

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

SPRING 2011

# applause®

*sneak peek!*

QUARTER 4  
STAR CONSULTANT  
PRIZE PROGRAM

**TEAM UP  
FOR WOMEN!**

MEET CANADA'S  
NEWEST INDEPENDENT  
NATIONAL SALES DIRECTOR

**LIGHTS,  
ACTION,  
FASHION!**

WEAR A RED HOT  
NEW JACKET  
AT SEMINAR

*Learn how inside!*

**MINI  
COMPACT  
MAXIMUM  
COLOUR**  
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*spring style*  
PAGE 40

# Imagine

YOUR WAY TO BEAUTIFUL  
SEMINAR 2011



PG. 14



PG. 12



# Imagine

seminar 2011



PG. 23



PG. 20

BUILD **MK** GROW  
REFLECT LIVE

MARY KAY ASH  
CHARITABLE FOUNDATION

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your way to beautiful™

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# refresh your outlook

Like the first week of January and the first week of the Seminar year, the first week of spring pulses with potential for a brighter future.

We kick off the weight of winter “would haves” and “should haves” and slip into bigger dreams. We renew and reinvent, revive and resolve to do and be more than ever before. Spring is an annual opportunity to refresh your outlook.

Since you can't freshen your outlook without a new look, and, since nothing boosts both like adding a new product or shade to your rotation, we suggest the limited-edition **The Weekender Collection**. With an affordable assortment of colourful jumbo eye and lip pencils, plus coordinating nail shades, there are a myriad of easy ways to kickstart your confidence for the season ahead.

Confidence is one thing, but if you're still just imagining all the ways you can reinvent yourself and your business this year, it's time to make them a reality. **Registration for Imagine... Your Way to Beautiful<sup>SM</sup> Seminar 2011 begins May 1<sup>st</sup>!** For the inside scoop on what to expect and why you shouldn't miss it, check out page 24.

Wouldn't miss Seminar for the world? Sounds like you've already committed to a brighter future. You can help brighten the future for others by contributing to the MKACF during the annual **Team Up for Women! Fundraising Challenge**. Use the momentum created by the Company's Global Month of Service success to keep up your commitment to change the lives of others. Get involved and make a difference. Learn how on page 30.

In our individual ways, during this season of renewal we all strive to spring forward – with our look, with our careers and with our achievements. May spring bloom with the promise of beautiful things for you.

– Heather Watterworth

P.S. There's nothing like a little *March Madness* to kickstart spring! Take **Vice President of Sales & Marketing Lynda Rose's 10 Show Week Challenge** and your business could reap the rewards for the rest of the year. Oh, and did we mention Lynda's challenged *herself* too? Visit the MKOC<sup>SM</sup> to get caught up on the details.



SHE SAID IT BEST

Dare to grow into your dreams.

Mary Kay



## YOUR CANADIAN APPLAUSE<sup>®</sup> MAGAZINE TEAM

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

CANADIAN POSTAL AGREEMENT NUMBER: 40069444. PRINTED IN CANADA.

## the 6 most important things this quarter

### 1 ENROL FOR THE SUMMER 2011 PREFERRED CUSTOMER PROGRAM

Don't miss out on Seminar recognition and a fantastic prize! The Summer 2011 PCP is the fourth and final quarter to qualify for the 2010/2011 Preferred Customer Program Consistency Challenge.

### 2 REGISTER FOR IMAGINE... YOUR WAY TO BEAUTIFUL<sup>SM</sup> SEMINAR 2011

Imagining your way to success? Start making your dreams a reality at Seminar 2011. Registration opens May 1<sup>st</sup>!

### 3 (LASH) BATTER UP

New Mary Kay<sup>®</sup> Lash Love<sup>™</sup> Mascara will have you loving your lashes just a little more this May. Get the scoop on page 10.

### 4 TEAM UP FOR WOMEN!

Embrace Mary Kay Ash's legacy and share the missions of the MKACF to help us break last year's *Team Up For Women!* fundraising record.

### 5 LIGHTS, ACTION, FASHION

Planning to make a few additions to your closet this spring? Make sure one of them is a stylish new Red Jacket.

### 6 FIND MOTIVATION IN THE MK MEDIA LIBRARY

Get inspiration to power through the final months of the Seminar year. Check out the MK Media Library every month for new messages to motivate you.

## CONNECT WITH US



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



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



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

want to be featured in the **summer 2011** issue of *applause*<sup>®</sup>? tell us:

- about your Seminar experience.
- which shades you'll be wearing
- your multi-tasking product tips.
- the reason why you started your Mary Kay business.

**APPLAUSE-CANADA@MKCORP.COM**

# in your words

Here's what caught your eye in the Winter 2010/2011 issue of *Applause*® magazine.



“I love *Applause*® and re-read it at least once a week – I always find some little tidbit missed from previous readings. As an Independent Beauty Consultant moving up the career path, I find the product info so valuable.”

**Terry-Lynne Schlosser**  
*Independent Beauty Consultant (Eston, SK)*

“I love the real life excerpts and stories from our sister Mary Kay independent sales force members. Not only are they inspiring, but reading their beauty tips makes it easier for me to sell certain products.”

**Sonya Ho, Independent Beauty Consultant (Toronto, ON)**



“I would love to see in-depth information, similar to what is available on *Product Central*, on regular-line Mary Kay® products in each issue of *Applause*®.”

**Catherine Rivest, Independent Beauty Consultant (Terrebonne, QC)**

*Editor's Note: Wherever possible we try to include tips in *Applause*® for using and selling existing Mary Kay® products. We'll consider this for a regular column!*

“As an Independent Beauty Consultant for a number of years, I've enjoyed the option of working my business around other areas of my life. We recently moved and this is the third community where I'm re-launching my business. I had the opportunity today to open my copy of *Applause*® and refresh myself. I know that reading future issues will be a priority and vital as I reach out to women in this new community”.

**Carolyn Parker**  
*Independent Beauty Consultant (Cumberland, BC)*

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

# calendar

the dates you need to know this quarter

## MARCH 2011

- 1:** Spring 2011 *Team Up For Women!* Fundraising Challenge begins.
- 4/5:** **Achieve... Your Way to the Stars<sup>SM</sup> Career Conference 2011** – Ottawa, ON; Regina, SK; Toronto, ON; Vancouver, BC; Winnipeg, MB.
- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on March 1<sup>st</sup>.
- 8:** **International Women's Day.** Celebrate the beauty of you!
- 11/12:** **Achieve... Your Way to the Stars<sup>SM</sup> Career Conference 2011** – Edmonton, AB; Halifax, NS; Montréal, QC; St. John's, NL.
- 15:** *Name Our Teddy Bear* contest deadline!
- Preferred Customer Program** – Last day for customers to take advantage of the Winter 2010/2011 *Travel-Sized Fragrance-Free Satin Hands® Pampering Set* gift-with-purchase. Last day to enrol for the *Spring Fling* optional mailer.
- 16:** Spring 2011 product promotion begins. Check out [www.marykay.ca](http://www.marykay.ca) and your Mary Kay® Personal Web Site to see what's new!
- 20:** March Career Car qualifier paperwork due to Company.
- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Time to count toward March production. Online and faxed orders must be received by midnight Eastern Daylight Time to count toward March production.

## APRIL 2011

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on April 1<sup>st</sup>.
- 15:** **Preferred Customer Program** – Enrolment begins for the Summer 2011 Preferred Customer Program.
- 20:** April Career Car qualifier paperwork due to Company.
- 22:** **Good Friday.** Mississauga and Montréal offices closed.
- 24:** **Easter Sunday.**
- 25:** **Preferred Customer Program – Spring Fling** optional mailer begins mailing to customers.
- 29:** Last working day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Time to count toward April production.
- 30:** Last day of the month. Online and faxed orders must be received by midnight Eastern Daylight Time to count toward April production.

## MAY 2011

- 1:** Registration for **Imagine... Your Way to Beautiful<sup>SM</sup> Seminar 2011** begins today!
- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on May 1<sup>st</sup>.
- 8:** **Happy Mother's Day!**
- 12:** **Mary Kay Ash's Birthday**
- Last day to collect customer donations for the *Team Up For Women!* Fundraising Challenge.
- 15:** **Preferred Customer Program** – Enrolment deadline for the Summer 2011 issue of *The Look*.
- 20:** May Career Car qualifier paperwork due to Company.
- 23:** **Victoria Day.** Mississauga and Montréal offices closed.
- 27:** *Team Up For Women!* Fundraising Challenge donations must be received at Mary Kay corporate office by 5 p.m. Eastern Daylight Time to earn recognition at Seminar 2011.
- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Time to count toward May production. Online and faxed orders must be received by midnight Eastern Daylight Time to count toward May production.
- Last day to qualify for the Seminar 2011 Early Bird Registration Draw!

*SHE SAID  
IT BEST*

Break down  
your goal into  
obtainable  
yearly, monthly,  
weekly and  
finally, daily goals. Don't let  
a single day go by that you  
don't accomplish the goal  
you've set for yourself.



*Mary Kay*

Get set for spring by visiting the MKOC<sup>SM</sup> regularly for the latest information and updates. Here's what's blooming in March, April and May.



## MARCH MADNESS

Ready to step up spring with a real challenge? Join Lynda Rose, Vice President of Sales & Marketing, and host 10 parties during one week in March.



## NAME OUR TEDDY BEAR

**Only until March 15<sup>th</sup>!**

Don't miss your chance to win this furry addition to the Mary Kay family! Submit your name suggestion online by March 15<sup>th</sup>.



## IMAGINE... YOUR WAY TO BEAUTIFUL<sup>SM</sup> SEMINAR 2011

**Available May 1<sup>st</sup>!**

Find all the details you need for a stellar Seminar experience – from registration to recognition and so much more!

Don't miss these online features, launching during the Spring 2011 product promotion.



## MARY KAY CANADA BLOG

Visit our new Canadian blog to go behind-the-scenes at the corporate office, get the inside scoop on beauty trends and learn about our charitable initiatives.



## WEEKEND TRENDS

Download the Spring/Summer 2011 Mary Kay® Trend Report to discover *the* must-have looks of the season.



## FOUNDATION FINDER

This brief foundation quiz can help your customers find the perfect formula for their skin type. Find it on [www.marykay.ca](http://www.marykay.ca) and on your Mary Kay® Personal Web Site.



“nothing happens  
until somebody sells something”

# Build **BUILD** boui



PAGE 12

## mini compact maximum colour

discover a new way to organize makeup

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mirror, mirror

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fall in love

PAGE 16 | BEAUTY BUZZ  
a clean sweep



## HOW TO

*recommend the right foundation*

A Mary Kay independent survey<sup>†</sup> of 1,000 women between the ages of 25 and 45 who typically wear foundation revealed that 91 per cent of them would love it if someone would help them find the perfect foundation match.

You now have a complete wardrobe of Mary Kay® foundations that include a variety of foundation types, finishes, shades and benefits to fit all of your customers' needs. Help them find the right one with these tools!

**GREAT FOUNDATIONS SECTION ON PRODUCT CENTRAL**

Here's where you'll find everything you need to learn and promote TimeWise® Liquid Foundations – from product information and fact sheets to comparison shade and conversion charts. Check it out for everything you need to become a foundation expert. This is the place for all your updates, so check back often!

**FOUNDATION FINDER TOOL**

Help your customers discover the perfect foundation formula and shade with the new Foundation Finder Tool, available for ordering online for just \$7 (part #047828). The new tool will feature all Mary Kay® foundation products, including six formulas in more than 60 beautiful shades.

You can take this tool to parties and facials to help you determine a shade family starting point for your customers. Just remember, the tool will give you the general shade family, but the ultimate test to determine the perfect match is the Stripe Test.

To Stripe Test, choose two or three shades that most closely match your customer's skin tone. The correct shade should literally disappear into the skin and blend with the skin tone of the neck. Of course, it's best to check this in natural light. And when in doubt between two shades, go with the darker one.

**FOUNDATION FINDER ONLINE QUIZ**

This brief foundation quiz can help you and your customers find the perfect formula for their skin type. It's located on [www.marykay.ca](http://www.marykay.ca) and on your Mary Kay® Personal Web Site. Once your customer has taken the quiz, you can follow up to book a personal appointment to find the right shade and show them flawless face application techniques. Be sure to share all the products they need for complexion perfection, including Mary Kay® Foundation Primer, matching concealer and a foundation brush!

**FOUNDATION SAMPLERS**

Samplers of TimeWise® Luminous-Wear™ Liquid Foundation and TimeWise® Matte-Wear Liquid Foundation are an effective way to Stripe Test your customers. Look for them on Section 2 of the Independent Beauty Consultant Order Form (three each Luminous-Wear™ and Matte-Wear on a strip of six for \$2).

**PRODUCT VIDEOS**

Videos will be available on *Product Central*, the Mary Kay® channel on YouTube and [www.marykay.ca](http://www.marykay.ca). Celebrity makeup artists Ashunta Sheriff and Luis Casco share their shade-matching and application techniques, which you can share with your own customers.

**FOUNDATION LOYALTY**

It's important to help your customers find a foundation they absolutely love because it's more likely she'll stick with it – and you – in return. Yes, it may take a little more time to customize a foundation versus a lipstick, but it'll strengthen your business.

Here are some selling tips for TimeWise® Liquid Foundation.

- Your customer may be scared to try something new (hey, we're creatures of habit!). Ease her fears by having her **try the new foundation on only half of her face**. That way it can easily be washed off, if it happens to be the wrong shade or formula.
- **Hold a "Save the Nation With Foundation" Party** where your guests can have the opportunity to find a true match for their skin type and preference. Start with cleanser, moisturizer and foundation, then finish with cheek colour, mascara and lipstick, saving an eye look for the next appointment.
- Entice your guests to a party by promoting the Mary Kay® Liquid Foundation Brush. **Applying foundation with a brush may be new to your customers, so it's a great way to show them how.** Consider rewarding them for trying and buying with a small gift.





## BUSINESS BOOSTER

### *mirror, mirror*

You can make the party experience even better for guests by using the new **Mirror With Tray** (formerly named the Face Case), available for \$6 on Section 2 of the March 16<sup>th</sup> Independent Beauty Consultant Order Form. The new Mirror With Tray includes a larger mirror and extended tray area, plus a zippered mesh pouch that can be stuffed with samplers pre-party.

Additionally, new clear disposable trays made from recyclable plastic feature numbered wells to ease the order of application for customers. Packs of 30 disposable trays (\$4) are sold separately.

The new Mirror with Tray will be included in Starter Kits beginning in March. With this change, the current Face Case, Disposable Trays, Quick Zip Bag and Magnified Mirror will be discontinued as of March 16<sup>th</sup>, 2011.



## INSIDER INFO

# THE SCIENCE BEHIND THE BEAUTY

## With Krystle Gonzalez, Regulatory Affairs & Quality Control

**Q: What's the difference between TimeWise® Age-Fighting Eye Cream and TimeWise® Firming Eye Cream?**

**A:** Rich and creamy, TimeWise® Firming Eye Cream improves firmness, brightens the delicate skin of the eye area, delivers intense hydration and fights fine lines and wrinkles. TimeWise® Age-Fighting Eye Cream contains ingredients that give immediate and long-term benefits to reduce the signs of aging in the delicate eye area. While both eye creams are ophthalmologist- and dermatologist-tested, only TimeWise® Age-Fighting Eye Cream is oil-free.

As for which product to offer your customer, it really depends on the benefits she's looking for. If she needs a luxuriously rich eye cream to firm skin then the firming eye cream is definitely the one she'll want. But if she wants brightening benefits in an oil-free formula, she may prefer the lighter age-fighting eye cream.

### 9 OUT OF 10

women saw younger-looking skin with less-noticeable wrinkles after eight weeks of continued use in a clinical study conducted by an independent laboratory



**After a 12-week clinical study:**

### 96%

saw an improvement in the overall appearance of the skin around the eyes

### 100%

saw a visible reduction in roughness/dryness around the eyes

## INVENTORY UPDATE

# PACKAGING CHANGES

Effective beginning with the March 16<sup>th</sup>, 2011 Independent Beauty Consultant Order Form:

- Look for several shades of lipstick, lip gloss, cheek colour and eye colour samplers to phase-in with new packaging. New part numbers will be available.
- **Mary Kay® Beauty Blotters Oil-Absorbing Tissues** (pk./75) will receive a new part number (041758) due to its transition to a new recyclable cardboard package. The new portable package distributes the tissues individually for quick and easy use with no waste.
- The current **Face Case**, **Disposable Trays**, **Quick Zip Bag** and **Magnified Mirror** will be discontinued and replaced with a new **Mirror With Tray** – available on Section 2 for \$6. A pack of 30 disposable trays (\$4) is sold separately.

# I love

the new definition of  
for your lashes

## Introducing Mary Kay® Lash Love™ Mascara

This amazing new water-resistant mascara defines, defends and **delivers four times the volume** without looking overdone. A flexible, sculpted brush separates and coats even fine, hard-to-reach lashes so that they appear fuller, lifted and multiplied.

Available in I ♥ Black and I ♥ Brown  
beginning June 16<sup>th</sup>.

AVAILABLE  
MAY 1<sup>ST</sup> – 31<sup>ST</sup>!

## SPECIAL OFFER!

### Limited-Edition\*

### Mary Kay® Eye Love It! Set

To add to the lash-loving power of this multitasking mascara, we've paired the I ♥ Black shade with a travel-size version of best-selling Mary Kay® Oil-Free Eye Makeup Remover and a heated eyelash curler (battery not included). Get it while you can!







MULTI-TASKING MONEYSAVER

## mary kay® cream eye color

On its own. As a primer. Paired with powder. Our newest addition to the Mary Kay® regular product lineup is magnificent when it comes to multiple uses.

by Marijana Klapcic

### ON ITS OWN

Pale Blush or Apricot Twist make a great casual look for the weekend. Apply to entire lid, top it off with two coats of mascara, and you're off! Apricot Twist and Iced Cocoa are also great solo shades for ladies looking for a touch of colour without the effort. Plus, the cream eye colour's staying power will last through Saturday's hockey practice, ballet class and your weekend shopping ritual. Trust me, it won't budge – and it's just enough to make you look like you dashed out the door without a care (shhhh... we won't tell anyone you're wearing makeup if you don't!).

### AS A PRIMER

Have you tried using Pale Blush or Beach Blonde as a base? It only takes one try to get you hooked! Apply either shade to the entire eyelid and brow bone area and top it off with your favourite (darker) cream eye colour or mineral eye colour shade. You won't believe the difference in staying power. Both shades also work wonders as a highlighter on the brow bone.

### PAIRED WITH POWDER

It's best not to layer cream eye colour over a powder (mineral eye colour), as it can lead to be a creased, uneven mess. Vice versa, however, is a definite "do"! The cream base will help your mineral eye colour pop and last all day. Just be sure to apply the mineral eye colour immediately after the cream so it doesn't have a chance to dry. One of our favourite colour combinations is pairing Glacier Gray with Silver Satin. It creates a bolder effect and adds some soft shimmer to the lids.

The cream eye colours will become your best friend when you're pressed for time – especially since they're finger-friendly! For a more precise application, try the Mary Kay® Cream Eye Color/Concealer Brush.

*At press time, an unforeseen ingredient shortage has temporarily impacted supplies of Mary Kay® Cream Eye Color. We apologize for any inconvenience this may cause.*

pale blush

beach blonde



### OUR COVER LOOK

## relaxed and refreshed

This season, the hottest trend is not only luxurious – it's effortless too! And that's why we've chosen *Relaxed and Refreshed* as our pick for spring's makeup artist look. From buildable eyes to lips that can make a statement or take a step back, we've made it easier than ever to make leisure a luxury. And that means more time for yourself!

### HOW TO GET IT

1. Apply a thin layer of Glacier Gray cream eye colour to entire lid; blend upward into crease.
2. Apply Peacock Blue mineral eye colour from inner crease to just above lid. Blend outward toward corner of eye. Apply to lower lashline from inner to outer corner; blend into colour at corner of eye.
3. Finish with mascara.
4. Apply Shy Blush mineral cheek colour to the apple of cheeks, blending up and out toward temples.
5. Finish by applying Sherbet liquid lip colour.

### MAKEUP ARTIST TIP!

Use the angled tip of the liquid lip colour applicator to define the lip line. Then use the flat side of the applicator to quickly fill in the centre.

### MAKE IT YOURS

If coral isn't your colour, swap out Sherbet liquid lip colour with tinted lip balm in Rose or Poppy. Not into liquid lips? No problem. Lipstick lovers can try Pink Shimmer (pink please!) or Whisper (for neutral gals), as they both complement this makeup artist look. Strawberry Cream mineral cheek colour is also a fresh alternative if Shy Blush is too demure for you! It'll also take your look from day to night in a few sweeps.

– MK



pink shimmer



whisper





## NEW! mary kay® compact mini

**THE SCOOP:** Tiny enough to tuck anywhere.

**THE CUSTOMER:** The makeup minimalist or younger consumers who just need the basics.

- Sleek design features flip-up sections with a mirror
- Hidden tray holds tools and applicators
- Great for carrying a Mary Kay® pressed powder, foundation or colour look
- Small enough to tuck in a pocket or clutch
- Patented design\*

\$20  
(unfilled)

# CHOOSE YOUR COMPACT

## MARY KAY® COMPACT

**THE SCOOP:** The essential every woman needs.

**THE CUSTOMER:** Makeup mavens who crave a complete colour look – to go!

- Holds a complete colour look, including lipstick or lip gloss
- Carry it in your bag, briefcase or tote
- Patented design\*\*

\$22  
(unfilled)



\$40  
(unfilled)

## MARY KAY® COMPACT PRO®

**THE SCOOP:** Ultimate makeup organization

**THE CUSTOMER:** Colour connoisseurs who need it all!

- Combine your colour, foundation and powders for a complete look
- Holds mascara or your choice of two lipsticks, lips glosses, liquid lip colours or brow gel
- Add lip liners, eyeliners, brow pencils and applicators
- Keep it in your bathroom drawer, place on your vanity or pack it in your suitcase or tote to take all your makeup with you
- Patented design†



## *YOUR WAY TO ORGANIZED MAKEUP*

Now there's a trio of Mary Kay® Compacts custom-fit for your life and your style.

Are you a minimalist who likes to keep things simple? Do you want to put an end to the mess of makeup at the bottom of your bag? Or are you more of a colour explorer who wants to indulge her every fashion whim? You might even be longing for a compact tiny enough to tuck in a pocket or one that's big enough to end closet chaos. Well, whoever – and wherever – you are, there's a Mary Kay® Compact that will help you find your way to colour bliss.

Each magnetic Color Tile™ easily pops in and out so you can switch and swap without replacing your compact – which keeps you and the planet looking beautiful. And for the ultimate in flexibility, every Color Tile™ fits every size compact – and even the tiniest compact leaves room for applicators! Now there's a way to make makeup your own.

### **STYLISH AND DURABLE**

Each Mary Kay® Compact features:

- Ultradurable, purse-tested finish that wipes clean.
- Easier-than-ever makeup organization.
- Refillable design, making it a great value and easy on the environment.
- Revolution magnetic refill system with release tabs.

### **MILLIONS OF COMBINATIONS**

With so many customizable options, filling each Mary Kay® compact is the ultimate makeup adventure, allowing you to experiment with makeup any way you like. Each Color Tile™, available in the following products, is easily added or removed.

- Mary Kay® Mineral Eye Color
- Mary Kay® Mineral Cheek Color
- Mary Kay® Mineral Bronzing Powder
- Mary Kay® Mineral Highlighting Powder
- Mary Kay® Sheer Mineral Pressed Powder
- Mary Kay® Creme-to-Powder Foundation

Then, depending on the compact size, add your favourite lip colour, lip and eyeliners, mascara and applicators. Now that's freedom of choice!

\*Patent Pending

\*\*D555,288 and other Pats. Pending

†D611,657 and Intl. Pats. Pending



# WEEKEND WONDERFUL

**The limited-edition\* Mary Kay® The Weekender Collection makes leisure your ultimate luxury.**



## **FREE BAG AND SCARF!**

Get the dark denim The Weekender Collection Cosmetic Bag and removable Scarf\* with any **\$55 suggested retail purchase from the limited-edition\* Mary Kay® The Weekender Collection.**

Plus, make application easy with this limited-edition sharpener – **FREE** with every The Weekender Collection eye or lip pencil purchase.







## EYES

are soft with  
a hint of bright colour  
or metallic white

### THE WEEKENDER EYE PENCIL\*

\$18

- Easy to use jumbo pencil that glides on smoothly.
- Creamy texture.
- Provides intense, buildable colour.
- Eyeliner and eye shadow in one.

#### HOW TO

### *wear it like a pro*

- White Wash can be used as a highlighter to spotlight the inner corner of the eyes or the brow bone.
- Use a light mineral eye colour shade, like Crystalline or Moonstone, as a base and cover the lid area with your favourite The Weekender eye pencil shade – depending on your mood!



sage

turquoise  
waters

white wash

classic  
navy

## LIPS

make a statement –  
they're very bright or  
very neutral



coral stone

pink sand

### THE WEEKENDER LIP PENCIL\*

\$18

- Easy to use jumbo pencil that glides on smoothly.
- Creamy formula makes lips feel soft.
- Lets you perfectly outline and fill in your lips.
- Sheer coverage.

#### HOW TO

### *wear it like a pro*

- Line your lips with The Weekender lip pencil and then quickly fill them in with the same shade. The texture is so creamy and soft, it only takes a few glides to create the perfect pout. Perfect for the girl-on-the-go.

## NAILS

are perfectly  
polished

### THE WEEKENDER NAIL LACQUER\*

\$10

- Easy to apply.
- Applies smoothly.
- Stay-true colour.
- Provides instant high-gloss finish.

#### HOW TO

### *wear it like a pro*

- Finish your look with the season's must-have accent: perfectly polished nails. It starts and ends with the Mary Kay® Base Coat/Top Coat\* (\$10). And in between, these nail lacquers will give you stay-true colour you'll love.
- What's the nail shape of the moment? Square nails can look dated, while the squared-off oval can be somewhat masculine. Short, rounded nails – as shown above – in a bright or neutral colour look most modern.



coral stone

pink sand

All prices are suggested retail.

# share the **mary kay buzz!**



## *a clean sweep*

Did you share your beauty must-haves during *FASHION* magazine's Readers' Choice Beauty Awards? The February 2011 issue of *FASHION* unveiled this year's fan faves and we know you'll be thrilled with the results!

In the Cleanser Over \$15 category, it was a clean sweep for **TimeWise® 3-in-1 Cleanser**! This skin care essential joins the ranks of last year's *FASHION* winners, which include TimeWise® Age-Fighting Moisturizer Sunscreen SPF 15 (Moisturizer Over \$30), TimeWise® Microdermabrasion Set (Exfoliator Over \$20) and Mary Kay Concealer® (Concealer Over \$12).

Look for the *FASHION* Readers' Choice Beauty Award seal in *The Look* and on the carton of TimeWise® 3-in-1 Cleanser in both normal-to-dry and combination-to-oily formulas throughout 2011.

Missed it on newsstands? See the complete list of Readers' Choice Beauty Awards winners on [www.fashionmagazine.com](http://www.fashionmagazine.com).

## *beauty editors get their stripes*

In November 2010, Canadian beauty editors from *FLARE*, *FASHION*, *Canadian Living*, *The Kit* and [beautyeditor.ca](http://beautyeditor.ca) – plus editors from top U.S. and Puerto Rican women's magazines – attended a Mary Kay publicity event at the Gramercy Park Hotel in New York City to preview TimeWise® Liquid Foundations.

The response was overwhelmingly positive as each editor was shade matched by celebrity makeup artists Ashunta Sheriff and Luis Casco. Editors also tried TimeWise® Foundation Primer and the foundation brush.

TimeWise® Liquid Foundation has already appeared on [beautyeditor.ca](http://beautyeditor.ca) and the March issue of *Canadian Living*, and will also be included in the spring issue of *The Kit* (read it online at [www.thekit.ca](http://www.thekit.ca)).

Be sure to watch [www.marykay.ca](http://www.marykay.ca) and our Facebook page for even more beauty buzz.



## HOW TO

# USE SOCIAL MEDIA TO CONNECT WITH CUSTOMERS

Many Independent sales force members use social media communities such as Facebook, Twitter and YouTube to keep in touch with friends and family both near and far. But did you know that you can apply the power of these social media tools to your Mary Kay business? Doing so can help complement the personal, face-to-face contact you have with customers and help keep Mary Kay "top of mind" anytime, anywhere! Here's how to get started!



## SHARE STORIES AND LINKS

Share stories and features from the Mary Kay Canada Facebook page\*, your Mary Kay® Personal Web Site or [www.marykay.ca](http://www.marykay.ca) – including *The Look* eCatalog, Personal Beauty Profiler or Virtual Makeover (and so much more) to your Facebook Wall for friends and family to see! Here's how:

1. Simply go to [www.facebook.com](http://www.facebook.com) and log in to your account.
2. Find the story you would like to share and click the "Share" link.
3. You can share as-is, or you can choose to write a custom message. Be sure to hit the "Share" button when you're done!
4. You're done. The post is now on your personal Facebook Wall!

## SHARE VIDEOS

Sending videos from the Mary Kay® YouTube Channel to your Facebook Wall can be an easy way to open up a discussion with your customer on a variety of topics, such as promotional products, trends and team building.

Or consider sending video application tips to a customer who just bought the latest colour, skin care supplements, body care or fragrance as a way of showing them the value-added service that only a Mary Kay Independent Beauty Consultant can provide! Here's how:

1. Go to [www.youtube.com/marykay](http://www.youtube.com/marykay)
2. Choose the video you would like to share, and click on "Share" located directly under window that plays the video.
3. Click on "Facebook" on the list of social media sites you can share it with.
4. When the Facebook login window opens up, simply login to your Facebook account.
5. You can share as-is, or you can choose to write a custom message. Be sure to hit the "Share" button when you're done so the video appears on your personal Facebook Wall!!



## SOCIAL MEDIA STATUS UPDATES

Both Facebook and Twitter allow you to post status updates that can be viewed, depending on your settings, by anyone or a restricted group.

When posting status updates to these sites, the easiest way to ensure compliance with the terms of your Mary Kay Independent Beauty Consultant Agreement is to utilize Company-approved posts available in the *Digital Zone* on the MKOC<sup>SM</sup>.

Then simply copy and paste (or just type) the text into the status box on Facebook and/or Twitter.

*as seen in*



BEAUTYEDITOR.CA  
JANUARY 2011



CANADIAN LIVING  
MARCH 2011



FASHION  
MARCH 2011

\* Please note that the Mary Kay Canada Facebook page is intended for building the brand with the general public. It is not designed as a place for independent sales force members to advertise their personal Mary Kay business. Instead, we encourage you to share and promote your business on your personal Facebook Wall.



# give preferential treatment

SUMMER 2011 GIFT WITH PURCHASE

## timewise® mini even complexion set

Is there any woman who doesn't want glowing, even, more radiant skin? We don't think so either.

It's why you should introduce your customers to a trial size of the most powerful pair in the TimeWise® lineup – the **even complexion power pair** – when they purchase \$50 or more in Mary Kay® product during the upcoming Summer 2011 product promotion.

Each gift-with-purchase set includes:

- a mini TimeWise® Even Complexion Essence (5 mL);
- a mini TimeWise® Even Complexion Mask (21 g); and
- a perfect-for-primping pink headband (not shown).

Once your customers “pair up” with these power players and see the brightening benefits of both, these products are sure to become a can't-live-without-it part of their skin care rotation.

### ABOUT THE PRODUCTS

TimeWise® Even Complexion Essence offers long-term even skin tone benefits by helping to reduce the appearance of dark spots, freckles and uneven skin tone.

Our exclusive, patent-pending, multi-functional Lucentrix® complex works throughout the day to unveil brighter, more even looking skin.

And, when paired with the moisture-rich, immediate brightening benefits of the TimeWise® Even Complexion Mask, skin looks brighter and feels softer and smoother.

### YOUR TARGET CUSTOMERS

- Loyal TimeWise® Miracle Set™ users who are new to skin care supplements.
- Women with age spots, sun damage, acne scarring, dark areas related to hormonal changes, or other variations in skin tone.
- Customers who are currently using a Classic Basic™ mask and would like to have the age-defying benefits of a skin-brightening product.
- Women of all skin tones who love the pampering benefits of a mask or would like to brighten the appearance of uneven and dull looking skin.



## dates to remember

- **Enrolment begins:** April 15<sup>th</sup>, 2011
- **Enrolment deadline for *The Look*:** May 15<sup>th</sup>, 2011
- **Enrolment deadline for the *Summer Sensations* optional mailer postcard:** June 15<sup>th</sup>, 2011
- **Gift-with-purchase and generic literature packs will be shipped by:** June 13<sup>th</sup>, 2011
- **Customer and Independent Beauty Consultant versions of *The Look* begin mailing:** June 17<sup>th</sup>, 2011
- ***Summer Sensations* optional mailer postcard begins mailing:** July 25<sup>th</sup>, 2011
- **Gift-with-purchase offer expires:** September 15<sup>th</sup>, 2011

Remember! This is the **FOURTH** and **FINAL** qualifying quarter for the 2010/2011 **Preferred Customer Program Consistency Challenge!**

“those who show up,  
go up”

# GROW

PAGE 21

see yourself in  
a more *fashionable* light

TAKE THE **LIGHTS, CAMERA, FASHION TEAM-BUILDING CHALLENGE**

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behind the seams of  
the new red jackets

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star consultant  
prize program

PAGE 24 | SEMINAR 2011

*imagine... your way  
to beautiful<sup>SM</sup>*



# STEP UP TO *style*

## Show your passion for team-building in a gorgeous limited-edition Red Jacket!

### BEHIND THE SEAMS

Concepts for the stunning new Red Jackets started in early 2010 when professional fashion designer Rebecca Decker began initial sketches. Rebecca, who has worked on Mary Kay apparel for eight years, took inspiration from fashion houses Dior, Burberry, Coach and Michael Kors studying their fabrics, shapes and details.

"We needed on-trend looks that would last and look great on all types of women," Rebecca shares. "The goal was to create three jackets with their own distinct personalities, ready to be the life of your business and your closet."

Rebecca's initial six designs were narrowed down to three. Sample garments were made, and those prototypes were refined, resulting in the designs you see here.

"The Charley is cutting edge and contemporary; the Emma is mainstream and sophisticated; and the Mackenzie is young, fresh and trendsetting," Rebecca shares.

### THE CHARLEY BIKER, MOTO-CROSS JACKET

- Red fabric with a sheen
- Detailed with gold zip and pull accents on pockets and sleeves
- Adjustable front collar to create different silhouettes
- Three-quarter length sleeves

### THE EMMA

#### 3/4 LENGTH TRENCH

- Textured jacquard-weave fabric with lining
- Portrait split-lapel collar
- Three-quarter cuff tab accent on sleeves
- Can be worn belted or unbelted
- Bold black buttons rimmed with silver
- Detailed with button front pockets
- Back vent





"We want every woman who wears these jackets to be on-trend, fashion-forward and to shine!"

– Rebecca Decker, fashion designer



### THE MACKENZIE SAFARI CROPPED TRENCH

- Textured jacquard-weave fabric with lining
- Button flap accents on shoulders and sleeves
- Back vent
- Small portrait collar
- Black buttons with silver grommet accent
- Special pocket details
- Can be worn belted or unbelted
- Finished with lining

MARCH 1<sup>ST</sup> –  
JUNE 30<sup>TH</sup>, 2011

## *lights, action, fashion team-building challenge*

Turn up the heat on your team-building momentum. Debut as a Red Jacket fashionista at Seminar 2011!

That's right! Where better to strut your stuff in a new Red Jacket than at an exclusive Seminar function with exciting recognition?

All it takes to earn your invitation is the addition of one new personal team member\* with an initial order of \$200 or more in wholesale Section 1 product during the promotion period.

Want to take it one step further? Heat up your Seminar social schedule by earning your invitation to an exclusive function!

### ARE YOU AN INDEPENDENT BEAUTY CONSULTANT?

#### When you:

Add **3** new qualified\* personal team members

#### You'll earn:

A new Red Jacket; a namebadge ribbon; and an invitation to the *Lights, Action, Fashion* exclusive function at Seminar 2011.

Add **4** new qualified\* personal team members

A new Red Jacket; a namebadge ribbon; **standing** recognition; and an invitation to the *Lights, Action, Fashion* exclusive function at Seminar 2011.

Add **5 or more** new qualified\* personal team members

A new Red Jacket; a namebadge ribbon; **onstage** recognition; and an invitation to the *Lights, Action, Fashion* exclusive function at Seminar 2011.

### ARE YOU AN INDEPENDENT SALES DIRECTOR?

When you add 3, 4 or 5 new qualified\* personal team members, you'll **earn a custom Mary Kay wrap** in place of a Red Jacket – plus all the corresponding Seminar recognition listed above!

\* A qualified personal new team member is one whose Independent Beauty Consultant Agreement is submitted from March 1<sup>st</sup>, 2011 to June 30<sup>th</sup>, 2011 and whose initial order with the Company is \$600 or more in wholesale Section 1 product and is received during the promotion period.



Find it online: MKOC > Recognition/Contests > Contests & Rewards

# FOUR TOOLS YOU CAN USE TO EARN A RED (HOT) JACKET!

1

## The Consultant Guide.

It features booking and team-building scripts throughout, as well as a chapter dedicated to building "A Winning Team".



4

## Set the Pace for Success Team-Building MP3s.

Available through the *MK Media Library* on the MKOC<sup>SM</sup>, this series includes 15 podcasts devoted to the topic of – you guessed it! – team building.

## Independent sales force leaders who have blazed the red hot trail.

Test their tips by checking out these additions to the *MK Media Library* in March, April and May – they've been specially selected to help you see yourself in a more fashionable light at Seminar 2011.

### MARCH

- Courage to Build a Team (English) with **Independent National Sales Director Jane Kosti**.
- Courage to Build a Team (French) with **Independent Senior Sales Director Lucie Beauregard**.

### APRIL

- Expand Your Circle of Influence (English) with **Independent Senior Sales Director Robin Courneya-Roblin**.
- Expand Your Circle of Influence (French) with **Independent Senior Sales Director Nathalie Delisle**.

### MAY

- The Greater Purpose (English) with **Independent Senior Sales Director Shannon Shaffer**.
- The Greater Purpose (French) with **Independent Senior Sales Director Louise Boulanger**.

Find tips to help you download and listen on the go in the *MK Media Library* section of the MKOC<sup>SM</sup>.



Find it online: MKOC > Education > MK Media Library

2

## Your I Story.

Consider creating an alternative *I Story* which is better suited to a team-building appointment than a skin care class. You might highlight why you accepted the business opportunity, why you're so passionate about your business and how it's changed your life.



3



FEBRUARY 1<sup>ST</sup> –  
JULY 1<sup>ST</sup>, 2011

## glamorous beginnings

You've worked hard to be among the leaders of Mary Kay, so what better way to celebrate your debut as an Independent Sales Director than with this gorgeous amethyst and diamond ring.

When you debut as an Independent Sales Director between February 1<sup>st</sup> and July 1<sup>st</sup>, 2011, you'll receive this stunning jewelry reward, plus you'll be invited to the *Successful Beginnings* Special Luncheon at Seminar 2011, along with your unit members and your Independent Senior Sales Director.

What a fabulous way to celebrate a new beginning!

## ACHIEVING THE NEXT STEP: WHAT'S IN IT FOR YOU?

Arriving at this important milestone requires dedication and hard work as well as a vision for your future as you define it! Consider how making the extra effort can reward you now and in the years to come.

- You'll earn a commission on every sale your unit members make, plus you'll be eligible for "extras" such as Star Sales Director bonuses and personal team-building bonuses.
- You'll be entitled to wear the exclusive Independent Sales Director Suit.
- You'll learn how to coach others to greatness while you grow your own skills and abilities more than you ever dreamed possible.
- You'll receive unparalleled mentoring from women who have proven their leadership expertise and are just waiting to share it with you.
- You'll discover paycheques of the heart as you nurture and encourage women who look to you for information, inspiration and insight.
- You'll immediately have access to a world of educational tools the Company makes available only to Independent Sales Directors.
- You'll begin to envision a bold new horizon that has no limits – a journey that can take you all the way to Independent National Sales Director!

SNEAK PEEK!

## QUARTER FOUR STAR CONSULTANT PRIZE PROGRAM



LEVEL 1,800

### BANGLE SET

This set features three bangles, each with two different engraved inspirational words (bilingual). Each bangle is silver-plated, as well as nickel- and allergy-free. Comes in its own black velvet pouch.

Dimensions: 0.5 cm thick x 7 cm diameter.



LEVEL 6,000

### SONY 8GB BLOGGIE™ TOUCH CAMERA

When fun happens, the all-new pocket-sized bloggie™ camera lets you capture, upload and share the action in high definition. Features include 3.0" Touch Screen LCD, HD Output, Steadyshot® image stabilization, Playback Zoom (2x, 4x, 8x) and internal battery.



LEVEL 9,600

### SHARP LCD TV/DVD COMBO

For your viewing pleasure, the DV28 series provides a convenient built-in DVD television solution with a distinctive design. Features a side-loading progressive scan DVD player, a high-performance 22" LCD panel for high brightness, a high contrast ratio, low-reflection glare protection and wide viewing angles.



# Imagine

your way to beautiful<sup>SM</sup>

Compiled by Andrea Querido



“Seminar is the ultimate expression of a very simple concept: **praise people to success.**”

– Mary Kay Ash

## FIND IT FAST ON THE MKOC<sup>SM</sup>!

Everything you need to know about Seminar 2011 is at your fingertips!

When registration opens on May 1<sup>st</sup>, be sure to visit the *Events* section on the MKOC<sup>SM</sup> for all the details – from registration information, access to the online sales booth and complete recognition qualifications, plus so much more.

Just click on the *Imagine... Your Way to Beautiful<sup>SM</sup>* Seminar 2011 icon!



Find it online: MKOC > Events > Special Events

**IMAGINE** the excitement you'll feel as you enter the doors of the International Centre decked out in Mary Kay Seminar splendour. **IMAGINE** the fabulous education you'll receive from Independent National Sales Directors and top Independent Sales Directors who are eager to share their personal tips for success with you. **IMAGINE** learning the latest and greatest information on what's new with Mary Kay<sup>®</sup> product. **IMAGINE** the recognition and praise you'll receive from sister independent sales force members and the Mary Kay corporate team for a job well done.

Join us for this and much more, and get ready to *Imagine...Your Way to Beautiful<sup>SM</sup>* at Seminar 2011!

## BE AN EARLY BIRD AND WIN A SEMINAR PIZZA PARTY!

May 1<sup>st</sup> – 31<sup>st</sup>, 2011

Achieving your goals is a beautiful thing – having a little fun along the way is even better! Why not reward yourself for a year of hard work and dedication to making your dreams come true by reserving your spot early at Mary Kay's biggest event of the year for the chance to get your pizza party on? Here's how!

- The top Independent Sales Director\* in each region with the highest per cent of Seminar registrations within their unit (based on their unit size as of May 31<sup>st</sup>, 2011) will be awarded a hotel reimbursement\*\* for the duration of Seminar (3 nights commencing on Day 0), plus a Seminar kick-off pizza party pack that includes \$250.
- The first, second and third runner-up Independent Sales Director\* in each region will also be rewarded with a Seminar kick-off pizza party pack.

*Regions are defined as follows: West (British Columbia, Alberta, Manitoba, Saskatchewan, the Territories); East (Québec, Nova Scotia, New Brunswick, Prince Edward Island, Newfoundland and Labrador); and Ontario. Winners will be selected on June 10<sup>th</sup>, 2011, following May month end. All winners will be notified by telephone.*

*\*To qualify, Independent Sales Directors must be in good standing with the Company, and have a minimum of 26 unit members at the end of the promotion period.*

*\*\*The total reimbursement will be based on an average room rate of \$129/night for 3 nights totaling \$387.*



# 10 reasons why you should attend seminar

1. **Celebrate** and receive well-deserved recognition for your accomplishments!
2. **It's a smart business decision.** Seminar is the perfect setting to think about the new goals you want to achieve for the new Seminar year!
3. **Learn from the "best of the best".** Independent National Sales Directors and top Independent Sales Directors from across the country come together to share their personal stories and secrets of success with you.
4. **Receive fabulous education** covering a wide range of topics, including what's new with Mary Kay® product to the solid business-building techniques that can help you take your business onward and upward.
5. **Be the first to try new Mary Kay® product** and receive a product giveaway only available as part of your Seminar registration.
6. **Share ideas with sister independent sales force members** who, just like you, are eager to learn and grow in their Mary Kay business.
7. **Spend quality time** with your Independent Sales Director and National Area.
8. **You're worth the investment!** Nowhere else can you receive the wide range of education, inspiration, recognition and motivation you'll receive at Seminar.
9. **Picture yourself driving the dream.** See Mary Kay Career Cars up close and find out how you can earn the use of your own car.
10. The **Seminar Expo** will teach you about upcoming product launches and tools designed to help you reach out to hostesses and customers.

## DON'T MISS THE MK LEARNING CENTRE

Always informative, always engaging, almost always a full house!

This first-come, first-seated learning opportunity is back once again by popular demand. Taking place on Day 0 and open to ALL Seminar attendees, you'll learn about tools that can have a positive impact on your Mary Kay business, tips and tricks to keep you at the top of your game, and of course, our ever-popular Mary Kay® colour makeovers with our favourite makeup artist, Diana Carreiro!

A full schedule with topics and times will be available on the MKOC<sup>SM</sup> in mid-April.

## fuel up for countdown: weekly tips for racing to the finish line

- Ask at least one person who doesn't already use Mary Kay® product to book a skin care class.
- Call at least one customer you haven't seen in a long time and ask her to book a skin care class. Consider suggesting a **Mary Kay® Body Care** or colour-themed party.
- Sell at least two **TimeWise® Microdermabrasion Sets**.
- Bring at least one guest to your next unit meeting.
- Share the Mary Kay opportunity with at least one person.
- Give your business card to at least five people and book a selling appointment with at least one of them.
- Have at least \$300 in retail sales.
- Sell at least one **TimeWise® Miracle Set™**.

Even if you don't quite make your Seminar goals for this year, set yourself up for success next year. Go to Seminar 2011 excited about what the new year can bring!

## IMAGINE YOURSELF AT SEMINAR!

### Dates

July 24<sup>th</sup> – 27<sup>th</sup>, 2011

### Location

International Centre, Mississauga, ON

### Registration Dates

May 1<sup>st</sup> – June 30<sup>th</sup>, 2011

### Registration Fees

- **\$250 (plus HST) per person.** New Independent Beauty Consultants whose Independent Beauty Consultant Agreement is accepted by the Company as of July 1<sup>st</sup>, 2011 may also register on-site at this rate.
- **\$285 (plus HST) per person on-site** – space permitting.

### How to Register

- **MKOC<sup>SM</sup>** – Beginning May 1<sup>st</sup>, click on the *Imagine... Your Way to Beautiful<sup>SM</sup>* Seminar 2011 graphic.
- **Mail** – Send completed registration form to:  
*Mary Kay Cosmetics Ltd.*  
*Special Events Registration*  
*2020 Meadowvale Blvd.*  
*Mississauga, ON L5N 6Y2*
- **Fax** – Send completed registration form to:  
1 (888) 449-8394.

### Spouses

Spouses may register to attend Seminar 2011 for \$165 (plus HST). They may also register for one of two special spouse activities: a day of golf at Piper's Heath Golf Club or a tour of the Mary Kay Corporate Office – plus the Spouse Workshop, an exclusive learning opportunity just for men.

Spouses who participate in either activity will also receive transportation to and from any of our host hotels, as well as breakfast and lunch. For full details on these activities, visit the MKOC<sup>SM</sup> in mid-April.

### Cancellations

- **Full refund:** until June 30<sup>th</sup>, 2011.
- **Less \$150 fee:** July 1<sup>st</sup> – 24<sup>th</sup>, 2011.
- **No refunds** will be processed after July 24<sup>th</sup>, 2011, including cancellation requests received that include notes from doctors regarding medical emergencies.



## SEMINAR 2011 SPECIAL FUNCTIONS YOU WON'T WANT TO MISS

No one throws a celebration quite like Mary Kay. You won't want to miss a moment of the action, the recognition and the fun! Here's just a taste of the special recognition you can earn at Seminar 2011.

### Special Functions

- All-Star Luncheon
- Lights, Action, Fashion Exclusive Function
- Royalty Reception

### Recognition To Revel In On Awards Night

- Circle of Achievement
- Circle of Excellence
- 2010/2011 Preferred Customer Program Consistency Challenge *Glam-Up* Winners
- Go-Give™ Award Recipients
- Million Dollar Circle of Excellence
- NSD Diamond Circle Recognition
- Queen's Court of Personal Sales
- Queen's Court of Sharing
- Double Star Achievement
- Triple Star Achievement

### Onstage Recognition

- All-Star Consistency Challenge
- Cadillac Achievers
- Class of 2011
- Grand Achievers
- Independent Executive Senior Sales Directors and Elite Executive Senior Sales Directors
- Million-Dollar Units
- 2010/2011 Preferred Customer Program Consistency Challenge
- Premier Club Achievers
- Star Sales Director Program
- Teachers
- Team Up for Women! Challenge

### Additional Recognition

- All-Star Consistency Challenge
- Star Sales Director
- Team Up for Women! Challenge

Be sure to check out the details and qualifications for these outstanding recognition opportunities on the MKOC<sup>SM</sup>!



Find it online:

MKOC > Recognition/Contests > Contests & Rewards

## WHAT I LEARNED AT SEMINAR



### RAELENE BENNETT

Independent Sales Director (Red Deer, AB)

**MY SEMINAR "A-HA" MOMENT:** "That I can be successful in this business as long as I have the right attitude and I'm willing to reach out and help others. I also realized that I'm the only one who can make a positive change in my Mary Kay business."

**MY SISTER INDEPENDENT SALES FORCE MEMBERS MADE ME FEEL:** "I was welcomed into the sisterhood of Mary Kay by so many women and they made me feel that I had what it takes to achieve success and that I can make a difference."

**I LEARNED:** "As long as you have a willing heart and a desire to make a difference in someone's life, Mary Kay can be for you. I also learned that when you help others get what they want, you also get what you want."

**AFTER SEMINAR:** "I debuted as an Independent Sales Director on February 1<sup>st</sup>, 2011!"

**YOU NEED TO BE AT SEMINAR BECAUSE:** "You'll learn so many ideas from different independent sales force members. It's a whole new feeling of motivation and excitement. Like everyone always says, you show up to go up!"



### RYANNA EVANS

Independent Beauty Consultant (Kelwona, BC)

**MY SEMINAR "A-HA" MOMENT:** "Realizing that we are all independent businesswomen, but with an amazing support structure that's based on the successes of those before us, as well as those working alongside us. At Seminar, all of us need to be more than just spectators – we need to be on stage!"

**MY SISTER INDEPENDENT SALES FORCE MEMBERS MADE ME FEEL:** "Encouraged, loved and part of the most amazing sisterhood. It's really hard to put into words the camaraderie and overwhelming feeling of belonging."

**I LEARNED:** "One does not have to re-invent the wheel, but rather to learn and apply what is taught. Everything that works to build our sales has been tried, tested and proven to work. One needs **only** to emulate the leaders in Mary Kay. All they have done is what they were taught. They pass it on to us with a great deal of encouragement and foresight because they know it works."

**AFTER SEMINAR:** "I booked as many classes as I could for July and had sales of \$1,000 to finish that week. I set a goal of working only 20 hours a week in August – after all, it was summer – and sold almost \$6,000 retail that month. In September we heard about Ryan Rogers' *Fall Frenzy* which challenged me to see if I could exceed his week's sales, which I did the last week of September with a \$9,000 week. By the end of October, I had achieved the Court of Sales. At the end of December, I had significantly increased my customer base and am approaching \$60,000 in retail sales halfway through the Seminar year."

**YOU NEED TO BE AT SEMINAR BECAUSE:** "You owe it to yourself to experience the entire culture and sisterhood of Mary Kay! The education at Seminar is the very best our Company has to offer and it will change your life, your business and your perception of what is possible. Success is as simple as being there for a life-changing experience. It will change your life for the better! I look forward to meeting every one of you!"

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

# ct REFLECT re



PAGE 30 | GIVE BACK

## team up for women!

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the \$300-class brunch

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shirley austin shares  
her mary kay moment

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mary kay pioneers





## PHOTO FLASHBACK

happy birthday  
mary kay!

In honour of Mary Kay Ash's birthday on May 12<sup>th</sup>, it's fitting to remember that she always wanted to make others feel even more important than herself – especially on their birthday! The following reminiscence from long-time Mary Kay Inc. employees Jennifer Cook and Erma Thompson is testament to Mary Kay's giving spirit.

"We had a little system back in the 1960s. When a new Independent Beauty Consultant started her Mary Kay business, her name was entered into a notebook. The date of the Independent Beauty Consultant Agreement and her birth date were entered – and every year the person received a card from Mary Kay for her anniversary and her birthday. Over the years, we moved to another building to accommodate our growing Company, but the independent sales force also continued to expand. One day one of the executives said to Mary Kay, 'Mary Kay, you know we'll have to quit doing these birthdays. We have too many.' And she just said, 'Oh no we won't.' There was no arguing with her, as she would just smile sweetly. Mary Kay wanted every woman to have a birthday card because 'some don't get many cards.' When she was a salesperson herself, she had customers who told her she was the only person who sent them a card on their birthday – and some Independent Beauty Consultants wrote to thank her and said the same thing. That touched her deeply. She didn't want anyone associated with this Company to feel less than special on their birthday."

## THEN &amp; NOW

*shelter grant program*

**2004:** The Shelter Grant Program was created as a project of the MKACF in an effort to reach communities across Canada where there are limited fundraising resources. In 2004, the program awarded grants of \$1,500 each to 12 shelters across Canada, based on applications received from shelters and community outreach programs in need.

**Today:** Thanks to you and your customer's generous support of the MKACF, we've donated more than \$400,000 since the program's inception and helped make a difference across the country. Check out page 33 to learn about this year's recipients!

## FROM MARY KAY'S KITCHEN

## \$300-CLASS BRUNCH

Mary Kay had many cookbooks sent to her by independent sales force members, employees, authors and friends.

Perhaps one of the most unusual is a husband's cookbook with advice to men about what to cook on evenings when their Independent Sales Director wives have appointments or meetings. This recipe was created to celebrate great sales.

## Ingredients

*Cream Sauce*

- 2 tablespoons butter
- 2 tablespoons all purpose flour
- 1 cup milk
- salt and pepper to taste
- 4 tablespoons grated Parmesan cheese
- 6 large mushrooms, sliced
- 1 tablespoon butter
- 6 English muffin halves, toasted
- 6 slices bacon or ham
- 6 eggs, poached

## Directions

*Cream Sauce*

- Melt butter in saucepan over low heat.
- Remove from heat and stir in flour until well blended.
- Slowly pour in milk, stirring constantly.
- Return to low heat and continue stirring until sauce bubbles and thickens.
- Add salt and pepper to taste and cook 10 minutes longer, or until you can no longer taste the raw flour.
- Add the Parmesan cheese and stir until melted.

In a separate pan, sauté sliced mushrooms in butter until brown and tender. Poach eggs. Toast English muffins. Arrange muffin rounds on ovenproof platter. Place 1 slice bacon or ham on each muffin, then add mushrooms. Top with poached egg. Pour hot cream sauce over each. Place under broiler in oven to brown.

## Tips &amp; Suggestions

- Keep this meal light (and fast) by passing on the cream sauce.
- Add a side salad or fruit smoothie to balance this indulgent brunch.

## shirley austin

To say that Mary Kay Ash has made an impact on **Independent Senior Sales Director Shirley Austin's** life and business would be an understatement. It was at her very first Seminar that Shirley saw the culture of enriching women's lives and believed that she, too – like the women on stage – could do it!

"I could hardly believe it was real," explains Shirley. "I had not attended such an extravagant event up to that point in my life. It was inspiring to see a sister Independent Beauty Consultant and my Independent Sales Director receive a diamond ring on stage."

After witnessing all the beautiful women in glamorous gowns radiating on the stage and having so much fun, Shirley began to have a deeper belief in her own abilities.

"They announced that Mary Kay herself would attend Seminar the following year. I couldn't miss it," recalls Shirley.

"It's hard to describe the impact Mary Kay's presence made on everyone," continues Shirley. "Whenever she walked on stage, roars of applause would fill the O'Keefe Centre [in Toronto]. I remember how she held each person's hand as she spoke to them and always had very special words of congratulations and encouragement."

But what Shirley remembers most is the closing assembly.

"Everyone hung on Mary Kay's every word. It was so intense you could hear a pin drop in the auditorium. We would take turns laughing at her wit

and humour, and crying over some of the stories she shared. She went over her 45-minute time limit and no one noticed. It was then that she put one finger on her cheek, looked straight into the audience and challenged us to reach 15,000 independent sales force members by the next year – Canada's 15<sup>th</sup> anniversary in 1993. 'You can do it my Canadian daughters!' she said."

Shirley left Seminar knowing she could do whatever she put her mind to if she set a goal, broke it down, hitched her wagon to a star and – most of all – believed in herself.

"I'm happy to say that the next year I was in the Independent Beauty Consultant Court of Sales, earned a diamond ring and shared the opportunity. I went on to quit my full-time job two and a half years later to concentrate solely on my Mary Kay business. I debuted as an Independent Sales Director on November 1<sup>st</sup>, 1998."

Since then, Shirley has enjoyed the perks of being her own boss, spending quality time with family (especially her grandchildren), earning the use of seven Career Cars and meeting hundreds of beautiful women!

Mary Kay Ash's 15 by 15 challenge changed Shirley's outlook on her business and gave her the momentum she needed to push herself to grow her Mary Kay business. We hope to achieve a similar goal – to grow the number of Canadian Independent Beauty Consultants to 35,000 by our 35<sup>th</sup> anniversary. Where will you be when this magical milestone takes place? We'll be celebrating history at Seminar 2012. Why not be a part of it?

– Marijana Klapic



“It's hard to describe the impact Mary Kay's presence made on everyone.”



QUARTER 3 GO-GIVE™  
AWARD WINNER

nikki pointon  
Owen Sound, ON

**STARTED MARY KAY:** May 1995

**DEBUTED AS AN INDEPENDENT SALES DIRECTOR:**  
December 2000

**PERSONAL:** "I have been married for 39 years to my very supportive husband, Tim. We have three grown children and six grandchildren."

Before joining Mary Kay, I was a French teacher. I chose to start a Mary Kay business because of the flexibility, but I stayed because of the friendships."

**UNIT NAME:** "Essence of Excellence. I represent a wonderful group of women who strive for excellence as our founder, Mary Kay, would have wanted us to do."

**GOALS:** "I have many goals to achieve in my Mary Kay business, but my main goal is to help inspire my talented unit members to promote themselves to Independent Sales Directorship."

### ON BEING NOMINATED:

"What an honour it is, to be nominated for the Go-Give™ Award. There are so many Mary Kay women who are deserving of this award. I have learned from the best, **Independent Senior Sales Director Sharon Coburn**, who is the epitome of the Go-Give™ Spirit. She motivates and inspires everyone who comes in contact with her. What a privilege, to be part of a Company that has as its priorities, God first, Family second and Career third."

– Independent Sales Director Nikki Pointon

### ENRICHING LIVES:

"Nikki has gone so far out of her way for me. She has become a wonderful friend. She's not my Independent Sales Director, but she's put so much time and instruction into my life. I am in awe of all she gives, always with a smile and sharing the Mary Kay way!"

– Independent Beauty Consultant  
Cindee Courtney-Zidar

"Nikki is a true reflection of the Mary Kay way of life. She is always going the extra mile for someone. She gives with her whole heart – a true inspiration to me."

– Independent Beauty Consultant Wendy Petch





# TEAM UP FOR WOMEN!

Mary Kay Ash once said: “With six billion human beings inhabiting our planet, individuals sometimes feel insignificant and doubt that one person can really make a difference in this world. Well, believe me, one person can.”

Now imagine what would happen if that one person – you! – teamed up with your sister independent sales force members and customers to raise funds for the Mary Kay Ash Charitable Foundation (MKACF) during the *Team Up for Women!* Challenge!

This year you have the opportunity to perpetuate Mary Kay’s legacy of giving during the 2011 *Team Up for Women!* Challenge. We all know that customers prefer to do business with companies that support charitable causes, so now’s the perfect time to “team up” to make a difference.

## WE NEED YOU TO HELP US ENRICH LIVES

From March 1<sup>st</sup> to May 12<sup>th</sup>, 2011, simply invite your customers to *Team Up for Women!* by making a donation to the MKACF.

Through this challenge, you and your customers have the opportunity to make a difference in communities across the country by spreading the word – and the good work – of the MKACF.

## LEARN MORE ONLINE

Visit the MKOC<sup>SM</sup> to access complete details, donation forms, tracking sheets and a printable flyer to display at your classes.

### Find it online:

MKOC > Recognition/Contests > Contests & Rewards > *Team Up for Women!*

# SPREAD THE WORD ABOUT THIS EXCITING CHALLENGE!

- **Display the flyer** included with this issue of *Applause*® magazine (see page 62) to promote the *Team Up for Women!* Challenge at your classes.
- **Use the Mary Kay Ash Charitable Foundation brochure** to share information with your customers about Mary Kay's vision and how the MKACF helps to enrich women's lives. The brochures are available on Section 2 and they're just \$1.50 for a pack of 10.
- Encourage your customers to **visit the MKACF website at [www.marykay.ca](http://www.marykay.ca)** to learn more about the programs the Foundation supports.
- **Use the "round up" method.** Ask if customers would like to round up the cost of their order to the nearest dollar and donate the difference.
- Consider a popular retail initiative for supporting a favourite charity: **give customers the option of donating a dollar above the purchase price.**
- **Employ the sweet-tooth approach.** Buy inexpensive candies and offer pieces for \$1 each to guests at skin care and colour classes. Then donate the proceeds.
- **Collect spare change at classes** by placing a piggy bank in a prominent spot, perhaps with a simple sign showing that all donations will go to the MKACF.
- Why not **dedicate a portion of the proceeds from the sale of a product** during the *Team Up for Women!* challenge? You can contact customers to let them know the featured product and that a portion of the proceeds will be going back to the MKACF. For example, you can still sell a lipstick for \$16.50, but \$2 from that sale is donated to the MKACF. It's also a great way to move inventory, especially for those products that have undergone packaging updates or for which you have excess inventory.
- **Partner with companies in which you already have a business relationship.** For example, if you hold your unit meetings at a hotel, approach them to see if they'd be willing to assist in an initiative for the MKACF. They could offer coffee for sale for a specific time, with part of the proceeds being donated.

## SIMPLY SAID, FROM THE HEART, THANK YOU

While any amount is greatly appreciated, those Independent Beauty Consultants who collect donations of \$50 to \$99 will receive a namebadge ribbon and standing recognition at Seminar 2011.

Independent Beauty Consultants who collect donations of \$100 or more will receive a namebadge ribbon and onstage recognition at Seminar 2011.

New for this year! Independent Sales Directors and their unit members who collect donations of \$1,000 or more will receive a namebadge ribbon and onstage recognition at Seminar 2011.

Plus, the names of all achievers will be displayed on a special *Team Up for Women!* display in the Mary Kay Ash Charitable Foundation booth at Seminar 2011.

## HOW TO SUBMIT DONATIONS

Simply use the *Team Up for Women!* tracking sheet to log donations and mail the tracking sheet, donation form and donations in the envelope provided to the Mary Kay Ash Charitable Foundation, 2020 Meadowvale Blvd., Mississauga, ON, L5N 6Y2.

Donations must be received by Friday, May 27<sup>th</sup> to receive recognition at Seminar 2011. Please do not send cash by mail.



DON'T MISS THE  
TEAM UP FOR WOMEN!  
PROMOTIONAL FLYER  
ON PAGE 62!

“YOUR POTENTIAL IS LIMITED IF YOU TRY TO  
ACCOMPLISH EVERYTHING BY YOURSELF.”  
– Mary Kay Ash



# PINK CHANGING LIVES

Compiled by Andrea Querido



## helping bring beauty to lives around the world

When Mary Kay started her dream Company, she knew that women would love supporting a company that uses the go-give spirit as their guiding light to make a difference in the lives of others. For the past three years, you've done just that during the *Beauty That Counts™* campaign.

Thanks to you, Mary Kay Inc. has donated nearly \$4 million since 2008 from the worldwide sale of *Beauty that Counts™* **Mary Kay® Creme Lipsticks** to causes that change the lives of women and children around the world.

In 2010 alone, \$1 from your purchase of Mary Kay® Creme Lipstick in Inspiration, Compassion and Confidence helped raise almost \$20,000 for the Canadian MKACF. These funds support the MKACF mission to help women dealing with the appearance-related effects of cancer and its treatment and to address violence against women by providing grants to shelters and community outreach programs across the country.

And we know you'll agree that's a beautiful thing.

## SCORING BIG FOR THE MKACF

We're pleased to announce that once again, Mary Kay partnered with the Toronto Marlies for the exciting Mary Kay Pink at the Rink event to benefit the Mary Kay Ash Charitable Foundation.

The action took place at Ricoh Coliseum centre ice on Sunday, December 5<sup>th</sup> – raising more than \$2,800 for the MKACF.

Aside from the on-ice action, this special event included a silent auction and spin-to-win prize wheel featuring Mary Kay® product and Marlies memorabilia.

Thanks to the Marlies fantastic support – along with Mary Kay's independent sales force and corporate staff – funds raised will help make a difference in the lives of women living with the appearance-related side effects of cancer and its treatment and those affected by domestic violence.



MARY KAY ASH  
CHARITABLE FOUNDATION



## NAME THE TEDDY FOR A *BEAR-Y* GOOD CAUSE

We know how creative you are with your business. Now we'd love to see you use that talent to name our furry new friend!

The 2011 MKACF Teddy Bear is a perfectly pretty princess dressed in a Mary Kay signature pink formal gown and crowned with a dazzling tiara that shows she's ready for her starring turn.

Think you have the perfect name for her? Then you'll want to enter our *Name the Teddy Bear* contest! Just visit *Contests & Rewards* on the MKOC<sup>SM</sup> to enter online or to download a contest entry form.

But hurry, because the deadline for submissions is March 15<sup>th</sup>. If your submission is selected as the winner, you'll receive your very own Teddy Bear!

\* One entry per independent sales force member. Please note that if multiple entries with the same name are submitted, a random draw will be held from those entries to determine the winner.



Find it online: MKOC > Recognition/Contests > Contests & Rewards

**HURRY!**  
DEADLINE FOR  
CONTEST ENTRIES IS  
MARCH 15<sup>TH</sup>!



## shelter grant program reaches new height of success

Mary Kay always believed that it is more blessed to give than to receive.

And thanks to your generous support, you were able to do just that during our 2010 Shelter Grant program by enabling the Mary Kay Ash Charitable Foundation to donate \$120,000 in grants to shelter and community outreach programs across Canada. We'd like to thank those of you who made it your mission to enrich women's lives by donating to the MKACF.

Why not get involved with a shelter or outreach program in your community? It's a wonderful way to enrich women's lives – including your own!



- A – Dawson Women's Shelter, Dawson City, YK
- B – Inuvik Transition House, Inuvik, NWT
- C – Kataujag Society Safe Shelter, Rankin Inlet, NT
- D – Joy's Place, Port Coquitlam, BC
- E – Musasa House/ Phoenix Safe House, Medicine Hat, AB
- F – Shelwin House, Yorkton, SK
- G – Nova House Inc., Selkirk, MB
- H – Phoenix Place, Hamilton, ON
- I – Alternatives pour les femmes, Rouyn-Noranda, QC
- J – Sanctuary House, Woodstock, NB
- K – Juniper House, Yarmouth, NS
- L – Next Step Housing, Summerside, PEI



## PERPETUATING THE LEGACY

## june millar

### 32-year pioneer

As the recipient of the annual Go-Give™ Award in 1982, **Independent Senior Sales Director June Millar** of Calgary, AB, is the embodiment of caring, giving and kindness. Not only has she perpetuated Mary Kay's legacy over the past 32 years, she's lived and breathed it through her "Millar Time" unit (who she assures she wouldn't be telling her pioneer story without!), customers, family and friends. *Applause*® magazine was lucky enough to take a trip down Mary Kay memory lane with June. Come along for the ride!

**Why did you choose to start a Mary Kay business?** "I went with my girlfriend to pick up product – adamant that we should just pick it up and leave because this was a 'multi-level company' and they were going to high pressure us to join the company. When we got there, my girlfriend had a facial, but there was no way I was going to participate. So, I skeptically sat there with my arms folded while she had her facial. I was so impressed with the results that I wanted one too, so we went through the process all over again. She bought the skin care and glamour sets and I bought the skin care. After using the product, I was so impressed with the results that I decided to listen to the marketing plan. I liked what I heard and when it was explained that I wouldn't be selling, (because I kept saying I'm not a sales person) but rather teaching women what I did with the product every morning and evening – and with the support of my family – I became a (terrified) Mary Kay Independent Beauty Consultant."

**What is your favourite Mary Kay memory?** "It was at Seminar 1982. My mother passed away that July and I didn't plan on attending Seminar just three weeks later. However, my girlfriend Sylvia Rose travelled from B.C. to Ontario, where my parents lived, to convince me that I had to attend. At the time, the size of the venue and number of attendees necessitated two separate events. I was sneaking some of my adoptees - who were scheduled for the next Seminar - into the one I was attending when I heard my name called over the PA system. I figured I was caught in the act! Panic set in when my Independent Senior Sales Director said Mary Kay Ash wanted me onstage and began pulling me down the stairs. In my attempt to escape, all I accomplished was a broken heel. As I was dragged toward the stage I saw my name on the giant screen – JUNE MILLAR, MISS GO-GIVE™. I limped across the stage on my broken heel to join Mary Kay at the microphone. I had apparently kept her waiting for 10 minutes. As we hugged on stage, Mary Kay leaned over my shoulder and said, "Your mother's looking down tonight, she's so proud of you!" I completely lost it and have no idea what I said. I felt so bad for keeping Mary Kay waiting that the next day I had to confess to her where I'd been. She just said, "That's okay dear. You were just out there go-giving."

**Did you ever have the opportunity to meet Mary Kay Ash?** "I met Mary Kay Ash many times. The first time I saw her was at Dallas Seminar as a two month-old Independent Beauty Consultant. Sylvia and I were in the "nosebleed" section of the convention hall. I wanted to get closer, but Sylvia didn't believe we could get past security. So off I went, solo. Imagine her surprise when Mary Kay finished speaking and walked over to the edge of the stage, and, spotting my Canadian flag, reached out to hold my hand. 'Welcome! I love my Canadian daughters,' she said. I didn't wash my hand for a week!"

– Marijana Klapcic



**Above:** June with Mary Kay Ash. **Right:** June with her family.



## Q&amp;A

## ray patrick

### President



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

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

#### How has Mary Kay influenced your family life?

"Mary Kay's positive attitude prevailed in everything she became involved in – everything she said or did. Working as close with Mary Kay as I did gave my children the opportunity to see firsthand the benefits of taking a positive approach to life. When you embrace her wisdom and philosophies, it's only natural that they will become a part of your family's lifestyle. She taught us to never look at things as a challenge, but rather an opportunity. She always reacted so calmly to every situation, never looking back or criticizing the past – she only looked to the future. Mary Kay really never had a negative attitude toward anything. Yet, let me point out that as warm and loving as she was, Mary Kay always had the highest expectations of you because she believed in you and knew what you were capable of achieving."



#### PERPETUATING THE CORPORATE CULTURE

## heather till

### 20-year pioneer

As Supervisor of the Sales Force Support team, Heather Till knows a thing or two about providing Golden Rule Service when it comes to her fellow co-workers and the Mary Kay independent sales force. A true Mary Kay ambassador, Heather leads with a Go-Give™ Spirit, and follows the footsteps of Mary Kay Ash by always making others feel important. Heather celebrated her 20<sup>th</sup> anniversary with Mary Kay Cosmetics Ltd. on January 21<sup>st</sup>, so *Applause*® magazine sat down with her to reflect on some of her fondest memories.

**What was your first impression of Mary Kay as a company?** "I immediately thought, 'kindness comes so easily here.' I was taken aback by how easily the staff welcomed me to the Mary Kay family. And that's exactly what Mary Kay is: a family. It's a culture enriched with support, understanding and genuine interest in each other's lives and careers. Twenty years later, I still enjoy coming to work everyday!"

**How has working at Mary Kay Cosmetics positively affected your life?** "It's taught me the importance of achieving balanced priorities (faith, family and career)."

**How would you describe your experience at Mary Kay over the years?** "Mary Kay has given me the opportunity to grow both personally and professionally. I've been fortunate enough to work in numerous departments, which has provided me with a better understanding of the business and the independent sales force."

**What do you think sets Mary Kay apart from other companies?** "Our president, Ray Patrick. The unique culture of Mary Kay comes from the top and, more than anything else, I think everyone at the corporate office has learned so much from Ray's leadership."

**What is your favourite Mary Kay memory?** "Other than meeting my husband, Jim, I was extremely honoured to visit Mary Kay Inc. in Dallas for Sales Development training when I became a supervisor. Corporate staff from all over the world attended and I'll never forget the camaraderie I experienced and everything I learned."

**What is the best advice you would give someone starting at Mary Kay?** "The culture is based on the Golden Rule – and it's real, so embrace it. The Company will always stand by you and offer support. It's truly humbling."

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

# elive **LIVE** elive lin



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*set sail for  
spring style*

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

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

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

**APPLAUSE-CANADA@MKCORP.COM**

Even a windy lakeside day couldn't keep **Independent Sales Directors Barb McKellar, Gwen Groves, Catherine Strickland** and **Independent Beauty Consultant Mary Hussey** from enjoying a "let your hair down" girlfriends' weekend in Tobermory, ON. ▶

**Independent Sales Director April Williams** of Invermere, B.C. enjoyed perfectly sunny weather during her two-week vacation in Orlando, Florida last October – which included her in-laws vow renewal on board a cruise ship. Here, April takes time out from her busy itinerary to relax with the Fall/Holiday 2010 issue of *Applause*<sup>®</sup>. ▼



**Independent Beauty Consultant Serene Chin** of Markham, ON, caught up on the latest beauty trends while on vacation at Disney's Private Island Castaway Bay in the Bahamas. "Mary Kay<sup>®</sup> Sunscreen SPF 30 helped keep the bright Bahamian sun from burning my skin!" says Serene.



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

## alison krause

To many, the saying “Live each day as if it’s your last” may sound cliché. But to **Independent Senior Beauty Consultant Alison Krause** of Brighton, ON, it’s become a way of life.

Maybe it was her parents being told that she would have a life expectancy of 18 because of a rare blood disorder – and having to endure related health issues ever since. Maybe it was the fact that at 19, a car Alison was riding in was struck by a drunk driver, killing her friend on impact.

She faced the same tragedy one year later when she was involved in yet another car accident where the driver – another friend – had a seizure, hit a tree and then passed away in Alison’s arms. And if that wasn’t enough, Alison had to cope with her husband Arnim being diagnosed with cancer when their son Kelvin was just two years old.

### MIRACLES HAPPEN

Through it all, one miracle did happen. Eight years ago, Alison was offered trial medication for her blood disorder. The discouraging news was that it would cost approximately \$150,000 to undergo the treatment. Alison was told that it may or may not work and there could be side effects. But this wasn’t a worry for Alison. She wanted to grow old with her husband and watch her son get married and have children. The problem was the lack of funds.

Just as Alison and Arnim were weighing all the factors, the doctor called them into her office and told them an anonymous donor had offered to cover the cost of the treatment.

“If we wanted to go ahead with the trial, it would be paid for,” recalls Alison.

Alison went ahead with the medication and after a year and a half of struggles and side effects, her blood tests came back negative for the first time in her life.

“The counselors, nurses and doctors came in with balloons and cake and told me the blood disorder had gone into complete remission and would never come back,” describes Alison. “It was then I realized that life really isn’t determined by what it brings to you, but by what you bring to it.”

### WHY ARE YOU ALWAYS SMILING?

That 1,000-kilowatt smile. Ask anyone who knows Alison and they’ll tell you it’s contagious. As a former Walmart greeter (now a vision centre associate), Alison never missed the opportunity to say hello or goodbye to a



“Your Mary Kay business can be anything you want it to be – that’s why it’s *your* business.”

single customer. It’s an opportunity to make them feel important.

Working her Mary Kay business part-time, Alison applies the same principle.

“Mary Kay is not about sales,” says Alison. “It’s about making someone smile.” And that’s exactly how Alison felt when Team Leader Sandra Moore introduced her to the Mary Kay opportunity in 2005.

“I’d been using Mary Kay skin care since I was 14 years old, thanks to my mother,” shares Alison. “And I’ve always loved makeup. So the decision was easy!”

What Alison didn’t expect was the way Mary Kay would change her life.

“At the time my self-esteem wasn’t where it should have been,” she explains. “Mary Kay made me realize my worth – it brought out the real me.”

“I’ve been so blessed in life and Mary Kay gives me the opportunity to pass on those blessings to others. Making people feel great is so very important to me.”

### PASS IT ON

Not only has Alison changed the faces and lives of women in her community, she’s also paid it forward by volunteering with the Kawartha Pine Ridge School Board, her local chapter of the Youth Bowling Club of Canada and as the Social Committee Chair for Walmart.



In fact, Alison received an award from the school board for her continued commitment to the positive promotion of Kawartha Pine Ridge schools and public education.

“We can all make excuses until the cows come home. This is your life and you make the choices. Your independent Mary Kay business can be anything you want it to be – that’s why it’s *your* business. It’s designed to work at your own pace; you just need to give it a chance. Please make this your opportunity to brighten someone’s day with a facial, makeover or just a Mary Kay smile. I, for one, know that one day Mary Kay will give my family and I everything we need. I’ll never be without it.”

In closing, Alison leaves you with these words of advice:

“Yes, live each day as if it’s your last. Make sure your loved ones know how special they are. Remember the Golden Rule! Mary Kay Ash was an amazing woman who knew how to make women feel special. It’s our responsibility to pass that on.”

– Marijana Klapcic



## YOUR WAY TO BEAUTIFUL MAKEOVER CONTEST

*and the winner is...*

The results are in! **Becki Hendley** was selected as the Your Way to Beautiful™ Makeover Contest Grand Prize Winner and chose the CAD \$4,000 cash prize. And Becki's **Independent Beauty Consultant, Rochelle Weigl** – from the Brenda Summach National Area – has won a \$2,000 prize to help make over her home office – or anything else she wishes!

Congratulations are also in order for our two Runner-Up Prize Winners, **Kelly Hanson** and **Nicole Sweezey**. Nicole will be taking a three-night Carnival Cruise Lines Bahamas cruise (a CAD \$2,500 approx. retail value) and Kelly has opted to take \$1,000 cash in lieu of the trip to help pay for her education. And their **Independent Beauty Consultants, Fran Morrison** and **Yvonne Burleigh** (respectively) – both from the Go Give Area – have each won a \$2,000 prize to spend to their heart's content.

Thank you to everyone who participated in the contest – and for showing Canada how you help your customers find their way to beautiful.

Check out [www.mkmakeovercontest.com/canada](http://www.mkmakeovercontest.com/canada) to read the winners' inspiring stories! And stay tuned for more excitement for you and your customers in 2011!

**"MY INDEPENDENT BEAUTY CONSULTANT BOUNDED INTO MY APARTMENT LIKE A SINGING TEA KETTLE – BRIMMING WITH EXCITEMENT AND ENERGY."**

– Kelly Hanson, First Runner-Up

I left the makeover with a better perception of *my inner and outer beauty.*

– Becki Hendley, Grand Prize Winner



GRAND

BECKI HENDLEY



1<sup>ST</sup>

KELLY HANSON



2<sup>ND</sup>

NICOLE SWEZEY

**"I'VE ONLY KNOWN HER FOR A VERY SHORT TIME, BUT IT FEELS LIKE A LIFETIME!"**

– Nicole Sweezey, Second Runner-Up

## THEN AND NOW

*the golden rule*

**1963:** On September 13<sup>th</sup>, Mary Kay Ash opened the doors to Mary Kay Inc. and she promised herself that she would run her company by following the Golden Rule: "Do unto others as you would have them do unto you."

**Today:** Forty-eight years later, the Golden Rule remains the cornerstone of the Company's culture as a daily guide for business interactions with fellow employees and members of the independent sales force. Individual actions and decisions are based on this timeless principle. And living by it is as simple as asking yourself, "If I were this person, how would I want to be treated?"

## YOU TOLD US

**What's your favourite spring makeup look?**

**Caroline Sarrouf, Independent Sales Director (Lorraine, QC)**

"Spring calls for pastel colours, making me want to add some light into my makeup routine. Adding a small touch of white shimmer from the Pink Stardust mineral highlighting powder, and pairing it with a mineral eye colour, gives me the exact look I want. To create a gorgeous glow, I use a mixture of the Desert Sun and the Sandstone mineral bronzing powders. Add a touch of lip gloss and I'm ready to start my day."



**Tamara Swatske, Independent Senior Sales Director (Maple Ridge, BC)**

"I absolutely love cream blush in Sheer Bliss – and it's the perfect light shade for spring. I even use it on my lips! This season I'll be wearing cream eye shadow in Beach Blonde as a base, topped with Glacier Gray, a bit of Steely eyeliner and a coat of mascara. A sweep of Sheer Bliss on the cheeks and lips and I'm all set!"

# TOP TRENDS

THE EDITORS OF CANADA'S NEW DIGITAL BEAUTY MAGAZINE SHARE THE INSIDE SCOOP ON FEELING BEAUTIFUL THIS SEASON!

## Face



JANINE FALCON

**"TWO SIMPLE OPTIONS FOR DAY-TO-NIGHT MAKEUP—**metallic eyes and DIY false lashes—will have you looking fabulous. And to create the perfect canvas, a few smart skincare adjustments are all you need for a perfect complexion."

## Hair



CHANTEL SIMMONS

**"IT'S SUPER EASY TO GET HIGH STYLE.** Modern meets vintage for gorgeously glam looks: polished pincurls, bold beehives and classic chignons. Plus, our new feature, Personal Stylist, includes a step-by-step video to help you take your hair from boring to beautiful in just two minutes."

## Body



DEBORAH FULSANG

**"NOW THAT COCOONING SEASON IS OVER,** it's time to put your best foot forward with the perfect pedicure. Luxurious baths and destressing skincare rituals also rule, as we shed the sweaters to reveal the primed and polished skin underneath. Get glowing."

## Health



CERI MARSH

**"TIME TO SPRING CLEAN YOUR HEALTH ROUTINES** and get on the road to a healthier you. This issue has a wealth of news and info to get you started, and keep you going."

## Fitness



ERINN STERLING

**"NEED SOME MOTIVATION?** The FIT KIT has you covered with the latest trends, step-by-step workout videos and an 8-week fitness plan."



Check out the **Mary Kay Liquid Lip Colour** on page 56!

SUBSCRIBE FOR *free* AT **THEKIT.CA** FOR YOUR CHANCE TO WIN A TRIP TO NYC

...AND SHARE **THE KIT** WITH YOUR CUSTOMERS TOO!





# SET SAIL FOR SPRING STYLE

Think French Riviera. Seaside resort. Cruise comfort. The Spring/Summer 2011 Mary Kay® *Fashion and Beauty Trend Report* will show you – and your customers – how to get an effortless fresh-from-vacation look without going anywhere.

## YOU TOLD US

### WHAT IS YOUR MUST-HAVE SPRING ACCESSORY?



**Chantal Bisaillon, Independent Senior Sales Director (Granby, QC)**  
 "A belt or scarf tied around the waist in the season's hottest colours and patterns. Tying the scarf around the smallest part of the waist flatters any body type and can instantly transform an outfit."



**Anik Seguin, Independent Senior Sales Director (Montréal, QC)**  
 "A black patent belt – use it to enhance a jacket, a white blouse or a tunic style dress."





## SHIP-SHAPE SHOES

Super-cute platforms, espadrilles and peep-toes roamed the runways – and are comfy enough for real life, too.

## KNOT-ICAL

Scarves are huge for spring and can be worn around the waist, neck or as a hair accessory (a throw back to Jackie O). Floral and polka dots nicely complement the season's relaxed style. If you don't have a stash of scarves in your closet, use the one included with the *The Weekender Collection* clutch (check it out on page 14!).

## ROPE IT IN

Who needs Nantucket? Capture the feel of youthful fun-in-the-sun with rope jewelry.



## MAKEUP SINGS THE BLUES

Brilliant blues make a triumphant return, echoing the cool simplicity of a seaside resort. Eyes are soft with a hint of bright colour or metallic white, especially as a highlighter in the inner corners.

### Get this look!

- Apply Silky Caramel mineral eye colour to brow bone.
- Apply Azure mineral eye colour over entire lid.
- Apply Denim Frost mineral eye colour above the outer edge. Blend outward to the end of the lashline.
- Apply Navy eyeliner to top and bottom lashlines.
- Finish with mascara.

### HOW TO

## SHARE THE TREND REPORT

- Print it and use it as a booking tool to interest potential hostesses in holding a spring colour party.
- Carry it with you to share with potential customers while you're out and about.
- Send a link by e-mail to anyone who's interested in the latest trends.
- Share a link to the trend report on your Facebook Wall to entice friends.
- Let customers know they can try out the featured looks using the Mary Kay® Virtual Makeover.



### HOW TO

## WEAR STRIPES

- Try it on everything from hats to mini-dresses – just not all at once, please.
- Wear a striped skirt with a solid top.
- Look for pieces with diagonal stripes: they'll provide a slimming effect.
- The current go-to piece for this trend? The striped tee. Look for one with 3/4 or long sleeves and a boatneck or off-shoulder cut for a truly nautical look.





# A PRIMA DONNA DEBUTS

*If there ever was an Independent National Sales Director who planned her work and worked her plan, Donna Melnychyn is that woman.*

This former corporate analyst fuses strategic planning skills with the vision and creative thinking of an artist to produce incredible results, which has landed her on numerous Top Director Trips and atop the Court of Sharing throne not once, but three times.

Canada's newest Independent National Sales Director, Donna took time out to reflect on her accomplishments, her challenges and her future goals during an interview with *Applause*® magazine.

by Marijana Klapcic

Learn more about **Independent National Sales Director Donna Melnychyn** and all of our esteemed Independent National Sales Directors on the MKOC™.



**Find it online:**  
MKOC > Heritage > Love, Leadership, Legacy

**Before you started your Mary Kay business, you left your career as a corporate analyst to be a stay-at-home mom. What was it that attracted you to the Mary Kay opportunity?**

"The part about family coming first. I grew up on a farm in southern Alberta where my mom was the anchor to the family unit. I remember her always being there and I wanted to be able to do the same for my children. Growing up, however, my parents were adamant that the three of us kids would have the opportunity to go to university – something they weren't able to do – and that's exactly what I did.

I married Wade when I was 22 and moved to a city of nearly 1 million people (a big difference from the town of 3,000 I grew up in) to begin my career in the corporate world. One thing Wade and I always knew we wanted was to raise children in the same tight-knit family unit in which we were both raised. But how would we do this if we were both working demanding corporate jobs?

My first interview with my Independent Senior National Sales Director Gail Adamson lasted five hours. It must have been the corporate 'numbers' person in me, because I asked her to break down exactly how I would achieve every career path level – all the way to Independent National Sales Director. Hey, I worked based on percentages and increases!

Once I understood the Mary Kay marketing

plan, I saw that it offered me exactly what I was looking for: the best of both worlds.

I realized that I could still be the best at what I did and be there for my children Braden, Tanner and Reagan (now 20, 19 and 18). They never felt like I worked because I was there before they left for school, at lunch, after school, at every function, sporting event, dance recital – you name it, I was there."

**You've said you knew you had made it when you set sail on the Mediterranean Cruise as a Top Ten Independent Sales Director. What was it that set that goal on fire?**

"Before I earned that Top Director Trip, my business had reached a plateau. I had achieved the \$300,000 Circle of Achievement – and I'm fully aware that's a huge accomplishment – but I got to a point where I didn't want to hang that same plaque up year after year.

At the same time, I knew I was running my business with freedom, flexibility and balance. I had to be patient because I was working my business around my family and that's exactly how I wanted it. But coming from a corporate mindset, I also believed that progression defined success. As the kids grew and became more independent, I set my sights on bigger goals.

I also wanted what others had. I knew exactly who was on stage year after year, and wanted to be where they were. I remember at

my first Seminar how mesmerizing it was to see **Independent Executive Senior Sales Director Evelyn Ramanauskas** crowned Queen of the Court of Sharing. I decided right then that I wanted to do it too! In 2000, I was crowned Queen of the Court of Sharing. This is my fondest Mary Kay career memory.

I knew to earn a Top Director Trip I had to reach the Half-Million Circle of Achievement, so I broke down the numbers and did everything I could to accomplish it. Watching others succeed is what inspired me.

Wait – I think I just had an ‘a-ha’ moment. ‘What I am is a reflection of what I wanted to be.’”

#### **How has the success of your Mary Kay business influenced your family?**

“All three of my children are big thinkers and dream-seekers. From a very early age, I taught them to follow their passion, so when it came time to decide what career path they would follow, I asked, ‘What’s your passion? Follow it.’

My oldest son, Braden, has loved trucks from the time he was a little boy and today he’s hauling big rigs and has been promoted three times in six months.

My son Tanner is at the University of Victoria pursuing a double major in business and environmental studies and is determined to pursue his love of golf.

Reagan, my daughter, has performed with the Alberta Stampede Grandstand for eight years. She’s now flying to Vancouver to audition for Disney Cruise Lines. Performing on Broadway, in the Big Apple, is her ultimate goal.

They’re all following their dreams – and I’d like to believe that it comes from Wade and I setting an example. They’ve observed us doing everything we do with passion. In their eyes, we’re super achievers and that sent a big message. We’ve always told them to love what they do.”

#### **As an Independent National Sales Director (NSD), you have the ability to motivate and inspire others. What advice do you have for someone chasing the same goal to debut as an Independent National Sales Director?**

“You need a phenomenal ability to build relationships with people. Take yourself out of the picture and understand what is on their mind and in their heart. Listen first and then really *hear* what they’re saying. Help them achieve what ‘they’ want.

Accept that everyone wants something different: an Independent Sales Director who’s 60 doesn’t want the same as one who’s 30 – that’s why relationship-building is key. If your team members know and trust you, they’ll follow you into the eye of the storm and you’ll be able to move mountains in a short amount of time. There’s such an *esprit de corps* in our National Area – it’s just amazing. You must have the desire to perform, everyone still needs to be selling and team-building, and you can only do that through strong relationships.”

#### **What are your goals as an Independent National Sales Director?**

“Mine is a dream rather than a goal. The Prima National Area worked collectively to attain this honour. Now, I want to help them achieve success.

As Canada’s newest Independent National

Sales Director, it’s my job to motivate and inspire each of them to reach their pinnacle of success. I feel like the keeper of the key and it’s my privilege to pass it on.

My responsibility is to strengthen Mary Kay Ash’s legacy and continue to build women who will be the torchbearers of her dream: Independent National Sales Directors. I’ve worked this business for years in the trenches, through the ups and the downs. You name it, I’ve lived it, and the most important thing I’ve learned is that only you are in control of your future.

I predict an exciting and bright future for Mary Kay Canada. The tides of change are ebbing! I am so thrilled to finally work at this new level and empower others to become the women they are meant to be.”

*“What I am is a reflection of what I wanted to be.”*

#### **DONNA’S LESSONS FOR SUCCESS**

- **Attitude makes a difference.** Mary Kay Ash always used to say, “Your attitude will be the most significant factor in your success, for with the right attitude you can do everything wrong and still succeed. But with the wrong attitude you can do everything right and fail.”
- **Don’t underestimate the power of positive thinking.** When you set your mind to something, you can achieve it.
- **Make the decision to do something and don’t turn back.**
- **Have Mary Kay in your heart.** It’s not just about selling the product and sharing the opportunity. None of that matters if you don’t embrace the Mary Kay culture and spirit.

#### **FAST FUN FACTS**

**My favourite time of day:** sunset.

**I collect:** a special piece of art from each place I visit.

**I usually order:** “everyone around” (according to Wade).

**My trademark expression:** “The good news is....”

**People describe me as:** indomitable, charismatic, determined.





# october 2010 recognition reconnaissances d'octobre 2010

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

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

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



Angie Stoker



Renée Daras



Brenda Summach



Doreen Burggraf



Elena Sarmago

## On-Target Inner/Diamond/Gold Circle

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

**On-Target for  
Diamond Circle**  
Angie Stoker

**On-Target for Gold Circle**  
Renée Daras  
Brenda Summach  
Doreen Burggraf

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

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

Angie Stoker	\$3,981,671.50	Brenda Summach	\$1,999,023.42	Gail Adamson	\$1,401,901.50	D. Ryan-Rieux	\$1,367,866.50	Dalene Allen	\$1,184,374.32
H. Armstrong	2,397,361.87	Doreen Burggraf	1,534,080.68	Elena Sarmago	1,383,306.76	Gloria Boyne	1,263,420.85	Marcia Grobety	1,065,947.23

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

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

Angie Stoker	\$30,175.00	Gloria Boyne	\$16,461.00	Dalene Allen	\$14,561.00	Anne Austin	\$12,177.00	Gail Adamson	\$10,302.00
Renée Daras	30,071.00	Heather Armstrong	15,526.00	Elena Sarmago	14,192.00	Bernice Boe-Malin	11,647.00		
Brenda Summach	16,998.00	Doreen Burggraf	14,795.00	Darlene Ryan-Rieux	13,129.00	Linda MacDonald	11,226.00		

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

## On the Move Achievers Championne En marche!

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

Teresa Da Silva-Avila  
Jenny-Leanne Dorey

Nancy Giatti  
Candice Loeppky

Nancy Normandin  
Nicole Pasacreta

## Head Of The Class Achievers Championnes En tête de classe

The following Independent Sales Director achieved Mary Kay's Head Of The Class program by achieving at least \$5,000 in net adjusted wholesale production and adding two or more qualified personal team members within one month of their debut date./La Directrice des ventes indépendante suivante a réussi le programme En tête de classe Mary Kay en réalisant une production de groupe nette ajustée de 5 000 \$ en gros ou plus et en ajoutant au moins deux nouveaux membres d'équipe personnelle qualifiés dans le premier mois suivant la date de leurs débuts.

Caron Magee

Kuljit Dhaliwal

## Scoreboard/Tableau des résultats

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

Fiona Corby	\$101,328.50	Angie Fedorchuk	\$43,588.00	Rajinder Rai	\$32,983.50	Chun Hui Spring Mo	\$28,279.00	Pauline Richardson	\$24,815.00	Michelle Goetz	\$22,046.00
Josée D'Anjou	96,629.00	Judy Buchanan	43,550.50	Colleen Hendrickson	32,899.00	Lenore Oughton	28,194.00	Fran Sorobey	24,624.50	Cheryl Neuman	22,042.50
Shelley Recoskie	81,111.00	Lorraine McCabe	43,335.00	Wanda Groenewegen	32,526.50	Becky Lawrence	28,128.50	C. Donnelly-Chiasson	24,436.50	Paulette Nimco	22,018.00
Gylaine Comeau	79,925.00	Louise Fortin	43,250.00	Cheryl Page	32,184.00	Cassandra Lay	28,047.00	Elaine Maeland	24,202.00	Jeri Pearce	21,946.50
Mireille Morin	67,209.00	Ginette Desforges	41,583.50	Donna Izen	32,180.00	Carol Hoyland-Olsen	28,022.50	Linda Feldman	24,078.00	Teresa Ho	21,833.50
Susan Bannister	65,888.00	Gylaine Dufour	41,335.00	Martine Richard	32,128.00	Agnes Loshusan	28,004.00	Barb McKellar	23,964.00	Rita White	21,572.50
Shannon Shaffer	64,301.50	Heather Cook	40,040.50	Julie Ricard	31,735.50	Elaine Fry	27,888.50	Deb Prychidny	23,913.50	Alison Hogan	21,567.50
Tamara Swatske	60,341.00	Kim Shankel	39,440.50	Sophie Audet	31,382.50	Beryl Apelbaum	27,748.00	Cicily Brewer	23,777.00	Sonia Janelle	21,487.50
Nathalie Delisle	59,763.00	Pat Paul	39,223.00	Jennifer Levers	31,324.00	Elaine Sicutte	27,561.00	Diane Peel	23,668.00	Erna Voth	21,409.50
France Grenier	59,201.50	Louise Boulanger	39,123.00	Glenna O'Quinn	30,921.50	Claribel Avery	27,050.00	Sheila Lefebvre	23,328.00	Kathryn Milner	21,353.50
Harpreet Dhaliwal	58,478.50	France Légaré	38,453.50	Georgie Anderson	30,723.50	Kyla Buhler	26,796.00	Diane Riddell	23,321.00	Judy Byck	21,253.00
Shirley Peterson	57,152.00	Marilyn Clark	37,353.50	Rita Samms	30,641.50	Pat Monforton	26,788.00	Pamela B. Kanderka	23,278.00	Louise Desy	20,797.00
Carol Heath	56,411.00	Gina Hormann	37,112.50	Liz Wodham	30,603.50	Georgine Cook	26,638.00	Pam Hill	23,053.00	Michelle Currie	20,620.00
Angela Hargreaves	56,041.00	Joy Nicavera	36,679.50	Beverly Dix	30,361.50	Danielle Theriault	26,534.50	Patti Jeske	23,020.50	Caroline Sarrouf	20,585.00
Evelyn Ramanauskas	54,664.50	Maureen Corrigan	36,537.50	Audrey Ehalt	30,121.00	Nicole Bellemare	26,511.00	Angella Maynard	23,008.00	Ellen Hatlevik	20,514.50
Louisa Hoddinott	54,622.50	Elizabeth Farris	36,328.50	Cathie Chapman	30,115.00	Rhoda Burton	26,185.00	Betty Lister	22,972.00	Maria Bennett	20,247.00
Sharon Coburn	52,612.50	Jenny-Leanne Dorey	36,098.50	Heidi McGuigan	30,083.50	Diane Poulin	26,099.00	Sharon Wolthers	22,871.50	Marilou Brummund	20,237.00
Josianne Boily	51,086.00	Frances Fletcher	36,003.00	Gladys MacIntyre	30,047.50	Paulette Fleming	26,024.00	Melanie Wiens	22,830.50	Luisa Rallo	20,110.00
Mary O. Ogunyemi	50,347.50	Janice Appleby	35,984.00	Donald Matthews	29,684.50	Kathy Handzuik	25,867.50	Peggy Denomme	22,755.50	Kathy Quilty	20,070.00
Allyson Beckel	50,023.50	Shelley Haslett	35,334.50	Bev Harris	29,504.00	Karen Taylor	25,858.50	Wilma Gait	22,735.50	Terry Burch	20,019.00
Marilyn Bodie	49,030.00	Mary Davies	35,053.50	Teresa Alomar-Story	29,430.50	Joeline Jean-Claude	25,741.50	Linda Gingrich	22,726.50	Gloria Fitt	20,016.50
Giovanna Russo	47,500.00	Carol Adams	35,034.50	Isabelle Perreault	29,126.50	Gaylene Gillander	25,738.00	Barbara Craig	22,686.00		
Yasmin Manamperi	46,354.00	Lucie Beauregard	34,946.00	Shannon Cameron	29,002.00	Alyce Parkes	25,550.00	Judi Todd	22,607.00		
Lorrie Henke	45,725.00	Kathy Whitley	34,806.00	Donna Witt	28,963.00	Randhir Singh	25,525.50	Linda Moreau	22,548.00		
Claudine Pouliot	45,505.00	Joyce Goff	34,148.50	Laurie Schuster Sydor	28,914.00	Mary-Lou Hill	25,247.50	Karen Hollingworth	22,532.50		
Shirley Fequet	44,016.00	Jill Ashmore	33,784.50	Kristen McBride	28,506.50	Esther Gallop	25,179.50	Pauline Campbell	22,457.00		

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

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

Josée D'Anjou	\$16,323.21	Josianne Boily	\$6,320.59	Heather Cook	\$4,891.59	Janice Appleby	\$4,143.15	Nicole Bellemare	\$3,541.65	Fran Sorobey	\$3,148.12
Fiona Corby	11,886.35	Mary O. Ogunyemi	6,291.19	Donna Izen	4,757.99	Audrey Ehalt	4,141.81	Glenna O'Quinn	3,509.90	Mary-Lou Hill	3,141.09
Mireille Morin	11,545.37	Elizabeth Farris	6,261.58	Louise Boulanger	4,726.96	Frances Fletcher	4,140.20	Georgie Anderson	3,503.82	Susie Leakvold	3,096.28
Shelley Recoskie	10,799.60	Claribel Avery	5,961.08	Joy Nicavera	4,684.17	Cathie Chapman	4,123.43	Carol Hoyland-Olsen	3,496.31	Danielle Theriault	3,077.34
Gylaine Comeau	10,488.30	Giovanna Russo	5,887.50	Jenny-Leanne Dorey	4,646.40	Beverly Dix	4,078.86	Rita Samms	3,491.70	Alex Quinn	3,062.30
Shannon Shaffer	8,678.36	Yasmin Manamperi	5,817.19	Donna Matthews	4,542.86	Kathy Whitley	3,962.39	Agnes Loshusan	3,485.59	Pat Monforton	3,041.22
Harpreet Dhaliwal	8,489.39	Allyson Beckel	5,751.53	Teresa Alomar-Story	4,538.93	Joyce Goff	3,919.65	Joeline Jean-Claude	3,428.18	Susan Richardson	3,033.17
Nathalie Delisle	8,480.76	Lucie Beauregard	5,705.22	Jennifer Levers	4,536.62	Jill Ashmore	3,918.94	Beryl Apelbaum	3,405.67	Georgine Cook	3,031.47
Tamara Swatske	8,006.15	Lorrie Henke	5,676.03	Carol Adams	4,531.15	Kyla Buhler	3,752.15	Linda Feldman	3,386.75	Rhoda Burton	3,002.03
Sharon Coburn	7,724.33	Rajinder Rai	5,672.42	Colleen Hendrickson	4,514.83	Chun Hui Spring Mo	3,738.14	Gaylene Gillander	3,356.38	Diane Poulin	2,996.44
Susan Bannister	7,588.12	Gylaine Dufour	5,655.70	Gina Hormann	4,512.31	Shannon Cameron	3,736.02	Bev Harris	3,317.76	Paulette Fleming	2,991.56
Donna Melnychyn	7,534.07	Louise Fortin	5,530.01	Kim Shankel	4,466.79	Cheryl Page	3,691.96	Louise Desy	3,291.03	Sonia Janelle	2,932.89
Angela Hargreaves	7,479.68	Shelley Haslett	5,484.08	Pat Paul	4,449.50	Martine Richard	3,688.32	Laurie Schuster Sydor	3,279.41	Sarah Reece-Robertson	2,913.26
Ginette Desforges	7,054.41	Karen Taylor	5,416.96	Gladys MacIntyre	4,433.18	Johanna Tobin	3,688.04	Barbara Craig	3,275.29	Kathy Handzuik	2,881.39
Shirley Peterson	6,903.03	Judy Buchanan	5,391.60	Elaine Fry	4,335.79	Deb Prychidny	3,635.00	Elaine Maeland	3,273.21	Diane Riddell	2,838.29
Evelyn Ramanauskas	6,888.09	Shirley Fequet	5,344.19	Sophie Audet	4,290.50	Donna Witt	3,590.20	Kristen McBride	3,252.92	Alyce Parkes	2,860.75
Marilyn Bodie	6,876.02	Lorraine McCabe	5,328.36	Isabelle Perreault	4,276.15	Randhir Singh	3,578.31	Teresa Ho	3,232.84	Betty Lister	2,838.69
France Grenier	6,750.70	Angie Fedorchuk	5,235.66	Elaine Sicutte	4,265.60	Heidi McGuigan	3,576.46	Lenore Oughton	3,232.61	Luba King	2,838.29
Louisa Hoddinott	6,500.71	Claudine Pouliot	5,157.83	Marilyn Clark	4,231.23	Liz Wodham	3,573.16	Cassandra Lay	3,223.06	Esther Gallop	2,836.67
Carol Heath	6,468.02	France Légaré	5,002.08	Maureen Corrigan	4,174.94	Pam Behnke-Van Hoof	3,568.25	Pamela B. Kanderka	3,169.65	Claudia Perrotti	2,821.15
Julie Ricard	6,457.64	Mary Davies	4,964.14	Wanda Groenewegen	4,152.92	Becky Lawrence	3,558.45	Karen Hollingworth	3,164.74	Pauline Richardson	2,816.36

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



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

C. Donnelly-Chiasson	\$2,788.37	Erna Voth	\$2,603.58	Judith Richardson	\$2,465.35	Ellen Hatlevik	\$2,333.44	Diane Burness	\$2,199.72	Chianne Smith	\$2,098.50
Barb McKellar	2,760.20	Pam Hill	2,598.45	Nancy Normandin	2,455.61	Marilou Brummund	2,315.15	Eugénie Fortin	2,196.11	Carolyn Nofall	2,083.59
Louise Duchesne	2,753.04	Angella Maynard	2,595.52	Bonnie Vigue	2,455.16	Donella Sewell	2,314.95	Tammy Enns	2,160.85	Sharon Gibson	2,082.42
Patti Jeske	2,752.84	Linda Gingrich	2,592.99	Laureen Miller	2,431.10	Nadia Desroches	2,308.17	Heather Hewitt	2,154.01	Tarra Keller	2,072.31
Darlene Olsen	2,720.32	Melanie Wiens	2,583.98	Jeri Pearce	2,426.52	Luisa Rallo	2,307.15	Jane Arseneault	2,145.63	Zulma Martinez	2,052.38
Shirley Austin	2,713.69	Jasbir Sandhu	2,581.27	Rita White	2,402.21	Kathy Quilty	2,304.55	Janelle Desjardins	2,143.52	Grelife Mascarenhas	2,029.11
Michelle Goetz	2,678.59	Peggy Denomme	2,579.11	Joyce Bigelow	2,392.04	Terry Burch	2,301.24	Danielle Gobeil	2,142.70	Johanne Girard	2,010.78
Alison Hogan	2,656.11	Wilma Goit	2,577.81	Kathryn Milner	2,387.98	Gloria Fitt	2,301.07	Anik Seguin	2,141.13	Shivonne Vienneau	2,008.63
Cicity Brewer	2,645.51	Linda Moreau	2,565.62	Debbi Kay	2,387.55	June Millar	2,298.60	Rebecca Irving	2,136.82	Monica Noel	2,007.10
Sharon Wolthers	2,644.88	Pauline Campbell	2,559.71	Irma Vogt-Dyck	2,386.55	Anna Leblanc	2,263.48	Jacqueline Cullen	2,135.29	Rose Hayden	2,005.41
Diane Peel	2,638.42	Cheryl Neuman	2,532.76	Vaun Gramatovich	2,382.80	Giselle Marmus	2,257.80	Robin Courmeya-Roblin	2,129.43	Tracey Douglas	2,001.15
Teresa Da Silva-Avila	2,631.91	Paulette Nimco	2,531.17	Judy Byck	2,381.45	Sherrel Puleo	2,248.57	Nancy McEwen	2,121.77		
Janine Brisebois	2,629.04	Maria Bennett	2,516.09	Michelle Currie	2,353.42	June Rumball	2,219.12	Paymaneh Varahram	2,121.22		
Sheila Lefebvre	2,616.32	Arlene Fritz	2,515.68	Shelene Bukurak	2,339.82	Joy Zaporozan	2,218.10	Candice Loeppky	2,118.10		
Judi Todd	2,613.75	Lois Hirtz	2,486.37	Caroline Sarrouf	2,338.03	Barbara Martin	2,209.32	Deanna Pease	2,103.17		

## Top Recruiting Units/Meilleurs groupes en recrutement

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

**Ontario** – Shelley Recoskie  
**Ontario** – Shannon Shaffer  
**Québec** – Josée D'Anjou  
**Québec** – Giovanna Russo

**Québec** – France Grénier  
**Ontario** – Fiona Corby  
**Saskatchewan** – Angie Fedorchuk  
**British Columbia/Colombie-Britannique** – Jennifer Levers

**Québec** – Guylaine Comeau  
**British Columbia/Colombie-Britannique** – Harpreet Dhaliwal

## New Team Leaders/Nouveaux chefs d'équipe

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

MARIE-EVE BÉLANGER  
Rose Hayden  
PRISCILA CARBAJAL  
Giovanna Russo  
PARNEET CHAHAL  
Harpreet Dhaliwal  
CONNIE COURSE  
Anne Marie Palumbo

FERRERA CRUZ  
Teresa Alomar-Story  
MEGAN GRUNDY  
Kristen McBride  
PATRICIA GUY  
Glenna O'Quinn  
CLAIRE JONES  
Shireen Spencer

KASEY KIPPIEN  
Shannon Shaffer  
ELOISE LAPOINTE LEBLANC  
Josée D'Anjou  
MARIE-PIER LATOUR  
Julie Ricard  
MARIE-HÉLÈNE LÉGARÉ  
France Légaré

SOPHIE LEGAULT  
Martine Richard  
QIJIE LIANG  
Chun Hui Spring Mo  
MICHELLE MACADAM  
Alyce Parkes  
LEAH MCKAY  
Jenny-Leanne Dorey

AMELIE MESSIER  
Josée D'Anjou  
PATRICIA PEPPARD  
Glenna O'Quinn  
CAROLE PLAMARCHE  
Josianne Boily  
MICHELLE PYNE  
Sarah Reece-Robertson

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

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

VIVIAN BAILEY-MARRIOTT  
Evelyn Ramanauskas  
CAROLINA BENGRIY  
Patti Jeske  
CAROLE BISAILLON  
France Grenier  
DOREEN BRADBURN  
Fiona Corby  
DELLA CASCAGNETTE  
Fiona Corby

CONNIE CHARLES  
Barb McKellar  
MAHIN ESMAELIZADEH  
Caroline Sarrouf  
LISA EVERILL  
Judy Buchanan  
NEYSA GEE  
Angie Fedorchuk  
DARLENE HALSEY  
Evelyn Ramanauskas

SHAUNTEL HANCOCK  
Wendy-Lynn Jones  
CINDY HEBER  
Fiona Corby  
LOUBNA IBNOUZAHER  
Caroline Sarrouf  
JUELYN LAMA  
Donna Witt  
JOSIANE LAMBERT  
France Légaré

JESSICA LEVESQUE  
Louise Fortin  
ALEXANDRA LOSSON  
Nicole Bellemare  
STEPHANIE MAROIS  
Isabelle Perreault  
CORALLEE MITCHELL  
Marilyn Bodie  
LORENA MURRAY  
Angela Hargreaves

HEATHER POPADYN  
Fiona Corby  
ELLA RADOVAN  
Pauline Richardson  
VALERIE RODRIGUE  
Guylaine Comeau  
MYLENE ROY  
Georgine Cook  
TANIA ST-LOUIS  
Nathalie Delisle

CATE WHITSITT  
Fiona Corby  
ALISON WRIGHT  
Shannon Shaffer

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

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

Irene Calagui

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

## 12% Club/Club 12 %

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

Shelley Recoskie	\$2,635.32	Agnes Loshusan	\$1,008.63	Chianne Smith	\$797.73	Kimberley Fehlauer	\$675.12	Donna Witt	\$608.10	Marie-Josée Bourdages	\$539.94
Donna Melnychyn	1,978.80	Randhir Singh	1,008.21	Sharon Wolthers	794.25	Elizabeth Tokariuk	673.47	Jeri Pearce	603.09	Genevieve Laramée	539.70
Shirley Fequet	1,844.22	Donna L Fidler	1,002.27	Cheryl Neuman	790.59	Carol Heath	672.45	S. Greenwood-Plante	601.77	Michelle Gurdebekke	533.19
Guylaine Comeau	1,695.90	Gina Hormann	1,002.06	Colleen Hendrickson	790.41	Denise Baynton	670.65	Paymaneh Varahram	595.23	Lorraine Upwards	532.17
Shannon Cameron	1,539.09	Terry Burch	960.90	Joy Zaporozan	774.57	Diane Buchanan	666.84	Wilma Golt	592.41	Tammy Arseneau	531.87
Lucie Beauregard	1,535.73	Glenna O'Quinn	942.18	Mary Humber	767.70	Chantal Bisailon	666.30	Hoda Karakach	591.45	Pauline Richardson	531.69
Louise Fortin	1,488.60	Kim Shankel	922.23	Alyce Parkes	766.38	Allyson Beckel	663.18	Frances Fletcher	590.64	Rhoda Burton	531.30
Evelyn Ramanaukas	1,423.74	Kyla Buhler	921.42	Mandeep Bambrab	765.69	Kathy Roberts	662.28	Eva Kopec	589.95	Michelle Currie	530.34
Rajinder Rai	1,402.41	Irene Calagui	914.07	Mary O. Ogunyemi	757.47	Monica Noel	648.30	Deb Prychidny	588.51	Sarah Bardell	527.82
Guylaine Dufour	1,360.47	Dawn Rife	912.90	Emilienne Mampuya	739.26	Chun Hui Spring Mo	648.27	Lois Musselman	580.38	Ginette Desforges	525.42
Liz Wodham	1,247.16	Mary-Lou Hill	909.57	Paulette Fleming	732.51	Heather St-Denis	648.24	Parneet Chahal	579.15	Linda Moreau	524.73
Sophie Audet	1,234.32	Ellen Hatlevik	909.36	Linda Gingrich	732.30	Nino Bokuchava	647.43	Noreen Kroetsch	578.76	Beryl Apfelbaum	521.61
Amelie Messier	1,208.22	Leah McKay	904.32	Frank Sorobey	731.43	Fatma Boussaha	646.86	Cheryl Page	577.77	Raelene Bennett	517.29
Fiona Corby	1,189.20	Cassandra Lay	885.54	Esther Gallop	724.41	Julie Buchanan	637.56	Joyce Bigelow	577.50	Ferrera Cruz	516.60
Pam Behnke-Van Hoof	1,177.08	Maria Bennett	880.77	Eugenie Fortin	721.68	Lenore Oughton	637.32	Louise Duchesne	570.27	Giselle Marmus	516.48
Tammy Enns	1,176.60	Pamela B. Kanderka	871.32	June Rumball	719.40	Sheena Murphy	637.02	Zulma Martinez	566.73	Melissa Segura	512.67
Josianne Boily	1,152.75	Claudine Pouliot	868.86	George Anderson	719.31	Barbara Martin	630.15	Nancy Giatti	565.56	Isabelle Perreault	509.64
Shannon Shaffer	1,139.67	Louisa Hoddinott	863.46	Jasbir Sandhu	717.72	April Williams	625.32	Sonia Janelle	562.35	Sharon Robertson	508.80
Georgine Cook	1,099.83	Angie Fedorchuk	858.66	Kristen McBride	717.27	Carol Dutchik	621.30	Sharon Gibson	556.98	Lynda Switzer	508.44
Kathy Whitley	1,097.97	Susan Bannister	857.13	Johanna Tobin	711.90	Rebecca Irving	620.85	Carole P. Lamarche	553.95	Sharlène Bukurak	504.39
Elaine Maeland	1,085.82	Lorraine McCabe	857.10	Tamara Swatske	709.17	Bev Harris	619.83	Betty Lister	552.15	Teresa Da Silva-Avila	503.43
Harpreet Dhalwal	1,074.54	Sharon Coburn	854.49	Susan Placsko	708.96	Diane Riddell	619.20	Marilou Brummund	551.70	Candice Loeppky	503.31
Alison Hogan	1,061.34	Louise Boulanger	851.64	Kathy Quilty	707.97	Anik Seguin	616.68	Debbi Kay	551.64	Audrey Ehalt	502.68
Lorrie Henke	1,030.35	Marilyn Bodie	838.47	Elaine Scotte	704.55	Diane Abbott	615.90	Carol Hoyland-Olsen	551.13		
Angela Hargreaves	1,028.94	Rita White	837.21	Anna Leblanc	698.85	Katharine Wingert	615.54	Pauline Campbell	549.15		
Gladys MacIntyre	1,023.48	France Grenier	832.23	Janice Appleby	692.67	Yasmin Manamperi	611.34	Patti Jeske	547.95		
Shelley Haslett	1,019.43	Kareen Villeneuve	820.11	Wanda Groenewegen	685.29	Joeline Jean-Claude	609.93	Audrey Noronha-Teixeira	546.06		
Claribel Avery	1,011.00	Gloria Fitt	813.60	Danielle Gobeil	681.81	Sharon Lee Carlson	609.60	Deanna Pease	540.03		

## 8% Club/Club 8 %

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

Irma Vogt-Dyck	\$682.60	Audrey Taggart	\$398.76	Vonita Glenney	\$353.18	Donna Dodds	\$315.32	Lisa Dobson	\$291.04	France Légaré	\$267.76
Josée D'Anjou	633.66	Maribel Pilethiran	386.02	Pat Paul	352.78	Jie Chen	311.94	Julie Allard	290.46	Gloria Rousseau	265.66
Louise Desy	476.56	Carole Manseau	382.16	Heather Loshack	350.48	Fatima Raza	310.30	Nancy McEwen	288.42	Alice Wong	264.38
Mary Davies	472.74	Kiley Cranston	379.10	Debbie Graham	334.96	Sherry Reid	309.76	Fran Morrison	286.36	Caroline Sarrouf	261.24
Cathy Wright-McArthur	461.68	Nancy Normandin	375.58	Marie-Hélène Légaré	329.18	Grelife Mascarenhas	306.38	Isabelle Parent	283.86	Mychele Guimond	257.42
Diane Petit	456.54	Marie-Pier Latour	369.20	Marilyn Hicken	325.26	Joy Barber	304.74	Victoria Wakulichyk	282.20	Michelle Budiwski	254.82
Michelle Pitura	434.04	Catherine Laroche	367.46	Lynn Hubley	324.22	Jill Ashmore	299.84	Debbie Struthers	272.54	Judi Todd	253.10
Kitty Babcock	416.74	Ruth Breitner	367.20	Marlene Bridgman	321.72	Sophie Legault	296.54	Stacey Marquis	270.56		
Cherry Cervito	400.04	Jenny-Leanne Dorey	364.88	Rita Weagle	318.96	Melanie Wiens	292.74	Janelle Desjardins	267.86		

## 4% Club/Club 4 %

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

Carolyn Hamelin	\$458.87	Martha Trujillo	\$124.81	Alice Hebert	\$107.59	Nathalie Bourassa	\$96.00	Caring Cayabyab	\$86.76	Bonnie Evans	\$80.10
Jacinthe Leclerc	265.64	Brytani Hicks	123.42	Valerie Rodrigue	107.37	Rajwinder Gahlon	96.00	Kerry Coleman	85.34	Ruth Orr	80.10
Josée Beaulieu	200.71	Audrey Potvin	122.70	Sylvie Larose	106.65	Liliana Hernandez	96.00	Darlene Demkey	85.23	Xiomara Gonzalez	80.09
Coralie Mitchell	170.75	Alberta O'Neil	122.46	Barbara Morrow	106.58	Linda Zywna	95.91	Debbie De Lucrezio	84.29	Sonia Daigle	80.07
Brenda Ackerland	168.40	Barbara White	120.27	Claire Dazé	101.70	Millie Lawson	94.96	Samantha Scobey	83.23	Lorrie Roshier	80.06
Stephanie Marois	160.00	Shannon Armstrong	120.19	Toby Asante	99.48	Connie Hoar	94.70	Joy Hoskin	83.14	Shagufa Marikar	80.05
Vivian Chan	152.16	Suzanne Boulanger	120.15	Sukhpreet Sidhu	98.08	Tania St-Louis	93.82	Sonya Wagenaar	82.59	Eunice Sorongon	80.02
Sharon Schmidt	148.89	Bridget Kelly	120.12	Kuljit Chahal	97.80	Elisa Fantillo	93.46	Helen Wall	82.07	Linda Munroe	80.01
Lyneise Ible	146.80	Josiane Lambert	120.04	Joan Crepin	97.70	Dorothea Wiebe	91.73	Sheri Gilmour	81.66	Luisa Dutra	80.00
Jean Ongurian	144.98	Brenda Pearce	120.02	Sonia Heisler	97.28	Cheryl Pedersen	91.66	Meagan Korell	81.42	Jennifer Curlew	80.00
Diane Pouliot	144.29	Liliane David	115.25	Robyn Bender	97.27	Joanne Moss	90.45	Cassandra Soloweyko	81.22	Kathrine Gosselin	80.00
Adenike Omitiran	144.28	Melissa Barbeau	114.83	Marie Provost	96.83	Anick Lambert	90.02	Mimose Constant	81.11	Andrea Connacher	79.34
Felicia Pivin	144.03	Sophie Marchand	114.41	Heather Popadyn	96.59	Cherie Gould	89.42	Stephanie Coulter	81.09	Leslie Nash	78.67
Gisele Roy	144.00	Alexandra Losson	113.28	Isabelle Jean	96.47	Cathy Wild	88.62	Janet Cassidy	81.02	Janice Gaudet	78.61
Darlene Schindel	139.11	Tina O'Brien	112.27	Cody Reece	96.46	Sylvie Cassista	88.28	Melanie Viens	80.93	Carolina Bengry	78.13
Marilyn Sinclair	138.98	Ashley Gallant	111.06	Monique Bard	96.44	Marie Claire Lavigne	88.15	Charmaine Wise	80.79	Cheryl Gordon	77.09
Ginette Garneau	130.88	Connie Charles	110.48	Nathalie Potvin	96.29	Melanie Dionne	88.07	Erin Goffin	80.42	Charlotte Dishke	76.94
Cate Whitsitt	128.58	Linda Keddy	108.75	Melanie Malette	96.26	Cindy Berg	87.22	Julie Blizman	80.25	Rebecca Arquillano	76.34
Catherine Bernier	128.28	Glenys Butler	108.48	Sonia Lavallee	96.04	Patricia Blais	86.79	Anne MacDiarmid	80.22	Debbie Richards	75.83
Sandra Smith	128.13	Carrie Campbell	108.44	Amanda Bordt	96.03	Nancy Morin	86.78	Janet Crosby-Jackson	80.17		

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## Gold Medal/Médailles d'or

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

SHELLEY RECOSKIE  
Director/Directrice

CHERYL NEUMAN  
Director/Directrice

ANIK SEGUIN  
Director/Directrice

KAREEN VILLENEUVE  
Nancy Normandin

KASEY KIPPIEN  
Shannon Shaffer

MICHELLE PITURA  
Angie Fedorchuk

## Silver Medal/Médailles d'argent

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

NOREEN KROETSCH  
Director/Directrice  
WANDA GROENEWEGEN  
Director/Directrice  
MICHELLE GOETZ  
Director/Directrice

FRANCE GRENIER  
Director/Directrice  
LUCIE BEAUREGARD  
Director/Directrice  
SANDRA SKINNER  
Jennifer Levers

PATRICIA GUY  
Glenna O'Quinn  
JOSEPHINE AZNAR  
Teresita Abad  
IRENE CALAGUI  
Joy Nicavera

MEGAN GRUNDY  
Kristen McBride  
ELOISE LAPOINTE LEBLANC  
Josée D'Anjou  
LEAH MCKAY  
Jenny-Leanne Dorey

AMELIE MESSIER  
Josée D'Anjou  
PATRICIA PEPPARD  
Glenna O'Quinn  
PAIGE VAN CAMP  
Tarra Keller

FIONA VEENING  
Shelley Recoskie

## Bronze Medal/Médailles de bronze

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

EVA KOPEC  
Director/Directrice  
HARPREET DHALIWAL  
Director/Directrice  
DOROTHY OSADCZUK  
Director/Directrice  
DEBORAH BROWN  
Director/Directrice  
JASBIR SANDHU  
Director/Directrice  
FERNANDA SILVA  
Director/Directrice  
MANDEEP BAMBRAH  
Director/Directrice  
RANDHIR SINGH  
Director/Directrice  
LEANNE CHAMBERLAIN  
Director/Directrice

GUYLAINE COMEAU  
Director/Directrice  
AGNES LOSHUSAN  
Director/Directrice  
DEBBI KAY  
Director/Directrice  
SHARON WOLTERS  
Director/Directrice  
MARIE-JOSÉE BOURDAGES  
Director/Directrice  
BONNY MCCOMB  
Director/Directrice  
BERYL APPELBAUM  
Director/Directrice  
BONNIE EIDSE  
Director/Directrice  
KULJIT DHALIWAL  
Director/Directrice

RAJWINDER GILL  
Director/Directrice  
SANDRA KORTE  
Director/Directrice  
CASSANDRA LAY  
Director/Directrice  
ALICIA PLOSZ  
Director/Directrice  
CHANTAL RIVARD  
Director/Directrice  
HOLLY BUSSEY  
Mary O. Ogunyemi  
TERESA DA SILVA-AVILA  
Director/Directrice  
NORA DAVIS  
Shirley Peterson  
TAMMY ELIUK  
Gina Hormann

LORRIE HENKE  
Director/Directrice  
JOELINE JEAN-CLAUDE  
Director/Directrice  
LUBA KING  
Director/Directrice  
JENNIFER SKUFFHAM  
Kim Shankel  
PINA ALOIA  
Shelley Recoskie  
MANJIT BANSAL  
Jasbir Sandhu  
TERESITA BARBARONA  
Myria C Balicao  
ALICIA BAROA  
Myria C Balicao  
MICHELLE BELLERIVE  
Linda Moreau

MURIEL BOVIN  
Jeri Pearce  
BALJIT BRAR  
Randhir Singh  
RUTH BREITNER  
Shannon Shaffer  
PRISCILA CARBAJAL  
Giovanna Russo  
SUSAN CAREY  
Kathy Godfrey  
FERRERA CRUZ  
Teresa Alomar-Story  
DARLENE HALSEY  
Evelyn Ramanauskas  
ALEXANDRA HEBERT  
Nathalie Delisle  
NANCY MCEWEN  
Director/Directrice

CHARLENE PHILLIPS  
Cathie Chapman  
KIM ROBITAILLE  
Linda Moreau  
MARGARITA SERRANO  
Eva Kopec  
SUKHPREET SIDHU  
Harpreet Dhalwal  
TATIANA SPILCOVA  
Luba King  
CAROL THOMPSON  
Amoreena Murray  
WILMA WARAICH  
Celsa Pasmio

## Provincial Sales Queens/Reines des ventes provinciales

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

**Alberta** – Shivanne Vienneau

**British Columbia/Colombie-Britannique** – Ryanna Evans

**Manitoba** – Linda Giesbrecht

**New Brunswick/Nouveau-Brunswick** – Alice Hebert

**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Sandra Maddigan

**Nova Scotia/Nouvelle-Écosse** – Leticia Richer

**Nunavut** – Elizabeth Ryan

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

**Ontario** – Shelley Recoskie

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

**Québec** – Josée Therrien

**Saskatchewan** – Shirley Peterson

**Yukon** – Sarah Johnston

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

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

Ryanna Evans	\$10,645.75	Cassandra Lay	\$5,390.25	Deanna Blue	\$4,159.25	Krista Hrin	\$4,001.00	Nadia Lauzier	\$3,644.00	Sonia Bammert	\$3,600.25
Sandra Maddigan	6,719.00	Tarra Keller	5,200.50	Linda Giesbrecht	4,094.50	Laurie Schuster Sydor	4,000.75	Sherrel Puleo	3,643.50	<b>\$3,600</b>	
Alice Hebert	6,641.00	<b>\$4,800</b>		Shirley Peterson	4,062.25	Yvonne Wolowski	3,998.50	Catherine Jenkins	3,624.50	Valerie Doiron	3,600.00
Shelley Recoskie	6,503.75	Pina Aloia	4,608.00	Claudine Pouliot	4,018.50	Sonia Dumas	3,859.25	Samantha Riopka	3,608.75	Vanessa Enns	3,600.00
Shivanne Vienneau	6,501.75	Josée Therrien	4,229.75	Cherie Hydzyk	4,018.00	Brenda Pearce	3,722.25	Nancy Levesque	3,607.25		
Lynn Van Hemert	6,484.00	Donna Soulliere	4,210.00	Fran Carter	4,015.00	Neneth Banayo	3,708.50	Denise Baptiste Klein	3,605.00		
<b>\$6,000</b>		Shahida Javed	4,202.00	Sheila Lefebvre	4,015.00	Sharlene Epton	3,670.00	Karine Girard	3,600.75		

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

Maureen Corrigan	\$3,541.25	Joyce Goff	\$3,189.25	Sue McElhanney	\$3,012.50	Kathleen Morgan	\$3,000.50	Jamanda Doyle	\$2,776.50	Pat Paul	\$2,672.75
Maryann McBryan	3,477.75	Kaitlynn Stelting	3,110.75	Pam Alimanzzi	3,009.25	Katherine Rusz	3,000.50	Joelene MacKey	2,765.00	Stephanie Bradley	2,664.50
Glenda Laberge	3,469.25	Veronica Duncan	3,085.50	Leticia Richer	3,006.75	Andii Anderson	3,000.25	Marisa Alba	2,750.75	Marilyn Johnson	2,633.50
Silvie Da Costa	3,434.25	Diane Desrosiers	3,082.75	Danielle Gobeil	3,006.50	Brett Lindquist	3,000.00	Annie Gagnon	2,731.75	Alison Johnson	2,615.00
Lynne Pocock	3,398.75	Louisa Hoddinott	3,071.00	Samantha Hardy	3,004.75	Jacinthe Lemire	3,000.00	Delores Drebet	2,714.75	Jackie Pieper	2,614.75
Brenda Haughian	3,359.00	Crystal Davy	3,068.25	Sylvie Gagnon	3,003.75	Shirley Fequet	2,990.75	Janet Bartlett	2,712.00	Dorothy Osadcuk	2,600.75
Pam Hill	3,305.50	Claire Mercier	3,034.75	Linda Hood	3,003.75	Marie-France Dubé	2,977.50	Cindy Orrett	2,704.75	Marie Gilbert	2,600.00
Jan Irwin	3,292.50	Sandra Neufeld	3,025.00	Brandy Munro	3,003.00	Hilda Hiscock	2,911.50	Stephanie Marois	2,704.50	Paymaneh Varahram	2,563.25
Louise Sauriol	3,246.00	Rebecca Arquillano	3,019.00	Sarwat Siddiqi	3,002.50	Danielle Normandin	2,881.50	Michelle Godin-Henry	2,689.75	Marianne Munson	2,546.75
Kristen McBride	3,236.25	Eleethea Marson	3,018.00	Nathalie Chiquette	3,000.75	Christine Belanger	2,878.50	Marie Smith	2,676.25	Sue Ehrlander	2,531.00

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

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

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

Debbie Parsons	\$2,531.00	Nicole Bellemare	\$2,231.25	Ioana Medesan	\$2,047.25	Rosemarie Selinger	\$2,008.00	Linda O'Grady	\$2,002.00	Elaine Sciotte	\$2,000.25
Edith Rajna	2,526.00	Augustine Bonny Lambe	2,227.25	Edele Morton	2,043.75	Tamra Axley	2,007.75	Cathy Smockum	2,002.00	Carol Adams	2,000.00
Diane Eder	2,499.00	Mary Humber	2,225.25	Nicole Miller	2,042.50	Sharon Coburn	2,007.75	Sandra Van Den Brink	2,002.00	Julie Allard	2,000.00
Janine Brisebois	2,498.00	Elaine Maeland	2,222.00	Kimberly Flannery	2,041.50	Heidi McGuigan	2,007.50	Rita Weagle	2,002.00	Ami Bour	2,000.00
Li Ming Liew	2,491.75	Natasha MacQuarrie	2,218.50	Charlotte Magyar	2,041.50	Karen Roberts	2,007.50	Linda Dionne	2,001.75	Joy Book-Tamas	2,000.00
Donna McKinley	2,475.50	Joyce Dreger	2,214.50	Diane Murray	2,038.75	Sonia Kumar	2,007.25	Loretta Goodyear	2,001.75	Cathie Chapman	2,000.00
Carol Rennehan	2,473.75	Kathie McGann	2,207.50	Georgie Anderson	2,038.25	Sylvie Larose	2,007.25	Marie-Hélène Légaré	2,001.75	Irene Calagui	2,000.00
Louise Fortin	2,459.00	June Fowler	2,204.75	Angie Inglis	2,038.00	Judy Byock	2,006.75	Cheryl Neuman	2,001.75	Sarah Castillo	2,000.00
Melissa Bélanger	2,454.00	Holly Schnell	2,204.00	Valerie Rodrigue	2,037.50	Bonita Cheddie	2,006.50	Rosemary Minors	2,001.75	Lorraine Delangis	2,000.00
Dian Eggleson	2,447.50	Cindy Levesque	2,200.75	Marcia Amor	2,036.25	Colleen Hendrickson	2,006.50	Deanna Pease	2,001.75	Joanne Fedora	2,000.00
Parneet Chahal	2,445.00	Sheri Gray	2,195.50	Nicole Haverland	2,035.50	Kathleen Rebic	2,006.25	Connie Biddles	2,001.75	CÉline Fréchette	2,000.00
Majury Mashipe	2,438.75	Julie Messier	2,184.75	Claudine Bolduc	2,033.50	Gladys Neumann	2,006.00	Brenda Radford	2,001.75	Karen Hollingworth	2,000.00
Sharon MacDougall	2,427.75	Elaine Daignault	2,180.50	Donna West	2,033.50	Doreen Bradburn	2,005.75	Brenda Betz	2,001.50	Cheryl Holm	2,000.00
Ellen Hatlewick	2,421.75	Jacqueline Smith	2,180.25	Linda Feldman	2,033.25	Zoe Huntton	2,005.75	Diane Cormier	2,001.50	Isabelle Jean	2,000.00
Sandra Gauthier	2,418.75	Eden Jordan	2,176.75	Maureen Luggi	2,032.50	Lani Van Eik	2,005.75	Jeanne Case	2,001.50	Joan McMillan	2,000.00
Tanya Giles	2,414.75	Carol Thompson	2,175.25	Amelie Messier	2,032.50	Cherie Gould	2,005.50	Marie Evans	2,001.50	Joelle Malet	2,000.00
Mary Anne Whitford	2,413.50	Angela Kimmie	2,172.00	Susie Leakvold	2,032.00	Barb Cieslak-Sydor	2,005.25	Lynzie Friesen	2,001.50	Karen McManus	2,000.00
Judy Crooks	2,411.50	Kelly Thompson	2,170.25	Lyne Dube	2,031.00	Erin Goffin	2,005.25	Gina Hormann	2,001.50	Gladys MacIntyre	2,000.00
Liliana Barboza	2,410.00	Joyce Bigelow	2,169.50	Vaun Gramatovich	2,031.00	Debi Kanerwa	2,005.25	Barb Lavin	2,001.50	Joy Nicavera	2,000.00
Lynda Brummitt	2,408.00	Celsa Pasmio	2,169.00	Charlene Phillips	2,030.50	Catherine Rivest Brunet	2,005.00	Janet Racey	2,001.50	Ruby O'Keefe	2,000.00
Cherry Cervito	2,408.00	Tracey Douglas	2,167.75	Andrea Twiss	2,030.50	Randhir Singh	2,005.00	Debbie Richards	2,001.50	Natalie Promesse	2,000.00
Edith Gosselin	2,407.75	Rose Marie Young	2,163.50	Amanda Sikora	2,028.25	Joeline Jean-Claude	2,004.75	Carole Saviole	2,001.50	Susan Placsko	2,000.00
Kimberley Fehlauer	2,407.50	Winnifred Barnett	2,159.50	Lucie Plante	2,027.75	Estrellita Borja	2,004.50	Mireille Belanger	2,001.25	Karen Perry	2,000.00
Andrea Clairmont	2,407.25	Christy-Lee Froese	2,155.00	Vilma Cruz	2,027.25	Alex Quinn	2,004.50	Marilyn Clark	2,001.25	Jacquelyn Patriquin	2,000.00
Sonia Castonguay	2,406.50	Tammy Nadeau	2,151.75	Cheryl Page	2,026.50	Ashley Snow	2,004.50	Georgine Cook	2,001.25	Hilda Plunkett	2,000.00
Sylvie Lapalme	2,406.00	Kasey Kipien	2,142.75	Pauline Campbell	2,026.00	Jan Naismith	2,004.25	Chris Chiasson	2,001.25	Melanie Roy	2,000.00
Lizbet Bustos	2,402.75	Leony Gamboa	2,141.00	Betty Lou Earl	2,026.00	Deborah Ridley	2,004.25	Theresa Derksen	2,001.25	Shireen Spencer	2,000.00
Lilia Morcilla-Smith	2,402.50	Patti Jeske	2,138.00	Heather Cook	2,025.50	Chianne Smith	2,004.25	Donna Feeney	2,001.25	Jennifer Scott	2,000.00
Meagan Thompson	2,402.25	Cheryl Cassidy	2,132.00	Paula Hoare	2,025.50	Nancy Crépeau	2,004.00	Laura Glenney	2,001.25	Carina Simara	2,000.00
Carolyn Dwyer	2,401.25	Kathleen Cyr	2,131.25	Barbara Jones	2,025.50	Carol Dutchik	2,004.00	Marilyn Hicken	2,001.25	Larissa Surprenant	2,000.00
Stephanie Lavallee	2,401.00	France Larouche	2,131.00	Winnie George	2,024.25	Lygia Valcourt	2,004.00	Marie-Pier Latour	2,001.25	Valerie Tavernier	2,000.00
Leah Whelan	2,401.00	Evelyn Swenne	2,130.00	Roxanne Guilbert	2,024.00	Rhoda Burton	2,003.75	Alberta O'Neil	2,001.25	Audrey Ehalt	2,000.00
Melanie Allaire	2,400.75	Sonia Janelle	2,126.75	Cherylle A Tardif	2,023.75	Pat Neculeac	2,003.75	Maribel Pilethiran	2,001.25	Loretta White	2,000.00
Katherine Gustin	2,400.75	Allyson Beckel	2,121.75	Lucie Beaugard	2,023.25	Lisa O'Leary	2,003.75	Sue Rigby-Mallard	2,001.25	Heather Maxwell	1,999.75
Hazel Peers	2,400.75	Margo Robinson-Faller	2,119.25	Loubna Ibnouzaahir	2,023.25	Shirley Yang	2,003.75	Monica Speer	2,001.25	Jie Chen	1,999.00
Bree Yates	2,400.75	Sunny Sandy Houlgrave	2,117.00	Nancy Nadeau	2,023.25	Lynn Lemieux	2,003.50	Connie Turner	2,001.25	Kyla Buhler	1,998.25
Irma Cortes	2,400.50	Helene Richard	2,115.50	Susan Sheets	2,023.25	Margaret MacLeod	2,003.50	Maria Bermudez	2,001.00	Marta Holden	1,988.50
S. Greenwood-Plante	2,400.50	Baljinder Dthoher	2,114.00	Patti Baby	2,022.75	Barbara Martin	2,003.50	Susan Henderson	2,001.00	Phyllis Tico	1,985.50
Barbara White	2,400.50	Tiffany Bonnell	2,108.25	Stephanie Legault	2,022.25	Véronique Nolin-Morin	2,003.50	Deborah Hall	2,001.00	Wafa Ishak	1,984.75
Tracy Butula	2,400.25	Laura-Lee Schnurr	2,108.00	Moralba Taylor	2,022.25	Tracey Walls	2,003.50	Maritza Ortiz	2,001.00	Kathy Godfrey	1,948.00
Sharon Todd	2,400.25	Nicoleta Sanpetreanu	2,103.75	Diana Robstad	2,021.25	Heather Warnaar	2,003.50	Heather Pilkey	2,001.00	Marthe Harvey	1,947.75
Elizabeth Tokariuk	2,400.25	Patricia Peppard	2,103.00	Catherine MacDow	2,020.75	Josianne Boily	2,003.25	Victoria Sagarino	2,001.00	Nathalie Leblanc	1,947.25
Marie-Josée Bernard	2,400.00	Janelle Desjardins	2,100.25	Diana Etmanskie	2,020.25	Joan Crepin	2,003.25	Donna Witt	2,001.00	Christina Luu	1,945.25
Raizza Cervito	2,400.00	Alison Hogan	2,097.75	Chris Piumi	2,020.25	Wendy Dawson	2,003.25	Pam Behnke-Van Hoof	2,000.75	Manuela Mihaljevic	1,944.00
Marie-Josée Fortin	2,400.00	Gail Pollard	2,089.75	Irma Vaughan	2,019.75	Lisa-Marie Massey	2,003.25	Maria Boulanger	2,000.75	Nathalie Bisailon	1,937.25
Tracy Campbell	2,400.00	Harparveen Aujla	2,088.75	Julie Vaillancourt	2,019.75	Judy Huskins	2,003.25	Rechie Diaz	2,000.75	Caroline Clingen	1,926.50
Manjinder Gill	2,400.00	Barbara Sinden	2,087.75	Vicki Nikiel	2,018.25	Ginette Larcheveque	2,003.25	Wanda Groenewegen	2,000.75	Sharon Korol	1,923.50
Karine Jalbert	2,400.00	Karen George	2,085.00	Kathy Handzuik	2,016.25	Fatima Pereira	2,003.25	Pat Monforton	2,000.75	Meaghan Cleasby	1,916.25
Noreen Kroetsch	2,400.00	Rita White	2,085.00	Sharlene Bukurak	2,015.75	Cheryl Partridge	2,003.25	Sylvie Pellerin	2,000.75	Darumy Alonso Suarez	1,913.75
Lynette Pagkaliwangan	2,400.00	Peggy Simpson	2,084.75	Aline (ali) Boutet	2,015.25	Susan Richardson	2,003.25	Diane Poulin	2,000.75	Jocelyn Tobongbanua	1,908.50
Dianna Savenye	2,400.00	Nadia MacDonald	2,082.50	Cheryl Gara	2,015.25	Brigitte Lang	2,003.00	Michelle Currie	2,000.75	Nino Bokuchava	1,905.50
Maria Spoleitini	2,400.00	Melanie A. Wade	2,082.50	Tricia Burton	2,014.25	Julia Moulard	2,003.00	M. Summach-Sawyer	2,000.75	Kelly Roxin	1,905.00
Dawn Rife	2,400.00	Carolyn San Diego	2,079.00	Kathy Whitley	2,013.00	Emilienne Mampuya	2,003.00	Sandra Skinner	2,000.75	Nancy McEwen	1,903.25
Joanne Schultz	2,374.00	Susan Bannister	2,078.50	Genevieve Matte	2,013.00	Bobbie Ahluwalia	2,002.75	Terri Kurtzweg	2,000.50	Nathalie Mondue	1,892.75
May Ormrod	2,367.50	Betty Lister	2,077.50	Lisane Letourneau	2,012.50	Bev King	2,002.75	Jennifer Curlaw	2,000.50	Melanie Pratte	1,891.00
Fae Hoiness	2,362.25	Carol Miller	2,075.00	Genevieve St Pierre	2,012.50	Shelly McKlusky	2,002.75	Connie Course	2,000.50	Laura Landry	1,888.00
Bev Harris	2,357.25	April Klippenstein	2,064.75	Genevieve Berube	2,012.25	Diane Abbott	2,002.50	Ruby Chapman	2,000.50	Mary-Lou Hill	1,881.75
Amy Shang	2,336.50	Shelley Haslett	2,063.00	Ysabelle Duchesne	2,012.00	Janice Appleby	2,002.50	Edith Domingo	2,000.50	Laurie Mennie	1,879.25
Ilda MacHado	2,335.50	Diane Boulanger	2,061.00	Laureen Miller	2,011.75	Jane Batkin	2,002.50	Jane Anselault	2,000.50	Joan Brissitt	1,878.50
Mimose Constant	2,326.00	Gail St. Croix	2,059.25	Stephanie Jobin	2,011.25	Gaylene Gillander	2,002.50	Glenda Nelson	2,000.50	Sandra Korte	1,873.50
Rose Hayden	2,325.50	Helene Drolet	2,057.25	Patricia Norris	2,010.75	Bev McGrath	2,002.50	Gail Prodeus	2,000.50	Diana Rojas	1,873.00
Kim Shankel	2,323.50	Arlene Patko	2,057.00	Nathalie Delisle	2,010.50	Azhar Alloul	2,002.25	June Rumball	2,000.50	Marla Ball	1,871.25
Johanne Girard	2,319.00	Rosa McIntosh	2,056.00	Candi Jeronimo	2,010.50	Karen Charlton	2,002.25	Caroline Sarrouf	2,000.50	Maria Anokhina	1,866.00
Danielle Bourgault	2,312.00	Michelle Goetz	2,055.50	Tara Green	2,010.25	Julie Dorais	2,002.25	Teresa Turner	2,000.50	Barbara Craig	1,866.00
MarElie Savoie	2,295.00	Dawn Henry	2,054.25	Carol Heath	2,010.25	Heather Hewitt	2,002.25	Florenda Ubaldo	2,000.50	Rona Shelton	1,861.75
Helen Wall	2,283.50	Ginny Konechny	2,054.25	Mylene Roy	2,010.00	Ana Mendonca	2,002.25	Corinne Wilkes	2,000.50	Debra Penner	1,859.50
Amy Blanchard	2,283.00	Janice Stuyck	2,052.50	Agnes Loshusan	2,009.50	Catherine Strickland	2,002.25	Teresa Alomar-Story	2,000.25	Rhonda Rabuck	1,851.75
Cate Whitsitt	2,277.75	Lorraine McCabe	2,052.25	Tracy Warner	2,009.25	Krista Matheson	2,002.25	Marie-Anne Chretien	2,000.25	Ciara Sargent	1,850.25
Esther Gallop	2,266.00	Louise Ann Brunet	2,051.75	Claudette Brosseau	2,008.50	Mariela Sablon	2,002.25	Gloria Fitt	2,000.25	Lois Musselman	1,848.25
Deb Prychidny	2,265.25	Ashley Jackson	2,051.75	Teresita Llarinas	2,008.50	Terry Burch	2,002.00	Gemma Gillard	2,000.25	Louise Viens	1,848.00
Gwen Groves	2,245.50	Jackie Brimblecombe	2,049.25	Mariola Herbasz	2,008.25	Claudette Cleroux	2,002.00	Evelyn Ramanauskas	2,000.25	Loan Vu	1,847.00
Rita Samms	2,244.50	Paulette Nimco	2,049.00	Harpreet Dhaliwal	2,008.00	Kathy Haigh	2,002.00	Lynda Switzer	2,000.25	Eileen Jessup	1,845.25
Karen Roberts	2,239.75	Chun Hui Spring Mo	2,048.00	Sharon Gibson	2,008.00	Susanna Johnson	2,002.00	Sheri Radjija	2,000.25	Sandi Pitura	1,845.00

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## Stars Consultants on the *Ladder of Success* (continued) Conseillères étoiles sur l'*Échelle du succès* (suite)

Elizabeth Middleton	\$1,841.00	Samantha Dunbrack	\$1,813.50	Gina Rauliuk	\$1,804.75	Linda Chivers	\$1,802.25	Marianne Dupuis	\$1,800.50	Trish McLachlan	\$1,800.00
Angie Fedorchuk	1,840.00	Heather Bennett	1,812.75	Sarah Bardell	1,804.50	Julie Gauthier	1,802.00	Jacinthe Leclerc	1,800.50	Morgan Monych	1,800.00
Maria Milione	1,837.50	Lourdes Bugaoan	1,812.25	Baljit Brar	1,804.50	Nadia Joannides	1,802.00	Janet Moulson	1,800.50	Emmalee Nother	1,800.00
Kristy Evanson-Slade	1,836.50	Sandeep Hansra	1,810.00	Louise Boulanger	1,804.50	Joan Richards	1,802.00	Aquilina Mendoza	1,800.50	Diane Peel	1,800.00
Melody Gilmore	1,835.25	Tannas Ross	1,809.75	Nadia Desroches	1,804.50	Annie Kalala	1,801.75	Ioana Stoica	1,800.50	Edna Savoie	1,800.00
Veronique Viens	1,827.75	Paola Restrepo	1,809.50	Louise Bernier	1,803.75	Heather Popadyn	1,801.75	Sylvia Bammert	1,800.25	Jas Sandu	1,800.00
Cheryl Haskell	1,827.50	Elaine Wallace	1,808.50	Sasha Forsyth	1,803.75	F. Séguin Beaulieu	1,801.50	Gerlie Dizon	1,800.25	Carrie Solymosi	1,800.00
Esperance Nseyi	1,827.25	Valerie Gervais	1,808.00	Tiffany Leboeuf	1,803.75	Kuljit Dhalliwal	1,801.25	Daniela Ferreira	1,800.25	Bhumika Talla	1,800.00
Elizabeth Ryan	1,826.25	Caroline Einish	1,807.50	Josée Martel	1,803.75	Whitney Jamieson	1,801.25	Becky Gillett	1,800.25	Donna Veltman	1,800.00
Cindy Shoults	1,825.00	Betty Barnhill	1,807.25	Krista Bozzer	1,803.50	Ellen Kinzl	1,801.25	Tiffany Burch	1,800.00	Tiky Yuen	1,800.00
Swarnjit Gill	1,823.50	Shauna McMinis	1,807.25	Vicky Brunelle	1,803.00	Esmeralda Castaneda	1,801.00	Sylvie Bardin	1,800.00	Cong Zhong	1,800.00
Tiffany Whalen	1,823.00	Shazia Naheed	1,806.75	Dionne Yu Phillips	1,803.00	Marilyn Denis	1,801.00	Jessica Burzinski	1,800.00		
Cindy Fulton	1,821.50	Rachel Lévis	1,806.25	Tracey Shenfield	1,803.00	Tracy Lee	1,801.00	Diane Riddell	1,800.00		
Paulette Deangelis	1,819.25	Vijay Sharma	1,806.00	Rajwinder Gill	1,802.75	Christine Ransom	1,801.00	Sukhvinder Cheema	1,800.00		
Amanda Bordt	1,817.25	Megan Wagner-Croft	1,806.00	Sarbjit Khehra	1,802.75	Deborah Velo	1,801.00	Samantha Enns	1,800.00		
Anna Czerny	1,816.75	Laura Corcoran	1,805.75	Annette Neudorf	1,802.75	Renate Hein	1,800.75	Myssa Lastar	1,800.00		
Didy Konstapel	1,815.50	Robin MacDonald	1,805.25	Caron Robinson	1,802.75	Donna Martin	1,800.75	Kristin Francis	1,800.00		
Kirsti Hack	1,814.00	Elizabeth Farris	1,805.00	Kandis Carnegie	1,802.50	Sonia Pelletier	1,800.75	Catherine Fudge	1,800.00		
Isabelle Tremblay	1,814.00	Tatiana Spilcova	1,805.00	Gwendolyn Newell	1,802.50	Navdeep Bhatthal	1,800.50	Joyce Isidro	1,800.00		
Puiting Cheng	1,813.75	Jummy Salak	1,805.00	Charmaine Wise	1,802.50	Cecilia Basenga	1,800.50	Odessa Kwas	1,800.00		
Claudia Christen	1,813.75	Lorrie Henke	1,804.75	Marites Burac	1,802.25	Helen Downie	1,800.50	Ranjit Malhi	1,800.00		

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# november 2010 recognition reconnaissances de novembre 2010

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

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

Seminar year-to-date Independent National Sales Director gross commissions as of November 30<sup>th</sup>, 2010. Includes all first-, second-, third-line and first-line bonus, and global commissions/ NSD bonuses. / Les commissions touchées au cours de l'année Séminaire à ce jour au 30 novembre 2010 par les Directrices nationales des ventes indépendantes sur leur production en gros comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, les primes de première lignée ainsi que les commissions mondiales/primes de DNV.



Angie Stoker



Renée Daras



Brenda Summach



Doreen Burggraf



Elena Sarmago

## On-Target Inner/Diamond/Gold Circle

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

**On-Target for  
Diamond Circle**  
Angie Stoker  
Renée Daras

**On-Target for  
Gold Circle**  
Brenda Summach  
Doreen Burggraf

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

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

Angie Stoker	\$4,536,835.00	Brenda Summach	\$2,407,641.42	D. Ryan-Rieux	\$1,631,786.50	Gloria Boyne	\$1,532,561.35	Dalene Allen	\$1,429,423.87
H. Armstrong	2,766,979.43	Doreen Burggraf	1,686,820.90	Elena Sarmago	1,615,126.85	Gail Adamson	1,490,244.00	Anne Austin	1,209,963.00

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

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

Renée Daras	\$28,563.00	Brenda Summach	\$14,661.00	Doreen Burggraf	\$14,066.00	Darlene Ryan-Rieux	\$11,849.00	Gail Adamson	\$10,872.00
Angie Stoker	24,447.00	Dalene Allen	14,503.00	Gloria Boyne	13,248.00	Elena Sarmago	11,617.00		

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## Triple Crown, Dean's List & Honor Society Achiever/ Championne Triple couronne, Liste des meilleures performances et Société d'honneur

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

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

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



**Maura Lucente** (North Vancouver, BC)  
**National Area/Famille nationale:** Go-Give  
**Debut/Débuts:** December/Décembre 2009

## Fabulous 50s Achiever Championne Fabuleux 50

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



**Florame Tanian** (Toronto, ON)  
**National Area/Famille nationale:** Elena Sarmago  
**Debut/Débuts:** June/Juin 2010

Photo unavailable.  
/ Photo non  
disponible.

## On the Move Achievers Championne En marche!

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

Patricia Lavoie  
Grelife Mascarenhas

Kristen McBride  
Elizabeth Tokariuk

## Scoreboard/Tableau des résultats

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

Fiona Corby	\$82,323.60	Marilyn Bodie	\$39,409.10	Kathy Quilty	\$31,297.60	Angela Dean	\$25,582.60	Ming Tsang	\$22,603.60	Cicily Brewer	\$20,608.50
France Grenier	63,904.10	France Légaré	36,866.60	Mary O. Ogunyemi	30,056.10	Josianne Boily	25,456.10	Christine Ransom	22,597.10	Jeri Pearce	20,593.50
Shirley Peterson	62,131.60	Kathy Handzuik	36,192.60	Cassandra Lay	29,937.60	Jacqueline Cullen	25,428.10	Louise McCann	22,558.60	Janice Appleby	20,573.10
Ginette Destorges	59,493.50	Louise Boulanger	34,832.10	Kathy Whitley	29,023.10	Kyla Buhler	24,989.10	Michelle Currie	22,515.10	Carol Adams	20,546.60
Angela Hargreaves	57,872.10	Mary Davies	34,787.10	Heather Cook	28,626.60	Louiselle Duchesne	24,595.00	Gaylene Gillander	22,424.00	Patti Jeske	20,536.10
Guyline Comeau	56,411.60	Rita Samms	34,771.10	Julie Ricard	28,431.10	Claudine Pouliot	24,461.00	Phyllis Hansford	22,409.60	Anik Seguin	20,529.60
Josée D'Anjou	54,026.60	Elizabeth Farris	34,647.10	Giovanna Russo	28,357.10	Donna Izen	24,265.50	Kim Shankel	22,397.10	Paulette Nimco	20,451.60
Shelley Recoskie	52,881.60	Frances Fletcher	34,524.60	Louisa Hoddinott	28,003.10	Audrey Ehalt	24,248.10	Joy Zaporozan	22,389.60	Gladys MacIntyre	20,393.10
Louise Fortin	50,671.10	Yasmin Manamperi	34,490.10	Fran Sorobey	27,675.10	Cheryl Neuman	24,027.10	Becky Lawrence	22,355.10	Linda Gingrich	20,338.60
Susan Bannister	49,847.60	Shirley Fequet	34,464.60	Teresa Ho	27,551.10	Linda Moreau	23,735.60	Susan Richardson	22,293.10	Caroline Sarrouf	20,290.60
Shannon Shaffer	47,260.10	Jill Ashmore	34,404.60	Donna Matthews	27,354.50	Joyce Goff	23,656.10	Heidi McGuigan	22,099.60	Lucie Beauregard	20,242.10
Allyson Beckel	46,355.10	Nicole Bellemare	34,319.10	Liz Wodham	27,281.10	Rajinder Rai	23,573.10	Laurie Schuster Sydor	22,004.60	Elaine Sicotte	20,178.60
Evelyn Ramanauskas	45,020.60	Wanda Groenewegen	34,101.10	Elaine Fry	27,094.60	Lorraine McCabe	23,463.10	Pat Paul	21,846.10	Ruby Chapman	20,090.60
Nathalie Delisle	44,527.60	Beryl Apfelbaum	34,021.10	Gina Hormann	27,034.60	Pam Behnke-VanHoof	23,035.60	Teresa Alomar-Story	21,591.10	Sandra Neufeld	20,022.10
Mireille Morin	44,046.60	Bev Harris	33,324.60	Barb McKellar	26,887.10	Tarra Keller	22,973.50	Randhir Singh	21,541.10	Helen Lupena	20,004.10
Carol Heath	42,043.10	Harpreet Dhaliwal	32,963.60	Danielle Theriault	26,797.10	Beverly Dix	22,955.60	Deanna Pease	21,486.10		
Lorrie Henke	41,162.10	Martine Richard	32,514.10	Susie Leakvold	26,759.60	Marilyn Clark	22,918.60	Chun Hui Spring Mo	21,235.60		
Angie Fedorchuk	40,470.10	Sharon Coburn	31,721.10	Guyline Dufour	26,031.60	Claribel Avery	22,869.10	Darlene Olsen	21,168.60		
Tamara Swatske	40,396.10	Judi Todd	31,402.10	Jennifer Levers	25,636.10	Joan Elliott	22,777.10	Giselle Marmus	20,767.60		

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

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

Josée D'Anjou	\$10,266.18	Teresa Ho	\$4,482.05	Angela Dean	\$3,416.70	Louise Desy	\$2,809.28	Chantal St-Denis	\$2,440.89	Debra King	\$2,165.02
Fiona Corby	9,956.01	Claribel Avery	4,367.45	Helen Lupena	3,409.28	Claudine Pouliot	2,794.13	Phyllis Fedchun	2,421.44	Chrissy Novak	2,164.19
Ginette Desforges	8,560.38	Donna Matthews	4,309.43	Fran Sorobey	3,408.82	Sarah Reece-Robertson	2,742.37	Pat Paul	2,420.00	Cheryl Page	2,157.82
Mireille Morin	8,178.43	Shirley Fequet	4,272.07	Donna Izen	3,396.82	Heidi McGuigan	2,737.00	Jenny-Leanne Dorey	2,409.40	Laureen Miller	2,154.99
Angela Hargreaves	7,884.07	Beryl Apfelbaum	4,216.02	Shirley Austin	3,321.69	Randhir Singh	2,724.18	Annie Gagnon	2,408.68	Kathryn Milner	2,154.21
Shirley Peterson	7,755.30	Kathy Handzuik	4,153.30	Liz Wodham	3,306.95	Lorraine Upwards	2,696.47	Lisa Craig	2,408.04	Peggy Denomme	2,147.71
France Grenier	7,753.77	Louise Boulanger	4,056.67	Karen Taylor	3,290.17	Ming Tsang	2,663.12	Carol Hoyland-Olsen	2,407.70	Katie Pokrant	2,139.49
Guylaine Comeau	7,288.55	Kathy Quilty	4,047.93	Kathy Whitley	3,286.50	Joyce Goff	2,637.65	Carol Adams	2,405.03	Pauline Richardson	2,137.90
Nathalie Delisle	6,829.45	Mary O. Ogunyemi	4,005.33	Jennifer Levers	3,273.88	Myria Balicao	2,627.48	Alison Hogan	2,388.17	Sharon Wolthers	2,128.96
Shelley Recoskie	6,753.00	Guylaine Dufour	3,972.68	Darcey Smith-Heath	3,270.45	Caroline Sarrouf	2,618.89	Alex Quinn	2,384.67	Pat Monforton	2,126.43
Donna Melnychyn	6,589.87	Rita Samms	3,964.12	Kyla Buhler	3,262.34	Joy Zaporozan	2,611.02	Donna Witt	2,384.58	Jasbir Sandhu	2,124.83
Louise Fortin	6,485.94	Pam Behnke-Van Hoof	3,963.68	Cheryl Neuman	3,261.76	Paymaneh Varahram	2,598.29	Chun Hui Spring Mo	2,380.31	Monica Noel	2,113.20
Shannon Shaffer	6,256.50	Louiselle Duchesne	3,951.92	Audrey Chalt	3,183.58	Tarra Keller	2,593.28	Michelle Goetz	2,369.70	Vicki Nikiel	2,096.04
Evelyn Ramanauskas	6,160.47	Frances Fletcher	3,945.40	Shelley Haslett	3,166.13	Marilyn Clark	2,589.71	Judy Buchanan	2,349.11	Robin Courneya-Roblin	2,093.62
Susan Bannister	5,640.09	Jill Ashmore	3,936.30	Elaine Siccotte	3,141.99	Michelle Currie	2,587.82	Cicily Brewer	2,339.55	Maria Bennett	2,086.34
Allyson Beckel	5,613.08	Lucie Beaugregard	3,841.30	Judith Richardson	3,123.15	Erna Voth	2,586.74	Jeri Pearce	2,338.58	Eva Kopec	2,080.82
Tamara Swatske	5,318.66	Susie Leakvold	3,806.77	Anik Seguin	3,108.73	Joan Elliott	2,586.23	Janice Appleby	2,337.25	Esther Gallop	2,078.75
Sharon Coburn	5,259.88	Bev Harris	3,766.10	Barb McKeellar	3,047.66	Christine Ransom	2,568.81	Linda Gingrich	2,331.04	Glenda Laberge	2,074.32
Elizabeth Farris	5,257.08	Louisa Hoddinott	3,763.08	Gaylene Gillander	3,015.09	Louise McCann	2,566.31	Paulette Nimco	2,329.35	Tracey Douglas	2,071.21
Carol Heath	5,132.80	Susan Richardson	3,762.33	Johanna Tobin	2,994.94	Kim Shankel	2,555.81	Maureen Corrigan	2,313.93	June Millar	2,069.17
Harpreet Dhaliwal	5,091.56	Martine Richard	3,713.42	Beverly Dix	2,975.27	Deb Prychidny	2,554.35	Diane Burness	2,305.77	Mychele Guimond	2,066.14
Marilyn Bodie	5,084.35	Elaine Fry	3,676.72	Deanna Pease	2,962.56	Laurie Schuster Sydor	2,530.30	Colleen Hendrickson	2,301.80	Shannon Cameron	2,063.09
Lorrie Henke	4,980.87	Judi Todd	3,617.39	Phyllis Hansford	2,958.43	Linda Feldman	2,526.17	Sandra Neufeld	2,301.44	Sue McElhanney	2,037.55
Mary Davies	4,940.40	Giovanna Russo	3,579.15	Linda Moreau	2,942.81	Ruby Chapman	2,515.58	Ashley Anne Wiebe	2,281.53	Joanne Manol	2,034.31
Angie Fedorchuk	4,930.56	Gina Hormann	3,557.25	Darlene Olsen	2,881.34	Patti Jeske	2,510.20	Arleen Fritz	2,274.85	Terry Burch	2,021.54
Julie Ricard	4,885.49	Becky Lawrence	3,527.59	Karen Hollingworth	2,879.37	Teresta Abad	2,489.74	Pamela B. Kanderka	2,262.22	Pam Alimanzi	2,018.59
France Légaré	4,847.06	Gladys MacIntyre	3,516.58	Joyce Bigelow	2,858.55	Sonia Janelle	2,486.06	Lauretta Gorman	2,260.64	S. Greenwood-Plante	2,017.81
Nicole Bellemare	4,747.21	Heather Cook	3,466.40	Jacqueline Cullen	2,857.64	Florame Tanian	2,482.31	Sarah Bardell	2,223.45	Rita White	2,005.80
Wanda Groenewegen	4,738.40	Teresa Alomar-Story	3,454.42	Josianne Boily	2,854.65	Janine Brisebois	2,455.76	Joy Nicavera	2,208.69		
Yasmin Manamperi	4,692.53	Cassandra Lay	3,450.10	Lorraine McCabe	2,811.51	Grelife Mascarenhas	2,455.62	Cathie Chapman	2,184.01		
Rajinder Rai	4,515.53	Danielle Theriault	3,434.40	Giselle Marmus	2,809.95	Nicole Pasacreta	2,449.50	Lenore Oughton	2,168.64		

## Top Recruiting Units/Meilleurs groupes en recrutement

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

**Ontario** – Mary O. Ogunyemi

**British Columbia/Colombie-Britannique** – Teresa Alomar-Story

**Ontario** – Fiona Corby

**Ontario** – Myria C. Balicao

**Manitoba** – Angela Hargreaves

**British Columbia/Colombie-Britannique** – Gloria Fitt

**Ontario** – Shelley Recoskie

**Québec** – Guylaine Comeau

**Québec** – Josée D'Anjou

**Québec** – Louise Fortin

## New Team Leaders/Nouveaux chefs d'équipe

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

BOBBIE AHLUWALIA  
Harpreet Dhaliwal  
CAROLINA BENGRIY  
Patti Jeske  
DONNA BOTTAY  
Donna Lowry

CAROLE BOUCHER  
Chantal St-Denis  
DEBORAH HALL  
Gloria Fitt  
ANGELA KIMMIE  
Divona Summer

JANET KRUEGER  
Carlene Kerr  
ALEXANDRA LOSSON  
Nicole Bellemare  
CINDY ORRETT  
Fiona Corby

HOLLY PROULX  
Marilyn Bodie  
DEBORAH RIDLEY  
Helen Zucchelli  
CAROL THOMPSON  
Amoreena Murray

MAYLANIE TURGEON  
Brigitte Raymond  
ROCIO VASQUEZ  
Giovanna Russo  
ALISON WRIGHT  
Shannon Shaffer

JESSICA ZIELKE  
Debbie Johnston

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

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

MELISSA ARMOUR  
Manuela Mihaljevic  
SHANNON ARMSTRONG  
Lorrie Henke  
SHAMIMA BEGUM  
Helen Lupena  
VIVIANNE BRAZEAU  
Fiona Corby  
CAROLINE WHISSELL  
Janelle Desjardins

SUSAN COOL  
Janine Brisebois  
MARGOT CRAFT  
Marie Monte  
PAMELA DMYTRIIV  
Angela Hargreaves  
LUIA DUTRA  
Alison Hogan  
MARILYN FRASER  
Fiona Corby

RUTH GRANADILLO  
Giovanna Russo  
GENEVIÈVE GROULX  
Danielle Theriault  
ALEXANDRA HEBERT  
Nathalie Delisle  
STEPHANIE HENDRY  
Sharon Coburn  
FRANCE LAROUCHE  
France Grenier

BARB MARCH  
Denise Melanson  
JELEELAT MOYEGUN  
Yasmin Manamperi  
CODY REECE  
Claudia Guzman-Vilchez  
NICOLETA SANPETREANU  
France Légaré  
MARGARITA SERRANO  
Eva Kopec

SUKHPREET SIDHU  
Harpreet Dhaliwal  
CHANEL STOREY  
Nicole Pasacreta  
CANGI WAN  
Ming Tsang  
JESSICA WEISS  
Angela Dean  
SIMONE WIEBE  
Charmaine Lacoursiere

JUNFEI (LINDA) WU  
Chun Hui Spring Mo  
XIAO DONG WU  
Chun Hui Spring Mo

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

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

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

Nino Bokuchava

### 12% Club/Club 12 %

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

Donna Melnychyn	\$1,621.62	Glenda Laberge	\$889.48	Teresa Ho	\$723.84	Amanda Sikora	\$635.01	Leah McKay	\$560.58	Rita Samms	\$528.15
Evelyn Ramanauskas	1,485.96	Louise Boulanger	869.28	Angela Hargreaves	713.92	Jennifer Levers	634.39	Georgine Cook	559.83	Lucie Beauregard	525.25
Joelle Malet	1,444.53	Louiselle Duchesne	868.74	Joyce Bigelow	712.66	Rae Naka	632.37	Eugenie Fortin	558.95	Allyson Beckel	524.04
Ginette Desforges	1,431.75	Randhir Singh	856.98	Lauretta Gorman	710.94	Dawn Rife	632.29	Michelle Currie	555.63	Wanda Groenewegen	523.24
Pam Behnke-Van Hoof	1,425.64	Carol Heath	831.18	Gladys MacIntyre	705.94	Harpreet Dhaliwal	628.42	Carroll Jackson	552.57	Tracey Douglas	522.96
Guyllaine Comeau	1,407.06	Deanna Pease	828.54	Melissa Segura	703.65	Josianne Boily	625.23	Lorraine Upwards	550.93	Donna Witt	522.94
Shelley Recoskie	1,388.55	Marie Gilbert	825.40	Becky Lawrence	697.21	Joanne Lam	613.35	Cherry Cervito	550.72	Judy Byck	521.82
Bev Harris	1,274.61	Rajinder Rai	822.16	Katie Pokrant	696.09	Jacqueline Cullen	610.05	Lisa Craig	549.81	Rita White	519.04
Liz Wodham	1,247.71	Nino Bokuchava	818.58	Alison Hogan	695.83	Elaine Maeland	609.43	Monica Noel	548.70	April Williams	518.97
France Grenier	1,224.81	Cassandra Lay	806.91	Linda Gingrich	689.52	Diane Burness	607.47	Barbara Berven	547.95	Chianne Smith	516.60
Shirley Fequet	1,147.30	Gina Hormann	798.66	Tracy Campbell	689.20	Shirley Austin	606.97	Elaine Sciotte	544.51	Beryl Apfelbaum	512.64
Guyllaine Dufour	1,091.23	Raven Hogue	788.94	Christine Ransom	679.77	Ruby Chapman	606.88	Susan Bannister	544.44	Susan Richardson	512.50
Angie Fedorchuk	975.27	Kyla Buhler	780.79	Judith Poulin	673.95	Caroline Clingen	598.74	Caroline Sarrouf	543.99	Vicki Nikiel	511.68
S. Greenwood-Plante	962.02	Kathy Whitley	780.39	Yvonne Wolowski	673.71	Judi Todd	598.38	Mary-Lou Hill	538.29	Tannas Ross	510.75
Lorrie Henke	959.37	Kimberley Fehlauer	780.34	Sharon Wolthers	670.99	Maureen Adamkewicz	583.98	Maria Bermudez	534.81	Jamie Lamping	506.58
Anik Seguin	952.56	Joy Zaporozan	778.56	Shannon Shaffer	665.94	Shirley Peterson	579.81	Sue McElhanney	534.66	Nancy Giatti	506.31
Tammy Enns	943.50	Louisa Hoddinott	768.72	Paymaneh Varahram	664.66	Frances Fletcher	579.45	Sharon Gibson	533.07	Patricia Lavoie	506.10
Louise Fortin	906.52	Susie Leakvold	751.38	Ellen Hatlevik	655.02	Dianna Savenye	577.62	Pamela B. Kanderka	533.02	Hoda Karakach	504.93
Cheryl Neuman	903.72	Nicole Bellemare	749.56	Darcey Smith-Heath	640.25	Maria Bennett	569.56	Caron E. Magee	532.38	Veronica Spanton	504.10
Fiona Corby	897.66	Fran Sorobey	739.48	Fran Morrison	635.37	Yasmin Manamperi	566.19	Rebecca Irving	531.27		
Shannon Cameron	893.40	Leanne Chamberlain	733.69	Darlene Olsen	635.29	June Rumball	564.76	Eva Maria Coelho	528.69		

### 8% Club/Club 8 %

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

Linda Feldman	\$484.88	Claudine Pouliot	\$405.30	Maureen Corrigan	\$346.56	Marie-Pier Latour	\$301.94	Michelle Pitura	\$278.40	Holly Bussey	\$258.62
Terry Burch	480.84	Margo Robinson-Faller	401.48	Vaun Gramatovich	337.71	Lenore Oughton	298.68	Kimiko Carlson	273.94	Louise Best	257.12
Sarah Reece-Robertson	468.83	Michele Thomson	379.58	Lisa-Marie Massey	319.48	Darla Gagyi	297.12	Karen Taylor	270.98	Marlene Bridgman	253.29
Donna L Fidler	437.72	Angela Dean	374.28	Svitlana Awogbami	312.64	Jayne Fochler	291.24	Janelle Marmus-Smith	270.08	Cindy Orrett	252.76
Patti Jeske	435.38	France Légaré	366.06	Nikki Horton	310.06	Heather St Denys	288.00	Nancy Hann	265.92	Kim Boettger	252.22
Mary O. Ogunyemi	425.82	Carole Boucher	361.94	Julie Lacasse	309.44	Glenna O'Quinn	287.20	Velma Barker	263.94	Lindsay Lewis	251.74
Rhoda Burton	413.92	Sarah Bardell	357.06	Brenda Cooper	305.64	Claribel Avery	285.17	Deb Prychidny	263.30	Bonita Cheddie	251.56
Amelie Messier	410.36	Helen Lupena	347.68	Karen Villeneuve	302.52	Louise Desy	279.24	Judy Buchanan	259.56	Veronica Duncan	251.24

### 4% Club/Club 4 %

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

Christine Belanger	\$231.07	Paige Van Camp	\$129.44	Carrie Gunter	\$120.01	Melania Martin	\$97.02	Sophie Marchand	\$91.16	Jocelyn Tobongbanua	\$81.16
Patricia Cornish	183.27	Nicoleta Sanpetreanu	128.42	Alexandra Hebert	117.56	Diane Pouliot	96.58	Jelelat Moyegun	90.95	Caroline Girard	80.10
Jennifer Cornish	179.01	Annie Couture	123.34	Siobhain O'Connor	113.91	Yvonne Gaudet	96.32	Cherrie Banting-Wrobel	90.58	Susan Smith	78.60
Carolyn Hamelin	177.04	Melvina Moores	121.98	Glenys Butler	113.25	Nicole Crowder	96.13	Denise Slogotski	90.29	Pat Suchlandt	78.21
Tracey Cronk	155.79	Helene Richard	120.34	Linda Berube	112.16	Crystal Dunbar	96.08	Carrie Campbell	87.21	Sheri Pereira	77.55
Alice Hebert	152.47	Fay Ramsay	120.24	Melissa Barbeau	111.71	Loubna Ibnouzhahir	96.08	Laurene Collison	87.15	Janice Gaudet	76.43
Nicole Miller	149.59	Coral Widdowson	120.16	Susan Cool	102.54	Melanie Larochelle	94.41	Linda Sangster	86.09	Marlene Juste	76.31
Luisa Dutra	149.06	Trish Shouldice	120.06	Marcia Ouellette	102.16	Shamima Begum	93.24	Leanne Neufeld	85.99	Martha Trujillo	76.09
Lisa Klassen	144.53	Michele Saraceni	120.05	Jacinthe Leclerc	100.10	Asha Dickinson	93.04	Chantale Bouchard	85.14	Robyn Bender	75.17
Bonnie Hoyle	130.71	Stephanie Gray	120.03	Jennifer Hayden	99.53	Genevieve Groulx	91.29	Katrina Cardeno	83.64		

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



## Gold Medal/Médailles d'or

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

SHELLEY RECOSKIE Director/directrice	JASBIR SANDHU Director/directrice	AUDREY EHALT Director/directrice	TERRY BURCH Director/directrice	TAMMY ELIUK Gina Hormann	JOELLE MALET Louise Fortin
CHERYL NEUMAN Director/directrice	LORRAINE UPWARDS Director/directrice	KAREENA FELKER Director/directrice	KULJIT DHALIWAL Director/directrice	RAVEN HOGUE Director/directrice	EMILIENNE MAMPUYA Josée D'Anjou
EVELYN RAMANAUSKAS Director/directrice	FIONA CORBY Director/directrice	CHIANNE SMITH Director/directrice	LAURETTA GORMAN Director/directrice	FRAN MORRISON Nicole Pasacreta	JOY MCCONNELL Karen Taylor
LOUISA HODDINOTT Director/directrice	LISA CRAIG Director/directrice	PAM ALIMANZI Director/directrice	FATEMA KHAKU Director/directrice	TERESITA BARBARONA Myria Balicao	RICHEL PANARES Myria Balicao
RAJINDER RAI Director/directrice	DEANNA PEASE Director/directrice	CRISTINA ALVAREZ Director/directrice	TERRI KURTZWEG Director/directrice	MARIA BERMUDEZ Teresa Alomar-Story	MEIGHEN POLLARD Darcey Smith-Heath
MARY O. OGUNYEMI Director/directrice	HILDA HISCOCK Director/directrice	MARIE GILBERT Director/directrice	ZULMA MARTINEZ Director/directrice	FERRERA CRUZ Teresa Alomar-Story	SARAH REECE-ROBERTSON Director/directrice
LOUISELLE DUCHESNE Director/directrice	DEBBI KAY Director/directrice	JOYCE GOFF Director/directrice	FERN MCNEIL Mary O. Ogunyemi	CRYSTAL DUNBAR Wanda Groenewegen	DEBORAH RIDLEY Helen Zucchelli
ELAINE MAELAND Director/directrice	JOANNE LAM Director/directrice	GLENDALABERGE Director/directrice	VICKI NIKIEL Director/directrice	DEBORAH HALL Gloria Fitt	CAROLYN SAN DIEGO Elena Sarmago
SVITLANA AWGBAMI Director/directrice	SUE MCELHANNY Director/directrice	LUISA RALLO Director/directrice	ALICIA PLOSZ Director/directrice	KRISTA HRIN Barbara Craig	AMANDA SIKORA Angela Hargreaves
GLORIA FITT Director/directrice	ASHLEY ANNE WIEBE Sandy Campbell	DONNA SPADA Director/directrice	DARCEY SMITH-HEATH Director/directrice	JOANNE JOHNSTON Becky Lawrence	MELANIE A. WADE Sharon Wolthers
ALYCE PARKES Director/directrice	MAUREEN CORRIGAN Director/directrice	PATTI BABYN Director/directrice	NINO BOKUCHAVA Erna Voht	HODA KARAKACH Director/directrice	WILMA WARAICH Celsa Pasmio

## Silver Medal/Médailles d'argent

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

REINA HERAS Director/directrice	HELEN LUPENA Director/directrice	RHODA BURTON Director/directrice	LINDA FELDMAN Director/directrice	JANELLE MARMUS-SMITH Giselle Marmus	KARI SCHENHER Angie Fedorchuk
JACQUELINE CULLEN Director/directrice	MAUREEN ADAMKEWICZ Director/directrice	FRANCE GRENIER Director/directrice	JAYME FOCHLER Director/directrice	GRELIFE MASCARENHAS Director/directrice	CHANDEL STOREY Nicole Pasacreta
YASMIN MANAMPERI Director/directrice	DIANE BURNES Director/directrice	TRACY HAJDASZ Director/directrice	RAJWINDER GILL Director/directrice	LORRAINE QUINTAL Deanna Pease	ALISON WRIGHT Shannon Shaffer
PAULINE CAMPBELL Director/directrice	LEANNE CHAMBERLAIN Director/directrice	FAIDA AHADI Director/directrice	KATHY QUILTY Director/directrice	ALISON ANDERSON Jacqueline Cullen	
HARPREET DHALIWAL Director/directrice	GUYLAINE COMEAU Director/directrice	DEBBIE BOMBEN Director/directrice	SHARLENE BUKURAK Director/directrice	NAOMI HUNT Jenny-Leanne Dorey	
GINETTE DESFORGES Director/directrice	BECKY LAWRENCE Director/directrice	JIE CHEN Director/directrice	SHIRLEY FEQUET Director/directrice	SANDRA MADDIGAN Shirley Fequet	
FERNANDA SILVA Director/directrice	JULIE ALLARD Director/directrice	Shelley Recoskie TERESITA ABAD	JAMIE LAMPING Director/directrice	JUDITH POULIN Guylaine Comeau	

## Bronze Medal/Médailles de bronze

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

EVA KOPEC Director/directrice	JOY NICAVERA Director/directrice	TAMMY ENNS Director/directrice	CAROLYN NOFTALL Director/directrice	LOUBNA IBNOUZAHR Caroline Sarrouf	SUZETTE RICE Director/directrice
CAROL HEATH Director/directrice	JULIE BISSON Director/directrice	LOUISE FORTIN Director/directrice	SHARON TODD Vicki Nikiel	ASHLEY KOSIOR Angela Hargreaves	RENU SETHI Kuljit Dhalawal
DOROTHY QSADCZUK Director/directrice	VIV BONIN Director/directrice	S. GREENWOOD-PLANTE Director/directrice	MELISSA BARBEAU Guylaine Comeau	VERONIK LAVIGNE Josianne Boily	MARIEA SEWPERSAUD Shelley Recoskie
SHANNON SHAFFER Director/directrice	MARIE-JOSÉE BOURDAGES Director/directrice	TERESA HO Director/directrice	ALICIA BAROA Myria Balicao	KESYA LE COZ Sophie Chretien	MARIE SHEPPARD Mary O. Ogunyemi
MYRIA BALICAO Director/directrice	BONITA CHEDDIE Director/directrice	DEBORAH KENNY Director/directrice	MARIE-JOSEE BARRIAULT Director/directrice	PAMELA LIEBENBERG Donna L. Fidler	NADINE ST MARSEILLE Anik Seguin
TRACEY DOUGLAS Director/directrice	JOSÉE D'ANJOU Director/directrice	CINDY LEVESQUE Director/directrice	CHRISTINE BELANGER Nathalie Delisle	JOSEE MARTEL Louise Fortin	FLORAME TANIAN Director/directrice
ANGIE FEDORCHUK Director/directrice	NANCY GIATTI Director/directrice	SHIREEN SPENCER Director/directrice	CHRISTENE BRIKS Diane Burness	DONNA MARTIN Pat Monforton	HELEN WALL Marilyn Bodie
CELSA PASMO Director/directrice	DONNA MCLEAN Director/directrice	ELIZABETH TOKARIUK Director/directrice	PRISCILA CARBAJAL Giovanna Russo	AMELIE MESSIER Josée D'Anjou	CARRIE WASYLUK Kristen McBride
BARBARA CRAIG Director/directrice	NADIA DESROCHES Director/directrice	CONNIE TURNER Director/directrice	SHARLENE DESBIENS Teresa Alomar-Story	NICOLE MILLER Marilyn Bodie	
AGNES LOSHUSAN Director/directrice	LEILA HOLZWORTH Director/directrice	SHIVONNE VIENNEAU Director/directrice	MONICA DIENES Zulma Martinez	EVELYN MOORE Adenike Morakinyo	
ISHALI MULCHANDANI Director/directrice	MARILYN MACDONALD Jane Kosti	CARMEN ESCOBAR Claudia Guzman-Vilchez	CHONA ENGOC Teresita Abad	BONNIE NEWTON Michelle Goetz	
DEBBIE STRUTHERS Director/directrice	PEGGY DENOMME Director/directrice	ANNIE GAGNON Director/directrice	LUZ FLORES Teresa Alomar-Story	TANYA OUELLET Anik Seguin	
MARILYN BODIE Director/directrice	DIAN EGGLESTON Pauline Campbell	GAIL HENNIG Alicia Plosz	CHRISTINE FORGET Kathy Quilty	AIDEE M. PENA ROJAS Gladys MacIntyre	

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

## Provincial Sales Queens/Reines des ventes provinciales

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

**Alberta** – Tarra Keller

**British Columbia/Colombie-Britannique** – Ryanna Evans

**Manitoba** – Crystal Gervais

**New Brunswick/Nouveau-Brunswick** – Kellie McLean

**Newfoundland & Labrador/Terre-Neuve-et-Labrador** – Sandra Maddigan

**Nova Scotia/Nouvelle-Écosse** – Annette Morash

**Nunavut** – Sandy Muise

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

**Ontario** – Pina Aloia

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

**Québec** – Lise Royer

**Saskatchewan** – Melody Scory

**Yukon** – Jody Stone

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

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

Pina Aloia	\$6,540.75	Jennifer Cornish	\$4,581.75	Danielle Gagnon	\$3,826.75	Katharine Lund	\$3,606.75	<b>\$3,600</b>	
Shelley Recoskie	6,501.80	Deanna Blue	4,553.25	Ryanna Evans	3,817.75	Sarah Brinson	3,605.75	Sandi Kaser	\$3,600.00
Cassandra Lay	6,286.05	Genevieve Hogue	4,475.25	Melody Scory	3,739.75	Milaine Gagne	3,604.75	Sandy Petiquay	3,600.00
Sandra Maddigan	4,881.75	Angela Haines	4,026.25	Cherry Cervito	3,678.30	Kate Pomeroy	3,603.50	Manon Quirion	3,600.00
<b>\$4,800</b>		Shivonne Vienneau	4,004.05	Karen Martineau	3,636.50	Heather St Denys	3,601.80		
Tarra Keller	4,689.00	Pauline Kerr	3,894.75	Royer Lise	3,608.75	Gail Harris	3,600.75		

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

Lorna Hosker	\$3,583.30	Marie Sheppard	\$2,557.00	Helena Bourgeois	\$2,263.50	Kelsie Dawson	\$1,930.80	Michelle Bautista	\$1,812.00	Natasha Noonan	\$1,801.50
Ellen Whiting	3,556.55	Amoreena Murray	2,554.05	Nicki Easton	2,257.25	Olajumoke Olokowo	1,930.00	Cherrie Banting-Wrobel	1,810.75	Marie Gilbert	1,801.30
Lynne Pocock	3,408.05	Charmaine Lacoursière	2,514.55	Gaby Morin	2,257.00	Jodi Wiebe	1,925.75	Rondeana Milburn	1,810.75	Lois Murphy	1,801.25
Ann Belanger	3,376.50	Sharon Korol	2,502.30	Debi Kanerva	2,214.30	Holly Calvert	1,920.75	Jeremie Hebrard	1,810.25	Agnes Loshusan	1,801.05
Carrie Silzer	3,236.00	Rhea Kaluzny	2,498.00	Brenda Ewasziuk	2,173.30	Rae Naka	1,905.80	Sophie Pare	1,809.50	Marie-France Dubé	1,800.75
Christy Kehoe	3,201.00	Carol Rennehan	2,496.80	Grace Pynn	2,152.50	Leanne Veale	1,904.25	Amparo Penalosa	1,808.50	Andrea Ewing	1,800.75
Annette Morash	3,098.75	Valerie Munger	2,441.00	Kathy Handzuik	2,144.55	Madelena Arnone	1,891.25	Balwinder Kaur	1,806.25	Stephanie Lai	1,800.75
Stephanie Giguere	3,085.50	Kellie McLean	2,427.75	Julie Gagne	2,128.50	Carol Hoyland-Olsen	1,887.05	Annie Berard	1,805.75	Julie Lambert	1,800.75
Gina Bourque	3,083.50	Kimberly Erskine	2,413.75	Nikki Thoreson	2,128.00	Alison Hogan	1,886.30	Jennifer Huffman	1,805.75	Nathalie Martin	1,800.75
Clarette Castillo	3,083.25	Maria Neufeld	2,409.75	Bethany Martin	2,122.25	Marilyn Chegyem	1,874.50	Rachael Bepple	1,805.50	Rosily Smith	1,800.75
Heather Loshack	3,078.05	Nadine Tataryn	2,408.75	France Larouche	2,107.25	Marion Taylor	1,873.50	Marc Leboeuf	1,805.25	Terina Taeger	1,800.75
Pam Alimanzi	3,061.05	Kristina Ewanchuk	2,408.00	Rita Samms	2,101.05	Raizza Cervito	1,870.50	Amy Parker	1,805.25	Helen Wall	1,800.75
Kimberley Fehlauer	3,013.05	Carina Simara	2,405.50	Naomi Scott	2,097.55	Annie Gagnon	1,867.55	Maxterline Romilus	1,805.25	Kime Charbonneau	1,800.50
Glenda Laberge	3,011.80	Kari Schenher	2,405.00	Honey Lansangan	2,091.00	Milagros Young	1,867.25	Chantal Mercure	1,805.00	Tina Monteith	1,800.50
Andrée-Anne Brown	3,008.50	Dawn Rife	2,404.80	Susan Placsko	2,087.80	Marilou Brummund	1,865.80	Karen Fabian	1,804.50	Phyllis Balkwill	1,800.25
Dee Smith	3,006.00	Cathy Meunier	2,404.75	Stephanie Lapointe	2,082.50	Kendra Hendricks	1,862.00	Carole Ladouceur	1,804.50	Rubyleen Balo	1,800.25
Katia Beauchemin	3,005.25	Lisa McRorie	2,404.00	Sonia Bammert	2,082.00	Evelyn Ostheimer	1,860.75	Kaitlyn Nixon	1,804.50	Melissa Lapierre	1,800.25
Amelie Taillon	3,004.75	Elisabeth Page	2,402.00	Sharon Shaw	2,074.25	Yemi Saloko	1,854.50	Nellija Strauha	1,804.50	Victoria Miller	1,800.25
Marla Rogers	3,004.00	Chelsa Sullivan	2,402.00	Nathalie Chiquette	2,067.75	Denise Mohr	1,853.50	Estelle Lefebvre	1,804.25	Victoria Thomas	1,800.25
Teresa Engel	3,002.50	Jessica Wesgate	2,401.75	Sharon Robertson	2,063.05	Sheri Elvin	1,845.00	Tanya Bolduc	1,804.00	Crystal Wright	1,800.25
Barbara Fox	3,001.50	Tracy Campbell	2,400.30	Karen Colvin	2,057.30	Rosa Dente	1,844.25	Lisa Cussen	1,803.25	Kelly Xie	1,800.25
Laura Stoness	3,001.25	Nathalie Cloutier	2,400.25	Sharon Myles	2,034.00	Danielle Gobeil	1,840.05	Joelle Lefebvre	1,803.25	<b>\$1,800</b>	
Caroline Gray	3,000.75	Sharon Greenlee	2,400.25	Avery Bell	2,009.50	Danielle Piette	1,838.00	Christine Ducharme	1,802.75	Carolyn Antoniuk	1,800.00
Shirleen Losee	3,000.25	Cecile Madigan	2,400.25	Diane Bothwell	2,003.25	Linda Hood	1,837.25	Meihua He	1,802.75	Maria Castrillon	1,800.00
Jenni-Lee McBride	3,000.25	<b>\$2,400</b>		Danielle Lavoie	2,002.50	Majury Mashipe	1,836.50	Linda Phillips	1,802.50	Carolyn Dwyer	1,800.00
Vanessa Enns	3,000.00	Kirby Cooney	2,400.00	Sonia Kumar	2,000.50	Fern John	1,836.00	Salina Woo	1,802.50	Monique Gagne	1,800.00
Sheri Gray	2,921.25	Heather Felushko	2,400.00	Karine Corriveau	1,990.75	Lorrie Henke	1,830.30	Jordan White	1,802.50	Nicole Gagnon	1,800.00
Janet Bartlett	2,831.25	Dianna Savenye	2,400.00	Larisa Day	1,988.00	Melanie Emond	1,824.50	Nadia Albert	1,802.25	Michele Mundell	1,800.00
Paymaneh Varahram	2,824.75	Joy Book-Tamas	2,382.00	Rowena Espinoza	1,983.75	Ann Reinhart	1,823.00	Ngozi Okafor	1,802.25	Hazel Peers	1,800.00
Kathie McGann	2,793.30	Raelene Bennett	2,343.75	Laura Sharpe Dawe	1,971.50	Shannon Cameron	1,822.80	Suseth Villanueva	1,802.25	Leah Phillips	1,800.00
Sandra Neufeld	2,777.80	Simona Knorr	2,326.00	Christa Mitchell	1,970.50	Eliza Hay	1,822.75	Julie Gauthier	1,802.00	Terry Vallée	1,800.00
Jill McPhee	2,749.25	Jenny-Lynn Sather	2,319.05	Manon Galipeau	1,966.50	Bev Harris	1,820.55	R. Ewanysbyn-Kapusta	1,801.80		
Angela Brown	2,731.75	France Laroche	2,305.25	Melody Gilmore	1,965.05	Audrey Telenis	1,820.00	Vanessa Bruzzese	1,801.75		
Rose Trenchuk	2,675.75	Esther Gallop	2,302.30	Sicotte Roy	1,962.75	Andre Gissonnette	1,817.00	Jennifer Cambridge	1,801.75		
Andrea Drobott	2,652.75	Kay Szydluk	2,298.50	Marcia Amor	1,957.00	Jumoke Williams	1,815.50	Tobi Fowler	1,801.75		
Ashley Baylis	2,627.00	Alice Hebert	2,275.25	Michelle Bellerive	1,940.25	Elizabeth Tokariuk	1,814.30	Sandipak Khabra	1,801.75		
Silvie Da Costa	2,570.50	Carol Tarling	2,264.50	Elizabeth Neufeld	1,939.75	Kate Ashby	1,814.00	Caroline Soucy	1,801.75		
Crystal Gervais	2,557.25	Jennifer Murray	2,263.75	Susan Mason	1,938.75	Helen He	1,812.50	Lilianne Langlois	1,801.50		

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

# december 2010 recognition reconnaissances de décembre 2010

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

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

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



Angie Stoker



Renée Daras



Brenda Summach



Doreen Burggraf



Elena Sarmago

## On-Target Inner/Diamond/Gold Circle

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

**On-Target for  
Diamond Circle**  
Angie Stoker  
Renée Daras

**On-Target for  
Gold Circle**  
Brenda Summach  
Doreen Burggraf

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

Angie Stoker	\$5,609,682.00	Brenda Summach	\$2,725,736.22	Gail Adamson	\$2,083,077.60	D. Ryan-Rieux	\$1,890,006.00	Dalene Allen	\$1,632,495.70
H. Armstrong	3,267,672.04	Doreen Burggraf	2,084,355.94	Elena Sarmago	1,920,798.90	Gloria Boyne	1,730,997.35	Marcia Grobety	1,415,377.74

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

Listed below are Independent National Sales Director commissions earned in December 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 November. / Commissions touchées en décembre par les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1<sup>re</sup>, 2<sup>e</sup> et 3<sup>e</sup> lignées; commissions touchées par les Directrices nationales des ventes senior indépendantes sur les groupes personnels de leurs Directrices nationales des ventes de 1<sup>re</sup> lignée; commissions touchées par les Directrices nationales des ventes indépendantes sur leur groupe personnel; commissions de 13 % touchées par les Directrices des ventes indépendantes sur la production en gros de leur groupe personnel; plus toutes les récompenses de concours et primes issues des groupes personnels et des Directrices des ventes indépendantes de 1<sup>re</sup> lignée. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l'étranger en novembre.

Angie Stoker	\$26,770.00	Renée Daras	\$16,828.00	Dalene Allen	\$15,393.00	Heather Armstrong	\$12,608.00	Gail Adamson	\$11,990.00
Brenda Summach	16,880.00	Elena Sarmago	16,561.00	Doreen Burggraf	12,780.00	Gloria Boyne	12,301.00	Bernice Boe-Malin	10,319.00

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



## Fabulous 50s Achiever Championne Fabuleux 50

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



**Chianne Smith** (Kamloops, BC)  
**National Area/Famille nationale:** Sandy Campbell  
**Debut/Débuts:** July/Juillet 2010

## On the Move Achievers Championne En marche!

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

Kuljit Dhaliwal

Caron Magee

## Scoreboard/Tableau des résultats

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

Fiona Corby	\$67,717.00	Carol Heath	\$38,361.00	Jill Ashmore	\$29,701.50	Gladys MacIntyre	\$25,882.00	Elizabeth Farris	\$23,298.00	Betty Lister	\$21,449.50
Nathalie Delisle	62,425.00	Nicole Bellemare	37,763.50	Angela Hargreaves	29,225.50	Mary O. Ogunyemi	25,734.00	Kim Shankel	23,192.50	Kathy Whitley	21,388.00
Josée D'Anjou	59,730.50	Guylaine Comeau	36,203.50	Lorraine Upwards	29,126.00	Chun Hui Spring Mo	25,509.50	Kathryn Milner	23,125.00	Lenore Oughton	20,801.00
France Grenier	55,212.00	Yasmin Manamperi	35,747.00	Kyla Buhler	28,770.00	Pat Monforton	25,131.50	Peggy Denomme	23,084.00	Gloria Fitt	20,752.50
Marilyn Bodie	53,420.00	Guylaine Dufour	33,560.00	Shirley Fequet	28,062.50	Lorraine McCabe	24,858.50	Rita Samms	22,981.00	Carol Hoyland-Olsen	20,617.50
Mireille Morin	52,694.00	Wanda Groenewegen	32,510.00	Jennifer Levers	27,934.50	France Légaré	24,549.50	Amanda Sikora	22,693.00	Susie Leakvold	20,578.50
Susan Bannister	46,125.00	Liz Wodham	32,295.50	Angie Fedorchuk	27,862.50	Marilyn Clark	24,356.50	Danielle Theriault	22,475.50	Gaylene Gillander	20,563.00
Lorrie Henke	44,054.00	Louisa Hoddinott	32,040.50	Donna Izen	27,263.00	Nicole Pasacreta	24,250.00	Claudine Pouliot	22,373.00	Heather Cook	20,347.00
Louise Fortin	43,732.50	Shelley Recoskie	31,259.00	Mary Davies	27,029.00	Linda Moreau	24,129.00	Linda Feldman	22,066.50	Rajinder Rai	20,009.50
Shirley Peterson	42,441.50	Allyson Beckel	30,027.50	Tamara Swatske	26,854.50	Louise Boulanger	23,816.00	Julie Allard	21,693.50	Gina Hormann	20,005.50
Shannon Shaffer	41,237.50	Evelyn Ramanauskas	29,831.00	Frances Fletcher	26,587.50	Barbara Craig	23,519.00	Heidi McGuigan	21,495.50	Kathy Handzuik	20,000.00
Sharon Coburn	39,466.50	Cheryl Neuman	29,749.50	Harpreet Dhaliwal	26,578.50	Georgie Anderson	23,389.50	Janice Appleby	21,469.50		

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

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

Josée D'Anjou	\$10,698.50	Lorraine Upwards	\$4,005.80	Lorraine McCabe	\$3,059.83	Georgie Anderson	\$2,620.32	Cherry Cervito	\$2,375.00	Martine Richard	\$2,161.94
Nathalie Delisle	8,524.72	Shirley Fequet	3,977.16	Frances Fletcher	3,028.19	Kim Shankel	2,614.40	Lenore Oughton	2,352.07	Beryl Apfelbaum	2,151.06
Mireille Morin	8,443.31	Liz Wodham	3,912.40	Jasbir Sandhu	2,979.88	Elaine Fry	2,603.97	Susan Richardson	2,347.98	Joyce Goff	2,130.22
Fiona Corby	8,004.21	Shelley Recoskie	3,832.29	Danielle Theriault	2,907.19	Kathryn Milner	2,603.13	Joanne Ward	2,325.39	Jeri Pearce	2,128.53
Marilyn Bodie	7,447.77	Mary Davies	3,753.34	Elaine Sicotte	2,852.26	Peggy Denomme	2,600.46	Glenda Laberge	2,321.49	Bonnie Vigue	2,125.35
Donna Melnychyn	6,818.25	Jennifer Levers	3,735.73	Gloria Fitt	2,848.91	Rita Samms	2,593.77	Arleen Fritz	2,316.11	Shirley Austin	2,121.39
France Grenier	6,595.90	Donna Izen	3,696.11	Pat Monforton	2,843.95	Amanda Sikora	2,577.32	Debbie Parsons	2,311.17	Pam Hill	2,114.33
Sharon Coburn	6,276.21	Evelyn Ramanauskas	3,623.18	Gaylene Gillander	2,836.97	Heidi McGuigan	2,557.31	Alice Storey	2,301.59	Darlene Olsen	2,111.55
Louise Fortin	5,667.60	Gladys MacIntyre	3,590.90	Sonia Janelle	2,798.71	Claudine Pouliot	2,557.17	Gina Hormann	2,300.36	Caron Magee	2,105.43
Lorrie Henke	5,563.51	Mary O. Ogunyemi	3,575.92	Teresa Alomar-Story	2,791.16	Carol Hoyland-Olsen	2,548.59	Kathy Handzuik	2,300.00	Maureen Corrigan	2,100.75
Susan Bannister	5,298.13	Kyla Buhler	3,524.52	Marilyn Clark	2,787.14	Donna Matthews	2,538.77	Pam Behnke-Van Hoof	2,279.13	Kathy Quilty	2,093.11
Shirley Peterson	5,220.00	Barbara Craig	3,463.52	Shelley Haslett	2,784.90	Colleen Hendrickson	2,533.82	Jane Arsenault	2,255.65	Laurie Schuster Sydor	2,077.41
Shannon Shaffer	5,106.42	Allyson Beckel	3,451.79	Linda Moreau	2,768.39	Heather Cook	2,527.91	Laureen Miller	2,242.58	Debi Kanerva	2,073.09
Guylaine Comeau	4,716.93	Julie Ricard	3,359.72	Linda Feldman	2,764.75	Louise Desy	2,500.29	Nadia Desroches	2,239.12	June Rumball	2,071.18
Carol Heath	4,695.09	Elizabeth Farris	3,352.10	Susie Leakvold	2,764.48	Johanna Tobin	2,478.62	Paymaneh Varahram	2,232.15	Phyllis Hansford	2,071.01
Nicole Bellemare	4,682.18	Tamara Swatske	3,349.56	Audrey Ehalt	2,747.16	Lucie Beaugard	2,464.69	Diane Burness	2,232.02	Cheryl Page	2,070.23
Guylaine Dufour	4,667.35	Cheryl Neuman	3,333.72	Ginette Desforges	2,714.05	Beverley Dix	2,419.53	Marie York	2,219.61	Joy Nicavera	2,063.43
Rajinder Rai	4,654.03	Jill Ashmore	3,330.60	Louise Boulanger	2,659.90	Julie Allard	2,410.08	Kimberley Fehlauer	2,211.35	June Millar	2,056.66
Yasmin Manamperi	4,585.84	Claribel Avery	3,263.07	Randhir Singh	2,645.76	Louiselle Duchesne	2,403.05	Sue McElhanney	2,210.81	Alice Wong	2,038.57
Angela Hargreaves	4,530.51	Angie Fedorchuk	3,220.26	Betty Lister	2,639.22	Sharon Wolthers	2,399.35	Karen Hollingworth	2,201.63	Lisa Craig	2,035.64
Louisa Hoddinott	4,383.29	Chun Hui Spring Mo	3,158.12	Anik Seguin	2,637.21	Janice Appleby	2,395.52	Ming Tsang	2,195.69	Ruby Chapman	2,020.72
Wanda Groenewegen	4,346.04	Nicole Pasacreta	3,076.25	Deb Prychidny	2,622.59	Kathy Whitley	2,390.22	Jacqueline Cullen	2,177.22		
Harpreet Dhaliwal	4,289.25	France Légaré	3,070.27	Karen Taylor	2,620.64	Joyce Bigelow	2,377.02	Myria Balicao	2,176.10		

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

## Top Recruiting Units/Meilleurs groupes en recrutement

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

**Québec** – Nathalie Delisle

**Alberta** – Cherry Cervito

**British Columbia/Colombie-Britannique** – Chianne Smith

**Québec** – Chun Hui Spring Mo

**Québec** – Josée D'Anjou

**Alberta** – Lorrie Henke

**Ontario** – Fiona Corby

**Alberta** – Kimberley Fehlauer

**Ontario** – Yasmin Manamperi

**Québec** – Danielle Theriault

## New Team Leaders/Nouveaux chefs d'équipe

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

TAMRA AXLEY

Donna Witt

MELISSA BARBEAU

Guylaine Comeau

SHAMIMA BEGUM

Helen Lupena

VIVIAN CHAN

Diane Peel

LINDA DUNSMORE-PORTER

Kim Johnson

LUISA DUTRA

Alison Hogan

KRISTA HRIN

Barbara Craig

KIRSTEN KARMARK

Sheila Lefebvre

ASHLEY KOSIOR

Amanda Sikora

JUVELYN LAMA

Donna Witt

HILDY LENNOX-PRICE

Kimberley Lougas

JOELENE MACKEY

Evelyn Ramanauskas

BARB MARCH

Denise Melanson

NICOLE MILLER

Marilyn Bodie

MARGARITA SERRANO

Eva Kopec

JASWINDER SOMAL

Harpreet Dhaliwal

NADINE ST MARSEILLE

Anik Seguin

IRMA VAUGHAN

Debbi Kay

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

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

CHRISTINE BELANGER

Nathalie Delisle

BALJIT BRAR

Randhir Singh

CAROLINE BUSH

Fiona Corby

ANNABEL COELHO

Eva Coelho

CONCEPCION DE ORELLANA

Fernanda Silva

JUDITH DELEON

Luzmi Gil

AUDREY DESMARAIS

Isabelle Perreault

JULIE DORAIS

Caroline Sarrouf

CRYSTAL DUNBAR

Wanda Groenewegen

JACQUIE GLENN

Sheila Lefebvre

ALICE HEBERT

Claudine Pouliot

NAOMI HUNT

Jenny-Leanne Dorey

MONIQUE LAROCHE

Renee Lavoie

JACINTHE LECLERC

Claudine Pouliot

ZHENG MA

Chun Hui Spring Mo

RICHIE PANARES

Myria Balicao

SARAH ROSSITER

Tannas Ross

AUDREY ROY

Sarah Bardell

DONNA SOULLIERE

Karen Taylor

JANICE STUYCK

Georgine Cook

PAIGE VAN CAMP

Tarra Keller

## Cadillac Achievers/Championnes Cadillac

This Independent Sales Director 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.

Marilyn Bodie

Lorrie Henke

Mireille Morin

## Premier Club Achievers/Championnes Club Première

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

Louise Fortin

France Légaré

Cheryl Neuman

Giovanna Russo

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

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

Jenny Dorey

Rose Hayden

Patti Jeske

Debi Kanerva

Tarra Keller

Caron Magee

Laureen Miller

Nancy Normandin

Nicole Pasacreta

June Rumball

Alice Storey

Elizabeth Tokariuk

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

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

Emilienne Mampuya

Fran Morrison

Melissa Segura

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

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

Donna Melnychyn	\$1,919.37	Glenda Laberge	\$864.45	Julie Allard	\$694.17	Alexandra Losson	\$616.86	Gladys MacIntyre	\$570.03	Nathalie Bisailon	\$532.65
Lorraine Upwards	1,507.98	Jasbir Sandhu	844.53	Cheryl Neuman	692.01	Lisa Craig	612.99	Charmaine Lacoursiere	567.99	Mireille Morin	529.38
Liz Wodham	1,445.64	Emilienne Mampuya	839.10	Louise Fortin	685.71	Catherine Labonté	612.78	Linda Feldman	566.97	Harparveen Aujla	529.08
France Grenier	1,222.47	Barbara Craig	800.82	Fran Morrison	682.05	Annie Gagnon	609.03	Melanie A. Wade	562.65	Raelene Bennett	528.99
Pam Behnke-Van Hoof	1,133.25	Louisa Hoddinott	783.30	Kyla Buhler	680.82	Linda Moreau	608.76	Jennifer Levers	562.20	Elizabeth Tokariuk	528.60
Kimberley Fehlauer	1,114.44	Nadia Desroches	781.44	Diane Burness	669.18	Gina Hormann	605.25	Kathy Whitley	559.95	Susie Leakvold	524.40
Lorrie Henke	1,071.42	Marilyn Bodie	762.99	Nicole Bellemare	659.34	Tracy Campbell	603.39	Joyce Bigelow	559.83	Kuljit Dhaliwal	516.00
Sylvie Pellerin	1,057.44	Angela Hargreaves	735.27	Carol Heath	657.15	Sue McElhanney	595.53	Jaswinder Somal	558.96	Alice Storey	513.57
Guylaine Dufour	1,043.28	Shannon Shaffer	729.30	Cherry Cervito	652.14	Amanda Sikora	588.15	Maureen Corrigan	557.49	Kitty Babcock	512.28
Tammy Enns	1,032.09	Maria Bennett	728.73	Wanda Groenewegen	641.94	Sandra Maddigan	586.92	Lauren Miller	554.13	Alice Wong	509.19
June Rumball	958.56	Caron E Magee	717.51	Randhir Singh	641.13	Pamela B. Kanderka	584.22	Georgie Anderson	552.81	Sheila Lefebvre	507.42
Nicole Miller	923.55	Angie Fedorchuk	716.55	Marie York	639.18	Melissa Segura	579.72	Kathryn Milner	546.18	Chun Hui Spring Mo	504.27
Shannon Cameron	921.69	Guylaine Comeau	710.82	Chianne Smith	635.40	Maria Bermudez	576.36	Patricia Lavoie	544.47	Paymaneh Varahram	500.97
Marie Gilbert	899.94	Louise Boulanger	699.63	Joelle Malet	623.82	Gloria Fitt	573.99	Judith Poulin	537.57		
Susan Bannister	880.92	Evelyn Ramanauskas	697.68	Shirley Fequet	621.60	Leanne Chamberlain	572.58	Shelley Recoskie	535.20		

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

Carolyn Hamelin	\$638.14	Carolyn Nottall	\$386.72	Amelie Messier	\$323.08	Agnes Loshusan	\$306.78	Mariola Herbasz	\$285.44	Ruth Ann MacDonald	\$261.22
Rajinder Rai	556.78	Ashley Kosior	370.96	Josée Beaulieu	322.84	Heather St Denys	304.00	Louise Desy	283.68	Victoria Wakulchuk	260.64
Fiona Corby	528.62	Diane Petit	366.08	Fernanda Silva	321.96	Denise Baynton	292.92	Frances Fletcher	275.54	Liz Smith	259.00
Mary O. Ogunyemi	407.10	Claudine Pouliot	355.66	Barbara Martin	317.02	Marie-Josée Bourdages	290.90	Claribel Avery	272.64	Priscila Carbajal	256.86
Carole Manseau	399.44	Kathy Roberts	338.10	Donella Sewell	315.98	Ginny Konechny	289.44	Irene Calagui	265.12	Josephine Aznar	256.26
Maribel Pilethiran	389.66	Ming Tsang	335.42	Cristina Alvarez	309.98	Irma Vogt-Dyck	286.88	Catherine Laroche	262.52		

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

Carol Miller	\$213.32	Caroline Gray	\$144.09	Krista Whalen	\$120.13	Nancy Nadeau	\$101.68	Coralie Mitchell	\$87.62	Rajwinder Gahlon	\$78.98
Debbie Richards	196.81	Fabiola Salndjoukou	144.02	Jenni-Lee McBride	120.07	Balwinder Kaur	96.16	Maritza Ortiz	86.10	Linda Dionne	78.63
Jacinthe Leclerc	186.97	Emmanuella Lalanne	144.00	France Larouche	119.46	Kiley Cranston	96.00	Leslie-Ann Jensen	81.31	Chandel Storey	76.64
Gwendolyn Newell	154.82	Janet Bartlett	129.72	Marlene Simpson	118.65	Nathalie Cloutier	96.00	Penny MacDonald	80.87		
Josee Larocque	144.20	Bianca Morency	123.14	Marcia Ouellette	115.12	Ginette Garneau	88.39	Darlene Demkey	80.44		
Sonia Bammert	144.18	Genevieve Matte	121.15	Pat Suchlandt	106.07	Annabel Coelho	88.10	Lorrie Roshier	79.12		

## 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 December. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en décembre.

CHIANNE SMITH Director/directrice	S. GREENWOOD-PLANTE Director/directrice	LORRIE HENKE Director/directrice	KIMBERLEY FEHLAUER Director/directrice	JOCELYNE MORISSETTE Danielle Theriault
CARON E MAGEE Director/directrice	TRACY CAMPBELL Director/directrice	SYLVIE PELLERIN Nathalie Delisle	JOELENE MACKEY Evelyn Ramanauskas	XIAO DONG WU Chun Hui Spring Mo
NINO BOKUCHAVA Erna Voth	CHERRY CERVITO Director/directrice	JANINE RADCLIFFE Gloria Fitt	SANDRA MADDIGAN Shirley Fequet	

## 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 December. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en décembre.

TERRY BURCH Director/directrice	LILLIAN CHOMACK Cherry Cervito	GENEVIEVE LARAMEE Nathalie Delisle	MARGARITA SERRANO Eva Kopec
JOY MCCONNELL Karen Taylor	ANNABEL COELHO Eva Coelho	ALEXANDRA LOSSON Nicole Bellemare	

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## 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 December. /  
Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en décembre.

PAMELA B. KANDERKA  
Director/directrice  
GINA HORMANN  
Director/directrice  
VIV BONIN  
Director/directrice  
MARIE GILBERT  
Director/directrice

KULJIT DHALIWAL  
Director/directrice  
TAMMY ELIUK  
Gina Hormann  
ALICE WONG  
Director/directrice  
PHYLLIS DUKESHIRE  
Dalene Allen

JOELINE JEAN-CLAUDE  
Director/directrice  
EMILIENNE MAMPUYA  
Josée D'Anjou  
MELANIE A. WADE  
Sharon Wolthers  
JANET BARTLETT  
Louisa Hoddinott

ASHLEY KOSIOR  
Amanda Sikora  
ZHENG MA  
Chun Hui Spring Mo  
NICOLE MILLER  
Marilyn Bodie  
LIS OLSON  
Dawn Rife

CAROLE POULIOT  
Wendy-Lynn Jones  
MELISSA SEGURA  
Lorrie Henke  
CARINA SIMARA  
Lynette Pagkaliwangan  
DONNA SOULLIERE  
Karen Taylor

## Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Dawn Rife

British Columbia/Colombie-Britannique – Ryanna Evans

Manitoba – Vimbai Dune-Chitohwa

New Brunswick/Nouveau-Brunswick – Alice Hebert

Newfoundland & Labrador/Terre-Neuve-et-Labrador – Joan Szangulies

Nova Scotia/Nouvelle-Écosse – Annette Morash

Nunavut – Elizabeth Ryan

Northwest Territories/Territoires du Nord-Ouest – Holly Donley

Ontario – Cheryl Neuman

Prince Edward Island/Île-du-Prince-Édouard – Jacinta Stewart

Québec – Chantal Marceau

Saskatchewan – Melody Scory

Yukon – Yvonne Jack

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

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

Joan Szangulies	\$6,959.75	<b>\$6,000</b>	Isiah Pattison	\$4,616.75	Chantal Marceau	\$3,705.25	Stephanie Plante	\$3,601.25	Jessy Charles	\$3,600.00
Ryanna Evans	6,538.25	Melody Scory	Deanna Blue	4,516.75	Andrea Kosior	3,606.00	Vimbai Dune-Chitohwa	3,600.50		
Cheryl Neuman	6,501.25	Dawn Rife	Alice Hebert	4,473.75	Lyne Mc Clure	3,605.00	Tarra Keller	3,600.25		
Shelley Recoskie	6,501.00	<b>\$4,800</b>	Dianna Savenye	4,200.75	Claudette Bonneau	3,604.50	<b>\$3,600</b>			
Debi Kanerva	6,236.75	Lorraine Hamblin	Deidre Hall-Nembhard	3,870.50	Isabelle Mattard	3,602.25	Pam Alimanzi	3,600.00		

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

June Rumball	\$3,448.50	Cassandra Lay	\$2,482.75	Sue McElhanney	\$2,043.50	Janet Dornan	\$1,851.75	Priscilla Monette	\$1,805.25	Laura Cold	\$1,800.75
Cherry Cervito	3,297.50	Linda Giesbrecht	2,477.00	Nancy McEwen	2,038.75	Alexandre Houle	1,841.00	Kirstin Carnelley	1,804.75	Danielle Hegedus	1,800.75
Emily Martin	3,243.00	Linda Hood	2,459.25	Kelsy Salmon	2,032.75	Louise Harry	1,838.00	Marisol Guzman	1,804.75	Sophie Marino	1,800.75
Glenda Laberge	3,100.00	Jennifer Bishop	2,419.00	Jodi Jarvis	2,024.75	Teresa McMillan	1,837.25	Genevieve Cusson	1,804.50	Nina Arenas	1,800.50
Monia Morency	3,078.50	Manpreet Kang	2,404.00	Gloria Broad	2,024.00	Muriel Cookesley	1,835.75	Veronique Mousseau	1,804.50	Cheryl Hutchcroft	1,800.50
Beverly Collins	3,067.50	<b>\$2,400</b>		Lorrie Henke	2,017.50	Melissa Foster	1,831.75	Ngozi Oluikpe	1,804.00	Tomas Morales	1,800.50
Valery Corriveau	3,028.75	Charlotte Champion	2,400.00	Marie-Claude Berger	2,016.75	Amelie Roux	1,828.50	Chrystal Keogh	1,803.75	Amandeep Rai	1,800.50
Chantal Thibault	3,004.75	Cindy Dolland-Pupp	2,400.00	Zennia Matthew	2,011.75	Miriam Elizalde	1,826.75	Sharen Lipton	1,803.50	Elizabeth Ambre	1,800.25
Jodi Rose	3,003.25	Vanessa Enns	2,400.00	Joan Crepin	2,011.00	Lynn Robertson	1,822.25	Shirley Clayton	1,803.25	Valerie Cronin	1,800.25
Amanda Hardy	3,001.75	Tracy Campbell	2,400.00	Leah Rathwell	2,009.50	Cheryl Golby	1,820.50	Evelyn Blanchard	1,803.00	Lataya Crossley	1,800.25
Annette Morash	3,001.75	Robin Kelk	2,400.00	Sabrina Girard	2,008.75	Harjinder Sidhu	1,820.00	Stacy Groenewegen	1,803.00	Marlene MacInnis	1,800.25
<b>\$3,000</b>		Bev Harris	2,382.00	Teresa Lutterman	1,999.75	Victoria Orosz	1,818.25	Tera Glessing	1,803.00	<b>\$1,800</b>	
Elodie Kergal	3,000.00	Janice Joyner	2,359.25	Christy Peterson	1,993.50	Edith Rajna	1,817.50	Betty-Lou Rennie	1,802.75	Mirafior Bastida	1,800.00
Brett Lindquist	3,000.00	Jan Irwin	2,284.50	Gina Hormann	1,978.00	Sunita Joshi	1,814.00	Majury Mashipe	1,802.50	Myriam Charter	1,800.00
Heather St Denys	3,000.00	Rachel Lambert	2,243.25	Adelina Petrova	1,953.50	Alissa Derrick	1,812.50	Rupinderjit Randhawa	1,802.50	Nora Davis	1,800.00
Brenda De Kock	2,966.25	S. Greenwood-Plante	2,203.00	Marie Jennifer Acabado	1,918.25	Deborah Brown	1,812.00	Tracy Handley	1,802.25	Carolyn Dwyer	1,800.00
Amoreena Murray	2,878.00	Holly Donley	2,168.50	Esther Gallop	1,918.00	Keeley Lam	1,811.75	Donna Lee	1,802.25	Shelley Dubois	1,800.00
Louise Ann Brunet	2,865.75	Ena Arnot	2,152.00	Melanie Williams	1,916.00	Patience Karikari	1,811.50	Judy McCormack	1,802.25	Marie Gilbert	1,800.00
Parmjit Kaila	2,703.75	Ayda Bahrami	2,148.50	Estrellita Borja	1,915.00	Jacqueline Canart	1,809.50	Mary Lee Plemel	1,801.75	Daisy Hood	1,800.00
Maria-Elena Ramirez	2,679.00	Shelley Mehling	2,118.75	Pamela Liebenberg	1,906.00	Marina Parent	1,809.25	Raizza Cervito	1,801.25	Pierrette Labrie	1,800.00
Sharee Warren	2,642.50	Elissa Gelleny	2,111.25	Rita Weagle	1,898.75	Chantal Berger	1,808.75	Kasie Dobbs Ancona	1,801.25	Prisque Messe	1,800.00
Paymaneh Varahram	2,632.50	Michelle Mata	2,109.00	Johanna Tobin	1,891.25	Chantal Champagne	1,808.25	Sylvie Fortin	1,801.25	Hazel Peers	1,800.00
Maria-Spoletini	2,604.00	Danielle Gobeil	2,096.00	Benigne Kanyambo	1,878.00	Tammy Eliuk	1,807.50	Charlene Lewis	1,801.25	Carson Ramsay	1,800.00
Maria-Pier Nadeau	2,542.00	Kesya Le Coz	2,079.50	Johanne Girard	1,870.25	Cassie Faragher	1,807.25	Carina Simara	1,801.00		
Tannas Ross	2,492.25	Christine Labrecque	2,062.50	Louise Bordeleau	1,867.25	Kimberly Walker	1,805.50	Venessa Calagui	1,800.75		

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

Join the Mary Kay Ash Charitable Foundation and

# Team Up for Women!

## Mary Kay Ash believed in the power of women —

especially when they worked together to help others.

Today, the Mary Kay Ash Charitable Foundation carries on this legacy with

*Team Up for Women!*

From March 1<sup>st</sup> to May 12<sup>th</sup>, Mary Kay Independent Beauty Consultants, like me, are reaching out to women everywhere in the eighth annual *Team Up for Women!* fundraiser.

Please join us in the fight against domestic violence and helping women undergoing cancer treatment by supporting the Mary Kay Ash Charitable Foundation with your donation.

**Together, we can make a difference.**

MARY KAY®

## Your gift to the Mary Kay Ash Charitable Foundation helps support:

- Look Good Feel Better®, a program dedicated to women undergoing cancer treatment.
- Programs committed to ending domestic violence.

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## Making Your Gift Count Even More.

To maximize the benefits of your contribution, Mary Kay Cosmetics Ltd. provides generous administrative support for the Mary Kay Ash Charitable Foundation. As a result, more than 97 percent of your donation dollars goes to support Foundation causes, while less than 3 percent goes to administrative expenses.

**To learn more about the work of the Mary Kay Ash Charitable Foundation and how you can team up for women, call me, your Mary Kay Independent Beauty Consultant.**



MARY KAY ASH  
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Inspiring Beauty Through Caring™



# UP NEXT SUMMER 2011

HERE'S WHAT'S HEATING UP *our next issue:*

## BEAUTY BUZZ

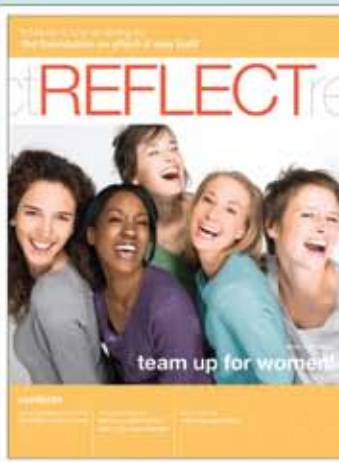
Eye spy new formulas, shades and skin care solutions for sensational summer sales.

## IMAGINE YOUR BEST YOU

Find last-minute inspiration to help you become all that you imagine you can be at Seminar 2011.

MORE OF  
WHAT YOU NEED  
FOR A HOT  
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*selling season*





# REFRESH REBUILD REINVENT YOUR BUSINESS

Learn how inside your guide to  
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