

Applause®

JANUARY/FEBRUARY 2009

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

warm your soul

INSPIRING STORIES OF GIVING BACK

ban winter skin care woes

WITH MEGA-MOISTURIZING PRODUCTS

big results from 48 little hours

AT CAREER CONFERENCE 2009

dates to remember

january

- 1: Happy New Year!** Mississauga and Montréal offices closed.

Registration begins for *Work Smart!* Career Conference 2009.

- 2:** Mississauga and Montréal offices closed.

PREFERRED CUSTOMER PROGRAM – Winter 2008/2009 issue of *The Look* begins mailing to customers and Independent Beauty Consultants.

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on January 1st.

PREFERRED CUSTOMER PROGRAM – Enrolment begins for the Spring 2009 Preferred Customer Program.

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

- 26:** **PREFERRED CUSTOMER PROGRAM** – *Winter Wonders* Optional Mailer Postcard begins mailing to customers.

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

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

Last day to register for *Work Smart!* Career Conference 2009.



Find Applause® magazine articles online!

When you see this mouse pictured through *Applause*® magazine, know that you can also find more information on the MKOC! 

february

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

- 15: PREFERRED CUSTOMER PROGRAM** – Enrolment deadline for the Spring 2009 Preferred Customer Program.

Last day to qualify for the *Sparkle and Shine!* Team-Building Challenge.

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

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

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

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



on the cover

Kindra is wearing Mary Kay® Mineral Eye Color in Espresso, Silky Caramel and Chocolate Kiss with Mary Kay® Eyeliner in Deep Brown; Mary Kay® Mineral Cheek Color in Bold Berry; Mary Kay® Lip Liner in Cappuccino; Mary Kay® Creme Lipstick in Rich Cocoa and Mary Kay® Nourishine® Lip Gloss in Beach Bronze.

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january 2009 ordering bonus

mary kay® brush collection

Free with a \$600 wholesale
Section 1 order!

by Marijana Klapcic

Become a masterful makeup artist by having *the* tools of the trade – the **Mary Kay® Brush Collection**.

This must-have set includes one:

- Powder Brush;
- Cheek Brush;
- Eye Definer Brush;
- Eyeliner/Eyebrow Brush;
- Eye Crease Brush; and
- Lip Brush.

Each brush allows you to apply makeup with the precision of a professional. Plus, they'll stay organized in the **Mary Kay® Cosmetic Organizer Bag** – roomy enough for a **Mary Kay® Compact**, lip glosses, lipsticks, mascara and more!

So go ahead and earn your place among the ranks of the pros!



** You can earn the Mary Kay® Brush Collection when you place a minimum \$600 wholesale Section 1 order (non-cumulative) during the month of January. The higher your order, the more bonuses you'll earn, to a maximum of three. Orders must be received between January 1st and 31st, 2009. Bonus will be applied to your first qualifying order in the month only and is available while supplies last. We reserve the right to provide a bonus substitute at equal or greater value. Independent sales force member must pay all applicable taxes on the taxable value.*

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MARY KAY® BRUSH COLLECTION*			
Section 1 Suggested Retail	Beginning Section 1 Wholesale	Number of Bonuses	Taxable Value
\$1,200	\$ 600	1	\$ 75
\$3,600	\$1,800	2	\$150
\$6,000	\$3,000	3	\$225

PAGE 5

time for smooth skin

Flawless skin is a must – and making it happen at home is the beauty of the TimeWise® Microdermabrasion Set.



PAGE 9

make your customers count

Try these tips from Independent Senior Sales Director Barb McKellar to achieve the *Reach for the Stars!* promotion.



PAGE 14

lives enriched

Be inspired by the giving spirits of your sister independent sales force members.



concealed to perfection

New regular-line Mary Kay® Concealer provides powerful coverage with seven shades and dynamic packaging.



Concealers have been made over! The new shade lineup offers the concealer formula you and your customers already love in seven natural, skin-tone shades for easy identification and matching. And the new black tube features a larger flat cap, so it's easy to use when you're on the go.

Mary Kay® Concealer \$12.50

made in the shade

Consider using this chart to help your customers find the new Mary Kay® Concealer shade that's right for them.

Previous MK Signature® Concealer Shade	New Mary Kay® Concealer Shade
Yellow	 Yellow  Ivory 1
Light Ivory	 Ivory 2
Ivory	 Beige 1
Beige	 Beige 2
Light Bronze	 Bronze 1
Bronze	 Bronze 2

the perfect pair

Mary Kay® Concealer is just one part of the story behind a flawless face.

If your customers struggle with shadows, encourage them to try the Mary Kay® Facial Highlighting Pen. While concealer is formulated with plenty of pigment to do just that – conceal – the Mary Kay® Facial Highlighting Pen has special light-reflecting pigments and provides sheer luminosity to make the face look instantly brighter and more radiant. And unlike Mary Kay® Concealer, it's always applied after foundation.

Don't skip this makeup bag must – and fave product of makeup artists – now in sleek black packaging to coordinate with other Mary Kay® colour cosmetics.

**Mary Kay®
Facial Highlighting Pen \$20**



a friend to foundations

As you begin to introduce the new Mary Kay® Concealer, you can also remind your customers about the amazing foundation options you offer as a Mary Kay Independent Beauty Consultant. After all, beautiful makeup needs a great foundation!

From full- and medium-coverage liquid foundation to crème-to-powder and mineral powder foundation, there's a shade and formula for every skin type and tone. And chances are your customers will need to revise their foundation shade and type for the winter months.

Need a refresher on how to help your customer choose the right formula for them? Check out the *ColourInsider* book and DVD for more foundation tips and how-tos.

time for **smooth skin**

Flawless skin is a must – and making it happen at home is the beauty of the TimeWise® Microdermabrasion Set.

The TimeWise® Microdermabrasion Set has been a top-seller since it launched – and is it any wonder? This two-part system provides a skin care breakthrough like no other! It goes to work immediately to fight fine lines, make pores look smaller and revitalize skin so it looks noticeably softer and smoother.

TimeWise® Microdermabrasion Set \$60 (a \$70 value)

BEFORE



AFTER

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

- **85%** saw an improvement in skin texture
- **73%** saw a reduction in fine lines
- **71%** saw pores that look smaller

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

quick **q&a**

Who will benefit most from using this set?

Anyone who wants their skin to look healthier and younger – and their complexion to be radiant.

Do my customers really need Step 2: Replenish if they already use a moisturizer?

Yes! While Step 2: Replenish has some moisturizing benefits, it's actually a restorative product that calms, soothes and smoothes the skin. Plus, it contains vitamins and powerful antioxidants that nourish the skin and help protect against the environment. Don't skip this step – and be sure to use a moisturizer as part of your regular skin care routine – during harsh winter months!

Can my customers use this set if they have sensitive skin?

Yes, but they'll want to apply less pressure and reduce the application time of Step 1: Refine. They should also use the treatment less than the recommended frequency of two to three times a week.



Download it!

target the **signs of aging**

The TimeWise® Microdermabrasion Set is just one part of the TimeWise® age-fighting skin care system – so why not show customers how Mary Kay's skin care science can help them achieve the younger-looking skin they want? Download this flyer to display at skin care classes and other customer consultations.

Find it online:

MKOC > Resource & Reference > Publications > Applause® Magazine



skin quenchers

DRY PATCHES? SCALY SKIN? LESS-THAN-LUSCIOUS LIPS? YOUR CUSTOMERS CAN GIVE WINTER SKIN WOES THE COLD SHOULDER WITH MARY KAY® MOISTURIZING PRODUCTS THAT LEAVE SKIN HYDRATED AND OH-SO-SMOOTH.

WINTER SKIN WOE: dry skin SKIN QUENCHING SOLUTION:

Mary Kay® Intense
Moisturizing Cream

WHAT IT DOES: Leaves skin feeling hydrated for up to 10 hours, looking immediately more radiant and feeling unbelievably soft and smooth.

HOW IT WORKS: Formulated with marine extract, vitamin E and minerals, Mary Kay® Intense Moisturizing Cream helps replenish skin's optimal moisture and forms a protective shield to minimize moisture evaporation.

WHEN TO USE IT: Apply after regular moisturizer as needed — morning, evening or both.

\$40

WINTER SKIN WOE: normal to dry skin SKIN QUENCHING SOLUTION:

Mary Kay® Advanced
Moisture Renewal®
Treatment Cream

WHAT IT DOES: Helps to improve the skin's hydration, resiliency, elasticity and firmness – and reinforces the skin's own moisture-retention capabilities.

HOW IT WORKS: Conditioners improve the appearance of the skin and help to protect the skin from the effects of the environment.

WHEN TO USE IT: Apply after regular moisturizer as needed — morning, evening or both.

\$31.50

WINTER SKIN WOE: normal to oily skin SKIN QUENCHING SOLUTION:

Mary Kay® Oil-Free Hydrating Gel

WHAT IT DOES: This non-greasy gel absorbs quickly, leaving skin cool and refreshed while hydrating skin for up to 10 hours.

HOW IT WORKS: Conditioners and emollients work together to maintain a soft, smooth and supple appearance of the skin.

WHEN TO USE: Apply after regular moisturizer as needed — morning, evening or both.

\$40

What is dry skin?

DRY SKIN IS CHARACTERIZED BY SMALL PORES AND A MATTE (DULL) FINISH WITH LITTLE OR NO SUPERFICIAL OIL OR SHINE. EXPRESSION LINES ARE QUICK TO FORM ON DRY SKIN, ESPECIALLY AROUND THE EYES AND MOUTH. DRY SKIN IS MORE COMMON IN WOMEN OVER 50 AND IN THOSE WHO LIVE IN LOW-HUMIDITY CLIMATES.



WINTER SKIN WOE: very dry skin
SKIN QUENCHING SOLUTION: I♥Extra Emollient Night Cream Set*
 (includes one 68 g jar and one 11 g sample-size tube)

WHAT IT DOES: Helps maintain the natural moisture of the skin and replenishes hydration in dry areas. Plus, the adorable limited-edition set is sure to keep the winter blues at bay!

HOW IT WORKS: Forms a protective shield to minimize moisture evaporation and allow increased hydration of dry areas, especially hands, elbows, knees and feet.

WHEN TO USE IT: Apply a small amount after your regular moisturizer as needed.

Did you know...

EXTRA EMOLLIENT NIGHT CREAM IS ONE OF THE BEST-SELLING MARY KAY PRODUCTS OF ALL TIME. IT'S BEEN A PART OF THE PRODUCT LINE SINCE THE COMPANY WAS FOUNDED IN 1963.

WINTER SKIN WOE: unhydrated hands

SKIN QUENCHING SOLUTION: Satin Hands® Pampering Set

WHAT IT DOES: Helps maintain the delicate texture of young-looking hands.

HOW IT WORKS: Satin Hands® Satin Smoothie® Hand Scrub cleanses and exfoliates hands with a fresh peach scent, while Satin Hands® Hand Cream provides instant hydration to condition and moisturize hands for hours. And Extra Emollient Night Cream helps minimize further moisture evaporation.

WHEN TO USE IT: All the time! The easy-to-follow steps allow customers to indulge themselves with a bit of pampering whenever they need it most.



WINTER SKIN WOE: less-than-luscious lips

SKIN QUENCHING SOLUTION: Satin Lips® Gift Set*

WHAT IT DOES: This pretty pair helps banish dry, peeling lips.

HOW IT WORKS: Satin Lips® Lip Mask, with miniature buffing beads, effectively exfoliates dead surface skin cells that cause lips to appear dull and lifeless. And Satin Lips® Lip Balm is an amazing moisturizer. Clinical results show that a single application moisturizes lips for at least six hours. Packaged in a limited-edition gift box, this set is sure to bring a smile to lips everywhere!

WHEN TO USE IT: Use as part of a regular skin care routine – and whenever lips need some extra love!

preferred customer program

SPRING 2009 GIFT WITH PURCHASE

travel-sized sun care set



Here's the perfect set to help your customers put a spring in their step! Offer them the **Travel-Sized Sun Care Set** when they purchase \$50 or more in Mary Kay® product during the upcoming Spring 2009 product promotion.

Each set includes travel-size versions of **Mary Kay® Sunscreen SPF 30** (29 mL) and **Mary Kay® After-Sun Replenishing Gel** (29 mL) – plus a mini **Mary Kay® NouriShine™ Lip Gloss** (2.5 g) in Beach Bronze to add the perfect hint of shimmer. And when stashed inside this reusable, travel-sized drawstring bag, the **Travel-Sized Sun Care Set** is ideal for trial and travel – whether to the beach, to the pool or to a tropical resort!

And after getting their summer glow on with these convenient sample sizes, your customers are sure to want to add the full-sized versions to their regular sun care regime.

important dates

- **Online enrolment begins:** January 5th, 2009
- **Online enrolment closes:** February 15th, 2009
- **Gift With Purchase and Generic Literature Packs will be shipped by:** March 16th, 2009
- **Customer and Independent Beauty Consultant versions of *The Look* begin mailing:** March 9th, 2009
- **Spring Fling Optional Mailer Postcard begins mailing:** April 24th, 2009
- **Gift With Purchase offer expires:** June 15th, 2009

remember!

This is third qualifying quarter for the 2008/2009 *Preferred Customer Program Consistency Challenge*! Don't miss out on exciting recognition and fantastic rewards!

or

This could be you!



Preferred Customer Program
Featured Sampler

When you enrol your customers to receive *The Look* through the Preferred Customer Program, they'll be treated to an exclusive sampler – like the one featured above.

The Spring 2009 sampler features three fresh shades of lip gloss – **Caribbean Coral**, **Hawaiian Sunset** and **Polynesian Petals** – all from the limited-edition Mary Kay® *Coastal Colors* Collection. (Don't miss the next issue of *Applause*® magazine for all the details on the Spring 2009 product promotion!)

make your customers **count**

Strengthening your customer base is fundamental to building a successful business. Plus, it can help you achieve the yearlong *Reach for the Stars!* promotion.



be true to yourself and **success is sure to follow**

by Andrea Lepore

Shakespeare once wrote 'To thine own self be true'. **Independent Senior Sales Director Barb McKellar**, of Ingersoll, ON, identifies with this famous saying so much that she believes it's the secret to her success.

"No matter what your style, it's important to be true to yourself. Some Independent Beauty Consultants focus on how shy they are and worry about what people think of them, rather than focusing on what they can offer a customer or potential team member," says Barb. "You have to think about how you can help the other person."

And part of helping is keeping things fun and informative *and* learning what your customer is hoping to gain from their Mary Kay experience.

JUST GET STARTED!

Mary Kay Ash used to say the hardest part of any job is getting started. So how does Barb – who has more than 300 customers – get started when it comes to meeting new ones?

"It's essential that you think of who you know – and work from there," Barb says. "You can also feature a Mary Kay booth at fairs and home shows, complete with a facial box."

Once she meets a potential new customer, Barb says she takes advantage of customer-focused Company tools – like a Mary Kay® Personal Web Site, the *Virtual Makeover* and the *ColourInsider*. She also focuses on building customers through business basics like the *Power Start*.

"It's energizing and helps get you out there to meet new people. I believe it helps you fall in love with your Mary Kay business all over again," she says.

BE THE BEST YOU CAN BE

Speaking of customer-based initiatives, Barb's also excited about the yearlong *Reach for the Stars!* program – which is perfect for helping team members soar this Seminar year.

"The *Reach for the Stars!* program is something the average Independent Beauty Consultant can sink her teeth into – especially those who work their business part time," she says. "The new *Jump Start* program of combining 30 new customers and achieving consistent Star Consultant status is wonderful! It supports the idea that being a "star" is about selling the product and meeting new customers."

When all is said and done, Barb says the challenge of achieving great success in Mary Kay lies within yourself.

"Never compare yourself to another independent sales force member – just be the best that you can be. Be consistent in your activity and set goals for your business each month. Focus on what you can control in your business – your attitude and your activity level," she says. "Most importantly, have fun and love all the opportunities your Mary Kay business can offer you!"

3 EASY WAYS TO SHOW CUSTOMERS YOU CARE

- Offer a **birthday month special discount**.
- Offer the **Preferred Customer Program gift with purchase** with every customer purchase of \$50 or more.
- Mail customer appreciation cards every six months to **thank customers for their support and loyalty to the Mary Kay® brand**.

MEET OUR QUARTER ONE STAR!

Congratulations to the winner of our Quarter One



Reach for the Stars! draw: **Independent Sales Director Kimberly Boudreau**, of Sydney, NS!

Much to her family's delight, Kimberly chose the all-expenses paid family trip to Mexico – which she'll share with husband Gordie, daughter Jenna and son Daryll.

It's clear that achieving Star Consultant status is an integral part of Kimberly's business goals. "Working toward the *Ladder of Success* each month is a great way to measure our work on a day-to-day and week-to-week basis," says Kimberly.

Want to read more on how Kimberly uses the Star Consultant program to build her business? Just visit the *Contests & Rewards* section on the MKOC!

Find it online:

MKOC > Recognition & Special Events > Contests & Rewards > *Reach for the Stars!*

QUARTER 1
ACHIEVERS
PAGE 30!



how to reap big results from 48 little hours

IT'S THAT TIME AGAIN, WHEN THE INVESTMENT OF ONE WEEKEND COULD PAY OFF WITH BIG RETURNS FOR THE REST OF YOUR BUSINESS YEAR – AND YOUR LIFE!

Wondering whether you can spare the time or money to make it happen? Mary Kay Ash understood. "Perhaps you are thinking, 'I can't afford to go.' From long experience, I believe you can't afford NOT to attend, for at Career Conference you will discover the BIG PICTURE of what your Mary Kay business can be for YOU! Make your plan now. Use the profit from a few extra classes to pay your way."

Isn't that just like Mary Kay? She always had ideas for working smarter. And "big picture" success tips, ideas and insights are just what you can expect at *Work Smart!* Career Conference 2009.

be an **early bird!**

When you register between January 1st and January 16th, 2009, you'll be entered in an Early Bird Draw to win one of *nine* Career Conference prize packs*, including:

- a one-night stay at your location's host hotel;
- onstage recognition as the Early Bird Draw winner;
- registration reimbursement;
- \$50 room service voucher; and
- special seating at your Career Conference location.

* One winner per Career Conference location.

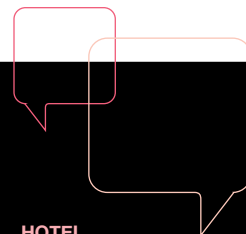
make it **work** where you are!

March 6th - 7th, 2009

HOST CITY	CONFERENCE CENTRE	HOTEL
Edmonton, AB	Mayfield Inn & Suites	Mayfield Inn & Suites
Halifax, NS	Marriott Halifax Harbourfront/ Casino Nova Scotia	Marriott Halifax Harbourfront/ Casino Nova Scotia
Toronto, ON	Toronto Congress Centre	Radisson Suites (Toronto Airport)
Regina, SK	Delta Regina	Delta Regina

March 13th - 14th, 2009

HOST CITY	CONFERENCE CENTRE	HOTEL
Penticton, BC	Penticton Trade & Convention Centre	Penticton Trade & Convention Centre
Winnipeg, MB	Delta Winnipeg	Delta Winnipeg
St. John's, NL	Fairmont Newfoundland	Fairmont Newfoundland
Ottawa, ON	Ottawa Marriott	Ottawa Marriott
Montréal, QC	Palais des Congrès de Montréal	Palais des Congrès de Montréal





one smart cookie

Independent Sales Director Gina Hormann of Hinton, AB, knows firsthand that attending Career Conference can help you work smart to reach even bigger goals. In 2008, she attended Career Conference – her first Mary Kay event – as an Independent Beauty Consultant.

“Career Conference was truly inspiring. It showed me what an amazing vision Mary Kay had for women – and what a wonderful opportunity I had in my Mary Kay business,” says Gina. “Career Conference gave me the knowledge, understanding and confidence to know that in offering others the Mary Kay opportunity, I was not only furthering my Mary Kay business, I was also helping them build their own.”

And Gina’s Career Conference learnings paid off! This smart cookie debuted as an Independent Sales Director in September 2008 – and we can’t wait to see where 2009 takes her!

smart rewards

Career Conference is a place where goals are set. And earning exciting recognition here can give you the motivation you need to reach your Seminar goals. So get ready to shine as you show everyone you mean business. Here are a few of the opportunities to earn recognition at *Work Smart!* Career Conference 2009.



Bee Focused! On-Target Queen’s Court of Sharing

Add at least 14 qualified* new personal team members from July 1st, 2008 through January 31st, 2009, and you’ll receive a namebadge ribbon, onstage recognition and a crystal bee necklace.



On-Target All-Star Consistency Challenge

When you achieve two quarters of consistent Star Consultant status from July 1st, 2008 through December 31st, 2008, you’ll receive a namebadge ribbon and standing recognition.



Preferred Customer Program Consistency Challenge

If you’re on track for the 2008/2009 Preferred Customer Program Consistency Challenge – by enrolling in the Fall/Holiday 2008 and Winter 2008/2009 programs – you’ll earn a namebadge ribbon and standing recognition.



Sparkle and Shine! Team-Building Challenge

When you add at least one qualified* new personal team member from November 1st, 2008 to February 15th, 2009, you’ll earn a genuine freshwater pearl and crystal necklace, a namebadge ribbon, onstage recognition and an invitation to the *Sparkle and Shine!* special luncheon.

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

quick facts for smarties

Register in one of two easy ways from January 1st to 31st, 2009:

- **Online:** Click on the *Work Smart!* Career Conference 2009 logo on the MKOC home page, then select Online Registration.
- **Mail/Fax:** Use the form enclosed with this issue of *Applause*® magazine, or visit the MKOC to download a printable version. Mail or fax your completed registration form to:

Special Events Registration
Mary Kay Cosmetics Ltd.
2020 Meadowvale Blvd.
Mississauga, ON L5N 6Y2
(905) 858-0048

REGISTRATION FEE

- **\$85** (plus applicable taxes) if you register by January 31st, 2009.
- **\$110** (plus applicable taxes), if you register on-site, space permitting.

CANCELLATION FEES

- **Full Refund:** January 31st, 2009
- **Less \$25:** February 1st – March 13th, 2009
- **No refunds:** After March 13th, 2009

smart tip!

GET A FREE GIFT!

Be one of the first 2,000 people to register for any location and receive a beautiful scarf exclusive to Career Conference!

smart surfing

Need to know more? Log on to the MKOC for full event details including:

- hotel information;
- daily schedules;
- frequently asked questions; and
- much more!

Find it online:

MKOC > Recognition & Events > Special Events > Career Conference 2009

enriching with enthusiasm

Initially, she had been looking to enrol in a makeup application course in her area. But when **Independent Senior Sales Director Eve Raymond** of Cowansville, QC, stumbled upon Mary Kay through an acquaintance, little did she know that she was beginning a life-changing experience.



by Marijana Klapcic

FROM CHILD CARE TO CARING FOR PEOPLE

Before beginning her Mary Kay business in April 2006, Eve – who earned a college diploma in Early Childhood Education – operated a home-based daycare. She looked after nine children for 50 hours a week – and that's without factoring in the hours it took to plan, clean, manage and organize the business.

"Mary Kay brought calm back into my house and allowed me to have dreams and ambitions of living at a higher level," explains Eve. "I've reduced my work hours to spend more time with my own kids, rather than with other people's children. I'm also able to better manage my schedule, as well as my pay cheques and vacations."

SUCCESS CAME QUICKLY

Just nine months after signing her Independent Beauty Consultant Agreement, Eve debuted as an Independent Sales Director – one of the most rewarding milestones on the Mary Kay career path. And when that day came, Eve felt both shocked and energized.

"At first I didn't expect it to happen so quickly. I felt like a fake! I wondered who exactly I thought I was when I started the same training as all those outstanding Independent Sales Directors who had inspired me only a few months before," Eve says. "But I was fired up with idea of living a new life, closing my daycare and being free!"

So with the support of her spouse, Yannick, and three children, Cédrick (10), Zachary (8) and Élodie (4), Eve was reminded everyday of the goals she set for herself. And the freedom she was seeking quickly followed.

"At first I had to 'sell' the idea of Mary Kay to my family. I helped my husband understand the importance of his involvement in my

business. I do my best to be positive toward him so that I receive the same in return," shares Eve. "It's this positive approach that has helped me become successful. We work together to form an incredible team. My son regularly asks me if I've made my calls and, before I earned my pink Cadillac, my daughter would ask me at the end of each work day, 'Where's the pink car?' We even named our cats Pinky and Cady!"

Now that's Mary Kay enthusiasm!

ENDLESS ENRICHMENT

Eve's enthusiasm doesn't end there however. It continues to flow through her and her unit members each and everyday. Eve's passion for contributing to the well being of others on a daily basis – whether it's her customers or unit members – is what continues to drive her to strive for more success.

"Having the opportunity to help others is the reason why I fell in love with Mary Kay in the first place," explains Eve. "And the lessons I've learned by starting my Mary Kay business – the lessons of perseverance, self-motivation, tolerance towards others, compassion and humility – will help me in all areas of my life. These are worth so much more to me than any amount of money."

"I see my Independent Beauty Consultants developing at an incredible rate. I see their personalities mellow and I see them become less critical of others. And these are the lessons they pass on to the people who are close to them. That's how you really improve the world. And Mary Kay is my tool for contributing to a better world."



BEAMING WITH UNIT PRIDE

At the end of the day, Eve is most proud of successfully passing on her enthusiasm and her faith in Mary Kay to her unit – “Everest’s Inspiration”.

“My offspring Independent Sales Directors are certainly my proudest accomplishment,” Eve beams. “I’m proud of every single person in my unit – they aim high!”

Of course, qualifying for her pink Cadillac and earning the trip to Dallas Seminar in July 2008 also round out Eve’s list of top achievements. So, where is she planning to go from here?

“I currently have two Independent Sales Directors-in-Qualification and I hope to pass the torch to five new Independent Sales Directors. I’m also aiming for the Top Director Trip to Maui!”

By continuing to upgrade her skills and surrounding herself with positive people who think big, Eve will not only continue to grow herself and her business – she’ll also reach out to the heart and spirit of other women, enabling them to achieve personal growth, fulfillment, happiness, balance and prosperity. Just the way Mary Kay Ash would have wanted.

Above, clockwise: Eve at New Independent Sales Director training in Dallas, TX, in 2001; Eve celebrates with her Mary Kay sisters at Seminar 2007; Eve relaxes at home with her family.

all about eve

EVE’S MUST-HAVE BEAUTY BASIC

“I adore the **TimeWise® Microdermabrasion Set!** I always bring a ‘before’ picture of myself to skin care classes so customers can immediately see the tremendous change in my skin since I began using Mary Kay product.”



EVE’S BUSINESS-BOOSTING TOOL

“A Mary Kay® Personal Web Site is a fantastic promotional tool – and the *Virtual Makeover?* All I can say is ‘Wow!’”



EVE ON BUILDING STRONG CUSTOMER RELATIONSHIPS

“During colour consultations, you should speak for 30 per cent of the time – and allow your customer to speak for the remaining 70 per cent. Ask questions and listen. Your customer will fall in love with you because of the attention she’s receiving.”

EVE’S BEST TIP

Check out Eve’s most important piece of advice for someone just beginning her Mary Kay journey:

“Build up your inventory. Why? Because it’s a commitment to yourself and your dream. Personally, I wouldn’t have become an Independent Sales Director without sufficient inventory. My inventory pushed me to go beyond my comfort zone and persevere in learning the business. And you have to believe that it’s meant for you!”



lives enriched

The Company's commitment to Mary Kay Ash's philosophy of giving back is at the heart of our corporate social responsibility initiatives.

But it's the giving spirits so abundant amongst our independent sales force members that inspire us to live "the Mary Kay way" in and out of the office.

These stories – sure to warm your soul on even the chilliest of winter days – exemplify all that we strive to achieve as a corporate leader.



the true meaning of go-give

by Marijana Klapcic

Sometimes you hear a story that touches your heart. And sometimes you hear a story that tugs so hard at your heartstrings you're left speechless.

The story of **Independent Senior Sales Director Isabelle Meunier's** go-give spirit does just that.

It all began with an e-mail from **Jill Wedding, Director of N.S.D. Services at Mary Kay Inc.** in Dallas, TX. **U.S. Independent Senior Sales Director Kim Roberts** was looking for an independent sales force member to help out a friend who was coming to Canada to have surgery. The woman had no family, friends or financial assistance to help her through this trying time.

With the help of **Karine Boucquillon, Bilingual Sales Development Administrator for Mary Kay Cosmetics Ltd.**, and a little online research on the part of Kim, it was Isabelle who was called upon to help out a stranger in need.

"When Isabelle called me back, I was just so relieved – yet so overwhelmed by her generosity," explains Kim. "She was away at an event and just happened to check her messages. She called me right back and said she would go to be with my friend before her surgery the next morning."

And that's what she did. Wanting to make the woman feel as comfortable as possible, Isabelle gathered some cozy clothing, pajamas, a robe, a winter jacket, food and some money – and immediately brought them to the woman.

"When I arrived, the woman seemed a little nervous. I comforted her and gave her hope," says Isabelle. "She was so grateful for everything."

Knowing how harsh our Canadian winters could be, Isabelle called upon her unit members for assistance at the Burgraff-Austin retreat in October.

"She kindly asked everyone to donate a dollar or two – whatever they could," explains **Independent National Sales Director Anne Austin**. "By the end of the retreat, she'd collected \$520 to purchase a winter coat, boots, vitamins, medication and basic supplies."

"It doesn't surprise me one bit," continues Anne. "It's a noble gesture that's typical of Isabelle's spirit. That's just the kind of woman she is. She's always the first to help anyone who needs it."

Kim Roberts agrees. "Isabelle deserves to be raised on a pedestal. She was the catalyst in this mission. She took it and ran with it and I'm overwhelmed by her support. It just shows you that at Mary Kay, what we give to women is so much more than a bottle of cleanser. We give them hope."

ISABELLE'S ALWAYS THE FIRST TO HELP ANYONE WHO NEEDS IT.

Jill Wedding seconds that notion. "At the Canadian office, Karine went above and beyond to make sure this request was not dropped – an example of what Tom Whatley, [former President, Mary Kay Inc.], used to say: 'Be big, but still act like a small company'. As for Isabelle, she embraced a total stranger – a wonderful example of our global Mary Kay network and how powerful and loving it is – even for perfect strangers."

Isabelle, your support, strength, thoughtfulness and friendship are a true representation of "the sisterhood of Mary Kay". Thank you for being a wonderful example of the Go-Give™ spirit in action.

open your purse, open your heart

by Marijana Klapcic

What do almost all women have in common? Their love of purses and shoes!

This common bond is what inspired **Independent Senior Sales Directors Shelley Haslett** and **Liz Wodham**, as well as **Independent Sales Director Monica Noel**, to hold a purse auction at their fall National Area retreats as a fundraiser for the Mary Kay Ash Charitable Foundation (MKACF).

"The idea of a purse auction came from Liz Wodham, who had hosted a fundraiser called 'Open Your Purse To Charity' as a silent auction," explains Shelley. "We decided that to make it more fun and interactive, we would conduct auctions at our fall retreats."

The first auction was held at a retreat in Prince George, BC, organized by **Independent Future Executive Senior Sales Director Becky Lawrence**. Approximately 40 "gently used" and brand new bags were auctioned off. The result? More than \$1,400 was raised and donated to the MKACF!

"We found that anything with a Mary Kay® logo on it was a coveted item!" exclaims Shelley. "The tote from the Girlfriends Collection went for over \$100 – and the white Kathy Van Zeeland purse [a Star Consultant prize] went for well over \$200!"

A second auction was held at **Independent National Sales Director Sandy Campbell's** October retreat at Sun Peaks Resort near

Kamloops, BC. There, approximately 60 bags were auctioned off – raising a total of \$3,305 for the MKACF.

Auctioneering duties were shared among Independent Sales Directors while Star Consultants and Independent Sales Directors-in-Qualification modeled the bags, bringing even more excitement and laughter to the event. "We started the bidding and we watched as the numbers climbed and climbed. The fact that the funds being raised were going directly to the MKACF meant that everyone was happy to continue bidding," says Shelley.

Over at the West Go-Give Area Retreat, Monica Noel and the rest of the Go-Give Area held the same type of auction and raised \$2,200 – bringing the combined total to more than \$6,900 for the MKACF.

"I know that if every National Area retreat did some sort of fundraiser for the MKACF, a



THE FACT THAT THE FUNDS BEING RAISED WERE GOING DIRECTLY TO THE MKACF MEANT THAT EVERYONE WAS HAPPY TO CONTINUE BIDDING.

lot of money would be raised for a worthwhile cause," ends Shelley.

Thanks to these remarkable women, the benchmark has been set! Way to go gals!

warm hearts this valentine's day!

Here's a truly adorable way to spread some love for Valentine's Day!

Why not encourage your customers to purchase ToBee – the Mary Kay Ash Charitable Foundation Teddy Bear – for themselves or someone special? This cuddly teddy bear, sporting a signature pink "MK" on his sweater, is sure to warm hearts and help those who need it most.

He's just \$25 and proceeds aid the MKACF's mission to support women living and dealing with the appearance-related effects of cancer treatment and to help end violence against women.

Can you think of any better way to warm hearts this Valentine's Day?



↑ Make it a Teddy Bear pair!

Purchase ToBee and Harmony – our 2007 MKACF Teddy Bear – for just \$45 on the Online Order Form! 

news&updates

Compiled by: Andrea Lepore and Heather Watterworth

it's never too early to **start saving for seminar!**

SEE THE BIG PICTURE OF MARY KAY



Mary Kay Ash was a firm believer in planning your work and working your plan. After all, working smart – instead of hard – is the perfect way to achieve success and shine like the star that you are!

Independent Sales Director Lorrie Henke, of Edmonton, AB, says these simple yet precise words from our Founder will not only help you achieve your goals, but when you apply this concept to saving for Seminar, it will show you the bigger picture of Mary Kay – and your business!

“One of the key challenges that prevents an Independent Beauty Consultant from attending Seminar is not having sufficient funds. And this is a scenario that can be avoided with a little planning,” says Lorrie.

Part of this equation is solid money management, which Lorrie does with three separate Mary Kay bank accounts.

“I have a 60% account for replenishing my inventory, another account for my profit, plus a separate one for my travel. The most important element to determine is approximately how much your trip to Seminar will cost. That way, you’ll know how much you need to save monthly,” she says. “For some, 10% will be sufficient; for others, 20% may be what’s required. It just depends how much product you’re selling! And this is a great reason to increase your weekly and/or monthly selling goal. By doing so, you just might cover your flight or your registration in *one* class!”

As any good money manager will tell you, determining what you need to get to Seminar is as simple as sticking to a budget. That’s why it’s important to make a list of your expenses and approximate costs to

attend this exciting event, including your flight, hotel accommodation, registration, food and spending money.

“Planning your budget ahead of time is key! Then it’s just a matter of sticking to your plan. Like all goals, it should be non-negotiable. Each month, do what it takes to hold your appointments – and build up your Seminar savings account,” says Lorrie.

So, let’s say you need \$1,000 to cover your basic Seminar expenses. Since there are approximately seven months to go until the event, Lorrie calculates you’ll need to save \$150 in your travel account – each month, beginning in January. “Now, doesn’t that sounds manageable?” asks Lorrie.

Lorrie also says that if you need to fly, you’ll want to check out rates now. And don’t forget about collecting airline reward points. You can collect them all year and get yourself a less expensive – maybe even free – flight. And that’s sure to make budgeting for Seminar that much easier. “And remember, there are always great seat sales – you just have to do a little research. Don’t wait too long or you’ll miss the fabulous deals!”

So what can a new Independent Beauty Consultant learn from attending Seminar? Lorrie says she still remembers attending her first Seminar and what it meant to her – and her Mary Kay business.

“I had no idea how big these accomplishments were! Being onstage at Seminar was the most rewarding, inspiring, exciting event that I had ever experienced! It helped me see that the recognition we receive is truly a reflection of the “giving” work we do – and of the number of lives we enrich!”

-AL

part 3 of 3!

shine
on!

seminar2009

6 SAVVY SEMINAR SAVING TIPS

From Independent National Sales Director Philomena Warren:

- The first – and most important – step is to commit to attending Seminar. It should be non-negotiable.
- Hold facials throughout the year and put the profit from the facials in a separate fund or bank account for travel/education. “I always refer to it as my ‘girl fund’,” says Phil.
- Create a “crazy can”. Phil says her unit members decorate empty large juice cans and put all their savings in it. “At the end of the year, we’d have enough saved to cover Seminar costs.”

From Independent National Sales Director Gail Adamson:

- Set aside any commissions you earn for Seminar. “In my early years, I found that in so doing, I always had the funds necessary to attend all the important Mary Kay events – including Career Conference, Leadership Conference and, of course, Seminar,” says Gail.
- Break down the total amount into a regular monthly commitment – and stick to it!
- Put away 20% of profits from every skin care class, facial or *ColourInsider* party you hold.

mary kay inc. appoints new chief scientific officer

It's our pleasure to introduce **Dr. Beth Lange** as Chief Scientific Officer, Mary Kay Inc.

Dr. Lange will represent Mary Kay Inc.'s Research and Development department to industry trade organizations and the medical community. Working at the forefront of the research and development process, Dr. Lange will serve as the "voice" of Mary Kay in regard to how our product formulas and properties help deliver the results for which Mary Kay is known and highly respected.



Dr. Lange holds a B.S. in nuclear medicine from Oakland University in Michigan and a Ph.D. in radiation biology from the University of Iowa College of Medicine. She has been granted more than 20 U.S. and European patents and has had several articles published in technical journals and books. Her tremendous experience and knowledge will play a critical role in shaping our future research and development and product strategy.

Welcome to the Mary Kay family, Dr. Lange!

download the podcasts of the month

Don't miss the newest additions to the *Media Library* on the MKOC – and find out what you can look forward to in February. Be sure to visit on the first of each month to access new podcasts!

JANUARY

- **Mary Kay Ash:** *Pearls of Wisdom: A Personal Perspective – Everything You Always Wanted To Know*
- **Independent Senior National Sales Director Angie Stoker:** *Mary Kay Memories* from Seminar 2008
- **Independent National Sales Director Emeritus Betty Elliott-Kichler:** *Dream Believers* from Seminar 2008

FEBRUARY

- **Mary Kay Ash:** *Pearls of Wisdom: A Personal Perspective – Fifty Cents On The Dollar*
- **Independent Sales Director Alexis Glabus:** *Make It A Powerful Start* from *It's In The Bag!* Rally at Seminar 2008
- **U.S. Independent Senior National Sales Director Johnnette Shealy:** *The Mary Kay Way* from Seminar 2008

Find it online: MKOC > Career Development > Education > Media Library

the do not call list and your mary kay business

As a reminder, the Canadian Radio-Television and Telecommunications Commission (CRTC) launched Canada's national Do Not Call List (DNCL) on September 30th, 2008. As an Independent Beauty Consultant with Mary Kay Cosmetics Ltd., it is extremely important that you understand your obligations under the DNCL rules and that you be in full compliance with them.

For further clarification on the DNCL rules, we encourage you to visit *Late Breaking News* on the MKOC for updated Frequently Asked Questions on the legislation.

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Find it online: MKOC > Late Breaking News

QUICK Q&A

How do I register my business with the DNCL operator?

It's easy! Just visit <http://lnnte-dncl.gc.ca> and click on the *I Am A Telemarketer* link on the left side of the page. Then, click the *Register Your Organization* link to begin registration for your business.

Under the DNCL, what's considered a telemarketing call?

- Calls offering to sell good or services.
- Calls requesting the consumer attend an information session.
- Customer satisfaction calls/surveys that have the intention to solicit sales.
- Calls that offer free goods or samples as part of a sales campaign.
- Calls offering anything for "free" that is conditional on a purchase.

Do I have to register and subscribe to the DNCL?

Registration is a must but you may be exempt from having to subscribe to the DNCL list.

What type of calls are exempt?

- Calls to consumers with whom you have an existing business relationship.
- Calls to consumers who have provided express consent to receive your calls.

What qualifies as "express consent"?

Express consent is when a consumer has given you specific permission to call and has provided you with her telephone number for the specific purpose of receiving a telemarketing call.

october 2008 recognition reconnaissance d'octobre 2008

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

NSD Commissions/Commissions DNV

Listed below are Independent National Sales Director commissions earned in October 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 September. / Commissions touchées en octobre par les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1^{re}, 2^e et 3^e lignées; commissions touchées par les Directrices nationales des ventes senior indépendantes sur les groupes personnels de leurs Directrices nationales des ventes de 1^{re} 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^{re} lignée. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l'étranger en septembre.

Renée Daras  \$29,635.00	Angie Stoker  \$21,579.00	Brenda Summach  \$17,712.00	Dalene Allen  \$17,068.00	Doreen Burggraf  \$13,783.00
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Gloria Boyne \$13,702.00	Elena Sarmago \$11,092.00	Donna Lowry \$8,405.00	Donna Weir \$7,337.00	Susanne Felker \$6,282.00
HeatherArmstrong 13,146.00	Olive Ratzlaff 9,032.00	Gail Adamson 8,159.00	Betty Elliott-Kichler 7,112.00	Janice Connell 4,774.00
Bernice Boe-Malin 11,400.00	Darlene Ryan-Rieux 8,912.00	Philomena Warren 7,519.00	Marcia Grobety 6,934.00	Jane Kosti 4,459.00
Sandy Campbell 11,313.00	Anne Austin 8,899.00	Debbie Mattinson 7,404.00	Linda MacDonald 6,354.00	

Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of October. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en octobre.

Bernice Boe-Malin  Level 2/Niveau 2	Doreen Burggraf  Level 2/Niveau 2	Sandy Campbell  Level 2/Niveau 2	Brenda Summach  Level 2/Niveau 2		
Heather Armstrong  Level 1/Niveau 1	Anne Austin  Level 1/Niveau 1	Debbie Mattinson  Level 1/Niveau 1	Darlene Ryan-Rieux  Level 1/Niveau 1	Philomena Warren  Level 1/Niveau 1	Donna Weir  Level 1/Niveau 1

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 October 30th, 2008. 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 octobre 2008. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker \$2,521,697.50	Brenda Summach \$1,656,219.96	Gloria Boyne \$1,105,093.29	Elena Sarmago \$985,958.87	Marcia Grobety \$853,463.99
Heather Armstrong 2,149,456.79	Doreen Burggraf 1,160,777.30	Dalene Allen 1,039,690.37	Donna Lowry 865,440.96	Anne Austin 831,348.45

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Stars on the Ladder of Success/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!

Debbie Parsons	\$6,500.00	Christine Miller	\$5,335.50	Liana McLean	\$4,202.50	Anita Jensen	\$4,046.50	Genevieve Lauzon	\$3,625.00	Suzie Tremblay	\$3,601.75
Deanna Blue	5,967.00	Sherri Stokes	5,031.50	Susan Galick	4,201.50	Holly Martin	3,803.25	Bonnie Eidse	3,615.00	Melissa Gendron	3,600.25
Cassandra Lay	5,903.50	Arlene Klassen	4,222.25	Zahra Galehdar	4,200.50	Emily Cornelis	3,762.50	Cynthia Harris	3,608.50		
Celine Paquette	5,722.50	Darshan Saini	4,215.75	Sylvie Larose	4,126.00	France Cloutier	3,636.75	Danielle Bourgault	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!

Gwen Groves	\$3,544.00	Mina Spremulli	\$2,792.75	Sian Anderson	\$2,402.25	Sherri Roy	\$2,134.00	Fran Sorobey	\$1,830.50	Veronica Kearney	\$1,802.25
Alice Leung	3,461.50	Melanie Little	2,772.25	Cindy Busby	2,402.25	Kerriann Boyd	2,124.00	Juan San	1,828.50	Vijanti Mala	1,802.25
Wendy-Lynn Jones	3,393.00	Monica Hunt	2,753.50	Paulette Deleavey	2,402.25	Denise Bond	2,121.75	Celine Theriault	1,825.75	Laura Simpson	1,802.25
Carol Krushnisky	3,360.00	Jan Irwin	2,749.00	Natasha Leger	2,402.00	Tana Letkeman	2,038.00	Claire Kennedy	1,823.75	Paula Ruscica	1,802.00
Josianne Boily	3,356.50	Kim Madsen	2,746.75	Reinela Sanchez	2,401.50	Darlene Comba	2,030.75	Rajni Puri	1,821.75	Darlene Olsen	1,801.75
Gina Hormann	3,278.75	Jeanette Maleska	2,668.50	Sherry Ogawara	2,400.75	Patti Howell	2,018.75	Celine Frechette	1,821.50	Jennifer Escandon	1,801.75
Elaine Bennett	3,199.75	Sandra Beaudin	2,639.00	Barbara Vandertorre	2,400.75	Karen Schamehorn	2,018.50	Gerda Wohlmuth	1,820.25	Michelle Gurdebeke	1,801.75
Marie Fortin	3,152.50	Sarah Bardell	2,619.25	Elisha Peller	2,400.50	Carol Heath	2,014.50	Melody Gilmore	1,818.50	Chelsea Iatridis	1,801.50
Mandip Pahal	3,132.50	Chantal Dufour	2,610.75	Estelle Willard	2,400.50	Marlene Streight	2,014.50	Hanan Yazgi	1,818.00	Cyndi Jones	1,801.50
Cathia De Gobbi	3,095.00	Amy Shang	2,590.00	Kerri Wilson	2,400.50	Rosalene Phillips	2,011.50	Wendy Tindall	1,817.00	Kathy Malo	1,801.50
Atosa Moini	3,075.00	Lucie Leveillee	2,580.75	Naja Sinclair	2,400.25	Marjo Belknap	2,008.25	Erin Edwards	1,814.00	Sara Calder	1,801.25
Louise Ann Brunet	3,066.00	Audrey Trach	2,558.50	Colleen Park	2,400.00	Harpreen Aujla	2,001.50	Tanya Mark	1,812.75	Daniela McNeal	1,801.25
Rosalinda Lacamana	3,041.00	Shannon Cameron	2,549.75	Darlene Bakker	2,391.50	Diane Burness	2,001.00	Lori Upton	1,811.75	Sandra Doucette	1,801.00
Sabine Blohm	3,037.50	Kim Ramsden	2,510.50	Ka Fu	2,382.50	Jenny-Lynn Sather	2,000.00	Amy Klassen	1,811.25	Guylande Estimable	1,801.00
Michelle Baumann	3,017.25	Manon Paquin	2,509.75	Kay Carruthers	2,348.50	McElissa Tardif	1,998.00	Fahimeh Nassry	1,811.00	Patricia Petersen	1,801.00
Stephanie Dumoulin	3,016.25	Ellen Hatlevik	2,498.25	Heather Oldenburg	2,347.25	Kim Vidal	1,955.75	Heather Hewitt	1,810.00	Ricky Popadynec	1,801.00
Zara Pavlovic	3,015.25	Amandeep Kaler	2,489.50	Valerie Campbell	2,345.00	Nathalie Bisailon	1,955.00	Donna Melnychyn	1,810.00	Gurmeet Dhinjal	1,800.75
Joane Ouellet	3,012.50	Kenisha Choo-Yick	2,477.50	Pamela Sittler	2,333.75	Sarah Kearney	1,950.00	Deanna Rodman	1,810.00	Fanny Lamarre	1,800.75
Joy Barber	3,012.00	Kelly MacLeod	2,475.00	Catherine Strickland	2,312.25	Stephanie Ould	1,948.00	Velma Barker	1,809.75	Megan Logan	1,800.75
Allison Kern	3,011.25	Eualia Duncan	2,452.75	Nancy Morin	2,310.75	Nadia Desroches	1,945.00	Brittany Ralph	1,808.50	Karen McCulloch	1,800.75
Susan Quintal	3,005.00	Sharon Pritchard	2,448.50	Helene Drolet	2,254.75	Shari Stoddard	1,933.75	Gladys Muenala	1,807.75	Coreen Michelin	1,800.75
Dee Morrison	3,004.00	Lucie Tessier	2,439.75	June Rumball	2,252.50	Martine Fortin	1,930.50	Manmeet Bal	1,807.00	Catherine Schiller	1,800.75
Sia Kisesa	3,003.00	Ruth MacDonald	2,427.25	Georgine Cook	2,245.25	Kitty Babcock	1,929.25	Karen McManus	1,807.00	Susan Bannister	1,800.50
Leslie Tessari	3,001.75	Norma Boudreau	2,425.50	Sadie Pellerin	2,222.75	Melissa Indri	1,929.00	Melissa Krieger	1,806.75	Dalaine Benoit	1,800.50
Susan Carey	3,001.50	Marie-Eve Hamel	2,418.00	Paulette Fleming	2,220.00	Linda Raizenne	1,917.25	Bobbi Spielmacher	1,806.25	Nahid Hassan	1,800.50
Melissa Dunn	3,001.50	France Falardeau	2,417.75	Hillie Feitsma	2,200.75	Isabelle Lampron	1,914.00	Alycia White	1,806.25	Kathryn Henderson	1,800.50
Shelly Stewart	3,001.25	Sarah Tuck	2,415.00	Elisabeth Desroches	2,188.75	Debbie Ewing	1,902.25	Betty Plante	1,805.75	Dipti Modhera	1,800.50
Janine Novakowski	3,001.00	Jacqueline Durand	2,410.25	Erna Voth	2,188.00	Louise McCann	1,901.25	Vanessa Mitchell	1,805.25	Linda Rixon	1,800.50
Maryam Zareei	3,000.50	Nicole Scheidl	2,409.75	Nicole Bellemare	2,180.00	Debbie Struthers	1,899.50	Sarah Malo	1,804.75	Daphnee Touchette	1,800.50
Diane Cliffe	3,000.25	Amber Powell	2,409.00	Donna Crawford	2,175.00	Ursula Mroczkowski	1,897.75	Linda Cunday	1,804.50	Dierdre McKay	1,800.25
Christa Dietelbach	3,000.25	Inga Casporowicz	2,408.25	Lanna Tucker	2,169.75	Sherry Binette	1,884.25	Kara Robar	1,804.50	Heather Schooler-Pelz	1,800.25
Jennifer Cloutier	3,000.00	Rhonda Forster	2,406.50	Nancy Hann	2,169.25	Lisa O'Hara	1,876.50	Nathalie Vancol	1,804.25	Gene Antonio	1,800.00
Marie-Eve Martel	3,000.00	Simone Dixon	2,404.75	Nancy Normandin	2,161.50	Marie Monte	1,875.75	Jessica Blurton	1,803.50	Whitney Andrejcin	1,800.00
Catherine Roy	3,000.00	Genevieve Daigle	2,404.25	Barbara Lefort	2,159.75	Heather Morrison	1,873.25	Linda Haley	1,803.50	Kim-Mia Dore-Laplante	1,800.00
Fern McNeil	2,930.00	Kim Stewart	2,404.00	Cathy Lapointe	2,159.50	Vicky Savard	1,861.75	Volha Kadychenka	1,803.25	Patricia Fenton	1,800.00
Colleen Giesbrecht	2,884.50	Pauline Richardson	2,403.50	Angela Inglis	2,156.75	Elizabeth Burt	1,855.50	Susan Richardson	1,803.25	Esther Gallop	1,800.00
Annette Guerrette	2,884.00	Cecilia Guy	2,402.75	Brenda Roberts	2,153.00	Kulwant Bar	1,851.25	Aman Dhalwal	1,803.00	Michelle Gillis	1,800.00
Sharon McDonnell	2,850.75	Sharon Robertson	2,402.75	Tianna Campbell	2,151.00	Samia Hassan	1,844.25	Dawn Haloun-Townsend	1,803.00	Tabitha Mann	1,800.00
Cindy Levesque	2,838.25	Frances Enns	2,402.50	Darla Lutwick	2,151.00	Sharon Chafe	1,841.25	Helen Grant	1,802.75	Wendy Penston	1,800.00
Ginger Woepfel	2,821.25	Caroline Poulin	2,402.50	June Fowler	2,141.00	Carolyn Towle	1,839.00	Gail St Croix	1,802.75	Rochelle Riemer	1,800.00

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

Sharon Coburn	\$7,962.17	Gaylene Gillander	\$4,526.74	Joyce Goff	\$3,474.96	Ellen Hatlevik	\$2,875.70	Pam Behnke-VanHoof	\$2,597.48	Janelle Desjardins	\$2,361.46
Josée D'Anjou	7,603.02	Rita Samms	4,520.95	Elaine Fry	3,456.09	Heather Cook	2,866.00	Charlene Blackstar	2,594.08	Alyce Parkes	2,356.75
Evelyn Ramanaukas	7,373.91	Jennifer Levers	4,489.89	Shelley Haslett	3,423.82	Jill Ashmore	2,843.13	Randhir Singh	2,583.99	Danielle Theriault	2,349.86
Mireille Morin	7,250.24	Donna Izen	4,477.27	Teresa Ho	3,393.36	Deborah Prychidny	2,842.70	Maria Bennett	2,578.65	Judi Todd	2,346.67
Shelley Recoskie	7,228.56	Mandeep Bambrah	4,443.70	Debbie Struthers	3,329.25	Odette Dobbin	2,841.48	Donna Witt	2,575.91	Donna McKinley	2,339.94
Nathalie Delisle	7,213.32	Donna Matthews	4,401.07	Heidi McGuigan	3,282.94	Paulette Nimco	2,840.90	Julie Fiala	2,548.98	Sharon Korol	2,336.63
Eve Raymond	6,680.15	Wanda Groenewegen	4,350.51	Nicole Bellemare	3,276.45	Lorraine McCabe	2,832.98	Martine Richard	2,544.92	Cassandra Lay	2,319.99
Tamara Swatske	6,462.01	Vaun Gramatovich	4,236.33	Beverly Dix	3,245.88	Salina Jacobsen	2,830.20	Wendy-Lynn Jones	2,540.15	Judith Richardson	2,311.19
Shannon Shaffer	6,288.38	Anna Leblanc	4,220.86	Karen Simpson	3,235.19	Angela Hargreaves	2,802.66	Jane Arsenault	2,523.09	Bev Harris	2,311.08
Susan Bannister	5,599.29	Claribel Avery	4,218.29	Joanne Ward	3,224.85	Peggy L'Homme	2,760.26	Angella Maynard	2,512.76	Dierdre McKay	2,310.94
Harpreet Dhalwal	5,456.46	Donna Melnychyn	4,211.63	Louise Desy	3,167.20	Debbie Ryan King	2,758.39	Gwen Groves	2,505.19	Louise McCann	2,307.90
Alexis Glabus	5,313.77	Isabelle Meunier	4,116.22	Frances Fletcher	3,150.61	Shirley Fequet	2,744.50	Marie York	2,485.53	Beryl Apfelbaum	2,303.19
Carol Heath	5,267.06	Fran Sorobey	4,079.15	Barbara Martin	3,121.45	Kathy Handzuik	2,714.04	Carol Hoyland-Olsen	2,480.64	Carlene Kerr	2,297.66
Shirley Peterson	5,081.92	Sonia Janelle	4,068.81	Michelle Currie	3,111.68	Phyllis Hansford	2,713.30	Joanne Manol	2,475.88	Diane Burness	2,287.68
Kyla Buhler	5,023.53	Julie Ricard	4,029.10	Jasbir Sandhu	3,111.12	Barbara Bond	2,712.26	Barbara Craig	2,420.35	Kimberly Shankel	2,282.93
Jacqueline Cullen	5,005.59	Louise Fortin	4,009.84	Bonnie Ward	3,110.27	Johanna Tobin	2,685.44	Debbie Parsons	2,414.04	June Millar	2,264.97
Robin Courneya-Roblin	5,001.94	Liz Wodham	3,885.23	Kathryn Milner	3,108.89	Claudine Pouliot	2,647.45	Barb McKellar	2,410.20	Louise duchesne	2,262.29
Mary Davies	4,986.15	Teresa Alomar-Story	3,823.29	Ruby Chapman	3,060.23	Harsimran Saini	2,647.02	France Legare	2,408.55	Susie Leakvold	2,250.58
Kathy Quilty	4,972.93	Guyaine Comeau	3,777.42	Susan Richardson	3,020.92	Colleen Hendrickson	2,646.06	Pamela Kanderka	2,407.66	Elizabeth Farris	2,218.55
Gladys MacIntyre	4,948.58	Ginette Desforges	3,714.44	Kathy Whitley	3,005.83	Mary-Lou Hill	2,645.05	Lucie Beauregard	2,403.02	Shirley Austin	2,214.49
France Grenier	4,939.10	Rajinder Rai	3,652.76	Alex Quinn	2,991.36	Kim Conaghan	2,637.54	Johanne Girard	2,397.41	M-J Bourdages	2,211.36
Guyaine Dufour	4,775.43	Judy Buchanan	3,585.49	Louisa Hoddinott	2,965.37	Lauren Miller	2,626.03	Sylvie Beaucage	2,391.94	Cheryl Page	2,210.63
Lynn Brady	4,644.82	Joyce Bigelow	3,550.50	Debbie McLaughlin	2,897.21	Christine Ransom	2,620.81	Gloria Fitt	2,374.29	M. Summach-Goetz	2,196.20
Louise Boulanger	4,530.37	Elaine Scotte	3,501.92	Marilyn Bodie	2,884.09	Deb Wynn	2,616.35	Darlene Olsen	2,361.57	Sheila Lefebvre	2,177.74

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 RECROUTE 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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 696 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTIVÉE A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % 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)

Cheryl Neuman	\$2,167.34	Trudy Klassen	\$2,132.32	Melissa Bongalis	\$2,113.88	Lorrie Henke	\$2,070.68	Fiona Corby	\$2,056.41
Kay Carruthers	2,160.01	Colleen Sankey	2,125.97	Mychele Guimond	2,084.86	Lisa Craig	2,067.92	Tracey Walls	2,026.09
Alice Storey	2,147.49	Victoria Wakulchuk	2,119.26	Ming Tsang	2,084.43	Joyce Harnett	2,064.10	Sherri Schilling	2,017.96
Lu Scott	2,140.40	Michelle Gilbert	2,117.28	Giselle Marmus	2,081.15	Lois Hirtz	2,058.75	Ishali Mulchandani	2,010.65

Scoreboard/Tableau des résultats

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

Nathalie Delisle	\$54,664.50	Louise Boulanger	\$36,446.50	Joyce Goff	\$28,896.50	Claribel Avery	\$24,252.00	Carol Hoyland-Olsen	\$21,858.00	Angella Maynard	\$20,606.50
Mireille Morin	51,829.00	Mary Davies	36,114.50	Nicole Bellemare	28,868.50	Elaine Fry	24,248.00	Debbie Parsons	21,754.50	Kim Conaghan	20,577.50
Shelley Recoskie	51,543.00	Lynn Brady	36,074.00	Joyce Bigelow	28,120.00	Heidi McGuigan	24,012.00	France Legare	21,670.00	Sharon Korol	20,563.50
Shannon Shaffer	47,741.00	Shirley Peterson	35,303.50	Guylaine Comeau	28,071.50	Peggy Denomme	24,004.00	Barb McKellar	21,453.00	Alex Quinn	20,536.00
Sharon Coburn	47,086.50	Guylaine Dufour	35,140.00	Kathryn Milner	27,829.00	Mary-Lou Hill	23,770.00	Sylvie Beaucage	21,414.50	Wendy-Lynn Jones	20,499.50
E. Ramanauskas	46,766.00	Rita Samms	34,587.50	Ruby Chapman	27,080.50	Debbie Struthers	23,754.00	Teresa Ho	21,255.50	Maria Bennett	20,450.00
Josée D'Anjou	46,389.00	Mandeep Bambrha	34,518.50	Barbara Martin	26,659.00	Deb Wynn	23,328.50	Julie Ricard	21,254.00	Cassandra Lay	20,307.50
Susan Bannister	45,778.50	Jennifer Levers	34,514.50	Frances Fletcher	26,580.50	Joanne Ward	22,979.00	Vaun Gramatovich	21,096.50	Shelley Haslett	20,250.50
Eve Raymond	45,089.50	Gaylene Gillander	34,220.00	Isabelle Meunier	26,340.50	Ellen Hatlevik	22,703.00	Rajinder Rai	20,946.50	Colleen Hendrickson	20,241.50
Tamara Swatske	43,846.50	Fran Sorobey	32,995.50	Kathy Whitley	26,243.50	Elaine Sicotte	22,589.50	Janelle Desjardins	20,945.50	Bev Harris	20,170.50
Jacqueline Cullen	41,612.50	Gladys MacIntyre	32,982.50	Beverly Dix	25,891.50	Donna Izen	22,587.50	Bonnie Vigue	20,939.00	Louise McCann	20,121.50
Carol Heath	40,198.00	W. Groenewegen	32,958.50	Debbie McLaughlin	25,388.00	Heather Cook	22,500.00	Louise Desy	20,919.50	Julie Fiala	20,068.50
Kathy Quilty	39,553.50	Louise Fortin	32,459.00	Sonia Janelle	25,340.00	Christine Ransom	22,468.50	Alyce Parkes	20,837.00	Beryl Apfelbaum	20,049.00
France Grenier	38,915.00	Liz Wodham	31,410.50	Donna Matthews	25,294.00	Kathy Handzuik	22,350.50	Jane Arsenault	20,808.50	Louisa Hoddinott	20,029.00
Alexis Glabus	38,608.50	T. Alomar-Story	31,127.50	Odette Dobbin	25,253.50	Paulette Nimco	22,341.50	Danielle Theriault	20,767.00		
R. Courneya-Roblin	38,379.00	Harpreet Dhaliwal	31,080.00	Salina Jacobsen	25,080.00	Martine Richard	22,229.50	Claudine Pouliot	20,730.00		
Anna Leblanc	37,244.00	Judy Buchanan	30,910.00	Michelle Currie	24,795.00	Jill Ashmore	22,202.00	Gwen Groves	20,686.00		
Kyla Buhler	37,234.00	Donna Melnychyn	30,109.50	Ginette Desforges	24,666.50	Lorraine McCabe	22,055.00	Donna McKinley	20,614.50		

Top Recruiting Units/Meilleurs groupes en recrutement

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

Ontario – Shelley Recoskie
Manitoba – Jacqueline Cullen
Québec – France Grenier
Québec – Nathalie Delisle

British Columbia/Colombie-Britannique – Joanne Johnston
Québec – Nicole Bellemare
Ontario – Rajinder Rai
Québec – Josée D'Anjou

Québec – Eve Raymond
British Columbia/Colombie-Britannique – Carol Heath

Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Sherri Stokes
British Columbia/Colombie-Britannique – Darshan Saini
Manitoba – Bonnie Eidse
New Brunswick/Nouveau-Brunswick – Liana McLean
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Debbie Parsons

Nova Scotia/Nouvelle-Écosse – Norma Boudreau
Nunavut – Ellen Hatlevik
Northwest Territories/Territoires du Nord-Ouest – Krista Harbin
Ontario – Deanna Blue
Prince Edward Island/Île-du-Prince-Édouard – Jacinta Stewart

Québec – Sylvie Larose
Saskatchewan – Rosalinda Lacsamana
Yukon – Nicole Gagne

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

Evelyn Ramanauskas	\$1,564.20	Lynn Brady	\$867.42	Carlene Kerr	\$712.86	Gwen Groves	\$629.19	Kim Conaghan	\$579.30	Yolene Gay	\$528.84
Fran Sorobey	1,453.44	Tracy Campbell	861.15	Maria Bennett	711.06	Donna Witt	624.72	Michelle Gilbert	579.27	Marie-Claire Lavigne	528.24
Shirley Fequet	1,426.77	Sukhmander Dhaliwal	842.55	Alex Quinn	710.91	Wendy-Lynn Jones	616.62	Johanna Tobin	579.24	Shelley Haslett	526.92
Liz Wodham	1,369.14	Harpreet Dhaliwal	839.04	Maureen Adamkewicz	708.24	Teresa Lutterman	614.58	Mary Ogunyemi	578.67	Erna Voth	521.82
Vaun Gramatovich	1,316.61	Anna Leblanc	834.93	Diane Burness	705.36	Catherine Roberts	613.50	Gloria Fitt	574.77	Sherri Schilling	520.59
Shelley Recoskie	1,308.48	Claudine Pouliot	832.38	Gladys MacIntyre	702.03	Alexis Glabus	612.48	Julie Muir	564.90	Brenda Cooper	517.95
Kyla Buhler	1,258.50	Joyce Bigelow	818.58	Theresa Kroeker	701.76	Guylaine Comeau	611.61	Randhir Singh	557.61	Louisa Hoddinott	517.08
Jennifer Levers	1,136.76	Ruby Chapman	808.08	Fiona Corby	694.62	Lorraine McCabe	609.36	Sara Roberts	557.07	Zulma Martinez	515.34
Louise Fortin	1,123.05	Marie York	807.27	Sandra Moore	682.50	Robin Courneya-Roblin	608.91	Sara Crawford	556.83	Kimberley Shankel	514.74
Guylaine Dufour	1,101.27	Debbie Johnston	793.14	Sharon Casteel	678.90	France Grenier	606.45	Charnjit Kaur	553.14	Tracey Walls	513.39
Ellen Hatlevik	1,062.39	Odette Dobbin	782.40	Julie Fiala	666.90	Joan Knight	604.65	Cheryl Page	550.86	Maureen Corrigan	513.18
Joyce Goff	1,053.03	Carol Heath	782.37	Rita Samms	664.50	Kathy Lu	603.93	Danielle Gobeil-Plante	547.65	Katrina McKee	513.15
Martine Richard	1,052.10	Sara Palmater	773.01	Cynthia Martel	663.39	Sheila Lefebvre	602.04	Chantal Rivard	546.93	Debbie Parsons	505.86
Kathy Whitley	1,009.14	Sonia Janelle	762.78	Danielle Theriault	662.37	Leanne Chamberlain	594.96	Deborah Prychidny	543.15	Jasbir Sandhu	505.32
Christine Ransom	998.01	Nicole Bellemare	755.55	Rajinder Rai	660.27	Martha Rempel	593.13	Karen Shapka	536.49	Ada Cheng	502.98
Tamara Swatske	958.17	Paulette Nimco	741.84	Sylvia Smith	654.18	Kathie McGann	591.48	Angela Hargreaves	534.90	Lynda Switzer	502.53
Alyce Parkes	937.65	Sharon Coburn	740.79	Nicole Pharand	643.29	Donna Melnychyn	589.80	Debbie Ryan King	533.16	Kathy Quilty	501.42
Donna McKinley	930.72	Sarah Bardell	724.35	Danielle Guertin	635.94	Renee Lavoie	584.13	Jacqueline Cullen	531.18	Anita Wolfenden	500.91
Shannon Shaffer	922.65	Kathryn Milner	716.40	Charlene Blackstar	635.28	Debbie Struthers	582.84	Johanne Girard	531.06	Fay Hoiness	500.22
Louise Boulanger	908.64	Susan Bannister	716.34	Colleen Sankey	632.01	Mary-Lou Hill	580.98	Kitty Babcock	530.55		

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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

Belinda Dunlop	\$644.76	Trudy Klassen	\$432.26	C. Guzman-Vilchez	\$364.60	Lydia Boudreau	\$321.70	Denise Baynton	\$302.16	Rebecca Irving	\$266.08
Marie-Sophie Roy	564.84	Amy Shang	416.60	Dianne Heidman	354.20	Sharon Stewart	319.66	Bonnie Davies	301.96	Debi Kanerva	265.62
Linda Feldman	497.28	Larisa Day	382.64	Marlene Bridgman	340.58	Chantal Bisaillon	318.30	Caroline-Sophie Leclerc	297.10	Betty Burke	259.76
Karen Simpson	476.94	Louise Desy	380.50	Kimberly Hooper	339.72	Valerie Pullishy	316.64	Donella Sewell	288.16	Colleen Forrester	256.40
Janelle Desjardins	447.80	Isabel Lima	371.46	Lu Scott	339.26	Heather Kimble	303.92	Serene Chin	288.08	Jackie Cowderoy	252.78
Isabelle Meunier	442.66	Mychele Guimond	371.12	Nancie Lachance	334.10	Linda Moreau	302.50	France Legare	285.06		
Pamela Kanderka	442.56	Ming Tsang	367.10	Ginette Desforges	322.04	Barbara Bond	302.42	Michelle N Lambert	272.50		

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

Joyce Fontaine	\$265.18	Mary Sissons	\$128.79	C-F Trudel Montigny	\$120.65	Betty Plante	\$97.59	Julie Brassard	\$92.43	Afua Agyeiwaa-Boateng	\$81.23
Tania St-Louis	264.01	A. Corinne Buckindale	128.31	Elaine Walton	115.38	Mélissa Tardif	96.71	Liliane David	90.34	Diane Desmarais	80.25
Lisa Pallen	176.16	Claudy Guillemette	127.23	Elizabeth Bailey	110.89	Josiane Lambert	96.41	Janet Driedger	88.31	Monica Turner	80.24
Sylvie Fortin	153.60	Kamaljit Nijjar	125.30	Joyce Holmes	106.63	Celine Frechette	96.23	Karin Smith	86.39	Colette Fontaine	80.23
Amanda Buchanan	152.04	Kuljeet Gandu	124.74	Mary Robinson	100.42	Renee Vatcher	96.11	Lindsay Elford	85.36	Corinne Misko	79.10
Nancy Normandin	146.44	Fara Panahi	123.00	Melanie Wade	100.31	Nadia Provencher	96.10	Lynne Bellavance	84.96	Martha Trujillo	78.05
Joanne Moss	145.76	Judy Bolduc	122.14	Marilyn Stangeland	100.15	Michelle Watterston	96.09	Gabrielle Carpentier	84.96	Sandra Becker	77.35
Lynne Pocock	141.76	Elisa Fantillo	121.03	Avis Kilpatrick	99.10	Roni Martin	96.03	Bushra Masood	83.17	Laura I Pawlick	77.16
Elizabeth Burt	136.23	Manon Lapierre	121.02	Martine Coutu	98.99	Anne Near	96.02	Carole Manseau	83.06	Onalee Mitchell	77.13
Lorrie Rosher	131.15	Kristine Schumacher	120.69	Gurdeep Pahal	98.07	Amber Powell	96.02	Geraldine Chio	81.56	Diane Gionet	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 October. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en octobre.

VAUN GRAMATOVICH <i>Director/Directrice</i>	CELSA PASMO <i>Director/Directrice</i>	DEBBIE JOHNSTON Deb Wynn	BELINDA DUNLOP Jacqueline Cullen	CYNTHIA MARTEL Eve Raymond
ALYCE PARKES <i>Director/Directrice</i>	DEANNA PEASE <i>Director/Directrice</i>	CHARLENE RANDLE-CLAYTON Betty Elliott-Kichler	FRANCE GRENIER <i>Director/Directrice</i>	CATHERINE ROBERTS Joanne Johnston
JOYCE BIGELOW <i>Director/Directrice</i>	MARIE YORK <i>Director/Directrice</i>	CAROLINE SARROUF Nicole Bellemare	KIMBERLY HOOPER Carol Heath	JOANNE SANDERS Rajinder Rai
SARA PALMATER Donna Weir	TARRA KELLER <i>Director/Directrice</i>	SARA CRAWFORD Sandy Campbell	JEEWANJOT KAUR Harsimran Saini	KAREN SCHAMEHORN Shelley Recoskie

Silver Medal/Médailles d'argent

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

CHERYL NEUMAN <i>Director/Directrice</i>	ALLYSON BECKEL <i>Director/Directrice</i>	CHARLENE BLACKSTAR <i>Director/Directrice</i>	CHANTAL RIVARD <i>Director/Directrice</i>	DANIELLE GUERTIN Kathy Quilty
EVELYN RAMANAUSKAS <i>Director/Directrice</i>	MICHELLE CURRIE <i>Director/Directrice</i>	YOLENE GAY <i>Director/Directrice</i>	ELLEN HATLEVIK <i>Director/Directrice</i>	CAROLINE-SOPHIE LECLERC Nathalie Delisle
NOREEN KROETSCH <i>Director/Directrice</i>	NANCIE LACHANCE <i>Director/Directrice</i>	KAREENA FELKER <i>Director/Directrice</i>	BETTY BURKE Debbie Mattinson	VICKI MCHAFFIE Glenna O'Quinn
KYLA BUHLER <i>Director/Directrice</i>	CHRISTINA DORACIN <i>Director/Directrice</i>	MICHELLE GURDEBEKE <i>Director/Directrice</i>	SUKHMANDER DHALIWAL Mandeep Bambrah	

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 October. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en octobre.

LOUISA HODDINOTT <i>Director/Directrice</i>	JACQUELINE CULLEN <i>Director/Directrice</i>	MYCHELE GUIMOND <i>Director/Directrice</i>	BRENDA COOPER <i>Director/Directrice</i>	MARIE-SOPHIE ROY Nathalie Delisle	HEATHER KIMBLE Doreen Burggraf
RAJINDER RAI <i>Director/Directrice</i>	GLORIA FITT <i>Director/Directrice</i>	SARA ROBERTS <i>Director/Directrice</i>	KATHY QUILTY <i>Director/Directrice</i>	JENNIFER SCOTT Debbie Struthers	SONIA LAPERRIERE Nicole Bellemare
REINA HERAS Gladys MacIntyre	DEBBIE STRUTHERS <i>Director/Directrice</i>	MARY-LOU HILL <i>Director/Directrice</i>	JOSIANNE BOILY Mireille Morin	HEIDI BARRIOS AMANDA BUCHANAN	ISABEL LIMA Sonia Janelle
CAROL HEATH <i>Director/Directrice</i>	WANDA CHESHIRE <i>Director/Directrice</i>	DEBBIE MCLAUGHLIN <i>Director/Directrice</i>	SHIRLEY FEQUET <i>Director/Directrice</i>	Rita Samms ELIZABETH BURT	CHRIS MILLER <i>Director/Directrice</i>
SUSAN BANNISTER <i>Director/Directrice</i>	JACKIE COWDEROY <i>Director/Directrice</i>	GE QIAN <i>Director/Directrice</i>	CHARNJIT KAUR Jasbir Sandhu	LU SCOTT DONNA CARTER	MANON NOEL Claudine Pouliot
LISA CRAIG <i>Director/Directrice</i>	TAMARA SWATSKIE <i>Director/Directrice</i>	LUISA RALLO <i>Director/Directrice</i>	LUCIE LEVEILLEE Josée D'Anjou	Kyla Buhler NICOLE CHEN	JO-ANNE OGAWA Darcey Smith-Heath
NATHALIE GERVAIS <i>Director/Directrice</i>	SOPHIE AUDET <i>Director/Directrice</i>	TRACEY WALLS <i>Director/Directrice</i>	KATRINA MCKEE Sharon Korol	Marie Goulet France Grenier	ANNE-MARIE THERIAULT Elaine Sciotte
SUSIE LEAKVOLD <i>Director/Directrice</i>	SHANNON CAMERON <i>Director/Directrice</i>	JULIE BISSON Josée D'Anjou	RAE NAKA <i>Director/Directrice</i>	Julie Huneault Alison Hogan	CELESTE TOOTOOSIS Charlene Blackstar
MAUREEN ADAMKEWICZ <i>Director/Directrice</i>	SHARON COBURN <i>Director/Directrice</i>	KIMBERLY BOETTGER <i>Director/Directrice</i>	CLAUDINE POULIOT <i>Director/Directrice</i>		

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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTITÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

New Team Leaders/Nouveaux chefs d'équipe

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

JOSEE BEAUCAGE Sylvie Beaucage LYDIA BOUDREAU Kimberley Boudreau BETTY BURKE Debbie Mattinson CINDY CHAMBERS Emily Chambers	SOPHIE CHRETIEN Chantal St-Denis SARA CRAWFORD Sandy Campbell SUKHMANDER DHALIWAL Mandeep Bambrah DANIELLE GUERTIN Kathy Quilty	KELLY HAUSE Jacqueline Cullen KIMBERLY HOOPER Carol Heath CAROLINE-SOPHIE LECLERC Nathalie Delisle ISABEL LIMA Sonia Janelle	KATHY LU Shelley Recoskie CYNTHIA MARTEL Eve Raymond NATASHA POIRIER Linda MacDonald JOANNE SANDERS Rajinder Rai	KAREN SCHAMEHORN Shelley Recoskie TERRIE ST. LOUIS Carol Hinch Croteau CELESTE TOOTOOSIS Charlene Blackstar
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New Star Recruiters/Nouvelles recruteuses étoiles

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

NUBIA AGUILAR Teresa Alomar-Story SANDRA BARRETTE Annie Gagnon ERICA BORDENAVE Michelle Summach-Goetz CINDY BOUCHARD Elaine Sicotte AMANDA BUCHANAN Rita Samms	ELIZABETH BURT Lu Scott NICOLE CHEN Joanne Lam CHRISTA DAVIDSON Lisa Dobson HARJINDER DHILLON Rajinder Rai KIM DYCK Deborah Kenny	KULJEET GANDU Mandeep Bambrah DIANE GIONET Claudine Pouliot SERENA GODMAIRE Jacqueline Cullen JULIET HERCHENRADER Elena Sarmago KARYL KING Sylvana Oliver	MANON LAPIERRE Isabelle Meunier CHUN HUI MO Paymaneh Varahram RAVINDER MOMI Randhir Singh NANCY NORMANDIN France Grenier GISELE OLSEN Mona Hood	LAURA I PAWLICK Mary-Lou Hill JUDITH POULIN Guylaine Comeau MONIQUE ROMEO Susie Leakvold ANNA RUSCITTI Cathy Webster JUDY SENNER Pauline Campbell	GEETA SHARMA Rajpreet Sadioura MARILYN STANGELAND Sandra Lett LAURA WALTERS Aradella MacDonald TABATHA WELLS Kim Conaghan
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Independent Sales Director Grand Achievers/Directrices des ventes indépendantes Grandes Gagnantes

These Independent Sales Directors qualified during the month of October to receive cash compensation. / Directrices des ventes indépendantes qualifiées en octobre pour une compensation en argent.

Kimberly Boettger	Larisa Day	Janelle Desjardins	Erna Voht
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Independent Beauty Consultant Grand Achievers/Conseillères en soins de beauté indépendantes Grandes Gagnantes

These Independent Beauty Consultants qualified during the month of October to earn the use of a Pontiac VIBE, Pontiac G6 or receive cash compensation. / Conseillères en soins de beauté indépendantes qualifiées en octobre pour l'usage d'une Pontiac VIBE, Pontiac G6 ou une compensation en argent.

Debra Johnston	Theresa Kroeker	Carole McMechan	Sandra Moore	Ginger Woeppel
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THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

november 2008 recognition reconnaissance de novembre 2008

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

NSD Commissions/Commissions DNV

Listed below are Independent National Sales Director commissions earned in November 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 October. / Commissions touchées en novembre par les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1^{re}, 2^e et 3^e lignées; commissions touchées par les Directrices nationales des ventes senior indépendantes sur les groupes personnels de leurs Directrices nationales des ventes de 1^{re} 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^{re} lignée. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l'étranger en octobre.

Renée Daras  \$35,839.00	Angie Stoker  \$34,290.00	Brenda Summach  \$19,342.00	Dalene Allen  \$18,975.00	Doreen Burggraf  \$18,687.00
Betty Elliott-Kichler \$17,098.00 Heather Armstrong 15,622.00 Gloria Boyne 14,763.00 Gail Adamson 13,727.00	Sandy Campbell \$13,548.00 Elena Sarmago 13,483.00 Linda MacDonald 13,000.00 Anne Austin 12,907.00	Philomena Warren \$12,706.00 Bernice Boe-Malin 12,127.00 Donna Weir 11,921.00 Olive Ratzlaff 11,902.00	Donna Lowry \$11,202.00 Darlene Ryan-Rieux 11,191.00 Marcia Grobety 9,329.00 Janice Connell 8,960.00	Debbie Mattinson \$8,498.00 Susanne Felker 8,385.00 Jane Kosti 5,876.00

Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of November. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en novembre.

Anne Austin  Level 2/Niveau 2	Bernice Boe-Malin  Level 2/Niveau 2	Doreen Burggraf  Level 2/Niveau 2	Sandy Campbell  Level 2/Niveau 2	Jane Kosti  Level 2/Niveau 2
Debbie Mattinson  Level 2/Niveau 2	Darlene Ryan-Rieux  Level 2/Niveau 2	Brenda Summach  Level 2/Niveau 2	Philomena Warren  Level 2/Niveau 2	Donna Weir  Level 2/Niveau 2
Heather Armstrong  Level 1/Niveau 1	Olive Ratzlaff  Level 1/Niveau 1	Angie Stoker  Level 1/Niveau 1		

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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 November 30th, 2008. 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 novembre 2008. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendantes.

Angie Stoker	\$4,525,378.90	Brenda Summach	\$2,794,879.06	Gloria Boyne	\$1,814,114.19	Elena Sarmago	\$1,600,225.81	Donna Lowry	\$1,511,161.51
Heather Armstrong	3,523,506.52	Doreen Burggraf	1,956,354.91	Dalene Allen	1,693,559.97	Anne Austin	1,533,705.20	Gail Adamson	1,480,674.91

Stars on the Ladder of Success/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!

Debbie Parsons	\$6,509.03	Pamela Tucker	\$5,280.00	Estelle Therien	\$4,201.50	Natalia Babenko	\$3,815.00	Cristina Pascual	\$3,629.25	Carrie Gibson	\$3,600.50
Wendi Barnes	6,453.00	Jennifer Battershell	4,677.75	Mary Commo	4,200.50	Shannon Cameron	3,788.28	Brenda Roberts	3,625.75	Julie Quesnel	3,600.00
Cassandra Lay	5,667.03	Rhoda Burton	4,600.25	Deanna Blue	4,197.50	Josianne Boily	3,772.25	Cj Cooke	3,608.00		
Shirley Fequet	5,631.53	Gail Prodeus	4,536.75	Yvonne Wolowski	4,024.00	Nancy Desaulniers	3,707.50	Laura Russell	3,605.00		
Gena Silveira	5,551.75	Ifroza Hanif	4,220.75	Nancy Murray	4,000.53	Margaret Saliba	3,687.00	Diana Millard	3,601.75		
Carol Mahar	5,460.75	Tina Mah	4,202.50	Sandy Houlgrave	3,963.25	Kimberly Dreesen	3,629.25	Elaine Bene	3,600.50		

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!

Glenda Funk	\$3,563.78	Angela Inglis	\$2,768.50	Gurdeep Grewal	\$2,413.00	Audrey Ehalt	\$2,264.28	Connie Onishenko	\$2,092.75	Diane Riddell	\$2,030.03
Marilyn Thiessen	3,560.28	Ellen Hatlevik	2,765.28	Baljit Sandhu	2,413.00	Kimberly Hooper	2,262.50	Tamra Axley	2,092.25	Charlotte Danquah	2,029.53
Diana Clamont Solis	3,532.00	Paula Mott	2,764.00	May El-Sayah	2,412.25	Barbara Martin	2,257.03	Michelle Knudskov	2,089.75	Sandra Wrathall	2,029.25
Lisa N Ihasz	3,520.25	Marion Taylor	2,729.25	Lorena Siemens	2,412.03	Pat Paul	2,256.25	Betty Lister	2,088.78	Diane Burness	2,028.53
Carol Rennehan	3,472.75	Sue Rigby-Mallard	2,723.28	Nadezda Podgainaya	2,411.75	Sarah Robertson	2,251.75	Paulette Nimco	2,087.78	Bobbie Ahluwalia	2,028.50
Sheila Lefebvre	3,433.03	Lu Scott	2,704.03	Sara Eales	2,410.00	Linda Hood	2,242.50	Rosalind Babstock	2,086.50	Nicole Bellemare	2,027.75
Karen Colvin	3,387.75	Connie Course	2,698.75	Jade Watier	2,409.25	Jenny-Lynn Sather	2,241.78	Pam Suttle	2,085.50	Ginny Konechny	2,027.53
Michelle Konigshaus	3,384.25	Sylvie Larose	2,698.75	Lori Valiquette	2,408.75	Allyson Beckel	2,239.28	Irene Da Rosa	2,085.00	Sandi Stirling	2,025.75
Rita White	3,382.53	Deanna Tuplin	2,696.50	Cathy Chandonnet	2,408.50	Eva Coelho	2,238.28	Shelley Haslett	2,084.75	Michele Plourde	2,024.75
Audrey Trach	3,350.53	Danielle Gobeil	2,663.03	Johanne Houle	2,405.50	Lorrie Henke	2,236.78	Sophie Rabouin	2,083.75	Julie Bisson	2,024.25
Samantha Grayson	3,259.25	Kim Johnson	2,656.03	Cindy Dawsoy	2,403.75	Debbie Johnston	2,234.53	M. Dos Anjos Pragana	2,082.00	Darlene Basky	2,023.50
Lynne Juneau	3,252.50	Jessica Trudel	2,623.75	Andreane	2,403.00	Teresa Lutterman	2,232.28	Hildy Lennox-Price	2,081.50	Caroline Sarrouf	2,023.00
Sophie Marchand	3,246.00	Sara Chowdhery	2,623.03	Bourgeois	2,402.75	Alicia Hughes	2,227.75	Donna McKinley	2,081.03	Julie Pepin	2,022.75
Melanie Wiens	3,242.00	Angela Kimmie	2,621.25	Laurene Collison	2,403.25	Carole Atkins	2,218.53	Kathy Godfrey	2,078.00	Lauretta Gorman	2,022.53
Jane Awawias	3,207.00	Kathie McGann	2,620.53	Lynn Nakonechny	2,403.00	Sylvana Oliver	2,215.03	Linda Garden	2,077.75	Lucie Leveille	2,021.00
Kareena Felker	3,197.78	Monica Noel	2,619.03	Nancy Ponton	2,402.75	Malinda Byrne	2,211.78	Barbara Stangeland	2,077.00	Janeen Robertson	2,021.00
Candace Matthews	3,178.50	Sandra Neufeld	2,618.03	Jenny Malenfant	2,402.25	Danielle Bourgault	2,205.75	Claudy Guillemette	2,076.25	Arie Passey	2,020.50
Lori Wiebe	3,171.78	Bev Crabb	2,612.75	Stacey Monagle	2,402.00	Marie-Josée Dery	2,204.00	Lynn Brady	2,075.25	Avelina Juma	2,019.00
Jeanne Montague	3,140.75	Kyla Buhler	2,607.78	Audrey Pittman	2,402.00	Didy Konstapel	2,196.00	Carole Savoie	2,069.50	Darlene Speager	2,019.00
Lynda Drysdale	3,135.53	Catherine Chapman	2,603.28	Renee Maillet	2,401.25	Cindy Levesque	2,185.25	Karen Goldrick	2,066.78	Mignon A Gartley	2,018.78
Ji Zhang	3,130.50	Carol Dutchick	2,600.50	Vicki Nikiel	2,400.78	Hillie Feitsma	2,184.03	Deborah Kenny	2,066.03	Sonia Janelle	2,018.78
Carrie Hilton	3,107.00	Natalie Catania	2,597.75	Christine McKenna	2,400.75	Carol Adams	2,179.28	D.Charpentier	2,064.25	Donna Witt	2,018.78
Susan Richardson	3,099.28	Mavis Keith-Gerber	2,591.03	Andrea Pyle	2,400.75	Pamela Ellis	2,179.25	Donna Melnychyn	2,064.03	Patricia Neculeac	2,017.50
Marla Kalinich	3,080.25	Helena Bourgeois	2,588.53	Debra Brown	2,400.50	Tassy Lyras	2,176.28	Peggy Simpson	2,060.53	Angela Hargreaves	2,017.28
Rosalene Phillips	3,045.00	Amy Basaraba	2,583.75	Cynthia Davis	2,400.50	Meaghan Peterson	2,168.25	Candida Jeronimo	2,058.75	Cheryl Anderson	2,016.75
Pam Hill	3,035.28	Barbara Lefort	2,581.50	Krystle Karacsonyi	2,400.25	Madeleine Gagne	2,162.50	Melissa Hodder	2,057.00	Debbi MacDonald	2,016.75
Kelly Pezzetta	3,027.25	Claudia Gomez	2,548.00	Krystle Nuhn	2,400.25	Bonnie Downie	2,161.75	Geraldine Lanoue	2,055.00	Lynda Switzer	2,016.53
Melissa McDonald	3,022.50	Paymaneh Varahram	2,539.03	Melanie Boyer	2,400.00	Shannon Shaffer	2,156.53	Nancy Gauthier	2,054.50	Chun Hui Mo	2,016.00
Pauline Richardson	3,018.53	Renee Elder	2,538.00	Bev Haley	2,400.00	Carla White	2,152.00	Karen Roberts	2,054.03	Laura Watson	2,015.75
Elvira Orlova	3,016.75	Brenda Ewasziuk	2,533.53	Maria Hykawy	2,400.00	Patti Jeske	2,151.28	Marlene Commins	2,053.53	Betina Bowman	2,015.28
Vanessa O'Coin	3,016.25	Margit Szekely	2,533.50	Christina MacAulay	2,400.00	Judith Richardson	2,148.78	Joyce Goff	2,051.03	R. Calina-Pascoe	2,015.25
Nicole Gamil	3,009.25	Marina Mason	2,532.53	Rita Samms	2,396.03	G. Holmgren-Schultz	2,144.75	Shirley Peterson	2,051.03	Kerri Wilson	2,014.50
Nancy Aoyotte	3,008.00	Karen Shapka	2,528.78	Eileen Faubert	2,390.53	Audrey Watson	2,144.28	Madaline Ross	2,050.00	Charmaine Stinson	2,014.03
Lori Nicholson	3,007.00	Brenda Graham	2,522.25	Susan Bannister	2,389.78	Ruby Chapman	2,142.03	Judy Williams	2,049.75	Paula Hoare	2,013.75
Veronik Bordeleau	3,006.00	Glenda Fougere	2,521.75	Frankie Hammond	2,387.53	Renee Melton	2,135.53	Karen Campbell	2,047.75	Ellen Whiting	2,012.78
Rosalee Yeo-West	3,005.50	Sarah Davis	2,510.25	Ginger Woepell	2,384.53	Stephanie Kucbel	2,133.25	Angela Gillis	2,047.50	Ramona Helm	2,012.75
Nicole Ashley	3,005.00	Louise Fortin	2,503.53	Sherry Ogasawara	2,382.03	Sarah Laberge	2,128.25	Chrissy Novak	2,046.78	Louise McCann	2,011.03
Samantha Edmunds	3,002.75	Betty Biglands	2,502.75	Annie Bellerose	2,375.25	Janice Appleby	2,127.53	Rose Hayden	2,046.28	Sylvie Pellerin	2,011.00
Terri Kurtzweg	3,002.28	Jane Arsenault	2,501.28	Lorraine McCabe	2,371.53	Prabjyot Gill	2,126.28	Elaine Smith	2,046.25	Debbie Richards	2,011.00
Kathy Baxter	3,001.75	Linda Giesbrecht	2,492.28	M. Summach-Goetz	2,369.75	Dawn Wanhele	2,126.00	Sara Crawford	2,045.50	Karen McNulty	2,010.50
Palma MacFadyen	3,001.75	Christine Kieser	2,489.50	Catherine Strickland	2,366.00	Deanna Pease	2,124.78	Kelly Gervais	2,044.78	Rebecca Irving	2,009.78
Sue McElhannay	3,001.50	Michelle Currie	2,487.03	Ilda MacHado	2,362.53	April Williams	2,123.25	Charlene Dixon	2,043.50	Mirela Cristea	2,009.50
Harpreet Dhalwal	3,001.00	Shirley Smith	2,486.00	Sonya Martens	2,355.25	Bonny McComb	2,121.03	Pam Behnke-Van Hoof	2,043.28	Johanna Tobin	2,009.03
Nancy Roskaf	3,001.00	Mireille Morin	2,478.28	Jackie Cowderoy	2,351.03	Diana Robstad	2,119.75	Aquilina Mendoza	2,042.75	Melissa Dunn	2,009.00
Eugenie Fortin	3,000.78	Jodie Zehr	2,459.53	Mariana Duckitt-Smith	2,350.75	Jamie Lamping	2,117.50	Linda Anderson	2,040.50	Tina Gaudreault	2,008.75
Mandy Jorgensen	3,000.75	Louise Ann Brunet	2,456.78	Heather Morrison	2,349.00	Kathy Handzuik	2,113.03	Patti Babyn	2,040.03	Nicki Lauzon	2,008.25
Beth White	3,000.75	Sabine Blohm	2,455.75	Kathy Whitley	2,344.03	Gabrielle Carpentier	2,112.50	Katya Lafon	2,038.75	Carol Pollard	2,008.25
Marie York	3,000.28	Lorna Hosker	2,455.03	Heather Christiansen	2,337.00	Darshan Saini	2,112.50	Liz Wodham	2,038.53	Edete Morton	2,008.03
Amy Burnie	3,000.25	Erin Wutke	2,448.25	Nicole Labelle	2,333.00	Irma Vaughan	2,111.00	Lisa Molesky	2,038.25	Kathleen Bruce	2,008.00
Susan Ahn	3,000.00	Johanne Gagne	2,436.75	Besy Mejia	2,325.75	Lindsey Pugh	2,109.25	Velma Barker	2,037.53	Brenda Betz	2,007.75
Angela Lester	3,000.00	Cassandra Freier	2,434.50	Heather Loshack	2,321.53	Michelle Dawe	2,108.75	Naomi Scott	2,036.53	Sandra Thornton	2,007.75
Anne-Renée Morin	3,000.00	Dierdre McKay	2,433.78	Nathalie Delisle	2,319.03	Carlene Kerr	2,108.28	Lucie Beaugregard	2,036.03	Darlene Olsen	2,007.03
Becky Zedo	3,000.00	Isabelle Leclair	2,433.75	Holly Bussey	2,308.50	Holly Schnell	2,106.53	Wilda Ruth Stauffer	2,034.00	Kathy Quilty	2,007.03
Sharon Robertson	2,928.28	Rosalinda Lacasmana	2,424.75	Celine Frechette	2,305.00	Sylvie Bissonnette	2,106.50	Carol Charlebois	2,033.25	Ruth Orr	2,006.50
Cathy Wright	2,924.53	Mary Humber	2,423.53	Heather Cook	2,299.53	Bonnie Eidse	2,101.28	Myrtle Maloney	2,033.00	Melanie Wade	2,006.00
Celine Paquette	2,841.75	Cibeles Aquila	2,421.00	Cheri Stefanucci	2,292.50	April Klippenstein	2,101.25	Terina Stenger	2,032.50	Tracey Walls	2,005.78
June Fowler	2,833.25	Darcy Ewanchuk	2,420.00	Sharon Korol	2,289.28	Kathy Christensen	2,101.00	Sheila Spurn	2,032.25	Karine Campeau	2,005.75
Lisa Naismith	2,817.75	Jessica Bisson	2,419.75	Carolann Blough	2,285.00	Joan Knight	2,100.28	Lauren Miller	2,031.28	Kimberley Fehlauer	2,005.75
Nancy McEwen	2,783.28	Christine Forget	2,413.50	Nadia Desroches	2,283.28	Stacey Rowan	2,095.50	Alexis Glabus	2,030.28	Andrea Rimland	2,005.75

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA, OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Stars on the Ladder of Success (continued)/Étoiles sur l'échelle du succès (suite)

Gloria Fitt	\$2,005.53	Mary Ogunyemi	\$2,001.28	Sherry Gilbert	\$2,000.03	Tara McConnachie	\$1,896.50	Marilyn Bodeker	\$1,812.50	Paula Sheppard	\$1,801.50
Jennifer Heidenga	2,005.50	Mary Kropf	2,001.25	Dawn Neufeldt	2,000.03	Catherine Cugliari	1,894.75	Sophie Audet	1,812.03	Elana Pilyk	1,801.25
Anita Jensen	2,005.25	Chrissy Stevens	2,001.25	Celsa Pasmio	2,000.03	Maureen Neglia	1,894.75	Sanna Bnaity-Eid	1,810.00	Abbie Stratton	1,801.25
Kathy Kristjanson	2,005.25	Laurie Schuster-Sydor	2,001.02	Michele Thomson	2,000.03	Michelle Gilbert	1,893.03	Diane Belsey	1,810.00	Munira Thobani	1,801.25
Cathy Coleman	2,005.00	Lorraine Delangis	2,001.00	Jen Book	2,000.00	Gail Pollard	1,892.75	Angela Carnelos	1,809.75	Brenda Beardsley	1,801.00
Ana Mendonca	2,004.78	Mylene Kilgour	2,001.00	Elizabeth Buston	2,000.00	Gaby Morin	1,888.00	Mylène Pigeon	1,809.75	Gaby Gordian	1,801.00
Karen Schamehorn	2,004.75	Marina McGuire	2,001.00	Sharla Curle	2,000.00	Barbara Craig	1,881.53	Abiola Adesiyi	1,808.75	Peggy Rauwerda	1,801.00
France Legare	2,004.28	Anne Nonga	2,001.00	Tracy Campbell	2,000.00	Josée D'Anjou	1,877.03	Veronique Hudon	1,808.50	Marilyn Bodie	1,800.78
Catherine Roberts	2,004.28	Diane Poulin	2,001.00	Line Gagnon	2,000.00	Donna MacKey	1,877.00	Tatiana Betancourt	1,808.00	Nicole Lise Deveau	1,800.75
Judith-Danielle Masse	2,004.25	W. Vander Meulen	2,001.00	Rose Belcastro	2,000.00	Sharon Maidment	1,875.00	Sharon Maidment	1,808.00	Elizabeth Delaney	1,800.75
Elaine Maeland	2,004.03	Johanne Girard	2,000.78	Barbara Wilson	2,000.00	Gail St Croix	1,871.53	Helen Ens	1,807.75	Jennifer Whyte	1,800.75
Heather Hewitt	2,004.00	Linda Graham	2,000.78	Amy Shang	1,999.50	Lisa O'Hara	1,870.00	Hala Halabi	1,807.50	Sarah Kearney	1,800.53
Nina Slack	2,004.00	Shelley Mehling	2,000.78	Joeline Jean-Claude	1,999.28	Janet Biro	1,869.75	Maxine Fok	1,807.25	Julie Burke	1,800.50
Stephanie Coulter	2,003.75	Cheryl Page	2,000.78	Chantal Dufour	1,996.25	Shannon Boutilier	1,868.50	Louise Gagne	1,807.00	Melanie Daignault	1,800.50
Helene Drolet	2,003.75	Diane Peel	2,000.78	Linda Beeton	1,995.50	Marsha Ryan	1,866.25	Christine Murchison	1,806.75	Cidalia Ferro	1,800.50
Barbara McCallum	2,003.75	M. Pangan-Dutkoski	2,000.78	George Anderson	1,993.28	Kathleen Rupert	1,864.75	Genevieve Laramee	1,806.50	Maribel Lay Lozano	1,800.50
Louisa Hoddinott	2,003.53	Lynne Billings	2,000.75	Lynda Therrien	1,984.50	Laurie Bell	1,859.75	Guohua Liang	1,806.25	Shelley Mason	1,800.50
Janet Reid	2,003.53	Debbie Carroll	2,000.75	Sharon Marthaller	1,980.00	Beryl Apfelbaum	1,858.53	Zulma Martinez	1,806.25	Jennifer McDougall	1,800.50
Myrna Morrison	2,003.50	Karen Collins	2,000.75	Nancy Hann	1,977.25	Skye Samson	1,856.00	Sheila Douglas	1,805.75	Parveen Saroya	1,800.50
Ruth Prebble	2,003.50	Janet Koller	2,000.75	Charleen Proznick	1,973.00	Darlene Jones	1,854.50	Kerri Buckie	1,805.50	Angela Driessen	1,800.25
Marie-Josée Bouvier	2,003.25	Lola McDevitt	2,000.75	Guylaine Dufour	1,971.78	Parminder Pandher	1,854.00	Sandra Rauda	1,805.50	Cleo Kingsep	1,800.25
Alice Keough	2,003.25	Heidi McGuigan	2,000.75	Sharon Taphorn-Boyd	1,971.75	Judy Krellove	1,851.50	Josee Trotter	1,805.50	Angela McKay	1,800.25
Manjula Murugesen	2,003.25	Debbie Pengelly	2,000.75	Esther Langille	1,969.00	Jeannine Rouleau	1,850.03	Helen Downie	1,804.50	Shelley Mellors	1,800.25
Tetyana Spesivtseva	2,003.25	Brenda Smith-Sellers	2,000.75	Shiranthi Wijayaratham	1,969.00	Janina Reynolds	1,850.00	Yemi Adejoye	1,804.00	Shannon Middlemiss	1,800.25
Irja Virtanen	2,003.25	Bonita Cheddie	2,000.53	April Duvall	1,966.25	Rhonda Forster	1,847.75	Asma Baig	1,804.00	Lora Rode	1,800.25
Barb Cieslak-Sydor	2,003.00	Lynn Hubley	2,000.53	Camilla Blais	1,960.50	Melissa Noel	1,846.50	R. Ewanyshyn-Kapusta	1,803.78	A. Thoden-Richardson	1,800.25
Nancy Crepeau	2,003.00	Cheryl Neuman	2,000.53	Doreen Adair	1,957.28	Diane Sproull	1,839.75	Sharon Coghill	1,803.50	Sarah Almquist	1,800.00
Sylvianne Greenwood	2,003.00	Donna Reid	2,000.53	Marie Smith	1,953.25	Jennifer McCrack	1,839.00	Peggy Lambert	1,803.50	Faycal Bou	1,800.00
Lisa-Marie Massey	2,002.78	Marie-Anne Chretien	2,000.50	Samantha Osborne	1,951.50	Mary Unger	1,836.50	Ursula Johannis	1,803.25	Caroline Chan	1,800.00
Tammy Cogswell	2,002.75	Nicki Davis	2,000.50	Lois Musselman	1,951.00	Denise Young	1,826.03	Kari Kozak	1,803.25	Arlene Fagan	1,800.00
Winnie George	2,002.75	Janice Epple	2,000.50	Janice Higa	1,949.75	Diana Wilson	1,825.75	Carole Bourgault	1,803.00	Claudia Frac	1,800.00
Denise Mohr	2,002.75	Debbie McLaughlin	2,000.50	Dolores Scutchings	1,940.50	Joy Barber	1,825.00	Mary Collings	1,803.00	Praisea Kleinsasser	1,800.00
Nancy Locke	2,002.50	Donna McLean	2,000.50	France Cloutier	1,939.50	Alison Hogan	1,823.53	Fara Panahi	1,802.75	Pierrette Labrie	1,800.00
Tina Osmond	2,002.50	Jennifer Scott	2,000.50	Melissande Giraldeau	1,938.00	Marilou Brummund	1,820.00	Jocelyn Rogers	1,802.50	Jackie Logsdail	1,800.00
Terry Burch	2,002.25	Melissa Tardif	2,000.50	Susan Edwards	1,930.75	Carol Hoyland-Olsen	1,816.53	Margaret Hart	1,802.25	Patricia Petersen	1,800.00
Shelley Recoskie	2,002.03	Debbie Bauer	2,000.28	Elizabeth Parton	1,926.50	Sarah Tuck	1,815.75	Jessie Laroche	1,802.25	Ralph Siemens	1,800.00
Tamara Swatske	2,001.78	Charmaine Lacoursiere	2,000.28	Isabelle Desroches	1,923.75	Valerie Jolin	1,815.25	Lynne Laprise	1,802.25	Christine Saltvold	1,800.00
Maureen Corrigan	2,001.78	Kathryn Milner	2,000.28	Chantal Duhaime	1,923.25	Laurie Ulmer	1,815.25	Analyne Cancino	1,802.00	Shari Thiemann	1,800.00
Patricia Monforton	2,001.75	Karen Perry	2,000.28	Claire Mercier	1,919.25	Jatinder Kaur	1,815.00	Gail Hanson	1,802.00	Fiona Veening	1,800.00
Sharon Pritchard	2,001.75	Marlene Quinton	2,000.28	Sophia Yap	1,918.25	Denise Pinnock	1,814.50	Crystal Koskinen	1,802.00	Charmaine Wise	1,800.00
Joanne Ward	2,001.53	Janet Stenseth	2,000.28	Colleen Genno	1,915.00	Helen Espiritu	1,814.00	Nandita Sharma	1,802.00	Alicia Wilkinson	1,800.00
Stacey Marquis	2,001.50	Chris Chiasson	2,000.25	Wanda Groenewegen	1,912.03	Sylvie Leduc	1,813.75	Annette Yates	1,802.00		
Janet Mazur	2,001.50	Judy Coates	2,000.03	Donelda Hunter	1,912.03	Katharine Bailey	1,813.25	Loureds Hernandez	1,801.75		
Manjit Sahsi	2,001.50	Georgine Cook	2,000.03	Carolyn Towle	1,908.50	Adriana Doria	1,813.00	Corinne Heim	1,801.50		
Sandra Klotz	2,001.28	Esther Gallop	2,000.03	Antje Cavanagh	1,897.03	Sarmite Surgeoner	1,813.00	Maribel Pimentairan	1,801.50		

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

Josée D'Anjou	\$16,399.81	Donna Matthews	\$5,920.83	Judith Richardson	\$4,976.14	Jasbir Sandhu	\$4,105.65	Pam Hill	\$3,516.01	Joanne Ward	\$3,013.42
Mireille Morin	10,871.70	Jennifer Levers	5,898.43	Marilyn Bodie	4,975.73	Darcey Smith-Heath	4,084.65	Ruby Chapman	3,478.54	Mary-Lou Hill	3,008.95
Sharon Coburn	10,732.10	Debbie Parsons	5,885.46	Louisa Hoddinott	4,864.89	Harsimran Saini	4,071.83	France Grenier	3,477.73	Anna Leblanc	2,999.95
Harpreet Dhaliwal	10,258.87	Elaine Fry	5,871.64	Maureen Corrigan	4,719.38	Carol Heath	4,014.77	Debbie McLaughlin	3,448.78	Peggy Simpson	2,990.30
Shannon Shaffer	10,084.49	Yasmin Manamperi	5,822.59	Pamela Tucker	4,703.67	Beryl Apfelbaum	4,010.62	Shirley Austin	3,357.77	Pat Paul	2,961.27
Shelley Recoskie	9,584.10	Joyce Bigelow	5,814.52	Kathy Quilty	4,683.11	Claudine Pouliot	3,998.17	Jeri Pearce	3,342.14	Gwen Groves	2,921.79
Susan Bannister	8,629.97	Rajinder Rai	5,677.64	W. Groenewegen	4,583.65	Barbara Craig	3,997.36	Linda Feldman	3,318.39	Brenda Cooper	2,916.03
Claribel Avery	8,594.59	Isabelle Meunier	5,572.80	Kyla Buhler	4,573.47	Michelle Currie	3,996.62	Kathy Handzuik	3,315.36	Dierdre McKay	2,911.00
Donna Melnychyn	8,494.68	Janice Appleby	5,508.16	Sonia Janelle	4,570.34	Susie Leavold	3,980.17	Debbie Ryan King	3,307.07	Lisa Craig	2,890.71
Shirley Fequet	7,956.26	Vaun Gramatovich	5,505.95	Judy Ricard	4,569.07	Barbara Bond	3,979.47	Shannon Cameron	3,304.67	Betty Lister	2,884.62
Tamara Swatske	7,630.35	M. Summach-Goetz	5,452.77	Lorraine McCabe	4,550.45	Lenore Oughton	3,974.38	Carlene Kerr	3,297.77	Wendy-Lynn Jones	2,864.89
E. Ramanaukas	7,535.26	Lynn Brady	5,412.23	Mandeep Bambrab	4,525.41	Diane Riddell	3,959.94	Sheila Lefebvre	3,289.52	Rae Naka	2,851.24
Ginette Desforges	7,496.22	Louise Fortin	5,399.78	Karen Simpson	4,506.99	Jill Ashmore	3,794.60	Maria Bennett	3,278.15	Kimberly Boettger	2,845.77
Donna Izen	7,336.87	Phyllis Hansford	5,361.70	Gaylene Gillander	4,474.77	Heidi McGuigan	3,759.47	Randhir Singh	3,270.87	Barbara Martin	2,843.30
Nathalie Delisle	7,287.61	Beverly Dix	5,266.85	Elaine Scotte	4,451.86	Johanna Tobin	3,759.28	Joy Klassen	3,266.25	Arleen Fritz	2,835.30
Angela Hargreaves	7,162.56	Debbie Struthers	5,249.82	Jane Arseneault	4,375.90	Kathryn Milner	3,752.12	Lorraine Upwards	3,264.33	Melissa Bongalis	2,834.88
Audrey Ehalt	7,087.94	Shelley Haslett	5,244.48	Rebecca Irving	4,311.52	Monica Noel	3,752.02	Catherine Chapman	3,249.15	Georgie Anderson	2,801.04
Shirley Peterson	6,987.71	Louise Boulanger	5,217.05	Teresa Alomar-Story	4,271.18	Darlene Olsen	3,745.16	Linda Gingrich	3,240.02	Deborah Prychidny	2,789.96
Mary Davies	6,849.59	Teresa Ho	5,215.25	Lorrie Henke	4,270.19	Trish Courchaine	3,729.53	Bonnie Vigue	3,204.81	Salina Jacobsen	2,788.90
Alexis Glabus	6,457.58	Rita Samms	5,180.67	Marie York	4,243.00	Ishali Mulchandani	3,725.49	Lucie Beauregard	3,202.29	Linda Graham	2,765.50
Guylaine Comeau	6,449.91	Joyce Goff	5,150.77	France Legare	4,230.61	Judy Buchanan	3,721.84	Mychele Guimond	3,170.81	Nathalie Gervais	2,763.76
Robin Courneya-Roblin	6,396.21	Guylaine Dufour	5,137.98	Colleen Hendrickson	4,219.42	Frances Fletcher	3,711.63	Fern Silva	3,154.42	Karen Shapka	2,761.76
Nicole Bellemare	6,346.36	Susan Richardson	5,099.78	Denise Young	4,189.85	Prabjyot Gill	3,698.87	Joanne Manol	3,108.43	Donna Witt	2,731.96
Eve Raymond	6,232.56	Heather Cook	5,080.32	Liz Wodham	4,163.31	Mary Ogunyemi	3,558.12	Cheryl Neuman	3,079.02	Lauren Miller	2,690.60
Jacqueline Cullen	6,213.96	Diane Burness	5,038.41	Kathy Whitley	4,161.16	Gladys MacIntyre	3,537.10	Pam Behnke-Van Hoof	3,056.33	Fiona Corby	2,677.31
Fran Sorobey	5,961.11	Elizabeth Farris	5,007.92	Paulette Nimco	4,147.92	Alyce Parkes	3,520.33	Joeline Jean-Claude	3,046.81	Alice Storey	2,673.50

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 RECURÉ 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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 696 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTIVÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % 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)

June Millar	\$2,669.02	Claudia Perrotti	\$2,491.23	Judi Todd	\$2,390.67	Malinda Byrne	\$2,313.00	Charmaine Stinson	\$2,156.88	Bev Krueger	\$2,085.96
Sara Roberts	2,644.92	Harpurveen Aujla	2,476.18	Ruth MacDonald	2,387.01	Louise Desy	2,311.41	G. Russo-Nardelli	2,148.72	Cicily Brewer	2,071.77
Gloria Fitt	2,635.08	Cheryl Page	2,460.87	Danielle Gobeil	2,383.20	Kimberley Boudreau	2,302.99	Ana Mendonca	2,146.22	Doreen Adair	2,070.30
Karen Callsen	2,623.41	Victoria Wakulchuk	2,458.94	Ellen Hatlevik	2,357.63	Bev Harris	2,302.31	Sharon Korol	2,146.12	Pauline Campbell	2,070.07
Erna Voth	2,620.93	Christine Ransom	2,451.72	Cassandra Lay	2,355.58	Susan Brady	2,300.65	Martine Richard	2,141.34	Brenda Cuppage	2,067.23
Tammy Cogswell	2,595.98	Elisabeth Pomeroy	2,429.60	Alex Quinn	2,355.07	Lorena Siemens	2,300.43	M-J Bourdages	2,140.51	Joyce Harnett	2,055.32
Catherine Roberts	2,582.39	Cathy Webster	2,423.36	Kimberley Shankel	2,342.57	Sylvie Beaucage	2,300.26	Judy Toupin	2,138.21	Joanne Lam	2,051.91
Carolyn Nofall	2,581.22	Sharon Robertson	2,421.20	Elaine Coderre	2,330.49	Patricia Monforton	2,232.46	Theresa Nielsen	2,137.73	Judy Byck	2,014.58
Pamela Kanderka	2,553.26	LouiseLduchesne	2,416.07	Barb McKellar	2,328.25	Lois Hirtz	2,200.05	Glynis MacDavid	2,129.40	Barbara Sinden	2,008.59
Louise McCann	2,551.03	Donella Sewell	2,412.96	Divona Summer	2,327.69	Janine Brisebois	2,195.12	Susan Henderson	2,121.42		
Carol Hoyland-Olsen	2,543.22	Cathy Wright	2,410.99	Kim Johnson	2,326.78	Giselle Marmus	2,186.03	France Mimeault	2,108.41		
Danielle Theriault	2,540.01	Angela Fedorchuk	2,407.41	H. Lupena-Sabourin	2,324.21	Kitty Babcock	2,178.39	Sherry Gilbert	2,107.82		
Louise Best	2,536.31	Odette Dobbin	2,407.25	Chantal Rivard	2,322.10	Lisa Dobson	2,170.36	Sophie Audet	2,100.13		
Allyson Beckel	2,534.80	Sarah Kearney	2,407.09	Rose-Marie Young	2,321.55	Johanne Girard	2,168.84	Chantal St-Denis	2,098.54		
Carol Adams	2,523.60	Ming Tsang	2,400.97	Peggy Denomme	2,320.58	Kay Carruthers	2,164.01	Fay Hoiness	2,090.40		

Scoreboard/Tableau des résultats

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

Josée D'Anjou	\$119,194.55	Louise Boulanger	\$42,225.55	Donna Matthews	\$32,933.05	Vaun Gramatovich	\$28,258.50	Karen Shapka	\$24,027.05	Ruth MacDonald	\$21,240.55
Shelley Recoskie	73,671.05	Maureen Corrigan	41,836.55	Gaylene Gillander	32,815.00	Rajinder Rai	28,201.05	Pat Paul	24,008.00	Betty Lister	21,162.55
Mireille Morin	73,304.55	Diane Burness	41,592.05	Trish Courchaine	32,762.00	C. Hendrickson	28,102.55	Darlene Olsen	24,006.55	Allyson Beckel	21,150.55
Shannon Shaffer	72,581.55	Joyce Goff	41,385.55	Paulette Nimco	32,679.05	I. Mulchandani	28,084.50	Wendy-Lynn Jones	23,875.05	Nathalie Gervais	21,138.55
Susan Bannister	67,026.55	M. Summach-Goetz	41,312.00	Frances Fletcher	32,486.55	Harsimran Saini	27,970.55	June Millar	23,729.50	Arleen Fritz	21,024.05
Donna Melnychyn	62,922.55	Kathy Quilty	41,278.55	Marilyn Bodie	32,479.05	Judith Richardson	27,891.05	Gloria Fitt	23,616.55	Carol Adams	20,953.05
Harpreet Dhalwal	60,713.50	Y. Manamperi	40,315.05	Beryl Apfelbaum	32,471.05	Kathy Handzvik	27,751.05	Georgie Anderson	23,543.55	Ellen Hatlevik	20,886.55
Shirley Fequet	57,396.55	Guylaine Dufour	40,297.05	Louisa Hindinott	32,451.05	Cheryl Neuman	27,357.55	Karen Callsen	23,437.05	Cassandra Lay	20,756.05
Sharon Coburn	55,673.05	Beverly Dix	40,043.05	Teresa Alomar-Story	32,352.55	Elaine Sciotte	26,917.55	Brenda Cooper	23,323.55	Sara Roberts	20,691.05
Shirley Peterson	54,778.55	Phyllis Hansford	40,011.05	Denise Young	32,151.55	Joeline Jean-Claude	26,874.05	Tammy Cogswell	23,015.00	Carol Hoyland-Olsen	20,658.55
Tamara Swatske	54,004.05	Debbie Struthers	39,986.55	Kyla Buhler	32,139.55	Alyce Parkes	26,466.55	Alice Storey	22,991.50	Elaine Coderre	20,469.00
Audrey Ehalt	52,006.55	Heather Cook	39,802.55	Susan Richardson	32,093.05	Elizabeth Farris	26,442.55	Carolyn Nofall	22,788.05	Barb McKellar	20,434.55
Nicole Bellemare	51,482.50	Rita Samms	39,252.05	W. Groenewegen	32,008.55	Linda Feldman	26,406.05	Bonnie Vigue	22,492.55	Divona Summer	20,426.05
Mary Davies	50,231.05	France Legare	37,394.05	Carol Heath	31,963.05	Mary Ogunyemi	26,399.55	Jasbir Sandhu	22,445.00	Kim Johnson	20,412.05
Nathalie Delisle	49,525.05	Mandeep Bambrab	37,314.05	Shelley Haslett	31,829.00	Mary-Lou Hill	26,291.55	Louise McCann	22,323.55	Chantal Rivard	20,340.05
Debbie Parsons	48,922.05	Joyce Bigelow	37,144.05	Teresa Ho	31,317.00	Shannon Cameron	26,120.55	Kimberly Boettger	22,242.55	Rose-Marie Young	20,331.55
R. Courneya-Roblin	48,906.55	Lorraine McCabe	37,005.05	Pam Hill	31,015.55	Carlene Kerr	26,119.55	Danielle Theriault	22,154.05	Erna Voth	20,322.05
Guylaine Comeau	48,763.55	Jane Arsenaull	36,441.05	Judy Buchanan	30,963.55	Joy Klassen	26,080.05	Louise Best	22,097.00	Peggy Denomme	20,316.55
Jacqueline Cullen	48,451.55	Kathy Whitley	36,325.55	Heidi McGuigan	30,873.50	Anna Leblanc	26,072.55	Fiona Corby	21,957.05	Donna Witt	20,218.05
E. Ramanasakas	48,349.05	Isabelle Meunier	36,317.05	Claudine Pouliot	30,741.00	Peggy Simpson	26,004.55	Sharon Robertson	21,864.55	Malinda Byrne	20,200.05
Genette Desforges	48,106.50	Rebecca Irving	35,903.55	Diane Riddell	30,639.55	Gwen Groves	25,489.05	Joanne Ward	21,782.05	Lucie Beauregard	20,154.55
Angela Hargreaves	47,799.55	Michelle Currie	35,332.55	Marie York	30,636.05	Fern Silva	25,452.55	Gladys MacIntyre	21,763.05	Rae Naka	20,125.05
Claribel Avery	46,444.05	Pamela Tucker	35,250.50	France Grenier	30,426.55	Catherine Chapman	25,294.05	Cathy Wright	21,707.55	Kimberley Boudreau	20,046.05
Alexis Glabus	46,406.05	Lorrie Henke	34,926.05	Ruby Chapman	30,260.05	Melissa Bongalis	25,152.00	Odette Dobbin	21,650.05	Mychele Guimond	20,036.55
Lynn Brady	44,803.50	Donna Izen	34,265.50	Prabjyot Gill	29,966.05	Barbara Craig	24,934.05	Cheryl Page	21,627.05	Bev Harris	20,035.55
Louise Fortin	44,526.05	Jill Ashmore	33,713.05	Jeri Pearce	29,879.00	Maria Bennett	24,454.55	Sarah Kearney	21,565.05	Susan Brady	20,010.05
Eve Raymond	44,474.55	Darcey Smith-Heath	33,610.05	Sheila Lefebvre	29,036.55	Salina Jacobsen	24,444.55	Shirley Austin	21,560.50	Lorena Siemens	20,006.55
Janice Appleby	44,378.05	Lenore Oughton	33,298.05	Sonia Janelle	28,807.55	Randhir Singh	24,165.55	Joanne Manol	21,457.55	Sylvie Beaucage	20,004.05
Fran Sorobey	44,361.55	Liz Wodham	33,266.55	Susie Leakvold	28,723.05	Linda Graham	24,084.55	Lisa Craig	21,395.55		
Jennifer Levers	44,321.55	Kathryn Milner	33,109.55	D. McLaughlin	28,393.00	Barbara Martin	24,072.55	Karen Simpson	21,332.55		
Elaine Fry	43,157.55	Monica Noel	33,108.05	Linda Gingrich	28,308.05	Lorraine Upwards	24,066.55	Danielle Gobeil	21,280.05		

Top Recruiting Units/Meilleurs groupes en recrutement

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

Ontario – Shelley Recoskie	Ontario – Shannon Shaffer	Manitoba – Debbie Struthers
Saskatchewan – Joyce Bigelow	Alberta – Donna Melnychyn	British Columbia/Colombie-Britannique – Teresa Alomar-Story
Québec – Josée D'Anjou	British Columbia/Colombie-Britannique – Noreen Kroetsch	
British Columbia/Colombie-Britannique – Alexis Glabus	Ontario – Alice Wong	

Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Gena Silveira	Nova Scotia/Nouvelle-Écosse – Laura Russell	Québec – Pamela Tucker
British Columbia/Colombie-Britannique – Ifroza Hanif	Nunavut – Ellen Hatlevik	Saskatchewan – Yvonne Wolowski
Manitoba – Jennifer Battershell	Northwest Territories/Territoires du Nord-Ouest – Laverna Klengenberg	Yukon – Sarah Charlie
New Brunswick/Nouveau-Brunswick – Jeanne Montague	Ontario – Cassandra Lay	
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Debbie Parsons	Prince Edward Island/Île-du-Prince-Édouard – Palma MacFadyen	

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

Shirley Fequet	\$2,278.30	Debbie Parsons	1,954.86	Angela Hargreaves	1,852.48	Sharon Coburn	1,676.62	Donna Melnychyn	1,624.41	Nicole Bellemare	1,531.74
Harpreet Dhalwal	1,995.15	Claribel Avery	1,886.89	Diane Burness	1,802.43	Vaun Gramatovich	1,661.23	Tamara Swatske	1,615.80	Liz Wodham	1,526.68

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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

Shelley Recoskie	\$1,526.23	Joyce Harnett	\$1,008.96	Lorena Siemens	\$837.42	Eve Raymond	\$711.16	Angela Fedorchuk	\$603.06	Elizabeth Sly	\$538.65
Julie Bisson	1,475.94	Maureen Corrigan	1,007.43	Gwen Groves	836.13	Ruby Chapman	709.29	Linda Moreau	601.74	Karen Roberts	537.96
Jacqueline Cullen	1,473.75	Cheryl Neuman	1,002.03	Nathalie Delisle	833.85	Lynn Brady	709.23	Marlene Bridgman	600.30	Rajinder Rai	535.68
Susan Bannister	1,425.51	Erna Voth	1,001.61	Cathy Webster	831.63	Louise Best	708.33	Pat Paul	597.99	Patti Babyn	532.71
Marie York	1,421.01	Diane Riddell	997.08	Shirley Austin	831.03	Catherine Roberts	706.26	Katie Pokrant	593.31	Carol Heath	531.00
Barbara Craig	1,308.19	Lenore Oughton	989.31	Peggy Simpson	829.26	Sarah Bardell	705.09	Doreen Adair	593.01	Malinda Byrne	529.56
Tracy Campbell	1,290.60	Karen Schamehorn	980.31	Martine Richard	826.74	Josianne Boily	702.60	Lynda Switzer	591.94	Kay Carruthers	529.50
Yasmin Manamperi	1,285.71	Claudine Pouliot	965.97	Karen Simpson	821.31	Lorraine McCabe	697.66	Fiona Corby	591.06	Reina Heras	529.14
Audrey Ehalt	1,281.18	Mary Humber	954.27	Fay Hoiness	817.75	Mary Ogunyemi	692.52	Alison Hogan	586.35	Joan Elliott	528.60
Linda Feldman	1,269.36	Alyce Parkes	947.16	Wendy-Lynn Jones	814.26	Bev Krueger	688.68	Bev Harris	585.21	Johanne Girard	527.28
Guyline Dufour	1,259.82	Ruth MacDonald	942.96	Maureen Adamkewicz	808.17	Georgine Cook	683.85	Michele Gustafson	578.25	Chrissy Novak	526.98
Joyce Bigelow	1,235.40	Colleen Hendrickson	935.46	Veronica Spanton	792.48	Sylvie Rieux	675.24	Shannon Cameron	577.11	Liz Smith	525.21
Guyline Comeau	1,223.31	Jill Ashmore	928.56	Chantal Rivard	791.19	Carlene Kerr	671.88	Kathryn Milner	574.50	Brenda Cuppage	524.79
Monica Noel	1,210.80	Linda Gingrich	923.67	Gladys MacIntyre	790.81	Paula Skinner	671.64	Sandra Moore	574.26	Mary-Lou Hill	522.18
Kathy Whitley	1,192.05	Rita Samms	922.41	Jennifer Levers	769.80	Marie Monte	671.01	Lydia Boudreau	565.47	Elaine Maeland	517.47
Joyce Goff	1,187.91	Susan Richardson	919.57	Deb Wynn	766.17	Fern Silva	667.98	Sophie Audet	562.89	Larisa Day	516.18
Louise Fortin	1,155.42	Cathy Wright	918.12	Allyson Beckel	764.64	Mary-Lee Plemel	667.80	Marie-Josée Bourdages	562.86	Pam Hill	512.61
E. Ramanauskas	1,145.46	Amy Shang	913.89	M. Summach-Goetz	761.01	Georgie Anderson	664.65	Charmaine Stinson	559.32	Beryl Apelbaum	509.73
Kathy Quilty	1,132.50	Ishali Mulchandani	900.09	Prabjyot Gill	760.95	Leanne Chamberlain	660.60	Serene Chin	558.45	Karen Colvin	509.70
Lucie Leveillee	1,131.39	Shannon Shaffer	879.15	Karen Piovesan	750.00	hoda karakach	654.57	Katrina McKee	556.80	Patti Jeske	509.43
Kyla Buhler	1,127.38	Melissa Bongalis	874.68	Catherine Chapman	746.10	Robin Courneya-Roblin	649.74	Janice Appleby	556.14	Sukhminder Dhaliwal	508.65
Fran Sorobey	1,118.88	Donna Witt	874.45	Lucie Beaugregard	740.79	Betty Lister	649.14	Kimberly Beottger	556.02	Janine Brisebois	507.75
Randhir Singh	1,118.67	Karen Shapka	871.89	Gloria Fitt	740.43	Lisa Dobson	647.37	Mandeep Bambrah	555.24	Paula Sheppard	504.36
Lorrie Henke	1,080.78	Louisa Hoddinott	871.38	Debbie Struthers	740.25	N. Bogdan-Savitska	644.31	Kim Conaghan	554.85	Kimberley Lougas	503.88
Jennifer Scott	1,063.44	Lisa Graig	867.06	Shelley Haslett	724.38	Karen McNulty	638.38	Irma Vogt-Dyck	552.09	Nancie Lachance	502.77
Claudy Guillemette	1,052.43	Colleen Forrester	853.29	Louise Boulanger	728.70	Michelle Currie	638.37	Mina Spremulli	551.04	Tammy Cogswell	502.53
Paulette Nimco	1,047.21	Maria Bennett	851.52	Sheila Lefebvre	728.55	Sara Roberts	631.26	Judy Bycock	548.34	Deborah Prychidny	501.34
Zulma Martinez	1,038.00	Julie Sweeney	850.05	Shelley Haslett	724.38	Kimberley Shankel	629.25	Sharon Casteel	548.31		
Sarah Kearney	1,032.90	Sylvie Theriault	849.93	Sharlene Bukurak	716.25	Diane Harvey	624.87	Giselle Marmus	547.35		
Susie Leakvold	1,026.45	Alexis Glabus	844.71	Christine Ransom	715.29	Cindy Shaw	621.99	Alice Ko	541.71		
Johanna Tobin	1,024.57	Lorraine Upwards	842.01	Debbie McLaughlin	714.06	Rebecca Irving	608.79	Judi Todd	541.38		
Brenda Cooper	1,008.99	Rae Naka	841.95	France Legare	713.97	Sharon Wolthers	607.17	Pam Behnke-Van Hoof	539.46		

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

Ginette Desforges	\$547.42	Lisa-Marie Massey	\$375.84	Tana Letkeman	\$324.54	Marie-Claire Lavigne	\$301.78	Luisa Rallo	\$291.22	Simone Fuller	\$269.92
Pamela Kanderka	488.96	Sonia Janelle	375.14	Sharon Kolenc	318.64	Charlene Blackstar	301.22	Isabel Lima	290.12	Sharon Robertson	268.64
Jenny Foran	414.46	Gloria Rousseau	365.96	Rita White	317.54	Patricia Jackson	300.52	Carroll Jackson	289.58	Charlotte Dishke	264.30
Dale Kathryn Grove	406.72	Charlene Randle-Clayton	364.66	Bonnie Davies	317.32	Angela Murphy	298.50	Marilyn Thiessen	289.42	Sharon Lewco	263.50
Amy Klassen	404.96	Carol Adams	363.18	Carole McMechan	308.46	Anne Marie Palumbo	298.46	Diana Espenhain	287.32	Janet Taylor	261.06
Tarra Keller	402.40	Christina Doracin	357.52	Denise Baynton	306.62	Nicole Cooke	297.26	Victoria Wakulichyk	286.58	Laura Landry	258.96
Nathalie Bisailon	392.64	Barbara Bond	356.42	Susan Tu	304.14	Isabelle Meunier	294.80	Michelle Gilbert	281.20	Jane Arsenaault	254.76
Debbie Graham	385.84	April Toth	356.28	Bertha Kovach	303.46	Joyce Fontaine	294.66	Mary Hussey	277.50	Bonnie Harman	253.80
Valerie Pullishy	379.96	Wilma Goit	336.20	Cynthia Martel	303.40	Christin Leclair-Day	293.28	Lynn Hubley	276.24	Marie-Sophie Roy	253.16
Josée D'Anjou	379.02	D. O'Connor Matthews	332.38	Andrea Thorrougood	301.86	Phanie Sutton	293.08	Paulette Fleming	276.22	Kelly Hause	251.24
Helen Lupena-Sabourin	378.68	Manpreet Sandhu	331.18	Sheena Murphy	301.82	Mary Davies	292.74	Dianne Heidman	274.34		

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

Helen Catheri Wight	\$329.47	Victoria Stinchcombe	\$125.58	Angela Hoffmann	\$101.69	Cheri White	\$90.07	Gail Edwards	\$83.11	Trish Dubek	\$80.00
Nicki Davis	236.54	Elaine Collison	125.42	Jade Watier	101.52	Linda Keddy	89.26	Susan Haselhan	83.01	Antonine Michaud	80.00
Sherri Stokes	222.07	Karine Campeau	125.33	Helen Klassen	101.23	Joyce Bryant	89.18	Carol Charlebois	82.57	Elisa Fantillo	79.98
Claudette Desmarais	220.86	Nancy Normandin	124.70	Dianne Stewart	101.05	Anne MacDiarmid	89.18	Tara Payne	82.25	France Baril	79.38
Debbie Pengelly	218.43	Erin Goffin	124.17	Vicki Mona Pederson	100.19	Ghada Ghabban	88.66	Stefanie Thompson	82.00	Manjula Murugesen	78.76
Sukhwinder Kang	217.43	Mirela Cristea	121.09	Julie Trinkle	98.11	Sonya Wagenaar	88.42	Jacqueline Adams	81.80	Jill Cole	78.29
Shannon Boutillier	195.87	Devina Tamburello	120.37	Martha Trujillo	97.59	Bianca Nzekio	88.03	Valeria Stolzembach	81.71	Fatima Zohra	77.94
Celine Frechette	181.28	Bernice Garrett	120.17	Yuleydis Gonzalez	96.84	Martine Duchesne	87.85	Rose-Marie Tremblay	81.55	Caroline Houle	77.52
Clara Dreise	171.67	Christina Dias	120.03	Nancy Gauthier	96.79	Lorraine Quintal	87.70	Joan Burke	81.53	Angela Kimmie	77.42
Joanne Riedel	169.32	Laurie Brooks	120.01	Mirela Stoica	96.56	Laura I Pawlick	87.03	Barbara Smith	80.98	Teresa Oliviero	76.91
Elizabeth Bailey	168.37	Carole Savoie	117.93	Marilyn Stangeland	96.51	Alycia White	86.73	Alexandra Chaniotis	80.91	Rose Heathers	76.34
Sherri Murphy	160.79	Lorraine Delangis	116.77	Sarah Tuck	96.40	Sandra Schuetzle	86.08	Janet Cassidy	80.55	Nataly Forand	75.90
Anne Nonga	152.60	Ginette Garneau	114.92	Veronique Richer	96.13	Nancy Provencher	85.74	Denise Beaulne	80.33	Lynna Snider	75.70
Sharon Cymerys	151.77	Joyce Holmes	113.29	Lisa Maidens	96.03	Virginia Gilpin	85.57	Pam McGladdery	80.23	Shirley Eisenkrein	75.45
Rana Huynh	145.41	Laura Prodanyk	112.71	Carole Heppeler	96.02	Kim-Mia	85.03	Chris Paramchuk	80.23	Raelene Brummund	75.18
Clara Aguayo	144.21	Hannah Lawrie	107.94	Genevieve Laramée	96.00	Laplante	85.33	Heather Hewitt	80.22	T. O'Brien-Snow	75.10
Karin Smith	142.61	Irene Fung	105.49	Monique Bard	95.68	Marjory Brutus	85.10	Roslyn Garofalo	80.21		
Cheryl Tessari	141.16	Dileeni Weerasinghe	104.45	Erica Downie	94.51	Ruth Orr	85.10	Natalie Mulholland	80.20		
M. Dos Anjos Pragana	132.23	Kathleen Clay	103.74	Joanne Moss	92.10	Susan Vachon	85.03	Maddie Wilson	80.12		
Cheri Stefanucci	128.50	Kerrie Rutherford	103.35	Nadia Plourde	91.62	Heather Malone	84.35	Therese Plant	80.04		
Krista Naviaux	128.08	Bev Crabb	102.70	Karlene Olsen	91.37	Marni Bramadat	84.33	Toby Asante	80.01		
Stephanie Boisvert	125.71	Melissande Giraldeau	101.79	Liliane David	90.08	Amanda Buchanan	84.31	Caring Cayabyab	80.00		

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 RECURRE 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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTIVÉE A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Gold Medal/Médailles d'or

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

CHERYL NEUMAN <i>Director/Directrice</i>	ALYCE PARKES <i>Director/Directrice</i>	NANCIE LACHANCE <i>Director/Directrice</i>	COLLEEN HENDRICKSON <i>Director/Directrice</i>	KAREN SCHAMEHORN <i>Director/Directrice</i>	SERENE CHIN <i>Director/Directrice</i>
SHELLEY RECOSKIE <i>Director/Directrice</i>	SHANNON SHAFFER <i>Director/Directrice</i>	KATHRYN MILNER <i>Director/Directrice</i>	DAWN NEUFELDT <i>Director/Directrice</i>	Shelley Recoskie <i>Director/Directrice</i>	Alice Wong <i>Director/Directrice</i>
EVELYN RAMANAUSKAS <i>Director/Directrice</i>	SUSAN BANNISTER <i>Director/Directrice</i>	ISHALI MULCHANDANI <i>Director/Directrice</i>	JULIE BISSON <i>Director/Directrice</i>	JENNIFER SCOTT <i>Director/Directrice</i>	CAROLINE CLINGEN <i>Director/Directrice</i>
DONNA MELNYCHYN <i>Director/Directrice</i>	ROBIN COURNEYA-ROBLIN <i>Director/Directrice</i>	CELSE PASMO <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>	Debbie Struthers <i>Director/Directrice</i>	Doreen Burgraf <i>Director/Directrice</i>
CHRISTINE RANSOM <i>Director/Directrice</i>	NATHALIE GERVAIS <i>Director/Directrice</i>	JULIE RICARD <i>Director/Directrice</i>	GEORGINE COOK <i>Director/Directrice</i>	CHARMAINE STINSON <i>Director/Directrice</i>	MELISSA DUNN <i>Director/Directrice</i>
VAUN GRAMATOVICH <i>Director/Directrice</i>	JACQUELINE CULLEN <i>Director/Directrice</i>	SHARON COBURN <i>Director/Directrice</i>	ANGIE FRYER <i>Director/Directrice</i>	AMIRA ALI <i>Director/Directrice</i>	Doreen Burgraf <i>Director/Directrice</i>
MARY OGUNYEMI <i>Director/Directrice</i>	FERN SILVA <i>Director/Directrice</i>	DARLA GAGYI <i>Director/Directrice</i>	TRACY HAJDASZ <i>Director/Directrice</i>	Shelley Recoskie <i>Director/Directrice</i>	MELISSA GOIN <i>Director/Directrice</i>
VICTORIA WAKULCHYK <i>Director/Directrice</i>	SVITLANA AWOGBAMI <i>Director/Directrice</i>	MYCHELE GUIMOND <i>Director/Directrice</i>	BONNY MCCOMB <i>Director/Directrice</i>	Audrey Ehalt <i>Director/Directrice</i>	Karen Shapka <i>Director/Directrice</i>
HARPREET DHALIWAL <i>Director/Directrice</i>	ALICE KO <i>Director/Directrice</i>	SHELLEY HASLETT <i>Director/Directrice</i>	COLLEEN FORRESTER <i>Director/Directrice</i>	NATHALIE BISAILLON <i>Director/Directrice</i>	NIKKI HORTON <i>Director/Directrice</i>
REINA HERAS <i>Director/Directrice</i>	BARBARA CRAIG <i>Director/Directrice</i>	SARA ROBERTS <i>Director/Directrice</i>	Trish Courchaine <i>Director/Directrice</i>	Chantal Bisailon <i>Director/Directrice</i>	Renee Daras <i>Director/Directrice</i>
BARBARA BERVEN <i>Director/Directrice</i>	LORRAINE UPWARDS <i>Director/Directrice</i>	MARILYN BODIE <i>Director/Directrice</i>	TERRI KURTZWEG <i>Director/Directrice</i>	FATMA BOUSSAHA <i>Director/Directrice</i>	RANA HUYNH <i>Director/Directrice</i>
NOREEN KROETSCH <i>Director/Directrice</i>	MICHELLE CURRIE <i>Director/Directrice</i>	YOLENE GAY <i>Director/Directrice</i>	KATRINA MCKEE <i>Director/Directrice</i>	Joeline Jean-Claude <i>Director/Directrice</i>	Shannon Shaffer <i>Director/Directrice</i>
YASMIN MANAMPERI <i>Director/Directrice</i>	DEBBI LEVY KAY <i>Director/Directrice</i>	ALEXIS GLABUS <i>Director/Directrice</i>	Sharon Korol <i>Director/Directrice</i>	A CORINNE BUCKINDALE <i>Director/Directrice</i>	PARAMJEET KAUR <i>Director/Directrice</i>
			DONNA MCLEAN <i>Director/Directrice</i>	Shelley Recoskie <i>Director/Directrice</i>	Harsimran Saini <i>Director/Directrice</i>
			Melissa Bongalis <i>Director/Directrice</i>	TERRY BURCH <i>Director/Directrice</i>	ROSALINDA LACSAMANA <i>Director/Directrice</i>
			CAROLE MCMECHAN <i>Director/Directrice</i>	Noreen Kroetsch <i>Director/Directrice</i>	Joyce Bigelow <i>Director/Directrice</i>
			Alexis Glabus <i>Director/Directrice</i>	KAREN CAMPBELL <i>Director/Directrice</i>	TASSY LYRAS <i>Director/Directrice</i>
			MARY-LEE PLEMEL <i>Director/Directrice</i>	Alexis Glabus <i>Director/Directrice</i>	HEATHER OLDENBURG <i>Director/Directrice</i>
				TRACY CAMPBELL <i>Director/Directrice</i>	MINA SPREMULLI <i>Director/Directrice</i>
				Donna Melnychyn <i>Director/Directrice</i>	Shelley Recoskie <i>Director/Directrice</i>
					SYLVIE THERIAULT <i>Director/Directrice</i>
					Donna Weir <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 November. /
Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en novembre.

LOUISA HODDINOTT <i>Director/Directrice</i>	AUDREY EHALT <i>Director/Directrice</i>	HILDA HISCOCK <i>Director/Directrice</i>	GINGER WOEPPEL <i>Director/Directrice</i>	JOANNE SANDERS <i>Director/Directrice</i>	MADDIE WILSON <i>Director/Directrice</i>
JOYCE BIGELOW <i>Director/Directrice</i>	SARA CHOWDHERY <i>Director/Directrice</i>	GINA HORMANN <i>Director/Directrice</i>	JOELINE JEAN-CLAUDE <i>Director/Directrice</i>	Rajinder Rai <i>Director/Directrice</i>	Claudette Shorts <i>Director/Directrice</i>
EVA COELHO <i>Director/Directrice</i>	KELSIE DAWSON <i>Director/Directrice</i>	JODIE ZEHR <i>Director/Directrice</i>	LUCIE LEVEILLEE <i>Director/Directrice</i>	MARIE-JOSEE BOUVIER <i>Director/Directrice</i>	
DIANNE HEIDMAN <i>Director/Directrice</i>	GUYLAINE DUFOR <i>Director/Directrice</i>	CINDY LEVESQUE <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>	Nicole Bellemare <i>Director/Directrice</i>	
MARIE YORK <i>Director/Directrice</i>	ANGELA HARGREAVES <i>Director/Directrice</i>	DEBBIE PARSONS <i>Director/Directrice</i>	DONNA REID <i>Director/Directrice</i>	LINDA GOBEIL <i>Director/Directrice</i>	
			CATHERINE ROBERTS <i>Director/Directrice</i>	Guyline Comeau <i>Director/Directrice</i>	
				HEATHER GORDON <i>Director/Directrice</i>	
				Alicia Plosz <i>Director/Directrice</i>	
				HODA KARAKACH <i>Director/Directrice</i>	
				Odette Dobbin <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 November. /
Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en novembre.

EVA KOPEC <i>Director/Directrice</i>	WANDA CHESHIRE <i>Director/Directrice</i>	PRABYOT GILL <i>Director/Directrice</i>	JENNY FORAN <i>Director/Directrice</i>	FRANCE CHAPUT <i>Director/Directrice</i>	TITILAYO OGUNSAKIN <i>Director/Directrice</i>
GLADYS MACINTYRE <i>Director/Directrice</i>	TAMMY COGSWELL <i>Director/Directrice</i>	MARY HUSSEY <i>Director/Directrice</i>	SANDRA HARVEY <i>Director/Directrice</i>	Sara Chowdhery <i>Director/Directrice</i>	Barbara Craig <i>Director/Directrice</i>
JUDY BUCHANAN <i>Director/Directrice</i>	LORENA SIEMENS <i>Director/Directrice</i>	HOLLY SCHNELL <i>Director/Directrice</i>	Charmaine Stinson <i>Director/Directrice</i>	SUSAN DART <i>Director/Directrice</i>	NICOLE PARIS <i>Director/Directrice</i>
HEIDI MCGUIGAN <i>Director/Directrice</i>	RANDHIR SINGH <i>Director/Directrice</i>	TRACEY WALLS <i>Director/Directrice</i>	ELLEN HATLEVIK <i>Director/Directrice</i>	Barbara Martin <i>Director/Directrice</i>	Ginette Desforges <i>Director/Directrice</i>
LISA CRAIG <i>Director/Directrice</i>	CLARIBEL AVERY <i>Director/Directrice</i>	PATTI BABY <i>Director/Directrice</i>	CATHERINE LAROCHE <i>Director/Directrice</i>	GUYLANDE ESTIMABLE <i>Director/Directrice</i>	ROBIN PELLEY <i>Director/Directrice</i>
HELEN LUPENA-SABOURIN <i>Director/Directrice</i>	MARIE-JOSÉE BOURDAGES <i>Director/Directrice</i>	LUCIE BEAUREGARD <i>Director/Directrice</i>	Guyline Comeau <i>Director/Directrice</i>	Yolene Gay <i>Director/Directrice</i>	Jacqueline Cullen <i>Director/Directrice</i>
MYRIA BALICAO <i>Director/Directrice</i>	MAUREEN CORRIGAN <i>Director/Directrice</i>	KIMBERLY BOETTGER <i>Director/Directrice</i>	GLENDAL LEROUX <i>Director/Directrice</i>	CLAUDY GUILLEMETTE <i>Director/Directrice</i>	SILVIA PENCAKOVA <i>Director/Directrice</i>
ELAINE MAELAND <i>Director/Directrice</i>	EUGENETTE FORTIN <i>Director/Directrice</i>	ADA CHENG <i>Director/Directrice</i>	PEGGY SIMPSON <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>	Beryl Apfelbaum <i>Director/Directrice</i>
MANDEEP BAMBRAH <i>Director/Directrice</i>	WANDA GROENEWEGEN <i>Director/Directrice</i>	FIONA CORBY <i>Director/Directrice</i>	DARLA LUTWICK <i>Director/Directrice</i>	KELLY HAUSE <i>Director/Directrice</i>	SHIRLEY PETERSON <i>Director/Directrice</i>
KYLA BUHLER <i>Director/Directrice</i>	SHEILA LEFEBVRE <i>Director/Directrice</i>	JOYCE GOFF <i>Director/Directrice</i>	PEGGY DART <i>Director/Directrice</i>	Jacqueline Cullen <i>Director/Directrice</i>	NANCY PROVENCHER <i>Director/Directrice</i>
SONIA JANELLE <i>Director/Directrice</i>	DEANNA TUPLIN <i>Director/Directrice</i>	LEILA HOLZWORTH <i>Director/Directrice</i>	DARLA LUTWICK <i>Director/Directrice</i>	JAMIE LAMPING <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>
JASBIR SANDHU <i>Director/Directrice</i>	VIV BONIN <i>Director/Directrice</i>	JOSIANNE BOILY <i>Director/Directrice</i>	HERMIONE ANDRE <i>Director/Directrice</i>	Joyce Bigelow <i>Director/Directrice</i>	MONIQUE ROMEO <i>Director/Directrice</i>
DEBBIE STRUTHERS <i>Director/Directrice</i>	AVRIL CELESTIN <i>Director/Directrice</i>	Mireille Morin <i>Director/Directrice</i>	Yolene Gay <i>Director/Directrice</i>	CAROLINE-SOPHIE LECLERC <i>Director/Directrice</i>	Susie Leakvold <i>Director/Directrice</i>
GUYLAINE COMEAU <i>Director/Directrice</i>	NATHALIE DELISLE <i>Director/Directrice</i>	SHARLENE BUKURAK <i>Director/Directrice</i>	JOSEE BEAUCAGE <i>Director/Directrice</i>	Marie-Sophie Roy <i>Director/Directrice</i>	PAULA SHEPPARD <i>Director/Directrice</i>
		JOYCE FONTAINE <i>Director/Directrice</i>	Sylvie Beaucage <i>Director/Directrice</i>	DARLENE LOUGHEED <i>Director/Directrice</i>	Denise Young <i>Director/Directrice</i>
		Doreen Burgraf <i>Director/Directrice</i>	MELISSA BONGALIS <i>Director/Directrice</i>	Kathryn Milner <i>Director/Directrice</i>	GENA SILVEIRA <i>Director/Directrice</i>
			JULIE BRASSARD <i>Director/Directrice</i>	KATHY LU <i>Director/Directrice</i>	Fran Sorobey <i>Director/Directrice</i>
			Darlene Ryan-Rieux <i>Director/Directrice</i>	Shelley Recoskie <i>Director/Directrice</i>	PAULA SKINNER <i>Director/Directrice</i>
			RAELEN BRUMMUND <i>Director/Directrice</i>	ZULMA MARTINEZ <i>Director/Directrice</i>	Shannon Shaffer <i>Director/Directrice</i>
			Karen Callisen <i>Director/Directrice</i>	Teresa Alomar-Story <i>Director/Directrice</i>	NATALIE SURPRENANT <i>Director/Directrice</i>
				ANGIE MAXWELL <i>Director/Directrice</i>	Doreen Burgraf <i>Director/Directrice</i>
				Terri Kurtzweg <i>Director/Directrice</i>	JULIE TRINQUE <i>Director/Directrice</i>
				ELSA MCCREADIE <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>
				Barbara Berven <i>Director/Directrice</i>	KERRI WILSON <i>Director/Directrice</i>
				RONNIE MONTGOMERY <i>Director/Directrice</i>	Sandy Campbell <i>Director/Directrice</i>
				Shelley Haslett <i>Director/Directrice</i>	
				ANNE NONGA <i>Director/Directrice</i>	
				Mychele Guimond <i>Director/Directrice</i>	

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

New Team Leaders/Nouveaux chefs d'équipe

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

AFUA AGYEIWAA-BOATENG
Dierdre McKay
BRENDA BEARDSLEY
Alexis Glabus
BRENDA BETZ
Audrey Ehalt

MARIE-JOSÉE BOUVIER
Nicole Bellemare
KAREN CAMPBELL
Alexis Glabus
NICOLE CHEN
Joanne Lam

MELISSA DUNN
Doreen Burggraf
CHRISTINE FORGET
Kathy Quilty
PARAMJEET KAUR
Harsimran Saini

ROSALINDA LACSAMANA
Joyce Bigelow
JAMIE LAMPING
Joyce Bigelow
MATHER MUSHANINGA
Prabjyot Gill

MONIQUE ROMEO
Susie Leakvold
PAULA SHEPPARD
Denise Young
MINA SPREMULLI
Shelley Recoskie

ELAIN TUNG
Teresa Ho

New Star Recruiters/Nouvelles recruteuses étoiles

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

JUDY BOLDUC
Kim Conaghan
A CORINNE BUCKINDALE
Shelley Recoskie
ELIZABETH BUSTON
Shannon Shaffer
KARINE CAMPEAU
Nicole Bellemare
DONNA CARTER
Kyla Buhler
TRICIA CLARKE
Shirley Peterson
NICKI DAVIS
Linda Graham

DARLENE DEMKEY
Catherine Chapman
HARMEET DHALIWAL
Harpreet Dhaliwal
LOUISE DIONNE
France Legare
PATRICIA ELLINGWOOD
Sharon Coburn
NANCY EWING
Carolyn Nottall
EMILY FAFLAK
Debbie Maw
ANNIE FAUTEUX
Nicole Bellemare

NATALY FORAND
France Mimeault
CELINE FRECHETTE
Louise Fortin
MELISANDE GIRALDEAU
Isabelle Meunier
MELISSA GOIN
Karen Shapka
ANGELA HOFFMANN
Agnes Loshusan
RANA HUYNH
Shannon Shaffer
SUKHWINDER KANG
Mandeep Bambrah

JASVIR KAUR
Randhir Singh
GWEN KREPS
Tracy Hajdasz
HANNAH LAWRIE
Sheila Lefebvre
BUSHRA MASOOD
Ishali Mulchandani
MICHELLE MCFARLAND
Deborah Kenny
ELYSE MICHAUD
Eve Raymond
JUANITA PATTERSON
Fiona Corby

LUANN PHAIR
Renee Melton
NANCY PROVENCHER
Josée D'Anjou
CHRISTINE ROY
Nathalie Delisle
CHISA SENIUK
Fay Hoiness
ISABELLE SHOEMAKER
Terri Kurtzweg
NATALIE SURPRENANT
Doreen Burggraf
SYLVIA THIESSEN
Shelley Recoskie

SUSAN VACHON
Beverley Dix
MAUREEN WIEBE
Sharlene Bukurak
EKATERINA ZHARINOVA
Ioulia Khairova
FATIMA ZOHRA
Ishali Mulchandani

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

These Independent Sales Directors qualified during the month of November to receive cash compensation. / Directrices des ventes indépendantes qualifiées en novembre pour une compensation en argent.

Kitty Babcock
Maureen Corrigan

Nathalie Gervais
Michelle Gilbert

Tracy Hajdasz
Sarah Kearney

Dawn Neufeldt
Martine Richard

Lynda Switzer
Rose-Marie Young

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

These Independent Beauty Consultants qualified during the month of November to earn the use of a Pontiac VIBE, Pontiac G6 or receive cash compensation. / Conseillères en soins de beauté indépendantes qualifiées en novembre pour l'usage d'une Pontiac VIBE, Pontiac G6 ou une compensation en argent.

Sarah Bardell

Nathalie Bisaillon

Reina Heras

Zulma Martinez

Jennifer Scott

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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

reach for the stars!

quarter one achievers

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 from July 1st to September 30th, 2008.

Bobbie Ahluwalia
Thaiba Ahmad
Linda Anderson
Delia Andrade
Gene Antonio
Jill Ashmore
Claribel Avery
Jane Awawias
Kitty Babcock
Mandeep Bambrah
Clarita Barilla
Wendi Barnes
Brenda Beardsley
Pam Behnke-Van Hoof
Diane Bergeron
Barbara Berven
Elizabeth Biglands
Sanna Bnaity-Eid
Janet Boehmer
Viv Bonin
Kim Boudreau
Helena Bourgeois
Karen Bourne-Low
Sasha Bradshaw
Janine Brisebois
Angela Browett
Corinne Buckindale
Terry Burch
Diane Burness
Elizabeth Burt
Malinda Byrne
Shannon Cameron
Sharon Casteel
Antje Cavanagh
Isabelle Cayford
Leanne Chamberlain
Caroline Chan
Tammy Charbonneau
Francoise Chartrand
Bonita Cheddie
Wanda Cheshire
Geraldine Chio
Sara Chowdhery
Marie-Anne Chretien
Donatella Ciampi
Sarah Cloutier
Kim Conaghan
Angela D. Connaughton

Georgine Cook
Amber Cooper
Maureen Corrigan
Robin Courneya-Roblin
Jackie Cowderoy
Lisa Craig
Elaine Cukier
Jacqueline Cullen
Brenda Cuppage
Jasmine Currie
Stephanie Dallaire
Christa Davidson
Nicki Davis
Rio Dela Cruz
Angela DeLaat
Raven Deni
Harpreet Dhaliwal
Sonia Di Minco
Odette Dobbin
Chantal Dufour
Elaine Erhart
Gayle Esch
Rhonda Ewanyshyn-Kapusta
Shirley Fequet
Sonia Ferrante
Michelle Fischer
Gloria Fitt
Arlene Gagne
Tracy General
Nathalie Gervais
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Shine on! Moisturizers and conditioners leave lips feeling amazingly soft and supple. The superlight, non-sticky formula includes vitamins A and E. Available in 10 great shades!

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during quarter three

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