

WINTER 2010/2011

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

# applause®

**SNEAK PEEK!**  
QUARTER 3  
STAR CONSULTANT  
PRIZE PROGRAM

**SEMINAR  
SUPERSTARS**  
RELIVE THE BIGGEST  
EVENT OF THE YEAR

**TIMEWISE® FOUNDATION**  
GET PRIMED FOR OUR  
BIGGEST LAUNCH THIS YEAR

**WINTER  
WEARABLES**  
PAGE 54

# Achieve

YOUR WAY TO THE STARS  
CAREER CONFERENCE 2011

BUILD

GROW

REFLECT

LIVE



**THE SCIENCE BEHIND  
TIMEWISE® TARGETED-ACTION  
EYE REVITALIZER**  
page 8



**SPECIAL PREVIEW!  
TIMEWISE® LIQUID FOUNDATION**  
page 12



**BEAUTY BUZZ**  
page 20



**I'LL BEE THERE!**  
page 25



**CAREER CONFERENCE 2011**  
page 28



**SEMINAR 2010 AWARDS HIGHLIGHTS**  
page 29



**THE 5 O'CLOCK CLUB**  
page 42



**BOOK EXCERPT**  
page 43



**POTATO SOUP**  
page 45



**PICTURE THIS**  
page 50



**BEAUTIFUL READS**  
page 53



**WINTER WEARABLES**  
page 54

# new year, new opportunities for **SUCCESS**

It's a truly magical time of year. Love, peace and hope shine brightly, inspiring us to give of ourselves and embrace the blessings in our lives.

The rejuvenating energy of a fresh year ahead, plus the incredible anticipation of everything that *could will be*, propel us forward with loftier goals and bigger dreams than ever before.

The challenge comes in setting those goals afire, lighting the spark inside to put all of that energy into action. How about starting early in the day, like, say 5 a.m.? Okay, we know that's a challenge in itself – especially on cold, dark winter mornings – but it worked for Mary Kay Ash. She started the “5 o'clock club” so she could accomplish more each day (learn more on page 42). If you're willing to make the commitment, it can work for you too.

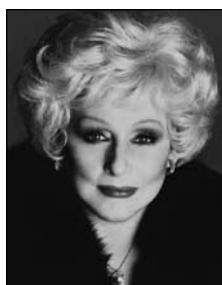
What else will you commit to in the year ahead? Will you achieve your way to a more beautiful life? Start collecting the momentum you need to do just that at **Career Conference 2011** (page 26). Time and time again we've heard from independent sales force members that Career Conference helped them see all the potential and possibility of their Mary Kay business – so they could be on stage at Seminar (check out our special **Seminar 2010 Highlights** section on page 29) and beyond.

And while Career Conference may help cover your business bases, it's the new **TimeWise® Liquid Foundation** that can help cover your *beauty* bases. Two new foundation formulas – plus fab friends like a foundation primer and a brush – launch this February, expanding foundation options for your customers and selling options for you. But you don't have to wait until February for the details: get a special preview starting on page 12.

What does a special preview of the year ahead look like for you? We've often heard independent sales force members say that a Mary Kay business gives you two New Years: July 1<sup>st</sup>, the start of the new Seminar year, and January 1<sup>st</sup>, the start of the new calendar year. Double your chances of achieving success by checking in with your goals *and* your plan to achieve them. Make adjustments and carry on with renewed belief and faith in yourself.

From all of us at the Mary Kay corporate office, may your holidays be bright with happiness and your New Year rich in blessings.

– Heather Watterworth



## SHE SAID IT BEST

Start out on this new year to learn to think positively. Think of a glass of water as half-full, not half-empty. And when you come to a traffic light signal, don't look for a red light. Look for a go light.

Mary Kay

## YOUR CANADIAN APPLAUSE® MAGAZINE TEAM

**MANAGING EDITOR** Heather Watterworth

**EXECUTIVE EDITOR** Debra Joseph

**CONTRIBUTORS** Lorena Depante, Karen Li, Marijana Klappic, Andrea Querido, Nancy Roque, Heather Watterworth

**FRENCH VERSION** Michel Beauchamp, Sébastien Kabacinski, Marie-Claire Pascuttini



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

CANADIAN POSTAL AGREEMENT NUMBER: 40069444. PRINTED IN CANADA.

## the 6 most important things this quarter

### 1 COVER YOUR BASES

New TimeWise® Liquid Foundation launches February 1<sup>st</sup>, 2011! So it's prime time to brush up on the details of this soon-to-be beauty bag essential.

### 2 ENROL FOR THE SPRING 2011

#### PREFERRED CUSTOMER PROGRAM

Need motivation to enrol your customers this quarter? Flip to page 18 for a peek at our Seminar 2010 *Glam Up!* Achievers.

### 3 GET WITH THE PROGRAM

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

### 4 GIVE YOUR TIME

It's the most precious thing you have. From February 8<sup>th</sup> to March 8<sup>th</sup>, 2011, use it to help reach our global goal of 1,000,000 volunteer hours. Learn more on page 47.

### 5 ACHIEVE YOUR WAY TO THE STARS

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

### 6 BEE THERE!

Make new gal pals – and earn some *beeautiful* new rewards – during the *I'll Bee There!* Team-Building Promotion.

## CONNECT WITH US



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



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



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

want to be featured  
in the **spring 2011**  
issue of *applause*®?  
tell us:

- your funny or inspirational Seminar story.
- about your mother and daughter Mary Kay team.
- your multi-tasking product tips.
- your reason why.

**APPLAUSE-CANADA@MKCORP.COM**



# in your words

Here's what got your attention in the Fall/Holiday 2010 issue of *Applause*® magazine.



“Sometimes it can be difficult to find information on discontinued products in *Applause*®.”

**Louanne Finlay-Guilbault, Independent Beauty Consultant (Chatham, ON)**

*Editor's Note: We try to include discontinued product information in each issue, where space and timing permit, but it can be a challenge. Don't miss the complete list of discontinued Mary Kay® Full- and Medium-Coverage shades on page 13 to help you and your customers transition to the new TimeWise® Liquid Foundation formulas in February. And for the most up to date discontinued product list, visit Product Central and News on the MKOC<sup>SM</sup>.*

“I felt energized, excited, enthused, inspired and ready to roll after reading through the Fall/Holiday edition of *Applause*® – just the same as I did in the ‘early days’ when I would read it!”

**Olive Ratzlaff, Independent National Sales Director (Prince Albert, SK)**

“The step-by-step guide to holiday open houses was very helpful! I thank the Independent Sales Directors who shared their ideas with us to contribute to our success. What a spirit of sharing!”

**Cathy April, Independent Beauty Consultant (St. Georges, QC)**



## READER CONTEST WINNER

“I recently received my Starter Kit and have been reading through the various materials, but *Applause*® is what really motivated me to actually turn this into a business. I love the great information on the product and the tips on how to make the most of your sales. But the inspirational stories that you have included are definitely my favourite part. The proof that a person can make this a very successful business, earn money and a lot of recognition is great – but the most amazing thing is how much each of person grows, the boost to their self-confidence and the general go-give attitude that is awakened in each of them. So I thank you, *Applause*®, for inspiring me to be all that I can be.”

**Yvonne Gaudet  
Independent Beauty Consultant  
(Saskatoon, SK)**

## OOPS!

Our sincerest apologies to **Independent Sales Director Mariola Hebasz**, whose son Daniel's name was mistakenly omitted from the *I Story* feature in the Fall/Holiday 2010 issue of *Applause*®.

Love it? Don't? Tell us why:  
**APPLAUSE-CANADA@MKCORP.COM**



# calendar

the dates you need to know this quarter

## DECEMBER 2010

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on December 1<sup>st</sup>.

"Pink At The Rink" Day in support of the MKACF. Join us and the Toronto Marlies at Ricoh Coliseum (Toronto, ON).

- 15: Preferred Customer Program.** Last day for customers to take advantage of the Fall/Holiday 2010 Mary Kay® Mini Eau de Toilette Body Lotion Set gift with purchase.

Enrolment deadline for the *Winter Wonders* postcard.

*Beauty That Counts*™ charitable initiative ends.

- 16:** Winter 2010/2011 promotion begins. Check out [www.marykay.ca](http://www.marykay.ca) and your Mary Kay® Personal Web Site to see what's new!

- 20:** December Career Car qualifier paperwork due to Company.

- 24:** Mississauga and Montréal offices closed in lieu of Christmas.

- 25: Christmas Day.**

- 27:** Mississauga and Montréal offices closed in lieu of Boxing Day.

- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward December production. Online and faxed orders must be received by midnight Eastern Standard Time to count toward December production.

## JANUARY 2011

- 1: Happy New Year!**

- 3:** Mississauga and Montréal offices closed in lieu of New Year's Day.

### **Preferred Customer Program.**

Winter 2010/2011 issue of *The Look* begins mailing.

- 5:** Registration begins for *Achieve... Your Way To The Stars*™ Career Conference 2011.

Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on January 1<sup>st</sup>.

### **15: Preferred Customer Program.**

Enrolment begins for the Spring 2011 Preferred Customer Program.

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

- 24: Preferred Customer Program.** *Winter Wonders* Postcard begins mailing.

- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward January production. Online and faxed orders must be received by midnight Eastern Standard Time to count toward January production.

Last day to register for *Achieve... Your Way To The Stars*™ Career Conference 2011.

## FEBRUARY 2011

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on February 1<sup>st</sup>.

### **15: Preferred Customer Program.**

Enrolment deadline for the Spring 2011 issue of *The Look*.

- 20:** February Career Car qualifier paperwork due to Company.

- 21: Family Day** (ON). Mississauga office closed.

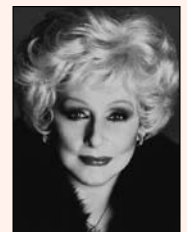
- 28:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward February production. Online and faxed orders must be received by midnight Eastern Standard Time to count toward February production.

*SHE SAID  
IT BEST*

Break down  
your goal into  
obtainable

yearly, monthly,  
weekly and

finally, daily goals. Don't let  
a single day go by that you  
don't accomplish the goal  
you've set for yourself.



*Mary Kay*

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



## CAREER CONFERENCE 2011

Get the most up-to-date information on this can't miss Company event – including class schedules, recognition opportunities and more!



## PRODUCT CENTRAL

Look for new information on TimeWise® Liquid Foundation that can help you sell with success.



## STAY ON TRACK!

Enrolment begins for the Spring 2011 Preferred Customer Program on January 15<sup>th</sup>! Avoid the last-minute rush and stay on track for the 2010/2011 Preferred Customer Program Consistency Challenge.

# on **marykay**.ca

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



## FOUNDATION FINDER TOOL

Help your customers find the perfect foundation formula and shade with this interactive online tool.



## YOUR WAY TO BEAUTIFUL™

Visit marykay.ca on December 15<sup>th</sup> to meet our truly beautiful makeover contest winners!



## eCATALOG EASE

Easy to use and fun to play with, use the eCatalog to provide a customized shopping experience for customers who you're having trouble connecting with in person.

“nothing happens  
until somebody sells something”

# Build BUILD boui



PAGE 12 | SPECIAL PREVIEW!

## cover your bases

get primed for the launch of  
new timewise® liquid foundation

### contents

PAGE 11 | GET GLOWING  
how to use new  
liquid illuminators

PAGE 18 | PCP  
glamour girls

PAGE 20 | BEAUTY BUZZ  
the seal of approval







## MULTITASKING MONESAVER

## mary kay® tinted lip balm sunscreen spf 15

by Marijana Klapcic

Is it a lip balm, a lipstick, or both? Why choose when you can get three products in one with this tinted treat? You get colour, SPF protection and moisturization. Now that's multitasking!

Plus, **Mary Kay® Tinted Lip Balm Sunscreen SPF 15** (\$15) delivers a hint of shine without that icky, sticky feeling other lip balms may leave on lips. And the moisturizing formula helps keep lips from getting chapped or feeling dry – a must during chilly winter months.

The best part? The added “oomph” of colour – so subtle, yet perfect. Wear it alone and pop it in your purse for quick reapplication (shhhhh... it can easily be applied freehand – without a mirror!). Not a fan of lip liner? Apply the lip balm first and then layer your **Mary Kay® Nourishine® Lip Gloss** or **Mary Kay® Creme Lipstick** for a longlasting lip look. Available in five shades, Natural works great as a base under any lip shade, while Rose adds some punch to pinks.

Try it! By itself. Mixed and matched. Underneath. Together. Four looks in one. Triple the benefits. Got it? Your lips can thank me later.

## INVENTORY UPDATE

## discontinued products

Please note these items have moved to the Discontinued Items section of the December 16<sup>th</sup> Independent Beauty Consultant Order Form due to low sales volume and in preparation for new product launches:

- Mary Kay® Full-Coverage Foundation (all shades; learn more on page 13!)
- Mary Kay® Eau de Toilette Body Lotion (Sparkling Honeysuckle®, Exotic Passionfruit®, Simply Cotton®, Warm Amber® and Forever Orchid™).
- Mary Kay® Eyesicles® Eye Color (Island Bronze and Vanilla)
- Section 2 Samplers of Mary Kay® Oil-Free Hydrating Gel and Mary Kay® Intense Moisturizing Cream

## INSIDER INFO

the science  
behind the beautyWith Krystle Gonzalez,  
Regulatory Affairs & Quality  
Control

**Q: How does TimeWise® Targeted-Action® Eye Revitalizer work?**

**A:** TimeWise® Targeted-Action® Eye Revitalizer (\$45) combines a special botanical blend to help minimize the impact of environmental stressors, while other ingredients such as peptide palmitoyl and soy protein help support the skin's structural integrity.



To target the area below the eyes, powerful extracts join together to reduce the appearance of dark circles, while age-fighting ingredients, including Southernwood extract and Gotu Kola, help keep excess fluid that causes puffiness from settling under the eyes. Swollen, puffy eyes need soothing, and extracts of oat kernel, hibiscus flower and citrus peel have been shown to reduce irritation caused by certain environmental elements.

The formula is also infused with ingredients like cucumber extract that have been shown to reduce the appearance of dark circles on the surface of the skin.



“POWERFUL  
EXTRACTS  
JOIN TOGETHER  
TO REDUCE THE  
APPEARANCE  
OF DARK  
CIRCLES AND  
UNDEREYE  
PUFFINESS.”

## OUR FAVOURITE LOOK

# luxurious leisure

Ladies, this season we're putting a capital L in luxury with our pick for a favourite look. And with the holiday season in full swing, you'll want to rock it at your next soirée!

Evening makeup looks are all about the eyes – and the deep and daring eye colours featured here will definitely be a head turner. Once the stage has been set with dramatic eyes, the rest of the face can play along with a fun and flirty feel.

## How To Get It

1. Apply Silver Satin mineral eye colour over entire lid. Apply Peacock Blue mineral eye colour to centre of eyelid. Use Coal mineral eye colour to softly line top lid and blend into corner of eye.
2. Use Steely eyeliner along top lashline, from inner corner to outer corner of eye. Continue line along bottom lashline from outer corner to inner corner of eye.
3. Add a coat of black mascara.
4. Apply Shy Blush mineral cheek colour on apples of cheeks, blending toward temples.



5. Line lips with Neutral lip liner, feathering the colour into the rest of the lip. Apply lipstick in Whisper followed by Beach Bronze lip gloss.

## When Less Is More

Looking to tame this look for daytime? Swap out Peacock Blue mineral eye colour for Blue Metal or Denim Frost. Both still captivate with colour, but are less bold. Save the smokiness for nighttime by skipping the Coal mineral eye colour and lining only the top lashline with Steely.



## Go For A Glow

Old Man Winter may be tapping at your window, but there's no reason you can't carry the glow of summer throughout the holiday season! Before applying your cheek colour, swipe a sheer coat of new **Mary Kay® Liquid Illuminator\*** (\$23) on your brow bone and along the top of your cheekbones. Your face will instantly appear brighter! Finish with a sweep of mineral bronzing powder all over the face, neck and décolleté for a naturally warm glow.

1

2

## BROW KNOW-HOW

We raised our eyebrows when we heard that many of you and your customers prefer the applicator and shade of the mechanical **Mary Kay® Brow Liner** in **Blonde** (\$15). That's why it's back in the regular line beginning December 16<sup>th</sup>.

And since we don't want blondes to have all the fun, you can recommend this shade to a wide variety of consumers with blonde to brown brows.

## Ultimate Upsells

1. Professional-quality, reusable **Mary Kay® Brow Tools\*** (\$4) help to keep brows tidy and fit in the applicator wells of the Mary Kay® Compact and Mary Kay® Compact Pro™.
2. **Mary Kay® Brow Gel** (\$12) grooms and shapes eyebrow hairs into place with a translucent, flake-proof formula.



## EXPERT ADVICE

**rethink** the way you sell foundations

With Lynda Rose, Vice President, Sales & Marketing

In 2010, Mary Kay conducted an independent survey of 1,000 women between the ages of 25 and 45 who typically wear foundation.

Check out these revealing results:

**58%** of women aren't confident they're wearing the perfect foundation.

**68%** of women have a problem finding the perfect shade of foundation.

**91%** of women would love it if someone would help them find the perfect foundation match.

It's clear that many women need help when making this important cosmetic purchase – exactly the kind of guidance you can provide.

Instead of the trial and error many women experience when buying foundation – sometimes bringing home three bottles from the store and hoping that one will work for them – your customers can simply tell you their needs and be confident your recommendation is the right one. After all, it's backed by the Mary Kay® Satisfaction Guarantee.

Now that you know that 91 percent of women would love someone to help them find the perfect foundation match, don't you think that someone should be you?

**Consider These Customers**

New TimeWise® Liquid Foundation – and its friends – will launch in February 2011. Who should you share them with? Consider these customers:

- Current TimeWise® skin care customers
- Mary Kay customers who wear liquid foundations
- Mary Kay customers who struggle to find the right shade
- Women looking for products to meet their skin needs
- Women looking to enhance their age-fighting regimen
- Women looking for value and multifunctional benefits in one product

**SAME PRODUCT, NEW SIFTER**

**Mary Kay® Mineral Powder Foundation** will begin gradually phasing into a new container with a revised sifter for more convenient, travel-friendly dispensing – without the mess. The sifter can be opened for dispensing product and closed when not in use. The price will remain the same at \$20.

**SPECIAL PREVIEW!**  
LEARN MORE ABOUT  
**NEW! TIMEWISE®**  
LIQUID FOUNDATION  
ON PAGE 12



## HOW TO GET GLOWING WINTER SKIN

No matter the season, exfoliation and moisturization are the pillars of any skin care routine – but cold, dry, winter air can wreak havoc on even the most well-cared-for skin.

With new limited-edition **Mary Kay® Liquid Illuminator\*** (\$23), now you can maintain the luminous skin you love, all year round!

This sheer, creamy, pearlescent formula contains multi-reflecting powders that provide illuminating power. Silky and lightweight, it glides on smoothly and dries quickly. Shade 1 adds luminosity to ivory and light beige skin tones, while Shade 2 acts to illuminate dark beige and bronze skin tones and acts as a bronzer on ivory and light beige skin tones.



**“LIMITED-EDITION MARY KAY® LIQUID ILLUMINATOR\* IS LIKE A VACATION IN A BOTTLE. USE IT AS A HIGHLIGHTER OR PRIMER FOR YOUR FACE – AND ON YOUR LEGS, ARMS AND DÉCOLLETÉ – FOR A BEAUTIFUL, RED-CARPET GLOW!”**

– Ashunta Sheriff, Celebrity Makeup Artist

### Apply It Like A Pro

Get intensely illuminated skin in four ways:

- **SHEER WINNER:** Over entire face or as a highlighter on brow bones, tops of cheekbones and along jaw bone to enhance bone structure.
- **BRONZE AGE:** As a bronzer, apply Shade 2 all over skin, concentrating on cheekbones and temples.
- **MOISTURIZER MIX UP:** Mix Mary Kay® Liquid Illuminator\* with facial moisturizer for a perfect subtle glow. Mix with body moisturizer for a radiant glow on legs, arms, and décolleté. Or mix it together with your liquid foundation to get coverage and a radiant glow.
- **HEAD-TO-TOE GLOW:** For an overall glow, apply before foundation and allow to dry.



\*Limited quantities available while supplies last. Offer expires March 15<sup>th</sup>, 2011.

## THEN AND NOW foundations

**1963:** The original Day Radiance® Foundation line was introduced and included three shades: Light, Medium and Brunette, retailing for \$1.50 each.



1979



**1985:** Oil-free products were available for purchase by Independent Beauty Consultants and consumers. Originally called Mary Kay® Laboratories Oil-Free Foundation, it was offered through a special ordering system that included an oil-free ordering form and new user questionnaire.

**2002:** Nine shades of TimeWise® Dual-Coverage Powder Foundation were introduced. The first cosmetic product containing the patented TimeWise® complex, it could be applied with a damp sponge for matte coverage or used as a pressed powder.

**2011:** New TimeWise® Matte Wear (for combination-to-oily skin) and TimeWise® Luminous-Wear™ (for normal-to-dry skin) Liquid Foundation joins the Mary Kay® foundation family! The new TimeWise® Liquid Foundation features the latest age-fighting benefits and provides a choice of two beautiful finishes – matte or dewy, which is how many women shop for their foundation today. Plus, the age-fighting benefits of these foundations will make them an essential “fifth step” of the TimeWise® Miracle Set™ and boost your sales potential!



# cover your bases

Get ready for the most powerful Mary Kay® foundation launch in years!



With *NEW* TimeWise Luminous-Wear™ Liquid Foundation (for normal-to-dry skin) and TimeWise® Matte-Wear Liquid Foundation (for combination-to-oily skin), your customers can fight fine lines and wrinkles and look gorgeous while doing it.

Developed with skin type and preferred finish in mind, these beauty multitaskers provide skin care benefits and beautiful coverage while visibly fighting the signs of aging.

Infused with vitamin E, minerals and a patented blend of collagen-building peptides, the result is skin that instantly looks firmer, younger and healthier. Fine lines and wrinkles look less visible as the overall condition of skin is improved.

Each formula comes in 23 transfer-resistant shades to match a wide variety of skin tones. Plus, the age-fighting benefits of these foundations make them an essential “fifth step” of the TimeWise® Miracle Set™.

*TimeWise® Liquid Foundation shades (top, left to right): Ivory 1, Ivory 2, Ivory 3, Ivory 4, Ivory 5, Ivory 6, Ivory 7, Beige 1, Beige 2, Beige 3, Beige 4, Beige 5, Beige 6, Beige 7, Beige 8, Bronze 1, Bronze 2, Bronze 3, Bronze 4, Bronze 5, Bronze 6, Bronze 7 and Bronze 8.*

## **TIMEWISE® LUMINOUS-WEAR™ LIQUID FOUNDATION, \$23**

A luminous-finish, moisturizing foundation formulated to fight the signs of aging.

- A moisturizing complex enriched with skin-loving jojoba delivers lasting comfort and hydration.
- Skin looks luminous, radiant and immediately brightened as skin texture appears visibly improved.
- For normal-to-dry skin.
- Provides a luminous/dewy finish.

## **TIMEWISE® MATTE-WEAR LIQUID FOUNDATION, \$23**

A matte-finish, oil-controlling foundation formulated to fight the signs of aging.

- Special microspheres work all day to absorb oil and control shine without a heavy makeup look or feel.
- Visibly reduces the appearance of pores, fine lines, wrinkles and skin imperfections.
- Provides immediate mattifying benefits and leaves skin with a satin, matte finish.
- For combination-to-oily skin.



## EXPERT INSIGHT

### inside foundation formulas

With Dr. Beth Lange, Chief Scientific Officer

New TimeWise® Liquid Foundation formulas are unique because they're designed to protect the skin from environmental aggressors that may age the skin. They include key ingredients that fight fine lines and wrinkles, including Matrixyl 3000, a patented blend of collagen-building peptides that are known to address the age-related appearance of the skin and improve skin elasticity.



The new foundation formulas also contain vitamin E, which is known to defend against free radical damage and oxidative stress which prematurely age the skin. And they're enhanced with specially treated amino acid containing pigments that help provide transfer resistance and natural-looking coverage. They smooth on effortlessly and provide extended coverage.

Younger customers can use them too. Although the foundations provide age-fighting benefits, research shows that the age-fighting skincare/cosmetics routine is becoming a preventative habit for women at any age. Remember, the formulas contain vitamin E, which is beneficial at any age.

## IT'S A DATE!

- **DECEMBER 16<sup>TH</sup>:** Your customers will see the new TimeWise® Liquid Foundation, Mary Kay® Foundation Primer and Mary Kay® Foundation Brush in the Winter 2010/2011 issue of *The Look*. And if you enrol them to receive *The Look* through the Preferred Customer Program, they'll also receive a sample of each new formulas.
- **JANUARY 19<sup>TH</sup>:** TimeWise® Liquid Foundations, Mary Kay® Foundation Primer and the Mary Kay® Foundation Brush will be available for ordering by independent sales force members only. Use this advanced ordering opportunity to try the new formulas – and their friends – for yourself! You could also start scheduling foundation matching appointments with customers.
- **FEBRUARY 1<sup>ST</sup>:** First opportunity for consumers to order TimeWise® Liquid Foundation, Mary Kay® Foundation Primer and the Mary Kay® Foundation Brush.

## foundation for success

To help you manage your inventory and help your customers transition to the new TimeWise® Liquid Foundation formulas, you'll want to note the following phase outs and discontinuations in the current Mary Kay® foundation lineup. These changes will allow you to streamline your product portfolio to provide only the most contemporary formulas and shades.

- The following **Mary Kay® Medium-Coverage Foundation shades will be phased out and moved to the *Discontinued Items* section** of the December 16<sup>th</sup>, 2010 Independent Beauty Consultant Order Form: Ivory 105, Ivory 202, Beige 305, Beige 402, Bronze 504, Bronze 507, Bronze 600, Bronze 708 and Bronze 808.
- **Top-selling shades of Mary Kay® Medium-Coverage Foundation will continue to be available** for sale. Shades include: Ivory 100, Ivory 104, Ivory 200, Ivory 204, Beige 300, Beige 302, Beige 304, Beige 400, Beige 404 and Bronze 607.
- Due to declining sales, **Mary Kay® Full-Coverage Foundation and Mary Kay® Day Radiance Cream Foundation will phase out and move to the *Discontinued Items* section** of the December 16<sup>th</sup>, 2010 Independent Beauty Consultant Order Form. The TimeWise® Luminous-Wear™ Liquid Foundation is a great option to offer your normal-to-dry skin customers.
- The current **Mary Kay® Foundation Shade Selector Tool will phase out and move to the *Discontinued Items* section** of the December 16<sup>th</sup>, 2010 Independent Beauty Consultant Order Form. Why? Because the current Mary Kay® Foundation Shade Selector Tool does not support the new TimeWise® Liquid Foundations. We'll be introducing new online and print tools to help you select the perfect type of foundation and shade to satisfy your customers' needs. Stay tuned!







# new **primer** lays the foundation

Mary Kay® Foundation Primer creates a flawless surface for applying any Mary Kay® foundation.

Very few of us are born with perfect-looking skin – not even fashion models! But you can achieve that look with **Mary Kay® Foundation Primer** (\$20). It's the secret to creating an even, flawless canvas and it works with any Mary Kay® foundation! Liquid foundation, mineral powders and colour products go on smoother and perform better when you prep your face with foundation primer.

The lightweight, gel-like formula glides on effortlessly and absorbs quickly to even out the skin's texture and tone so foundation applies smoothly and blends easily. It also extends the wear of foundation and is suitable for all skin types. Use it all over the face, or just in the areas where you need longer, stronger foundation coverage – like the t-zone.

## HOW TO

### use foundation primer

"I never apply foundation without a primer," says celebrity makeup artist Ashunta Sheriff. "You wouldn't paint your walls without priming them first, would you?"

Here are a few easy-to-follow steps from Ashunta to create your flawless face using Mary Kay® Foundation Primer.

1. Apply a light layer of moisturizer and allow it to dry to the touch.
2. Next, squeeze a small amount of Mary Kay® Foundation Primer onto your finger and begin applying it to the face. It's fine to use your fingertips to cover the areas that need priming. You could also use a cosmetic sponge to spread the primer more evenly.
3. Now let the foundation primer dry approximately 30 seconds.
4. Once the primer dries, apply your favourite Mary Kay® foundation and watch your flawless face appear!

## PRIME TIME

New Mary Kay® Foundation Primer along with **TimeWise® Age-Fighting Lip Primer** (\$30) and **Mary Kay® Eye Primer** (\$18) offer comprehensive priming benefits for the entire face. That means foundation, powders and colour products apply smoothly and perform better for a long-lasting, fresh face.



## WHAT A BRUSH!

The **Mary Kay® Liquid Foundation Brush** (\$14) allows you to apply any Mary Kay® liquid foundation like a pro. Featuring a specially-designed tapered brush that goes where fingertips can't, it works like a paintbrush on canvas, depositing the right amount of product for a precise, even and smooth application. Unlike a sponge, the bristles don't absorb makeup so you actually use less. And, unlike fingertips, the brush doesn't add excess oil. The end result is a smoother, more flawless finish.

### HOW TO

#### Apply Liquid Foundation With A Brush

1. Squeeze foundation onto back of hand.
2. Dip brush into foundation and work product into brush.
3. Use downward strokes of the brush to apply the foundation.  
This method allows for better coverage of skin imperfections.
4. Be sure to clean your foundation brush regularly to prevent bacteria.



## deciding foundation factors

Is your customer wearing the right foundation? Finding her flawless look starts with her personal preferences and your advice as her Independent Beauty Consultant. Remember, you're the key to helping her find a foundation that meets her needs. One way to start is by asking her these simple questions:

1. "What do you want your foundation to do for you?"
2. "What is your skin type?"
3. "What is the foundation finish you would like?"

Start with her desirable benefits; then discuss skin type; then ask about her preferred finish. With this information, you can help her select the perfect foundation from the Mary Kay® portfolio. Here's a simple chart to help.

SKIN TYPE	FOUNDATION FORMULA	BENEFITS	FINISH
Normal/Dry	TimeWise® Luminous-Wear™ Liquid Foundation	• Age-fighting • Moisturizing	Luminous/dewy
Combination/Oily	TimeWise® Matte-Wear Liquid Foundation	• Age-fighting • Oil control	Matte
Combination/Oily	Mary Kay® Medium-Coverage Foundation	• Oil control • Long-wearing	Natural
All	Mary Kay® Mineral Powder Foundation	• Buildable • Weightless	Natural
All	Mary Kay® Tinted Moisturizer With Sunscreen SPF 20	• Moisturizing • Sunscreen	Luminous
All	Mary Kay® Crème-to-Powder Foundation	• Oil control	Matte

## MORE FOUNDATION TOOLS TO HELP YOU SELL

As the launch date approaches for these exciting new foundation formulas, watch the MKOC<sup>SM</sup> for more information on tools you can use to get your customers buzzing – including a new shade selector tool, samplers, product videos and party ideas. They can be the foundation to your selling success!

# cream of the crop

Get a fresh, easy-going look with new regular-line Mary Kay® cream colours for eyes and cheeks.



## get cheeky

It's the best of both worlds! New multi-functional **Mary Kay® Cream Blush** (\$18) glides on like a cream and then transforms to a natural powdery finish. And this creamy, dreamy blush contains skin-protecting antioxidants.

Apply on its own for just a hint of colour or add layers for sheer, buildable coverage. Choose from two chic to cheek shades.

### BEAUTIFUL BENEFITS

- Infused with emollient white lily bulb extract and peach extract – two ingredients rich in vitamin C and containing skin-protecting antioxidants.
- Suitable for all skin tones and types.
- Clinically tested for skin irritancy and allergy

## eye story

Swirl, glide and go! You can apply versatile **Mary Kay® Cream Eye Color** (\$16) with your fingertip – just glide it on for a smooth wash of colour that lasts up to 10 hours! The lightweight, long-wearing, blendable formula is crease-proof and waterproof – plus, they're a great option for customers who loved Mary Kay® Eyesicles® Eye Colors. Choose from five gorgeous shades.

### BEAUTIFUL BENEFITS

- Gives a soft appearance and a smooth finish that does not crease.
- Blends evenly and layers easily with Mary Kay® Mineral Eye Color to create a flawless and vibrant appearance.
- Suitable for all skin tones and types.
- Clinically tested for skin irritancy and allergy and ophthalmologist tested.







## brush up

Specifically designed for use with cream products, the **Mary Kay® Cream Eye Color/Concealer Brush** (\$12) provides a flawless application. The soft bristles are specially shaped to evenly distribute **Mary Kay® Cream Eye Color** on the eyelid or precisely apply **Mary Kay® Concealer**. No tugging. No skipping. Just beautiful!

*For hygienic reasons, it is recommended to dedicate one brush for use with concealer and one brush for use with cream eye colour.*

## BEAUTIFUL BENEFITS

- Made of synthetic hair to easily pick up, hold and distribute creamy formulas.
- The shape of the brush is uniquely flat with rounded edges to control the amount of product applied.



iced cocoa  
(pearl)

## EXPERT ADVICE

## get the cream colour looks you want

**With Ashunta Sheriff, Celebrity Makeup Artist**

New Mary Kay® Cream Eye and Cream Cheek Colors are simply awesome! The great thing about cream colour is that it can be used all year.

In the summer, the lightweight formulas help to create a natural look. For winter, they're great for getting that glow from within that we tend to miss as skin gets drier.



## BEAUTIFUL EYES

Mary Kay® Cream Eye Colors are extremely versatile. The shades can be mixed together, or worn alone. They also act as a base when you layer Mary Kay® Mineral Eye Color on top of them. By doing so, you'll get a more intense, long-wearing look. The key is to apply the cream eye colour first.

To apply cream eye colour using the new Mary Kay® Cream Eye Color/Concealer Brush, dip it in the cream eye colour and use a back-and-forth motion to pick up the product. A little will go a long way! Smoothing the brush over the eyelid. You can apply colour on just the lid for intensity. Or, apply it from the lid all the way to the brow bone for a sheer-wash look. You can also mix colours with the brush, but be sure to clean it two to three times per week.

## Eye Looks to Try:

- Glacier Gray and Iced Cocoa are great smoky shades for evening. Apply two layers of either shade with a couple coats of mascara for an evening look that's still soft.
- Apricot Twist looks great in the inner corner of eye to get what I call the "disco lights" shimmer that helps eyes appear brighter.
- Apply any shade of Mary Kay® Cream Eye Color, then layer it with a Mary Kay® Mineral Eye Color in a similar tone. The Glacier Gray cream shade with Granite on top looks gorgeous, as does Iced Cocoa with Chocolate Kiss.

## GLOWING CHEEKS

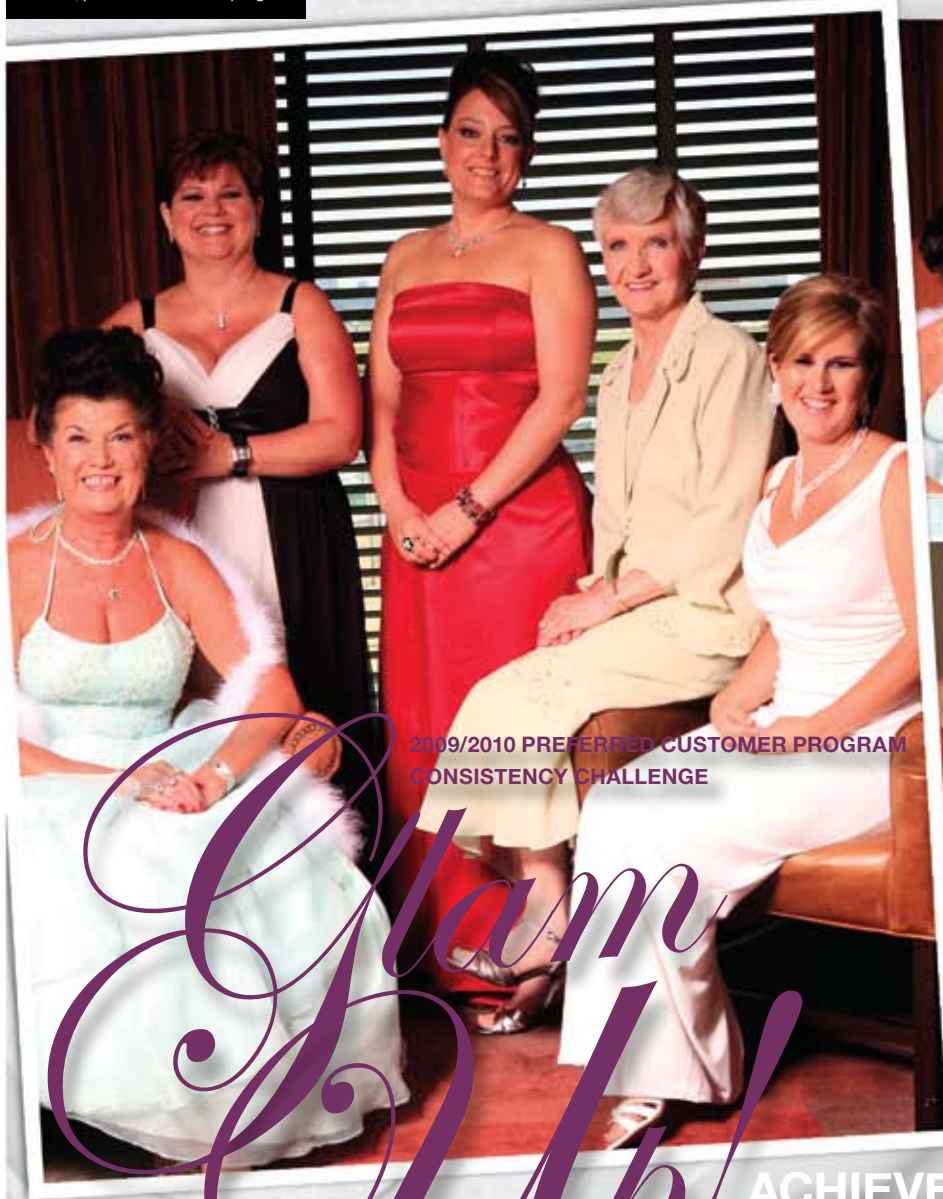
Both the Sheer Bliss and Cranberry shades give you a natural look with buildable colour.

Just like the new cream eye colour shades, Mary Kay® Cream Blush can be worn alone or layered with other shades. Apply it on its own using the fingertips, or layer any shade of Mary Kay® Mineral Cheek Color on top for more intensity.

Because it's a light, shimmer shade, Sheer Bliss also can double as a highlighter for any complexion. Just apply this shade to the bridge of your nose, brow bone or cheek bone.

## GREAT FOR EVERYONE

Both the cream eye and cheek products (including the shimmer shades) are great for everyone – including mature women! Because the Mary Kay® Cream Eye Colors are crease-proof, they create a smooth effect and won't settle into fine lines and wrinkles like powders have a tendency to do. If you or your customers avoid shimmery mineral eye colours for this reason, you can layer them over the cream eye color and maintain the smooth look. And because the cheek area has fewer wrinkles in general, the Mary Kay® Cream Blush glides on for a dewy, youthful glow.



2009/2010 PREFERRED CUSTOMER PROGRAM  
CONSISTENCY CHALLENGE



## ACHIEVERS

▲ The 2009/2010 Preferred Customer Program Consistency Challenge achievers (l. to r.): Independent Senior Sales Director Sheena Murphy (Sarnia, ON); Independent Beauty Consultant Lorraine Delangis (Kemptville, ON); Independent Senior Sales Director Melissa Bongalis (Coldstream, BC); Independent Senior Sales Director Louisa Hoddinott (St. John's, NL); and Independent Beauty Consultant Eileen Jessop (Creighton, SK).  
Not pictured: Independent Beauty Consultant Rose Guillemaud.

### SPRING 2011 GIFT WITH PURCHASE COLOR BURST EYE BRUSH SET

This spring, the practical and portable **Color Burst Eye Brush Set** is sure to catch your customers' eyes! You can offer it to them when they purchase \$50 or more in Mary Kay® product during the upcoming Spring 2011 product promotion.

Each set includes a mini eye definer brush, mini eye crease brush, mini eyeliner brush and mini cream eye color/concealer brush in an adorable coordinating pouch.

The best part? As part of the gift with purchase, your customers will also receive a promotional size sampler of the **NEW Lash Love Mascara** (9 mL) in Black – launching Summer 2011. Plus, this special preview is exclusive to Canada!

There's never been a better time to help your customers "brush up" on their application techniques!







Can you imagine being primped and pampered as you prepare for your moment in the Seminar spotlight? Our 2009/2010 *Glam Up! Achievers* didn't have to!

Their commitment to their customers and consistent support of the Preferred Customer Program helped them earn priceless girlfriend time in a private hotel suite with professional hair and makeup artists who helped them find their way to beautiful. Tasty snacks only sweetened the deal, as did a photo session and Awards Night limousine service.

Now let *your* imagination take you to the stage at Seminar 2011. That's where you can be when you enrol in the Preferred Customer Program each and every quarter! For complete details on the 2010/2011 Preferred Customer Program Consistency Challenge, just visit the MKOC<sup>SM</sup>.



## DATES TO REMEMBER

- **Enrolment begins:** January 15<sup>th</sup>, 2011
- **Enrolment deadline for *The Look*:** February 15<sup>th</sup>, 2011
- **Enrolment deadline for the *Spring Fling* postcard:** March 15<sup>th</sup>, 2011
- **Gift with purchase and generic literature packs will be shipped by:** March 16<sup>th</sup>, 2011
- **Customer and Independent Beauty Consultant versions of *The Look* begin mailing:** March 18<sup>th</sup>, 2011
- ***Spring Fling* postcard begins mailing:** April 25<sup>th</sup>, 2011
- **Gift with purchase offer expires:** June 15<sup>th</sup>, 2011

This is the third qualifying quarter for the 2010/2011 Preferred Customer Program Consistency Challenge! Don't miss out on exciting recognition and fantastic rewards!



# share the **mary kay buzz!**

Compiled by Heather Watterworth



signed, sealed, delivering results!

You already know Mary Kay® product is fantastic – and now *Good Housekeeping* magazine agrees!

The Mary Kay® TimeWise® Miracle Set™ recently earned the prestigious *Good Housekeeping* Seal, which is only granted to outstanding products and services that perform as promised and whose companies stand behind their product claims.

The *Good Housekeeping* Research Institute (GHRI), established in 1900, is staffed with chemists, engineers, chefs and other experts who evaluate and analyze products featured in *Good Housekeeping* magazine to determine their eligibility for the *Good Housekeeping* Seal. This prestigious distinction is a great opportunity to reach out to customers who may not have experienced the incredible benefits of the TimeWise® Miracle Set™.

Consumers will see the *Good Housekeeping* Seal in the Winter 2010/2011, Spring 2011 and Summer 2011 issues of *The Look* – plus on the TimeWise® Miracle Set™ page on your Mary Kay® Personal Web Site and [www.marykay.ca](http://www.marykay.ca).

We know you'll also want to share the "Good" news with potential and existing customers – here are just a few ways you can do just that!

- **Purchase the TimeWise® Miracle Set® promotional flyer** – which features the *Good Housekeeping* Seal – from the FedEx DocStore and display it at skin care classes and parties. There are mounted, customizable and non-customizable versions so you can choose the one that works for your business.
- The **Mary Kay YouTube channel has two new videos** promoting the benefits of the TimeWise® Miracle Set and the *Good Housekeeping* Seal. Share them with customers by e-mail or through social networking websites.
- **Spread the news on Facebook and other social sites** with Company-approved posts about the Seal. Find them – and others – in the *Digital Zone* on the MKOC™.



Please note, our current permission to use the Seal ends July 31<sup>st</sup>, 2011, therefore, we ask that you not refer to the *Good Housekeeping* Seal after this date. Should Mary Kay apply for and receive the Seal again on the TimeWise® Miracle Set™ or any other product after this date, we'll be sure to let you know!

The *Good Housekeeping* Seal on the TimeWise® Miracle Set™ supports what you and customers already know so well: Mary Kay is a Company you can believe in with products you can trust. We hope you're as excited as we are about this special honour!

mad about metro chic,  
buzzing for  
*beauty that counts™*

The Fall/Holiday product line-up had Canadian beauty editors excited about Mary Kay!

Products from the limited-edition Metro Chic collection and the *Beauty That Counts™* Mary Kay® Creme Lipstick shades appeared in leading Canadian women's magazines. Here are a few highlights – be sure to check out others in the *Press Room* section on [www.marykay.ca](http://www.marykay.ca)!



**CANADIAN LIVING**  
October 2010



**FASHION**  
October 2010



**FLARE**  
October 2010

“those who show up,  
go up”

# GROW

PAGE 29 | SEMINAR 2010 SUPERSTARS

## relive

the biggest event of the year



## contents

PAGE 22 | SNEAK PEEK

quarter 3  
star consultant  
prize program

PAGE 23 | BUILD IT

*i'll bee there!*  
team-building  
promotion

PAGE 26 | CAREER CONFERENCE 2011

*achieve... your way  
to the stars<sup>SM</sup>*



## MK MEDIA LIBRARY UPDATES

quarter three **podcasts**

Got the winter blahs? New educational podcasts are added to the *Media Library* on the first of each month – so use them to bust your business blues and re-energize for your best year yet! Here's what's coming up in December, January and February.

**DECEMBER 2010**

- Abundance & Success with **Independent Senior National Sales Director Angie Stoker**
- From The Heart with **U.S. Independent Senior National Sales Director Rena Tarbet**
- THIS Is Where You Start with **U.S. Independent Elite Executive National Sales Director Barbara Sunden**

**JANUARY 2011**

- Opportunity Of A Lifetime with **Independent Sales Director Sarah Reece-Robertson**
- *Avoir plusieurs responsabilités\** with **Independent Sales Director France Grenier**

**FEBRUARY 2011**

- A Great Day At Mary Kay with **Independent National Sales Director Heather Armstrong**
- *Peaufinez votre performance\** with **Independent Sales Director Joeline Jean-Claude**

\* Available in French only.

Need tips to help you download and listen on the go? Look for step-by-step instructions in the *Media Library* section!

Find it online: MKOC > Education > Media Library



## SPECIAL OFFER!

get a **FREE** mary kay® datebook

OnlinePrinter.ca can help you make a great first impression with authentic Mary Kay® stationery. With just a few clicks of your mouse, you can order competitively-priced business cards, stationery, labels and fridge magnets from your authorized Canadian supplier. Each item gives you a new opportunity to promote your business!

And now OnlinePrinter.ca allows you to combine business supply orders with your team or unit members to save on shipping costs.

Plus, when your order combination is \$80 or more (before applicable taxes and shipping), you'll receive one Mary Kay® Datebook and pens FREE! The datebook offers day, week and month at-a-glance calendars for effective planning and quotations from Company founder Mary Kay Ash for daily inspiration.

Be sure to place your order by January 31<sup>st</sup>, 2011, to qualify for this limited time offer! For more information, contact OnlinePrinter.ca at 1 (877) 725-2527 or to place your order, just visit the MKOC<sup>SM</sup>.

Find it online: MKOC > Business Tools > Promote Your Business > Mary Kay® Stationery

## SNEAK PEEK

exclusive **quarter three** prize program preview!

LEVEL 4,800

**KEURIG® PLATINUM HOME BREWING SYSTEM**

Get the perfect cup – every time – with this premium brewing system. The Platinum offers a full spectrum of features, including Auto On/Off, Digital Clock, Adjustable Temperature Control and the “Set Your Favourite Cup Size” option. Plus the sleek, award-winning design includes both a blue-lit water reservoir and blue-lit LCD display.



LEVEL 7,800

**LEATHER DUFFLE BAG**

Fashion and function is in the bag with this Jeanne Lottie brown leather duffle bag. This beautiful bag features a leather handle and trim, top zipper closure, 2 interior patch pockets and 1 interior zipped pocket.

Size (LxHxD): 43cm x 35cm x 21cm.



LEVEL 6,000

**SMARTBOX CHARMING GETAWAY**

Choosing a getaway has never been simpler – or smarter. This evolution in gift giving features more than 70 one-night stays across Canada.





# i'll bee there!

## team-building promotion

NOVEMBER 1<sup>ST</sup>, 2010 – JANUARY 31<sup>ST</sup>, 2011



There's nothing quite like a Mary Kay girlfriend. She's there to support you, encourage you and celebrate your success.

What better way to make new girlfriends – and encourage the ones you have to reach new heights – than by sharing the Mary Kay opportunity during the *I'll Bee There!* Team-Building promotion.

Here's how!



< Independent Beauty Consultant Necklace



^ Independent Sales Director Earrings

### ADD:

1 qualified\* new personal team member

### INDEPENDENT BEAUTY CONSULTANTS EARN:

- namebadge ribbon;
- standing recognition; and
- an invitation to the *I'll Bee There!* Luncheon at Career Conference 2011.

### INDEPENDENT SALES DIRECTORS EARN:

- namebadge ribbon;
- standing recognition; and
- an invitation to the *I'll Bee There!* Luncheon at Career Conference 2011.

2 or more qualified\* new personal team members

- a namebadge ribbon;
- onstage recognition;
- an invitation to the *I'll Bee There!* Luncheon at Career Conference 2011; and
- a special necklace.

- a namebadge ribbon;
- onstage recognition;
- an invitation to the *I'll Bee There!* Luncheon at Career Conference 2011; and
- a special pair of earrings that coordinate with the *Class of 2011* jewelry pieces.

### YOU TOLD US

**How do team-building promotions help you achieve success?**



**Yasmin Manamperi**  
Independent Senior Sales Director  
(Mississauga, ON)

"Team-building promotions from the Company mean one thing to me and that is encouragement to advance my business. It would be a shame not to work toward achieving your best during the *I'll Bee There!* promotion."

\* A qualified new personal team member is one whose Independent Beauty Consultant Agreement and a minimum of \$600 in wholesale Section 1 orders are received and accepted by the Company within the contest period.

# 35 is mary kay's new lucky number!

Make this your year to be a woman on a mission by committing to help us achieve the 35 by 35 goal.

We want to reach 35,000 Canadian Independent Beauty Consultants by June 30<sup>th</sup>, 2012 – the start of our 35<sup>th</sup> anniversary year. What better way to celebrate Mary Kay's dream of enriching lives – and your commitment to carry on her legacy!

When we launched this goal at Seminar 2010, the feeling was electric. It was incredible – and inspiring – to see so many attendees joining in our 35 by 35 mission. And, in following Mary Kay's adage that "the faintest ink is better than the most retentive memory", countless independent sales force members signed their name on exclusive 35 by 35 banners as their commitment to achieving it.

To keep you motivated and the promotion top of mind over the months to come, stay tuned for some fun tips and tools to help you on your way to achieving success.

So commit to making the most of the next few months as we strive to reach this incredible goal. We know we can do it – and we'll be cheering you on every step of the way!



## WHY CONTRIBUTE TO OUR GOAL?

What's the best part about working toward a big goal? You get to achieve a lot of smaller goals along the way!

As an Independent Beauty Consultant, adding one qualified\* new team member by January 31<sup>st</sup>, 2011, can help you earn cool rewards, like an invitation to the *I'll Bee There!* Luncheon at Career Conference 2011. That new team member can also put you one step closer to moving up the career path and being part of the Queen's Court of Sharing at Seminar.

Plus you'll have the satisfaction of knowing you've done your part to contribute to the 35 by 35 goal!

\*A qualified new personal team member is one whose Independent Beauty Consultant Agreement and a minimum of \$600 in wholesale Section 1 orders are received and accepted by the Company within the contest period.

## THE INSPIRATION

In 1992, Mary Kay issued a challenge to our Canadian sales force: to reach 15,000 independent sales force members by our 15<sup>th</sup> anniversary in 1993. To motivate you for 35 by 35, we checked in with a few of our fabulous Independent National Sales Directors who helped achieve Mary Kay's heartfelt wish.



**Dalene Allen, Independent National Sales Director (Bedford, NS)**

"Many times we'll work to support the Company's goal even more than our own. As an Independent Sales Director in 1992, my mission was to double our unit size. Once you have your goal, break it down into how many interviews you need to conduct to reach it."



**Anne Austin, Independent National Sales Director (Ottawa, ON)**

"It's so important to be part of this mission because this is what will perpetuate Mary Kay's legacy and continue to fulfill her goal of enriching women's lives everywhere. 35 by 35 creates excitement and momentum and ensures the successful continuation of this great Company."



**Bernice Boe-Malin, Independent National Sales Director (Rimbey, AB)**

"Everything begins with showing product to new contacts, which leads to new customers, sales and women who are looking for 'something more'. When you contribute to 35 by 35, you contribute to Mary Kay's growth in Canada. Everyone wins!"

# reach for the stars!

## consistency challenge achievers (2009/2010 seminar year)

*These independent sales force members achieved the Reach for the Stars! promotion by becoming a Star Consultant with a minimum order of \$1,800 in wholesale Section 1 purchases and completing a Jump Start by adding a minimum of 30 new customers each quarter during the 2009 Seminar year.*

BOBBIE AHLUWALIA  
SARAH BARDELL  
PAM BEHNKE-VAN HOOF  
JULIE BLAIS  
VIVIAN BONIN  
HELENA BOURGEOIS  
JUDY BUCHANAN  
TERRY BURCH  
DIANE BURNES  
RHODA BURTON  
GEORGINE COOK  
MAUREEN CORRIGAN  
JACKIE COWDEROY  
JACQUELINE CULLEN  
JENNIFER CURLEW  
ANGELA DEAN  
JULIE DEFEHR  
TRACEY DOUGLAS  
AISLINN DRYDEN  
SHIRLEY FEQUET  
LAURETTA GORMAN  
ELLEN HATLEVIK  
REINA HERAS  
HILDA HISCOCK  
LINDA HOOD  
GINA HORMANN  
JUDY HUSKINS  
KIMBERLEY IRONMONGER  
SONIA JANELLE  
DEBBI KAY  
DEBORAH KENNY  
MACKENZIE KIELSTRA  
APRIL KLIPPENSTEIN

GINNY KONECHNY  
EVA KOPEC  
SHARON KOROL  
JAMIE LAMPING  
CASSANDRA LAY  
JENNIFER LEVERS  
HEATHER LOSHACK  
ELAINE MAELAND  
YASMIN MANAMPERI  
LISA-MARIE MASSEY  
LORRAINE MCCABE  
LOUISE MCCANN  
SUE MCELHANNEY  
SPRING MO  
SHEENA MURPHY  
DEBBIE PARSONS  
DIANE PETIT  
MARIBEL PILENTHIRAN  
EVELYN RAMANAUSKAS  
SHELLEY RECOSKIE  
JUDITH RICHARDSON  
CATHERINE ROBERTS  
TANNAS ROSS  
SHARON SANSOM  
NANCY SMALL  
DARCEY SMITH-HEATH  
VICTORIA SPURRELL  
GAIL ST CROIX  
UROOJ TASADDUQ  
SHERRY TWYNSTRA  
LYGIA VALCOURT  
MELANIE WADE  
YVONNE WOLOWSKI

### YOU TOLD US

#### Why is it important to have a strong customer base?



**Victoria Spurrell, Independent Beauty Consultant and Quarter Three *Reach for the Stars!* Winner (Little Heart's Ease, NL)**

"A strong customer base creates a strong foundation for my business. My customers just love Mary Kay® product – and me!"



**Sheri Gray, Independent Beauty Consultant and Quarter Four *Reach for the Stars!* Winner (Upsala, ON)**

"I wouldn't be where I am today in my Mary Kay business without my customers. They're what makes my business happen. I have a lot of great customers and having great customers means a great business."



**Catherine Roberts, Independent Sales Director and 2010 *Reach for the Stars!* Consistency Challenge Winner (Kamloops, BC)**

"Every Independent Beauty Consultant should work on developing her customer base because it's the back bone of her business. You can't have a business until you sell something, and you can't sell something until you have a customer who wants to buy your products. Customers are your biggest single asset – so treat them well."

We hope you enjoyed the *Reach for the Stars!* program during the 2009/2010 Seminar year, which saw our lucky winners travel to such destinations as Walt Disney World, New York and the Bahamas. Be sure to visit *Contests & Rewards* on the MKOC<sup>SM</sup> for current prize and recognition opportunities!







It's the time of year when Mary Kay takes the "show on the road" to a city near you for the extravaganza that is Career Conference!

In just two short, yet power-packed days, you'll learn how you can take your Mary Kay business to the next level as you hear from independent sales force leaders who'll share their secrets to success.

You'll also receive solid business-building tips for every step along the career path, plus information on team building, product education and so much more! *Achieve...Your Way to the Stars<sup>SM</sup>* Career Conference 2011 is your opportunity to recharge your batteries with inspiration, education and recognition! All of this, plus an exclusive product giveaway is waiting just for you!

Compiled by Andrea Querido



## a **slice** of success

Reserve your spot at Career Conference during early bird registration – from December 1<sup>st</sup> to 31<sup>st</sup> – to help your unit earn an exclusive *Achieve...Your Way to the Stars<sup>SM</sup>* Pizza Party!

The Independent Sales Director with the highest percent of early bird unit member registrations at each Career Conference location will be awarded a pizza party for her unit – which includes \$250 cash and a one-night stay at the location's host hotel.

Winners will be selected on January 10<sup>th</sup>, 2011 and will be notified by phone. So be sure to beat the holiday rush and register for Career Conference by December 31<sup>st</sup> for a chance to enjoy a slice of success!

To qualify, Independent Sales Directors must be in good standing with the Company, have registered for Career Conference and have a minimum of 26 unit members at the end of the promotion period. Unit size will be determined as of December 31<sup>st</sup>, 2010. Locations are defined as follows: Toronto, Ottawa, Regina, Vancouver, Winnipeg, Edmonton, Montréal, St. John's and Halifax.

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

Get all you need to know about Career Conference – including a downloadable registration form and full details on all the exciting Career Conference rewards and recognition – on the MKOC<sup>SM</sup>.



Find it online: MKOC > Events > Special Events > Career Conference 2011





## we'll be there! will you?

**MARCH 4<sup>TH</sup> & 5<sup>TH</sup>, 2011**

HOST CITY	CONFERENCE CENTRE	HOTEL
Ottawa, ON	Chateau Cartier	Chateau Cartier
Regina, SK	Delta Regina	Delta Regina
Toronto, ON	Toronto International Centre	Sheraton Four Points Toronto Airport
Vancouver, BC	Vancouver Exhibition & Convention Centre	Marriott Vancouver Pinnacle
Winnipeg, MB	Delta Winnipeg	Delta Winnipeg

**MARCH 11<sup>TH</sup> & 12<sup>TH</sup>, 2011**

HOST CITY	CONFERENCE CENTRE	HOTEL
Edmonton, AB	Shaw Centre	Courtyard by Marriott
Halifax, NS	Halifax Marriott Harbourfront	Halifax Marriott Harbourfront
Montréal, QC	Palais de Congrès	Delta Centre-Ville
St. John's, NL	Delta St. John's Hotel & Conference Centre	Delta St. John's Hotel & Conference Centre

## recognition you won't want to miss!

### SPECIAL FUNCTIONS

*I'll Bee There!* Luncheon Learn more on page 23!

Independent Beauty Consultants and Independent Sales Directors who – from November 1<sup>st</sup>, 2010 through January 31<sup>st</sup>, 2011 – add one or more qualified\* new personal team members will be invited to attend a special luncheon in their Career Conference location.

### ONSTAGE RECOGNITION

- Annual Go-Give™ Award
- *Share the Inspiration* On-Target Queen's Court of Sharing
- Cadillac Unit
- *Class of 2011* Independent Sales Directors
- Grand Achievers
- Independent Executive Senior Sales Directors and Elite Executive Senior Sales Directors
- *I'll Bee There!*
- Most Improved
- New Independent Sales Director Programs
- On-Target Circle of Achievement
- On-Target Circle of Excellence
- On-Target Double Star Achievement
- On-Target Queen's Courts of Personal Sales
- On-Target Queen's Court of Sharing
- On-Target Triple Star Achievement
- Premier Club
- Provincial Contest
- Star Sales Director
- Teachers
- Top 5 Independent Sales Directors in Unit Building
- Top 10 Independent Sales Directors in Unit Retail Production

### ADDITIONAL RECOGNITION

- *I'll Bee There!*
- On-Target *All-Star* Consistency Challenge
- On-Target *Preferred Customer Program* Consistency Challenge

CHECK OUT THE SPECIAL EVENTS SECTION ON THE MKOC<sup>SM</sup> FOR FULL DETAILS ON ALL THE EXCITING CAREER CONFERENCE REWARDS AND RECOGNITION COMING YOUR WAY!

\*A qualified new personal team member is one whose Independent Beauty Consultant Agreement and a minimum of \$600 in wholesale Section 1 orders are received and accepted by the Company within the contest period.

## HOW TO register for career conference

Career Conference really starts when you make a commitment to attend! Here's everything you need to know to make the registration process simple.

### EDMONTON, MONTRÉAL, OTTAWA, REGINA, WINNIPEG

- Consultant Registration Fee \$89.25 (\$85 + GST)
- Spouse Registration Fee \$89.25 (\$85 + GST)
- Special Luncheon Only (Spouse)\* \$31.50 (\$30 + GST)

### TORONTO, VANCOUVER, HALIFAX, ST. JOHN'S

- Consultant Registration Fee \$96.05 (\$85 + HST)
- Spouse Registration Fee \$96.05 (\$85 + HST)
- Special Luncheon Only (Spouse)\* \$33.90 (\$30 + HST)

On-Site Registration Fee is an additional \$25 plus applicable taxes.

New Independent Beauty Consultants who submit their Independent Beauty Consultant Agreement in February and March can register on-site (space permitting) at the pre-deadline registration fee.

### ONLINE

Submit your registration via the Online Order Form. Just choose "Career Conference 2011 Registration" from the drop down list and select your preferred city.

### FAX

Download, print and submit completed registration form to:

Special Events Registration  
1 (888) 449-8394

### MAIL

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

### DEADLINES

All registrations must be received in Special Events Registration by January 31<sup>st</sup>, 2011.

### CANCELLATIONS

- Full refund: until January 31<sup>st</sup>, 2011.
- Less \$25 fee: February 1<sup>st</sup> – March 11<sup>th</sup>, 2011.
- No refunds will be processed after March 11<sup>th</sup>, 2010, including cancellation requests received that include notes from doctors regarding medical emergencies.
- Cancellations must be requested in writing and be faxed to 1 (888) 449-8394.











"Seminar is the place where your dreams  
are given the power to move forward."

– Mary Kay Ash

# here's to you, **superstar!**

From the lavish stage to the wonderful recognition, *Project SuperStar<sup>SM</sup>* Seminar 2010 was definitely the 'can't miss' Mary Kay event of the year!

With dynamic business-building classes and valuable moments spent visiting the Mary Kay Expo to your shining turn on the Seminar stage, *Project SuperStar<sup>SM</sup>* Seminar 2010 was definitely the 'can't miss' Mary Kay event of the year. Your every moment focused on celebrating your triumphs and giving you the knowledge, inspiration and motivation to help take your business to the next level. **YOU CAN DO IT!**

Strengthened by the beautiful bonds of a worldwide sisterhood, girlfriends old and new said goodbye to *Project SuperStar<sup>SM</sup>* Seminar 2010 during the emotional Candlelight Closing ceremony, a tradition started by our beloved Mary Kay Ash. This is where they pledged to reunite next year to capture each glorious moment that Seminar 2011 promises to be.

Start making plans now to be there – and we'll see you at the International Centre from July 24<sup>th</sup> – 27<sup>th</sup>, 2011!



**PROJECT  
superStar**

# seminar 2010

## *queens*

Queen of Unit Sales



Mireille Morin

Go-Give® Award 



Susan Bannister

Queen's Court of Sharing



Shelley Recoskie

Sales Director Queen's  
Court of Personal Sales



Cassandra Lay

Consultant Queen's Court of  
Personal Sales



Deanna Blue





#1 Mireille Morin



#2 Susan Bannister



#3 Shirley Peterson



#4 Tamara Swatske



#5 Shelley Recoskie

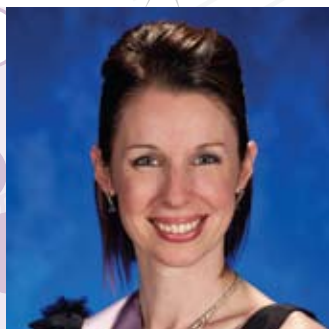
top 10  
*sales directors*



#6 Shannon Shaffer



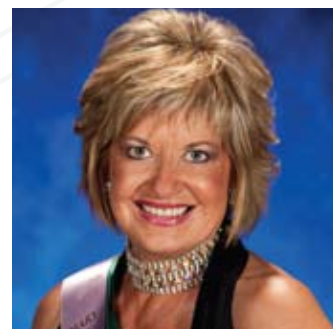
#7 Donna Melnychyn



#8 France Grenier



#9 Fiona Corby



#10 Evelyn Ramanauskas

independent  
*national sales directors*



**Back Row:** Debbie Mattinson • Janice Connell • Phil Warren • Marcia Grobety • Olive Ratzlaff • Bernice Boe-Malin • Donna Lowry • Elena Sarmago

**Second Row:** Donna Weir • Gail Adamson • Susanne Felker • Gloria Boyne • Jane Kosti • Sandy Campbell • Linda MacDonald

**Front Row:** Darlene Ryan-Rieux • Anne Austin • Brenda Summach • Renée Daras • Angie Stoker • Heather Armstrong • Dalene Allen • Doreen Burggraf





Angela Dean  
(First Runner Up)



Shelley Recoskie  
(Queen)



Gina Hormann  
(Second Runner Up)

# queen's *court of sharing*

**Back Row:** Elaine Maeland • Rhoda Burton  
Guylaine Comeau • Monica Noel  
Tamara Swatske • Carol Heath

**Second Row:** Teresita Abad • Randhir Singh  
Spring Mo • Fiona Corby • Harpreet Dhaliwal  
Isabelle Faucher • Evelyn Ramanauskas

**Front Row:** France Grenier • Lynette Pagkaliwangan  
Angela Dean (First Runner Up)  
Shelley Recoskie (Queen)  
Gina Hormann (Second Runner Up)  
Yasmin Manamperi • Mychele Guimond



**Back Row:** Christine Ransom • Kareena Felker  
Rajwinder Gill • Jasbir Sandhu • Svetlana Awogbami  
Kathy Roberts • Chianne Smith • Michelle Currie

**Second Row:** Hoda Karakach • Maura Lucente  
Myria Balicao • Tracey Douglas • Zulma Martinez  
Gina Ge Qian • Karen McManus • Karen Goldrick

**Front Row:** Fatema Khaku • Nancie Lachance  
Diane Burness • Chisa Seniuk  
Cheryl Neuman • Ada Cheng • Ashley Wiebe



**Back Row:** Donna Melnychyn • Fernanda Silva  
Rajinder Rai • Shelley Haslett • Marilyn Bodie  
Colleen Hendrickson • Louisa Hoddinott

**Second Row:** Sue McElhanney  
Sylvianne Greenwood-Plante • Vivian Bonin  
Heather Cook • Tamar Vaillant • Hilda Hiscock  
Georgine Cook

**Front Row:** Louise Duchesne  
Judy Buchanan • Reina Heras • Mary Ogunyemi  
Lorraine Upwards • Gail St. Croix  
Robin Courneya-Roblin • Tarra Keller



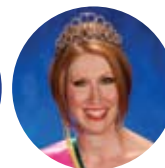
**Absent from photo:** Terry Burch • Cherry Cervito • Eva Kopec • Jena Taghvai



# sales director *queen's court of personal sales*



Esther Gallop  
(First Runner Up)



Cassandra Lay  
(Queen)



Shivonne Vienneau  
(Second Runner Up)



**Back Row:** Lorna Hosker • Kathie McGann  
Ellen Hatlevik • Kathy Whitley • Sharon Robertson

**Second Row:** Lorrie Henke • Louise Ann Brunet  
Darlene Olsen • Carol Heath  
Allyson Beckel • Jeri Pearce

**Front Row:** Susan Bannister  
Esther Gallop (First Runner Up)  
Cassandra Lay (Queen)  
Shivonne Vienneau (Second Runner Up)  
Betty Lister • Rita White

**Absent from photo:**

Linda Giesbrecht • Debbie Parsons  
Paymaneh Varahram



**Back Row:** Georgie Anderson • Lois Hirtz  
Barb McKellar • Erna Voth • Gloria Fitt  
Shirley Fequet • Paulette Nimco  
Karen Colvin • Gwen Groves

**Second Row:** Laurie Schuster-Sydor  
Diane Riddell • Catherine Strickland  
Anna Leblanc • Sheila Lefebvre  
Doreen Adair • April Klippenstein • Sarah Bardell

**Front Row:** Annie Gagnon • Guylaine Dufour  
Ilda Machado • Kitty Babcock • Cheryl Page  
Joyce Bigelow • Ruby Chapman  
Amy Shang • Kim Shankel



**Back Row:** Alison Hogan • Brenda Cooper  
Karen Perry • Renee Melton • Angela Hargreaves  
Fernanda Silva • Betty Burke  
Frankie Hammond • Carol Adams

**Second Row:** Bonnie Eidse • Linda Feldman  
Patti Jeske • Donna Fidler • Kathy Handzuik  
Sue Rigby-Mallard • Sherrel Puleo  
Lindsay Lewis • Shirley Peterson

**Front Row:** Lorna Randall • Judy Bycok  
Karen Taylor • Lorraine McCabe  
Katie Pokrant • Denise Brideau • Shirley Austin



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



**Back Row:** Nathalie Bisailon • Lucie Beauregard  
Josianne Boily • Margo Robinson-Faller  
Kathryn Milner • Joy Zaporozan • Joanne Sanders  
Debra Brown • Johanna Tobin

**Second Row:** Elaine Sicotte • Caroline Sarrouf  
Johanne Girard • France Mimeault  
France Légaré • Hélène Drolet  
Tannas Ross • Paulette Fleming

**Front Row:** Louise Fortin • Nicole Pharand  
Gladys MacIntyre • Nicole Bellemare  
Sonia Janelle • Colleen Forrester  
Mariola Herbasz • Christine Leclair-Day



**Back Row:** Jane Maria Arsenault • Liz Wodham  
Charlene Blackstar • Deanna Pease  
Tracey Walls • Debi Kanerva • Anik Seguin  
Louisa Hoddinott • Danielle Gobeil

**Second Row:** Sara Chowdhery • Nancy McEwen  
Sharon Korol • Terri Kurtzweg • Jenny-Lynn Sather  
Claudine Pouliot • Sylvana Oliver  
Giselle Marmus • Mireille Morin

**Front Row:** Karen McManus • Tara Green  
Beryl Apfelbaum • Audrey Trach  
Lorraine Upwards • Cathie Chapman • June Rumball



**Back Row:** Trish Salter • Rae Naka  
Frances Fletcher • Melody Gilmore • Karen Goldrick  
Peggy Denomme • Michele Thomson • Winnifred Barnett  
Pauline Richardson

**Second Row:** Rose Hayden • Hilda Hiscock  
Charlene Randle-Clayton • Nadia Desroches • Monica Hecht  
Cheryl Neuman • Phyllis Ticco  
Susan Richardson • Donna Dodds

**Front Row:** Jill Ashmore  
Rose-Marie Young • Lynn Brady  
Jan Irwin • Karen Piovesan  
Leila Holzworth • Bev Harris



# sales director

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

**Back Row:** Vivian Bonin • Wendy Jones  
Wanda Groenewegen • Michelle Summach-Goetz  
Julie Fiala • Angela Fedorchuk  
Lorena Siemens • April Williams • Sonya Martens

**Second Row:** Wilma Goit • Gina Hormann  
Amy Klassen • Susan Placsko  
Tracey Douglas • Marilyn Thiessen  
Joyce Harnett • Susie Leakvold

**Front Row:** Sharon Gibson • Carol Hoyland-Olsen  
Cherie Hydzyk • Mary-Lee Plemel  
Colleen Worth • Ginny Konechny  
Pam Hill • Kyla Buhler



**Back Row:** Rhoda Burton • Shelley Recoskie  
Kimberley Lougas • Christine Ransom • Sandra Neufeld  
Donna Melnychyn • Sharon Coburn • Vicki Nikiel  
Joyce Goff • Sue McElhanney • Naomi Scott

**Second Row:** Elaine Maeland • Susan Dart  
Lois Musselman • Sylvianne Greenwood-Plante  
Charmaine Lacoursière • Diane Poulin  
Michelle Currie • Agnes Loshusan • Linda Gingrich

**Front Row:** Barbara Martin • Reina Heras  
Lynette Pagkaliwangan • Sonia Dumas  
France Grenier • Spring Mo • Lynda Switzer



**Back Row:** Monica Noel • Teresa Lutterman  
Connie Graham • Maureen Corrigan • Rita Samms  
Ellen Whiting • Evelyn Ramanauskas • Sharon Carlson

**Second Row:** Isabelle Faucher • Tamara Swatske  
Dorothy Osadcuk • Randhir Singh • Mary-Lou Hill  
Shannon Cameron • Patti Babyn • Marie Monte

**Front Row:** Darcey Smith-Heath • Harpreet Dhaliwal  
Mary Ogunyemi • Marilyn MacKenzie-Cusack  
Georgine Cook • Tarra Keller • Pat Montforton



**Absent from photo:** Maureen Adamkewicz • Marcia Amor • Mandeep Bambrah • Pamela Bessant Kanderka • Betina Bowman • Terry Burch • Charlene Efford • Brenda Ewasiuk  
Sheryl Gilbert • Gaylene Gillander • Linda Graham • Mary Humber • Monica Hunt • Debbie Johnston • Eva Kopec • Heather Loshack • Marina Mason • Laureen Miller • Nancy Murray  
Pat Paul • Brigitte Raymond • Carol Rennehan • Karen Roberts • Holly Schnell • Fran Sorobey • Maureen Vincent • Donna Witt • Yvonne Wolowski





Amoreena Murray  
(First Runner Up)



Deanna Blue  
(Queen)



Sheri Gray  
(Second Runner Up)

# consultant *queen's court of personal sales*



**Back Row:** Aline Guérard • Claire Mercier  
Dawn Henry • Linda Hood • Beverley Smith  
Tamar Vaillant • Céline Fréchette

**Second Row:** Aline Boutet • Gail Prodeus  
Candice Loepky • Ena Arnot

**Front Row:** Fatima Raza • Judy Krellove  
Amoreena Murray (First Runner Up)  
Deanna Blue (Queen)  
Sheri Gray (Second Runner Up)  
Sylvie Cassista

**Absent from photo:** Frances Cumby • Nina Pye  
Rose Trenchuk



**Back Row:** Darci Palmer • Amanda Sikora • Nadine Paquet  
Miriam Chavarria • Julie Dorais • Stéphanie Grenier  
Patricia Lavoie • Judith Poulin

**Second Row:** Debbie Richards  
Darlene Basky • Cheryl Haskell • Janet Dwillies  
Sheila Thomas • Corinne Wilkes • Natasha MacQuarrie  
Suzette Rice

**Front Row:** Sharon Ouellette • Betty Lou Earl  
Alberta O'Neil • Geneviève Laramée • Jocelyne Dauphinais  
Patricia Peppard • Nancy Moreira • Lynne Pocock  
Catherine Labonté



**Back Row:** Lisa Molesky • Nancy Crépeau  
Linda Dionne • Diane Garneau • Jacinthe Leclerc  
Carole Duguay • Agnes Born • Karin Knight

**Second Row:** Carol Dutchik • Eileen Jessup  
Gladys Neumann • Diane Boulanger • Annie Couture  
Marion Taylor • Mackenzie Kielstra • Alicia Krause  
Sharon Coghill

**Front Row:** Teresa Da Silva-Avila • Edna Hunter  
Julie Blais • Sandy Ma • Sylvie Larose  
Nancy Roskaf • Sharon Sansom • Jamie Lamping

**Absent from photo:** Bobbie Ahluwalia • Cathy April • Wendi Barnes • Christiane Bérubé • Danielle Bourgault • Helena Bourgeois • Heather Brookwell-Reuber • Jane Coleman • Caroline Deboer  
Aislinn Dryden • Lupe Duneas • June Fowler • Jessica Kitto • Brigitte Lang • Jeanette Lavery • Colleen Listro • Sylvie Matte-Pitre • Denise Mohr • Sharon Myles • Lisa Pallen • Noemi Rivero  
Diana Robstad • Melanie Roy • Sandra Skinner • Joan Szangulies • Bhumika Talla • Louise Thibodeau • Nycki Webb • Dorothea Wiebe



# consultant

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

**Back Row:** Barb Lavin • Heather Hewitt  
Donna Sueann Feeney • Cherie Gould  
Jocelyne Hovey • Marilyn Hicken • Victoria Spurrell  
Janet Racey • Charlene Phillips

**Second Row:** Kimberley DeEll • Maria Dos Anjos Pragana  
Joan McMillan • Terina Stenger • Janice Stuyck  
Joan Crepin • Ami Bour • Elsa McCreadie

**Front Row:** Margie Batkin • Irja Virtanen  
Linda Anderson • Michelle Boscott • Roslyn Garofalo  
Carol-Ann Currie • Jocelyne Lévesque • Gail Pollard



**Back Row:** Ayda Bahrami • Anne Heitrich  
Joanne Hugan • Elvira Steer • Melanie Wade • Judy Huskins

**Second Row:** Christine Forget • Stephanie Hendry  
Deborah Ryan • Julie Lacasse • Cristina Alvarez  
Sharon Todd • Andrea Connacher • Corinne Gaudet

**Front Row:** Jacinta Stewart • Irma Vaughan  
Sylvia Olivares • Julie Wong • Melissa Segura  
Maribel Pilethiran • Karenanne Conrod • Vilma Cruz



*"Believe it now and act upon it, and soon you will be the  
winner that you so richly deserve to be."*

*Mary Kay*





# circle of *achievement*



*\$300,000*

**Back Row:** Jane Maria Arsenault  
Josianne Boily • Angela Fedorchuk  
Shirley Fequet • Maureen Corrigan  
**Front Row:** Claribel Avery • Judi Todd  
France Légaré • Cheryl Page  
Diane Riddell • Linda Feldman



*\$300,000*

**Back Row:** Angela Dean • Jacqueline Cullen  
Peggy Denomme • Martine Richard • Agnes Loshusan  
**Front Row:** Giselle Marmus • Cathie Chapman  
Kyla Buhler • Teresa Ho  
Lorraine Upwards • Beverly Dix



*\$300,000*

**Back Row:** Shelley Haslett • Michelle Currie  
Janice Appleby • Heidi McGuigan • Donna Matthews  
**Front Row:** Kathy Handzuik • Judy Buchanan  
Robin Courneya-Roblin • Gladys MacIntyre  
Kim Shankel

**Absent from photo:** Elaine Fry • Gaylene Gillander



*\$350,000*

**Back Row:** Frances Fletcher • Liz Wodham  
Lorrie Henke • Randhir Singh • Elizabeth Farris  
**Front Row:** Rita Samms • Lorraine McCabe  
Marilyn Bodie • Mary Ogunyemi • Susie Leakvold



*\$350,000*

**Back Row:** Erna Voth • Allyson Beckel  
Kathy Whitley • Mary Davies  
Teresa Alomar-Story • Sarah Reece-Robertson  
**Front Row:** Beryl Apfelbaum • Louise Boulanger  
Louise Fortin • Ginette Desforges

**Absent from photo:** Donna Izen • Jennifer Levers  
Pat Paul



*\$400,000 - \$450,000*

**Back Row:** Guylaine Dufour • Rajinder Rai  
Wanda Groenewegen • Nathalie Delisle • Carol Heath  
**Front Row:** Heather Cook • Darcey Smith-Heath  
Jill Ashmore • Yasmin Manamperi



*\$500,000*

**Left to right:** Sharon Coburn • Josée D'Anjou  
Guylaine Comeau • Angela Hargreaves  
Harpreet Dhaliwal







## double star *achievement*

**Back Row:** Kathy Handzuik • Tracey Douglas  
Kyla Buhler • Karen Goldrick • Peggy Denomme  
Christine Ransom • Wanda Groenewegen • Gina Hormann  
**Second Row:** Maureen Corrigan • Angela Hargreaves  
Vivian Bonin • Shirley Peterson • Fiona Corby  
Guylaine Dufour • Guylaine Comeau • Robin Courneya-Roblin  
**Front Row:** Kim Shankel • Frances Fletcher  
Rita Samms • Jill Ashmore • Linda Feldman • Judy Buchanan  
Karen McManus • Susan Bannister



**Back Row:** Elaine Maeland • Erna Voth • Louisa Hoddinott  
Lorrie Henke • Angie Fedorchuk • Marilyn Bodie  
Angela Dean • Monica Noel  
**Second Row:** Rhoda Burton • Shirley Fequet  
Liz Wodham • Jane Maria Arsenaault • Shelley Haslett  
Hilda Hiscock • Spring Mo • Agnes Loshusan  
**Front Row:** Susie Leakvold • Beryl Apelbaum  
Diane Riddell • Sharon Coburn • Cheryl Page  
Heather Cook • Darcey Smith-Heath • Tarra Keller



**Back Row:** Fernanda Silva • Rajinder Rai • Josianne Boily  
Isabelle Faucher • Mireille Morin • Allyson Beckel  
Sue McElhanney • Kathy Whitley  
**Second Row:** Cheryl Neuman • Giselle Marmus  
Georgine Cook • Tamar Vaillant • France Légaré  
Sylvianne Greenwood-Plante  
**Front Row:** Reina Heras • Yasmin Manamperi  
Cathie Chapman • Lorraine McCabe • Lynette Pagkaliwangan  
Louise Fortin • Gladys MacIntyre

**Absent from photo:** Terry Burch • Gaylene Gillander  
Eva Kopec • Pat Paul



## triple star *achievement*

**Back Row:** Randhir Singh • Shelley Recoskie  
Evelyn Ramanauskas • Tamara Swatske  
Donna Melnychyn • Carol Heath  
**Front Row:** France Grenier • Mary Ogunyemi  
Lorraine Upwards • Harpreet Dhalwal • Michelle Currie

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

# ct REFLECT re



PAGE 42 | HISTORY LESSON

join the  
**5 o'clock club**

## contents

PAGE 45 | FROM MARY KAY'S KITCHEN  
make potato soup

PAGE 46 | LOOKING BACK  
elizabeth farris shares  
her mary kay moment

PAGE 48 | HERITAGE  
mary kay pioneers



## HISTORY LESSON

## it's 5 o'clock somewhere

Company founder Mary Kay Ash was known for being one of the hardest-working people you would ever meet.

But did you know that in addition to founding one of the world's largest direct sellers of skin care and colour cosmetics, Mary Kay also founded the "Five O'Clock Club"?

As a working mother with three young children, she started the club when she heard someone say that if you get up two and a half hours early, three days per week, you add an extra work day to your week.

"At the time, I had three young children and I wasn't able to accomplish what I needed to do in a seven-day week," wrote Mary Kay in her book *You Can Have It All*. "So I decided to get up early six times a week and have a nine-day week."

By beginning her day no later than 5 a.m., Mary Kay chose to sacrifice an hour or two of sleep to achieve a jump-start on her day.

"I discovered that working at five in the morning gave me the added bonus of not being bothered by telephone calls and other interruptions. This early-morning time became the most productive part of my day."

Of course when independent sales force members asked Mary Kay how she managed to get so much done, she told them about rising early – and many decided to follow the same routine.

Over the years, countless independent sales force leaders and Mary Kay employees around the world have attributed improved time management skills, productivity and efficiency to their Five O'Clock Club "membership". Ready to join?

– Heather Watterworth



## YOU TOLD US

**We asked Lynda Rose – Five O'Clock Club member and Vice President, Sales & Marketing – how joining the club has changed her life and how she uses her extra hours.**

**When did you join 'the club'?**

"I read Mary Kay's autobiography before I began at the Company, so I was already aware of the 'the club'. I started getting up at 5 a.m. about a month after I joined the Company – and I've never looked back."

**How do you use the extra time each day?**

"I think of my first hour of the day as my 'me' time. Some mornings I work out, other mornings I read motivational books to get amped up for the day ahead. I start getting ready to go to the office at 6 a.m."

By dedicating this time to myself each morning, it allows me to focus on my family in the evenings. And since I believe that the first and last hour of your day are the most important hours, I take an hour before bed to write in my gratitude journal and reflect on the day."

**So, what time do you get up on weekends?**

"I sleep in until 7!"

Are you a member of the club?

Tell us how you use *your* extra hours.

**APPLAUSE-CANADA@MKCORP.COM**

## Five O'Clock Club Calculations

GET UP

$$2\frac{1}{2} \times 3 \text{ DAYS PER WEEK} = 7\frac{1}{2} \text{ EXTRA HOURS PER WEEK}$$

HOURS EARLY

GET UP

*The Mary Kay way!* ↘

$$2\frac{1}{2} \times 6 \text{ DAYS PER WEEK} = 15 \text{ EXTRA HOURS PER WEEK}$$

HOURS EARLY

## the mary kay way

### Little Successes Pave The Way To Bigger Successes

"Giving praise is deeply embedded in the Mary Kay marketing philosophy and we're quick to give it at every opportunity. In fact, we begin when someone becomes a new Independent Beauty Consultant. At a skin care class, after a woman has had a facial, the Independent Beauty Consultant asks the guests to comment on each other's improvement. Not only do the women look better, they feel better too – inside and out! When a woman feels good about herself, it not only generates interest in our products, it often generates interest in becoming an Independent Beauty Consultant. This is a new and wonderful experience for most women – it's been a long time between compliments. After she has become an Independent Beauty Consultant and has given her first skin care class, her Independent Sales Director always seeks something about her to praise. No matter how many mistakes are made during the first class, the new Independent Beauty Consultant is told what she did right. Even though her reaction is usually 'What did I do wrong?' we respond, 'Let's talk about what you did right.' Only after the Independent Beauty Consultant has been praised for her strong points will the Independent Sales Director offer criticism, always sandwiching it in between two thick layers of praise."



**DID YOU KNOW...** In 1986, Mary Kay's home was included as one of five or six houses on a Christmas Parade of Homes fundraiser. When visitors went to other houses on the showcase of homes, none of the other owners were there. But when they arrived at Mary Kay's house, she was at the door and greeted everyone who came into her home.



#### PHOTO FLASHBACK

**1969:** Mary Kay presents Independent Sales Directors with their Christmas gifts: the white purses under the tree.



QUARTER TWO  
GO-GIVE™ AWARD WINNER  
**josée d'anjou**  
Bromont, QC

**STARTED MARY KAY:** May 1997

**DEBUTED AS AN INDEPENDENT SALES DIRECTOR:**  
June 1999

**PERSONAL:** "I studied for my B.Sc. in nursing and worked in the field for several years before getting to know Mary Kay. I work out regularly. I go downhill skiing and scuba diving, I love salsa dancing and I love to travel. I have a small family, spread far and wide in distance but very close-knit. I have my father, Jean-Guy, and my sister, Natalie, who's got two adorable little girls with her husband, William, as well as some uncles, aunts and friends who are very close. I'm convinced that I have three angels (my two daughters and my mother) watching over me throughout this world."

**UNIT NAME:** *Les Étoiles du Rêves* (Stars of Dreams)

**GOALS:** "My goal is to give women maximum exposure to this wonderful Company and help them all to realize their dreams with a Mary Kay business. My hope is that by sharing this opportunity, I will reach my goal of becoming an Independent Elite Executive National Sales Director so that the values embraced by our Founder, Mary Kay Ash, will have a solid foundation and live on."

**ON BEING NOMINATED:** "At first I asked President Ray Patrick to repeat what he had just told me, and then I started to cry. So he said: 'Don't cry... It's good news!' It really touches me that so many people took the time to vote for me... I feel so lucky to have a second family at Mary Kay with my Independent Beauty Consultants and sister Independent Sales Directors. I'm very grateful to my **Independent Senior Sales Director, Julie Ricard**, and my **Independent National Director, Angie Stoker**, for passing on Mary Kay's values, and for their availability and unwavering support when I needed them most... as well as for their advice on applying the Golden Rule every day."

– Independent Executive Senior Sales Director Josée D'Anjou

**ENRICHING LIVES:** "Josée not only embodies, but truly exhibits, the heart, the spirit and the legacy Mary Kay wanted to share with every woman. From customers to Independent Beauty Consultants and Independent Sales Directors, she shares all the passion that is Mary Kay. It doesn't matter if they are her unit member or if they belong to another Independent Sales Director. To her, they are all the same, and she compassionately treats them that way. To choose Josée is to choose a perfect example of Mary Kay Ash herself."

– Independent Sales Director Lisa-Marie Massey





### ENCORE!

A Mary Kay business is truly timeless! Selling innovative product, sharing a wonderful business opportunity and helping to enrich women's lives has never gone out of style. That's why we're digging into the Applause® magazine archive: to give the super selling tips, inspired ideas and brilliant business-building strategies of the past an "Encore!" performance! **This article was originally published in the January 1989 issue of Encore! magazine.**

## ten tips to customer success

Your customers possess certain common traits, like a need for respect, an appreciation for attention and a demand for honesty.

Respond to these important needs and you can increase your basic skin care and skin supplement earning power.

Here are 10 suggestions to help you achieve the success you desire.

1. **BECOME A FRIEND TO YOUR CUSTOMERS.** Discover personal things about your hostesses and customers for future reference.
2. **BE CONCISE.** Everyone likes others to think that their time is valuable.
3. **CREATE A GENUINE DESIRE.** Show your customers how Mary Kay® product and your service meet her needs.
4. **SUPPORT YOUR WORDS WITH DEEDS.** Your reputation is invaluable.
5. **DON'T BELITTLE OTHERS.** This refers to people, products and companies.
6. **KEEP RECORDS.** Instead of relying on your memory, depend on skin care profile information.

[ **BONUS TIP!** ] Use the *myCustomers* database included with your *eMarketing Suite* subscription to store your customer's skin care needs and product preferences. Find it online: [MKOC > Business Tools > eMarketing Suite](#)

7. **DON'T ARGUE.** People may be convinced, but they cannot be pleased, against their will.
8. **BE SINCERE.** Slow down and take a real interest in your customer.
9. **HAVE CONFIDENCE IN YOUR PRODUCT KNOWLEDGE.** You need to create a sense of trust before a customer will purchase.

[ **BONUS TIP!** ] How can you improve your product knowledge? Company resources like *Product Central*, the *Consultant Guide*, *Applause®*, *The Look* and the *ColourInsider* are all must-reads (and re-reads!). And don't undervalue the knowledge that comes from trying each and every product for yourself.

10. **SELL THE BENEFITS.** In other words, sell the "Mary Kay sizzle!"



#6: The myCustomers database can help you organize customer information.

## elizabeth farris

Giving out notes of praise and words of encouragement are all in a day's work at Mary Kay. But when the encouraging words come from none other than Mary Kay Ash herself, it can sweep even the most seasoned independent sales force member off her feet!

And that's exactly what **Independent Senior Sales Director Elizabeth Farris** of Richmond, BC, shares with us in her reflections on meeting Mary Kay.

The year was 1980 and Elizabeth was en route to Independent Sales Director-in-Qualification training in Dallas, TX. Knowing she was going to meet Mary Kay Ash in person, Elizabeth wanted to get her a special gift to thank her for her continued wisdom. But what do you give someone who has everything?

"I found a little Swarovski crystal owl in the hotel gift shop and gave it to Mary Kay during our visit to her home for tea and cookies on the Thursday of our training week. She didn't open it right away, but soon after, I received a thank you note from her telling me that her late husband Mel (who had passed away just a few weeks earlier), used to give her a Swarovski crystal gift every *Thursday* and she believed my gift had come to her as a gift from him. She wrote that she had cried when she opened it, and thinking about it still brings tears to my eyes," recalls Elizabeth.

But this wasn't the only time Mary Kay reached out to her. Elizabeth also received a surprise call on her 50<sup>th</sup> birthday!

"I was at our city-wide Breakfast of Champions and as I sat at the head table a cell phone rang and the call was for me. I couldn't even imagine who it could be. A lovely voice said: 'Liz, this is Mary Kay!' I replied: 'Who?' It was Mary Kay calling to wish me a Happy Birthday and to tell me that life begins at 50! To this day I still get goose bumps thinking about that special moment in my life."



### FROM MARY KAY'S KITCHEN

## potato soup

When Mary Kay's book, *Thinking Like A Woman*, was released in 1994, Mary Kay shared this recipe she had prepared for her father as a child.

### INGREDIENTS

- 3-4 medium potatoes, peels and sliced or cubed
- 2 medium onions, chopped
- 2 celery sticks, chopped
- 1½ tbsp. + 4 tbsp. butter, divided
- ½ tsp. salt
- 1 bay leaf
- 1 cup chicken stock

### DIRECTIONS

- Sauté potatoes and onions in 1½ tablespoons butter.
- Bring to a boil enough water to completely cover the onions and potatoes.
- Add salt, bay leaf, 2 tablespoons butter and chicken stock to water.
- Add onions and potatoes, salt to taste.
- Boil the entire mixture until potatoes are tender, about 20 minutes.
- Remove bay leaf.
- Put the mixture through a blender or food processor until there are no lumps.
- Beat 2 tablespoons of butter into the soup. Thin to desired consistency with chicken stock; salt to taste.

### SERVING SUGGESTIONS

"I usually serve this soup for lunch or a light supper with hot French bread and a fruit salad," Mary Kay said.





## PERPETUATING THE LEGACY

## marilyn bodie

### 30-year pioneer

It was June 1980 and **Independent Senior Sales Director Marilyn Bodie** of Okotoks, AB, was selling vacuum cleaners door-to-door. What are the odds that she would knock on the door of a Mary Kay Independent Beauty Consultant? That day changed Marilyn's life forever!

**Why did you choose to start a Mary Kay business?** "After hearing the facts about the Company and watching the *60 Minutes* interview with Mary Kay Ash, I was so impressed and thought, 'if *60 Minutes* thought this was a great opportunity for women...' then I had nothing to lose and *everything* to gain! I had always wanted to be my own boss, however I said I couldn't sell a product I knew nothing about (I thought I was off the hook) and I never wore makeup (I was sure they wouldn't be interested in me now!).

The very next morning I had my first Mary Kay facial and fell in love with the product. I realized the reason I never wore makeup was because no one had ever taken this special kind of time to show me how. What a concept! I thought, "there must be thousands of women just like me out there." Still a little sceptical, I purchased \$109 worth of product that morning and of course said I would have to try it to see if it really works. How silly of me – that Independent Beauty Consultant made 50 per cent profit, while I was busy being stubborn.

While driving home from that appointment, I felt great, I looked great and I kept thinking 'why couldn't I do this?' They promised they would educate me. So I called back when I got home and used my grocery money for that week to purchase my \$85 'Beauty Showcase'. It was the best money I ever spent in my life. I was terrified, but very excited and determined. Lesson I learned: Just do it!"

**How has your Mary Kay business positively affected your life over the years?** "I've earned the use of 14 Career Cars and I'm currently driving a pink Cadillac. Mary Kay gave me the opportunity to be home for my sons Kris and Jeff – and later, my aging parents. I do believe that flexibility is one of the true gifts of a Mary Kay business."

**Based on your experience, what is the best advice you would give someone starting a Mary Kay business?** "Join the 'And Then Some' club. Attend all training available to you, always be willing to learn, work consistently on a daily basis with your "Six Most Important Things To Do" list and then do some more. Your attitude will determine your altitude; so always strive to be excited and positive."

**Did you ever have the opportunity to meet Mary Kay Ash?** "A particularly special memory was when Mary Kay herself handed me the keys to my first pink Cadillac. I was wearing a \$10 dress that my mom and a friend picked up for me. The funny part is an Independent Sales Director came running across the room to ask who the designer of my dress was and I didn't have the heart to tell her it was designed by Woolco. Mary Kay would have been so proud that it was inexpensive. Spending this quality time and training with Mary Kay is when I realized that Mary Kay wanted more for us than she ever did for herself and our mission was truly to change women's lives."

**What is your favourite Mary Kay memory?** "I remember one time I was sitting in the lobby at the Harbour Castle in Toronto – I believe this was my first Seminar – and I watched Mary Kay in total amazement as it took approximately two hours for her to move from the front door to the elevator because she had to talk to every Independent Beauty Consultant in the lobby. Mary Kay always said "treat everyone like they are wearing a sign that reads 'Make Me Feel Important'", and she did it so gracefully and with love, moving about an inch at a time."

– Marijana Klacpic



**Above:** Marilyn with (l. to r.) son Kris, husband Gord and son Jeff. **Right:** Marilyn – in her \$10 dress – with Mary Kay at Cadillac Reception.



## Q&amp;A

## ray patrick

### President



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

If there ever was a leader who embodied these principles, it's President of Mary Kay Cosmetics Ltd., Ray Patrick. We had the privilege of chatting with Ray about his 30-year journey through the halls of Mary Kay.

#### What was the best piece of advice Mary Kay Ash ever gave you?

"She was a lady of such wisdom and she had a subtle way of offering pieces of advice every time we met. Likely the most meaningful would be when she emphasized the importance of passing on her dream. People would often ask Mary Kay how they could repay her for everything she's done for them. She would always say, 'Just pass it on.' It was important to her that we maintained her culture at Mary Kay – a culture where enriching women's lives was a priority – and that we focused on never letting any part of that culture fall through. In order to perpetuate Mary Kay's legacy, we must truly live by her philosophies and demonstrate them to everyone we meet."



## PERPETUATING THE CORPORATE CULTURE

## eva liebermann

### 27-year pioneer

As **Vice President, Information Systems & Operations**, it's Eva Liebermann's job to know

the inner workings of Mary Kay Cosmetics Ltd. But she also takes the time to embrace the Company's core values in all aspects of her life and strives to keep the culture Mary Kay Ash created alive in the office – and beyond. Here's a look into what Eva's lived and learned in her 27-year career with Mary Kay.

**When did you start with Mary Kay?** "September 5<sup>th</sup>, 1983."

**What was your first impression of Mary Kay as a company?** "I was impressed and excited. Impressed by the Company and what it stood for; impressed by the people who were friendly and most welcoming. Excited professionally to be part of a team in charge of developing computer systems for Canada on a new mainframe. Even though it was not my first job in Canada, it was the first organization where I could see an opportunity to contribute and grow."

**How has working at Mary Kay Cosmetics Ltd. positively affected your life?** "When I started 27 years ago, I could not imagine what a tremendous impact the Company would have on me and my family. And I am not at all unique in this regard! The culture of Mary Kay transcends into our personal lives."

**How would you describe your experience at Mary Kay over the years?** "It's an honour to be part of an organization founded by a visionary woman, who is recognized worldwide for her business acumen and for the difference she has made in millions of women's lives. It's been enriching and gratifying to witness the growth and development of the organization as well as the personal growth of so many people over 27 years. The Company enjoys tremendous respect in the community as well as in professional organizations – I witnessed this firsthand during my recent involvement with the Mississauga Board of Trade."

**What do you think sets Mary Kay apart from other companies?** "Mary Kay is framed by its culture; its values and guiding principles anchor and permeate the organization and are genuinely embraced by staff. Having a large independent sales force of successful women from all walks of life and all parts of the country is unique and makes the Company special."

**What is your favourite Mary Kay memory?** "Watching Mary Kay Ash at Seminar – the connection with the independent sales force was palpable – she truly had a gift for 'making people feel important.'"

**What is the best advice you would give someone starting at Mary Kay?** "Learn as much as you can about the Company and what sets it apart. Gain a perspective on the Company's early days, its growth and phenomenal success – and don't hesitate to ask questions, as the doors are open, and everyone, in true Go-Give™ Spirit, will be more than happy to share their knowledge and memories."

– MK

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

# elive **LIVE** elive



PAGE 56 | I STORY

the mary kay marathon  
**MIREILLE MORIN'S**  
JOURNEY TO THE TOP

## contents

PAGE 50 | PICTURE THIS

where has your  
*applause*<sup>®</sup>  
magazine been?

PAGE 51 | MEET & GREET

kristen mcbride  
shares her  
reason why

PAGE 54 | STYLE

winter wearables



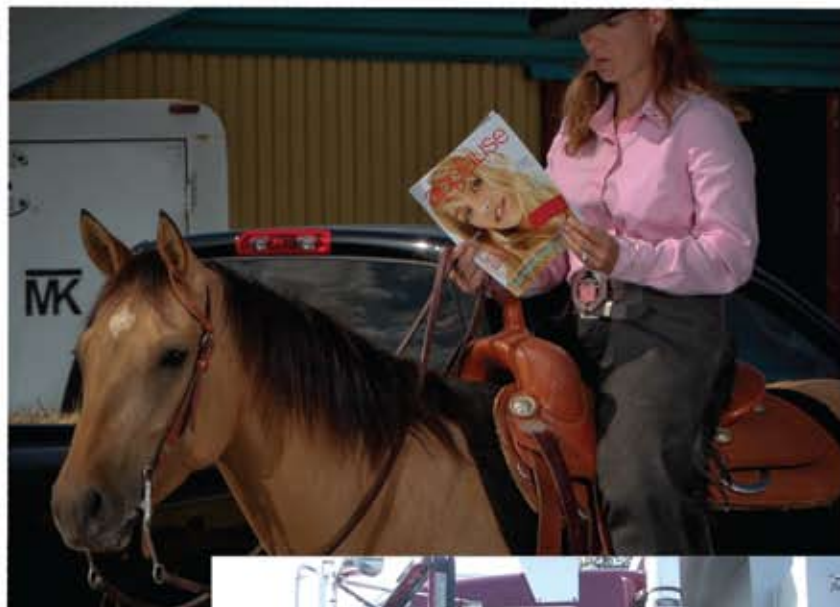
## where has your *applause*<sup>®</sup> magazine been?

We want *Applause*<sup>®</sup> magazine to be your go-to resource each and every quarter – and we want to see it where you're reading it!

Whether it's on the bus, on vacation or on top of a mountain, send your photo to:

**APPLAUSE-CANADA@MKCORP.COM**

“Summer is horse show time for me,” says **Independent Sales Director Carlene Kerr** of Prince George, B.C. “I had just received my *Applause*<sup>®</sup> magazine and wanted to read it right away – so I brought it along to read between horse show classes.” We love Carlene's pink Western-style shirt, Cadillac belt buckle and the Bar MK horse trailer in the background!



**Independent Beauty Consultants Natasha MacQuarrie** (left) of Beresford, NB, and **Stephanie Mallais** (right) of Petit Rocher Nord, NB, were soaring with success on their way to Seminar 2010. “We love the magazine and the West Jet staff loved it too!” shared Natasha.



The owner and operator of a gravel/asphalt truck & trailer for more than 27 years, **Independent Beauty Consultant Janet Krueger** of Prince George, BC, says she keeps *Applause*<sup>®</sup> magazine with her to read and keep her inspired while she waits for her truck to be filled. Janet says in July 2010 she was able to hire a driver “to keep my truck going while my Mary Kay business keeps me going!”

**DID YOU KNOW...** When Mary Kay Ash's son Richard was only three, he and his older siblings, Ben and Marylyn, spent every Saturday morning helping Mary Kay fill her orders for the week. With one of the children accompanying her, it took the rest of the day to deliver everything to her customers' houses. This crash course in business was a way for them to spend time together – time that Mary Kay's work would otherwise have taken away from her children.

## MY REASON WHY

# kristen mcbride

## Independent Sales Director

Have you ever asked yourself what gives you passion and purpose in life? What motivates you? Why did you choose to accept the Mary Kay opportunity?

by Marijana Klapcic

For **Independent Sales Director Kristen McBride** of Squamish, BC, the reason was quite simple: to make some extra money to buy her first home.

But in July 2003, that goal was temporarily put on hold when Kristen was involved in a serious car accident, leaving her with a spinal cord injury and facing months of rehabilitation.

It was in the rehab centre that Kristen was first introduced to Mary Kay® product – at a skin care class conducted by a blind woman, no less. She instantly fell in love with the product, but was never offered the opportunity – and it had never crossed her mind to ask.

Kristen continued to pursue her dream of home ownership, even while others were less optimistic.

“I remember my mortgage broker telling me that I would have to put in more hours at my pre-school job or find another way to bring in more money,” recalls Kristen. “I thought perhaps Mary Kay would help me bring in an extra \$100 a week.”

Enter Independent Senior Sales Director Sarah Reese-Robertson. Kristen had met her at a friend’s “Dinner & A Makeover” party. Kristen booked a follow-up appointment with Sarah and the rest, as they say, is history.

Kristen earned the use of her first career car just six months later and debuted as an Independent Sales Director in just eight months – all while teaching a class of 16 preschoolers four times a week; working with the Big Brothers Big Sisters every Friday; planning the Wheels in Motion fundraiser for her community; participating in the Paralympics – and competing in a wheelchair rugby tournament! Now you can see why Kristen was asked to be the Olympic torchbearer for Squamish and was honoured as the community’s Citizen of the Year!



In June 2010, Kristen resigned from her pre-school teaching job and says she’s happier than ever.

“I don’t ever want to not be part of the Mary Kay sisterhood,” says Kristen. “I’ve been given the opportunity to help other women every day. The Company and the women are amazing – so supportive and truly root for

you all the way. Although my goal of buying a house remains the same, I’ve added a new one: to build the teams of my unit members and make their dreams come true.”

### 13 QUESTION QUIZ

## mary kay® foundations

Now that you’ve learned all about new TimeWise® Liquid Foundation, we thought we’d put your foundation knowledge to the test. Remember, even though there’s a new kid on the block, there are plenty of options for you and your customers. So grab a Mary Kay girlfriend and study up!

1. What was the name of the first Mary Kay® foundation product?
2. What year was it introduced?
3. Which foundation product is designed to fit in Mary Kay® Compacts?
4. How many shades of Mary Kay® Mineral Powder Foundation are there?
5. What are the three foundation shade categories called?
6. Which foundation product is considered a best seller?
7. How many types of foundation brushes does Mary Kay offer?
8. Of the two new TimeWise® Liquid Foundation formulas, which is best for a normal-to-dry skin type?
9. In what year did Mary Kay first offer oil-free foundation?
10. What foundation product offers moisturization and sunscreen?
11. When applying liquid foundation with a brush, is it better to apply product with upward or downward strokes?
12. What percentage of women have a problem finding the perfect shade of foundation? (Hint: check page 10!)
13. True or false: new Mary Kay® Foundation Primer should be applied after foundation.



## LIVING PINK

## A MINK COAT, A PINK CADILLAC

A Mary Kay business is about so much more than selling product and earning recognition. It's about making a difference, giving back and enriching women's lives. Not convinced? This special story captures the heart of the Company – and is sure to capture yours, too.

When **Independent National Sales Director Linda MacDonald** received a call from her nephew looking for a favour for his friend, Brett, she was intrigued.

Brett's grandmother, Connie – a nine-year breast cancer survivor who had been diagnosed with terminal cancer – was writing her "bucket list" of things to do before she died. Brett remembered that every Christmas, when his grandmother was asked what she wanted, she'd say "Oh, give me a mink coat and a pink Cadillac."

Since you can't buy a pink Cadillac from a car dealership, Brett thought of the next best thing: a ride in one. And to make Connie's wish complete, her daughter borrowed a mink coat from a friend.

When Linda arrived at Connie's home the curtains were drawn to keep the pink Cadillac plans top secret.

"I introduced myself to Connie as her chauffeur for the day," says Linda. "Confused, Connie asked 'What do I need a chauffeur for?'. Her family opened the curtains to reveal my pink Cadillac SRX. I brought pink carnations for her – since Mary Kay wanted Canada to be a pink car nation – and Connie's daughter put the mink coat on her."

Connie cried, as did everyone else in the room.

"It was a beautiful day, so we put the top down and spent about three hours driving," recalls Linda. "We had a great day visiting friends and we went to Chickenburger, a well-known drive-in restaurant. All the while, Connie waved like a queen."

See? Mary Kay is about so much more than selling product and earning recognition. It's about making dreams come true.



## THEN &amp; NOW

growing up  
the mary kay way

**1984:** Ryan Rogers, Mary Kay Ash's grandson, was seven years old when *The Mary Kay Way: Timeless Principles from America's Greatest Woman Entrepreneur* was first published. Mary Kay autographed a copy for him and wrote the following message: "Learn all of this to use when you become *President* of Mary Kay."

**Today:** Twenty-four years later, he's still heeding her advice and doing things "the Mary Kay way" by exercising what Mary Kay referred to as a "sensitivity for the needs of others" – making others feel important and treating them the way they would want to be treated – in his current role as Vice President, Strategic Initiatives at Mary Kay Inc. These Mary Kay principles are regularly practiced across our world markets on a daily basis. In essence, the Mary Kay culture is an amazing international language. It works everywhere.



## 13 QUESTION QUIZ

## answers

1. Day Radiance®
2. 1963
3. Mary Kay® Creme-to-Powder Foundation
4. 12
5. Ivory, Beige and Bronze
6. Mary Kay® Mineral Powder Foundation
7. Two: the Mineral Powder Brush (\$12) and the new Liquid Foundation Brush (\$14).
8. TimeWise® Luminous-Wear™ Liquid Foundation
9. 1985
10. Mary Kay® Tinted Moisturizer with Sunscreen SPF 20
11. Downward strokes allow for better coverage of skin imperfections.
12. 68%
13. False! Just like how you prime walls before painting them, you want to prime your skin before applying foundation. Learn more on page 14.

## YOU TOLD US

## What's your favourite makeup look for winter?



**Salima Janmohamed, Independent Beauty Consultant (Toronto, ON)**

"Winter is the ideal time to try some bolder colour! I love to do a bold lip with Mary Kay® Creme Lipstick in Red, Bold Berry for the cheeks and Eyesicles® Eye Color in Vanilla on the eyes... a great look for a holiday party!"



**Jamie Lamping, Independent Sales Director (Humboldt, SK)**

"Dramatic eyes. I love using a combination of Mary Kay® Mineral Eye Color in Azure on the eyelid, Iris in the crease, Peacock Blue as an accent colour along the outer edge and Moonstone as a highlighter. The Amethyst eyeliner is a must for the top lid and finish off with the black Mary Kay® Ultimate Mascara™. Of course, you'll want to complete your look with a NouriShine® Lip Gloss."

## BEAUTY-FULL READS

Mary Kay publications – like *Applause*® magazine, *Product Central* and the *Consultant Guide* – are your go-to resources when you need to learn about the latest additions to the product line or boost your beauty know-how on an existing fave. And since every gal has her own behind-the-bathroom-door beauty tips, chances are you turn to your Mary Kay girlfriends too.

But when we're looking for new information to share with you, where do we find inspiration? We scour our favourite beauty blogs and women's magazines (online and off) to bring you only the best tips and trends. Here are just a few of our 100% Canadian faves!

### MUST-READ MAGS

- *Canadian Living* (canadianliving.com)
- *Chatelaine/Châtelaine* (chatelaine.com)
- *Elle Canada/ELLE Québec* (ellecanada.com/ellequebec.com)
- *FLARE* (flare.com)
- *FASHION* (fashionmagazine.com)
- *The Kit* (thekit.ca – online only)

### BEAUTY BYTES

- beautyeditor.ca
- beautygeeks.ca
- canadianbeauty.com
- chickadvisor.com
- lipstickpowdernpaint.com
- makeupjunkie.ca



### READER CONTEST

## WIN spring 2011 product!

We can't wait to hear what you think of the Winter 2010/2011 issue of *Applause*® magazine!

E-mail us your comments – what you love, what we can improve and/or what you'd like to see in upcoming issues – and you'll be entered in a draw to win a selection of product from the Spring 2011 product promotion.

Congratulations to **Yvonne Gaudet**, Independent Beauty Consultant (Saskatoon, SK) – winner of the *Applause*® Reader Contest in our Fall/Holiday 2010 issue!

Want to be featured in the Spring 2011 issue of *Applause*® magazine? Tell us:

- your funny or inspirational Seminar story.
- about your mother and daughter Mary Kay team.
- your multi-tasking product tips.
- your reason why.

APPLAUSE-CANADA@MKCORP.COM

Love it? Don't?  
Tell us why!

APPLAUSE-CANADA@MKCORP.COM



## INSIDE THE FALL/WINTER TREND REPORT

it's time to **successorize**

Produced by Marijana Klapic, Nancy Roque and Heather Watterworth. Apparel photography by Lorena Depante.

In the Fall/Holiday 2010 issue of *Applause*® magazine, we revealed the season's boldest trends, including dramatic colour, architectural lines and embellished *everything*.

Chances are you invested in a few key pieces at the start of the shopping season; chances are even better that you're already tired of wearing them!

It is possible to make those pieces wearable all winter long. How? With accessories, of course! They add interest to boring blouses and pump up power dressing. To help you not just accessorize but *successorize*, we scoured Canadian retailers to find our favourite Trend Report looks.

## TOP TRENDS

Use this legend to see how our finds reflect this season's top trends.

1. COOL METALS.
2. BLING IT ON!
3. VISUAL EFFECTS.
4. HIGH SHINE.
5. ZIP IT UP.

## WE SHOPPED AT:

- Aldo (aldoshoes.com)
- Banana Republic (bananarepublic.com)
- Danier (danier.com)
- Holt Renfrew (holtrenfrew.com)
- Sears (sears.ca)
- The Bay (hbc.com)
- Zellers (hbc.com)

## YOU TOLD US

## What's your must-have accessory this winter?



**Angela Dean, Independent Senior Sales Director (Surrey, BC)**

"Belts – fabric or decorative. Belts don't have to be worn for practical purposes anymore! They can actually take your party dress from drab to trendsetting. Tie a fabric belt in the smallest part of your frame to create a more visual effect. Dress to impress for all appointments and set new trends with belts!"



**Shivonne Vienneau, Independent Sales Director (Red Deer, AB)**

"A cute scarf. I've just recently fallen in love with scarves! I find that a great scarf is the best accessory to my favourite winter outfit. I love to wear my dark plaid trench coat with my wool scarf. It keeps me warm and completes my look."

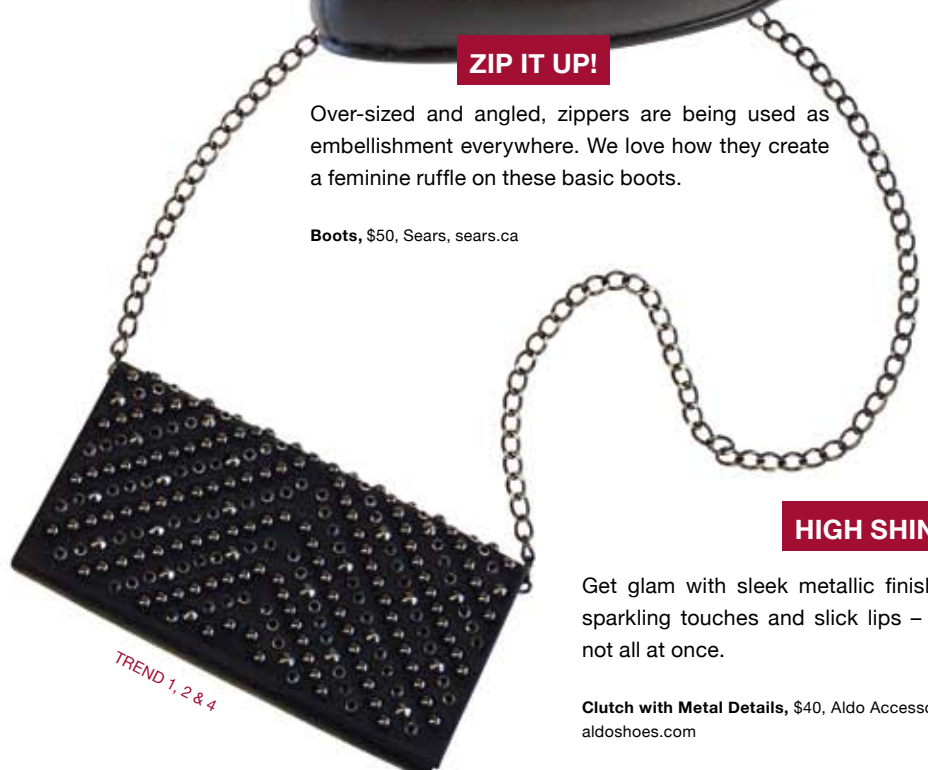
completes my look."



## ZIP IT UP!

Over-sized and angled, zippers are being used as embellishment everywhere. We love how they create a feminine ruffle on these basic boots.

**Boots, \$50, Sears, sears.ca**



## HIGH SHINE

Get glam with sleek metallic finishes, sparkling touches and slick lips – just not all at once.

**Clutch with Metal Details, \$40, Aldo Accessories, aldoshoes.com**

## BLING IT ON!

Layers of chains on this necklace add city smart attitude for day or evening.

**Necklace, \$50**

Banana Republic, [bananarepublic.com](http://bananarepublic.com)

TREND 1, 2 & 4

TREND 1 & 2

## COOL METALS

Shine on with bold chunky jewelry that strike it rich. Mix it up with gold, silver and bronze hues.

**Ring, \$34.99, Banana Republic, [bananarepublic.com](http://bananarepublic.com)**

**Bracelet, \$45, Banana Republic, [bananarepublic.com](http://bananarepublic.com)**

TREND 1, 2 & 4

TREND 3 & 4

## VISUAL EFFECTS

Towering heels give you a leg up, while hybrid *shooties* (shoe + bootie; see left) are wonderful for winter looks.

**Black Leather Wedges, \$90, Aldo, [aldoshoes.com](http://aldoshoes.com).**

**Microsuede Pumps, \$30, Zellers, [hbc.com](http://hbc.com)**

## WINTER WEARABLES

We'd be remiss not to mention winter essentials like gloves and scarves in our accessory round-up (this is Canada, after all!).

Even if your winter style budget is facing a cold front, a pretty scarf in a complexion-enhancing colour, leather gloves with feminine details or a super chic beret or cloche hat can instantly update a classic black, brown or grey coat. And never underestimate the power of a gorgeous handbag!

Remember, during winter months, your outerwear will be what potential new customers see first – it won't matter how stylish your outfit is underneath if your coat and boots don't make the cut.

**Beret, \$30, Holt Renfrew, [holtrenfrew.com](http://holtrenfrew.com)**

**Scarf, \$45, Holt Renfrew, [holtrenfrew.com](http://holtrenfrew.com)**

**Leather Gloves, \$45, Danier, [danier.com](http://danier.com)**





# the mary kay marathon

by Marijana Klapcic

Think back to your first call as a Mary Kay Independent Beauty Consultant. Or the first time you handed out a business card. Were your palms sweaty? Was your stomach in knots? Did you take your phone and hide in your bedroom so no one would hear you?

say, 'Mireille, be happy – because you're exactly where you're supposed to be.'

## FINDING DIRECTION

And she was where she always dreamed of being: available to her three children: Maxime, Cathia and Philippe. She was there in the morning, at lunchtime, after school, on weekends and for every vacation. She was free to live the life that she had chosen to live – not one that was chosen for her. In the first year of her Mary Kay business, she was even able to earn an income equivalent to her nursing salary – and with fewer working hours! She was also #8 in the Queen's Court of Personal Sales. A year later, Mireille was driving behind the wheel of her very first Career Car and has earned the use of one ever since.

"I can't believe when women tell me they are quitting their Mary Kay business to do another job, when I left mine to do Mary Kay!"

Today, with her children grown and raising their own families, Mireille's dream has turned to helping her other family – her Mary Kay family, helping them to fulfill their dreams. It's the pursuit of this particular dream that lead her to being crowned Queen at Seminar 2010.

"I remember at the end of October 2009, my **Independent Senior National Sales Director Angie Stoker** asked me if there was any reason why I shouldn't try to be at the very top this year," shares Mireille. "I held back and told her, 'Angie, I don't like competition. I don't want to say that I want to be #1. I feel that saying it will make me conceited.'"

## I CAN DO IT

Then, Mireille realized that if she helped all of her unit members reach their goals and make their dreams come true, she would get to where she was supposed to be.

"Thank you Angie for planting that seed in my heart!" exclaims Mireille.

But the road behind her and the one that lay ahead were not easy. For Mireille, the 2009 Seminar year began with a tumble down a set of stairs at her son's house. The week before Seminar 2009, Mireille's back pain

What if we told you that Mary Kay Cosmetics Ltd.'s very own Queen of Unit Sales for the 2009/2010 Seminar year, **Independent Executive Senior Sales Director Mireille Morin** from Gatineau, QC, felt exactly the same way. Twenty-one years later she can recall every challenge, every obstacle and every N-O. Yet, today, she sits on the throne of success as Canada's #1 Independent Sales Director.

## TRAINING FOR THE TOP

You see, Mireille's Mary Kay journey has not been a sprint, but rather, a marathon – one with peaks and valleys through the sunniest of days, stormiest of nights and every ho-hum day in between. But one thing remains the same: she's just like you.

But how, then, did she get here?

Mireille will be the first to tell you it's when she learned to let go of her regrets and what others thought of her – having the courage to let go of what, at the time, seems so important – that she found her freedom and the unlimited potential to succeed.

"I learned to trust myself and let go of negative thoughts. But the most important thing I did was learn to discover who I really was," says Mireille. "As a tomboy growing up, I learned to discover my feminine side, which lay dormant inside of me. I learned that although I wanted to be the sort of person who enters a room and immediately gets everyone's attention, or be the person who bubbles over with energy and who could stay up until 4:00 a.m. during Career Conference, or be the one who could recruit people like a machine and sell \$1,000 worth of product at every beauty class, it just wasn't ME."

Instead, she discovered "I am who I am. And when you put forth a sincere effort every day, every week and every month, you learn to give yourself over to a power that is much greater than you are. I learned to



was so bad she required acupuncture just to help her walk. However, she persisted and continued to work.

In September, Mireille had a lapse – just six days before leaving on her first ever Top Director Trip to Maui. But there was no way she was going to miss it.

“I felt very strong in the core of my being that this trip was the crowning achievement for all of my years of hard work with my customers, my unit members and even Mary Kay herself,” says Mireille.

Mireille attended the trip and had a magnificent time, but she was plagued with worries of how she would work with her unit members, many who were three to five hours away from her home in Gatineau, QC. She trained by phone, e-mail and Skype – a huge feat for Mireille who admits to being technologically challenged. But it was while driving

**“I can’t believe when women tell me they are quitting their Mary Kay business to do another job, when I left mine to do Mary Kay!”**

to Montréal shortly after her mother’s passing that Mireille caught a glimpse of the roses she had kept from her mother’s bouquet. A light bulb went off.

“It was like she was telling me, ‘Why not Mireille? It’s time! Give yourself permission...’” remembers Mireille.

So Mireille began to delegate. Her unit members in Montréal and Maniwaki-Mont-Laurier became self-reliant. One Independent Sales Director debuted in three months with 30 Independent Beauty Consultants. Another was on course to complete Independent Sales Director-in-Qualification by the end of September – while being very pregnant – and walked across the Seminar stage in the Queen’s Court of Sales. Everyone came together and everything fell into place.

## THE MARATHON IS ONGOING

In her 21 years with Mary Kay, Mireille has lived with her priorities in her heart and with complete commitment to her business. It’s why she’s known for saying “I do it any way”.

“I don’t know if my work ethic came from growing up on a milking farm where we didn’t have a choice but to get up and go to work, but I operate my Mary Kay business in the same way,” shares Mireille. “I’m willing to do what needs to be done in order for my business to succeed. At the end of the day, we’re responsible for our own success – we can’t

wait for others to do it for us. And remember, there are no miracles to this business. Just follow the Mary Kay plan and guides – and don’t try to reinvent the wheel. The path was already created for you by Mary Kay Ash.”

In the past year, Mireille has learned the power of love, the power of dreaming, the power of leading by example and the power of letting people follow their own road and having faith that they’ll find their way.

“Each morning, I meditate and, because I can’t be everywhere, I send my angels and ask them to protect and guide. When angels are to your left, to your right, in front and behind, the road opens up in front of you.”

Your own Mary Kay journey is an open road. Now it’s up to you to decide which way is yours.

**Photos** (clockwise from top): Mireille on the Queen’s Throne, surrounded by her family; with husband Michel on the Top Director Trip to Madrid; with unit members at Independent Senior National Sales Director Angie Stoker’s fall retreat.



# july 2010 recognition reconnaissances de juillet 2010

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

## Top 5 NSD Year-To-Date Commissions/Commissions des 10 meilleures DNV à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of July 31<sup>st</sup>, 2010. Includes all first-, second-, third-line and first-line bonus, and global commissions/NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 31 juillet 2010 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Renée Daras



Brenda Summach



Doreen Burggraf



Heather Armstrong

## On-Target Inner/Diamond/Gold Circle

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

### On-Target for Gold Circle

Angie Stoker	\$12,674.51
Renée Daras	12,564.00
Brenda Summach	10,884.59

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

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

Angie Stoker	\$17,710.00	Gloria Boyne	\$12,940.00	Doreen Burggraf	\$12,257.00	Elena Sarmago	\$10,388.00
Brenda Summach	13,639.00	Renée Daras	12,564.00	Heather Armstrong	11,614.00	Sandy Campbell	10,376.00

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of July 31<sup>st</sup>, 2010. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 31 juillet 2010. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker	\$514,401.50	Brenda Summach	\$275,842.61	Elena Sarmago	\$216,783.57	Darlene Ryan-Rieux	\$165,717.50	Gail Adamson	\$160,322.50
Heather Armstrong	367,304.41	Doreen Burggraf	236,267.34	Gloria Boyne	211,921.00	Dalene Allen	163,682.48	Susanne Felker	157,968.50

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Honor Society Achiever Championne Société d'honneur

The following Independent Sales Director achieved the Mary Kay Honor Society by achieving at least \$60,000 in net adjusted wholesale production and growing her unit size to 50 or more within one year of her debut date. / La Directrice des ventes indépendante suivante a atteint le statut de championne Société d'honneur Mary Kay pour avoir réalisé une production de groupe nette ajustée de 60 000 \$ en gros ou plus et pour avoir développé un groupe de 50 membres ou plus dans les 12 mois suivant la date de ses débuts.



**Michele Cutler** (Huntsville, ON)  
**National Area/Famille nationale:** Doreen Burggraf  
**Debut/Débuts:** August/Août 2009

## Fabulous 50s Achiever Championne Fabuleux 50

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



**Chun Hui Spring Mo** (Montréal, QC)  
**National Area/Famille nationale:** Darlene Ryan-Rieux  
**Debut/Débuts:** February/Février 2010

## Scoreboard/Tableau des résultats

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

France Grenier	\$48,391.50	Evelyn Ramanauskas	\$32,488.00	Heather Cook	\$27,628.50	Shirley Peterson	\$25,413.50	Pat Monforton	\$22,743.00	Donna Izen	\$20,913.50
Angela Hargreaves	47,895.00	Annie Gagnon	32,003.00	Louise Boulanger	27,236.00	Rajinder Rai	24,993.00	Janice Appleby	22,710.50	Lorraine Upwards	20,502.50
Fiona Corby	38,262.00	Jacqueline Cullen	31,351.00	Cathie Chapman	27,123.50	Frances Fletcher	24,951.50	Peggy Denomme	22,409.50	Beverly Dix	20,367.50
Joy Zaporozan	37,843.50	Guylaine Dufour	30,521.00	Tamara Swatske	27,016.00	Elizabeth Farris	24,659.50	Donna Melnychyn	22,307.00	Claudine Pouliot	20,262.00
Nathalie Delisle	36,600.50	Wanda Groenewegen	30,460.00	Lorraine McCabe	26,742.00	Luba King	24,609.50	Jane Arsenaault	22,237.00	Mary Davies	20,167.00
Carol Heath	36,416.00	Shelley Recoskie	30,298.00	Liz Wodham	26,169.00	Monica Noel	24,511.50	Pat Paul	22,005.00	Donella Sewell	20,160.00
Yasmin Manamperi	36,305.00	Sharon Coburn	28,642.00	Joy Nicavera	26,001.00	Joyce Bigelow	24,452.00	Teresa Ho	21,493.50	Louisa Hoddinott	20,056.00
Harpreet Dhalwal	34,002.00	Giovanna Russo	28,003.50	Josée D'Anjou	25,880.50	Rita Samms	24,433.00	Barb McKellar	21,044.00		
Shannon Shaffer	33,852.50	Susan Bannister	27,832.50	Mireille Morin	25,650.00	Isabelle Perreault	24,407.00	Teresa Alomar-Story	20,940.50		

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

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

Angela Hargreaves	\$6,968.24	Wanda Groenewegen	\$3,950.30	Isabelle Perreault	\$3,089.45	Jane Arsenaault	\$2,674.01	Chun Hui Spring Mo	\$2,393.15	Judy Buchanan	\$2,145.17
Josée D'Anjou	5,991.04	Sharon Coburn	3,877.89	Liz Wodham	3,074.02	Louisa Hoddinott	2,659.90	Donella Sewell	2,378.63	Danielle Thériault	2,141.83
France Grenier	5,851.43	Elizabeth Farris	3,765.47	Eve Raymond	2,938.48	Lorraine Upwards	2,632.66	Barb McKellar	2,367.86	Cindy Levesque	2,125.90
Harpreet Dhalwal	5,345.60	Giovanna Russo	3,720.23	Mary Davies	2,907.88	Gladys MacIntyre	2,631.35	Angela Dean	2,333.62	Christine Ransom	2,102.79
Nathalie Delisle	5,340.96	Jacqueline Cullen	3,539.44	Karen Hollingworth	2,866.40	Teresita Abad	2,628.50	Claudine Pouliot	2,317.03	Lorrie Henke	2,096.20
Yasmin Manamperi	5,077.68	Joy Nicavera	3,490.07	Donna Matthews	2,846.99	Pat Monforton	2,578.30	Guylaine Comeau	2,306.02	Johanne Girard	2,091.84
Guylaine Dufour	4,856.18	Tamara Swatske	3,458.91	Teresa Ho	2,827.79	Janice Appleby	2,576.18	Elaine Scotte	2,280.31	Giselle Marmus	2,077.54
Fiona Corby	4,687.03	Cathie Chapman	3,366.26	Frances Fletcher	2,822.82	Peggy Denomme	2,556.62	Kim Conaghan	2,266.33	Lucie Beauregard	2,067.48
Shannon Shaffer	4,671.26	Luba King	3,299.62	Karen Taylor	2,800.73	Kitty Babcock	2,552.47	Vaun Gramatovich	2,262.41	Marilyn Bodie	2,045.18
Joy Zaporozan	4,559.83	Shirley Peterson	3,269.01	Pam Behnke-Van Hoof	2,799.70	Pat Paul	2,530.33	Louise Desy	2,229.79	June Millar	2,039.55
Evelyn Ramanauskas	4,543.38	Donna Izen	3,266.83	Rita Samms	2,788.15	Susie Leakvold	2,497.88	Agnes Loshusan	2,211.33	Sherry Gilbert	2,038.16
Carol Heath	4,467.04	Joyce Bigelow	3,239.97	Shelley Haslett	2,782.98	Elaine Fry	2,446.31	Jennifer Levers	2,207.67	Alice Wong	2,037.76
Shelley Recoskie	4,340.95	Susan Bannister	3,225.69	Audrey Ehalt	2,757.47	Claribel Avery	2,432.85	Bonnie Vigue	2,203.87	Darlene Olsen	2,036.97
Mireille Morin	4,319.20	Lorraine McCabe	3,213.44	S. Reece-Robertson	2,754.55	Shirley Austin	2,432.32	Robin Courneya-Roblin	2,190.81	Jill Ashmore	2,014.80
Annie Gagnon	4,180.20	Louise Boulanger	3,140.53	Teresa Alomar-Story	2,741.62	Linda Feldman	2,430.04	Paulette Nimco	2,184.63	Ginette Desforges	2,011.31
Donna Melnychyn	4,054.16	Heather Cook	3,095.85	Beverly Dix	2,708.09	Gaylene Gillander	2,426.34	Judi Todd	2,167.65	Sharlene Bukurak	2,010.13
Rajinder Rai	4,008.58	Monica Noel	3,093.25	Susan Richardson	2,676.87	Judith Richardson	2,397.21	Janine Brisebois	2,153.74		

## Top Recruiting Units/Meilleurs groupes en recrutement

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

**Québec** – Giovanna Russo  
**Ontario** – Yasmin Manamperi  
**Québec** – Joy Nicavera  
**Saskatchewan** – Joyce Bigelow

**Ontario** – Kim Conaghan  
**Ontario** – Teresita Abad  
**Ontario** – Heather Cook  
**Alberta** – Donna Melnychyn

**Manitoba** – Angela Hargreaves  
**Québec** – Isabelle Perreault

## New Team Leaders/Nouveaux chefs d'équipe

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

ANNA BOCHENSKA  
Yasmin Manamperi  
IRENE CALAGUI  
Joy Nicavera

ANNETTE GARCIA  
Myria C Balicao  
KIM GRAFFI  
Maura Lucente

MARCY GRYWACHESKI  
Marina Mason  
MICHELE MIERZWA  
Mariola Herbasz

RHONDA RUSSELBURN  
Anne Austin  
LAURA SIMPSON  
Donna Lowry

COURTENAY SKAZLIC  
Luba King  
SHIRLEY YUNG  
Teresa Ho

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUTE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



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

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

MARIE-PIER BELAND  
Linda Moreau  
DAYNA CLARKE  
Sandy Campbell  
LYNDSAY CLARKE  
Michele Cutler

KASIE DOBBS  
Sarah Bardell  
TESSIE GUADILLA  
Teresita Abad  
SONYA HO  
Teresa Ho

ANJALI JENSEN  
Cathie Chapman  
KARINE LECLERC  
Nathalie Delisle  
STEPHANIE MALLAIS  
Susan Bannister

EMILIENNE MAMPUYA  
Josée D'Anjou  
LISA O'LEARY  
Lorraine Upwards  
EARLA OAKES  
Dalene Allen

SHELLEY ROSS  
Deanna Pease  
MARILYN SINCLAIR  
Luisa Rallo  
AMANDA WAGAR  
Lorrie Henke

JENNIFER WATSON  
Sharon Coburn  
BRENDA ZALESKI  
Linda Feldman

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

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

Gurmeet Dhaliwal  
Céline Fréchette

Patricia Lavoie  
Amoreena Murray

Grelife Mascarenhas  
Maribel Pilethiran

Fatima Raza

## 12% Club/Club 12 %

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

Donna Fidler	\$1,084.89	Dawn Rife	\$758.19	Gurmeet Dhaliwal	\$650.79	Sharon Coburn	\$592.77	Peggy Denomme	\$549.72	Kylie Wall	\$522.87
Joy Zaporozan	1,054.98	Lynne Pocock	720.27	Vaun Gramatovich	643.26	Robin Courneya-Roblin	579.75	Naomi Scott	541.92	Cathie Chapman	517.68
Liz Wodham	991.86	Jacqueline Cullen	714.84	Kristen McBride	630.60	Amanda Sikora	576.27	Chun Hui Spring Mo	535.29	Kyla Buhler	511.80
Lorraine McCabe	947.70	Claudine Pouliot	697.23	Alice Storey	625.68	Susan Placsko	575.67	Georgine Cook	534.90	Sonia Janelle	505.74
Evelyn Ramanaukas	892.08	Maribel Pilethiran	696.93	Fran Sorobey	609.78	Amoreena Murray	566.64	Aquilina Mendoza	533.85	Louise Boulanger	505.29
Julie Defehr	786.06	Pam Behnke-Van Hoof	686.25	Fatima Raza	608.67	Sharon Lee Carlson	559.56	Reina Heras	529.74	Wanda Groenewegen	504.06
Fiona Corby	780.45	Monica Noel	679.47	Grelife Mascarenhas	606.45	Guyline Dufour	559.05	Kuljit Dhaliwal	528.03	Georgie Anderson	502.92
Joyce Bigelow	768.93	Jenny-Leanne Dorey	670.14	Teresita Abad	594.30	Gladys MacIntyre	553.83	Hoda Karach	526.89		
Carol Heath	763.65	Kareen Villeneuve	656.94	Susie Leakvold	593.13	Cheryl Neuman	552.93	Bev Harris	525.84		

## 8% Club/Club 8 %

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

Patricia Lavoie	\$561.14	Johanna Tobin	\$371.22	Joy McConnell	\$336.64	Kimberley Roberts	\$306.90	Agnes Loshusan	\$282.50	Martine Richard	\$265.20
Angela Hargreaves	420.16	Sharon Wolthers	367.62	Bonnie Vigue	334.56	Karen Shapka	306.60	Dierdre McKay	278.46	Veronica Spanton	264.32
Marie-Josée Bourdages	413.10	Becky Lawrence	356.44	Leah Oldfield	332.86	Sandly Senat	306.30	Sonia Dumas	274.48	Louise Desy	257.46
Teresa Da Silva-Avila	391.86	Patti Jeske	342.30	Tamara Swatske	330.22	Carolyn Hamelin	292.02	Elaine Scotte	270.78	Rebecca Irving	256.12
Julie Bisson	377.82	Stéphanie Grenier	336.64	Céline Fréchette	329.34	E. Yalung-Moulard	284.72	Leanne Chamberlain	269.86		

## 4% Club/Club 4 %

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

Anjali Jensen	\$171.70	Susan Vachon	\$141.27	Kassandra Walker	\$103.04	Jessica Weiss	\$96.01	Ashley Krause	\$84.27	Diane Petit	\$80.23
Kaitlyn Shumilak	168.00	Brenda Zaleski	131.52	Claire Dazé	100.79	Laurie Stevenson	93.50	Emilie Patoine	84.07	Laurie Brooks	77.34
Isabelle Doré	144.66	Karen Pellatt	120.67	Susanne Goosney	97.19	Jacinthe Leclerc	90.49	Nancy Morin	83.32	Gloria Sanchez	76.70
Pamela Dmytriw	144.57	Janet Boehmer	120.00	Lisa Gordon	96.92	Carole Bisailon	89.80	Tammy Arseneau	82.53	Jennifer Hayden	75.99
Kerry Coleman	144.13	Diane Cormier	120.00	Ericka Acosta	96.24	Martha Trujillo	88.07	France Larouche	80.79		
Mélanie Pelletier	144.07	Amanda Wagar	107.04	Kamaljit Gill	96.23	Mary Lou McMillan	85.37	Melissa Segura	80.60		

## Gold Medal/Médailles d'or

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

LOUISA HODDINOTT  
Director/Directrice  
DEB PRYCHIDNY  
Director/Directrice

NICOLE PASACRETA  
Maura Lucente  
DAWN RIFE  
Donna Melnychyn

SHIREEN SPENCER  
Heather Cook  
DAYNA CLARKE  
Sandy Campbell

NATALIE DEMERS  
Kim Conaghan  
LUZMI GIL  
Giovanna Russo

MARIBEL PILETHIRAN  
Yasmin Manamperi  
NANCY RAMAS  
Joyce Bigelow

KAREEN VILLENEUVE  
Isabelle Perreault

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Silver Medal/Médailles d'argent

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

YASMIN MANAMPERI  
Director/Directrice  
MYRIA C BALICAO  
Director/Directrice

SUSIE LEAKVOLD  
Director/Directrice  
KRISTEN MCBRIDE  
Sarah Reece-Robertson

TERESITA ABAD  
Director/Directrice  
MIRIAM CHAVARRIA  
Giovanna Russo

IRENE CALAGUI  
Joy Nicavera  
TESSIE GUADILLA  
Teresita Abad

PATRICIA LAVOIE  
Guylaine Dufour  
AMANDA SIKORA  
Angela Hargreaves

COURTENAY SKAZLIC  
Luba King  
CRYSTAL ZACHARUK  
Leila Holzworth

## Bronze Medal/Médailles de bronze

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

EVELYN RAMANAUSKAS  
Director/Directrice  
CHRISTINE RANSOM  
Director/Directrice  
REINA HERAS  
Director/Directrice  
HARPREET DHALIWAL  
Director/Directrice  
ELAINE MAELAND  
Director/Directrice

RANDHIR SINGH  
Director/Directrice  
SUE MCELHANNEY  
Director/Directrice  
JOY NICAVERA  
Director/Directrice  
JOY ZAPOROZAN  
Director/Directrice  
ANGELA HARGREAVES  
Director/Directrice

LEAH OLDFIELD  
Sandy Campbell  
ELIZABETH TOKARIUK  
Sylvianne Greenwood-Plante  
TERESA DA SILVA-AVILA  
Shelley Recoskie  
GURMEET DHALIWAL  
Harpreet Dhaliwal  
DIANA HISCOCK  
Director/Directrice

CANDICE LOEPPKY  
Giselle Marmus  
GRELIFE MASCARENHAS  
Florame Tanian  
LYNNE POCOCCO  
Kitty Babcock  
CAROLINE SIMARD  
Director/Directrice  
WHISELL CAROLINE  
Janelle Desjardins

ALEXIS ELKJER  
Gail Adamson  
MAGIELYN GUILING  
Joy Nicavera  
HODA KARAKACH  
Director/Directrice  
QUIE LIANG  
Chun Hui Spring Mo  
KELLY MAYDINIUK  
Joy Zaporozan

NANCY NORMANDIN  
Isabelle Perreault  
JENNIFER SLAY  
Frances Fletcher

## Provincial Sales Queens/Reines des ventes provinciales

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

**Alberta** – Shivanne Vienneau

**British Columbia/Colombie-Britannique** – Harparveen Aujla

**Manitoba** – Francine Laurin

**New Brunswick/Nouveau-Brunswick** – Esther Gallop

**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Verna Applin

**Nova Scotia/Nouvelle-Écosse** – Kelly Thompson

**Nunavut** – Melina MacDonald

**Northwest Territories/Territoires du Nord-Ouest** – Pat Suchland

**Ontario** – Deanna Blue

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

**Québec** – Chantale Morasse

**Saskatchewan** – Kimberly Flannery

**Yukon** – Rae Mombourquette

## Stars Consultants on the Ladder of Success/Conseillères étoiles sur l'Échelle du succès

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

Shivonne Vienneau	\$6,506.75	<b>\$4,800</b>	Harparveen Aujla	\$3,813.50	Chantale Morasse	\$3,604.25	<b>\$3,600</b>		
Deanna Blue	5,439.75	Tammy Nadeau	\$4,808.75	Debra Penner	3,689.25	Kimberly Flannery	3,603.25	Darlene Halsey	\$3,600.00
Cassandra Lay	5,039.00	Francine Laurin	4,200.00	Lorna Hosker	3,629.25	Priscilla Brassard	3,601.75		

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

Michele Thomson	\$3,303.25	Brandy Granville	\$2,576.00	Vaun Gramatovich	\$2,257.50	Audrey Trach	\$1,950.00	Maritza Ortiz	\$1,810.50	Amy McCumber	\$1,801.50
Esther Gallop	3,221.00	Elsie Yalung	2,552.75	Lauretta Gorman	2,189.75	Tammy Lavoy	1,947.00	Nathalie Decoste	1,810.00	Valérie Dupont	1,801.25
Ellen Whiting	3,124.50	Rachel Duchesne	2,498.50	Rita White	2,186.50	Jennifer Norris	1,935.25	Lorraine Piotrowski	1,809.50	Helen Galindo	1,801.25
Sandra Korte	3,067.25	Chantal Beaulieu	2,488.75	Paymaneh Varahram	2,184.00	Marie York	1,933.50	Kimberly Arbeau	1,808.75	Dawna Gordon	1,801.25
Kathie McGann	3,042.50	Anne-Marie Bellemare	2,474.75	Danielle Bourgault	2,167.25	Carol Heath	1,923.25	Marilyn Gagnon	1,808.50	Charlotte Larkin	1,801.25
Jennifer Cameron	3,024.75	Claudette Shorts	2,437.00	Shireen Spencer	2,136.00	Barbara Torres	1,917.50	Annie Martel	1,808.00	Marie Provost	1,801.25
Melanie Ives	3,016.75	Jaklin Soltaninejad	2,435.25	Marcia Amor	2,135.50	Carol Adams	1,903.25	I. Richard-Dansereau	1,807.50	Elena Schwarz	1,801.25
Melanie Garceau	3,007.25	Connie Tamagi	2,429.75	Ruth Breitner	2,134.25	Marie-Eve Michaud	1,901.75	Kathy Cartagenesi	1,806.75	Rebecca Watton	1,801.25
Jeanine Yaciw	3,001.00	Ryanna Evans	2,419.00	S. Sandy Houlgrave	2,111.25	Kimberly Erskine	1,899.75	Ashley Reidle	1,806.75	Robina Akhtar	1,801.00
Brittany Kinder	3,000.50	Cassandra Cotter	2,406.00	Susan Dart	2,108.00	Roann Murray	1,889.75	Ashley Greschner	1,806.50	Leah Jones	1,800.75
Marsha MacMurchy	3,000.25	Kerri Chambers	2,402.50	Mary-Lou Hill	2,090.25	Christine Morin	1,875.00	Marilyn Kaye	1,806.00	Laurie Madden	1,800.75
Courtenay Skazlic	3,000.25	Tiffany Lachartre	2,402.50	Marie Monte	2,086.25	Maryse Chabot	1,873.25	Kathy Handzuik	1,806.00	Rosario Giardina	1,800.50
Marie Underwood	3,000.25	Maryse Aube	2,401.50	Jeri Pearce	2,067.00	Gail Baker	1,851.50	Miao Liang	1,805.25	Cynthia Lawless	1,800.50
<b>\$3,000</b>		Stephanie Gellinas	2,401.50	Nice Hartwell	2,066.75	Annie Gaudreault	1,849.50	Karine Martin	1,804.50	Rachel Martel	1,800.50
Michelle Caskie	3,000.00	Jessica Weiler	2,401.25	Kelly Thompson	2,063.25	Jocelyne Stiverne	1,844.75	Meghan Steeves	1,804.50	Mary-Rose Robbins	1,800.50
Lisa Leblanc	3,000.00	Genevieve Matte	2,400.50	Alice Hebert	2,061.75	Marcelyn Querino	1,839.00	Marinela MacAlima	1,804.00	Lee Chua	1,800.25
Melany La France	3,000.00	Breanne Christensen	2,400.25	Johanna Tobin	2,055.25	Elizabeth Melendez	1,837.75	Pam Hill	1,803.50	Suman Gill	1,800.25
Diane Maltais	3,000.00	Karen Hunter	2,400.25	Shannon Cameron	2,037.00	Sonia Demers	1,824.75	Daniela LeBlanc	1,803.50	Markeeta Juhanak	1,800.25
Lorraine Scott	2,969.75	Ivy Shih	2,400.25	Debi Kanerva	2,036.00	M. Chouinard-Laplante	1,821.25	Lindsay Meek	1,803.50	<b>\$1,800</b>	
Cherie Hydzyk	2,954.00	<b>\$2,400</b>		Cate Whitsitt	2,009.00	Vivian Kleemair	1,820.50	Marika M Huot	1,803.25	Janet Capello	1,800.00
Sonya Martens	2,900.25	Jessica Munchrath	2,400.00	Gloria Fitt	2,001.00	Valérie Carrière	1,819.25	Ummehani Husain	1,802.75	Debra Mastromattei	1,800.00
Caroline Rosetti	2,795.50	Lis Olson	2,400.00	Lisa-Marie Massey	2,000.00	Jenna Corcoran	1,817.75	Sophie-Eve Caron	1,802.00	Chantal Rivard	1,800.00
Brenda Ackerland	2,638.25	Heather St Denys	2,400.00	Dianna Savenye	2,000.00	Marie Maher	1,815.75	Céline Leloup	1,802.00	Lovely Sabado	1,800.00
Shannon Cesar	2,617.00	Rosa Ruiz-Lorenzo	2,379.00	Elizabeth Tokariuk	2,000.00	Monica Noel	1,815.50	Laurie Stapley	1,802.00	Julie Thiffault	1,800.00
Donna Dodds	2,615.00	Carol Rennehan	2,302.25	Susan Niedenthal	1,967.50	Dawn Cox	1,815.25	Veronica Veliz	1,802.00	David Vollet	1,800.00
Larissa Surprenant	2,583.75	Mimose Constant	2,273.00	Maryellen Landrigan	1,962.75	Marie Verville	1,813.00	Katreena Soriano	1,801.75		

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



# august 2010 recognition reconnaissances d'août 2010

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

## Top 5 NSD Year-To-Date Commissions/Commissions des 10 meilleures DNV à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of August 31<sup>st</sup>, 2010. Includes all first-, second-, third-line and first-line bonus, and global commissions/NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 31 août 2010 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Renée Daras



Brenda Summach



Doreen Burggraf



Heather Armstrong

## On-Target Inner/Diamond/Gold Circle

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

### On-Target for Gold Circle

Angie Stoker	\$26,594.75
Renée Daras	22,983.16

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

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

Angie Stoker	\$15,117.00	Renée Daras	\$13,188.00	Brenda Summach	\$10,121.00
--------------	-------------	-------------	-------------	----------------	-------------

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of August 31<sup>st</sup>, 2010. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 31 août 2010. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker	\$1,049,318.50	Brenda Summach	\$576,214.11	Elena Sarmago	\$446,659.06	Gail Adamson	\$376,620.00	Dalene Allen	\$340,325.66
H. Armstrong	759,571.30	Doreen Burggraf	447,778.60	Gloria Boyne	390,693.73	Darlene Ryan-Rieux	375,276.00	Susanne Felker	306,845.50

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Triple Crown and Honor Society Achiever/Championne Triple couronne et Société d'honneur

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

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



**Julie Allard** (Drummondville, QC)  
**National Area/Famille nationale:** Angie Stoker  
**Debut/Débuts:** September/Septembre 2009

## Dean's List Achiever/ Liste des meilleures performances

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



**Rhoda Burton** (Massey Drive, NL)  
**National Area/Famille nationale:** Philomena Warren  
**Debut/Débuts:** July/Juillet 2009

## Fabulous 50s Achiever Championne Fabuleux 50

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



**Teresita Abad** (Toronto, ON)  
**National Area/Famille nationale:** Elena Sarmago  
**Debut/Débuts:** March/Mars 2010

## On The Move Achievers/Championnes En marche!

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

Diana Hiscok

Karen McManus

Florame Tanian

## Scoreboard/Tableau des résultats

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

Angela Hargreaves	\$48,983.85	Shelley Recoskie	\$30,948.35	Danielle Thériault	\$28,837.35	Wanda Groenewegen	\$26,081.35	Janice Appleby	\$23,642.35	Joyce Bigelow	\$20,985.85
Fiona Corby	47,102.85	Liz Wodham	30,806.85	Frances Fletcher	28,049.35	Tammy Enns	25,595.00	Lorraine McCabe	22,955.35	Nancy Normandin	20,787.35
France Grenier	46,501.85	Josianne Boily	30,529.35	Shirley Peterson	27,614.35	Elizabeth Farris	25,409.35	Rajinder Rai	22,253.35	Jill Ashmore	20,445.85
Mireille Morin	40,976.35	Susan Bannister	30,503.35	Joy Zaporozan	27,407.35	Agnes Loshusan	25,273.85	Claribel Avery	22,157.85	Mary Davies	20,354.85
Nathalie Delisle	40,471.85	Harpreet Dhaliwal	30,420.35	Tamara Swatske	27,191.85	Lorrie Henke	24,378.85	Marilyn Clark	22,084.85	Susie Leakvold	20,318.35
Yasmin Manamperi	38,081.85	Carol Heath	30,146.35	Guylaine Dufour	27,095.35	Kathy Whitley	24,315.35	Josée D'Anjou	21,945.85	Louisa Hoddinott	20,101.85
Giovanna Russo	33,003.35	Joy Nicavera	30,010.85	Chun Hui Spring Mo	27,074.35	Shannon Cameron	24,285.85	Guylaine Comeau	21,851.00	Rose Hayden	20,092.35
Evelyn Ramanauskas	32,161.85	Sharon Coburn	30,001.35	Shannon Shaffer	26,863.35	Elaine Scotte	24,214.85	Rita Samms	21,603.85	Peggy Denomme	20,043.85
Heather Cook	30,956.35	Glenda Laberge	29,773.85	Shirley Fequet	26,274.85	S. Greenwood-Plante	24,073.85	Nicole Bellemare	21,196.50	Judi Todd	20,002.35

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

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

Mireille Morin	\$7,507.98	Yasmin Manamperi	\$5,290.94	Josée D'Anjou	\$4,514.54	Giovanna Russo	\$4,045.22	Josianne Boily	\$3,785.58	Tamara Swatske	\$3,681.17
Angela Hargreaves	6,247.33	Nathalie Delisle	5,143.90	Sharon Coburn	4,475.25	Joy Nicavera	3,950.71	Claribel Avery	3,764.95	Shannon Shaffer	3,674.86
Fiona Corby	5,861.69	Harpreet Dhaliwal	4,836.79	Evelyn Ramanauskas	4,355.07	Rajinder Rai	3,864.92	Shirley Fequet	3,740.41	Liz Wodham	3,637.65
France Grenier	5,622.62	Donna Melnychyn	4,668.98	Shelley Recoskie	4,204.94	Glenda Laberge	3,835.30	Elizabeth Farris	3,710.68	Elaine Scotte	3,580.18

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



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

Danielle Thériault	\$3,574.43	Louisa Hoddinott	\$2,975.73	Louise Fortin	\$2,649.81	R. Courneya-Roblin	\$2,327.92	Donna Izen	\$2,158.98	Kim Shankel	\$2,074.74
Chun Hui Spring Mo	3,559.83	Lorraine McCabe	2,927.30	Janice Appleby	2,641.30	Beverley Dix	2,326.80	Sonia Janelle	2,158.13	Kathy Handzuik	2,073.92
Heather Cook	3,512.16	Nicole Bellemare	2,914.63	Pauline Richardson	2,615.88	Judi Todd	2,325.19	Pat Paul	2,155.47	Diane Poulin	2,070.19
Susan Bannister	3,482.72	Mary Davies	2,841.68	Kyla Buhler	2,547.86	Shelley Haslett	2,319.63	Louiselle Duchesne	2,154.39	Kitty Babcock	2,062.14
Carol Heath	3,459.51	Donna Matthews	2,806.65	Marilyn Clark	2,535.52	Gaylene Gillander	2,315.13	Shivonne Vienneau	2,152.31	Ada Cheng	2,023.22
Shirley Peterson	3,442.74	Lorrie Henke	2,784.63	Jennifer Levers	2,521.59	Rose Hayden	2,306.00	Karen McManus	2,151.53	Louise Désy	2,021.02
Guyline Dufour	3,414.71	Marilyn Bodie	2,784.52	Gladys MacIntyre	2,464.47	Peggy Denomme	2,302.85	Pat Monforton	2,150.40	Donna Witt	2,019.51
Joy Zaporozan	3,381.48	Kathy Whitley	2,780.50	Florame Tanian	2,437.68	Audrey Ehalt	2,282.67	Jacqueline Cullen	2,127.91	Joyce Goff	2,018.37
Tammy Enns	3,363.68	Susie Leakvold	2,730.69	Rita Samms	2,404.25	Lucie Beauregard	2,273.82	Karen Perry	2,122.47	P. Bessant Kanderka	2,011.10
Agnes Loshusan	3,354.47	Joyce Bigelow	2,701.43	Christine Ransom	2,397.88	Ginette Desforges	2,257.80	Carol Hoyland-Olsen	2,114.07	Karen Hollingworth	2,000.23
Frances Fletcher	3,223.21	Guyline Comeau	2,678.93	Julie Ricard	2,367.74	Luba King	2,201.23	Debbie Parsons	2,106.03		
Wanda Groenewegen	3,180.84	Deb Prychidny	2,664.32	Darlene Olsen	2,350.74	Sarah Reece-Robertson	2,191.44	Vaun Gramatovich	2,105.48		
S. Greenwood-Plante	3,064.80	Helen Lupena	2,664.29	Susan Richardson	2,346.74	Jane Arsenault	2,186.82	Maureen Corrigan	2,104.57		
Shannon Cameron	3,006.89	Teresita Abad	2,652.91	Jill Ashmore	2,345.95	Pam Behnke-Van Hoof	2,177.93	Gina Hormann	2,087.70		
Karen Taylor	3,006.01	Nancy Normandin	2,651.18	Teresa Ho	2,328.36	Louise Boulanger	2,161.85	Elaine Fry	2,075.25		

## Top Recruiting Units/Meilleurs groupes en recrutement

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

**Ontario** – Chun Hui Spring Mo  
**Québec** – Julie Allard  
**Ontario** – Fiona Corby  
**Alberta** – Glenda Laberge

**British Columbia/Colombie-Britannique** – Joy Zaporozan  
**Québec** – Giovanna Russo  
**Alberta** – Kyla Buhler  
**Alberta** – Tammy Enns

**Ontario** – Yasmin Manamperi  
**Ontario** – Florame Tanian

## New Team Leaders/Nouveaux chefs d'équipe

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

LILIANE DAVID  
Sylvie Beaucage  
DONNA FEENEY  
Rhoda Burton

TIAN GENG  
Chun Hui Spring Mo  
DEBRA LINDSKOOG  
Sharon Lee Carlson

SHARON OUELLETTE  
Pauline Richardson  
GE QU  
Chun Hui Spring Mo

NANCY RAMAS  
Joyce Bigelow

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

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

NENITA ABUAN  
Celsa Pasmio  
ADRIANA BAEZ VARGAS  
Pauline Richardson  
MARIE-EVE BÉLANGER  
Rose Hayden  
PATRICIA BLAIS  
Linda Moreau

KAREN CHARLTON  
Debra Brown  
LINDA DIONNE  
Josée D'Anjou  
BECK DUTCYVICH  
Susie Leakvold  
AMY GRINDALL  
Jenny-Leanne Dorey

CANDI JERONIMO  
Heather Cook  
ASHLEY KRAUSE  
Michelle Goetz  
MARIE-PIER LATOUR  
Julie Ricard  
QIJIE LIANG  
Chun Hui Spring Mo

CANDICE MAYO  
Barbara Bond  
MELISSA SUMMACH-SAWYER  
Brenda Summach - Nsd  
CAROL THOMPSON  
Amoreena Murray  
LEAH VAN SLYKE  
Luba King

MARLENE VANDRESAR  
Sandra Korte  
EFE VENCE  
Jennifer Levers  
CHARMAINE WISE  
Josianne Boily  
YANG YANG  
Chun Hui Spring Mo

CRYSTAL ZACHARUK  
Leila Holzworth

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

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

Kylie Wall

## 12% Club/Club 12 %

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

Heather St-Denys	\$1,441.08	Elizabeth Tokariuk	\$984.78	Kathy Whitley	\$769.20	France Grenier	\$701.76	Chun Hui Spring Mo	\$666.48	Louisa Hoddinott	\$609.57
Liz Wodham	1,311.80	Shirley Fequet	888.25	Tannas Ross	769.20	Shannon Shaffer	691.35	Claudine Pouliot	662.67	Pamela Bessant Kanderka	608.12
Shannon Cameron	1,290.17	Agnes Loshusan	845.39	Kyla Buhler	745.03	Elaine Sicotte	688.42	Josianne Boily	658.32	Sharon Lee Carlson	604.58
Shelley Recoskie	1,214.06	Nicole Bellemare	797.66	Gina Hormann	734.10	Ada Cheng	680.94	Kareen Villeneuve	629.55	Lorraine McCabe	602.66
Dianna Savenye	1,199.70	Lorrie Henke	791.46	Claribel Avery	726.76	Kitty Babcock	675.43	Randhir Singh	629.27	Joyce Bigelow	601.58
Evelyn Ramanauskas	1,093.35	Fiona Corby	780.45	Sonia Janelle	705.75	Susan Richardson	673.00	Susie Leakvold	625.92	Nancy Bonenfant	599.88

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## 12% Club (continued)/Club 12 % (suite)

Carol Heath	\$596.16	Gloria Fitt	\$583.26	Lucie Beauregard	\$552.14	Rechie Diaz	\$542.07	Lorraine Upwards	\$530.09	Audrey Ehalt	\$502.01
Christine Ransom	591.69	Harpreet Dhaliwal	578.96	Julie Defehr	549.87	Grelife Mascarenhas	540.42	Tracey Douglas	528.63	Kim Shankel	501.93
Mary-Lou Hill	591.15	Sue McElhanney	573.75	Colleen Hendrickson	549.30	Shireen Spencer	534.84	Kylie Wall	527.43	Johanna Tobin	501.13
Sharon Coburn	589.82	Maribel Pilethiran	562.74	Rajinder Rai	547.54	Cheryl Neuman	534.15	Darlene Olsen	512.42	Frances Fletcher	500.97
Gladys MacIntyre	589.15	Pam Hill	556.38	Joy Zaporozan	547.41	Carol Adams	530.72	Louise Fortin	507.53		

## 8% Club/Club 8 %

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

Angela Hargreaves	\$728.77	Nancy Normandin	\$419.68	Heather Hewitt	\$315.70	Mary Davies	\$278.42	Carmen Escobar	\$256.34	Isabelle Parent	\$250.76
Donna L. Fidler	622.59	Pam Alimanz	396.08	Amanda Sikora	293.48	Shauna Cater	263.78	Debi Kanerva	256.34		
Patricia Lavioie	511.46	Donna Feeney	368.80	Margo Robinson-Faller	286.60	Jennifer Levers	259.47	Sophie Audet	251.79		
Miriam Chavarria	457.94	Judi Todd	336.88	Robyn Bender	282.96	Kareena Felker	257.18	Giovanna Russo	251.56		

## 4% Club/Club 4 %

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

Gena Mallory	\$170.76	Marie-Ève Bélanger	\$126.14	Lyne Gagnon	\$104.39	Silvia Pencak	\$95.50	Mercy Kwawu	\$78.65	Sophie Marchand	\$75.38
Edith Domingo	145.27	Christanti Arinda	120.95	Leah Van Slyke	97.78	Maria Anokhina	93.48	Laura Sanborg	78.64		
Karine Leclerc	145.27	Anita Decliff	120.92	Magielyn Guiling	96.36	Diane Petit	90.71	Elisa Fantillo	78.46		
Janelle Oshowy	145.04	Amanda Brophy-Fowler	120.36	Joyce Pengelly	96.27	Renée Michaud	85.90	Therese Charest	76.88		
Xiomara Gonzalez	144.47	Jacquelyn Patriquin	120.33	Heather Cuff	96.03	Manon Carlos	84.45	Shirley Johnston	76.73		
Keeley Saunders	144.12	Maha Chebaro Raydan	118.92	Marilyn Hicken	96.00	Marie-Pier Latour	82.23	Annie Robert	76.51		
Cindy Molina	144.04	Charmaine Wise	104.41	Marilyn Sinclair	95.94	Mylene Roy	79.56	Yang Yang	76.20		

## Gold Medal/Médailles d'or

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

SHELLEY RECOSKIE <i>Director/Directrice</i>	JULIE ALLARD <i>Director/Directrice</i>	DIANNA SAVENYE Tammy Enns	VERONICA DUNCAN Kyla Buhler	DARCI PALMER Laurie Schuster Sydor	LEAH VAN SLYKE Luba King
ANGIE FEDORCHUK <i>Director/Directrice</i>	PAM ALIMANZI Kimberley Fehlauer	HEATHER ST-DENYS Glenda Laberge	TIAN GENG Chun Hui Spring Mo	GE QU Chun Hui Spring Mo	

## Silver Medal/Médailles d'argent

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

ROBIN COURNEYA-ROBLIN <i>Director/Directrice</i>	NICOLE BELLEMARE <i>Director/Directrice</i>	JULIE DEFETR Joy Zaporozan	KAREEN VILLENEUVE Nancy Normandin	SYLVIE RIEUX <i>Director/Directrice</i>
DEB PRYCHIDNY <i>Director/Directrice</i>	KELLY THOMAS-PETROFF <i>Director/Directrice</i>	LUZMI GIL Giovanna Russo	NANCY BONENFANT Danielle Thériault	YANG YANG Chun Hui Spring Mo

## Bronze Medal/Médailles de bronze

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

EVELYN RAMANAUSKAS <i>Director/Directrice</i>	RANDHIR SINGH <i>Director/Directrice</i>	AMY KLASSEN <i>Director/Directrice</i>	ADA CHENG <i>Director/Directrice</i>	NENITA ABUAN Celsa Pasmio	FLORAME TANIAN <i>Director/Directrice</i>
CHRISTINE RANSOM <i>Director/Directrice</i>	DEANNA PEASE <i>Director/Directrice</i>	CHUN HUI SPRING MO <i>Director/Directrice</i>	KULJIT DHALIWAL Rajinder Rai	IRENE CALAGUI Joy Nicavera	LINDSAY THOMPSON Joy Zaporozan
KYLA BUHLER <i>Director/Directrice</i>	YOLÈNE GAY <i>Director/Directrice</i>	LUISA RALLO <i>Director/Directrice</i>	KATHY GODFREY <i>Director/Directrice</i>	DONNA FEENEY Rhoda Burton	WILMA WARAICH Celsa Pasmio
FERNANDA SILVA <i>Director/Directrice</i>	HILDA HISCOCK <i>Director/Directrice</i>	KYLIE WALL Diana Hiscock	ELIZABETH TOKARIUK Sylvianne Greenwood-Plante	MARLA HOWELLS Amoreena Murray	
MANDEEP BAMBRAH <i>Director/Directrice</i>	JOANNE LAM <i>Director/Directrice</i>	TERESITA ABAD <i>Director/Directrice</i>	JAMIE LAMPING Joyce Bigelow	ABBIE MATTINSON Debbie Mattinson	
SONIA JANELLE <i>Director/Directrice</i>	DEBBIE BOMBEN <i>Director/Directrice</i>	CAROL ADAMS <i>Director/Directrice</i>	JULIE THÉROUX Julie Allard	TAMMY-LEE MCLAUGHLIN Debbie McLaughlin	

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



## Provincial Sales Queens/Reines des ventes provinciales

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

**Alberta** – Shivonne Vienneau

**British Columbia/Colombie-Britannique** – Sierra Stevens

**Manitoba** – Linda Giesbrecht

**New Brunswick/Nouveau-Brunswick** – Esther Gallop

**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Claudette Laing

**Nova Scotia/Nouvelle-Écosse** – Amarea Greenlaw

**Nunavut** – Brenda Eckalook

**Northwest Territories/Territoires du Nord-Ouest** – Danielle Normandin

**Ontario** – Lynne Pocock

**Prince Edward Island/Île-du-Prince-Édouard** – Barbara Sinden

**Québec** – Rachel Bertrand

**Saskatchewan** – Nancy McEwen

**Yukon** – Sarah Johnston

## Stars Consultants on the Ladder of Success/Conseillères étoiles sur l'Échelle du succès

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

Shivonne Vienneau	\$6,502.93	Esther Gallop	\$4,018.93	Victoria Sagarino	\$3,669.75	Rachel Bertrand	\$3,616.50	Sierra Stevens	\$3,603.00
<b>\$4,800</b>		Nancy McEwen	3,850.18	Lynsey Ible	3,659.25	Mariela Sablon	3,611.75	Laura Zaldana	3,601.00
Lynne Pocock	4,481.18	Deanna Blue	3,829.50	Cindy Fulton	3,639.50	Carolyn Dwyer	3,604.00	<b>\$3,600</b>	
Cassandra Lay	4,459.93	Louise Ann Brunet	3,688.68	Renee Oshowy	3,626.00	Brett Lindquist	3,604.00	Hazel Peers	3,600.00

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

Jan Irwin	\$3,580.18	Elaine Braconnier	\$2,525.50	Amanda Rempel	\$2,119.00	Edith Rajna	\$1,881.75	Renee Menard	\$1,810.50	Michelle Becker	\$1,801.00
Amarea Greenlaw	3,033.75	Kitty Babcock	2,502.93	Loubna Ibnouzhahir	2,104.00	Doreen Adair	1,871.18	Whissell Caroline	1,809.75	Huguette Cusson	1,801.00
Tina Bergeron	3,023.75	Ryanna Evans	2,479.50	Loreen Gummeson	2,102.50	Isabelle Parent	1,867.00	Carmelita Osorio	1,809.50	Michelle Fournier	1,801.00
Fabiola Salndjoukou	3,023.00	Kasey Kipien	2,444.00	Deborah Brown	2,063.93	Johanne Girard	1,861.93	Halima Abukar	1,807.50	Melissa Gauer	1,801.00
Claudette Laing	3,009.00	Jeanette Spearing	2,428.00	Debi Kanerva	2,046.68	Kayleen Ebens	1,849.00	Marilyne Proulx	1,807.25	Ashley Gallant	1,801.00
Dollina MacMillan	3,008.25	Mylene Reyes	2,409.00	Gloria Bahamondes	2,045.75	Diane Welch	1,846.50	Paola Debernardi	1,807.00	Sheila Jenkins	1,801.00
Marni Middleton	3,007.25	Natasha Dynna	2,406.75	Carol Heath	2,043.68	Kathy Whitley	1,846.18	Hidalia Arita	1,806.00	Diane MacKay	1,801.00
Christine Trudel	3,004.25	Tanya Landreth	2,406.25	M. Summach-Sawyer	2,015.00	Laura Van Wart	1,841.00	Francisca Ekeanawa	1,806.00	Kimberly Roy	1,801.00
Deborah Hall	3,003.75	Debb Risha	2,404.75	Giselle Marmus	2,011.50	I. Hébert Lamoureux	1,837.75	Donna Ivey	1,805.75	Rajwinder Gill	1,800.93
Christine Billey	3,001.25	Maria Spoletini	2,402.00	Elizabeth Tokariuk	2,004.75	Parneet Chahal	1,836.00	Kuljit Chahal	1,805.50	Marilyn Gauthier	1,800.75
Johanne Forget	3,001.25	Kristie-Lee Leblond	2,400.75	Dianna Savenye	2,000.00	Gwen Hicks	1,830.00	Danielle Cockerill	1,805.50	Paymaneh Varahram	1,800.75
Cassandra Soloweyko	3,000.75	Ana Vera	2,400.75	Suzanne Proulx	1,989.00	Jackie Belsey	1,827.75	Gina Benitez-Vasquez	1,805.25	Charmaine Lacoursière	1,800.68
Miranda Coles	3,000.50	<b>\$2,400</b>		April Migneault	1,975.18	Sandra Dequier	1,823.75	Zennia Matthew	1,804.25	Anna Arabia	1,800.50
Annie Leclerc	3,000.50	Brenda Haughian	2,400.00	Jessica Morin	1,974.75	Dawn Jones	1,822.25	Sophie Lee	1,804.00	Britney McKinley	1,800.50
Janet Butler	3,000.25	Rebecca Tokaruk	2,400.00	Julie Blizman	1,968.50	Gladys Reyes	1,822.25	Nadine Ubene	1,804.00	Johanne St-Louis	1,800.50
<b>\$3,000</b>		Lisa McRorie	2,379.75	Leah Van Slyke	1,966.00	Melanie Desrochers	1,820.25	Marta Holden	1,803.75	Yanfeng Chen	1,800.25
Nicole Pharand	2,932.93	Karen Inkel	2,369.00	Amy Shang	1,961.43	Karen Syrnnyk	1,820.00	Melissa Bertrand	1,802.75	Parvin Shafiee	1,800.25
Lauretta Gorman	2,809.18	Sheri Gray	2,367.75	Jessica Obregon	1,944.00	Dorothy Osadczuk	1,819.68	Alyssa Shirley	1,802.75	<b>\$1,800</b>	
Carol Henry	2,668.18	Anik Seguin	2,321.68	Nino Bokuchava	1,934.25	Shannon Reschke	1,816.00	Mylène Fournier	1,802.25	G. Bourdeau-Tetreault	1,800.00
Genevieve Matte	2,658.25	Vaun Gramatovich	2,316.75	Debbie Johnston	1,924.93	Linda Giguere	1,815.50	Melissa Vincelette	1,802.25	Irene Calagui	1,800.00
Sharon Korol	2,638.68	Helena Bourgeois	2,302.50	Lindsay Livadney	1,910.50	Patricia Springborn	1,813.75	Tricia Burton	1,801.25	Shelly McKusky	1,800.00
Nathalie Bisailon	2,621.68	Heather Loshack	2,258.93	Amanda Smillie	1,907.00	Shany Boivin	1,812.00	Kristel Biletski	1,801.25	Sharon Shafiee	1,800.00
France Lapalme	2,609.75	Linda Giesbrecht	2,186.68	Rita White	1,889.43	Liliana Hernandez	1,811.00	Christine Davidson	1,801.25	Moralba Taylor	1,800.00
Gloria Leakvold	2,529.50	Sarah Ropson	2,120.00	Melissa BÉlanger	1,884.50	Cécile Gendron	1,810.75	Leah Orvis	1,801.25	Nicole Walters	1,800.00

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

# september 2010 recognition reconnaissances de septembre 2010

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

## Top 5 NSD Year-To-Date Commissions/Commissions des 10 meilleures DNV à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of August 31<sup>st</sup>, 2010. Includes all first-, second-, third-line and first-line bonus, and global commissions/NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 31 août 2010 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Renée Daras



Brenda Summach



Doreen Burggraf



Elena Sarmago

## On-Target Inner/Diamond/Gold Circle

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

### On-Target for Diamond Circle

Angie Stoker \$52,447.81

### On-Target for Gold Circle

Renée Daras \$39,528.69  
Brenda Summach 37,083.07

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of September 30<sup>th</sup>, 2010. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 30 septembre 2010. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker	\$1,049,318.50	Brenda Summach	\$576,214.11	Elena Sarmago	\$446,659.06	Gail Adamson	\$376,620.00	Dalene Allen	\$340,325.66
Heather Armstrong	759,571.30	Doreen Burggraf	447,778.60	Gloria Boyne	390,693.73	Darlene Ryan-Rieux	375,276.00	Susanne Felker	306,845.50

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

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

Angie Stoker	\$29,143.00	Elena Sarmago	\$18,041.00	Darlene Ryan-Rieux	\$13,275.00	Gail Adamson	\$11,440.00	Bernice Boe-Malin	\$10,173.00
Brenda Summach	19,833.00	Doreen Burggraf	16,768.00	Dalene Allen	12,453.00	Janice Connell	11,394.00		
Renée Daras	18,499.00	Gloria Boyne	13,497.00	Marcia Grobety	11,810.00	Heather Armstrong	11,124.00		

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



## Fabulous 50s Achiever Championne Fabuleux 50

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



**Luba King** (Pitt Meadows, BC)  
**National Area/Famille nationale:** Go Give  
**Debut/Débuts:** April/Avril 2010

## On The Move Achiever Championne En marche!

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

Chianne Smith

## Scoreboard/Tableau des résultats

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

Angela Hargreaves	\$74,122.00	Agnes Loshusan	\$41,184.00	Claudine Pouliot	\$31,604.00	Shelley Recoskie	\$26,428.50	Darlene Olsen	\$24,018.50	Chianne Smith	\$21,411.00
Fiona Corby	64,725.50	Wanda Groenewegen	41,030.00	Donna Matthews	30,915.00	Chun Hui Spring Mo	26,317.50	Jane Maria Arsenault	23,988.00	Diane Riddell	21,266.50
Jennifer Levers	59,817.85	Heather Cook	40,414.50	Paulette Nimco	30,831.00	Chrissy Novak	26,009.00	Esther Gallop	23,976.00	Kyla Buhler	21,010.50
France Grenier	56,936.50	Mireille Morin	40,031.00	Gina Hormann	30,263.50	Pat Monforton	26,007.50	Diane Peel	23,769.50	Judi Todd	20,977.00
Tamara Swatske	54,242.50	Jill Ashmore	39,499.50	Angie Fedorchuk	30,233.00	Marilyn Clark	25,971.00	Sheila Lefebvre	23,643.50	Cathie Chapman	20,971.00
Susan Bannister	53,624.50	Frances Fletcher	39,182.00	Wilma Goit	29,674.00	Angela Dean	25,728.50	Georgie Anderson	23,495.50	Sophie Audet	20,788.50
Carol Heath	49,874.00	Joyce Bigelow	38,675.50	Jacqueline Cullen	29,628.50	France Légaré	25,435.00	Joyce Goff	23,349.50	Karen Hollingworth	20,680.50
Evelyn Ramanauskas	49,597.50	Rajinder Rai	38,224.00	Ginette Desforges	28,860.00	Elaine Sicotte	25,295.00	Martine Richard	23,231.50	Lucie Beauregard	20,605.00
Sharon Coburn	49,475.50	Shirley Fequet	38,201.50	Kim Shankel	28,695.50	Maureen Corrigan	25,078.00	Arleen Fritz	23,019.00	Cassandra Lay	20,501.50
Giovanna Russo	49,444.00	Pat Paul	38,008.00	Christine Ransom	28,406.00	Ellen Hatlevik	25,027.50	Janice Appleby	22,605.00	Sharon Casteel	20,257.00
Shirley Peterson	49,437.50	Laurie Schuster Sydor	36,396.00	Elizabeth Farris	28,288.50	Shelley Haslett	24,847.00	Shelley Haslett	22,227.50	Rebecca Irving	20,147.50
Nicole Bellemare	47,561.00	Kathy Handzuik	35,991.50	Rhoda Burton	28,261.00	Pauline Richardson	24,735.00	Ming Tsang	22,173.50	Debi Kanerva	20,010.50
Guylaine Comeau	45,585.50	Donna Izen	34,612.00	Mary Davies	28,004.50	Beryl Appelbaum	24,679.50	Elaine Fry	22,123.00	Catherine Strickland	20,002.00
Marilyn Bodie	44,966.00	Yasmin Manamperi	33,334.50	Liz Wodham	27,949.50	Joy Nicavera	24,650.00	Louise Fortin	22,107.50	Monica Hecht	20,001.50
Shannon Shaffer	43,262.50	Guylaine Dufour	33,137.00	Sarah Bardell	27,710.00	Marina Mason	24,578.35	Kathy Whitley	22,091.50	Rose Marie Young	20,000.00
Harpreet Dhalwal	42,339.50	Susie Leakvold	32,908.50	Nicole Pasacreta	27,601.50	Josianne Boily	24,524.50	Audrey Ehalt	22,008.50		
Nathalie Delisle	42,092.50	Diane Poulin	32,677.00	Lorraine McCabe	27,416.50	Donna Witt	24,502.00	Gladys MacIntyre	22,001.50		
Allyson Beckel	41,777.50	Joy Zaporozan	32,647.50	Shannon Cameron	26,737.00	Linda Feldman	24,490.00	Beverly Dix	21,977.00		
Josée D'Anjou	41,586.00	Rita Samms	32,562.00	Mary O. Ogunyemi	26,714.50	Julie Ricard	24,355.50	Teresa Ho	21,967.50		
Lorrie Henke	41,239.50	Louise Boulanger	32,037.00	R. Courneya-Roblin	26,592.50	Cheryl Page	24,115.00	Julie Bisson	21,807.50		

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

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

Angela Hargreaves	\$10,152.54	Elizabeth Farris	\$5,192.08	Angie Fedorchuk	\$3,765.15	Mary O. Ogunyemi	\$3,237.22	Maureen Corrigan	\$2,835.34	Luba King	\$2,554.26
Josée D'Anjou	8,402.32	Allyson Beckel	5,015.54	Marina Mason	3,762.95	Rhoda Burton	3,236.97	Ellen Hatlevik	2,826.79	Kathy Whitley	2,535.95
Fiona Corby	7,707.16	Susie Leakvold	4,853.28	Lucie Beauregard	3,736.02	Elaine Fry	3,229.37	Susan Richardson	2,815.24	Claudia Perrotti	2,525.27
Jennifer Levers	7,396.84	Donna Matthews	4,794.67	Rita Samms	3,716.53	Lorraine McCabe	3,203.56	Pauline Richardson	2,807.78	Judi Todd	2,523.97
Sharon Coburn	7,079.35	Yasmin Manamperi	4,744.00	Elaine Sicotte	3,655.54	Audrey Ehalt	3,185.62	Beryl Appelbaum	2,804.17	Anna Leblanc	2,517.29
Mireille Morin	6,868.46	Shirley Fequet	4,733.83	Nicole Pasacreta	3,594.10	Karen Hollingworth	3,107.31	Diane Riddell	2,795.87	Michelle Goetz	2,509.84
Tamara Swatske	6,808.64	Guylaine Dufour	4,688.17	Darlene Olsen	3,587.33	Sarah Bardell	3,101.15	Josianne Boily	2,794.09	Danielle Thériault	2,506.37
Evelyn Ramanauskas	6,735.53	Lorrie Henke	4,680.57	Claudine Pouliot	3,554.26	Shirley Austin	3,092.67	Shirley Austin	2,778.15	Becky Lawrence	2,503.67
Harpreet Dhalwal	6,712.01	Ginette Desforges	4,673.73	Gladys MacIntyre	3,514.76	Louise Fortin	3,087.33	Cheryl Page	2,767.48	Sophie Audet	2,493.08
France Grenier	6,500.87	Heather Cook	4,626.94	Paulette Nimco	3,504.02	Beverly Dix	3,026.90	Esther Gallop	2,761.89	June Rumball	2,470.80
Shannon Shaffer	6,217.81	Jill Ashmore	4,467.47	Shelley Haslett	3,478.24	Vaun Gramatovich	3,011.01	Ming Tsang	2,741.43	Julie Bisson	2,417.49
Guylaine Comeau	6,183.84	Laurie Schuster Sydor	4,466.59	Angela Dean	3,422.85	Pat Monforton	3,001.38	Darcey Smith-Heath	2,728.82	Gaylene Gillander	2,403.34
Giovanna Russo	6,113.86	Frances Fletcher	4,446.83	Linda Feldman	3,422.74	Marilyn Clark	2,991.69	Arleen Fritz	2,713.09	Chianne Smith	2,391.72
Nicole Bellemare	6,092.67	Pat Paul	4,370.52	Shannon Cameron	3,408.74	Chrissy Novak	2,990.59	Johanna Tobin	2,698.40	Ashley Anne Wiebe	2,390.15
Susan Bannister	6,087.38	Mary Davies	4,311.43	Teresa Ho	3,384.03	France Légaré	2,981.27	Judith Richardson	2,694.27	Cassandra Lay	2,332.60
Shirley Peterson	6,054.90	Julie Ricard	4,196.00	Robin Courneya-Roblin	3,333.72	Michelle Currie	2,973.37	Louise Levesque	2,647.63	Alison Hogan	2,316.88
Agnes Loshusan	5,868.01	Kathy Handzuik	4,139.45	Liz Wodham	3,331.12	Pamela B. Kanderka	2,931.53	Cathie Chapman	2,645.59	Sharon Casteel	2,316.71
Rajinder Rai	5,742.72	Donna Melnychyn	4,081.52	Wilma Goit	3,328.81	Florame Tanian	2,917.94	Diane Peel	2,645.02	Rebecca Irving	2,309.59
Nathalie Delisle	5,726.08	Diane Poulin	4,027.26	Jacqueline Cullen	3,325.85	Louise Desy	2,916.62	Ishali Mulchandani	2,640.88	Debi Kanerva	2,300.68
Marilyn Bodie	5,688.92	Joy Zaporozan	4,022.09	Chun Hui Spring Mo	3,310.64	Deb Prychidny	2,891.38	Sheila Lefebvre	2,636.83	Catherine Strickland	2,300.13
Carol Heath	5,643.11	Gina Hormann	3,967.13	Joy Nicavera	3,302.25	Sonia Janelle	2,886.66	Georgie Anderson	2,627.21	Monica Hecht	2,300.10
Donna Izen	5,633.32	Louise Boulanger	3,882.96	Donna Witt	3,269.81	Maura Lucente	2,878.18	Joyce Goff	2,624.54	Rose Marie Young	2,300.00
Wanda Groenewegen	5,288.82	Karen Taylor	3,862.27	Kim Shankel	3,265.21	Kyla Buhler	2,874.04	Martine Richard	2,610.05	Jasbir Sandhu	2,289.68
Joyce Bigelow	5,264.62	Shelley Recoskie	3,824.45	Christine Ransom	3,246.39	Jane Maria Arsenault	2,843.41	Janice Appleby	2,569.33	Debbie Parsons	2,277.11

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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

Sharlene Bukurak	\$2,274.07	Maria Bennett	\$2,206.62	Erna Voth	\$2,176.42	Pam Hill	\$2,109.68	Janine Brisebois	\$2,080.33	Fernanda Silva	\$2,060.02
Judy Buchanan	2,271.43	Heidi McGuigan	2,203.54	Alex Quinn	2,175.67	Victoria Wakulchuk	2,108.82	Melanie Wiens	2,076.37	Kay Carruthers	2,026.31
Tarra Keller	2,264.15	Colleen Hendrickson	2,197.58	Louise McCann	2,145.01	Irma Vogt-Dyck	2,099.71	Barbara Craig	2,074.12	Debra King	2,018.53
Joanne Manol	2,244.74	Johanne Girard	2,197.55	Donella Sewell	2,142.59	Vicki Nikiel	2,093.27	Lenore Oughton	2,073.25	Candice Loeppky	2,014.13
Elaine Maeland	2,231.00	Nancy Normandin	2,194.42	Ruby Chapman	2,141.19	Annie Gagnon	2,090.96	Joyce Harnett	2,072.73		
Betty Lister	2,226.18	Monica Noel	2,189.44	Laureen Miller	2,130.02	Gloria Fitt	2,084.69	Cheryl Neuman	2,071.56		
Nancy Giatti	2,220.24	Bonnie Vigue	2,184.07	Bev Harris	2,118.26	Rita White	2,082.42	Janelle Desjardins	2,070.42		
C. Donnelly-Chiasson	2,207.06	Judy Toupin	2,181.58	Mary-Lou Hill	2,113.10	Karen Perry	2,082.19	Carol Hoyland-Olsen	2,067.13		

## Top Recruiting Units/Meilleurs groupes en recrutement

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

**Québec** – Giovanna Russo

**Ontario** – Fiona Corby

**British Columbia/Colombie-Britannique** – Jennifer Levers

**Manitoba** – Angela Hargreaves

**Alberta** – Gina Hormann

**Saskatchewan** – Joyce Bigelow

**Saskatchewan** – Marina Mason

**Ontario** – Shelley Recoskie

**Alberta** – Tamara Swatske

**Saskatchewan** – Ashley Anne Wiebe

## New Team Leaders/Nouveaux chefs d'équipe

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

KAITLYN BLEASDALE  
Chianne Smith  
MANON CARLOS  
France Grenier  
CYNTHIA CHEVALIER  
Sophie Audet

DAYNA CLARKE  
Leah Oldfield  
KILEY CRANSTON  
Ashley Anne Wiebe  
ANDI EDWARDS  
Becky Lawrence

CHERYL HASKELL  
April Williams  
EMILIE MAMPUYA  
Josée D'Anjou  
CLAIRE MERCIER  
Louise Boulanger

DIANE PETIT  
Diane Poulin  
MELISSA SEGURA  
Lorrie Henke  
DEBORAH VELO  
Jennifer Levers

WILMA WARACH  
Celsa Pasmio  
YANG YANG  
Chun Hui Spring Mo

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

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

SYLVIE BARDIN  
Fiona Corby  
SHARI BEAMISH  
Lindsay Lewis  
SHANNA BRODDY  
Jenny-Leanne Dorey  
PARNEET CHAHAL  
Harpreet Dhaliwal  
PRISCILLA COLUNGA  
Giovanna Russo

MARY CONARD  
Cindy Lévesque  
CATHERINE DAY  
Cathie Chapman  
DOLLY DUKE-BRANDT  
Fiona Corby  
LINDA DUNSMORE-PORTER  
Kim Johnson  
ALINE GUÉRARD  
Guylaine Comeau

PATRICIA GUY  
Glenna O'Quinn  
MARIE HARTY  
Audrey Trach  
PATTI HOWELL  
Salina Jacobsen  
PAT JOHNSON  
Lois Musselman  
LISA LEANGEN  
Barbara Webster

SHARON LEYNE  
Angie Fedorchuk  
STEPHANIE LIRETTE  
Eve Raymond  
RANJIT MALHI  
Harpreet Dhaliwal  
DARLENE MARTIN  
Jennifer Levers  
RENEE MICHAUD  
Fiona Corby

CINDY ORRETT  
Fiona Corby  
MARITZA ORTIZ  
Yasmin Manamperi  
BETTY PLANTE  
Céline Fréchette  
MICHELLE PYNE  
Sarah Reece-Robertson  
TANIS REED  
Karen Perry

CARLA ROGOZ  
Michelle Currie  
VAL TOURNIER  
Joyce Harnett  
BERNICE WILLMOTT  
Debbie Parsons

## Cadillac Achievers/Championnes Cadillac

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

Sharon Coburn

Guylaine Comeau

Carol Heath

Jennifer Levers

Mireille Morin

Shannon Shaffer

## Premier Club Achievers/Championnes Club Première

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

Nicole Bellemare  
Joyce Bigelow  
Judy Buchanan

Shannon Cameron  
Maureen Corrigan  
Angela Dean

Frances Fletcher  
Luba King  
Spring Chun Hui Mo

Patricia Monforton  
Diane Poulin  
Christine Ransom

Laurie Schuster-Sydney  
Kimberley Shankel  
Florame Tanian

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

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

Pam Behnke-Van Hoof  
Julie Bisson  
Donna Dodds

Johanne Girard  
Monica Hecht  
Diana Hiscock

Marina Mason  
Karen McManus  
Diane Peel

Karen Perry  
Julie Ricard  
Tannas Ross

Lynda Switzer  
Shivonne Vienneau  
Melanie Wiens

Rose Marie Young

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



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

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

Miriam Chavarria

Kuljit Dhaliwal

Amanda Sikora

Kareen Villeneuve

### 12% Club/Club 12 %

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

Evelyn Ramanauskas	\$1,759.47	Elaine Maeland	\$925.11	Jacqueline Cullen	\$735.18	Fatima Raza	\$648.93	Raven Hogue	\$591.45	Lenore Oughton	\$552.48
Guyline Dufour	1,668.48	Gina Hormann	875.16	Anna Leblanc	725.70	Caroline Clingen	644.85	Cristina Alvarez	586.44	Kelly Thomas-Petroff	545.82
Agnes Loshusan	1,571.04	Alison Hogan	868.17	Darci Palmer	723.30	Donna Witt	642.63	Diane Burness	583.65	Marlene Commins	545.67
Amanda Sikora	1,561.65	Carol Heath	851.43	Sharlene Bukurak	720.96	Audrey Ehalt	638.52	Ruby Chapman	579.99	Danielle Gobeil	541.44
Shirley Fequet	1,473.27	Donna L Fidler	850.23	Joy Zaporozan	711.06	Mary-Lou Hill	634.86	Kristen McBride	578.97	Sonia Janelle	540.99
Liz Wodham	1,366.26	Pamela B. Kanderka	843.51	Monica Noel	710.01	Rebecca Irving	634.11	Manuela Mihaljevic	577.77	Kareen Villeneuve	540.78
Jennifer Levers	1,325.70	Geneviève Laramée	838.47	Georgine Cook	705.96	Cassandra Lay	629.43	Kathie McGann	576.78	Debbie Parsons	540.54
Shannon Cameron	1,246.50	Guyline Comeau	832.86	Susan Richardson	701.49	Louise Boulanger	628.86	Esther Gallop	575.19	Cheryl Page	533.22
Fiona Corby	1,222.65	Wilma Goit	830.97	Nino Bokuchava	698.31	Bonita Cheddie	628.62	Angela Dean	574.05	Sharon Gibson	531.78
Susan Bannister	1,220.13	Fran Morrison	823.65	Elaine Sicothe	694.29	Chun Hui Spring Mo	624.57	Bev Harris	570.84	Lucie Beauregard	527.97
Sharon Coburn	1,179.36	Vaun Gramatovich	821.97	Gloria Fitt	692.82	Pat Paul	622.32	Sophie Audet	568.53	Karen Perry	522.06
Jamie Lamping	1,129.77	Jill Ashmore	814.02	Julie Defehr	692.76	Ming Tsang	620.70	Patricia Lavoie	567.03	Maureen Adamkewicz	521.73
Angela Hargreaves	1,116.24	Laurie Schuster Sydor	811.20	Maria Bennett	690.99	Maribel Pilethiran	618.36	Maribel Pilethiran	566.61	Mychele Guimond	521.61
Florame Tanian	1,105.20	Caron E Magee	796.95	Harpreet Dhaliwal	689.58	Donna Dodds	618.06	Darcey Smith-Heath	564.60	Martine Richard	520.35
Ellen Hatlevik	1,072.68	Kathy Whitley	795.39	Kim Shankel	684.09	Donella Sewell	614.04	Louise Fortin	564.42	Cheryl Neuman	519.54
Susie Leakvold	1,066.47	Diane Riddell	792.36	Tamara Swatske	683.37	Caroline Chan	610.44	Robin Courneya-Roblin	564.27	Sarah Bardell	518.73
Claudine Pouliot	1,035.45	Lorrie Henke	772.35	Sharon Casteel	674.64	Shelley Recoskie	607.98	Lynda Switzer	563.79	Mary Humber	517.95
Gladys MacIntyre	1,025.82	Kuljit Dhaliwal	768.36	Shelley Haslett	667.62	Cathie Chapman	607.59	Joyce Harnett	563.70	Colleen Sankey	512.97
Kyla Buhler	1,009.68	Kathy Handzuik	767.01	Noreen Kroetsch	658.68	Debi Kanerva	607.02	Rhoda Burton	563.04	Charlene Efford	512.85
Shannon Shaffer	1,001.31	Christine Ransom	756.33	France Grenier	655.29	Karen Colvin	605.31	Katie Pokrant	562.65	Gina Ge Qian	504.72
Nicole Bellemare	987.78	Chianne Smith	754.11	Joyce Bigelow	654.33	Josianne Boily	603.15	Randhir Singh	558.72	June Rumball	500.73
Rajinder Rai	982.17	Nancy Giatti	752.79	Johanna Tobin	653.10	Julie Bisson	602.25	Irene Calagui	554.58		
Donna Melnychyn	961.74	Tarra Keller	745.83	Miriam Chavarria	653.04	Diane Poulin	596.52	Angie Fedorchuk	554.13		
Frances Fletcher	950.73	Nicole Pasacreta	736.29	Hoda Karakach	651.90	Susan Placsko	593.49	Allyson Beckel	553.47		

### 8% Club/Club 8 %

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

Marina Mason	\$735.46	Gloria Sanchez	\$419.68	Kimberley Roberts	\$338.64	Chrissy Novak	\$292.56	Laura Landry	\$262.18	Heather Loshack	\$254.42
Claribel Avery	485.28	Josée D'Anjou	391.48	Louise Desy	334.46	Victoria Wakulchuk	280.16	Sue Rigby-Mallard	260.62	Shannan Smith	253.30
Sheila Lefebvre	453.22	Diane Petit	381.12	Donna Feeney	318.24	Catherine Laroche	278.70	Melanie Wiens	258.24		
Sharon Lee Carlson	430.62	Nadia Desroches	379.86	Fatma Boussaha	308.48	S. Greenwood-Plante	274.08	Diane Peel	258.16		
Shireen Spencer	430.14	Marie York	357.88	Karen Roberts	295.86	Rose Hayden	267.74	Patti Jeske	256.56		
Linda Feldman	422.56	Johanne Girard	349.62	Teresita Llarinas	293.06	Janice Appleby	267.14	Isabelle Perreault	254.48		

### 4% Club/Club 4 %

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

Josée Beaulieu	\$227.96	Holly Bussey	\$138.18	Kathleen Spalek	\$108.38	Stephanie Lim	\$96.26	Shirley I Johnston	\$86.98	France Houde	\$80.50
Parneet Chahal	193.72	Carla Rogoz	136.05	Karen McNulty	108.11	Amélie Messier	96.22	Cheryl Pedersen	86.04	Manvir Kaur	80.23
Maryann Larkin	192.73	Janet Crosby-Jackson	133.42	France Larouche	107.98	Moralba Taylor	96.03	Alice Hebert	84.04	Nancy Morin	79.31
Debbie Graham	186.40	Jacinthe Leclerc	132.15	Tanis Reed	105.24	Angela Ward	95.28	Maria Hykawy	83.96	Carmen Curtis	79.10
Carolyn Hamelin	178.49	Mélanie Viens	131.72	France Lapalme	103.78	Sophie Legault	94.24	Kerry Coleman	83.71	Melany Blanchard	78.56
Marilyn Alviar	177.93	Shirley Eisenkrein	128.25	Candace Gaudet	102.63	Andrea Connacher	91.32	Claudia Durand	82.93	Andrée Lamarche	77.41
Amanda Wagar	168.03	Lorena Murray	123.00	Grace Elgersma	100.57	Karine Poulin	90.97	Darlene Schindel	81.99	Kim Graffi	76.77
Melanie Larochele	157.59	Julie Blizman	121.00	Diane Warner	99.20	Diana Etmanskies	89.75	Esther Olijnyk	81.18	Kayla Nestegard	76.60
Alexandra Losson	147.91	Carolina Bengry	120.86	Pat Johnson	98.07	Janice Gaudet	89.03	Loretta Fewings	80.88	Nicole Haverland	75.99
Judy Perras	144.08	Hildy Lennox-Price	120.14	Nathalie Thibert	96.61	Sylvie Bardin	88.45	Tania St-Louis	80.65	Marie-France Dubé	75.52
Diane Cormier	140.26	C-F Trudel Montigny	117.39	Clara Ajagu	96.58	Anick Lambert	87.02	Beverly Smith	80.53		

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

## Gold Medal/Médailles d'or

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

JOYCE BIGELOW <i>Director/Directrice</i>	TARRA KELLER <i>Director/Directrice</i>	JOHANNE GIRARD <i>Director/Directrice</i>	BRANDIE COE <i>Director/Directrice</i>	LEAH VAN SLYKE <i>Director/Directrice</i>	PATRICIA GUY <i>Director/Directrice</i>
SUSIE LEAKVOLD <i>Director/Directrice</i>	TAMMY ARSENEAU <i>Director/Directrice</i>	LUCIE BEAUREGARD <i>Director/Directrice</i>	Maura Lucente <i>Director/Directrice</i>	Luba King <i>Director/Directrice</i>	Glenna O'Quinn <i>Director/Directrice</i>
JENNIFER LEVERS <i>Director/Directrice</i>	Judy Buchanan <i>Director/Directrice</i>	EMILY CHAMBERS <i>Director/Directrice</i>	Joy Zaporozan <i>Director/Directrice</i>	NINO BOKUCHAVA <i>Director/Directrice</i>	FRAN MORRISON <i>Director/Directrice</i>
PAMELA B. KANDERKA <i>Director/Directrice</i>	SARA CHOWDERY <i>Director/Directrice</i>	JIE CHEN <i>Director/Directrice</i>	MARINA MASON <i>Director/Directrice</i>	Erna Voth <i>Director/Directrice</i>	Nicole Pasacreta <i>Director/Directrice</i>
	NANCY GIATTI <i>Director/Directrice</i>	Shelley Recoskie <i>Director/Directrice</i>	FATIMA RAZA <i>Director/Directrice</i>	PARNEET CHAHAL <i>Director/Directrice</i>	
			Ishali Mulchandani <i>Director/Directrice</i>	Harpreet Dhallwal <i>Director/Directrice</i>	
				KILEY CRANSTON <i>Director/Directrice</i>	
				Ashley Anne Wiebe <i>Director/Directrice</i>	

## Silver Medal/Médailles d'argent

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

YASMIN MANAMPERI <i>Director/Directrice</i>	KIMBERLEY ROBERTS <i>Director/Directrice</i>	SHARON ROBERTSON <i>Director/Directrice</i>	KAITLYN BLEASDALE <i>Director/Directrice</i>	RUTH GRANADILLO <i>Director/Directrice</i>	FLORAME TANIAN <i>Director/Directrice</i>
GINA HORMANN <i>Director/Directrice</i>	MARY-LOU HILL <i>Director/Directrice</i>	ISABELLE PERREAULT <i>Director/Directrice</i>	Chianne Smith <i>Director/Directrice</i>	Giovanna Russo <i>Director/Directrice</i>	
JOY NICAVERA <i>Director/Directrice</i>	CARON E MAGEE <i>Director/Directrice</i>	CAROLINA BENGRI <i>Director/Directrice</i>	DIANE BOULANGER <i>Director/Directrice</i>	DANIELLE HUGH <i>Director/Directrice</i>	
	Wanda Groenewegen <i>Director/Directrice</i>	Patti Jeske <i>Director/Directrice</i>	France Grenier <i>Director/Directrice</i>	Pat Monforton <i>Director/Directrice</i>	
			PRISCILA CARBAJAL <i>Director/Directrice</i>	MICHELLE PYNE <i>Director/Directrice</i>	
			Giovanna Russo <i>Director/Directrice</i>	Sarah Reece-Robertson <i>Director/Directrice</i>	

## Bronze Medal/Médailles de bronze

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

SHELLEY RECOSKIE <i>Director/Directrice</i>	RANDHIR SINGH <i>Director/Directrice</i>	RITA WHITE <i>Director/Directrice</i>	SUSAN DART <i>Director/Directrice</i>	LINDA DUNSMORE-PORTER <i>Director/Directrice</i>	LEAH MCKAY <i>Director/Directrice</i>
EVELYN RAMANAUSKAS <i>Director/Directrice</i>	GUYLAINE COMEAU <i>Director/Directrice</i>	FATMA BOUSSAHA <i>Director/Directrice</i>	VERONICA DUNCAN <i>Director/Directrice</i>	Kim Johnson <i>Director/Directrice</i>	Jenny-Leanne Dorey <i>Director/Directrice</i>
RAJINDER RAI <i>Director/Directrice</i>	AGNES LOSHUSAN <i>Director/Directrice</i>	SASHA BRADSHAW <i>Director/Directrice</i>	Kyla Buhler <i>Director/Directrice</i>	LISA EVERILL <i>Director/Directrice</i>	AMELIE MESSIER <i>Director/Directrice</i>
ALYCE PARKES <i>Director/Directrice</i>	ANGELA DEAN <i>Director/Directrice</i>	Joyce Goff <i>Director/Directrice</i>	TAMMY ELIUK <i>Director/Directrice</i>	Judy Buchanan <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>
SHANNON SHAFFER <i>Director/Directrice</i>	LORENA B SIEMENS <i>Director/Directrice</i>	ADA CHENG <i>Director/Directrice</i>	Gina Hormann <i>Director/Directrice</i>	NEYSA GEE <i>Director/Directrice</i>	SANDRA MOORE <i>Director/Directrice</i>
FERNANDA SILVA <i>Director/Directrice</i>	ASHLEY ANNE WIEBE <i>Director/Directrice</i>	COLLEEN FORRESTER <i>Director/Directrice</i>	SHIRLEY FEQUET <i>Director/Directrice</i>	Angie Fedorchuk <i>Director/Directrice</i>	Robin Courneya-Roblin <i>Director/Directrice</i>
MYRIA C BALICAO <i>Director/Directrice</i>	SHANNON CAMERON <i>Director/Directrice</i>	Anne Austin <i>Director/Directrice</i>	ALISON KRAUSE <i>Director/Directrice</i>	CHERYL GORDON <i>Director/Directrice</i>	SHEENA MURPHY <i>Director/Directrice</i>
MARILYN CLARK <i>Director/Directrice</i>	CRISTINA ALVAREZ <i>Director/Directrice</i>	RAE NAKA <i>Director/Directrice</i>	Robin Courneya-Roblin <i>Director/Directrice</i>	Angela Hargreaves <i>Director/Directrice</i>	AMANDA SIKORA <i>Director/Directrice</i>
DIANE RIDDELL <i>Director/Directrice</i>	ANGELA HARGREAVES <i>Director/Directrice</i>	SHANNAN SMITH <i>Director/Directrice</i>	SONYA MARTENS <i>Director/Directrice</i>	CHERYL HASKELL <i>Director/Directrice</i>	Angela Hargreaves <i>Director/Directrice</i>
HARSIMRAN SAINI <i>Director/Directrice</i>	GINA GE QIAN <i>Director/Directrice</i>	CHRISTIANE SPENCER <i>Director/Directrice</i>	DANIELLE THÉRIAULT <i>Director/Directrice</i>	April Williams <i>Director/Directrice</i>	JILLIAN STUART <i>Director/Directrice</i>
		Heather Cook <i>Director/Directrice</i>	CHRISTIANE ARINDA <i>Director/Directrice</i>	LOUBNA IBNOUZAHER <i>Director/Directrice</i>	Elizabeth Sly <i>Director/Directrice</i>
		MIRIAM CHAVARRIA <i>Director/Directrice</i>	Helen Lupena <i>Director/Directrice</i>	Caroline Sarrouf <i>Director/Directrice</i>	MELANIE A. WADE <i>Director/Directrice</i>
		Giovanna Russo <i>Director/Directrice</i>	DOREEN BRADBURN <i>Director/Directrice</i>	KASEY KIPPIEN <i>Director/Directrice</i>	Sharon Wolthers <i>Director/Directrice</i>
		SOPHIE CHRÉTIEN <i>Director/Directrice</i>	Fiona Corby <i>Director/Directrice</i>	MARIE-HÉLÈNE LÉGARÉ <i>Director/Directrice</i>	WILMA WARAICH <i>Director/Directrice</i>
			DOLLY DUKE-BRANDT <i>Director/Directrice</i>	France Légaré <i>Director/Directrice</i>	Celsa Pasmno <i>Director/Directrice</i>
			Fiona Corby <i>Director/Directrice</i>	MICHELLE MACADAM <i>Director/Directrice</i>	ANGELA WARD <i>Director/Directrice</i>
				Alyce Parkes <i>Director/Directrice</i>	Jill Ashmore <i>Director/Directrice</i>
				LESLEY MCFARLANE <i>Director/Directrice</i>	DOROTHEA WIEBE <i>Director/Directrice</i>
				Bev Harris <i>Director/Directrice</i>	Agnes Born <i>Director/Directrice</i>

## Provincial Sales Queens/Reines des ventes provinciales

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

<b>Alberta</b> – Shivonne Vienneau	<b>Nova Scotia/Nouvelle-Écosse</b> – Laura-Lee Schnurr	<b>Québec</b> – Julie Bisson
<b>British Columbia/Colombie-Britannique</b> – Jennifer Levers	<b>Nunavut</b> – Linda Hunter	<b>Saskatchewan</b> – Beverley Beskorovayny
<b>Manitoba</b> – Monica Bouma	<b>Northwest Territories/Territoires du Nord-Ouest</b> – Holly Donley	<b>Yukon</b> – Sarah Johnston
<b>New Brunswick/Nouveau-Brunswick</b> – Esther Gallop	<b>Ontario</b> – Deanna Blue	
<b>Newfoundland &amp; Labrador/Terre-Neuve-et-Labrador</b> – Karen Tulik	<b>Prince Edward Island/Île-du-Prince-Édouard</b> – Judy Williams	

## Stars Consultants on the Ladder of Success/Conseillères étoiles sur l'Échelle du succès

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

Deanna Blue	\$5,163.50	Esther Gallop	\$4,341.25	Cassandra Lay	\$3,989.00	Mirabelle Duguay	\$3,630.00	Stephanie Lim	\$3,603.50	Sharleen Hanson	\$3,600.50
Shivonne Vienneau	5,044.25	Joelene MacKey	4,132.50	Monica Hecht	3,792.00	Natalie Monkhouse	3,628.75	Karen Tulik	3,603.00	<b>\$3,600</b>	
Jennifer Levers	4,840.43	Lynne Pocock	4,026.75	Catherine Rivest Brunet	3,697.75	Ryanna Evans	3,609.00	Karen Patterson	3,602.00	Elizabeth Strong	3,600.00
<b>\$4,800</b>		Julie Bisson	4,003.25	Beverley Beskorovayny	3,677.25	Carol Huber	3,608.75	Nancy Bouchard	3,600.50		

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2009, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 29 675 MEMBRES. PARMI LES 3 996 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 553 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 471 \$ À PLUS DE 100 000 \$. PARMI LES 23 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 65 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.



## Stars Consultants on the Ladder of Success (continued)

### Conseillères étoilées sur l'Échelle du succès (suite)

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

Lisa Leblanc	\$3,506.50	Jodi Jarvis	\$2,410.25	Mélanie Allaire	\$2,091.25	Heather Daniels	\$1,836.25	Helene Rourke	\$1,805.25	Jennifer Point	\$1,801.00
Christine Ransom	3,335.50	Michele Thomson	2,409.25	Susan Marques	2,083.00	Michelle Hansen	1,835.50	Cheryl Soulliere	1,805.25	Aleata Ryhorchuk	1,801.00
Silvie Da Costa	3,311.50	Judy Williams	2,407.75	Darlene Schindel	2,076.75	Marie-Pier Poulin	1,835.50	Antonia Nascimento	1,804.75	Kathy Duggan	1,800.75
Alice Hebert	3,303.75	Jeramie Siy	2,406.50	Maryann McBryan	2,049.75	Gloria Bahamondes	1,834.00	Bonnie Eidse	1,804.25	Eden Geldart	1,800.75
Judy Krelve	3,271.50	Julie Messier	2,405.50	Natasha MacQuarrie	2,029.00	Stephanie Bleau	1,832.50	Ixone Isasi	1,804.25	Marie-Pier Latour	1,800.75
Rose Marie Young	3,186.00	Kareen Vaughan-George	2,405.00	Jennifer Scott	2,028.25	Viola Caballo	1,832.50	Christine Pinnock	1,804.25	Aurora Steffensen	1,800.75
Kathleen Rebic	3,025.00	Nancy Nadeau	2,403.75	Sue Ehrlander	2,010.25	Donna Haviland	1,831.00	France Chaput	1,804.00	Kaila White	1,800.75
Carroll Jackson	3,023.50	Chantal Laflamme	2,402.00	Jessica Springer	2,010.00	Alexandra Thivierge	1,829.75	Brandie Coe	1,803.75	Jennifer Curlew	1,800.50
Gladys Olsen	3,021.50	Marie Gilbert	2,401.50	Teresa Turner	2,002.00	Joan Van MacKelberg	1,829.25	Cleo Roberts	1,803.75	Sandra Daoust	1,800.50
Linda Simard	3,019.50	Diane Josie	2,401.50	Terina Stenger	1,998.50	Wendy McKenzie	1,829.00	Korena Thorunson	1,803.75	Kasie Dobbs	1,800.50
Dorothy Osadzuk	3,012.75	Sheena Papin	2,401.25	Luisa Dutra	1,993.75	Julie Blais	1,828.75	Kayla Collette	1,803.50	Kate Laing	1,800.50
Christine Bélanger	3,011.50	Melissa Huisman	2,400.75	Elizabeth Sly	1,986.00	Joan Van MacKelberg	1,827.00	Barb Lavin	1,803.50	Judith Poulin	1,800.50
Paymaneh Varahram	3,009.75	Sandra Maddigan	2,400.75	Betty Lister	1,975.75	Anne-Marie Carter	1,826.75	April O'Connor	1,803.50	Jill Parsons	1,800.50
Lorna Hosker	3,005.00	Anjali Trikhas	2,400.75	Tricia Burton	1,975.00	Amanda Keller	1,826.50	Sherifat Adahunse	1,803.25	Susan Strembitsky	1,800.50
Scott Davis	3,003.50	Tracy Campbell	2,400.50	Michelle Godin-Henry	1,974.75	Donna McKinley	1,826.50	Tiffany Leboeuf	1,803.25	Ruby Snow	1,800.50
Darlene Olsen	3,001.25	Bethany Marois	2,400.50	Sophie Audet	1,965.50	Diana Aranda	1,825.25	Renee Michaud	1,803.25	Zigrida Smith	1,800.50
Roxana Cotofana	3,001.25	Laura-Lee Schnurr	2,400.50	Yvonne Gaudet	1,965.25	Annette Neudorf	1,824.50	Francisca Barit	1,803.00	Cassandra Weert	1,800.50
Shirley Fequet	3,001.25	Pamela Vandencamp	2,400.25	Donna Dodds	1,944.00	Carole Lowe	1,823.50	Micheline Brissette	1,803.00	Joy Book-Tamas	1,800.25
Magali Larouche	3,001.25		<b>\$2,400</b>	Sarah Bardell	1,939.25	Nancy Morin	1,822.50	Linda Chivers	1,803.00	Joanie Boisjoly	1,800.25
Kim Morgan	3,001.25	Crystal Butler	2,400.00	Ginny Konechny	1,926.75	Mona Julien	1,820.75	Sheri Loewen	1,803.00	Roxanne Belisle	1,800.25
Ligaya Palepec	3,001.25	Elizabeth Tokariuk	2,400.00	Helen Wall	1,915.75	Cheryl Gordon	1,819.25	Trish Shouldice	1,803.00	Wendy Dawson	1,800.25
Stephanie Sifton	3,000.50	Darlene Bakker	2,378.75	Tatiana Spilcova	1,915.00	Sharon Myles	1,819.25	Sonia Cardin	1,802.75	Julie Gendron	1,800.25
Rohinika Prasad	3,000.00	Shannon Marchyshyn	2,369.75	Shelley Mehling	1,912.25	Brenda Steele	1,818.75	Karly Eidse	1,802.75	Susanna Johnson	1,800.25
Josée Cyr	2,890.50	Hélène St Pierre	2,367.00	Amy Parsons	1,899.75	Lesley MacPhee	1,818.25	Candace Gaudet	1,802.75	Marilyn Johnson	1,800.25
Mary Lee Plemel	2,881.00	Shauna McMinis	2,357.50	Aurora Zabala	1,899.75	Ellen Hatlevik	1,817.00	Christiane Gagnon	1,802.75	Sarah Kinsella	1,800.25
Emilienne Mampuya	2,773.25	Janine Brisebois	2,351.50	Kayla Woelders	1,892.50	Lynne Hamilton	1,816.00	E. Macri-Santosuosso	1,802.75	Melissa Shannon	1,800.25
Stephanie Bujold	2,769.75	Eva Kopec	2,307.25	Marlys Barrette	1,891.50	Bobbie Ahluwalia	1,814.50	Fran Mayville	1,802.75	Farrah Waheed	1,800.25
Mary Humber	2,697.75	Xiao Dong Wu	2,300.25	Melina Dube	1,888.00	Quigley Stacie	1,810.75	Dallas Smith	1,802.75		<b>\$1,800</b>
Fran Carter	2,682.50	Dorothy Moynes	2,293.50	Karen-Eve Paquin	1,886.50	Jude Bremner	1,810.50	Linda Thivierge	1,802.75	Victoria Baxter	1,800.00
Monica Bouma	2,670.75	Kathy Handzuik	2,238.25	Karen George	1,884.75	Glenis Williams	1,810.25	Bonita Cheddie	1,802.25	Marites Burac	1,800.00
Cathie Chapman	2,637.00	Naomi Scott	2,228.75	Holly Kay	1,881.50	Sukhpreet Sidhu	1,810.00	Lillie Johnson	1,802.25	Phyllis Belliveau	1,800.00
Lise Pelletier	2,632.25	Aradella MacDonald	2,225.75	Charlene Noseworthy	1,875.00	Lois Behlke	1,809.75	Susan Prosser	1,802.25	Caroline Chan	1,800.00
Tamar Vaillant	2,607.00	Roxanne Murray	2,225.25	Nicole Dubois	1,869.00	Gisèle Boudreault	1,809.75	Gerry Pollard	1,802.25	Mandeep Dhami	1,800.00
Alison Johnson	2,605.75	Ginette Barriault	2,216.00	Teresa Lutterman	1,868.00	Carmen Drieche	1,809.50	Carmen Curtis	1,802.00	Jennifer Heidenga	1,800.00
Caroline Lapalme	2,594.50	Marilyn Thiessen	2,211.75	Jenny-Lynn Sather	1,867.00	Adriana Toogood	1,808.75	Nora Davis	1,802.00	Adrienne Hazelaar	1,800.00
Julie Fiala	2,510.00	Kitty Babcock	2,204.50	Menchu Cruz	1,862.25	Megan Elizabeth Milliron	1,808.25	Kim Somers	1,802.00	Veronica Hubac	1,800.00
Diane Peel	2,500.75	Lynn Hubley	2,201.00	Janice Joyner	1,862.00	Jackie Singh	1,808.25	Sue Bastarache	1,801.75	Harvinder Kaur	1,800.00
Marie-Pierre Verville	2,493.25	Sandi Miller	2,191.00	Valerie Patrick	1,858.50	Shaunneka Hewitt	1,807.75	Anna-Isabelle Brito	1,801.75	Joan McMillan	1,800.00
Deanne Bonilla	2,480.00	Louise Thibodeau	2,180.00	Nancy Roskafi	1,858.00	Claire Mercier	1,807.75	Suzanne Plourde	1,801.75	Sarbjeet Malhans	1,800.00
Lorrie Henke	2,471.75	Valérie Rodrigue	2,175.50	Lacey Hunniford	1,853.25	Audrey Richard	1,807.75	Amy Blanchard	1,801.50	Heather Mueller	1,800.00
Jennifer Bagu	2,463.75	S. Greenwood-Plante	2,175.00	Gail Walker	1,852.00	Nathalie Thibert	1,807.50	Sandra Conrad	1,801.25	Beverly Smith	1,800.00
Jennifer McIntosh	2,459.00	Connie Turner	2,163.50	Larissa Surprenant	1,851.25	Caroline Grenon	1,807.00	Diane Patten	1,801.25	Chandel Storey	1,800.00
Bridget Fomenky	2,449.50	Sheri Gray	2,158.75	Marianne Holland	1,847.50	Gina Hormann	1,807.00	Andria Seegobin	1,801.25	Sharon Todd	1,800.00
Véronique Fournier	2,443.25	Carol Rennehan	2,126.00	Sandra Neufeld	1,846.25	Lee-Ann Pitawanakwat	1,806.75	Kristi Tencarre	1,801.25	Andrea Twiss	1,800.00
Rosanna Ulvstal	2,430.50	Ami Bour	2,125.50	Claudette Brosseau	1,844.75	Baljit Brar	1,806.50	Kaitlyn Bleasdale	1,801.00	Ashley Anne Wiebe	1,800.00
Barbara Moon	2,427.00	Sonia Kumar	2,101.75	Karen Taylor	1,844.75	Teressa Jack	1,806.25	Dolores Griffiths	1,801.00	Marie-Madeleine Zina	1,800.00
Rita White	2,423.00	Debra Lindskoog	2,100.75	Elaine Wallace	1,842.50	Chantal Leduc	1,806.00	Mariechen Lind	1,801.00		
Denise Mohr	2,416.75	Cindy Gagnon	2,099.25	Danielle Noordam	1,841.50	Carol-Ann Currie	1,805.75	J. Major-Couillard	1,801.00		
Sarbjit Rana	2,416.00	Sandra Dequier	2,099.00	Bev Smith	1,839.25	Jeanette Carpenter	1,805.50	Marnie O'Flynn	1,801.00		

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2009, THERE WERE OVER 29,675 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 3,996 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 553 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,471 TO IN EXCESS OF \$100,000. OF THE 23 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 65% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

# UP NEXT SPRING 2011

Here's what's blooming in our next issue:



## BEAUTY BUZZ

We might not be through with winter just yet – but fresh, easy weekend-inspired beauty is already putting a spring in our step.



## COUNTDOWN TO SEMINAR

Let your imagination run wild with possibility for success!

+ more profiles  
**MORE TIPS**  
AND ALL THINGS PRETTY ABOUT THE SPRING QUARTER.



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



want your sales to  
**snowball?**

FIND ICY **COOL COLOURS**  
A BLIZZARD OF **BUSINESS TIPS**  
AND A FLURRY OF **FAB IDEAS**

all inside your guide to a wonderful

WINTER  
2010/2011



MARY KAY®

**Mary Kay Cosmetics Ltd.**

2020 Meadowvale Blvd.

Mississauga, Ontario

L5N 6Y2

[www.marykay.ca](http://www.marykay.ca)

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