38,855
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins	50,269 50,139 50,098 50,019 49,503 49,299 49,282 48,885 48,631 48,317 48,008 47,638 47,610 47,535	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,329 38,133 38,047 37,896 37,696	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,394 44,625 44,666 44,069	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287 67,131 66,896	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,475 39,452 39,207 39,134 38,855 38,388
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,636 47,610 47,535 47,377 47,376 47,202	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,696 37,696 37,696	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 45,685 45,546 45,451 45,685 44,666 44,069 43,745	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco-	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287 67,131 66,896 66,440	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney	42,590 42,503 42,086 41,479 41,472 41,434 40,401 39,957 39,947 39,963 39,801 39,653 39,475 39,452 39,207 39,134 38,855 38,388 37,854
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,376 47,202 47,129	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey- Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,896 37,696 37,695 37,382	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,394 44,625 44,566 44,069 43,745 43,695	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,287 67,131 66,896 66,440 65,400	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,475 39,452 39,207 39,134 38,855 38,388 37,854 37,716
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,377 47,376 47,202 47,129 46,010	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429 52,315	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,696 37,696 37,696	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 45,685 45,546 45,451 45,685 44,666 44,069 43,745	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,802 77,003 76,640 75,232 68,882 68,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller	42,590 42,503 42,086 41,472 41,434 40,401 39,957 39,927 39,207 39,653 39,475 39,475 39,475 39,134 38,855 38,388 37,854 37,714
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,202 47,129 46,010 46,009	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,486 54,429 54,429 52,315 52,124	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere	40,908 40,796 40,542 40,511 39,354 39,207 38,972 38,930 38,581 38,385 38,385 38,385 38,433 38,047 37,696 37,696 37,695 37,382 37,209	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,016 45,546 45,546 45,546 45,451 45,394 44,625 44,669 43,745 43,638 43,638 43,631	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,452 39,203 39,313 38,855 38,388 37,876 37,714 37,655
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz	50,269 50,139 50,098 50,019 49,503 49,299 49,282 48,885 48,631 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,202 47,129 46,010 46,009 45,840	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429 52,315 52,315 52,315 52,124 52,065	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,896 37,696 37,695 37,382 37,209 37,147	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,394 44,625 44,666 44,069 43,745 43,698 43,631 43,631 43,526	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,802 77,003 76,640 75,232 68,882 68,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,452 39,207 39,134 38,855 38,388 37,854 37,714 37,655 37,7583
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,377 47,376 47,202 47,129 46,010 46,009 45,840 45,595 45,595 45,596 45,264	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 54,941 54,486 54,429 52,315 52,124 52,065 51,917	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker	40,908 40,796 40,542 40,511 39,354 39,354 39,207 38,972 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,696 37,695 37,695 37,382 37,209 37,147	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,394 44,625 44,666 44,069 43,745 43,698 43,631 43,631 43,526	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney-	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,282 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646 61,038	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane	42,590 42,503 42,086 41,472 41,434 40,401 39,957 39,947 39,923 39,475 39,452 39,207 39,134 38,855 38,888 37,854 37,716 37,716 37,755 37,583 37,539
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,202 46,010 46,009 45,840 45,595 45,264 45,171	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Midleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,212 54,486 54,429 52,315 52,124 52,065 51,917 51,893	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,385 38,47 37,896 37,696 37,695 37,695 37,147 37,130 37,096 36,977	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 45,685 45,546 45,451 45,394 44,626 44,069 43,745 43,695 43,631 43,631 43,526 43,418	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 68,882 68,287 67,5232 68,882 66,287 66,440 65,400 64,215 63,395 63,186 61,646 61,038 60,603	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros	42,590 42,503 42,086 41,479 41,434 40,401 39,957 39,947 39,923 39,801 39,653 39,475 39,452 39,207 39,134 38,855 38,388 37,854 37,716 37,714 37,653 37,583 37,699
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,885 48,637 48,008 47,638 47,610 47,535 47,377 47,376 47,202 47,129 46,009 45,840 45,595 45,396 45,264 45,171 45,036	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429 52,315 52,124 52,065 51,917 51,893 51,031	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren-Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land	40,908 40,796 40,542 40,511 39,354 39,354 39,284 39,207 38,972 38,930 38,581 38,385 38,329 38,133 38,047 37,696 37,696 37,695 37,382 37,209 37,147 37,130 37,096 37,096 37,097 36,977 36,977	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 45,085 45,546 45,451 45,685 44,566 44,669 43,745 43,638 43,631 43,631 43,526 43,418 43,076	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,282 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646 61,038	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,927 39,801 39,653 39,475 39,475 39,427 39,134 38,855 38,388 37,714 37,655 37,583 37,539 37,499 37,493
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,202 46,010 46,009 45,840 45,595 45,264 45,171	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429 52,315 52,124 52,065 51,917 51,993 51,917	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,385 38,47 37,896 37,696 37,695 37,695 37,147 37,130 37,096 36,977	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,014 45,685 45,546 45,546 44,625 44,566 44,069 43,745 43,638 43,631 43,638 43,631 43,526 43,418 43,076 42,881 42,224	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne-	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 66,440 65,400 64,215 63,395 63,186 61,646 61,038 60,603 60,429	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,452 39,203 39,203 39,313 38,855 38,388 37,874 37,714 37,655 37,583 37,599 37,499 37,499 37,470
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,376 47,376 47,129 46,010 46,009 45,840 45,595 45,396 45,264 45,171 45,036 45,036 43,788 43,765	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,482 54,429 52,315 52,124 52,065 51,917 51,893 51,001 50,969	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren-Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land	40,908 40,796 40,542 40,511 39,354 39,354 39,284 39,207 38,972 38,930 38,581 38,385 38,329 38,133 38,047 37,696 37,696 37,695 37,382 37,209 37,147 37,130 37,096 37,096 37,097 36,977 36,977	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,546 44,069 43,745 44,625 44,666 44,069 43,745 43,638 43,631 43,638 43,631 43,526 43,418 43,076 42,881	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 66,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646 61,038 60,603 60,603 60,429 59,202	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,475 39,207 39,134 38,855 38,388 37,854 37,714 37,655 37,583 37,593 37,499 37,499 37,499 37,409
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana Tammy I. Hare	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,613 47,535 47,377 47,376 47,202 47,129 46,010 46,009 45,840 45,595 45,396 45,171 45,036 43,788 43,765 43,788	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker Chatney Gelfius	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 54,941 54,486 54,429 52,315 52,124 52,065 51,917 51,893 51,031 50,969 50,951	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren-Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land Lori M. Langan Jessica Youngker Kimberly Burhoop	40,908 40,796 40,514 40,511 39,354 39,354 39,207 38,930 38,581 38,385 38,385 38,385 38,329 38,133 38,047 37,696 37,696 37,696 37,696 37,697 37,130 37,097 37,130 37,096 37,097 36,878 36,977 36,878 36,509	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana Pauline White	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,614 45,685 45,546 45,546 45,451 45,394 44,625 44,669 43,745 43,638 43,631 43,526 43,418 43,676 42,881 42,224 42,082 41,987	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan Hollie R. Sherrick	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 67,003 76,640 75,232 68,882 66,240 65,400 64,215 63,395 63,186 61,646 61,038 60,603 60,429 59,202 58,397	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith Dawn M. Starr	42,590 42,503 42,086 41,472 41,434 40,401 39,957 39,947 39,923 39,475 39,452 39,207 39,134 38,855 38,388 37,854 37,716 37,715 37,539 37,499 37,499 37,490 37,409 37,412
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana Tammy I. Hare Deanna L. Manning Donna K. Smith Christine Wittmann	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,8637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,129 46,010 46,009 45,840 45,396 45,264 45,171 45,036 43,788 43,765 43,518 43,373	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker Chatney Gelfius Susan Moore	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 56,553 55,212 52,124 54,486 54,429 52,315 52,124 52,115 52,124 51,931 51,031 51,031 51,001 50,969 50,951 50,899	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land Lori M. Langan Jessica Youngker	40,908 40,796 40,542 40,511 39,354 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,696 37,695 37,382 37,209 37,147 37,130 37,096 36,977 36,878 36,595 36,440 36,438	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana Pauline White Jenan W. Wood Reyna V. Alvarado Rivera	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,016 45,546 45,546 45,546 44,625 44,669 43,745 43,638 43,631 43,526 43,418 43,076 43,418 43,076 42,881 42,224 42,082 41,987	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan Hollie R. Sherrick Brendaliz Cajigas	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 668,882 68,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646 61,038 60,603 60,429 59,202 58,397 57,228	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith Dawn M. Starr Nancy S. North	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,207 39,134 38,855 38,385 37,714 37,655 37,539 37,470 37,470 37,470 37,412 37,322 37,322
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana Tammy I. Hare Deanna L. Manning Donna K. Smith Christine Wittmann Samantha W. Hill	50,269 50,139 50,098 50,099 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,202 47,129 46,010 46,009 45,264 45,271 45,396 45,264 45,271 45,396 45,271 45,396 45,271 45,396 45,271 45,396 45,271 45,396 45,271 45,396 45,396 45,271 45,396 43,378 43,788 43,378 43,378	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker Chatney Gelfius Susan Moore Maria Hernandez	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,429 52,315 52,124 52,065 51,917 51,893 51,031 51,001 50,969 50,951 50,969 50,899 50,582	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren-Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land Lori M. Langan Jessica Youngker Kimberly Burhoop	40,908 40,796 40,542 40,511 39,354 39,339 39,284 39,207 38,972 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,896 37,696 37,695 37,382 37,209 37,147 37,130 37,096 36,977 36,878 36,509 36,509 36,456 36,440	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana Pauline White Jenan W. Wood Reyna V. Alvarado Rivera Heather L. Bohlinger	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 45,685 45,546 45,451 45,394 44,625 44,669 43,745 43,693 43,638 43,631 43,526 43,418 43,078 43,678 42,284 42,082 41,987	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan Hollie R. Sherrick Brendaliz Cajigas Maritza Arce	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 668,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646 61,038 60,603 60,429 59,202 59,202 55,612	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith Dawn M. Starr Nancy S. North Joslyn Eaton	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,947 39,945 39,475 39,475 39,475 39,475 39,475 39,134 38,855 38,388 37,5146 37,714 37,655 37,583 37,539 37,470 37,470 37,470 37,402 37,312 37,222 37,072
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana Tammy I. Hare Deanna L. Manning Donna K. Smith Christine Wittmann Samantha W. Hill Neressa Orr	50,269 50,139 50,099 50,099 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,630 47,610 47,635 47,377 47,376 47,202 47,129 46,010 46,009 45,396 45,264 45,171 45,396 45,264 45,173 45,396 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,396 45,264 45,173 45,273 45	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker Chatney Gelfius Susan Moore Maria Hernandez Jaime M. Bittner	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429 52,315 52,124 52,065 51,917 51,893 51,001 50,969 50,955 50,589 50,585	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren-Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land Lori M. Langan Jessica Youngker Kimberly Burhoop Sylvia T. Barritt	40,908 40,796 40,512 40,511 39,354 39,354 39,207 38,930 38,581 38,385 38,385 38,385 38,329 38,133 38,047 37,696 37,696 37,696 37,696 37,697 36,977 36,977 36,878 36,509 36,456 36,438 36,437 36,438 36,373 36,165	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana Pauline White Jenan W. Wood Reyna V. Alvarado Rivera Heather L. Bohlinger Margarita Elisea	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,394 44,625 43,695 43,631 43,526 43,418 43,076 42,881 42,224 42,082 41,987 41,987 41,988 41,772	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan Hollie R. Sherrick Brendaliz Cajigas	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 66,140 65,400 64,215 63,395 63,186 61,646 61,038 60,429 59,202 58,397 57,228 55,612 55,218	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith Dawn M. Starr Nancy S. North Joslyn Eaton Carol Mouradian	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,452 39,203 39,203 39,134 38,855 38,388 37,5716 37,714 37,655 37,583 37,599 37,499 37,499 37,409 37,409 37,409 37,402 36,970 36,970
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana Tammy I. Hare Deanna L. Manning Donna K. Smith Christine Wittmann Samantha W. Hill Neressa Orr Terri J. Beckstead	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,376 47,376 47,376 45,595 45,396 45,264 45,171 45,036 45,264 45,171 45,036 43,788 43,778 43,778 43,778 43,778 43,778 44,450 42,450 41,921	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker Chatney Gelfius Susan Moore Maria Hernandez Jaime M. Bittner Breanna N. Goodwin	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,948 52,315 52,124 52,065 51,917 51,893 51,031 50,969 50,951 50,969 50,955 49,777	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land Lori M. Langan Jessica Youngker Kimberly Burhoop Sylvia T. Barritt Rocio Rodriguez Jan M. Moses Karen E. Gardner	40,908 40,796 40,542 40,511 39,354 39,354 39,207 38,973 38,930 38,581 38,385 38,385 38,329 38,133 38,047 37,896 37,696 37,695 37,382 37,209 37,147 37,130 37,096 36,977 36,878 36,509 36,456 36,438 36,433 36,456 36,433 36,165 35,953	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana Pauline White Jenan W. Wood Reyna V. Alvarado Rivera Heather L. Bohlinger Margarita Elisea Ann W. Sherman	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 44,625 44,666 44,069 43,745 43,638 43,631 43,526 43,638 43,631 43,526 43,418 43,976 42,881 42,224 42,082 41,987 41,925 41,898 41,772 41,369	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan Hollie R. Sherrick Brendaliz Cajigas Maritza Arce Mary Strauss	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 68,287 67,131 66,896 66,440 65,400 64,215 63,395 63,186 61,646 61,038 60,603 60,429 59,202 58,397 57,228 55,218 55,129	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith Dawn M. Starr Nancy S. North Joslyn Eaton Carol Mouradian Maria J. Koo	42,590 42,503 42,086 41,470 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,475 39,134 38,855 38,388 37,814 37,714 37,655 37,583 37,593 37,499 37,499 37,409 37,409 37,409 37,409 37,312 37,202 36,970 36,842
Jessye R. Nichols Ruth Alvarado Nancy F. Castro Sara R. Pennella Nicki R. Hill Allison Piro Pat Joos Sylvia L. Martinez Faith A. Gladding Ingrid E. Smith Mariann Biase Masor Yessica Navarro Holly A. Brown Tawnya Krempges Lisa A. Raupp Kayla A. Holliday- Lamar Chelsea C. Adkins Megan N. Wilkes Caryl A. Schrab Nicole P. Pratt Jenny Siemonsma Christina L. Frantz Cheryl A. Riead Joy H. Rentz Cassandra L. Hartke Nancy M. Polish Dawn Montana Tammy I. Hare Deanna L. Manning Donna K. Smith Christine Wittmann Samantha W. Hill Neressa Orr	50,269 50,139 50,098 50,019 49,506 49,503 49,299 49,282 48,885 48,637 48,317 48,008 47,638 47,610 47,535 47,377 47,376 47,376 47,376 47,376 45,595 45,396 45,264 45,171 45,036 45,264 45,171 45,036 43,788 43,778 43,778 43,778 43,778 43,778 44,450 42,450 41,921	Brigham Valerie A. Lucio-Polk Kellee L. Valerio Elizabeth K. Toupin Kaela L. Steinman Suzanne Moeller Diane K. Lundgren Patti Cornell Lisa Anne Harmon Krystal D. Downey-Shada Bridgette R. Conley Brenda Fenner Paula M. Kirkpatrick Rocio N. Palomera Urena Lauren N. Bloomer Milagro Ventura Diaz Tamarie M. Bradford Debbie A. Elbrecht Melinda E. Nash-Bell Donna Clark-Driscoll Laura V. Middleton Judie Roman Melissa S. Olivarez Chidiebere G. Ojukwu Jordan Twilley Lisa Hansen Terry Thole Stephanie L. Coker Chatney Gelfius Susan Moore Maria Hernandez Jaime M. Bittner	83,003 82,254 82,082 73,648 71,766 66,636 66,479 65,949 64,629 64,578 63,769 61,463 57,930 56,553 55,212 55,146 54,941 54,486 54,429 52,315 52,124 52,065 51,917 51,893 51,001 50,969 50,955 50,589 50,585	Barbara Baty Randi S. Gleason Amy J. Spence Christy M. Cox Ryan A. Rives Barbara Pleet Samantha G. Sharp Sonya F. Goins Elvia Cordova Barbara L. Harrison Patty L. Bojan Andrea Jackson Berger Jeannette Curren- Cochran Nikole M. Childress Linda Sigle Palia A. Curry Tshanna C. Diggan Peggy Young Marie A. Harbord Toni L. Frere Isabel Ramirez Gloria Moreno Medrano Connie A. Brinker Maria Bautista Monica A. Land Lori M. Langan Jessica Youngker Kimberly Burthoop Sylvia T. Barritt Rocio Rodriguez Jan M. Moses	40,908 40,796 40,512 40,511 39,354 39,354 39,207 38,930 38,581 38,385 38,385 38,385 38,329 38,133 38,047 37,696 37,696 37,696 37,696 37,697 36,977 36,977 36,878 36,509 36,456 36,438 36,437 36,438 36,373 36,165	Jeanette M. Thompson Randi Stevens Kristi M. Anderson Karla M. Reno Nedra White Wartham Devin Gole Jessica N. Schultz Carol Lee Johnson Linda H. Rowsey Rachel Statile Allisson Gutierrez Maria D. Osorio Candy I. Brown Vicki Piccirilli Tracy Potter Christine M. Jessee Kaye Yuen Tommi Pleasure Dottie Huse Joyce M. Conant Amy J. Burris Tracy Foltz Rachel E. Naylor Krystal K. Hunsucker Carolyn Colter Charlene Grubbs Jerlene Vrana Pauline White Jenan W. Wood Reyna V. Alvarado Rivera Heather L. Bohlinger Margarita Elisea	49,372 49,216 48,914 48,909 47,751 47,672 47,647 47,431 47,350 46,616 46,041 45,685 45,546 45,451 45,394 44,625 43,695 43,631 43,526 43,418 43,076 42,881 42,224 42,082 41,987 41,987 41,988 41,772	Megan L. Shaw EMERALD/ESMER Deanna L. Spillman \$ Nancy Boucher Deirdre L. Eschauzier Jennifer L. Besecker Ebun Osaze Menina M. Givens Katy Goldstein Melinda M. Balling Christine D. Barrueco Kijuana R. McKinnie Brittani M. Jenks Emily S. Vijil Kathy Eckhardt Nicole L. McDaniel Audrey L. Detesco- Nickell Stacy D. Foust Stacey Craft Robyn K. Barnwell Tandy Fischer Karen E. Ridle Leslie M. McKinney- Smith Margaret Neill Amber L. Towne- Geehan Hollie R. Sherrick Brendaliz Cajigas Maritza Arce Mary Strauss Carrie Bloink	36,530 ALDA 110,539 97,486 82,840 82,835 80,607 77,822 77,003 76,640 75,232 68,882 66,140 65,400 64,215 63,395 63,186 61,646 61,038 60,429 59,202 58,397 57,228 55,612 55,218	Amber D. Campbell Tammy West- Murrian Jennifer C. Babineau Olaiz Pam Kelly Omayra Rivera Carrie S. Carlile Tina M. Dees Maureen Jirikowic Rachelle Holloway Julia Gutierrez Lyndsey Peterson Patty J. Andersen Marie Pfarr Tammy Steele Regina M. Clark Helen Amato Chris H. Teague Kendri E. Burkett Lisa J. Mahoney MaryAnn V. Knox Audrey J. Doller Carolyn Thompson Amie E. Kelly Mara C. Lane Ana Barros Kenna L. Ervin Ginny B. O'Kain Ann F. Smith Dawn M. Starr Nancy S. North Joslyn Eaton Carol Mouradian	42,590 42,503 42,086 41,590 41,472 41,434 40,401 39,957 39,923 39,801 39,653 39,475 39,452 39,203 39,203 39,134 38,855 38,388 37,5716 37,714 37,655 37,583 37,599 37,499 37,499 37,409 37,409 37,409 37,402 36,970 36,970

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./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.

COMMISSION CIRCLE

CÍRCULO DE COMISIONES

November/Noviembr de 2020 Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in November 2020. Names in bold print earned the maximum 23 percent Sales Director commission plus the maximum 13 percent personal recruit commission./Las Directoras de Ventas Independientes que ganaron las Primeras 100 comisiones y gratificaciones en el área del Seminario en noviembre de 2020. Los nombres en negrillas son quienes ganaron la comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión propositiones en la factorio de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión máximo de co comisi'on por reclutas personales.

contision por rectutas person					
DIAMOND/DIAMANTE	Kathy M. Viola 6,636	Krystal D. Downey- Shada 7,754	SAPPHIRE/ZAFIRO	Fraida M. Klein 6,567	Tandy Fischer 8,497
Delmi C. Santos \$21,520	Caroline Sagunsky 6,632	Laura V. Middleton 7,730	Brooke E. Bennett- Young \$15,316	Amy R. Sigler 6,550	Krista A. Johnson 8,379
Sherrie C. Purvis 13,819	Kelly K. Johnsrud 6,580	Tamarie M. Bradford 7,717	Young \$15,316 Keita Powell 13,585	Jeanette E. Beichle 6,544	Amanda Swindle 8,322
Jamie V. Taylor 12,390	Ingrid E. Smith 6,567	Monique N. McIntyre 7,694	Lady Ruth Brown 11,706	Hilda M. Magana 6,508	Nikki H. Edgemon 8,260
Deborah S. Bailye 11,594	Rose Rodriguez- Capone 6,554	Barbara Pleet 7,624	Katherine L. Longley 11,649	Petie L. Huffman 6,503	Stacy D. Foust 8,253
Karime Rosas 11,015	Capone 6,554 Amy Hanifl 6,544	Debbie A. Elbrecht 7,554	Jordan Eicher 11,407	Carol Lee Johnson 6,475	Sally Moreno 8,019
LaChelle M. Seleski 11,003	Kim C. Meyers 6,540	Chatney Gelfius 7,551	Larinda J. King 10,838	Rocio Renteria 6,474	Hollie R. Sherrick 8,005
Paula Kelsch 10,799	Anne Geertsen 6,531	Elvia Cordova 7,471	Linda Meier 10,702	Jennifer Levitt 6,441	Leanne Parrino- Pheasant 7,845
Susan M. McCoy 10,791	Cheryl A. Riead 6,516	Carmen J. Felix 7,290	Carmen B. Jones 10,594	Jo Ann Jamison 6,438	Ana Barros 7,736
Mary Kathryn King 10,574	April C. Hutchinson 6,482	Stephanie B. Silver 7,250	Karla M. Reno 10,246	Madalynn J. Wade 6,412	Janice B. Hull 7,724
Beverly Taylor 10,553 Kim A. Messmer 10,429	Sylvia L. Martinez 6,470	Maureen Shipp 7,234	Rachel Statile 10,085	Maria D. Osorio 6,393 Adrienne D. Hollifield 6,389	Denise Peterson 7,656
Kathleen Koclanes 10,216	Susie Moore 6,457	Sandra Estudillo 7,232	Erika D. Hulm 9,464	Flor D. Maldonado 6,357	Leslie M. McKinney-
Sandy Griffith 9,888	Christine Wittmann 6,430	Reyna N. Lepe 7,182	Andrea R. Klahn 9,377	Casie Hembree 6,351	Smith 7,611
Angela J. Fry 9,861	Shannon M. Nelson	Chidiebere G. Ojukwu 7,104	Laurieann Barclay 9,273	Mary Lou Ardohain 6,347	Maritza Arce 7,477
Suzanne T. Young 9,832	Duguay 6,349	Breanna N. Goodwin 7,042	Pam Garner 9,214	Devin Gole 6,317	Diane M. Detesco 7,454
Shelly Palen 9,819	Martha Kay Raile 6,345	Judith Abarca 7,039	Michele M. Armes 9,041	Romaine Korzon 6,281	Tiqkia M. Barrow 7,431
Stephanie A. Mottaz 9,713	Deanna L. Manning 6,325	Melissa S. Olivarez 7,037	Ashley R. Dornbos 9,020	Linda H. Rowsey 6,274	Nancy O'Hara 7,354
Celeste Byrd 9,699	Cassandra L. Hartke 6,290	Diana Gutierrez 7,032	Marita W. Campbell 9,000	Kerri L. Ross 6,261	Lisa C. Mack 7,338
Amy Kemp 9,671	Pat Joos 6,269	Clary Martinez 7,021	Julie Neal 8,911	Joycelyn B.	Brenda Stafford 7,331
Nadine Bowers 9,464	Teresa A. Lischwe 6,233	Judie Roman 6,871	Missy M. O'Neal 8,876	Westbrooks 6,201	Bridgett L. Moore 7,249
Marsha Morrissette 9,184	Dana Davis-Armstead 6,220	Jennifer L. Albertini 6,832	Tehrie Ned 8,728	Karla R. Plantan 6,196	Michele S. Rankin 7,242
Gerri Anne Morris 8,927	Robin L. Sailer 6,209	Isabel Ramirez 6,828	Amy J. Bowman 8,645	Suzanne Tripp-Black 6,189	Sheri Farrar-Meyer 7,236
Crystal D. Gardner 8,921	Joan M. Farrell 6,194	Pat Z. Allen 6,748	Tinia W. Campbell	Reyna V. Alvarado	Evelyn Nail 7,215
Nicki R. Hill 8,760	Audrey K. MacDowall 6,187	Mya Hull 6,720	Piard 8,640	Rivera 6,145	Linda S. Chasten 7,075
Megan N. Wilkes 8,755	Savanna N. Zelinka 6,185	Alma L. Castro	Carolyn Colter 8,571	Lesley Speas 6,142	Misty D. Guyre 7,048
Cindy Machado-	Virgen V. Ortiz 6,173	Magana 6,682	Isela M. Martinez 8,491	Beth S. Austin 6,121	Theodora W. Bradley 6,997
Flippen 8,751	Judy Higgins Pantano 6,167 Bianca Torres 6,158	Sheryl J. Arena 6,643 Margarita Velez 6,557	Dolores Keller 8,345 Mariaelena Boquin 8,260	Jennifer K. Guidry 6,093 Heather L. Bohlinger 6,072	Margaret Neill 6,949 Ayobami O. Olusa 6,933
Faith A. Gladding 8,707	Alicia Kingrey-Lokai 6,093	Stacey P. Nelson 6,557	Mariaelena Boquin 8,260 Maria Claxton-Taylor 8,225	Heather L. Bohlinger 6,072 Cindy Harness 6,069	Jill Beckstedt 6,896
Kayla A. Holliday-Lamar 8,707	Monique Vallair 6,036	Amy Kitrell 6,551	Autumn R. Heble	Christine M. Jessee 6,066	Tracy Randall 6,887
Sara R. Pennella 8,699	Dawn Montana 6,021	Amy Stokes 6,522	Britton 8,198	Robyn S. Cartmill 6,064	Michelle Williams 6,855
Stephanie A. Richter 8,635 Christina L. Frantz 8,554	Susie Kopacz 6,018	Elizabeth A. Kramer 6,500	Penny J. Jackson 8,166	Elva Obregon 6,012	Kim I. Bessey 6,813
Christina L. Frantz 8,554 Priscilla McPheeters 8,513	5,615	Maria Bautista 6,466	Candy I. Brown 8,054	Annette D. Gordon 5,980	Myrna I. Colon 6,728
Ruth Alvarado 8,481	RUBY/RUBÍ	Linda Sigle 6,434	Jamie L. Lawrence 7,977	Kristi M. Anderson 5,980	Olushola A. Kuku 6,690
Britt N. Burke 8,452	Kenia K. Acosta \$14,960	Laura A. Kattenbraker 6,407	Nedra White Wartham 7,971		Cindy Anderson 6,624
Christy Bigham 8,389	Milagro Ventura Diaz 14,293	Jacqueline N. Alford 6,392	Marie E. Vlaminck 7,875	EMERALD/ESMERALDA	Julia Gutierrez 6,556
Claudia Chavez 8,281	Kali DeBlander	Griselda Gordillo 6,387	Amy E. Houseman 7,814	Jennifer L. Besecker \$14,156	Luanne Stewart 6,545
Kathy R. Bullard 8,250	Brigham 12,060	Marnie R. Yunger 6,343	Daisy Cuevas 7,812	Ebun Osaze 13,838	Omayra Rivera 6,516
Tawnya Krempges 8,042	Kellee L. Valerio 11,737	Amy C. Schule 6,319	Moleda G. Dailey 7,748	Deanna L. Spillman 13,591	Shelley Money-
Lisa A. Raupp 7,963	Valerie A. Lucio-Polk 10,717	Christy M. Cox 6,287	Tracy Potter 7,717	Menina M. Givens 12,691	Eldridge 6,470
Yessica Navarro 7,919	Heather A. Daniel- Kent 9,857	Corrin Cresci 6,232	Julie B. Sapp 7,703	Brittani M. Jenks 12,453	Maggie Rader 6,429
Chelsea C. Adkins 7,889	Ginger J. Benedict 9,490	Lisa Hansen 6,137	Lafreda D. Williams 7,665 Tommi Pleasure 7,661	Christine D. Barrueco 12,154	Rachelle Holloway 6,427 Brenda L. Wilbur 6,426
Kelly Willer-Johnson 7,812	Donna Clark-Driscoll 9,417	Karen Paluga-Larson 6,134	Lynn C. Purser 7,616	Nancy Boucher 11,857	Bonnie White 6,402
Christi G. Campbell 7,805	Elizabeth K. Toupin 9,358	Jeannette Curren- Cochran 6,106	Lynn Baer Roberts 7,610	Deirdre L.	Delmy A. Rivas 6,344
Connie L. Russo 7,798	Randi S. Gleason 9,308	Elizabeth A. Elder 6,088	Amy J. Burris 7,576	Eschauzier 11,841	Paula Tyree Bowman 6,326
Emily E. Schuette 7,746	Suzanne Moeller 9,218	Pamela D. Cox 6,083	Allisson Gutierrez 7,555	Brendaliz Cajigas 11,624	Rosmary A. Morel 6,318
Nancy M. Polish 7,734	Bridgette R. Conley 9,186	Joan M. Merten 6,046	Maria Montes 7,459	Karen E. Ridle 11,363	Mary Strauss 6,295
Elizabeth Fernandez 7,631	Lisa Anne Harmon 9,143	Barbara Baty 6,029	Debbie A. Weld 7,450	Katy Goldstein 11,310	Phyllis I. Pinsker 6,290
Lisa Rada 7,627	Rocio N. Palomera	Tammy Brown 6,024	Marni M. Hendricks 7,306	Michelle L. Calbert 11,176	Ann F. Smith 6,274
Terri Lewis 7,606	Urena 9,009	Caitlin M. Griffo 6,018	Jeanette M.	Melinda M. Balling 10,768	Shawna D.
Deborah Dudas 7,480 Heather M. Julson 7,432	Patti Cornell 8,993 Melinda E. Nash-Bell 8,969	Susan C. Ehrnstrom 5,994	Thompson 7,256	Elva Jordan 9,909	Schneider 6,261
Nancy F. Castro 7,416	Melinda E. Nash-Bell 8,969 Brenda Fenner 8,812	Gloria Moreno	Linne' Lane 7,183	Audrey L. Detesco- Nickell 9,721	Audrey J. Doller 6,245
Alicia Borkowska 7,408	Nikole M. Childress 8,691	Medrano 5,984	Satarro Purnell 7,172	Lindsay E. Freisthler 9,617	Stephanie D. Castro 6,203
Mileta K. Kinser 7,383	Magdalena Diaz de	Becky Goshorn 5,973	Rayna Lee 7,165	Robyn K. Barnwell 9,594	Regina M. Clark 6,198
Samantha W. Hill 7,302	Leon 8,636	Terry Thole 5,962	Tirza Llanes 7,093	Lisa J. Charity 9,498	Lesa R. Franken 6,195
Jessye R. Nichols 7,172	Kaela L. Steinman 8,600	Bridget S. Penberthy 5,925 Sherri Ammons 5,920	Margarita Elisea 7,070 Hannah L. Brown 7,065	Lizi M. Gregory 9,403	Amy M. Alber 6,185 Carolyn Thompson 6,160
Julie Danskin 7,125	Maria Hernandez 8,596	Laurie C. Cole 5,888	Jennifer J. McNulty 7,003	Stacey Craft 9,320	Carolyn Thompson 6,160 Maria J. Koo 6,156
Ashley S. Orr-Graves 7,053	Jaime M. Bittner 8,557	Palia A. Curry 5,834	Missouri H. Simmons 7,006	Kathy Eckhardt 9,151	Ann Shears 6,127
Jenny Siemonsma 7,008	Jeanie K. Navrkal 8,532	Sherry L. Martin 5,809	Stacy O. Ervin 7,003	Amber L. Towne-	Jo M. Cotton 6,123
Sheryl Peterson 6,956	Susan Moore 8,493	Lisa V. Bauer 5,805	Silvia Lopez 6,976	Geehan 9,055	Pam Kelly 6,108
Amy Zanto 6,936	Paula M. Kirkpatrick 8,445	Rocio Rodriguez 5,799	Jessica N. Schultz 6,905	LaKeshia M. Chisholm 9,032	Maritza A. Prieto 6,104
Constance Nugent	Jordan Twilley 8,311	Stephanie Audino 5,785	Jennifer G. Bouse 6,878	Kijuana R. McKinnie 8,997	Dircia Rodriguez 6,099
Miller 6,877	Diane K. Lundgren 8,301	Connie A. Brinker 5,773	Doris M. Quackenbush 6,827	Elsi Coto 8,901	Liz Voran 6,068
Holly A. Brown 6,755	Thessy N. Nwachukwu 8,210	Samantha G. Sharp 5,764	Vicki Piccirilli 6,760	Carrie Bloink 8,865	Rachelle L. Brinker 6,034
Yolanda Carrillo 6,738	Lauren N. Bloomer 8,186	Tracey L. Chavez 5,729	Stephanie B. Bowen 6,739	Angel Guerra 8,743	Norma E. Rodriguez 6,032
Nicole P. Pratt 6,727	Rachael M. Bullock 8,050	Amy J. Spence 5,685	Joyce M. Conant 6,719	Nicole L. McDaniel 8,729	Marie Pfarr 5,969
Annette Pace 6,702	Jenn Kirkham 8,039	Lorri E. Woehrle 5,663	Randi Stevens 6,688	Shauna L. Abbotts 8,696	Ashley N. Clinesmith 5,967
Terri J. Beckstead 6,677 Cecilia Rua-Mendez 6,661	Rose Campbell 8,018 Stephanie L. Coker 7,857		Rachel E. Naylor 6,684	Linda Klein 8,679	Jennifer D. Carr 5,926
Cecilia Rua-Mendez 6,661 Joy H. Rentz 6,651	Stephanie L. Coker 7,857 Cynthia L. Frazier 7,758		Beth H. Williamson 6,639	Emily S. Vijil 8,668	Maureen Jirikowic 5,903
			Amy C. Hayes 6,589	Jessica Mendoza 8,636	

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./Estas cifras no $incluyen \ ni \ reflejan \ los \ gastos \ individuales \ en \ que \ se \ incurren, as \'i \ como \ tampo \ co \ el \ tiempo \ y \ es \ fuerzo \ invertidos \ en \ su \ negocio \ Mary \ Kay. \ Los \ resultados \ individuales \ variarán.$

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

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, ${\it N.D.}$, 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,

"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: seven-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, savs. "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

racy 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



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

HEAR TRACYAND TINA FIRST-HAND!

Applause podcast on Mary Kay® Digital Showcase App available on your app store.

'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

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!"

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,

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."

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."

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."

REDER 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 onetime \$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 DEBUTBONUS

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

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

 $\ensuremath{^{**}\text{To}}$ 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, 8+ active 1 must be an active personal Red Jacket personal team members 50% PROFIT POTENTIAL ON PERSONAL RETAIL PRODUCT SALES. PERSONAL TEAM COMMISSION: 9% OR 13%. • 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*** 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.

marykayintouch.com

^{*}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.



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! <u>Mary Kay InTouch*> Education > Party Central.</u>



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.

Summe

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:

AFTER 4 WEEKS:

AFTER 8 WEEKS:

- 94% said skin
- 77% said skin looked toned.
- appeared smoother. 81% said skin looked firmer.
- 76% said skin appeared more defined.

*Results reported during an eight-week independent consumer study

PREFERRED CUSTOMER PROGRAM™

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*[™], you earn early ordering privileges - we're talking five days earlier than the Independent Beauty Consultant on-sale date!

MARY KAY TIMEWISE

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

LEARN MORE AND ENROLL HERE: MARY KAY INTOUCH® > BUSINESS TOOLS > PREFERRED CUSTOMER PROGRAM™.

Spring in

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.



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



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.'

MARY KAY®

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