

JUNE 2009

Applause

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

miracles

COME IN BEAUTIFUL PACKAGES

get set

FOR FUN SUMMER SALES

6 most important

HABITS FOR STAR CONSULTANTS

june 2009 ordering bonus

mary kay® gorgeous in garnet earrings

by Marijana Klapcic

**FREE with
a \$600
wholesale
Section 1
order!**



1st of a 3-piece collection!

The glitz. The glamour. The glitter that twinkles in a woman's eye when she puts on a dazzling piece of jewelry. It's undeniable.

And your jewelry box won't be complete without the Mary Kay® *Gorgeous in Garnet* Earrings – the first of a stunning three-piece jewelry collection.

The gold-toned drop earrings, which are intricately adorned with garnet-coloured stones, are the perfect length for everyday wear – and easily transform to an evening look with the perfect amount of sparkle and shine.

Of course, you'll want to keep your earrings looking good as gold, so we've packaged them in a beautiful black velvet pouch. Just gently wipe with a soft, dry cloth to keep them clean.

Best of all, in the coming months, you'll be able to earn the eye-catching bracelet and necklace to complete the collection. So place your order today – and get ready to glow in glorious garnet and gold!



MARY KAY® GORGEOUS IN GARNET EARRINGS*

Section 1 Suggested Retail	Beginning Section 1 Wholesale	Number of Bonuses
\$1,200	\$ 600	1 pair
\$3,600	\$1,800	2 pairs
\$6,000	\$3,000	3 pairs

*You can earn the Mary Kay® *Gorgeous in Garnet Earrings* when you place a minimum \$600 wholesale Section 1 order (non-cumulative) during the month of June. The higher your order, the more bonuses you'll earn, to a maximum of three. Orders must be received between June 1st and 30th, 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.

dates to remember

june

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on June 1st.
- 8:** **Preferred Customer Program** – Summer 2009 issue of *The Look* begins mailing to customers and independent sales force members.
- 15:** **Preferred Customer Program** – Last day for customers to take advantage of the Spring 2009 Travel-Sized Sun Care Set gift-with-purchase.
- 16:** *Pampering Miracles* Summer 2009 product promotion begins today! Check out www.marykay.ca and your **Mary Kay® Personal Web Site** to see what's new!
- 20:** June Career Car qualifier paperwork due to Company.
- 30:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Saving Time to count toward June production. Online and faxed orders must be received by midnight Eastern Daylight Saving Time to count toward June production.

Last day to register for *Shine On!* Seminar 2009.

Last day to qualify for the *Ready for Red!* Team-Building Challenge.

on the cover

This trend brings out natural beauty with a harmonious blend of creamy neutrals and pinks – and just a hint of vibrant colour for artistic expression. Eyes look subtly exotic with a warm blend of **Mary Kay® Mineral Eye Colour** in Honey Spice and Crystalline – and a swipe of Iris just along the top lashline. Several pink layers – including **Mary Kay® Creme Lipstick** in Dusty Rose, **Mary Kay® Lip Liner** in Dusty Pink and **Mary Kay® Nourishine™ Lip Gloss** in Melon Sorbet – create a full, natural-looking lip. The look is finished with **Mary Kay® Mineral Cheek Color** in Pink Petals for a fresh, rosy cheek.

YOUR CANADIAN APPLAUSE® MAGAZINE TEAM

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RAY PATRICK, PRESIDENT
MARY KAY COSMETICS LTD.

from the president

dear mary kay family,

Perhaps more than any other time of year, summer is a season for rest and relaxation. We soak up warm weather and celebrate long weekends, indulging in lazy, hazy summer days. But for our Mary Kay family, summer is something else entirely: a season to re-invigorate our Company and your business with energy, excitement and enthusiasm for the year ahead.

It starts on June 16th with the launch of our Summer product promotion – including our revitalized TimeWise® Miracle Set packaging and fabulous limited-edition items – and carries through until the start of September.

July marks the start of the 2009/2010 Seminar year and with it comes new opportunities for earning recognition, achieving success and living the life of your dreams. If you need inspiration to jumpstart your action plan, there's no better place to find it than at *Shine On!* Seminar 2009. As Mary Kay Ash's legacy reminds us, "those who show up, go up!" Indeed, those four days of motivation, sisterhood and celebration will give you and your business a boost to power through the month of August and the year ahead.

Mary Kay didn't believe in resting on her laurels – nor should you! It's a new year at Mary Kay and you can set yourself up for success by making the most of the season.

See you at Seminar!



find *Applause*® magazine extras online!

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

Find it online: [MKOC > Resources > Publications](#)

PAGE 4

miracles happen

Take a peek at the new TimeWise® Miracle Set packaging and learn about the science behind these skin care wonders.



PAGE 10

invest your time

Learn how to focus your time where it will reap the greatest results.



PAGE 12

get set for seminar!

There's still time to meet your Seminar 2009 objectives, earn your new red jacket and finish strong as a Star Consultant.



reveal your best skin

Whether you're just starting your Mary Kay business or have been offering the **TimeWise® Miracle Set** for years, this all-in-one skin care system forms the foundation for your selling success. It's the basis for beautiful, glowing and healthy skin!

And now the Miracle Set offers the same great formulas you already love with sophisticated new packaging that elevates the Mary Kay® brand. You can count on the TimeWise® Miracle Set for age-fighting results and repeat business that leads to loyal customers. Use it. Know it. Sell it!

TimeWise®
Miracle Set
\$177

TimeWise®
Age-Fighting
Moisturizer helps
skin look and
feel smooth and
radiant.
\$35

TimeWise® 3-In-1 Cleanser
combines age-fighting benefits
plus three essential skin benefits
in one product to cleanse,
exfoliate and refresh.
\$30

Together, **TimeWise® Day Solution Sunscreen SPF 25** and **TimeWise® Night Solution** deliver our exclusive **Pronewal®** system with crucial protection during the day and boosted renewal at night.
\$92 (a \$102 value)

With shades and formulas for every skin tone and type, a **Mary Kay® Foundation** helps to protect skin as it evens skin tone and covers flaws for a healthy, glowing look. \$20



EXPERT ADVICE From Dr. Beth Lange, Chief Scientific Officer



The TimeWise® Miracle Set is a proven regimen specially designed to deliver age-fighting skin care. These are the same great formulas that you already trust and love, but let's look at some of the science behind the benefits.

Fighting For A Youthful Look

How does the TimeWise® Miracle Set keep skin healthy-looking and help turn back the signs of aging? The set contains products designed with health-enhancing formulas including humectants, botanicals, antioxidants and vitamins. These ingredients help to cleanse, moisturize and refresh skin, leaving it looking healthier.

But that's not all. The set also provides a multistep approach using scientifically advanced technology to combat the signs of aging. TimeWise® Night Solution contains two peptides which act in partnership to restore and renew the appearance of skin. Plus, TimeWise® Night Solution addresses the signs of aging from our past mistakes. TimeWise® Day Solution Sunscreen SPF 25 is specially designed to shield our skin from harmful UV radiation.

The Miracle Set works by removing dead skin cells, reducing the appearance of fine lines and wrinkles, keeping the skin moist, energizing the skin's cells and refreshing the skin. You'll find 11 great benefits in these products:

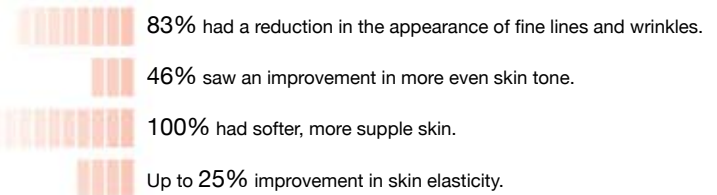
- Gentle cleansing beads in **TimeWise® 3-In-1 Cleanser** and **TimeWise® 3-In-1 Cleansing Bar** remove dead skin cells through exfoliation to leave skin feeling soft, smooth and refreshed.
- A patented complex in TimeWise® 3-In-1 Cleanser and **TimeWise® Age-Fighting Moisturizer** reduces the appearance of fine lines and wrinkles by enhancing the skin's natural renewal process.
- The formula in TimeWise® Age-Fighting Moisturizer provides essential hydration.
- Nourishing extracts in **TimeWise® Day Solution Sunscreen SPF 25** combines daily UV protection and helps create healthy-looking skin.
- Age-fighting peptides in **TimeWise® Night Solution** target collagen to smooth and firm the skin's appearance.

To get the best results from these enriched age-fighters, you should use the Miracle Set products together on a daily basis.

In fact, they are specifically designed to work together to provide you the best benefits.

Benefits And Claims

You can be proud to share these TimeWise® Miracle Set results, as seen by a dermatologist on panelists in a 12-week clinical study:



These are amazing results that many competitor brands can't claim. And although these are powerful results, the formulas themselves are suitable for mild to sensitive skin. Also, be sure to let your customers know that the TimeWise® Miracle Set is fragrance-free and non-comedogenic.

Research Is Key

At Mary Kay, we stand behind our products and our claims with real research. In a typical year, Mary Kay Inc. spends millions of dollars and conducts more than 300,000 tests to ensure that every Mary Kay® product meets the highest standards of safety, quality and performance. You can share with your customers that Mary Kay Inc. relies on proven scientific research utilizing the most advanced technologies available. The Company will not use any ingredient until our testing has proven it safe and effective for use.

The results speak for themselves. You can count on the TimeWise® Miracle Set to deliver its promises – time and again!



SPECIAL OFFER!

MORE THAN A MIRACLE

For your brand-loving customers who've already fallen in love with the Miracle Set, consider introducing them to supplementary skin care solutions from the TimeWise® line. With the multi-tasking **TimeWise® Microdermabrasion Set (\$60 – a \$70 value)**, they'll get smoother, glowing skin instantly with the same aluminum oxide crystals that dermatologists use – without the appointment or the hefty price tag. And now there's even more reason to encourage your customers to try this age-fighting wonder!

Just in time for summer getaways, they'll **get two FREE* travel-size TimeWise® Microdermabrasion Sets** with the purchase of one regular-size TimeWise® Microdermabrasion Set!

* Limited-edition, while supplies last. Offer expires September 15th, 2009.

simple summer style

The lazy, hazy days of summer are right around the corner – but summer beauty doesn't have to be a chore! In fact, you've got perfect beauty solutions for laid-back summer days, from fuss-free colour to fresh and fruity body care. They'll keep your customers smiling *and* help your sales sizzle – all season long!

FOR CITY GIRLS

Urban girls love to work hard and play even harder – with sass and style! And your customers can live their ultra urban best with the **Mary Kay® City Chic Set**.

They'll get gleefully gorgeous with **Mary Kay® Eyesicles® Eye Color** in Vanilla and **Mary Kay® NouriShine® Lip Gloss** in Berry Sparkle – and an all over sun-kissed glow with **Mary Kay® Subtle Tanning Lotion**. And what would city chic be without the perfect accessory – a totally trendy tote to carry everything – including stylish new shades, carry case and cleaning cloth.



Mary Kay® City Chic Set* \$56

AVAILABLE
JUNE 1ST!



↖ Canadian exclusive!



AVAILABLE
JUNE 16TH!

FOR WEEKEND GETAWAY GIRLS

If a tropical getaway or indulgent beach vacation isn't in the cards this summer, your customers can still escape the everyday with the new limited-edition **Mary Kay® Tropical Pineapple™ Gift Set**.

It includes three great products in one juicy pineapple scent, plus a **coordinating canvas zippered bag**.

Each set includes a **sugar scrub** to remove dead surface cells and leave the skin feeling soft; a **body lotion** to provide moisturization; and a **mini fragrance rollerball** that imparts the luscious tropical pineapple scent. Here's to weekends!

Mary Kay® Tropical Pineapple™ Gift Set* \$42

FOR GIRLS ON THE GO

No time to spare? Don't go bare. The fast and fabulous **Mary Kay® Two-Minute Eyes Set*** gets peepers prepped and pretty in a blink with limited-edition **Mary Kay® Cream Eye Color** in Pale Blush (matte) and Iced Cocoa (shimmer), the **Mary Kay® Cream Eye Color Brush** and a **Mary Kay® Lash Lengthening Mascara®** – all bundled in this perfectly portable **FREE black cosmetic bag**.

How To Wear It

Whether as a swipe of creamy eye colour worn by itself for just the right amount of sheer shimmer or as a primer under your favourite mineral eye colour, anyway you wear them, Mary Kay® Cream Eye Colors are a perfect match for natural, easy summer looks. Finish off with mascara for longer, stronger-looking lashes – and you'll be out the door looking magnificent in just minutes.

Mary Kay® Two-Minute Eyes Set* \$45



AVAILABLE
JULY 1ST!

give lips something to talk about

New regular-line **Mary Kay® Tinted Lip Balm Sunscreen SPF 15** offers lips an incredible multi-tasking protector at a super value. Finally, lips can have it all!

New Mary Kay® Tinted Lip Balm Sunscreen SPF 15 in five naturally beautiful shades does it all – colours, protects and moisturizes! The ultimate multi-tasker, this botanically-enriched formula contains jojoba oil and shea butter to soothe and moisturize as it delivers a sheer wash of colour.

Providing broad-spectrum protection against harmful UVA/UVB rays, this fragrance-free*, silky balm delivers a hint of shine without feeling sticky and helps keep lips from getting chapped or feeling dry.

The twist-up tube reveals the product for easy application and features a colour button for quick shade identification. Plus, each shade was developed by a professional makeup artist to look great on all skin tones.

Mary Kay® Tinted Lip Balm Sunscreen SPF 15 \$15

** Contains a hint of vanilla flavour that imparts a pleasant taste without an added fragrance.*

KNOW YOUR LIP BALM

Consumers love lip balm! Even with so many brands on the market, lip balms are a top seller in the cosmetic industry. Five percent of women rank lip moisturizer as their “must-have” beauty product, above eyeliner, fragrance, concealer, lip gloss, blush and eye colour.[†] And globally, the lip moisturizer category has been growing an average 6.1 percent each year since 2001.

[†]The Pink Report, 2006 Beauty Brands Rants & Raves, The Benchmarking Company.



MORE BENEFITS TO SHARE



Here are the top benefits of Mary Kay® Tinted Lip Balm Sunscreen SPF 15, substantiated in testing.

- UVA/UVB protection with SPF 15
- Provides a hint of colour and shine
- Provides instant hydration and moisture
- Helps relieve chapped or cracked lips
- Botanically enriched
- Contains powerful antioxidants

bestselling products show value of customer loyalty

The top products that your customers are most loyal to will soon be designated with an official bestseller logo! This logo will let new visitors to www.marykay.ca and faithful customers alike know exactly what women like them are using – and loving! Your customers will also see the logo featured in *The Look* beginning with the Fall/Holiday 2009 issue. **Our bestsellers include:**



<p>Velocity® Facial Cleanser \$18</p>  <p>Velocity® Lightweight Moisturizer \$22</p>	<p>Mary Kay® Oil-Free Eye Makeup Remover \$17.50</p> 	<p>Here are a few suggestions for introducing bestsellers to new and existing customers:</p> <ul style="list-style-type: none"> ▶ Offer a product sampler (if available) of a bestseller to potential customers as a “door opener” or conversation starter, mentioning that the sampler is an all-time favourite and top seller. Of course, you’ll want to schedule an appointment to share <i>all</i> of your bestselling, most loved beauty products with new customers and use it as an introduction to find out about your customers’ unique beauty needs. ▶ Bestsellers also provide a perfect reason to contact existing customers who may not currently purchase those items from you. Let customers know that you don’t want them to miss out on experiencing these proven customer favourites and top-selling products! The new logo provides a terrific reason to contact your existing customers, share some fun news and create additional selling opportunities. ▶ You’ll also want to mention bestsellers when delivering reorders to customers. You can even include a product sampler with orders as a way to introduce the product. Be sure to follow up with customers to obtain feedback on the sampler and ask if they would like to purchase the full-size product.
<p>Remember, Mary Kay Ash always advised us not to rest on our laurels. Make sure all your customers become <i>loyal</i> customers by sampling these great products.</p>		
 <p>Mary Kay® Ultimate Mascara® \$21</p>		
<p>Mary Kay® Mineral Cheek Colour \$12</p> 	 <p>Mary Kay® SPF 30 Sunscreen \$20</p>	

invest your time: count where it counts

Mary Kay Ash was a master of time management for achievement. She once said, “A striking characteristic of a successful person is the ability to determine the relative importance of different things.”

As women, we wear so many hats that it's absolutely necessary to be organized and do those things which move us toward the goals we've set for ourselves. We must decide which of our daily tasks are most important. And as a businesswoman, you, too, should focus your time and energy where it will reap the greatest results.

And you're not alone. Your customers are comparing and evaluating everything in their lives in more critical ways. Today's challenging economic climate has everyone taking a second look at how they spend both their time and their money. Value is in style again – and multitasking, money-saving products drive home the message: Mary Kay is even more relevant than ever before. In fact, you cater to time-challenged women looking for noticeable results fast and the best cosmetics buys with solutions like **TimeWise® Targeted-Action® Eye Revitalizer**, the **TimeWise® Microdermabrasion Set** and **Mary Kay® Ultimate Mascara®**. With clinically proven age-fighting products, you can be confident you're offering a better value than many more expensive product lines. Isn't it great to know that while you're spending time cultivating your Mary Kay business, you're also benefiting your customers?



As an Independent Beauty Consultant, you offer a valuable service by getting to know your customers' needs so you can recommend skin care and colour products customized for them and their busy schedules. You and the Mary Kay® product you offer uniquely meet your customers' needs in a day when customer support and personalization often seem like a bygone era.

You can also feel confident that your time is well spent when you offer an incredible way for other women to earn extra money. Being your own boss, enjoying flexibility, deciding for yourself how much of you you want to put into your business means you're in charge of your future. That's an option women in every walk of life appreciate. And owning one's own business offers security that working for someone else may not provide in a less stable employment market – which is another fact that makes Mary Kay a “win-win” for you and others like you who are open to the opportunity.

As you advise your customers on superior Mary Kay qualities and value, they'll see their purchases in a bright new light. And with oh-so-timely *Beauty on a Budget* flyers you can display at classes, the message of sound dollar value will come home to them in an even more meaningful way.

Be sure to check out more *Beauty on a Budget* resources on the MKOCSM!

A small, handwritten signature or set of initials in black ink, located at the bottom right of the text area.



about two dollars a day helps keep wrinkles away*

MARY KAY®

With **11 age-fighting benefits** packed into just four products, the **TimeWise® Miracle Set** is a beautiful bargain without sacrificing quality.

That's beauty on a budget!

The Miracle Set is clinically shown to reduce fine lines and improve skin elasticity and tone.

In fact, 83 percent of women had a reduction in fine lines and wrinkles after 12 weeks** of using the Miracle Set. And you can too! Plus, like all Mary Kay® product, it's backed by a 100 percent satisfaction guarantee. See www.marykay.ca for full details of the guarantee.

The Miracle Set includes:

- TimeWise® 3-In-1 Cleanser (normal/dry or combination/oily)
- TimeWise® Age-Fighting Moisturizer (normal/dry or combination/oily)
- TimeWise® Day Solution Sunscreen SPF 25
- TimeWise® Night Solution
- Choice of Mary Kay® Foundation

All this for just **\$177** suggested retail.

When compared to competitive products, you're likely to pay a lot more. Plus, the products in the Miracle Set work together to provide a power-packed punch of clinical results.

Save time ...

Save money ...

And keep your skin looking young!



*Approximately \$1.95 per day based on average use-up rates and the suggested retail price of the Miracle Set, excluding foundation.

**Results seen by a dermatologist on panelists in a 12-week clinical study.

shine on! at seminar and beyond

Put your goals into high gear and use your star power to make these last few weeks count! **There's still time to meet your Seminar 2009 objectives, earn your new red jacket and finish strong as a Star Consultant.** You can shine in the Seminar 2009 spotlight while starting the Seminar 2010 year with a bang!

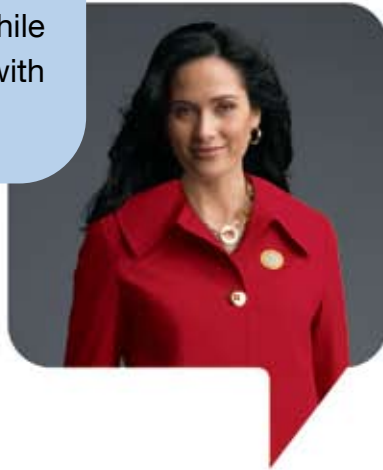
be a red hot star

A sizzling hot red jacket can be yours! Make it your goal to pick up your newly earned red jacket at Seminar 2009 and be one of the first to sport either the "Lauren", "Drew" or "Candy" style jackets that have everyone talking!

And here's some exciting news... **the qualifications for the Ready for Red! Team-Building Challenge have been revised to help you build your team and end the Seminar year strong!** Anyone who adds one new personal team member with an initial order of \$200 wholesale Section 1

product during the promotion period will earn an invitation to the *Ready for Red!* Rally at Seminar 2009! Want to earn even more recognition and rewards? Find out how on the MKOCSM!

So give it all you've got and make red your colour of choice – it's just too hot to pass up! Plus, the rewards of building a team can put you on track for even greater success. Just picture yourself crossing the 2010 finish line wearing a blue suit as an Independent Sales Director!



Find it online:

[MKOC > Recognition/Contests > Contests & Rewards](#)

OUR SHINING STAR CONSULTANTS

For a small group of independent sales force members, the Seminar party will be starting early!

That's because the following Independent Sales Directors and their top Star Consultants are on their way to Ruby Seminar in Dallas from July 15th to 18th, to celebrate their success during the *Shine On!* At Dallas Seminar promotion, which ran from January 1st to March 31st, 2009.

They'll also be accompanied by **Independent National Sales Director Janice Connell** and her top Star Consultant, **Independent Beauty Consultant Heather Hewitt**. Congratulations ladies!

UNIT SIZE CATEGORY

TOP INDEPENDENT SALES DIRECTORS

TOP STAR CONSULTANTS

LESS THAN

30

>

Agnes Loshusan
Sheena Murphy
Lucie Léveillé

>

Jennifer Chin
Candice Kennedy
Julie Trinque

UNIT MEMBERS

31 to
50

>

Nicole Bellemare*
Lucie Beaugard*
Carol Adams*

>

Marie-Josée Bouvier
Diane Poulin
Sandra Jean Thornton

UNIT MEMBERS

MORE THAN

51

>

Lynn Brady
Randhir Singh*
Ishali Mulchandani

>

Amy Shang
Sushma Dhir
Fatima Zohra

UNIT MEMBERS

*Denotes Independent Senior Sales Director status and above. Career path status accurate at press time.



6 most important habits of a star consultant

Embracing the Star Consultant program means you want to sell – and earn an income! Exclusive quarterly prizes are part of the fun, but the true reward means you'll be operating your Mary Kay business by building a strong customer base and selling product. Check out these six habits to consistently reach Star Consultant status.

Talk. Talking is the most powerful way to transform potential customers into repeat customers. The more customers you have, the more sales you'll have and the more consistently you'll be a Star Consultant. Not sure what to say? Talking is how women make emotional connections, so consider talking about the benefits of the product or how great the opportunity has been for you. Talk about how you'd love to get together with her to pamper her or get her opinion on the products – and then exchange phone numbers to chat some more!

Listen. Your goal is not to tell and sell her everything in your inventory whether she wants it or not – leave that to department stores and beauty boutiques. Your goal is to listen to her, understand what she wants, then recommend the right products to meet those needs. The title “Independent Beauty Consultant” gets right to the heart of it. That's how you build strong relationships based on trust.

Stay in contact with your customers. Use the Preferred Customer Program. Follow up to see how they liked the product. Make personal phone calls. Sure, e-mail is convenient, but don't forget how to use the phone. Of course, don't become a nuisance, but do stay in contact – call it being “respectfully available.” And you can use Mary Kay's 2+2+2 rule – follow up two days after they purchase new items from you, then

two weeks after the initial appointment to check in and schedule a personal colour appointment. Then touch base every two months after that.

Make it your goal to provide the ultimate in customer service.

Help your customers see that what you do for them goes above and beyond typical customer service – whether it's delivering their order or offering 24/7 shopping through your Mary Kay® Personal Web Site. When you offer something extra, your customers would never even think about taking their business elsewhere! When they buy from you, they're also getting the ultimate in customer service in the bargain. Consider the benefits of keeping their favourite product on hand. Remind your customers about the Mary Kay satisfaction guarantee and if they need to use it, honour it enthusiastically. Show them you're happy to deliver product whenever and wherever they need it. And of course, make it your goal to deliver each customer's product within 48 hours of her order.

Work the challenges to stay motivated.

Break down the Star Consultant quarterly contest into bite-sized, achievable pieces. Nothing motivates like success – and if you're setting and achieving frequent and realistic goals, you start to feel like you can do anything. And you can!

Get out there and sell! The more you sell, the more your selling skills improve. And don't stop! When you're really pumped up because you just made a great sale, seize the moment and use that energy to get in touch with prospective new customers. They'll sense your excitement and become energized by your enthusiasm. They'll want to be part of whatever it is you're offering them!

meet our quarter 2 star!

Congratulations to the winner of our Quarter Two *Reach for the Stars!* draw: **Independent Beauty Consultant Mirela Cristea**, of Mississauga, ON!



Mirela was entered into the draw for achieving Star Consultant status with a minimum of \$1,800 in wholesale Section 1 purchases and completed a *Jump Start* by adding 30 new customers. We checked in with Mirela to learn why achieving Star Consultant status is integral to her business.

Which trip did you choose and why?

“I chose the trip to New York – and I'm thrilled! As a child, I used to dream of seeing the Statue of Liberty and even having a life in America. I grew up in Romania and although I made Canada my home at the age of 21, I've never been to the U.S. I feel so blessed to be here in Canada and to be the winner of this fabulous vacation. Wow, what an amazing feeling to travel for free – and in Mary Kay style. Thank goodness for Mary Kay Ash!”

Why is the Star Consultant program so important to a successful Mary Kay business?

“Being a Star Consultant is very important to my Mary Kay business because it means I'm always prepared to serve my customers' needs at all times – day or night. They are the heart of my business, so I know that inventory is a must because no one can operate from an empty store. I personally love to contribute to our unit goals – not to mention how much I love the rewards and recognition! I feel great every time I add a Star to my *Ladder of Success* and it also gets me closer to where I want to be: at the top!”

Read more from Mirela on the MKOCSM!



Find it online:

[Recognition/Contests > Contests & Rewards > Reach for the Stars!](#)

news & updates

Compiled by Heather Watterworth

here comes the virtual makeover for brides

It's here! Introducing a new section of the Virtual Makeover just for brides!

Your customers who are preparing for their walk down the aisle can experiment with great colour looks for their special day – all online and all for free via your Mary Kay® Personal Web Site or www.marykay.ca!

With just a few clicks, brides can choose from several colour looks created by makeup artists that include accessories and hairstyles. From there, they can

customize the look with multiple choices of veils, tiaras, hairstyles and makeup. Talk about fun and easy wedding planning!

Once your brides-to-be have experimented with colour online, consider contacting them to schedule a special bridal appointment to try their favourite virtual looks. And why not suggest making over the entire bridal party? What a great way to boost sales during the busiest wedding time of year!



june podcasts of the month

Jumpstart the month of June with these recent additions to the Media Library – available exclusively on the MKOCSM!

- **Enhancing Your Communication Skills** – Career Conference 2009 Independent Beauty Consultant class featuring **Independent Senior Sales Director Rita Samms** sharing her tried-and-true communication techniques that could help you become a more effective communicator.
- **Building Relationships That Build Your Business** – Career Conference 2009 Independent Beauty Consultant class featuring **Independent Senior Sales Director Heidi McGuigan**, who shares how to build lasting relationships that could also build your business.
- **Olive's ABCs for Success** – Listen as **Independent National Sales Director Olive Ratzlaff** shares her recipe for success at Career Conference 2009.

Quarter Four Go-Give® Award Winner

Shannon Shaffer

St. Thomas, ON



STARTED MARY KAY: April 1989

DEBUTED AS AN INDEPENDENT SALES DIRECTOR: January 1994

PERSONAL: "Paul and I will be celebrating our 10th wedding anniversary this October. His continued love and support has given me the freedom and flexibility needed to grow myself – and my unit. Together, we raise our son, Cole, who is 4 years old. He's my "why". Cole brings sunshine to everyone he meets and is a true Mary Kay kid through and through. He is the half-brother to three other amazing siblings – Michael 25, Angela 19 and David 16 – who adore and love him.

UNIT NAME: Shannon's Success Express

GOALS: "My ultimate goal is to debut as an Independent National Sales Director. In the process of working towards that goal, we will debut onstage at Seminar as a Million Dollar Unit, earning our first Million Dollars in commission."

ENRICHING LIVES:

"Shannon is so enthusiastic and vibrant each and every time I see and talk to her. She not only teaches us in our unit meetings, she inspires us, encourages us to live our hopes and dreams – and practices what she teaches as well. She truly is a Mary Kay woman." – **Rita Vriesema, Independent Beauty Consultant**

"Shannon consistently leads and inspires not only her unit, but all Independent Beauty Consultants who have the privilege to meet and talk with her. She takes the adoptee program to heart and makes adopted Independent Beauty Consultants feel they are among family. She treats her Mary Kay business like a CEO pro, but her strength is in her day-to-day uplifting conversations and inspirations with her Mary Kay girlfriends." – **Janice Williams, Independent Beauty Consultant**

ON BEING NOMINATED: "Mary Kay herself taught me two very important things: 1) 'Whatever you put out into the lives of others comes back to you ten-fold'; and 2) 'When you help others get what they want, you will always get what you want'. I feel so blessed to be part of a Company whose values are based on those principles and know that my dream of making a difference has become a reality. This truly is my most treasured and memorable moment in my Mary Kay career. Thank you to all my "sisters" who nominated me!" – **Shannon Shaffer, Independent Future Executive Senior Sales Director**

Find it online:
[MKOC > Education > Media Library](#)



pamper me, please

Your top hostesses are sure to appreciate this quarter's indulgent hostess gift.

The *Pamper Me Set* includes an eye mask, socks and neck pillow with an adorable matching tote – all in a pretty pink pattern. It's perfect for those who need a little “me” time!

Pamper Me Set \$15

Limited-edition, while supplies last. Limit of five (5) per independent sales force member per order.

cause and effect

Want a simple way to ensure our 2009 *Beauty That Counts™* campaign is on everyone's lips? Then be sure to use Mary Kay® Creme Lipstick Samplers to help your customers choose the shade they'll wear to show their support for the Mary Kay Ash Charitable Foundation.

Just slip a few samplers in product orders – especially for customers who love other Mary Kay® colour products – then call to follow-up with more information on the *Beauty That Counts™* initiative.

And whether they choose Gingerbread or limited-edition Pink Passion, be sure your customers know they're helping to make a difference in the lives of women and children in Canada – and around the world.

Mary Kay® Creme Lipstick Samplers \$2/strip of six

*Gingerbread – #014315
Pink Passion – #027597*



the personal touch

Perhaps you've noticed surprise little gifts and inspirational notes tucked inside product orders over the past several months. Well, those little delights are straight from the hearts of the Mary Kay® Personal Touch Committee!

So what exactly is the Mary Kay® Personal Touch Committee – and how did it originate? It all began when a few of our employees were looking for ways to show our independent sales force just how important they are to all of us here at corporate – and how very much we appreciate all they do to enrich the lives of women, carrying on Mary Kay Ash's legacy each and every day.

From there, a committee of corporate staff members was formed – a committee that now includes Jason Doherty, Chantal Houle, Sunita Prasad, Ginette Saunders and Christina Webb. Since December 2008, this dedicated team has worked diligently to develop ideas to add that “personal touch” when it comes to you – our independent sales force.



Personal Touch Committee members (L. to R.): Chantal Houle (Bilingual Service Clerk); Christina Webb (Service Clerk); Jason Doherty (Supervisor, Warehouse Assembly); Ginette Saunders (Specialist, Promotions & Recognition); and Sunita Prasad (Associate, Sales Development).

Over the holidays, each corporate team signed hundreds of orders with best wishes and cheerful greetings. Most recently – for Easter – a large number of orders received an egg, complete with a chocolate, inspirational note and a personal message directly from the Personal Touch Committee. More activities are planned for the coming months and who knows – maybe you'll be the recipient of a little special something that brightens your day!

Each member of the committee believes that it's the little things we do on a daily basis that have the potential to make all the difference in someone's life – from simply putting a smile on someone's face to going the extra mile in helping someone make it through a difficult time. But what's most important is that it comes from the heart.

“It's not something you think about or overanalyze,” says the committee. “You just do it. And not for the recognition, but because you believe in it.”

They continue, “It's that personal touch that says, ‘we care’. We may not be able to touch everyone, but for the small group that we do, it can be so meaningful. It's just how Mary Kay Ash would have done it – she was known for sending small notes of encouragement or just picking up the phone to call with kind words. It all goes back to the Golden Rule: ‘Do unto others as you would have them do unto you.’ Make every person you encounter feel special and important. And we've embraced that philosophy with the Mary Kay® Personal Touch Committee.”

So the next time you receive a personal note or a special gift from the Mary Kay® Personal Touch Committee, remember that it's their way of reaching out to your heart and your spirit – and showing just how important you are to everyone at Mary Kay.

– Marijana Klappic

enriching lives at every stage

If there's one thing we can be certain of when it comes to Mary Kay, it's that there are no boundaries. Regardless of your age, education, family life or past professions, nothing can hold you back. That's the beauty of a Mary Kay business.

And we'd like you to meet three women who have defined a Mary Kay business *their way*, on *their terms*. And they're loving every minute of it!

Compiled by Marijana Klapcic

it's just the beginning

After earning her Bachelors Degree in Photographic Arts at Ryerson University, **Independent Sales Director Kareena Felker** of Toronto, ON, initially began her Mary Kay business to support her emerging career as a fashion photographer. And although she grew up a "Mary Kay kid" as the daughter of **Independent National Sales Director Suzanne Felker**, Kareena just couldn't visualize the potential of the Mary Kay opportunity for someone her age.



In fact, it wasn't until Kareena attended her first Seminar – in 2006 – that her eyes were opened to the world of possibilities a Mary Kay business could bring to her life.

"I was blown away to see so many young women, working alongside other women, achieving tremendous accomplishments and always with integrity and a positive attitude," Kareena shares. "I wanted to be just like them, inspiring others to achieve their goals."

From that moment on, Kareena's life – and perception of Mary Kay – changed permanently.

"Mary Kay has given me the freedom and flexibility to pursue my dreams, the financial stability for a secure future, and the confidence to walk away from a 'trendy', but grueling, career," says Kareena.

And the future looks bright for this shining star, whose opportunity to live the dream has only just begun.

"I see a lifetime filled with dreaming and achieving. I'm so proud of where I am in my Mary Kay career – and I look forward to building and perpetuating the dream alongside my generation's finest leaders. I have the unique opportunity to surprise people everywhere I go, living the Mary Kay way and showing them all how savvy, fun and *real* my Mary Kay business is. It's truly an exciting place to be!"

family first

Independent Sales Director Darcey Smith-Heath of Coquitlam, BC, started her Mary Kay business in 2005 while on maternity leave from her profession as a behavioural researcher of primates. At first it was because she loved the product, but then – as her maternity benefits started to run low – Darcey knew it was time to re-evaluate the purpose of her Mary Kay business and what it would mean for her future.

Darcey wanted to stay home to raise her son, but she knew that living on one income wasn't a viable option. She also didn't want to return to her previous profession – one that took her all over the globe and away from her family.

So she decided to take her Mary Kay business in a new direction, working hard to become an Independent Sales Director. She even earned the use of three Career Cars in her first 18 months!

According to Darcey, the Mary Kay opportunity improved her life by leaps and bounds – both personally and financially. Overall, Darcey is a happier, more positive person; she's learned to dream big and believe in herself and others – factors that have surely contributed to her incredible success.

"I'm surrounded by a group of amazing women and I feel blessed to have them as a part of my unit. They are the kind of girlfriends I'll be travelling the world with until I retire my Mary Kay business – and beyond!"

WHY IS A MARY KAY BUSINESS MADE FOR MOMS?

- "It affords a mom the flexibility to be there for her child(ren), while still allowing her to be herself and have her own personal dreams and goals."
- "It gives you a career, an income, goals and a reason to look your best."
- "A Mary Kay business allows you to be the best mom you can be – because you're also being the best you you can be."

WHAT'S IN IT FOR 20-SOMETHINGS?

- "Young people want it all and Mary Kay can offer that," says Kareena. "You can have flexibility, financial stability, vacation time on your terms – and be your own boss!"
- "Why work hard for others when you can work smart for yourself? We have the time, flexibility and energy to make it all happen – and build a career that has meaning and the potential to really make a difference."



a career change on her terms

Darcey's children, Ronin (4) and Kairo (18 months), are also growing up with positive Mary Kay values and the knowledge that there are no limits to the success they can achieve in life. Plus, they have their mom at home to raise them. Darcey's husband Aaron, who is "already the most amazing man in the world", has also been inspired by Darcey's growth and success with Mary Kay, boosting his own self confidence and his leadership abilities in his own career.

One of Darcey's most precious memories? The fact that her Mary Kay business allowed her husband to take paternity leave after the birth of their son Kairo. "It was amazing to both be home during the first year of his life," she reflects. "The time together was priceless – and we were able to vacation as a family, including four weeks in northern British Columbia and four weeks in Australia! What an extraordinary gift!"



DARCEY'S SCRIPT TIPS TO HELP MOMS MAKE THE MOVE TO MARY KAY

- "Listen to the Company's marketing plan. If you like what you see, fill out the Independent Beauty Consultant Agreement. Ask yourself, **'When was the last time \$150 changed my life?'** Mary Kay is a decision with the potential to positively impact your life and the life of your family. It absolutely changed mine!"

KAREENA'S SCRIPT TIPS ON SHARING THE OPPORTUNITY WITH 20-SOMETHINGS

- "**Age has nothing to do with the Mary Kay opportunity.** You just have to make an honest go at it to determine if it's right for you. So get trained, get inventory and give yourself a chance to do what thousands have already done. You'll quickly discover so many people on the sidelines cheering for your success!"
- "Seminar changes lives – it changed mine in 2006 – and **it can change yours too.** It's a must-see, must-attend event that will bring to life all the potential of your business and your life. And it's all waiting for you."

Tomboy. Nuclear physics major. A career in aviation and flight. These are not the typical images that come to mind when you envision a Mary Kay Independent Sales Director.

However, **Independent Sales Director Audrey Noronha-Teixeira** of Mississauga, ON, is anything but typical. Fed up with the bureaucracy and glass ceiling that controlled the choices in her previous aviation career, Audrey wanted to "start over" with an opportunity that allowed her to be herself – and not be held back by her ethnicity or gender.

And that's exactly what the Mary Kay opportunity offered. "The philosophies, mission and ethics of Mary Kay were the key factors that drew me to the opportunity. And the marketing plan represented exactly what I was looking for in a career," says Audrey.

In turn, Audrey's Mary Kay career helped her achieve a lifestyle filled with choice – choice that was hers and husband Chris's to make. "Because of Mary Kay, we were able to put

our three children through private school, pay for the extra-curricular activities and eventually, fund their post-secondary education ensuring our children were student loan free," says Audrey.

But one of Audrey's greatest career accomplishments is her role as a Global Leadership Development Program Independent Sales Director in India.

"It allows me to pursue my passion of giving women of different backgrounds – regardless of the shade of foundation they wear, their level of education or the religion they practice – an opportunity to live the life of their dreams and be the best

they can be. From the women's lives I've touched to my own children, they all believe they can pursue their dreams – no matter what!"

WHY MAKE THE CHANGE?

- "With a Mary Kay business, there's only one risk – the one you take on yourself."
- "The Mary Kay opportunity is one that instills belief in yourself, and that – along with the support you receive in learning and running an independent business – make this change very rewarding."

AUDREY'S SCRIPT TIPS FOR THOSE CONSIDERING A CAREER CHANGE

- "If I can go from being a tomboy who never wore a skirt to a professional businesswoman, you can do the same. **All you need is the desire and willingness to learn and work at it.**"
- "Sitting on the fence about any decision is the most comfortable place to be. But as Mary Kay Ash said, 'It's better to have been a has-been than a never-was.' **So decide to do this not for who you are, but for who you can become.**"




march 2009 recognition

reconnaissance de mars 2009

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

NSD Commissions/Commissions DNV

Listed below are Independent National Sales Director commissions earned in March 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 February. / Commissions touchées en mars 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 février.

Doreen Burggraf		Angie Stoker		Renée Daras		Elena Sarmago		Brenda Summach	
									
\$27,735.00		\$27,272.00		\$19,899.00		\$18,113.00		\$17,036.00	
Heather Armstrong	\$15,777.00	Debbie Mattinson	\$14,810.00	Anne Austin	\$11,108.00	Janice Connell	\$9,520.00	Donna Weir	\$5,956.00
Sandy Campbell	15,629.00	Gloria Boyne	13,686.00	Bernice Boe-Malin	10,701.00	Philomena Warren	9,259.00	Jane Kosti	4,564.00
Gail Adamson	15,316.00	Donna Lowry	11,850.00	Darlene Ryan-Rieux	10,564.00	Olive Ratzlaff	8,591.00		
Dalene Allen	15,257.00	Marcia Grobety	11,222.00	Susanne Felker	10,440.00	Linda MacDonald	7,703.00		

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 March. / 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 mars.

Anne Austin	Doreen Burggraf	Sandy Campbell	Debbie Mattinson	Darlene Ryan-Rieux
				
Level 2/Niveau 2	Level 2/Niveau 2	Level 2/Niveau 2	Level 2/Niveau 2	Level 2/Niveau 2
Philomena Warren	Bernice Boe-Malin	Jane Kosti	Angie Stoker	Brenda Summach
				
Level 2/Niveau 2	Level 1/Niveau 1	Level 1/Niveau 1	Level 1/Niveau 1	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 March 31st, 2009. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 31 mars 2009. 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	\$6,653,786.90	B. Summach	\$4,217,652.11	Gloria Boyne	\$2,748,421.54	Elena Sarmago	\$2,594,093.14	Anne Austin	\$2,300,316.70
H. Armstrong	5,462,386.59	Doreen Burggraf	2,941,727.36	Dalene Allen	2,625,664.21	Gail Adamson	2,310,369.36	Donna Lowry	2,243,636.52

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% 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	\$6,499.75	E. Sobrevega	\$4,204.00	Caroline Larouche	\$4,200.00	Lorna Hosker	\$3,661.00	Cynthia Henshaw	\$3,601.00	Darby-Lyn Godard	\$3,600.25
Cherry Cervito	5,903.25	Jessica Decarie	4,202.50	Jordan Makely	4,200.00	Manon Paquin	3,612.50	Francine Beaudry	3,600.75	Shala Neufeld	3,600.00
Debi Kanerva	4,588.25	Andrée-Anne Boisvert	4,201.00	Monique Albert	3,816.25	Kathy Williams	3,604.75	Caroline Guindon	3,600.75	Louise Ann Brunet	3,559.50
Erin Naughton	4,540.50	Aurèle Casault	4,200.75	Charmaine Stinson	3,791.00	Gwen Clark	3,601.25	Aline Guerdar	3,600.75	Kylie Martin	3,447.50
Caroline Roy	4,208.50	Donna Saunders	4,200.50	Deanna Blue	3,725.75	Lorilee Harris	3,601.25	Roseann Charran	3,600.25	Cynthia Harris	3,400.00

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

Amy Shang	\$3,383.75	Wilma Cruz	\$2,464.75	Francoise Sedor	\$2,084.00	Tammy Graf	\$1,846.50	Josée Bélanger	\$1,806.25	Sharon Maidment	\$1,801.00
Bonita Cheddie	3,382.50	Amanda Loraas	2,457.25	Sandra Ma	2,083.25	Janet Bekkers	1,844.50	Jasmine Ladouceur	1,806.25	Felicia Pivin	1,801.00
Mark Scott	3,292.50	Sukhwinder Kang	2,452.50	Carling Cayabyab	2,065.75	Lise Belisle	1,844.25	Diane Robert	1,806.00	Ashley Snow	1,801.00
Rhoda Burton	3,208.75	Therese Rainville	2,445.50	Lisa Gallant	2,060.50	Ashley Wiebe	1,843.00	Nancy Trinque	1,806.00	Rajwinder Toor	1,801.00
Debbie McLaughlin	3,202.50	Anoosh Lottollahi	2,445.00	Anna Sookram	2,055.00	Kerri Charbonneau	1,842.75	Marie-Claude Dion	1,805.75	Aniela Vega	1,801.00
C. Lacoursiere	3,187.00	Ilda MacHado	2,440.00	Shirley Fequet	2,051.75	Caroline Charron	1,840.50	Baljinder Singh	1,805.75	Janeen Robertson	1,801.00
Didy Konstapel	3,168.50	Tamra Axley	2,436.75	Arusha Phillips	2,041.25	Pamela Dajczak	1,839.50	Roxane Desrosiers	1,805.50	Abbey Younes	1,801.00
Melodie Drolet	3,127.75	Chelsea Cowan	2,428.50	Marcia Amor	2,024.00	Allyson Beckel	1,835.75	Melissa Fournier	1,805.50	Emmanuel Aganier	1,800.75
Zanamouque Rioux	3,119.50	Kim Desroches	2,427.25	Carole Atkins	2,021.00	Carleen Koski-Quaye	1,834.25	Pat Neculeac	1,805.50	Xandria Brooks	1,800.75
Raziea Dattari	3,031.25	Betty Biglands	2,425.00	Dana Welch	2,016.75	Patricia Couture	1,834.00	Eleanor Brockington	1,805.25	Melanie Fournier	1,800.75
Bethany Bedard	3,025.00	Katharine Wright	2,420.00	Cheryl Tessari	2,011.50	Meghan Bannister	1,833.25	Arvinder Gill	1,805.25	Melody Melville	1,800.75
Alice Ndanyuzwe	3,018.75	Laura Hussey	2,417.00	Jenny Chin	2,008.50	Spring Mo	1,832.50	Gurshinder Dhaliwal	1,805.00	Sabrina Naccarato	1,800.75
Charlotte Dobson	3,016.25	Josee Robitaille	2,415.00	Diane Harik	2,008.25	Monica Noel	1,832.25	Lynne Bellavance	1,804.75	Vanessa Pollard	1,800.75
Brigitte How	3,008.50	Nicole Bohemier	2,414.50	Holly Martin	2,000.00	Franila Gonzales	1,831.75	Joanne Benassi	1,804.75	Olena Shatalova	1,800.75
Leanne Horsman	3,003.00	Shannon Quinn	2,413.50	Desiree Avero	1,999.75	Andrea Wendland	1,831.50	Marjorie Hunt-Platt	1,804.75	R. J. Sanghera	1,800.75
Denise Price	3,003.00	Lee-Ann Vinson	2,413.50	Cassandra Lay	1,998.50	Debra Lindskoog	1,829.50	Kuldeep Kang	1,804.75	Bobbie Ahluwalia	1,800.50
Holly Hind	3,002.75	Coretta Butt	2,412.75	Lisa-Marie Massey	1,998.00	Christina Aalders	1,828.25	Gulrukh Shaikh	1,804.75	Sabrina Blouin	1,800.50
Jennifer Kydd	3,002.25	Meghan McQueen	2,408.50	Phyllis Ticco	1,986.75	Iryna Veremyeva	1,825.50	Hamida Abid	1,804.50	Erica Davis	1,800.50
Kristen Bradley	3,002.00	Saba Hessamian	2,407.00	Charlotte Danquah	1,985.00	Rosalie Lavers	1,824.00	Sandra Inglis	1,804.50	Lin Ding	1,800.50
Lisa Topping	3,001.00	Nathalie Lambert	2,405.50	Glenda Nelson	1,984.25	Maryse McIntyre	1,824.00	Amanda Seguin	1,804.50	Odette Guimond	1,800.50
Darlene Bokma	3,000.75	Joanne Soroka	2,405.50	Ashley Burden	1,970.50	Rose Belcastro	1,822.50	Courtney Bourdages	1,804.25	Karen Hoogsteen	1,800.50
Lise-Marie Gloutnez	3,000.75	Emily Jenner	2,405.25	Kathy Whitley	1,967.00	Francis Cliffe	1,821.25	Helen Neimor	1,804.00	Kristine Harrington	1,800.50
Olena Hertsen	3,000.75	Audrey Chan	2,403.75	Molly Berry	1,957.75	Emilie Cauvier	1,820.50	Lorena Yanecki	1,804.00	Charlene Jenkins	1,800.50
Jennifer Pressey	3,000.50	Amanda Derby	2,403.75	Debbie Loder	1,949.25	Rowena Sarmago	1,819.00	Amy Klassen	1,803.50	Anne-Louise Paul	1,800.50
Maeve Gale	3,000.25	Sarah Laberge	2,403.25	Gail St. Croix	1,946.00	Cindy Kay	1,818.50	Joanne Sanders	1,803.50	C. Spicer-Putman	1,800.50
Coleen Antle	3,000.00	Lorraine Merkley	2,403.00	Nancy Villeneuve	1,946.00	Usha Dev	1,818.00	Harinder Bhullar	1,803.25	Karla Touet	1,800.50
Laurel Esser	3,000.00	Sharon Pokolm	2,403.00	Donna Crawford	1,942.50	T. Vanwatteghem	1,817.75	Sharon Pritchard	1,803.25	Helen Dumlao	1,800.25
Melanie Lavoie	3,000.00	Gina Le	2,402.50	Nancy Murray	1,942.00	Betty Lister	1,817.00	Nadia Viens	1,803.25	Nicole Falardeau	1,800.25
Lorena Siemens	3,000.00	Francine Ouellet	2,400.75	Marilyn MacDonald	1,938.50	Melanie A. Wade	1,816.75	Marie Gilbert	1,803.00	Lucie Fournier	1,800.25
Darla Stoppler	3,000.00	Brooke Windblad	2,400.75	Annette Loveless	1,934.00	Jeri Bell	1,816.50	Susan Sperleng	1,803.00	Wendy Haynes	1,800.25
Susan Bannister	2,894.25	Athena Bowbrick	2,400.50	Karen Crawford	1,928.25	Carol Taun	1,816.25	M-C Ouellet	1,802.75	Marie Hart	1,800.25
Linda Giesbrecht	2,860.50	Syl Fraser	2,400.25	Sharon Sansom	1,907.00	Susan Garon	1,815.75	Sheila Edwards	1,802.50	Brylanti Hicks	1,800.25
Celine Frechette	2,841.00	Brenda Radford	2,400.25	Wendy Milburn	1,906.00	Sandra Arsenault	1,815.00	Audrey Gillingham	1,802.50	Jade Hoogsteen	1,800.25
Sharon Korol	2,818.00	Paula Salvucci	2,400.00	Julie Fiala	1,904.50	Barbara Cunningham	1,814.50	Pauline Richardson	1,802.50	Debra Mastro mattei	1,800.25
April Klippenstein	2,798.00	Anna Chmiel	2,358.75	Susan Dart	1,901.75	Rita White	1,814.25	Wanda Reynolds	1,802.50	Teresita Malicdem	1,800.25
April Toth	2,790.75	Lanna Tucker	2,348.75	Judith-Danielle Masse	1,901.00	Ann Mapa	1,813.50	Gurbax Sandhu	1,802.50	Fara Panahi	1,800.25
Julie Allard	2,790.50	Joyce Harnett	2,314.25	Karine Campeau	1,900.25	Nirmal Chandi	1,813.00	Ada Clark	1,802.25	Jennifer Chen	1,800.00
Ellen Hatlevik	2,768.75	Marie Monte	2,300.50	Carol Charlebois	1,894.50	Lindsay Greig	1,813.00	Irene Culver	1,802.25	Colleen Dean	1,800.00
Laya Tsirogiannis	2,650.50	Lorrie Henke	2,296.25	Jennifer Blackburn	1,890.00	Barbara Clermont	1,812.50	Janice Appleby	1,802.00	Koreen Diemert	1,800.00
Jennifer James	2,644.75	Cathy Coleman	2,264.00	Helene Drolet	1,882.50	Antonella Petrozza	1,812.50	Terry Burch	1,802.00	Kyla Flanders	1,800.00
Linda O'Grady	2,570.25	Rose Trenchuk	2,246.00	Susan Prosser	1,880.75	Susan Healey	1,811.50	Patrizia Dalamagas	1,802.00	Karen Fullowka	1,800.00
Pat Wilson	2,533.75	Gail Linaker	2,230.75	Marjo Belknap	1,880.00	Keri Linder	1,811.50	April Williams	1,802.00	Yolene Gay	1,800.00
Dorothy Osadzuk	2,532.50	Steph McDonald	2,228.75	Terina Stenger	1,878.00	Nora Davis	1,810.50	Jessica Segundo	1,801.75	Magielyn Guiling	1,800.00
P. Rettis-Martinez	2,531.00	Shari Szymanski	2,214.50	Chelsea Rothe	1,870.50	Nirmal Dhaliwal	1,810.50	Lygia Valcourt	1,801.75	Cheryl Hutchcroft	1,800.00
Sneha Prakash	2,529.75	Jennifer Trenergy	2,211.75	Heidi Gagne	1,869.75	Jennifer Sullivan	1,810.00	Sandra Coupal	1,801.50	Josée Beaulieu	1,800.00
Amelie Messier	2,527.00	Janice Joyner	2,203.25	Isabelle Lampron	1,869.50	Melissa Glazer	1,809.75	Amandeep Chahal	1,801.50	Trina Kezar	1,800.00
Susan Carey	2,513.25	Kimiko Carlson	2,202.50	Josianne Boily	1,867.50	Sandra Boudriau	1,809.25	Esther Gallop	1,801.50	Gaby Morin	1,800.00
Charlene Neviers	2,507.75	Sandra Skinner	2,201.25	Sharon Myles	1,867.00	Danyea Sulyma	1,809.00	Kasia Krajicek	1,801.50	Roselle Montplaisir	1,800.00
Lannie Timothee	2,500.00	Christine Forget	2,197.50	Tia Muise	1,865.50	Julie Gresko	1,808.50	Maryse Lacharite	1,801.50	Cheryl McCowan	1,800.00
Veronica Delorey	2,498.75	Kim Jones	2,177.50	Tharani Manamperi	1,860.75	Jaime Myren	1,808.50	Melanie May	1,801.50	Shahla Motahari	1,800.00
Melanie Wiens	2,493.00	Charlene Blackstar	2,177.25	Irma Vaughan	1,858.75	Karen McManus	1,808.00	Chantal Mongeon	1,801.50	Clemence Marquis	1,800.00
Darlene Bakker	2,489.75	Elizabeth Sly	2,164.00	April Surry	1,856.75	Claudia Rodriguez	1,808.00	Sarah Robertson	1,801.50	Stefanie Neufeld	1,800.00
Linda Britton	2,486.50	Sheila Lefebvre	2,160.75	Maureen Rieckhof	1,855.25	Ruth Breitner	1,807.25	Gail Goodman	1,801.25	Jennifer Principe	1,800.00
Terily Quiring	2,480.75	Brenda McGogy	2,149.50	Marina McGuire	1,853.75	Marlene Boehm	1,807.25	Paula Sheppard	1,801.25	Reina Heras	1,800.00
Amanda Kohls	2,478.25	Marie Fortin	2,132.25	Alison Hogan	1,853.50	Sharon Todd	1,807.25	Farah Buteau	1,801.00	Katrina Smith	1,800.00
Audrey Trach	2,476.00	Sonia Janelle	2,122.75	Nadine Dube	1,850.00	Brenda De Kock	1,807.00	D. Bugden-McBride	1,801.00	S. Vanwynsberghe	1,800.00
Jeanne Montague	2,470.25	Bev Crabb	2,102.50	M.S. Juma-Anderson	1,848.50	Ginette Gelinas	1,807.00	Eileen Bennett	1,801.00		
Michelle Major	2,469.25	Deanne Bonilla	2,095.25	Sylvie Larose	1,848.25	Dorothy Lodge	1,806.75	Kimberly Blair	1,801.00		

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

Shannon Shaffer	\$12,434.97	Tamara Swatske	\$8,416.33	Guylaine Dufour	\$6,881.33	Guylaine Comeau	\$6,154.44	Nathalie Delisle	\$5,523.54	Jacqueline Cullen	\$5,019.93
Josée D'Anjou	10,882.15	Shirley Peterson	7,567.48	W. Groenewegen	6,831.12	Eve Raymond	5,956.99	Angela Hargreaves	5,426.03	Marilyn Bodie	4,900.80
Shelley Recoskie	9,320.76	Susan Bannister	7,541.86	Lynn Brady	6,452.90	Harsimran Saini	5,817.65	Randhir Singh	5,331.25	Claribel Avery	4,896.73
Mireille Morin	8,916.43	Sharon Coburn	7,375.35	Ginette Desforges	6,284.89	Darcey Smith-Heath	5,796.24	Mary Davies	5,170.85	Ishali Mulchandani	4,873.35
Donna Melnychyn	8,430.57	Evelyn Ramanaukas	7,195.25	Harpreet Dhaliwal	6,210.42	Elizabeth Farris	5,572.56	Susan Richardson	5,156.28	Isabelle Meunier	4,796.86

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 TIRED 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 RECOURS 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 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉCART AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 208 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTIVÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % 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)

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

Agnes Loshusan	\$4,735.91	Kyla Buhler	\$3,866.99	Louiselle Duchesne	\$3,283.74	Maria Bennett	\$2,834.35	Joyce Bigelow	\$2,489.90	Fay Hoiness	\$2,183.46
Beverley Dix	4,714.04	Lucie Beauregard	3,844.67	Shannon Cameron	3,247.84	Beryl Apelbaum	2,825.00	Kimberley Shankel	2,479.54	Carol Adams	2,181.13
Jennifer Levers	4,696.27	Dierdre McKay	3,841.97	Karen Simpson	3,246.41	Kathryn Milner	2,803.71	June Millar	2,464.42	Susan Placsko	2,176.70
Jill Ashmore	4,601.56	Linda Feldman	3,814.23	Heather Cook	3,166.01	Helen Lupena	2,793.19	Shirley Austin	2,457.30	Julie Muir	2,176.05
M. Summach-Goetz	4,548.35	Catherine Chapman	3,792.38	Pam Behnke-Van Hoof	3,153.27	Brenda Cooper	2,776.41	Mychele Guimond	2,408.24	Joeline Jean-Claude	2,167.47
Johanna Tobin	4,524.44	Frances Fletcher	3,761.93	Lucie Léveillé	3,144.18	Barbara Martin	2,763.28	Debbie Ryan King	2,407.25	Maureen Corrigan	2,166.85
Fiona Corby	4,505.22	Julie Boulay	3,753.41	Phyllis Hansford	3,143.12	Vaun Gramatovich	2,760.56	Rita White	2,396.43	Judi Todd	2,147.22
Charmaine Stinson	4,502.60	Louise Boulanger	3,725.26	Darlene Olsen	3,129.31	Becky Lawrence	2,716.29	Helen Zucchelli	2,391.78	Lori Rennich	2,139.84
Michelle Currie	4,425.68	Sonia Janelle	3,657.18	Julie Ricard	3,126.16	Janine Brisebois	2,686.56	Isabelle Perreault	2,391.52	Sheila Lefebvre	2,136.20
Rita Samms	4,409.21	Carol Heath	3,607.52	Malinda Byrne	3,114.93	Mary Ogunyemi	2,657.75	Lorrie Henke	2,377.61	Danielle Thériault	2,118.98
Nicole Bellemare	4,388.80	Audrey Ehalt	3,595.06	Fran Sorobey	3,107.96	Donna Witt	2,653.41	Josianne Boily	2,358.66	Lois Hirtz	2,109.51
Elaine Sicotte	4,244.17	Shirley Fequet	3,588.76	Louise Fortin	3,102.00	Pamela Kanderka	2,651.05	Martine Richard	2,351.38	Judy Byock	2,093.66
Bonnie Vigue	4,229.87	Kim Conaghan	3,580.22	Judith Richardson	3,090.81	Judy Buchanan	2,616.17	Ioulia Khairova	2,345.98	Luisa Rallo	2,093.56
Debbie Parsons	4,214.91	Kathy Handzuik	3,553.20	Diane Burness	3,082.91	Linda Gingrich	2,611.58	Theresa Nielsen	2,341.15	Salina Jacobsen	2,073.64
Sophie Audet	4,161.04	Elaine Fry	3,540.84	Paulette Nimco	3,076.74	Cheryl Neuman	2,606.18	Kathy Roberts	2,340.40	Valerie Pullishy	2,059.91
Lorraine McCabe	4,148.55	Louisa Hoddinott	3,535.07	Ruby Chapman	3,071.67	Avril Celestin	2,603.84	Pam Hill	2,331.36	Victoria Wakulchuk	2,043.48
Donna Izen	4,084.29	Robin Courneya-Roblin	3,513.89	Cecily Brewer	3,042.81	Marilyn Clark	2,586.91	Melissa Dunn	2,322.95	Sharon Wolthers	2,033.71
France Grenier	4,072.30	Carlene Kerr	3,509.64	Rebecca Irving	3,029.56	Teresa Ho	2,571.87	Peggy Denomme	2,301.56	Balbir Singh	2,030.57
Prabjyot Gill	4,046.74	Janice Appleby	3,482.44	Rebecca Irving	3,004.24	Anna Leblanc	2,567.12	Chantal St-Denis	2,300.39	Anik Seguin	2,028.09
Rajinder Rai	4,035.56	Janice Appleby	3,482.44	T. Alomar-Story	2,978.56	Kathy Quilty	2,564.84	C. Guzman-Vilchez	2,288.83	Alexis Glibus-Bibby	2,025.59
Joyce Goff	4,030.15	Janice Appleby	3,482.44	Louise Desy	2,908.42	Barbara Bond	2,557.59	Darla Lutwick	2,265.95	Katharine Wingert	2,012.73
Angela Fedorchuk	4,008.02	Janice Appleby	3,482.44	G. Russo-Nardelli	2,895.78	Cassandra Lay	2,552.78	Susie Leakvold	2,264.67	Claudia Perrotti	2,008.47
Joanne Ward	3,994.28	Debbie Struthers	3,382.08	Debbie McLaughlin	2,894.57	Donella Sewell	2,544.03	Elaine Maeland	2,244.19		
Gaylene Gillander	3,954.26	Sylvie Beaucage	3,365.95	L. Schuster-Sydney	2,890.55	Barb McKellar	2,531.63	Alex Quinn	2,239.53		
Yasmin Manamperi	3,941.58	Gladys MacIntyre	3,346.43	France Légaré	2,876.69	Mary-Lou Hill	2,529.64	Harparveen Aujla	2,236.30		
Kathy Whitley	3,940.65	Shelley Haslett	3,339.49	Sheena Murphy	2,863.44	Colleen Hendrickson	2,507.38	Deborah Kenny	2,213.08		
Donna Matthews	3,868.16	Jane Maria Arsenault	3,307.10	Liz Wodham	2,841.32	Pat Paul	2,496.99	Lauren Miller	2,192.28		

Scoreboard/Tableau des résultats

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

Shannon Shaffer	\$92,161.50	Ishali Mulchandani	\$38,051.50	Louise Boulanger	\$31,688.50	Ruby Chapman	\$27,256.50	Debbie Struthers	\$24,013.50	Mary-Lou Hill	\$21,994.50
Shelley Recoskie	69,633.50	Debbie Parsons	37,152.50	Elizabeth Farris	31,506.00	Sylvie Beaucage	27,168.50	Paulette Nimco	23,980.00	Judy Buchanan	21,787.00
Josée D'Anjou	63,773.00	Mary Davies	37,005.50	Bonnie Vigue	31,369.50	Shannon Cameron	26,750.50	Debbie McLaughlin	23,921.50	Marilyn Clark	21,739.50
Susan Bannister	63,228.00	Charmaine Stinson	36,963.00	Catherine Chapman	31,308.00	Cheryl Page	26,741.50	Cicily Brewer	23,829.50	Rita White	21,483.50
Donna Melnychyn	60,347.00	Angela Hargreaves	36,835.00	Joyce Goff	31,226.00	Dierdre McKay	26,537.50	Fran Sorobey	23,679.00	Helen Zucchelli	21,412.00
Shirley Peterson	57,551.50	Eve Raymond	36,631.50	Carlene Kerr	30,917.50	Elaine Sicotte	26,466.50	Liz Wodham	23,447.50	Lorrie Henke	21,194.00
Tamara Swatske	57,098.00	Beverley Dix	35,458.50	Carol Heath	30,465.50	Jane Maria Arsenault	26,321.00	Donna Matthews	23,441.50	Josianne Boily	20,854.50
Lynn Brady	56,198.50	Nicole Bellemare	35,399.50	Janice Appleby	30,363.00	Rebecca Irving	26,187.00	Linda Gingrich	23,255.00	Martine Richard	20,790.50
Mireille Morin	53,209.50	Jennifer Levers	35,289.50	Gaylene Gillander	30,250.00	Yasmin Manamperi	26,004.50	Barbara Martin	23,126.00	Theresa Nielsen	20,633.00
Wanda Groenewegen	52,245.00	Susan Richardson	34,537.00	Lorraine McCabe	30,200.00	Diane Burness	25,889.50	Shirley Fequet	23,051.50	Donella Sewell	20,628.50
Guylaine Dufour	52,042.50	Kathy Whitley	34,471.50	Julie Boulay	30,052.50	Claribel Avery	25,773.50	Phyllis Hansford	23,046.00	Kathy Roberts	20,621.50
Darcey Smith-Heath	46,096.00	Michelle Currie	34,209.50	Kathy Handzuik	29,429.50	Lucie Beauregard	25,409.00	France Légaré	23,033.00	Kimberley Shankel	20,577.50
Sharon Coburn	43,966.50	M. Summach-Goetz	34,038.50	Joanne Ward	29,340.50	Lucie Léveillé	25,295.00	G. Russo-Nardelli	23,012.00	Pat Paul	20,565.00
Evelyn Ramanauskas	42,726.00	Fiona Corby	34,004.50	Rajinder Rai	29,174.50	Beryl Apelbaum	25,000.00	L. Schuster-Sydney	22,931.50	Maria Bennett	20,511.00
Guylaine Comeau	42,418.00	Rita Samms	33,866.50	R. Courneya-Roblin	28,573.00	Elaine Fry	24,916.50	Shelley Haslett	22,790.50	Teresa Alomar-Story	20,433.00
Harsimran Saini	40,278.50	Frances Fletcher	33,260.50	Heidi McGuigan	28,561.00	Malinda Byrne	24,845.00	Darlene Olsen	22,588.00	Pam Hill	20,423.00
Randhir Singh	40,105.50	Isabelle Meunier	32,681.00	Linda Feldman	28,336.50	Kathryn Milner	24,672.50	Anna Leblanc	22,571.00	Melissa Dunn	20,353.00
Jill Ashmore	40,024.00	Angela Fedorchuk	32,431.00	Carol Hoyland-Olsen	28,098.00	Audrey Ehalt	24,427.50	Donna Izen	22,494.00	Gladys MacIntyre	20,180.50
Ginette Desforges	39,511.50	Harpreet Dhaliwal	32,071.00	Louise Fortin	27,723.00	Louisa Hoddinott	24,314.50	Kathy Quilty	22,468.50	Cheryl Neuman	20,095.00
Jacqueline Cullen	39,178.00	Marilyn Bodie	32,046.00	Kyla Buhler	27,634.00	Brenda Cooper	24,204.50	Sheena Murphy	22,442.00	Avril Celestin	20,059.00
Agnes Loshusan	39,014.00	France Grenier	31,881.50	Rajinder Rai	27,461.50	Sonia Janelle	24,187.50	Cassandra Lay	22,350.50	Donna Witt	20,050.50
Nathalie Delisle	38,631.00	Sophie Audet	31,692.00	Kim Conaghan	27,388.00	Heather Cook	24,033.00	Barb McKellar	22,025.00	June Millar	20,008.50

Top Recruiting Units/Meilleurs groupes en recrutement

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

Ontario – Harsimran Saini
 Ontario – Fiona Corby
 Ontario – Shannon Shaffer
 Saskatchewan – Angela Fedorchuk

Ontario – Shelley Recoskie
 Québec – France Grenier
 Ontario – Kim Conaghan
 Québec – Josée D'Anjou

Newfoundland & Labrador/Terre-Neuve-et-Labrador – Mary Ogunyemi
 Québec – Ève Raymond

Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Cherry Cervito
 British Columbia/Colombie-Britannique – Charmaine Stinson
 Manitoba – Darby-Lyn Godard
 New Brunswick/Nouveau-Brunswick – Debbie McLaughlin
 Newfoundland & Labrador/Terre-Neuve-et-Labrador – Debbie Parsons

Nova Scotia/Nouvelle-Écosse – Veronica Delorey
 Nunavut – Ellen Hatlevik
 Northwest Territories/Territoires du Nord-Ouest – Tracy Breton
 Ontario – Debi Kanerva
 Prince Edward Island/Île-du-Prince-Édouard – Deena Bugden-McBride

Québec – Carolane Roy
 Saskatchewan – Shala Neufeld
 Yukon – Danyea Sulyma

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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

Tamara Swatske	\$1,679.67	Guylaine Comeau	\$973.44	Lorrie Henke	\$750.87	Lucie Beaugard	\$647.16	Kareena Felker	\$584.49	Nancie Lachance	\$538.08
Guylaine Dufour	1,610.55	Carol Heath	971.82	Linda Gingrich	745.62	Barbara Martin	644.64	Fatima Zohra	583.14	Rajinder Rai	537.00
Shirley Fequet	1,597.74	Michelle Currie	950.28	Rebecca Irving	738.27	Cassandra Lay	644.37	Kathy Roberts	582.96	Kim Johnson	536.07
Evelyn Ramanauskas	1,423.89	Rita Samms	939.09	Carol Hoyland-Olsen	732.42	Karen Perry	643.35	Christine Ransom	578.37	Judy Bycock	534.42
Kyla Buhler	1,375.80	Karen Schamehorn	935.97	France Légaré	729.96	Deb Wynn	638.04	Jennifer Levers	568.53	Lisa Craig	531.48
Randhir Singh	1,339.38	Nicole Bellemare	925.77	Tracy Campbell	722.97	Amy Shang	635.46	Alyce Parkes	566.04	Harpreet Grewal	530.04
Sophie Audet	1,330.44	June Rumball	914.55	Joanne Ward	716.97	Elyse Michaud	632.85	Marie-Claude Leblanc	564.96	Ekatrina Zharinova	529.98
Shelley Recoskie	1,312.53	Angela Fedorchuk	896.01	Deanna Pease	714.15	Sylvie Theriault	632.07	Allyson Beckel	564.96	Louisa Hoddinott	529.59
Agnes Loshusan	1,259.76	Gladys MacIntyre	892.41	Betty Burke	712.41	Kimberley Shankel	630.69	Kimberley Lougas	563.37	Karen Shapka	529.47
Carlene Kerr	1,258.77	Debbie Struthers	890.82	Diane Riddell	709.23	Nadia Desroches	630.15	Belinda Dunlop	560.67	Donna McLean	529.32
Donna Melnychyn	1,225.98	Josianne Boily	886.23	Johanna Tobin	706.65	Shelley Haslett	628.23	Kelsie Dawson	559.32	Bonnie Vigue	527.46
Linda Feldman	1,221.48	Rita White	880.47	Elaine Maeland	700.86	Cheryl Neuman	625.71	Eva Coelho	557.70	Giselle Marmus	522.69
Kathy Whitley	1,191.63	Marie Gilbert	859.32	Caroline Sarrouf	698.73	Stephanie Martin	622.92	Donna McKinley	557.55	Gaylene Gillander	521.43
Shannon Cameron	1,189.80	Sonia Janelle	847.50	Catherine Chapman	693.60	Monica Hunt	622.56	Jill Ashmore	557.25	Michele Gustafson	520.11
E. Couture-Brochu	1,153.86	Angela Hargreaves	847.02	Charmaine Stinson	689.55	Deborah-Anne Bomben	617.04	Bertha Kovach	555.63	Karen Shapka	519.09
Liz Wodham	1,152.84	Louise Fortin	831.72	Julie Tringue	679.50	Sheila Lefebvre	615.81	Lenore Oughton	555.45	Lorraine McCabe	517.02
Susan Richardson	1,143.00	Ruby Chapman	820.86	Yasmin Manamperi	678.48	Joyce Bigelow	614.91	Darlene Olsen	549.93	Angela Murphy	516.99
Prabjyot Gill	1,133.34	Michele Cutler	818.52	Donna Fidler	675.30	Kathy Handzuik	614.28	Heidi McGuigan	545.94	Lyne Bellavance	516.81
Jacqueline Cullen	1,089.51	Paulette Nimco	815.88	Kathy Quilty	668.70	Rhoda Burton	606.39	Martine Richard	545.67	Susan Placsko	514.50
M. Summach-Goetz	1,072.20	Sharon Coburn	814.29	Mandeep Bambrah	664.68	Erna Voth	603.93	Sharon Robertson	544.35	Cheryl Page	510.75
Diane Burness	1,065.03	Brenda Cooper	798.36	Eve Raymond	664.02	Sarah Laberger	601.77	Ann Alexander	543.78	Kulwinder Rattanpal	509.04
Wanda Groenewegen	1,044.00	Bonny McComb	780.90	Kathryn Milner	663.21	Miriam Chavarria	601.47	Robin Courneya-Roblin	542.49	Shannon Shaffer	504.51
Harpreet Dhaliwal	1,008.72	Mary-Lou Hill	773.85	Donna Witt	663.15	Colleen Hendrickson	600.81	Elizabeth Farris	540.99	Dianne Cooper	502.98
Susan Bannister	1,006.71	Ishali Mulchandani	764.25	Fay Hoiness	651.21	Pat Paul	599.82	Helen Zucchelli	540.09	Monica Noel	500.10
Joyce Goff	991.05	Malinda Byrne	754.59	Leanne Chamberlain	649.35	Katrina McKee	596.13	Karen French	539.55		
Fran Sorobey	978.03	Debbie Parsons	754.35	Claudine Pouliot	647.61	Patti Reid	585.93	Sherri Dumas	538.59		

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

Ginette Desforges	\$560.74	Patricia Lavoie	\$389.96	Trudy Klassen	\$346.92	Lorraine Scott	\$311.16	Celsa Pasmó	\$285.48	Marilou Brummund	\$255.48
Valerie Pullishy	532.18	Sharon Wolthers	389.76	Sharon Lee Carlson	342.02	Janet Taylor	306.18	Melissa Hodder	285.22	Linda Gobeil	255.04
Pamela Tondevold	506.26	Pamela Kanderka	380.80	Lynn Hubley	338.38	Kelly Thomas-Petroff	303.82	Sheena Murphy	280.68	Sarah Kearney	253.52
Claribel Avery	472.44	Glenda Leroux	378.20	Svitlana Awogbami	338.20	Bhumika Talla	301.90	Frankie Hammond	279.26	Veronica Spanton	253.42
Sylvie Beaucage	445.20	Emily Chambers	376.30	Isabelle Perreault	334.70	Wendy Doiron	301.32	Marie York	273.28	Judy Coates	252.18
Gloria Rousseau	434.50	Jenny Foran	375.72	Marie-Josée Bouvier	325.10	Irma Vogt-Dyck	293.20	April Williams	267.02	Carol Adams	251.18
Jennifer Labaj	417.60	Angie Fryer	373.24	Nathalie Laurin	321.76	Alissa Swail	292.74	Harpaveen Aujla	258.62		
Jayne Fochler	410.06	Ruth Ann MacDonald	366.40	Janine Brisebois	316.26	Patricia MacDonald	291.32	Mary Hussey	258.52		
Louise Desy	401.22	Louise Dionne	356.52	Mary Davies	315.08	Elisa Fantillo	289.54	S. Haberman-Melville	258.38		

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

Rana Huynh	\$206.89	Sylvie Pellerin	\$152.57	Joyce Fontaine	\$117.31	Stephanie Coulter	\$98.59	Helen Klassen	\$92.14	Penny MacDonald	\$80.15
Melissande Giraldeau	195.44	Mandy Jorgensen	148.29	Diane Poulin	117.20	Linda Keddy	97.27	Carole Manseau	90.77	A. Sanchez-Valverde	79.99
Tammy MacLaren	192.15	Heather Hewitt	144.03	Sonya Wagenaar	111.92	Michele Hatley	96.98	Holly Martin	89.99	Sonya Martens	79.37
Karla Van Sickle	192.00	Marie-Andrée Fournier	144.01	Josee Vadeboncoeur	111.62	Jillian Stuart	96.82	Renee Maillet	89.87	Patricia Rettis-Martinez	78.31
Clara Dreise	187.26	Odette Pirdjahan	144.01	Veronik Bordeleau	109.36	Ruth Orr	96.44	Janis Noffle	89.79	Joanne Moss	77.84
Atoosa Moïni	187.09	Celine Frechette	139.44	Nancy Bonenfant	107.14	Brenda Hamm	96.31	Kim Dyck	88.61	Dawn Rife	77.73
C. J. Cooke	181.62	Joy Hoskin	135.95	Sherri Murphy	104.44	Lauren Saunders	96.21	Karen Collins	85.13	Nicole Cooke	77.65
Marie Beauchesne	175.89	Nancy Normandin	132.93	Edith Charbonneau	101.08	Ivy Osmond	96.19	Avelina Juma	84.92	Inderjit Kaur	75.25
Halima Mama	168.16	Jenny Rochefort	122.24	Amanda Crow	100.31	Marilyn Sinclair	96.18	Dileeni Weerasinghe	84.15	Kerrie Rutherford	75.19
Amilie Corbeil	168.03	Kim Jones	122.19	Laurie Stevenson	100.10	Sdeung Sim	96.18	Kimberley Ma	83.33	Judy Bolduc	75.04
Bev Crabb	167.34	Sukhdeep Sidhu	121.81	Elizabeth Parton	99.23	Laurie-Ann Trossler	96.02	Ingris Zepeda	82.70		
Debra Brown	161.99	Kathy Kristjanson	120.47	Laurna-Lynn Mills	99.13	Courtney Chambers	96.01	Silvia Pencaková	80.29		
Rechie Diaz	152.58	Claire Guy	120.03	Sylvie Larose	99.07	Jennifer Hancock	94.71	Shelda Auger	80.28		

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 March. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en mars.

EVELYN RAMANAUSKAS	GLENNA O'QUINN	MICHELLE CURRIE	EUGENETTE FORTIN	ANN ALEXANDER	SAMANTHA WILSON
Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Deborah Brown
LOUISA HODDINOTT	ELAINE MAELAND	NANCIE LACHANCE	WANDA GROENEWEGEN	VALERIE PULLISHY	JOY BARBER
Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Fiona Corby
EVA KOPEC	KYLA BUHLER	SHARON LEWCO	KIM CONAGHAN	USHA BHUAI	HOLLY BUSSEY
Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Harsimran Saini	Mary O. Ogunyemi
ALEX QUINN	MARILYN MACKENZIE-CUSACK	CELSE PASMO	PRABJYOT GILL	C. DONNELLY-CHIASSON	EMELIE COUTURE-BROCHU
Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Julie Boulay
REINA HERAS	HARPARVEEN AUJLA	ANGELA FEDORCHUK	HILDA HISCOCK	FRANCE GRENIER	MICHELE CUTLER
Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Kim Conaghan
GINETTE DESFORGES	EVA COELHO	SHARON KOLENC	ASHLEY LANGEVIN	FERN MCNEIL	WENDY DOIRON
Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Director/Directrice	Bonnie Vigue

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 RECOURS 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 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉTE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMIS LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT UN MOIS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMIS LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTIVÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMIS LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Gold Medal (continued)/Médailles d'or (suite)

SHERRI DUMAS
Darla Lutwick
CHERYL EHRESMAN
Angela Fedorchuk
DIGNA ESPINOZA
Reina Heras

KAREN FRENCH
Charmaine Stinson
MARIE GILBERT
Donna Melnychyn
HARPREET GREWAL
Harsimran Saini

ANA MARIA GUEVARA
Teresa Alomar-Story
MELANIA MARTIN
France Grenier
STEPHANIE MARTIN
Avril Celestin

LISA NAISMITH
Kim Johnson
BIBIAN NNOLI
Bernice Hartwell
MARIA PEREZ
Giovanna Russo-Nardelli

KULWINDER RATTANPAL
Harpreet Dhaliwal
PATTI REID
Shelley Recoskie
RAJWINDER TOOR
Balbir Singh

KARLA VAN SICKLE
Sheena Murphy
LAURA WATSON
Karen Piovesan
ASHLEY WIEBE
Marina Mason

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 March. /
Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en mars.

CHERYL NEUMAN
Director/Directrice
JULIET CREARY
Director/Directrice
LOUISE DESY
Director/Directrice
SUSAN BANNISTER
Director/Directrice
CAROL HEATH
Director/Directrice
ALICE KO
Director/Directrice
SUSIE LEAKVOLD
Director/Directrice
JASBIR SANDHU
Director/Directrice

WENDY-LYNN JONES
Director/Directrice
DEB PRYCHIDNY
Director/Directrice
TAMMY COGSWELL
Director/Directrice
PAMELA KANDERKA
Director/Directrice
SARA ROBERTS
Director/Directrice
TAMARA SWATSKA
Director/Directrice
TARRA KELLER
Director/Directrice
ANGELA MURPHY
Director/Directrice

MICHELLE SUMMACH-GOETZ
Director/Directrice
BRENDA EWASIU
Director/Directrice
GINA HORMANN
Director/Directrice
PATTI BABYN
Director/Directrice
KAREENA FELKER
Director/Directrice
KAREN SCHAMEHORN
Director/Directrice
Shelley Recoskie
SYLVIE BEAUCAGE
Director/Directrice
TRACY CAMPBELL
Director/Directrice

ROSALINDA LACSAMANA
Joyce Bigelow
MARIE SOPHIE ROY
Director/Directrice
RACHEL ALBERS
Melissa Dunn
VERONIK BORDELEAU
Lucie Léveillé
ELSA BRISSETT
Pamela Waldrop-Shaw
CINDY CHAMBERS
Emily Chambers
SHIRLEY COLLINGS
Aradella MacDonald
KATHY DUNCAN
Bonny McComb

BOBBI ELLIOTT
Renee Johnson
DAVINDER GILL
Harsimran Saini
MELISANDE GIRALDEAU
Isabelle Meunier
LOUISE HAYES
Ruth Decker
MARIOLA HERBASZ
Dierdre McKay
NADINE LOCKHART
Glenna O'Quinn
SHEILA MARLOW
Angela Hargreaves
ROSETTA O'KANE
Sylvia Smith

MONIQUE QUAIL
Pam Behnke-Van Hoof
MARSHA RYAN
Sylvia Smith
LAURA SIMPSON
Donna Lowry
NATHALIE ST-PIERRE
Eve Raymond
CLAUDIA GUZMAN-VILCHEZ
Director/Directrice
EKATERINA ZHARINOVA
Ioulia Khaïrova

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

SHELLEY RECOSKIE
Director/Directrice
MARY O. OGUNYEMI
Director/Directrice
HARPREET DHALIWAL
Director/Directrice
JACQUELINE CULLEN
Director/Directrice
HELEN LUPENA
Director/Directrice
SVITLANA AWOGBAMI
Director/Directrice
TINA KAPEL
Director/Directrice
ELAINE SICOTTE
Director/Directrice
SONIA JANELLE
Director/Directrice
AGNES LOSHUSAN
Director/Directrice
JILL ASHMORE
Director/Directrice
SALMA BOCKSCH
Doreen Burggraf
CATHERINE CHAPMAN
Director/Directrice
JOANNE LAM
Director/Directrice
SARA PALMATER
Director/Directrice
RANDHIR SINGH
Director/Directrice
SOPHIE AUDET
Director/Directrice
MARILYN BODIE
Director/Directrice

MARIE-JOSÉE BOURDAGES
Director/Directrice
JOSEE D'ANJOU
Director/Directrice
AUDREY EHALT
Director/Directrice
COLLEEN HENDRICKSON
Director/Directrice
DEBORAH-ANNE BOMBEN
Director/Directrice
DONNA DODDS
Director/Directrice
LYNDA HIEBERT
Debbie Struthers
RENEE JOHNSON
Director/Directrice
BONNY MCCOMB
Director/Directrice
CATHERINE STRICKLAND
Director/Directrice
PAT WILSON
Bernice Boe-Malin
TERESA ALOMAR-STORY
Director/Directrice
EMILY CHAMBERS
Director/Directrice
JAYME FOCHLER
Director/Directrice
MELODY GILMORE
Director/Directrice
JOYCE GUSTAFSON
Shirley Peterson
DEBORAH KENNY
Director/Directrice
KAREN PERRY
Director/Directrice

PAULINE RICHARDSON
Director/Directrice
RAJPREET SADIOURA
Director/Directrice
DEANNE BONILLA
Director/Directrice
KIMBERLEY BOUDREAU
Director/Directrice
SHARLENE BUKURAK
Director/Directrice
MIRIAM CHAVARRIA
Giovanna Russo-Nardelli
DIANNE COOPER
Gail Adamson
DONNA FIDLER
Director/Directrice
LISA GALLANT
Director/Directrice
RAJWINDER GILL
Director/Directrice
BRENDA GRAHAM
Director/Directrice
LORRIE HENKE
Director/Directrice
CATHERINE LAROCHE
Director/Directrice
DONNA LOVE
Director/Directrice
RENEE MELTON
Director/Directrice
CAROLYN NOFTALL
Director/Directrice
LORRAINE QUINTAL
Deanna Pease
LU SCOTT
Director/Directrice

JANET STENSETH
Director/Directrice
KELLY THOMAS-PETROFF
Agnes Loshusan
ERNA VOTH
Director/Directrice
JENNIFER ALLEN
Glenna O'Quinn
SARAH BARDELL
Anna Leblanc
PATRICIA BEAUREGARD
Chantal Bisailon
RHODA BURTON
Debbie Parsons
KARINE CAMPEAU
Nicole Bellemare
MARY CASTILLO
Susan Placsko
CAROLINE CHAN
Diane Peel
DEBORAH CHANDLER
Shannon Shaffer
AMILIE CORBEIL
Julie Boulay
ALICIA A COSMAN
Judy Buchanan
PATRIZIA DALAMAGAS
Shelley Recoskie
CAROL DUTCHIK
Paulette Fleming
MARIA ESTRADA
Lisa Craig
DANIELA FERREIRA
Cicity Brewer
JANET GAMIZ
Reina Heras

FRANILA GONZALES
Kelsie Dawson
PAM HALL
Rebecca Irving
KRISTEL HARDER NELSON
Patti Babyn
DESIRE HOARE
Olive Ratzlaff
DEBORA HUFFMAN
Beverley Dix
CARLENE KERR
Director/Directrice
LEANNE LAWRENCE
Sharon Casteel
KIMBERLEY MACBRIDE
Kimberley Shankel
ZULMA MARTINEZ
Teresa Alomar-Story
RHONDA McDONALD
Phyllis Hansford
KAREN MCMANUS
Donna Weir
MANDY MEISNER
Director/Directrice
AQUILINA MENDOZA
Mireille Marion Morin
CHRISTINE MILLER
Christine Ransom
NANCY NORMANDIN
Isabelle Perreault
VICKY OCDE
Elena Sarmago
LISA PALLEEN
Debbie McLaughlin
ELIZABETH PARTON
Michelle Summach-Goetz

MARGARET PILKINGTON
Lois Musselman
SARAH ROBERTSON
Darcey Smith-Heath
PAULA RUSCICA
Fiona Corby
RITA SAMMS
Director/Directrice
SUKHDEEP SIDHU
Randhir Singh
MARILYN SINCLAIR
Luisa Rallo
PAMELA SITTNER
Julie Fiala
NOREEN THOMPSON
Wanda Groenewegen
DANIELLE TREMBLAY
Isabelle Meunier
F. CHIDIM UGWOKEGBE
Cicity Brewer
LAURI WAGNER
Brenda Cooper
DOLINA WALKER
Darla Lutwick
APRIL WILLIAMS
Kyla Buhler
FATIMA ZOHRA
Ishali Mulchandani

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% 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 March. / Conseillères en soins de beauté indépendantes ayant recruté dans leur équipe un 5^e membre actif ou plus en mars.

JOY BARBER Fiona Corby LYNE BELLAVANCE Josée D'Anjou LYNNE BILLINGS Jennifer Scott RHODA BURTON Debbie Parsons ROSEMARY CALINA-PASCOE Shelley Recoskie KARINE CAMPEAU Nicole Bellemare	ALICIA A. COSMAN Judy Buchanan EMELIE COUTURE-BROCHU Julie Boulay MICHELE CUTLER Kim Conaghan CHRISTA DAVIDSON Lisa Dobson MARIE-JOSÉE DERY Josee D'Anjou LOUISE DIONNE France Légaré	WENDY DOIRON Bonnie Vigue SHERRI DUMAS Darla Lutwick MARIE GILBERT Donna Melnychyn CHERYL GORDON Angela Hargreaves HARPREET GREWAL Harsimran Saini CHERIE HYDZIK Susie Leakvold	NANCY LAPOINTE France Grenier LEANNE LAWFRANCE Sharon Casteel HELEN LAYBOLT Kathy Handzuik MELANIA MARTIN France Grenier STEPHANIE MARTIN Avril Celestin TIFFANY MCLELLAN Vaun Gramatovich	AQUILINA MENDOZA Mireille Marion Morin ELYSE MICHAUD Eve Raymond ANNE PITTS Lorraine Upwards KULWINDER RATTANPAL Harpreet Dhaliwal PATTI REID Shelley Recoskie BHUMIKA TALLA Kathy Roberts	CHERYL TESSARI Helen Zucchelli RAJWINDER TOOR Balbir Singh JULIE TRINQUE Lucie L'Éveillé ASHLEY WIEBE Marina Mason EKATERINA ZHARINOVA Ioulia Khairova TIFFANY ZOHRA Ishali Mulchandani
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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 March. / Conseillères en soins de beauté indépendantes ayant recruté dans leur équipe un 3^e membre actif ou plus en mars.

DEBRA BROWN Shannon Shaffer HOLLY BUSSEY Mary O. Ogunyemi CAROL CHARLEBOIS Sharon Robertson BEV CRABB Beverley Dix SYLVIE CROMP Mireille Marion Morin	SHARLA CURLE Joy Klassen ALICE GAVERONSKI Sharlene Bukurak CARRIE GIBSON Jacqueline Cullen ANA MARIA GUEVARA Teresa Alomar-Story BRENDA HAMM Shivonne Vienneau	KIM JONES Fiona Corby MANDY JORGENSEN Angela Hargreaves INDERJIT KAUR Rajwinder Gill SYLVIE LAROSE Martine Richard CHRISTINA LEE Diane Burness	HEATHER LEWIS Lindsay Lewis IVY OSMOND Malinda Byrne DIANE POULIN Lucie Beauregard JENNY ROCHEFORT Katharine Wingert ALEATA RYHORCHUK Dana Welch	PHYLLIS SCOTT Peggy Denomme SUKHDEEP SIDHU Randhir Singh NATHALIE ST-PIERRE Eve Raymond LYNN STEPHEN Jacqueline Cullen KRISTA STEWART Laureen Miller	HAZEL TATE Debbie Mattinson YOKA TER-KUILE Elizabeth Farris INGRIS ZEPEDA Giovanna Russo-Nardelli
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Cadillac Achievers/Championnes Cadillac

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

Susan Bannister	Wanda Groenewegen	Tamara Swatske
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Premier Club Achievers/Championnes Club Première

These Independent Sales Directors qualified during the month of December to earn the use of a Saturn Aura XE or receive cash compensation. / Directrices des ventes indépendantes qualifiées en décembre pour l'usage d'une Saturn Aura XE ou une compensation en argent.

Jane Arsenault Sylvie Beaucage Ruby Chapman Kim Conaghan	Prabjot Gill Pam Hill Carol Hoyland-Olsen Carlene Kerr	Anna Leblanc Agnes Loshusan Debbie McLaughlin Ishali Mulchandani	Paulette Nimco Cheryl Page Claudia Pouliot Susan Richardson	Charmaine Stinson Michelle Summach-Goetz Joanne Ward
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Independent Sales Director Grand Achievers/Directrices des ventes indépendantes Grandes Gagnantes

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

Hilda Hiscock	Trudy Klassen
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Honor Society Achiever/ Championne Société d'honneur

The following Independent Sales Director achieved the Mary Kay Honor Society by achieving at least \$60,000 in net adjusted wholesale production and growing her unit size to 50 or more within one year of her debut date (April 2008)./La Directrice des ventes indépendante suivante a atteint le statut de championne Société d'honneur Mary Kay pour avoir réalisé une production de groupe nette ajustée de 60 000 \$ en gros ou plus et pour avoir développé un groupe de 50 membres ou plus dans les 12 mois suivant la date (avril 2008) de ses débuts.



France Grenier
National Area/Famille nationale: Go-Give/Famille Entraide

Fabulous 50s Achiever/ Championne Fabuleux 50

The following Independent Sales Director achieved Mary Kay's Fabulous 50s status by achieving at least \$30,000 in net adjusted wholesale production and growing her unit size to 50 or more within six months of her debut date (October 2008)./La Directrice des ventes indépendante suivante a atteint le statut de championne Fabuleux 50 Mary Kay pour avoir réalisé une production de groupe nette ajustée de 30 000 \$ en gros ou plus et pour avoir développé un groupe de 50 membres ou plus dans les six mois suivant la date (octobre 2008) de ses débuts.



Kim Conaghan
National Area/Famille nationale: Doreen Burggraf

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 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Don't miss this opportunity to shine in the spotlight and discover new ideas to make your business year brighter.

Plus, when you attend, you'll **receive a Mary Kay® product giveaway** exclusively for you! The total suggested retail value of this giveaway is more than \$200 and counts toward Seminar 2010 recognition in the Queens' Court of Personal Sales and Unit Circles.

So don't wait another second – **register by June 30th to attend!** Just visit the MKOCSM and click on the *Shine On! Seminar 2009* icon for registration details.

 Find it online: [MKOC > Events > Special Events](#)



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