

MARY KAY

applause

APRIL 2020

MARY KAY
NATURALLY

PURIFYING
CLEANSER
NETTOYANT
PURIFIANT
LIMPIADOR
PURIFICANTE

99.49% NATURAL ORIGIN
99% ORIGINE NATURELLE
99.49% ORIGEN NATURAL

NET WT. / 127 g

MARY KAY
NATURALLY

EXFOLIATING POWDER
POUDRE EXFOLIANTE
POLVO EXFOLIANTE

100% ORIGIN

MARY KAY
NATURALLY

NOURISHING OIL
HUILE NOURRISSANTE
ACEITE NUTRIENTE

100% NATURAL ORIGIN
100% ORIGINE NATURELLE
100% ORIGEN NATURAL

1 FL

MARY KAY
NATURALLY

MOISTURIZING STICK
BATON HYDRATANT
BARRA HUMECTANTE

100% NATURAL ORIGIN
100% ORIGINE NATURELLE
100% ORIGEN NATURAL

NET WT. / 10.8 g

You're a Natural!

Before makeup makes its moment, we first begin with beautiful skin.
That means creating the perfect routine with Mary Kay® skin care.



APRIL Dates

1

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

2

Postmark cutoff for Independent Beauty Consultants to mail Commitment Forms to begin Independent Sales Director qualification this month.

3

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

10

Good Friday. All Company offices closed.

17

Last day to enroll online for the Summer 2020 *Preferred Customer Program*™ mailing of *The Look*, including an exclusive sample (while supplies last).

21

Seminar 2020 Priority Registration opens to qualified **Emerald** independent sales force members at 8:30 a.m. Central time.

22

New Independent Sales Director Education begins in Dallas (April 22–25)

Seminar 2020 Priority Registration opens to qualified **Diamond** independent sales force members at 8:30 a.m. Central time.

23

Seminar 2020 Priority Registration opens to qualified **Ruby** independent sales force members at 8:30 a.m. Central time.

24

Seminar 2020 Priority Registration opens to qualified **Sapphire** independent sales force members at 8:30 a.m. Central time.

27

Seminar 2020 registration opens for **all** Independent sales force members at 8:30 a.m. Central time.

29

Last day of the month for Independent Beauty Consultants to place phone orders.

30

Last day of the month for Independent Beauty Consultants to place online orders.

Last business day of the month. Orders and Independent Beauty Consultant Agreements submitted by mail must be received today to count toward this month's production.

Online Independent Beauty Consultant Agreements accepted until midnight Central time.



“

Before you ever receive the wonderful treasures of a happy life, you must first give. Give of yourself. Share our fabulous product. Be of service to others. Only what you give can be multiplied back into your own life. That is the law of the harvest, the law of the tenfold return. If you give nothing, even if it is multiplied, you receive nothing.

”

Mary Kay

HELPFUL NUMBER: Customer Success Team 800-272-9333

For questions regarding *Mary Kay*® product orders, *Mary Kay InTouch*®, special events, product information, etc.

APPLAUSE® magazine is published in recognition of and as information for members of the Mary Kay Inc. independent contractor sales organization, Independent National Sales Directors ("National Sales Directors"), Independent Sales Directors ("Sales Directors") and Independent Beauty Consultants ("Consultants") in the United States, Puerto Rico, U.S. Virgin Islands and Guam by Mary Kay Inc., Dallas, Texas. ©2020 Mary Kay Inc. Member: Direct Selling Association, Personal Care Products Council. Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, marykay.com.

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TRENDING *Now*



No Car Payment!

You can earn the use of a Mary Kay Career Car like this Chevy Malibu! Find out how on

[Mary Kay InTouch® > Contests/Promotions > Career Car Program.](#)

Party Idea!

APRIL 22 IS ADMINISTRATIVE PROFESSIONALS DAY.

A great time to offer parties at businesses for those hard workers who could use some pampering! And it's an opportunity to find new faces, new customers and even new team members. Find other party tips on [Mary Kay InTouch® > Business Tools > Party Central.](#)



April 22 Is Earth Day.

Mary Kay is doing its part to make the planet a more beautiful place by preserving the Earth's resources. To learn more and to share our efforts with your customers, visit [marykay.com > Our Commitment to the Planet.](#)

MARY KAY MILESTONE

1989 GOING GREEN

Mary Kay becomes one of the first companies to enact a comprehensive corporate recycling program. Since then, that one initiative has grown to include:

- **Million Trees Planted:** We've planted more than 1 million trees around the world.
- **Worldwide Recycling Program:** Our global manufacturing facilities demonstrate sustainable processes every day through robust recycling programs.
- **100% Biodegradable Packing Materials:** Packing peanuts (biopeanuts), made from renewable corn and potato starch, are used to ship millions of products each year.
- **Sustainable Product Packaging:** We offer innovative and environmentally friendly products and packaging.
- **Zero-Landfill Sites:** Our global manufacturing facilities have achieved zero-landfill status.
- **100% Renewable Energy:** Our world headquarters and global manufacturing facilities are powered by 100% renewable energy.

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Applause® Magazine Team: MANAGING EDITOR: ALESIA RITENOUR SENIOR EDITOR: MEGHAN BONDS SPANISH MANAGING EDITOR: MARGARITA HERNÁNDEZ CONTRERAS ART PRODUCER: SHARILYN GETZ SENIOR PRINT PRODUCER: JAN STEEL PRINT PRODUCERS: KIM RIND, ANITA TRENT PUBLICATIONS SPECIALIST: NICOLE CALDWELL SENIOR GRAPHIC DESIGN/PRODUCTION ARTISTS: CHERYL FELLENBAUM, PATTI CASAMASSIMA GRAPHIC DESIGNER: BIANCA CAMANO SENIOR PREPRESS ARTIST: RICHARD HUDSON COPY EDITORS: LISA HORNE, GAYLEEN WOODALL

*Within *Applause®* magazine, you MAY periodically find articles which suggest building your business through referrals and/or by contacting potential guests for upcoming skin care parties or other events. Prior to contacting such individuals via telephone or email, you should consider whether such communication is consistent with state and/or federal "do-not-call" and/or "SPAM" laws and regulations. For more information on this subject, you can go to the *Mary Kay InTouch®* website and click on "Tax and Legal" in the drop-down menu. When in doubt, Mary Kay Inc. recommends face-to-face contact as the best form of communication, which should help you avoid any issues with these types of regulations.

You're a Natural!

Derived from nature*. Certified for confidence.

Mary Kay Naturally™ skin care combines naturally derived* ingredients, unique to each product, with exciting, versatile forms that can help your customers start a new beauty routine or elevate their existing one.



CLAIMS YOU CAN COUNT ON.



Every product in the *Mary Kay Naturally*™ line is third-party certified as natural according to comprehensive standards. The COSMOS standard** requires evaluation of everything from the sourcing and processing of ingredients to the manufacturing of products and packaging.

PURIFYING CLEANSER, \$26

Infused with skin-soothing cornflower floral water and sweet almond oil, helps remove dirt and leaves skin feeling nourished and soothed. Rinses clean without leaving a tight, parched feeling.

Use morning and night with a cotton pad on damp skin.



Customer Connection



**INDEPENDENT
SALES DIRECTOR
KASS CLICK
RINEHART,
WOLFFORTH,
TEXAS**

I absolutely
LOVE *Mary Kay*

Naturally™. Here's how I promote it:

- **Follow up.** I reach out to those who said no to *Mary Kay*® skin care before because of their desire for 'natural' products.
- **Sell the certification.** I talk to my customers about **COSMOS**. The third-party certification holds a lot of weight and validity in the eyes of the consumer.
- **Share your faves.** Products are easier to sell when you've tried them and love them. I love that you can use the **Nourishing Oil** on your nails and even

the ends of your hair! I have oily skin, so I was surprised that my skin loves it too. And the **Exfoliating Powder** makes your skin so soft.

- **Offer options.** I often sell *Mary Kay Naturally*™ products as a set, but I also show my customers how they can **incorporate the products** into their **current skin care routines**. For example, you can mix the Nourishing Oil with your cleanser, Exfoliating Powder or moisturizer.



EXFOLIATING POWDER, \$34

Gently exfoliates skin, thanks to hydrogenated castor oil and citric acid. Skin feels smoother and softer.

Use a dime- to quarter-sized amount mixed with water, *Mary Kay Naturally*™ Purifying Cleanser or *Mary Kay Naturally*™ Nourishing Oil for a personalized exfoliating experience. Do not use on the same day as other exfoliators, peels, scrubs, masks or microdermabrasion.

NOURISHING OIL, \$48

Formulated with a blend of sweet almond, olive and sesame oils. Skin feels satiny-smooth, soft and supple. Absorbs quickly and feels lightweight.

Use all over, including face, cuticles, elbows, even ends of hair. For a customized experience, mix one or two drops with moisturizer or foundation. When using with sunscreen or acne products, apply one product followed by another, but avoid mixing together as one application.



MOISTURIZING STICK, \$28

Made with candelilla wax and beeswax, it relieves dry skin.

Convenient, targeted balm leaves skin feeling moisturized and conditioned to help relieve dry patches.

Apply to dry areas, such as face, elbows, knees, cuticles or heels. If using in multiple areas, recommend a Moisturizing Stick dedicated only to heels/feet and another dedicated to lips.

All prices are suggested retail.

VISIT [PRODUCTCENTRAL](http://PRODUCTCENTRAL.MARYKAY.COM) FOR PRODUCT DETAILS, VIDEOS, FLIERS AND OTHER RESOURCES TO HELP YOU SELL SKIN CARE WITH CONFIDENCE!

Begin With Beautiful Skin.

Before makeup makes its moment, begin with beautiful skin. That means creating the perfect routine with *Mary Kay*® skin care products that are innovative and effective and make us feel good in our own skin.



**TIMEWISE
REPAIR®
VOLU-FIRM® SET**



**TIMEWISE
MIRACLE SET 3D®**



**BOTANICAL
EFFECTS®
REGIMEN**



**CLEAR PROOF®
ACNE
SYSTEM**



**MKEN®
REGIMEN**

*At least 90% of ingredients are derived from natural sources processed in allowance with third-party standards — currently the COSMOS standard. Natural sources include water, plants, minerals, ingredients of mineral origin and other agricultural ingredients. For more information, go to marykay.com/naturally.

**To learn more about the COSMOS standard, see cosmos-standard.org/the-cosmos-standard.

Spring INTO SALES!



**INDEPENDENT SALES
DIRECTOR ANDREA ANDREWS,
KERNERSVILLE, N.C.,** knows how
to pack for vacay! She shares
her personal go-to **vacation
essentials** – a great list to help any
customer who's ready to hit the
beach or slopes!

WHAT'S IN HER BAG

1 **MARYKAY® TRAVEL ROLL-UP BAG, \$35**

Includes a hook for easy hanging, four clear, detachable compartments; zippers; and Velcro for easy opening and closing.

2 **MARYKAY® FACIAL CLEANSING CLOTHS, \$18, PK./30 CLOTHS**

Botanical-enriched formula gently removes dirt, oil and makeup, leaving your skin feeling clean and soft.

3 **MARYKAY® CC CREAM SUNSCREEN BROAD SPECTRUM SPF 15,** \$22**

Get easy complexion correction with a formula that acts like makeup and is formulated like skin care.

4 **MARYKAY® MAKEUP FINISHING SPRAY BY SKINDINÄVIA, \$18**

When makeup meltdown is not an option, give it the staying power to last up to 16 hours.

5 **MARYKAY® SUN CARE SUNSCREEN BROAD SPECTRUM SPF 50,** \$20**

Lightweight, oil-free sunscreen for the face or body that helps protect and replenish skin.



6 **SPECIAL-EDITION† MARYKAY® SUN CARE AFTER-SUN REPLENISHING GEL, \$15**

After a day in the sun, this cooling, hydrating gel leaves skin feeling soft and silky, never sticky.

7 **HER FAVORITE SKIN CARE FOR TRAVEL TimeWise Miracle Set 3D The Go Set*, \$25**

8 **MARYKAY SUN CARE LIP PROTECTOR SUNSCREEN BROAD SPECTRUM SPF 15,** \$10**

Keeps lips perfectly protected from UVA/UVB rays.

9 **LASH LOVE® WATERPROOF MASCARA, \$15**

Delivers voluminous lashes without an overdone look. Tear- and humidity-proof.

All prices are suggested retail.

†While supplies last

*Does not contain sunscreen and does not protect against the sun

**Over-the-counter drug product

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**I ALWAYS PACK MY
SKINVIGORATE SONIC™
SKIN CARE SYSTEM, \$75.**

With an oscillating brush head that can move back and forth over 12,000 times per minute, this device is designed to give you a deep clean that gently lifts away pore-clogging impurities.

**BEFORE BREAK
TIMEWISE BODY
TARGETED-ACTION®
TONING LOTION, \$32**

Helps skin look more firm, toned and defined, while keeping skin hydrated for 24 hours.

**SPECIAL-EDITION*
MARYKAY® SUN CARE SUBTLE TANNING LOTION,* \$18**

Build up gorgeous color in about a week. Glides on evenly and absorbs quickly. No streaks!

**LIMITED-EDITION* MARYKAY®
ILLUMINATING BRONZER, \$18 EACH**

Bronzer and highlighter collide for natural-looking warmth and illumination.

**LIMITED-EDITION* BEAUTY UNEARTHED
MARYKAY PERFECT PALETTE™ (UNFILLED), \$18**



Glided Glow

Copper Glow



Also shown: Mary Kay® Oil-Free Eye Makeup Remover Deluxe Mini, \$2.50. Available on Section 2.



Gloria Mayfield Banks



Patricia Turker



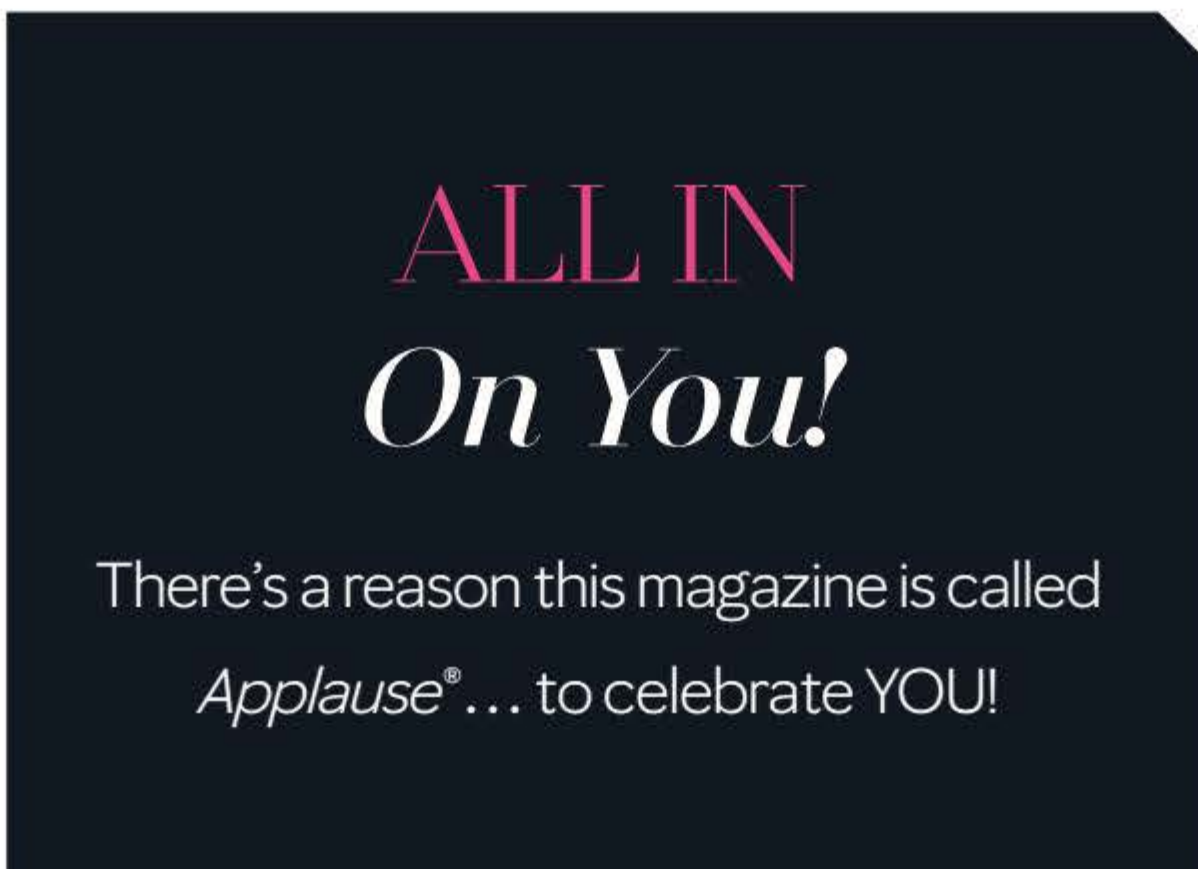
Lisa Madson



Sonia Pérez



Cindy Williams



Lupita Magaña



Debi Moore



Dayana Polanco



Stacy James



Pamela Waldrop Shaw

TOP 10 NSDs YEAR-TO-DATE

ON-TARGET INNER/ DIAMOND/GOLD CIRCLE

Independent National Sales Directors become members of the exclusive Inner Circle when they earn \$325,000 or more; members of the prestigious Diamond Circle when they earn \$200,000 or more; and members of the Gold Circle when they earn \$125,000 or more in "NSD commissions" during the Seminar contest period. (NSD commissions are comprised of commissions earned on the wholesale production of first-, second-, and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units, NSD bonuses for NSD offspring and offspring from personal units for December 2019, NSD Area Leadership Development Bonuses, and NSD commissions earned as part of the NSD's participation in the Global Leadership Development Program for November 2019.) These "NSD commissions" are used to determine NSD ranking for a Seminar year. Congratulations to the following NSDs who are considered on-target from July 1, 2019, through December 31, 2019.

INNER CIRCLE

\$600,000

Gloria Mayfield Banks
\$302,660

\$450,000

Patricia Turker
\$233,317

\$400,000

Lisa Madson
\$215,805
Sonia Pérez
203,166

\$350,000

Cindy Williams
\$194,458

\$325,000

Lupita Magaña
\$171,346

DIAMOND CIRCLE

\$300,000

Debi Moore
\$153,010

\$250,000

Dayana Polanco
\$139,448
Stacy James
138,887
Pamela Waldrop Shaw
138,457

\$200,000

Linda Toupin
\$118,101
Pamela Fortenberry-Slate
115,911
Anabell Rocha
112,729
Sara Pedraza-Chacón
112,414
Maricarmen Landa Ramos
108,830
Dawn Dunn
107,151
Sandy Valerio
105,261
Kerry Buskirk
103,031
Julia Burnett
102,134
Dacia Wiegandt
100,813
Julianne Nagle
100,402

GOLD CIRCLE

\$150,000

Mayuli Rolo
\$97,791
Juanita Gudiño
96,760
Lia Carta
93,215
Kay Elvrum
91,909
Anita Wood
89,933
Julie Krebsbach
89,524
Yosaira Sánchez
89,282
Davanne Moul
87,353
Lorraine Newton
86,385
Kristin Myers
86,279
Cindy Fox
84,971
Lily Orellana
82,820
Cyndee Gress
81,063
Mary Estupiñan
80,032
Somer Fortenberry
79,436
Mariana Moreno
77,102
Kim McClure
77,038
Paola Ramírez
75,853
María Monarrez
75,152

\$125,000

Sue Pankow
\$74,325
Gloria Báez
72,711
Valerie Bagnol
70,986
Jan Thetford
70,586
O'Nelly Encarnación
70,296
Monique Balboa
69,484
Rosibel Shahín
69,073
Luzmila Abadia Carranza
68,512

Michelle Sudeth
67,380
Ada García-Herrera
66,774
Janis Z. Trude
66,582
Morayma Rosas
66,447
Pam Klickna-Powell
66,039
Rebecca Evans
65,558
Bianny Ramírez
65,360
Kimberly Copeland
65,123

Lynnea Tate
64,547
Pam Higgs
64,505
Noelia Jaimes
64,499
Lisa Allison
63,738
Yudith Pupo
63,597
Tammy Crayk Smith
63,593
Marilyn Marte-De Melo
63,021



MONTHLY COMMISSIONS AND BONUSES

NSD commissions above \$10,000 earned in December plus the following which do not count toward NSD ranking: Sales Director commissions, Personal Team commissions and NSD promotion bonuses. Cars, prizes, etc., are not included in these amounts.

EMERALD

Gloria Mayfield Banks***
\$82,012
Patricia Turker**
58,636
Dayana Polanco*
34,530
Sonia Pérez**
33,361
Mairelys López*
24,348
Mayuli Rolo*
23,678
Bianny Ramírez*
22,301
Dacia Wiegandt*
19,857
Kerry Buskirk*
18,560
Marilyn Marte-De Melo
18,418
Pam Klickna-Powell
18,207
Julianne Nagle*
17,577
Pamela Tull
16,077
Anita Wood*
15,831
Ada García-Herrera*
15,664
Noelia Jaimes*
15,273
Rosibel Shahín*
14,886
Monique Balboa
14,812
Natalie Privette-Jones
14,429
Tammy Crayk Smith
14,269
Luzmila Abadia Carranza*
13,553
Sabrina Goodwin Monday
12,939
Yudith Pupo
12,843
Cathy Bill*
12,776

Evelinda Díaz*
12,225
Gina Rodríguez-Oriola
12,020
Crisette Ellis
11,896
Auri Hatheway
11,867
Mariana Moreno*
11,080
Noemi Jaimes
10,722
Pam Higgs
10,696

DIAMOND

Lisa Madson*
\$48,902
Pamela Waldrop Shaw**
29,485
Dawn Dunn*
23,080
Lily Orellana
21,298
Julia Burnett*
20,202
Kay Elvrum
18,892
Sue Pankow
17,154
Shannon Andrews*
16,077
O'Nelly Encarnación
14,481
Rebecca Evans*
14,283
María Monarrez
14,163
Leah Lauchlan
14,041
Yosaira Sánchez*
13,517
Roxanne McInroe
13,163
Kristin Sharpe
12,799
Susan Hohlman*
12,792
Lisa Allison
12,423

Evitelia Valdez-Cruz
12,384
María Sigüenza
12,361
Alia Head
12,067
Marixa González
11,936
Diana Sumpter
11,854
Pam Ross*
11,532
Heidi Goelzer
11,484
Julia Mundy
11,410
Sharon Buck
11,309
Lynnea Tate
11,136
Lynne Holliday
11,029
Vicki Jo Auth
10,684

RUBY

Cindy Williams*
\$36,585
Maricarmen Landa Ramos
28,238
Stacy James*
26,060
Linda Toupin
21,000
Juanita Gudiño*
20,747
Michelle Sudeth*
19,868
Sandy Valerio*
18,690
Julie Krebsbach*
18,342
Anabell Rocha*
18,051
Kim McClure
17,811
Mary Estupiñan*
16,965
Cindy Fox*
15,948
Jan Thetford
15,692
Gloria Báez*
15,436
Lia Carta**
15,345
Lara McKeever
12,888

Tammy Valava
11,127
Carmen Hernández*
10,039

SAPPHIRE

Lupita Magaña**
\$37,650
Debi Moore*
32,009
Lorraine Newton*
25,759
Sara Pedraza-Chacón*
21,711
Davanne Moul*
17,373
Pamela Fortenberry-Slate*
16,730
Kristin Myers*
16,261
Cyndee Gress*
15,805
Somer Fortenberry
15,631
Paola Ramírez
14,558
Valerie Bagnol*
14,163
Morayma Rosas
14,012
Janis Z. Trude
13,843
Diane Mentiply
13,489
Elaine Kimble Williams
12,999
Kimberly Copeland
12,747
Dawn Otten-Sweeney
12,635
Deb Wehrer
12,348
Alma Orrostieta
11,890
Ruth Everhart
11,322
Maggie Nevárez*
11,028
Elizabeth Sánchez
10,820

* Denotes Senior NSD
** Denotes Executive NSD
*** Denotes Elite Executive NSD

MEET YOUR NSDS

Be sure to visit *Mary Kay InTouch** for inspiring success stories about Mary Kay Independent National Sales Directors. Click "[Meet Your NSDs](#)" under Heritage. You can search for NSD stories by name, city, state, Seminar or even former occupation. Why not share their stories with potential team members?

MARY KAY ANGELS

These independent salesforce members achieved the highest commissions/bonuses or production or had the most new team or unit members in their Seminar areas in December 2019.

TOP UNIT - ESTIMATED RETAIL PRODUCTION

EMERALD	
Nancy Boucher, <i>Mary Kay National Area</i>	\$90,153
DIAMOND	
Amy Kemp, <i>Mary Kay National Area</i>	\$78,813
RUBY	
Luz A. Perez, <i>M. Landa Ramos Area</i>	\$112,040
SAPPHIRE	
Jordan Eicher, <i>D. Moore Area</i>	\$68,086

TOP SALES DIRECTOR - PERSONAL SALES

EMERALD	
Tracy A. Clymer, <i>C. Bill Area</i>	\$19,024
DIAMOND	
Kelly M. Freeman, <i>K. Ford Area</i>	\$20,401
RUBY	
Cheryl Lueck, <i>Mary Kay National Area</i>	\$12,528
SAPPHIRE	
Beverly A. Lofton, <i>Mary Kay National Area</i>	\$16,732

TOP BEAUTY CONSULTANT - PERSONAL SALES

EMERALD	
Yuko Yasuma, D. Stevens Unit, <i>Mary Kay National Area</i>	\$19,771
DIAMOND	
Gabriel Soto, A. Pagan Unit, <i>Mary Kay National Area</i>	\$14,223
RUBY	
Allison M. Altherr, L. Harmon Unit, <i>Mary Kay National Area</i>	\$16,673
SAPPHIRE	
Angel L. Mercedes Torres, H. Chay Perez Unit, <i>S. Pedraza-Chacón Area</i>	\$19,565

TOP TEAM BUILDER

EMERALD	
Sales Director Dania Bello, <i>Y. Pupo Area</i>	21 New Team Members
DIAMOND	
Sales Director Rita Montesano, <i>L. Valdés de Perry Area</i>	20 New Team Members
RUBY	
Amanda V. Munoz, B. Valdez Unit, <i>M. Landa Ramos Area</i>	16 New Team Members
SAPPHIRE	
Sales Director Brenda L. Gill, <i>Mary Kay National Area</i>	18 New Team Members

TOP UNIT BUILDERS

Independent Sales Directors with 20 or more new unit members for December 2019.

EMERALD

Dania Bello	25 New Unit Members
Mairene Rodriguez Alvarez	25 New Unit Members
Yenys Valdespino	22 New Unit Members
Brittani R. Sinclair	21 New Unit Members
Michelle L. Calbert	20 New Unit Members
Denise Rodriguez	20 New Unit Members

DIAMOND

Monique Vallair	28 New Unit Members
Oygul Hoja	22 New Unit Members
Rita Montesano	21 New Unit Members

RUBY

Belinda Valdez	26 New Unit Members
Luz A. Perez	20 New Unit Members

SAPPHIRE

Joycelyn B. Westbrooks	21 New Unit Members
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SALES MENTORS

Special thanks to the sales mentors for the November 2019, *New Independent Sales Director Education class*.



Gloria Mayfield Banks
Independent Elite
Executive National
Sales Director
Emerald Seminar



Cindy Williams
Independent Senior
National Sales Director
Ruby Seminar



Auri Hatheway
Independent National
Sales Director
Emerald Seminar



Sonia Bonilla
Independent National
Sales Director
Emerald Seminar



Carol Anton
Independent Executive
National Sales
Director Emeritus
Ruby Seminar

Do you know a go-giver?

Mary Kay Ash said: "The Go-Give® Award is perhaps the greatest honor a Mary Kay Independent Sales Director can earn. Those who possess the Go-Give spirit are the heart of this Company and our shining hope for the future."

Nominate a well-deserving Independent Sales Director today!

[Mary Kay InTouch® > Contests/Promotions > Recognition > Go-Give® Award.](#)



DIAMOND / DIAMANTE

NEW DEBUTS DEBUTES

October/Octubre 2019

Congratulations to these new Independent Sales Directors. Learn more about the Mary Kay Career path on *Mary Kay InTouch*® under "Resources," click "DIQ Program." / Felicitaciones a estas nuevas Directoras de Ventas Independientes. Para más información sobre la trayectoria profesional Mary Kay, visita el sitio electrónico *Mary Kay InTouch*®. En el apartado "Recursos", haz clic en "Programa DIQ".



Rhonda Cluley
Wichita Falls, TX
B. Driggers Unit



Diana M. Hammond
Paris, MO
J. Mathews Unit



Brenda S. Marino
Addis, LA
R. Rodriguez-Capone Unit



Rita Montesano
Katy, TX
V. Ortiz Unit



Ashley N. Smith
Middletown, OH
C. Frantz Unit



Lidia Valazquez Moreno
Saluda, SC
E. Marcial Silverio Unit



Not pictured:/Sin foto: *Mary Aldana*, East Boston, MA, R. Bonilla Unit; *Ma S. Barajas*, Wasco, CA, E. Sanchez Garcia Unit; *Mayra A. Calderon*, Riverside, CA, M. Melgoza Huaracha Unit; *Cassandra Elizalde*, Siloam Springs, AR, E. Aguirre Unit; *Juanita Gonzalez*, Cicero, IL, N. Montesinos Unit; *Casilyn Lund*, Cincinnati, L. Lauchlan Unit; *Carla G. Markham*, Roanoke, VA, A. MacDowall Unit; *Eusebia C. Marte*, Perth Amboy, NJ, K. Colon Unit; *Juana Monterrosa*, Morristown, TN, J. Del Cid Unit; *Gloria S. Pina*, Aliso Viejo, CA, M. Sanchez Unit; *Rachel A. Quinn*, Tallahassee, FL, A. Allgood Unit; *Blanca Saavedra*, Westchester, CA, I. Gamboa Unit; *Jodee A. Ulloa*, Indianahoma, OK, C. Richardson Unit.

“THE RESPONSIBILITIES OF A LEADER ARE GREAT, BUT SO ARE THE REWARDS.” / LAS RESPONSABILIDADES DE UN LÍDER SON GRANDES, PERO TAMBIÉN LO SON LAS RECOMPENSAS.

Mary Kay



DEAN'S LIST LISTA DEL DECANO



December/Diciembre 2018

The top three Honors Society members from each debuting class who have the highest adjusted unit wholesale production of their debut class and who have at least 50 unit members by the end of the twelfth month following their debut date. / Las primeras tres integrantes de la Sociedad de Honor de cada clase de debut con la más alta producción de unidad ajustada al mayoreo de su clase y que cuentan con por lo menos 50 integrantes de unidad al final del decimosegundo mes de su fecha de debut.



Nubia Rios
Lake Forest, CA
M. Landa Ramos Area
Ruby Seminar



Debbie D. Marin
Sugar Land, TX
S. Pedraza-Chacón Area
Sapphire Seminar



Taxis Garrido
New Albany, IN
Y. Pupo Area
Emerald Seminar



Congratulations!

TRIPLE CROWN TRIPLE CORONA



December/Diciembre 2018

Independent Sales Directors who have achieved On the Move, Fabulous 50s and Honors Society by the end of the twelfth month following their debut date. / Directoras de Ventas Independientes que lograron En Acción, los Fabulosos 50 y la Sociedad de Honor al final de su decimosegundo mes posterior a su fecha de debut.

Not pictured:/Sin foto: *Herminia Santos-Allen*, San Jacinto, CA, R. Evans Area.



¡Felicitaciones!

NOTHING HAPPENS UNTIL SOMEONE SELLS SOMETHING. / NADA PASA HASTA QUE ALGUIEN VENDE ALGO.

HONORS SOCIETY SOCIEDAD DE HONOR

December/Diciembre 2018

Independent Sales Directors whose adjusted unit wholesale production is at least \$60,000 and who have at least 50 unit members by the end of the twelfth month following their debut date./Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$60,000 y tienen por lo menos 50 integrantes de unidad al final de su decimosegundo mes posterior a su fecha de debut.

Not pictured/Sin foto: Herminia Santos-Allen, San Jacinto, CA, R. Evans Area.



Kimberly A. Bauer
Apple Valley, MN
Mary Kay
National Area



- 1 ON THE MOVE
- 2 FABULOUS 50s
- 3 HONORS SOCIETY
Rings are shown stacked./
Los anillos se muestran encimados.

FABULOUS 50s FABULOSOS 50

June/Junio 2019

Independent Sales Directors whose adjusted unit wholesale production is at least \$30,000 and who have at least 50 unit members by the end of the sixth month following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$30,000 y cuentan con por lo menos 50 integrantes de unidad al final del sexto mes de su fecha de debut.

Not pictured/Sin foto: Lilian Arita, Upper Darby, PA, M. Sigüenza Area; Rosa I. Oropeza, New Rochelle, NY, S. Herrera Area.

**TENACITY AND PERSEVERANCE ARE ESSENTIAL
QUALITIES FOR SUCCESS IN BUSINESS./
LA TENACIDAD Y LA PERSEVERANCIA
SON CUALIDADES ESENCIALES PARA
EL ÉXITO EN LOS NEGOCIOS.**

Mary Kay

ON THE MOVE EN ACCIÓN

October/Octubre 2019

Independent Sales Directors whose adjusted unit wholesale production is at least \$15,000 by the end of the third month following their debut date, and who have added three or more qualified new personal team members whose Independent Beauty Consultant Agreements and minimum of \$600 in wholesale Section 1 orders were received by the Company during the three months following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es de por lo menos \$15,000 al final del tercer mes de la fecha de su debut, y que hayan obtenido tres o más nuevas integrantes de equipo personal calificadas cuyos Acuerdos de Consultora de Belleza Independiente y pedidos por un mínimo de \$600 de la sección 1 al mayoreo fueron recibidos por la Compañía durante los tres meses después de la fecha de su debut.

Brenda S. Marino
Eusebia C. Marte
Juana Monterrosa

Rita Montesano
Gloria S. Pina

FIRST TIME RED JACKETS SACOS ROJOS PRIMERIZOS

December/Diciembre 2019

Independent Beauty Consultants who added at least three active new personal team members during December./Consultoras de Belleza Independientes que obtuvieron por lo menos tres nuevas integrantes de equipo personal activas en diciembre.



Vazira Akramova
Anyela Alejandro
Margarita Alonso
Gillermina Andino
Linda R. Andrews
Rosaura Angulo
Darleen Apodaca
Crissie E. Bath
Bethany Beckwith

Juanita Boyea
Alicia A. Brown
Rina M. Caceres
Maria Calderon
Jeanette N. Cantu
Alba D. Chacon
Carmen M. Chumpitazi O'Brien
Antonia Cocone
Mary J. Cooper

Red Jackets, cont.

Catherine A. Cordle
Dilia M. Corea Rios
Danica Curtis
LaTwonda S. Davis
Jayce Dermates
Vianey Diaz Ventura
Kim M. Enchill
Gricelda C. Erazo
Tabi Fischer
Michele Fitzsimmons
Tobi L. Forbes
Gladys E. Garcia
Nellie N. Garcia
Pamela B. Gomez-Soto
Sayra Gonzalez
Tommieta M. Green
Jaedyn T. Grooms
Sophia R. Gunter
Giselle Hampton
Teresa A. Harkins
Theresa Hazen
Sara-Louise Henry
Tympest K. Hora
Raquel Jimenez
Michelle Joseph
Aylesa J. Kanski
Ashlei Kirtz-Lee
Megan D. Klein
Ivania Lara
Lesly Lobos
Angelica L. Lopez
Madisyn R. Lucas
Ana Martinez
Bonnie S. McDaniel

Sarah M. McNeely
Lilian A. Mejia
Carlee S. Mercado
Mary Merino
Yanet Meza
Loretta Miller
Elizabeth Montiel
Fatima E. Morales
Patricia Morales
Sandy K. Morrison
Marlys Nelson
Taiwo O. Oluje
Maria G. Orellana
Karen Palacios
Erika Polanco
Kaylee D. Porch
Rosario Portillo
Sobeyda A. Puerto
Amanda M. Ramirez
Gloria Redmond
Mirna Rios
Dulce O. Robles
Erika N. Roop
Ashley Ross
Karen Serrano
Melissa Slade
Teresa A. Stacy
Loganne Stone
Iroda Tursunboeva
Gulkhay Tursunova
Yoanna A. Veronese
Crystal Wagner
Gulbakhor Yusupova
Lisa Zito

GRAND ACHIEVERS GRAN GANADORAS

December qualifiers/Calificadas en diciembre 2019

Independent Sales Directors and Independent Beauty Consultants earning the use of a Career Car. Find Grand Achiever qualification requirements on *Mary Kay InTouch** under "Resources," "Publications" and "Advance Brochure." /Directoras de Ventas y Consultoras de Belleza Independientes que se ganaron el uso de un auto profesional. Para requisitos de calificación de Gran Ganadora visita Recursos Publicaciones y Folleto *Avance* en *Mary Kay InTouch*.*

SALES DIRECTORS/ DIRECTORAS DE VENTAS

Catherine A. Abbott
Dinora Argueta
Andrea K. Barts
P.J. Baunach
Linda M. Bettendorf*
Sandra P. Calderon
Katarzyna Curlej
Teresa M. Danforth
Maria Delcid
Alanna Dotson
Linda Faye Dowell
Jennifer Emanuel
Patricia Escalante
Becky M. Fox
Elizabeth L. Gaines
Maria D. Garcia
Yolanda Gutierrez
Minerva Guzman
Rocio Hernandez
Velia I. Hernandez
Oygul Hoja
Elizabeth Holmes
Kayla L. Knutson
Trinity S. Laney
Paula M. Light
Eusebia C. Marte
Danielle McCracken*
Bridget E. McMillion
Blanca E. Medina
Melissa Mendez
Teodora Moreno

Maria Murillo-Garcia*
Joni L. Ormsbee
Hannah M. Payne
Sandra L. Perez Garcia
Barbara H. Peterson
Rachel A. Quinn
Jacqueline Rabidou
Leticia Saavedra
Pam Salinas
Mary Lou Schlehuber
Vicki Thomas
Consuelo Tinajero
Jennifer C. Walls*
Alison G. Williams
Yanique Williams-Meryl
Michelle L. Wood

CONSULTANTS/ CONSULTORAS

Kelli Scott White

* Denotes requalified driver.
* Denota conductora recalificada.

**WHEN YOU REACH AN OBSTACLE,
TURN IT INTO AN OPPORTUNITY./
CUANDO TE ENFRENTES A UN
OBSTÁCULO, CONVIÉRTELO
EN OPORTUNIDAD.**

Mary Kay



GOLD MEDALS MEDALLAS DE ORO

December/Diciembre 2019

Independent Sales Directors and Independent Beauty Consultants who added a minimum of five Independent Beauty Consultants to their team within one calendar month./Las Consultoras de Belleza y Directoras de Ventas Independientes que en un mes de calendario lograron un mínimo de cinco Consultoras de Belleza Independientes para su equipo.

New Team Members/Nuevas integrantes de equipo

144 GOLD MEDALS Consuelo Z. Tinajero*	5	35 GOLD MEDALS Ma Remi Vega-Cazarez*	8
60 GOLD MEDALS Ellen Ezekiel*	9	27 GOLD MEDALS Sixta F. Polanco*	6
57 GOLD MEDALS Emilia B. Valles*	5	26 GOLD MEDALS Nita A. Godwin*	5
54 GOLD MEDALS Viviane S. Freitas De Assis*	6	Blanca Gonzalez*	5
49 GOLD MEDALS Maria R. Sanchez*	5	Natalia Travilina*	5
48 GOLD MEDALS Margarita Gonzalez*	5	23 GOLD MEDALS Evelin A. Portillo, M. Gonzalez Unit	11
46 GOLD MEDALS Maria D. Reyes*	5	Megan N. Wilkes*	6
41 GOLD MEDALS Eusebia C. Marte*	7	22 GOLD MEDALS Elsa F. Santos*	10
40 GOLD MEDALS Silvia Ramos*	5	20 GOLD MEDALS Amelia Flores*	6
38 GOLD MEDALS Carmen R. Medina*	5	19 GOLD MEDALS Yuvis R. Alvarado*	7
37 GOLD MEDALS Carlos M. Rodriguez*	5	18 GOLD MEDALS Maria D. Madera*	7
		Lyris C. Patterson*	5
		17 GOLD MEDALS Sandra G. Gama*	7
		15 GOLD MEDALS Joyce M. Perry*	19

Marivel Villicana, G. Yarritu Unit	5	Ana M. Reyes, J. Hernandez Unit	5
11 GOLD MEDALS Olga I. Niz de Tortoledo*	7	Violette Tabor*	7
10 GOLD MEDALS Blanca L. Andrade*	10	Sayyora Tajimetova, O. Hoja Unit	5
9 GOLD MEDALS Juana M. Del Cid*	5	1 GOLD MEDAL Jeanette N. Cantu, M. Vallair Unit	8
Brenda Estrada*	7	Ana Castro, V. Hyba Unit	5
8 GOLD MEDALS Nelly P. Calzada*	8	Meghan B. Davis, T. Sprabary Unit	7
Pamela J. Ring*	7	Janice A. Fearon, M. Childs Unit	6
Alison G. Williams*	6	Maria D. Garcia*	5
7 GOLD MEDALS Martha R. Bermudez*	5	Giselle Hampton, M. Vallair Unit	5
Clara E. Cruz Dominguez, S. Herrera Unit	11	Ivania Lara, D. Santos Unit	5
Rita Montesano*	20	Erica S. Lee, M. Kossa Sandell Unit	5
Gloria S. Pina*	10	Yensy R. Mancía, V. Ortiz Unit	6
Humberta Tiros Rojas*	5	Yanet Meza, S. Vallejo Unit	5
6 GOLD MEDALS Ana E. Rodriguez*	12	Courtney Miller, T. Whitaker Unit	5
4 GOLD MEDALS Samanta S. De Araujo*	5	Elizabeth Montiel, J. Wangeman Unit	7
Ciara N. Peyton*	5	Gloria Redmond, T. Lewis Unit	8
Maribel Quinteros*	5	Sofia Russell, J. Monterrosa Unit	6
Kayla Voorheis*	11	Loganne Stone, S. Ewing Unit	5
3 GOLD MEDALS Rosa Gonzalez, L. Flores Unit	12		
Doris M. Martinez*	5		
2 GOLD MEDALS Laura Cuahuey, M. Sigüenza Unit	6		
Rubia Gonzalez, C. Chavez Unit	6		
Minerva Guzman*	5		
Juana Monterrosa*	5		

*Denotes Independent
Sales Director.
*Denota Directora de Ventas
Independiente.



13% CLUB CLUB DEL 13%

December/Diciembre 2019

The top 25 independent sales force members in the Diamond area earning 13 percent personal team commissions. They placed a personal minimum \$600 wholesale Section 1 order and had at least five personal team members each place a minimum of \$225 in wholesale orders during December./Primeras 25 Consultoras de Belleza Independientes y Directoras de Ventas Independientes en el área Diamante que ganaron las comisiones del 13% por equipo personal. Estas hicieron un pedido personal mínimo de \$600 de la sección 1 al mayoreo y tuvieron por lo menos cinco integrantes de equipo personal que hicieron cada una pedidos por un mínimo de \$225 al mayoreo en diciembre.

DIAMOND/DIAMANTE

Joyce M. Perry*	\$2,894
Ana A. Pagan*	2,405
Amy Zanto*	1,928
Audrey K. MacDowall*	1,835
Celeste Byrd*	1,764
Rita Montesano*	1,759
Yuvis R. Alvarado*	1,666
Tracy Craven*	1,626
Delmi C. Santos*	1,579
Robin S. Lantz*	1,479
Shelley Olson*	1,467
LaChelle M. Seleski*	1,448
Ana E. Rodriguez*	1,444
Karime Rosas*	1,432
Evelin A. Portillo, M. Gonzalez Unit	1,420
Kim A. Messmer*	1,393
Heather M. Julson*	1,358
Rosa Gonzalez, L. Flores Unit	1,327
Nancy F. Castro*	1,316
Robbie L. Brannon*	1,312
Cindy S. Kriner*	1,297
Stacy Rozwadowski*	1,264
Elsa F. Santos*	1,228
Blanca L. Andrade*	1,208
Julie Danskin*	1,199

*Denotes Independent Sales Director.
*Denota Directora de Ventas Independiente.

“A LEADER IS SOMEONE WHO KNOWS WHERE HE OR SHE IS GOING AND IS ABLE TO TAKE OTHERS WITH THEM./UNA LÍDER ES LA QUE SABE ADÓNDE VA, CAPAZ DE LLEVAR A OTRAS CON ELLA.”

Mary Kay



“HAVE A HIGH SELF-ESTEEM. WE'RE ALL DIFFERENT. EACH OF US IS ONE OF A KIND. GOD PLANTED THE SEEDS OF GREATNESS IN YOU, AND ALL YOU HAVE TO DO IS REACH DOWN WITHIN YOURSELVES AND BRING THOSE SEEDS INTO FRUITION./TEN UNA AUTOESTIMA ALTA. TODOS SOMOS DIFERENTES. CADA UNO DE NOSOTROS ES ÚNICO. DIOS SEMBRÓ LAS SEMILLAS DE LA GRANDEZA EN TI; TODO LO QUE TIENES QUE HACER ES LLEGAR A TU FONDO Y HACER QUE ESAS SEMILLAS GERMINEN.”

”

Mary Kay

ACHIEVEMENT CIRCLE

CÍRCULO DE LOGROS

December/Diciembre 2019

The top 100 Independent Sales Directors in each Seminar area based on their December 2019 estimated unit retail production./Clasificación de las Primeras 100 Directoras de Ventas Independientes en el área de Seminario según su producción de unidad estimada al menudeo de diciembre de 2019.

EMERALD/ESMERALDA		Gracieuse Renard	35,223	Tawnya Krempges	43,747	Elizabeth K. Toupin	85,517	Sherry McDonald	35,105	Marie E. Vlaminc	39,913
Nancy Boucher	\$90,217	Carolyn Thompson	35,032	Suzanne T. Young	43,578	Maria D La L. Gabriel	77,033	Ginger J. Benedict	35,101	Jennifer J. McNulty	39,866
Amber L. Towne-Geehan	80,568	Menina M. Givens	35,013	Ana A. Pagan	43,553	Kali DeBlander Brigham	72,772	Cleta Colson-Eyre	35,037	Bryunah G. Gossett	39,756
Hollie R. Sherrick	64,497	Ann F. Smith	34,979	Susan M. McCoy	43,189	Kellee L. Valerio	70,085	Linda Sigle	34,643	Michele Semper	39,607
Deirdre L. Eschazier	63,929	Carol M. Fulton	34,538	Susie Kopacz	42,776	Heather A. Daniel-Kent	69,308	Jessica L. Williams	34,632	Susan T. Boothe	39,475
Deanna L. Spillman	59,815	Saira Alconedo	34,387	Mary P. Creech	42,742	Laura V. Middleton	69,020	Jennifer L. Albertini	34,555	Kristi M. Anderson	39,344
Jill Drehmer	57,330	Cheryl L. Honesty	34,317	Casey Goff-Martin	42,453	Donna Clark-Driscoll	67,311	Nancy N. Danley	34,407	Robyn S. Cartmill	39,091
Maggie Rader	56,629	Susan Houser	34,031	Delmi C. Santos	41,521	Kaela L. Steinman	66,874	Christy M. Cox	34,403	Kayla T. Cornish	38,577
Melinda M. Balling	55,745	Harriett Sharpe	34,010	Angela J. Fry	41,314	Lisa Anne Harmon	66,234	Barbara Baty	34,257	Joli A. Dockery	38,437
Leanne Parrino-Pheasant	55,166	Stephanie Piccini	33,918	Megan E. MacDowall	41,299	Patti Cornell	63,941	Charlotte Mantooth	34,186	Penny J. Jackson	38,344
Mary Strauss	54,278	Helen Amato	33,842	Nicki R. Hill	41,132	Stephanie Audino	62,638	Susan A. Smith	33,792	Pam Garner Moore	38,070
Stacey Craft	53,046	Rosie Rodriguez	33,547	Kathy M. Viola	40,609	Suzanne Moeller	62,552	Tammy Brown	33,711	Jenan W. Wood	38,061
Christine D. Barrueco	52,559	Linda J. Wicks	33,464	Faith A. Gladding	40,608	Krystal D. Downey-Shada	57,764	Kimberly Cavarretta	33,509	Debbie P. Roberts	38,054
Doreen Stevens	52,207	Elsi Coto	33,071	Nadine Bowers	39,620	Diane K. Lundgren	57,041	Tammy D. Niehaus	33,332	Heather L. Bohlinger	38,027
Stacy D. Foust	52,029	Audrey J. Doller	32,920	Patricia Carr	39,263	Lisa Hansen	56,380	Pat Z. Allen	32,914	Bonnie Crumrin	37,755
Nicole L. McDaniel	49,297	Bonnie White	32,893	Joan M. Farrell	39,260	Elvia Orozco	55,403	Nicole Medjesky-Dixon	32,875	Kaye Yuen	37,747
Audrey L. Detesco-Nickell	49,176	Sandra Tatzer	32,799	Shelly Palen	39,059	Tamarie M. Bradford	54,642	Heather C. Feiring	32,832	Jeanette M. Thompson	37,596
Richelle V. Barnes	48,552	Nancy S. North	32,766	Sharon B. Carney-Wright	38,409	Paula M. Kirkpatrick	53,371	Elena Santos	32,647	Ruby Garner	37,215
Joslyn Eaton	47,673	Karen D. Costas	32,704	Deborah Robina	38,331	Terry Thole	53,171	Sheryl J. Arena	32,576	Doris M. Quackenbush	37,175
Brenda Stafford	46,976	Brenda L. Wilbur	32,686	Sylvia L. Martinez	38,261	Mary A. Dell	52,786	Megan E. Kalbach	32,555	Patty Webster	37,166
Tammy West-Murrian	46,181	Marie Pfarr	32,595	Mariann Biase Mason	37,990	Susan C. Ehrnstrom	52,495	Jennifer Farley	32,419	Tommi Pleasure	36,973
Ashley N. Clinesmith	46,015	Wendi N. Scheuble	32,484	Brenda Spain	37,922	Susan Moore	52,381	Patty L. Bojan	32,412	Ashley R. Dornbos	36,732
Kathryn L. Engstrom	45,869	Kendri E. Burkett	32,447	Beth Brinkley	37,876	Tameka N. Ephraim	50,736	Cathy Burrell	32,366	Keita Powell	36,618
Jo M. Cotton	44,963	Sally Moreno	32,433	Rita Montesano	37,452	Stacey P. Nelson	50,644	Nikole M. Childress	32,319	Herminia Chay Perez	36,571
Chris H. Teague	44,801	Linda Jackson	32,383	Nancy F. Castro	37,165	Belinda Valdez	50,169	Maria Bautista	32,296	Carol Lee Johnson	36,538
Tandy Fischer	44,106	Les R. Franken	32,207	Luz M. Flores	37,052	Randi S. Gleason	47,116	Pamela J. Sparks	32,248	Jeanette E. Beichle	36,499
Jill Beckstedt	43,773	Edie Norquist	32,201	Claudia Chavez	36,905	Ryan A. Rives	46,895	Vicki O'Bannon	32,244	Brooke E. Bennett-Young	36,399
Kim I. Bessey	43,666	Mara C. Lane	32,135	Joy H. Rentz	36,664	Brenda Fenner	46,663	Liz Whitehouse	32,122	Alyssa R. Epperson	36,381
Michelle L. Calbert	42,670	Theodora W. Bradley	32,133	Pat Joos	36,621	Lauren N. Bloomer	46,360	Amy Kitrell	32,030	Reyna V. Alvarado Rivera	36,007
Michele S. Rankin	42,328	Jill A. McCoy	32,040	Deborah Dudas	36,559	Stephanie L. Coker	44,972	Esmeralda Reynaga	31,864	Joyce M. Conant	35,983
Jennifer L. Besecker	42,148	Kris K. Stilen	31,999	Lacey L. Bradford	36,262	Thessy N. Nwachukwu	44,047	Karen A. Brown	31,848	Erika D. Hulm	35,915
Betty McKendry	41,221	Roseanne Bair	31,885	Gwen Nicholas	36,237	Valerie A. Lucio-Polk	44,039	Lee A. McCarthy	31,806	Suzanne Tripp-Black	35,781
Cindy Anderson	41,055	Margaret Neill	31,859	Omosolape O. Akinyoyenu	36,228	Maureen Shipp	43,749	Jana L. Strunk	31,737	Cheri L. Taylor	35,735
Carrie E. Weaver	40,945	DIAMOND/DIAMANTE		Celeste Pichardo	36,148	Sonya F. Goins	43,332	SAPPHIRE/ZAFIRO		Jordan Eicher	\$71,278
Antonia Miranda	40,677	Amy Kemp	\$78,813	Sherrie C. Purvis	36,086	Bridgette R. Conley	43,236	Vicki Piccirilli	64,205	Katherine L. Longley	63,264
Anna M. Rowe	40,508	Kim A. Messmer	69,654	Alicia Kingrey-Lokai	36,029	Maricruz Flores	43,021	Candy I. Brown	59,947	Laurieann Barclay	50,569
Amy L. Fields	40,489	Karime Rosas	64,972	Sheryl Peterson	35,960	Tshanna C. Diggan	42,127	Renee Johnson	49,950	Casee E. Harwell	49,740
Dania Bello	40,391	Karime Rosas	64,972	Holly A. Brown	35,907	Sherri Ammons	41,874	Orrice D. McCray	48,109	Dolores Keller	48,080
Jennifer A. Enloe	40,057	Christi G. Campbell	62,173	Holly A. Brown	35,907	Judy Lund	41,795	Michele M. Armes	48,055	Randi Stevens	47,762
Ginny B. O'Kain	39,980	Paula Kelsch	61,070	Christina L. Frantz	35,884	Lisa Olivares	41,398	Autumn R. Heble Britton	47,553	Tracy Foltz	46,505
Leslie M. McKinney-Smith	39,623	Nadine H. Huckabee-Stanley	59,040	Cindy S. Kriner	35,774	Breda M. Teal	40,618	Linne' Lane	46,255	Hannah G. Redmon	45,918
Vickie D. Swinger	39,272	Kelly Willer-Johnson	57,762	Ana E. Rodriguez	35,443	Karen E. Gardner	40,479	Julie Neal	45,266	Julie King	44,761
Amy M. Alber	39,213	Mileta K. Kinser	57,684	Kristen C. Spiker	35,230	Marsha Mings	40,457	Larinda J. King	44,761	Ann W. Sherman	44,384
Bridgett L. Moore	39,110	Deborah S. Bailye	56,943	Jan Geig	35,193	Lisa V. Bauer	40,412	Taylor Moore-Fehring	43,411	Andrea R. Klahn	43,406
Kijuana R. McKinnie	39,055	Terri J. Beckstead	55,840	Beth L. Gallagher	35,191	Stacy M. Lauritzen	40,280	Linda H. Rowsey	41,868	Krystal K. Hunsucker	41,783
Shauna L. Abbotts	39,021	Gerri Anne Morris	54,420	Celeste Byrd	35,112	Jenna M. Larson	40,054	Debbie A. Weld	41,781	Nancy W. Pettaway	41,738
Denise G. Kucharski	38,893	Cheryl A. Searcy	53,765	Linda T. Cartiglia	35,112	Marnie R. Yungler	39,245	Cynthia S. Sheppa	41,724	Jennifer G. Bouse	41,048
Susan C. Manocchio	38,794	Terri Lewis	53,217	Ingrid E. Smith	34,742	Rebecca H. White	39,089	Petie L. Huffman	40,407	Joycelyn B. Westbrooks	40,310
Phyllis I. Pinsker	38,586	Mary Kathryn King	52,882	Amy Zanto	34,726	Andrea Jackson Berger	38,905	Morgan A. Jenkins	39,985	Tracy Potter	39,981
Jacquelyn Dykstra	38,325	Priscilla McPheeters	52,244	Tracy Craven	34,572	Sylvia T. Barritt	38,531				
Breanne Sufrin	38,078	Joyce M. Perry	52,116	Kathy R. Bullard	34,539	Jeanie K. Navrkal	38,088				
Sheri Farrar-Meyer	38,038	Irene Korobov	52,051	Constance Nugent Miller	34,278	Debbie A. Elbrecht	38,032				
Tammie M. Hanson	37,748	Cindy Machado-Flippen	51,901	Susie Moore	34,240	Monique N. McIntyre	37,980				
Mary E. Jamieson	37,244	Alicia Borkowska	51,014	Michelle Cape	34,186	Cissy E. Warren	37,913				
Shawna D. Schneider	37,230	Christy Bigham	49,658	Sandy Lasso	34,016	Palia A. Curry	37,664				
Michelle M. Dominiak	37,138	Kelly K. Johnsrud	48,326	Carol A. Brown-Mason	33,981	Laura L. Waters Vazquez	37,649				
Tina M. Dees	36,909	Marsha Morrisette	47,444	Ashley S. Orr-Graves	33,891	Amy C. Schule	37,488				
Gwen Regan	36,905	Crystal D. Gardner	47,340	Lindsay R. Stewart	33,821	Laura A. Kattenbraker	37,278				
Heather Wickstrom	36,536	Lindsey D. Christenson	47,139	Kayla A. Holliday-Lamar	33,772	Stephanie B. Silver	36,520				
Liz Voran	36,167	Allison Piro	46,944	Mary G. Gronholz	33,757	Elida A. Polanco	36,221				
Janice B. Hull	36,117	Rita M. Krause	46,757	Janet S. Chapman	33,714	Laurie C. Cole	35,982				
Valerie Yokie	35,947	Billie Gillespie	45,494	Kelly M. Freeman	33,668	Mary Beth Pfeifer	35,902				
LaKeshia M. Chisholm	35,841	Oygu Hoja	45,479	Julie Schlundt	33,605	Judie Roman	35,614				
Jannelik C. Engtronatt Marquez	35,775	Yuvis R. Alvarado	45,432	Marty T. Wynn	33,521	Kathy Williams Oeder	35,385				
Angel Guerra	35,425	Audrey K. MacDowall	45,279	Lisa A. Stengel	33,497	Susie J. Serio	35,340				
Kathy Eckhardt	35,395	LaChelle M. Seleski	45,073	Emily E. Schuette	33,406	Gloria Moreno Medrano	35,335				
Amber D. Campbell	35,370	Heidi Kenealy	44,733								
Wendy Clausen	35,283	Jenny Siemonsma	44,445								
		Donna K. Smith	44,440								
		April C. Hutchinson	44,053								

COMMISSION CIRCLE
CÍRCULO DE COMISIONES

December/Diciembre 2019

Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in December 2019. Names in **bold** print earned the maximum 23 percent Sales Director commission plus the maximum 13 percent personal recruit commission./Las Directoras de Ventas Independientes que ganaron las Primeras 100 comisiones y gratificaciones en el área del Seminario en diciembre de 2019. Los nombres en **negritas** son quienes ganaron la comisión máxima del 23 por ciento de Directoras de Ventas más el 13 por ciento máximo de comisión por reclutas personales.

EMERALD/ESMERALDA												
Dania Bello	\$14,245	Tammie M. Hanson	7,446	Lindsey D. Christenson	8,905	Luz A. Perez	19,187	Nikole M. Childress	7,494	Randi Stevens	8,394	
Nancy Boucher	13,242	Karen E. Ridle	7,434	Nancy F. Castro	8,793	Maria D La L. Gabriel	15,356	Jessica L. Williams	7,459	Jennifer J. McNulty	8,382	
Amber L. Towne-Geehan	13,167	Leslie M. McKinney-Smith	7,404	Faith A. Gladding	8,789	Heather A. Daniel-Kent	13,050	Jenna M. Larson	7,446	Nancy W. Pettaway	8,365	
Deirdre L. Eschauzier	10,876	Linda J. Wicks	7,385	Crystal D. Gardner	8,745	Elizabeth K. Toupin	12,576	Tshanna C. Diggan	7,446	Ann W. Sherman	8,323	
Jennifer L. Besecker	10,804	Brittani M. Jenks	7,288	Deborah Robina	8,650	Donna Clark-Driscoll	12,009	Lisa V. Bauer	7,423	Satarro Purnell	8,250	
Jill Drehmer	10,625	Maria M. Calle	7,251	Sandy Griffith	8,650	Kellee L. Valerio	11,540	Magdalena Diaz de Leon	7,410	Ruby Garner	8,163	
Melinda M. Balling	10,281	Ginny B. O'Kain	7,139	April C. Hutchinson	8,601	Kali DeBlander Brigham	11,493	Judie Roman	7,356	Keita Powell	8,133	
Christine D. Barrueco	10,260	Emily Stone	7,101	Patricia Carr	8,538	Thessy N. Nwachukwu	11,459	Valerie A. Lucio-Polk	7,356	Tracy Foltz	8,125	
Hollie R. Sherrick	10,235	Anna M. Rowe	7,022	Heidi Kenealy	8,492	Patti Cornell	10,832	Elizabeth A. Elder	7,352	Margarita Elisea	8,113	
Ebun Osaze	10,020	Mara C. Lane	6,987	Christina L. Frantz	8,310	Laura V. Middleton	10,738	Amy C. Schule	7,326	Debbie A. Weld	8,065	
Maggie Rader	9,689	Kathy Eckhardt	6,968	Rita Montesano	8,306	Jeanie K. Navrkal	10,689	Reyna N. Lepe	7,266	Karla M. Reno	8,053	
Stacy D. Foust	9,661	Lisa Reimer	6,962	Alicia Borkowska	8,276	Lisa Anne Harmon	10,660	Tammy D. Niehaus	7,260	Julie B. Sapp	8,005	
Leanne Parrino-Pheasant	9,631	Kijuana R. McKinnie	6,955	Julie Danskin	8,273	Randi S. Gleason	10,440	Amy Stokes	7,240	Marie E. Vlaminck	7,999	
Deanna L. Spillman	9,572	Audrey J. Doller	6,948	Nicki R. Hill	8,270	Lauren N. Bloomer	10,312	Breda M. Teal	7,240	Brenda L. Gill	7,978	
Ashley N. Clinesmith	9,421	Lisa C. Mack	6,923	Rose Rodriguez-Capone	8,218	Mary A. Dell	10,279	Charlotte Mantooth	7,238	Autumn R. Heble Britton	7,918	
Kathryn L. Engstrom	9,395	Debra Allison	6,900	Deborah Dudas	8,202	Stephanie Audino	10,002	Jennifer L. Albertini	7,232	Jennifer G. Bouse	7,918	
Stacey Craft	9,326	Denise Peterson	6,845	Susie Kopacz	8,196	Kaela L. Steinman	9,917	Cleta Colson-Eyre	7,152	Julie A. Griffin	7,806	
Kim I. Bessey	9,208	Nikki H. Edgemon	6,818	Michelle Cape	8,082	Suzanne Moeller	9,835	Martina Roman	7,036	Joli A. Dockery	7,768	
Shauna L. Abbotts	9,186	Kendri E. Burkett	6,775	Kelly K. Johnsrud	8,076	Susan Moore	9,810	Karen E. Gardner	7,035	Marita W. Campbell	7,743	
Shelley Money-Eldridge	9,144	Marie Pfarr	6,752	Sherrie C. Purvis	8,045	Diane K. Lundgren	9,417	Rebecca H. White	7,017	Lynn F. Huckels	7,739	
Audrey L. Detesco-Nickell	9,083	Vickie D. Swinger	6,749	Stephanie A. Richter	8,034	Ginger J. Benedict	9,320	Karen Paluga-Larson	7,007	Robyn S. Cartmill	7,722	
Liz Voran	8,949	Nancy O'Hara	6,714	Ana E. Rodriguez	8,030	Susan C. Ehrnstrom	9,111	Peggy Young	7,004	Jeanette M. Thompson	7,708	
Shawna D. Schneider	8,893	Brenda L. Wilbur	6,707	Cindy S. Kriner	8,028	Krystal D. Downey-Shada	9,086	Sherri Ammons	6,998	Cynthia S. Sheppa	7,704	
Richelle V. Barnes	8,848	Karen D. Costas	6,653	Susan M. McCoy	8,002	Paula M. Kirkpatrick	8,992	Barbara Baty	6,981	Katie D. Nichols	7,704	
Lesa R. Franken	8,768	Rita J. Barthel	6,622	Suzanne T. Young	7,902	Barbara Pleet	8,970	Laurie C. Cole	6,981	Brenda Ashlock	7,702	
Jill Beckstedt	8,756	Amber D. Campbell	6,620	Lisa Rada	7,886	Tamarie M. Bradford	8,956	Heather C. Feiring	6,976	Amy R. Sigler	7,696	
Michelle L. Calbert	8,751	Pam Kelly	6,609	Natalia Travilina	7,878	Lisa Hansen	8,948	Rachel Mega	6,941	Nancy R. Butler	7,676	
Michele S. Rankin	8,610	Lakertisha Slade Mciver	6,607	Lindsay R. Stewart	7,875	Marye Durrer	8,906	Jaime M. Bittner	6,937	Missy M. O'Neal	7,647	
Chris H. Teague	8,591	Joanna Helton	6,584	Shelley Olson	7,874	Stephanie L. Coker	8,868	Elizabeth A. Kramer	6,921	Casie Hembree	7,637	
Antonia Miranda	8,584	Deb Altenburger	6,556	Tracy Craven	7,826	Stacey P. Nelson	8,841	Pamela J. Sparks	6,883	Lynn Baer Roberts	7,604	
Cindy Anderson	8,576	Valerie Yokie	6,490	Mary P. Creech	7,699	Ryan A. Rives	8,835	Nancy N. Danley	6,722	Petie L. Huffman	7,589	
Brenda Stafford	8,563	Michelle M. Dominiak	6,477	Irene Korobov	7,690	Maria Bautista	8,726	Becky Goshorn	6,718	Linda H. Rowsey	7,583	
Cheryl L. Honesty	8,559	Dawn M. Starr	6,464	Sharon B. Carney-Wright	7,681	Jenn Kirkham	8,716	SAPPHIRE/ZAFIRO			Heather L. Bohlinger	7,566
Katy Goldstein	8,556			Joy H. Rentz	7,668	Brenda Fenner	8,694	Candy I. Brown	\$13,228	Judi Tapella	7,565	
Sally Moreno	8,552	Delmi C. Santos	\$13,877	Nancy M. Polish	7,666	Monique N. McIntyre	8,650	Linda Meier	12,258	Nedra White Wartham	7,558	
Diane M. Detesco	8,495	Amy Kemp	13,193	Julie Peacock	7,647	Carmen J. Felix	8,634	Jordan Eicher	11,858	Isela M. Martinez	7,552	
Doreen Stevens	8,486	Karime Rosas	12,474	Donna K. Smith	7,622	Traci N. Van Zandt	8,634	Vicki Piccirilli	11,726	Debbie P. Roberts	7,514	
Mary Strauss	8,397	Joyce M. Perry	12,189	Lisa A. Stengel	7,578	Laura L. Waters Vazquez	8,603	Lady Ruth Brown	11,593	Jennifer M. Ham	7,500	
Sheri Farrar-Meyer	8,242	Kim A. Messmer	11,834	Donna F. Knotts	7,566	Elida A. Polanco	8,552	Brooke E. Bennett-Young	11,323	JoAnna P. Shipe	7,445	
Kimbi L. Bartik	8,233	Kathleen Koclanes	11,753	Anne Geertsens	7,526	Terry Thole	8,547	Laurieann Barclay	10,638	Doris M. Quackenbush	7,410	
Jo M. Cotton	8,227	Terri J. Beckstead	11,656	Jenny Siemonsma	7,466	Linda Sigle	8,464	Casee E. Harwell	10,284	Antonya Wade	7,392	
Tammy West-Murrian	8,198	Paula Kelsch	11,263	Cheryl A. Searcy	7,455	Bridgette R. Conley	8,421	Pam Garner Moore	10,213	Cheri L. Taylor	7,388	
Betty McKendry	8,182	Audrey K. MacDowall	11,136	Kathy M. Viola	7,434	Lisa Olivares	8,417	Julie Neal	10,211	Trisha Taylor	7,378	
Menina M. Givens	8,112	Nadine Bowers	10,878	Julie Schlundt	7,430	Maureen Shipp	8,396	Katherine L. Longley	10,183	Krystal K. Hunsucker	7,376	
Nicole L. McDaniel	8,107	Celeste Byrd	10,773	Angela J. Fry	7,405	Cissy E. Warren	8,389	Renee Johnson	10,124	Diane Covington	7,368	
Tandy Fischer	8,089	Yuvis R. Alvarado	10,535	Allison Piro	7,397	Amy Kitrell	8,320	Michele M. Armes	9,803	Reyna V. Alvarado Rivera	7,311	
Jennifer A. Enloe	8,088	Deborah S. Bailye	10,346	Beth Brinkley	7,397	Caitlin M. Griffo	8,309	Jennifer Levitt	9,693	Ashley R. Dornbos	7,304	
Angel Guerra	8,073	Amy Zanto	10,254	Holly A. Brown	7,391	Pat Z. Allen	8,148	Tracey F. Hedrick	9,526	Shirley Jenkins	7,261	
Ann F. Smith	8,009	Marsha Morrisette	10,200	Billie Gillespie	7,386	Marnie R. Yunger	8,013	Christine M. Jessee	9,343	Epsie J. Elmer	7,255	
Janice B. Hull	7,952	LaChelle M. Seleski	10,194	Lacey L. Bradford	7,371	Sonya F. Goins	8,005	Marni M. Hendricks	9,339	Susan T. Boothe	7,202	
Carolyn Thompson	7,900	Claudia Chavez	10,067	Casey Goff-Martin	7,321	Tracey L. Chavez	7,965	Hilda M. Magana	9,297	Lafreda D. Williams	7,196	
Heather Wickstrom	7,843	Nadine H. Huckabee-Stanley	9,990	Cheryl A. Riead	7,299	Maricruz Flores	7,962	Dolores Keller	9,276	Kathy Lee	7,184	
Carrie Bloink	7,838	Tawnya Krempges	9,980	Elsa F. Santos	7,293	Stephanie B. Silver	7,930	Michele Semper	9,225	Mary K. White	7,149	
Breanne Sufrin	7,778	Mary Kathryn King	9,837	Debbie Larson	7,282	Teresa F. Stewart	7,914	Kelly I. Brock	9,030	Kayla T. Cornish	7,116	
Bridgett L. Moore	7,728	Terri Lewis	9,735	Kathy R. Bullard	7,247	Belinda Valdez	7,866	Orrice D. McCray	9,011	Kristi M. Anderson	7,097	
Denise G. Kucharski	7,684	Mileta K. Kinser	9,732	Sandy Lasso	7,233	Tameka N. Ephraim	7,854	Larinda J. King	8,997	Linda A. Jones	7,097	
Luanne Stewart	7,672	Christi G. Campbell	9,728	Jamie V. Taylor	7,212	Mary Beth Pfeifer	7,822	Jeanette E. Beichle	8,848	Barbara Ashworth	7,034	
Joslyn Eaton	7,614	Christy Bigham	9,724	Pat Joos	7,204	Debbie A. Elbrecht	7,800	Lisa L. Jones	8,833	Moleda G. Dailey	7,030	
Harriett Sharpe	7,610	Kelly Willer-Johnson	9,668	Constance Nugent Miller	7,173	Gloria Moreno Medrano	7,778	Sylvia Boggs	8,805	Carol Lee Johnson	7,019	
Jacquelyn Dykstra	7,610	Alicia Kingrey-Lokai	9,589	Paula Grabau-Friedt	7,162	Eusebia Bonilla	7,766	Penny J. Jackson	8,733	Jenan W. Wood	6,998	
Amy M. Alber	7,608	Shelly Palen	9,545	Ana A. Pagan	7,146	Stacy M. Lauritzen	7,743	Tracy Potter	8,725	Karla R. Plantan	6,993	
Amy L. Fields	7,574	Sheryl Peterson	9,355	Maria Sanchez	7,142	Laura A. Kattenbraker	7,702	Maria Claxton-Taylor	8,716	Kaye Yuen	6,965	
Phyllis I. Pinsker	7,505	Megan E. MacDowall	7,119	Megan E. MacDowall	7,119	Milagro Ventura Diaz	7,653	Linne' Lane	8,695	Patty Webster	6,945	
Lindsay E. Freisthler	7,490	Robbie L. Brannon	7,118	Robbie L. Brannon	7,118	Patty L. Bojan	7,643	Erika D. Hulm	8,666	Cindy Harness	6,941	
Krista A. Johnson	7,478	Martha Kay Raile	7,107	Martha Kay Raile	7,107	Laurie T. Plyler	7,599	Andrea R. Klahn	8,656			
LaKeshia M. Chisholm	7,470	Blythe J. Egbert	7,083	Blythe J. Egbert	7,083	Liz Whitehouse	7,565	Suzanne Tripp-Black	8,582			
Elsi Coto	7,464					Rachael M. Bullock	7,513	Joycelyn B. Westbrook	8,449			
								Carmen B. Jones	8,431			
								Tommi Pleasure	8,404			

PEARL STARS

ESTRELLAS PERLA

December/Diciembre 2019

Independent Sales Directors and Independent Beauty Consultants who had a minimum of 4,800 in Star Consultant contest credit during the fourth quarter. /Directoras de Ventas y Consultoras de Belleza Independientes que lograron un crédito de concurso mínimo de 4,800 de Consultora Estrella durante el cuarto trimestre.



Karla Acevedo	Alicia Borkowska	Cheryl A. Clark	Maggie J. Eckert	Lydia O. Glover Fields	Crystal A. Haynes	Carolyn C. Koch
Gloria Acuna Navarro	Carol Bos	Jessica S. Clark	Josephine U. Edebe	Nita A. Godwin	Wendy Hayum-Gross	Tina M. Kocourek
Jill R. Adair	Cynthia A. Boutte	Rosanne Clark	Kristi J. Edwards	Susan A. Golden	Liana D. Head	Sedona M. Kolbeck
Cynthia M. Adams	Tasha A. Bowlin	Chelsea J. Claytor	Blythe J. Egbert	Angelica M. Gomez	Deb A. Hegland	Susie Kopacz
Therma A. Aguasvivas	Shelbi Boyce	Becky M. Clements	Evelyn L. Elliott	Lourdez Gomez	Pieper J. Heimer	Mitzi D. Kossa
Ana E. Aguilar	Tori W. Boyett	Lolita Cleveland	Erica Ellis	Santiago	Michelle L. Hendrickson	Sandell
Lucrecia Aguirre	Amie L. Brady	Angela C. Cline	Courtney M. Elson	Pamela B. Gomez-Soto	Blanca E. Heras Leon	Andrea M. Krause
Melissa Aguirre	Robbie L. Brannon	Tami K. Cloute	Jennifer Emanuel	Salma M. Gonzales	Rocio Hernandez	Rachel Krausz
Amanda M. Ahrens	Connie F. Bratcher	Carrie G. Coffey	Toni Engels	Castillo	Adriana L. Hernandez	Linda N. Kreiniker
Corey Akin	Breanna Breidenbach	Diane D. Cole	Phyllis Enos	Blanca Gonzalez	Brittney D. Hernandez	Grace Kressu
Omosolape O. Akinyoyenu	Alyssa A. Brewer	Rebecca L. Cole	Tammy Escobedo	Juanita Gonzalez	Jevani Hernandez	Cindy S. Kriner
Anyela Alejandro	Amy R. Brines	Jennifer L. Collier	Dulce Espinal	Margarita Gonzalez	Lilian V. Hernandez	Rebecca H. Krishan
Karla M. Allen	Beth Brinkley	Darcey M. Combs	Judith Espinoza	Maricela Gonzalez	Velia I. Hernandez	Charis A. Kuehl
Tracy Allen-Eck	Diane M. Broderson	Anita Conley	Fernandez	Rosa Gonzalez	Lauren Hessler	Danita K. Ladanye
Ruth Alvarado	Brenda K. Brooks	Michelle M. Conley	Betsi B. Esposito	Rubia Gonzalez	Diane E. Hicks	Jennifer Lafabregue
Yuvis R. Alvarado	Brenda Brooksby	Alice Conner	Brenda Estrada	Sandra Gonzalez	Judy Higgins Pantano	Wendy Lambright
Alma D. Alvarez	Alina G. Brown	Dalila Contreras	Laura Estrada	Alejandra M. Gonzalez	Mary Hildebrandt	Chris Landaker
Consuelo Alvarez	LeAnne Brown	Rita M. Contreras	Mercedes Estrada	Madrigal	Casi Hill	Tinisha R. Lane
Brenda L. Anderson	Kristen Browning	Joni S. Cool	Carolyn Evans	Linda Goode	Terri C. Houser	Jane Langemeier
Carla Anderson	Mamie B. Browning	Darcy Cooper	Jennifer K. Evans	Erika Goodman	Emily E. Houston	Corrina M. Langworthy
DeNell A. Anderson	Mary L. Bryant	Margaret S. Cooper	Ellen Ezekiel	Osborn	Jennifer L. Howard	Alma Lara
Jackie L. Anderson	Nicole R. Buchanan	Yuliana P. Cortes	Leslie J. Fabris	Juliet M. Goodwin	Kathryn A. Hillyard	Ivania Lara
Sarah M. Anderson	Kelly A. Buckley	Carmen Cortez	Debra D. Fantz	Ann Gossi	Rebekah Hirneisen	Carolyn Laser
Blanca L. Andrade	Monica Buckley	Mendoza	Erin Farler	Mary E. Gowins	Cherisse L. Hixson	Valeria Lato
Jorge Andrade	Andrea Buehler	Kelly Covington	Ann Marie B. Farr	Paula Grabau-Friedt	Oygul Hoja	Elaine Lauder
Suzanne Andre	Kathy R. Bullard	Megan J. Cowin	JoAnn M. Fazekas	Janice M. Grandy	Elizabeth Z. Holmes	Millington
Alysia Andrews-Larson	Pam J. Burdick	Mary Kay Crawford	Kathy Fean	Ginny Granke-Kimberland	Laura B. Hopkins	Lori A. Lazarian
Jolinn Andriese	Emily A. Burk	Nancy F. Crawford	Janice A. Fearon	Heide Grant	Gail Hopwood	O'Malley
Josephine Apsondaise	Kelly L. Bushu	Sandra Crayton	Carol Fehr	Paula Graser	Terri C. Houser	Leslie Leaver
Lucia Aquino Matias	Norma V. Bustillos	Julianne Crusciel	Beth M. Feinstein	Ramyka J. Green	Emily E. Houston	Suzanne L. LeBlanc
London A. Arbuckle	Erica Buzzard	Laura Cuahuey	Cindy G. Ferguson	Beverlin Greene	Jennifer L. Howard	Elizabeth L. Lee
Dinora Argueta	Mischell A. Byers	Cyndi M. Cullinan	Cynthia L. Fernandez	Melissa A. Greenlee	Mavis M. Huber	Paula W. Leggett
Sonia E. Argueta	Celeste Byrd	Katarzyna M. Curlej	Colleen Fiest	Nikki Greer	Rhonda D. Huber	Grace N. Lemke
Lilian Arita	Sandra P. Calderon	Michelle L. Custer	Blanca Figueroa	Char Griffin	Cindy D. Hudson	Melodye P. Lemon
Sherralynn Arnold	Lisa Caltabiano	Trisha Cyr	Jill Finney	Jody L. Grizzel-West	Ana Huerta-Olmos	Lupita Lemus
Shannon M. Ashley	Stephanie Cambria	Jennifer S. Czuczejko	Ilanna R. Fiorenza	Stephanie A. Groggoza	Martha Hughes	Beverly E. Lenhart
Cheryl A. Auker	Consuelo Campos	Sonia Da Silva	Sue M. Fischer	Darcy Grulkowski	Julie K. Huneke	Kathryn J. Leslie
Keidy S. Avila	Merary N. Cantarero	Teresa M. Danforth	Luz M. Flores	Brandi L. Grunklee	Cathy Inabinette	Susan S. Lewerth
Floriepa Ayala	Lopez	Lee A. Daniel	Barbara P. Floyd	Enma Guardado	Linda M. Jabara	Sue A. Liebig
De Esparza	Lucia Carbajal	Commerford	Michelle Foley	Rebeca R. Guardia	Tammy L. Jacobellis	Sandy Lillie
Brandy L. Bacon	Carmen M. Cardenas	Melissa R. Daniels	Sheryl Folkert	Patti Guenther	Mary Jacobson	Angela K. Lindsey
Julia M. Baidal	Sharon B. Carney-Wright	Julie Danskin	Tobi L. Forbes	Maria de Pilar Guerrero	Christina M. Jarvie	Teresa A. Lischwe
Lori D. Ballard	Yolanda Carrillo	Mary Kay Daugherty	Becky M. Fox	Silvia I. Guillen	Maria Jasso	Ami Lloyd
Debbie K. Bandy	Geneva L. Carroll	Christine B. Davila	Emily Franks	Delia C. Guinea Gutierrez	Irma E. Jasso-Maldonado	Guadalupe Loaiza
JoEllen S. Bare	Heather L. Cartee	Meghan B. Davis	Debbie L. Frazer	Flor D. Gutierrez	Jana L. Jateff	Tiffany L. Lollar
Connie S. Barnett	Rheagan Carter	Marlene Davitt	Kelly M. Freeman	Yolanda Gutierrez	Jil Johnson	Karen S. Long
Kimberly M. Barta	Peggy J. Casavan	Samanta S. De Araujo	Renee Freund	Rebecca T. Guyer	Karen D. Johnson	Alejandra Lopez
Angie M. Bartlett	Kayla Cash	Francisca M. De Franco	Debbie A. Fritzemeier	Minerva Guzman	Pamela J. Johnson	Mary Lord
Sarah J. Bauman-Brackmann	Maria E. Cavazos	Angela M. DeBell	Melody Funkhouser	Perla Guzman Caballero	Abi Jones	Leandra F. Louder
P.J. Baunach	Audra Cedrone	Juana M. Del Cid	Elizabeth L. Gaines	Marcela Guzman Martinez	Amy A. Jones	Reba N. Lovell
Andrea G. Beatty	Donna L. Cemulini	Regina Del Cid	Cheryl B. Gainsford	Brenda L. Haag	Monika Jordan	Anita M. Luke
Terri J. Beckstead	Deb E. Cerenzia	Rosy Delatorre	Amalia Galan	Wendy J. Haas	Sophia Joseph	Mary Jo Lum
Celine Bennetts	Patricia Chairez	Kayla D. DeLorimiere	Jesus Galdamez	Sheila M. Habacker	Peige Josey	Tammy J. Maberry
Martha R. Bermudez	Samantha C. Chambers	Beverly A. Dennie	Maricruz Gallegos Tovar	Stacy H. Halstead	Claudia B. Juarez	Dolores M. Macauley
Jessica E. Bernal	Lynda C. Chandler	Tricia C. DePauw	Marilyn Galletti	Kellie Hammett	Heather M. Julson	Megan E. MacDowall
Angelica Bertucci	Janet S. Chapman	Aidalia Diaz	Sandra G. Gama	Diana M. Hammond	Carey Ann Kaelin	Cindy Machado-Flippen
Linda M. Bettendorf	Elizabeth B. Chatel	Marcie Diaz	Sarahi Garcia	Sherri L. Hanewall	Nancy L. Kaye	Liliana E. Madera
Michelle D. Beverly	Claudia Chavez	Maria T. DiCaro	Deynna J. Garcia	Amy Hanifi	Cathy B. Keene	Maria D. Madera
Christy Bigham	Juanita Chavez	Linda Z. DiRosa	Crystal D. Gardner	Nicole A. Hanson	Marcy A. Keller	Abigail Madrid
Gina L. Black	Maria Chavez	Sharalyn Donald	Gabriela Gavidia	Tammy I. Hare	Heidi Kenealy	Sehidy Madrigal
Debbie Blackford	Colleen G. Choles	Alanna Dotson	Amy Geers	Alyssa K. Harland	Julie A. Keyes	Ramona Magana
Pamela Blanchard	Lindsey D. Christenson	Vickie A. Dowers	Paula M. Genkinger	Dawn S. Harpster	Lisa N. Kimbro	Latrice Mahalitc
Elda A. Blanco	Stacia L. Christenson	Phyllis M. Doyle	Stephanie R. Gentz	Kathy Harrison	Jill A. Kimple	Ester Maldonado
Marilyn D. Blucker	Julie A. Chubb	Brandi Driggers	Kimberly George	Cassandra L. Hartke	Mary Kathryn King	Ann Marie Manning
Tobi Bolt	Robin D. Chunn	Sarah Driggers	Rhona C. George	Valerie J. Hayes	Julia K. Kins	Deanna L. Manning
Karen M. Bonura	Susan R. Clady	Tonya Dunning	Maria d. Ghent		Rita J. Klais	Rebecca Manning
	April J. Clark	Veronica Duran	Julie L. Giannasi		Kayla L. Knutson	
		Loni M. Eads	Carly Gill			

Pearl Stars, cont.

Esperanza Marcial Silverio
Gina Marcucci
Brenda S. Marino
Janet Markelz
Carla G. Markham
Debra F. Marsh
Eusebia C. Marte
Nolvia Yoseline Y. Martel Carbajal
Carol A. Martin
Albina Martinez
Doris M. Martinez
Cristina Martins
Paula D. Mason
Mina Masoudi
Susie Matthees
Rene K. Matthews
Mary Maxum Lindley
Debbie L. Mayer
Melissa Mays
Jenny McBride
Lisa E. McComas
Michele L. McConnell
Patsy K. McCreight
Patricia A. McGinnis
Debbie McIntire
Robin E. McKenzie
Carolyn A. Meakim
Carmen R. Medina
Maria M. Medrano
Maricela Medrano
Maria Melgoza Huaracha
Yazmin Mendoza
Celsa Menjivar-Gutierrez
Yolanda Mercado
Jessica Merriman
Kim A. Messmer
Dolly A. Metzger-Stearns
Cira Michel
Bethany B. Mihaly
Anita Mijo
Tricia R. Milinski
Tammy A. Miloro
Kristi L. Mimbela
Bertha L. Mira
Jessica J. Mitchell
Michele Mitchell
Julieta A. Mitchell Jr.
Beatriz Molina-Trevino
Dawn Montana
Madeline C. Montee
Martha Montelongo
Juana Monterrosa
Yolanda Montes Garcia

Beth A. Moore
Genie Moore
Susie Moore
Emma Morales
Kathleen A. Moran
Teodora Moreno
Karis L. Morrow
Stephanie A. Mottaz
Alice V. Muhammad
Jewell Mull
Ashley M. Muller
Carmen Munoz
Perla Munoz
Juana Murguia
Maria Murillo-Garcia
Debby D. Musso
Halimah B. Muwakkil
Rahab Mwaniki
Tiffany L. Myrum
Karie M. Nabhan
Lucia Navarrete
Yessica Navarro
Lynn Neal
Sondra L. Nelson
Beverly M. Neto
Rossana E. Nevels
Heidi J. Newell
Claudia Newman
Jessye R. Nichols
Olga I. Niz de Tortoledo
Erika Noble
Karen D. Norman
Monica O'Neill
Lizeth E. Ocadiz
Lynn Ochoa
Melissa P. Ochsenbein
Maria Ojeda
Maribel Olivares
Shelley Olson
Jane Ono
Janis Onstott
Sulma Orellana
Rosa I. Oropeza
Allison M. Orr
Julia R. Orser
Jennifer C. Osburn
Sydney S. Overcast
Rosann Owen
Andrea Pace
Elizabeth H. Padgett
Ines Padilla-Hernandez
Ana A. Pagan
Victoria O. Pascua
Joan Paterson
Karin S. Patrick
Amanda S. Pawli

LaCresha Payne-Owens
Julie Peacock
Santhi R. Peeler
Jennie L. Pepke
Damaris Peraza
Lucrecia Pereyra
Dolores Perez
Judy Perez
Yessenia Perez
Rosalba Perez Camacho
Sandra L. Perez Garcia
Jennifer S. Perona
Isabel M. Perry
Joyce M. Perry
Kathy A. Peters
Aimee D. Peterson
Laura A. Peterson
Ann M. Petroni
Janet Phillion
Lisa S. Phillips
Celeste Pichardo
Staci P. Pigott
Gloria S. Pina
Ann Piscitello
Maria S. Plancarte
Yokasty Polanco
Nancy M. Polish
Suzanne V. Popovich
Evelin A. Portillo
Sara E. Portillo
Mary Y. Posadas
Tracy Potochny
Beverly Powell
Nancy Powell
Andrea Price
Pam Pritchett
Laurie Proffitt
Terra K. Pullmann
Sherrie C. Purvis
Hillary L. Puthoff
Maribel Quinteros
Ruth Quispe
Evangelina Quizhpi
Maria Mercedes Rabelo Rivas
Lisa Rada
Denise Raffa
Tina M. Raffa-Walterscheid
G. E. Ramirez
Marina S. Ramirez
Ninfa Ramirez
Paula A. Ramirez
Gandhy C. Ramirez Aldana

Mery Carina Ramirez Bravo
Ana Ramirez Ivel
Amira Ramos
Silvia Ramos
Julie Rath
Sharon Rath
Lisa A. Raupp
Alberta Jean Reed
Keri L. Reed
Elizabeth P. Reid
Judith C. Reid-Haff
Joy H. Rentz
Ana M. Reyes
Maria Reyes
Valerie M. Reynolds
Amy M. Rhoades
Christine Rhoney
Tonya V. Rice
Teresa J. Richardson
Stephanie A. Richter
Danielle Rieger
Kara R. Rietmann
Marlem Rios-Guzman
Luz Rivera
Elizabeth R. Robbins
Rivka Rochman
Jacqueline L. Roden
Alba Rodriguez
Ana E. Rodriguez
Argelia Rodriguez
Guadalupe Rodriguez
Lorena Rodriguez
Martha Rodriguez
Rose Rodriguez-Capone
Rebecca L. Rogers
Georgina Rojas Mendoza
Karime Rosas
Veronica M. Rosas
Heather M. Rosenberry
Kathy I. Rosetti
Jamie L. Roth
Alice Rothbauer
Cecilia Rua-Mendez
Sandra Yamileth Rubio
Cynthia Ruccia
Terran D. Ruchhoeft
Anita Ruffin
Heidi A. Rutar
Rachel L. Ryan
Angelique O. Saddoris
Marcia Sadowski
Juanita Saenz
Estela Salazar
Laura Salazar
Maria Salazar Ibarra

Jennifer M. Sales
Debi Salmon
Vickie Samus
Brandi Sanchez
Edith Y. Sanchez
Josefina Sanchez
Maria R. Sanchez
Maria Sanchez
Olga E. Sanchez
Olga L. Sanchez
Delmi C. Santos
Elsa F. Santos
Crispina S. Santos Herrera
Jackie Sarager
Leda M. Saucedo Medina
Lacey R. Scharfe
Kathy J. Schmidt
Kelly R. Schoch
Peggy Schoenfeld
Timmy Schrag
Emily E. Schuette
Dinah E. Scott
Julia A. Scott
Kelli Scott White
Meagan A. Sechrist
LaChelle M. Seleski
Dinora A. Sevilla
Amita Shah
Kristin J. Sharpe
Laura M. Sherman
Kristina D. Shiles
Olivia M. Shockley
Carol A. Short
Stacy L. Shrock
Jan K. Siesky
Kimberlee F. Simko
Melanie Simone
Bonnie Simpson
Melissa Slade
Donna C. Slone-Crumbie
Christine M. Smith
Debbie-Ann Smith
Kathlene K. Smith
Elizabeth Smongeski-Schwantes
Gizelle Smothers
Barbara A. Sockaci
Dana L. Sone
Brenda Spain
Robin L. Sparr
Micki Spors
Tyra L. Sprabary
Melody P. Springer
Deb Starkey
Tracy L. Steffen

Lisa A. Stengel
Julie G. Stermer
Lindsay R. Stewart
Pamella Stinnett
Sharon H. Stoike
Barbara Streem
Ida M. Sukalo
Marsha A. Sullivan
Jea Summers-Gackowski
Kim Sviontek
Rashael D. Swanson
Betty Symons
Sayyora Tajimetova
Nicole A. Tatum
Angie Taylor
Beverly Taylor
Rhonda J. Taylor
Brenda Tellez
Maria G. Teran de Vallejo
Latrice J. Thomas
Vicki Thomas
Ginger B. Thompson
Kari Thompson
Rebecca Tilley
Humberta Tiros Rojas
Joselin Torres
Maria Torres
Carroll Towle
Irma Trejo
Kimberly M. Trimmerger
Sara K. Turco
Donita M. Turk
Josh M. Turner
Michelle A. Turner
Jeannie Twine
Keily Umanzor
Sonia Uribe
Daisy Uzho Sumba
Esther Vaca-Jimenez
Lidia Valazquez Moreno
Evita Valdez
Emilia B. Valles
Sheila K. Valles
Brenda L. Valtinson
Taylor J. Van Winkle
Katie VanDermark
Lea V. Vasquez
Kristy E. Vaughan
Nichole D. Vaughn
Aili I. Vcelka
Ma Remi Vega-Cazarez
Jessica A. Velardi
Efrain Velasco
Sandra Velasco
Daisy Ventura

Tonya J. Vice
Marivel Villicana
Julie E. Villumsen
Kathy M. Viola
Linda Vittitoe
Sarina E. Vongnakhone
Kayla Voorheis
Crystal Wagner
Linda Wagner
Julie A. Walker
Lorna Walker
Stacy L. Walter
Elisa M. Walters
Charlotte Warmbir
Elise L. Watkins
Sara Watson
Toya Watson
Stephanie K. Weber
Chanel C. Weddington
Sarah B. Welch
Alyssa K. Wendler
Nancy Wenzel Patterson
April M. Whaley
Hannah L. White
Lana G. Wiese
Alison G. Williams
Linda L. Williams
Yanique Williams-Meryl
Tiffany K. Wills
Laurene J. Winn
Linda A. Wiseman-Jones
Jamie L. Wolff
Michelle L. Wood
Tara L. Woodford
Jamee L. Wright
Lauren Wulff
Denise M. Wynn
Bozena D. Wysowski
Savanna N. Zelinka
Rita Zellefrow
Marie H. Zinni
Leann E. Zondag
Ali Zornes



YOU HAVE A WEALTH OF INFLUENCE, AND EVERYONE YOU MEET FORMS AN IMPRESSION OF YOU BY YOUR WORDS AND ACTIONS – MAKE THE GOLDEN RULE YOUR WAY OF LIFE. / TIENES UNA GRAN INFLUENCIA Y TODAS LAS PERSONAS QUE CONOZCAS TENDRÁN UNA IMPRESIÓN DE TI POR TUS PALABRAS Y ACCIONES: CONVIERTE LA REGLA DE ORO EN TU FORMA DE VIVIR.



Mary Kay

CADILLAC QUALIFIERS CALIFICADAS DEL CADILLAC

December/Diciembre 2019

Independent Sales Directors earning the use of a pink Cadillac during the fourth quarter. Find Cadillac qualification requirements on *Mary Kay InTouch** under "Resources," "Publications" and "Advance Brochure". / Directoras de Ventas Independientes que se ganaron el uso del Cadillac rosado durante el cuarto trimestre. Los requisitos de calificación para el Cadillac los encuentras en *Mary Kay InTouch**, bajo "Recursos", "Publicaciones" y el "Folleto Avance".



Karen M. Bonura
Prospect, KY



Beth Brinkley
Uniontown, OH



Holly A. Brown
Nicholasville, KY



Kathy R. Bullard
Fair Oaks Ranch, TX



Deborah Dudas
Niles, MI



Nadine H. Huckabee-
Stanley
Lake Worth, FL



Kelly K. Johnsrud
Pilot Point, TX



Paula Kelsch
Linton, ND



Irene Korobov
Brooklyn, NY



Joyce M. Perry
Lynchburg, VA



Allison Piro
McKinney, TX



Ana E. Rodriguez
Oklahoma City



LaChelle M. Seleski
Hastings, MN



Kathy M. Viola
East Meadow, NY



TOP 10 ALL-STARS PRIMERAS 10 SIEMPRE ESTRELLAS (ALL-STARS)

December/Diciembre 2019

Independent Sales Directors and Independent Beauty Consultants with the 10 highest amounts of contest credit in *All-Star* Star Consultant consistency challenge during the fourth quarter October to December 2019. / Las Directoras de Ventas y Consultoras de Belleza Independientes con los 10 más altos montos de crédito de concurso en el reto de la constancia *All-Star* (Siempre Estrella) de Consultoras Estrella durante el cuarto trimestre de octubre a diciembre de 2019.

1. Sales Director
Kelly M. Freeman
Atlanta
Diamond Seminar
58,218

2. Sales Director
Tracy A. Clymer
Wellsboro, PA
Emerald Seminar
54,439

3. Yuko Yasuma
D. Stevens Unit
Anaheim, CA
Emerald Seminar
48,461

4. Sales Director
Silvia Lopez
Wheeling, IL
Sapphire Seminar
44,078

5. Sales Director
Elida A. Polanco
Whittier, CA
Ruby Seminar
41,901

6. Sales Director
Brenda L. Gill
Bristol, VA
Sapphire Seminar
38,637

7. Sales Director
Gina M. Ochoa
Hillsborough, NJ
Ruby Seminar
35,712

8. Sales Director
P.J. Baunach
Alexandria, VA
Diamond Seminar
35,600

9. Sales Director
Jill Drehmer
Corning, NY
Emerald Seminar
35,355

10. Sales Director
Rocio Renteria
Sandy, UT
Sapphire Seminar
33,670

Calling all Independent Sales Directors

We need your photo for recognition in *Applause** magazine!
What we need:

- Color headshot — **no selfies please.**
- Business attire (preferably Independent Sales Director suit).
- Solid background.
- Minimum 300 dpi resolution.

Examples:



Please email your photo as an attachment to photos@mkcorp.com and be sure to include your unit/Consultant number and indicate if it's your first photo or a replacement.

IMPORTANT: If your photo was taken at a Company event, it will be sent to Mary Kay by the photographer. In that case, no action is needed from you. If your photo was not taken at a Company-sponsored event, your photographer must send an email to photos@mkcorp.com, granting usage permission. **We cannot publish your photo without permission.**

They can add: I confirm that I, [NAME OF PHOTOGRAPHER], am the original photographer of the attached headshot of [NAME OF IBC] ("Image") and the sole and rightful owner of all rights, including the copyright, in the Image. I hereby grant Mary Kay Inc. the royalty free perpetual worldwide transferable right to use and reproduce the Image without limitation for [INSERT PURPOSE] purpose [OR use "any and all purposes, including advertising and publicity without time, use or other limitations"].

Un llamado

Directoras de Ventas Independientes

¡Requerimos tu foto para fines de reconocimientos en la revista *Applausos**!
Lo que necesitamos:

- Foto de cara y hombros (busto) — **no enviar selfies**
- Atuendo profesional (de preferencia el traje de Directora de Ventas Independiente).
- Fondo sólido un solo color.
- Resolución mínima de 300 dpi.

Ejemplos:



Envíanos por email tu foto como un adjunto a photos@mkcorp.com y asegúrate de que incluyes tu número de unidad/Consultora e indica si se trata de tu primera foto o de un reemplazo.

IMPORTANTE: Si te tomaron tu foto de Directora de Ventas en un evento de la Compañía, el fotógrafo la enviará directamente a Mary Kay. No se requiere ninguna acción adicional de tu parte. Si tu foto no fue tomada en un evento patrocinado por la Compañía, tu fotógrafo debe enviar un email a photos@mkcorp.com donde concede el permiso para usar la foto. **Sin este permiso NO podemos publicar tu foto.**

El fotógrafo puede añadir: "Confirmando que yo, [NOMBRE DEL FOTÓGRAFO], soy el fotógrafo original de la imagen adjunta de [NOMBRE DE LA CBI] ("imagen") y el único y legítimo propietario de todos los derechos, incluidos los derechos de autor (copyright) de la imagen. Por la presente otorgo a Mary Kay Inc. el derecho mundial perpetuo transferible sin regalías de usar y reproducir la imagen sin limitación para el propósito de [INSERTAR PROPÓSITO] [o bien, usa: "Cualquiera y todos los propósitos, incluidos los de publicidad y anuncios, sin limitaciones de tiempo, uso ni ninguna otra limitación".]

Go-Give[®] Award



Mary Kay Ash said, "The **Go-Give[®] Award** is perhaps the greatest honor a Mary Kay Independent Sales Director can earn. Those who possess the Go-Give spirit are the heart of this Company and our shining hope for the future." These April award recipients best exemplify the Golden Rule – helping others unselfishly and supporting adoptees as much as unit members.



EMERALD

Dana Cornalino

Independent Senior Sales Director

Began Mary Kay Business
June 2003

Sales Director Debut
April 2004

Offspring one first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; 11-times
Circle of Achievement

Personal Lives in Santa Barbara,
Calif. Husband, Steve; sons:
Maxwell, Blake

**"I am motivated to help others
because** I see their God-given
potential to create a journey of
success and fulfillment in their
personal lives and in their businesses
for the future generation to be able
to follow in their footprints! Passing
it on!"

Independent Beauty Consultant
Denine Ryder of Queen Creek,
Ariz., says, "Dana is an absolute joy
to be around! Her attitude, love,
passion and support for women and
for Mary Kay is contagious! Dana
recognizes and is sensitive to the
various dynamics in each of our lives
and gives just the right level of caring
support we need at the right time in
our lives!"



DIAMOND

Kathy Ray

Independent Senior Sales Director

Began Mary Kay Business
September 1983

Sales Director Debut
December 1987

Offspring one first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; two-times
Sales Director Queen's Court of
Personal Sales; two-times Queen's
Court of Sharing; four-times Circle of
Achievement

Personal Lives in Naples, Fla.
Husband, Ed; son, Justin; daughter,
Heather

**"I am motivated to help others
because** of the incredible
opportunities Mary Kay offers to
all of us. I am honored to pass the
Golden Rule philosophy to others,
keeping with Mary Kay's principles,
priorities and beliefs for all to follow."

Independent Beauty Consultant
Kerri Wilson of Naples, Fla., says,
"Kathy is truly the definition of
Go-Give. Her meetings are amazing.
Her stories are inspiring. Her
dedication and spirit are infectious.
She is so genuine that we are all so
appreciative of Kathy and all she
does for us. Mary Kay Ash would
have been so impressed with
Kathy Ray."



RUBY

Ruth Whiteleather-Orrell

Independent Senior Sales Director

Began Mary Kay Business
October 1982

Sales Director Debut
November 1991

Offspring one first-line

National Sales Director
Mary Kay National Area

Honors Circle of Honor; two times
Consultant Queen's Court of Personal
Sales; 10-times Sales Director Queen's
Court of Personal Sales

Personal Lives in Minerva, Ohio.
Husband, Larry; sons: Jonathan, Scott

**"I am motivated to help others
because** of my faith. I have the
desire to continue the Mary Kay
legacy that was instilled in me by my
Independent National Sales Director
and sister Esther Whiteleather. This
is my JOY to teach these values with
each Mary Kay Independent Beauty
Consultant and everyone I meet."

Independent National Sales Director
Emeritus Esther Whiteleather says,
"Ruth was my first recruit. Her go-give
to receive adopted Independent
Beauty Consultants, train them and
move them up the ladder of success
is so admirable. She has a warm heart
and a spirit of representing Mary Kay
Ash to the ultimate. She does it with all
her heart and truly is a Mary Kay Ash
daughter."



SAPPHIRE

Shelia Berry

Independent Senior Sales Director

Began Mary Kay Business
September 1984

Sales Director Debut
June 1989

Offspring two first-line

National Sales Director
Mary Kay National Area

Honors Star Consultant; 21-times
Circle of Achievement

Personal Lives in Mountain Home,
Ariz. Husband, Ray; son, Daniel;
daughter, Lindsay

**"I am motivated to help others
because** passing on Mary Kay Ash's
legacy is an honor. A legacy that
encourages you to put God first,
family second and career third. It
also allows us to help others while
giving back to the communities that
we live in."

Independent Sales Director Laurie
Shult of Mankato, Minn., says,
"Shelia is such a wonderful, giving
Independent Sales Director who
is willing to share her knowledge
and coordinate training for women
across the county. She continues to
offer training while leading her unit.
Her heart and spirit are huge!"

One Woman Can![®]

MAKING CONNECTIONS



Tirza Llanes is convinced of the saying, “God may throw curves, but it always comes out straight.” While her life has had its share of uncertainty, the connections Tirza has made in her Mary Kay business has provided opportunities for her and her family.

Her Mary Kay story starts in 1990 when she was first introduced to the products. “I had severe acne, so I tried the skin care, and it cleared my skin so well that I quickly fell in love with it. I was living in El Salvador, and every time I’d come to the United States to visit my cousin who introduced me to *Mary Kay*[®] products, I would take a big box home with me.”

Tirza moved to the U.S. in 1998 and started working in customer service. “I also started my Mary Kay business but only worked it on weekends.” In 2001, Tirza’s employer ran into financial issues, and she feared she would lose her job. “As a single mother, my two young sons, David and Daniel, depended completely on me. I decided to quit and quickly attended my weekly unit meeting. Now things were different, and I was focused on working my Mary Kay business full time.”

“I start each day early to schedule bookings and find new customers and potential team members.”

MY BEST CONNECTION

“I’ve learned to work with consistency, to persevere, to be a person of integrity, to follow the Golden Rule and to remember the invisible sign around each person’s neck that says ‘make me feel important.’ I did not get to meet Mary Kay Ash, but I see her in my Mary Kay leaders.”

Looking back, Tirza is sure that the struggles with her former employer were to help her appreciate the rewards of the Mary Kay opportunity. “After quitting my job, all I had was my Mary Kay business to survive on. I remember telling my Mary Kay leaders, ‘If you will coach me, I will make this business work.’ I didn’t see any alternatives. That was July 2001. By December, I earned the use of my first Mary Kay Career Car. No more public transportation for this momma and her two boys!”

PLAN YOUR WORK; WORK YOUR PLAN.

“I got up every day at 5 a.m. to work for someone else, so when I started my Mary Kay business, I never changed my routine. I started each day early to schedule bookings and find new customers and potential team members. I’m always ready to share my business cards and samples, book parties and share the opportunity. I learned the best business plan. We all know how productive the 3+3+3 Plan is. Well now, I try 5+5+5 each week: 5 parties, \$500 in sales and 5 team-building appointments. I assure you, this has never failed me!”

BUILD ON YOUR SUCCESS.

For Tirza, it’s always been about finding the balance between selling and sharing the Mary Kay opportunity. “When you talk to a prospective team member, listen as she shares her goals and what she wants to achieve. If she says she wants to make more money, you can coach her as she creates a list of relatives and friends to call and book parties. I assist with her first three calls so she can learn. I empower her to focus on booking parties, then selling. Both are important to her success.



When someone shares they want to be like me, I understand that to mean she wants to move up the Mary Kay career path. I speak with her not only of the benefits of selling, but also of team-building and developing her leadership skills. I explain the bonuses she can earn at each step she achieves as she builds her team. Our current focus on building teams of teams and Red Jackets is a perfect strategy for her! It is important that she knows the work required as she aspires to become an Independent Sales Director and a successful leader.”

I came to this country for a better opportunity, because in my home country, opportunities were scarce. Today, David is 19 and Daniel is 27, and they’re wonderful. I married my husband, Reynaldo Montano, in 2011. He gives me his unconditional support and is my No. 1 fan. I am a proud mother, wife and Mary Kay businesswoman, and I want to share the opportunity with everyone I meet!”

Sample. Follow Up. Sell. Repeat.

Sampling is a huge part of Margi's Mary Kay business, but her key for sales is the follow-up. Here are her three tips for sampling success.



1. Create a connection. When I find a new face, I say:

Excuse me, I couldn't help but notice you! My name is Margi, and I'm with Mary Kay. What's your name?

Pam, it's so nice to meet you! Are you from around this area?

Hand her a sample. I use the Personalized **Sample Cards** from **MKConnections**® and say ...

Pam, here's my card with a sample of our **Clear Proof® Deep-Cleansing Charcoal Mask**. Just follow the simple instructions on this card, and I'll follow up with you tomorrow to see how much you loved it. Trust me, you won't be disappointed!



2. Ask for her contact information and the best time to chat tomorrow. I'll text her with a picture of my business card and say,

Hi, Pam, it's Margi! So nice meeting you today. I look forward to hearing what you love about the charcoal mask when we speak tomorrow at 1!



3. Follow up. I call when promised and ask how she loved her sample. Then transition to booking.

Pam, since you loved the results so much, I'd LOVE to pamper you with a **microdermabrasion** treatment! It works really well to remove dead surface cells and minimize pores. And who doesn't need that, right? What works best for you, a weekday or weekend?



MARGI'S SAMPLE TIPS: EXISTING CUSTOMERS

I create a **Mary Kay Besties Pampering Package** using samples of best-selling products. I use sticky notes to mark pages in *The Look* that feature the products she'll try. I place samples in a cute cello bag and

slip them and *The Look* in an envelope and drop in the mail. I text a pic of the package and tell her it's on its way. I follow up to find out her faves. It's great for out-of-town customers and referrals.

Deluxe Minis. I use these as a gifts with purchase for customers who spend at least \$50. And they're often something they haven't tried so they can fall in love and order the full size.

SAMPLING RESOURCES

Preferred Customer Program™. You can enroll your customers to receive *The Look* mailed from Mary Kay on your behalf. It includes a free sample plus your contact information on the back. Once you receive your copy, you know it's time to follow up. *Mary Kay InTouch** > Business Tools.

Customer Delivery Service (CDS). Low on inventory? Don't keep your customers waiting! CDS ships orders for you. Plus, you can add two free product samples to each order at no additional cost. And the selection of samples are updated quarterly so your customers can try new products. *Mary Kay InTouch** > Ordering. > Order Fulfillment Options.

SHARE THE *Fun ...* AND *Rewards!*



**INDEPENDENT SALES
DIRECTOR VERONICA PERALTA,
ALBUQUERQUE, N.M.**

Veronica has a renewed affection for building teams of teams. She sees firsthand the impact of working full circle from the start and credits the *Great Start* Program for helping her enrich others' lives, move up the career path to Independent Sales Director and earn the use of a Mary Kay Career Car.

A SECOND CHANCE

Veronica Peralta actually became an Independent Sales Director for the first time in 2005, but due to unplanned life circumstances, she stepped down for several years. It was her husband, Andrew, who lovingly mentioned one day that she appeared to have lost her sparkle.

"He suggested I get back to my Mary Kay business where he had seen me happy and thriving," she says. "I eased back in in 2012 with great coaching from **Independent Senior National Sales Director Kerry Buskirk** and **Independent Future Executive Senior Sales Director Melinda Balling**, who helped me believe in myself again."

ENTER *GREAT START*

It was 2017, and Veronica was steadily growing her business. That's the same time the [Great Start Program](#) debuted. The timing was perfect!

Move On Up!

NEW DIRECTOR CLASS

There's so much to gain as you progress along the Mary Kay career path. Independent Sales Directors who debut Feb. 1, 2020, through Jan. 1, 2021, earn:

- GORGEOUS KENDRA SCOTT JEWELRY.
- A FABULOUS KATE SPADE BAG.
- A \$1,000 BONUS FOR *EACH* NEW FIRST-LINE INDEPENDENT SALES DIRECTOR THEY DEBUT. NO LIMITS!



Want to learn more? *Mary Kay InTouch*® has details on the *Great Start* Program and New Director Class.

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GREAT *Start*

MARYKAYINTOUCH® > EDUCATION >
GREAT START PROGRAM

Free Products? Yes, Please!

With the **Great Start** Program, new Independent Beauty Consultants **earn product bonus bundles they can turn around and sell at 100 percent profit!** It's all here when they sell products and build their teams in the first few months of their Mary Kay business.

"I watched videos explaining the *Great Start* Program and the product bundles and bonuses offered for selling and growing right out of the gate – including one that used 'play' money to demonstrate the earning potential. I memorized the brochures and how it all fit together. I learned all its details from top to bottom so I could confidently share with others.

A GAME-CHANGER

One of my new team members added two team members within a week. Together, we coached them on the benefits of *Great Start* and how to team-build. They both added new team members right away, and from there, our unit started to grow like wildfire.

Building teams of teams is the difference for us because there are early wins, which boost confidence, enthusiasm, energy and everything that's great about a Mary Kay business! I've seen our team spirit soar. I became an Independent Sales Director in **October 2019**.

To me, *Great Start* sets a new standard and a new way of thinking about your Mary Kay business. The program is set up and ready to implement – marketing fliers, worksheets – everything is on *Mary Kay InTouch*® to help you build success!

Her Tip! Today, 24 to 48 hours after a new team member signs her Independent Beauty Consultant Agreement, we meet to **discuss *Great Start* and focus on her first 30 days**. Most new Independent Beauty Consultants are interested in earning extra, so I show her what's possible now, and we talk about what she can do with the extra money.

I heard a wise analogy, 'When you row a boat on one side only, you go in circles. When you use both oars, you go full speed ahead.' I use it to demonstrate how to optimize a Mary Kay business working full circle – book parties, sell products and share the Mary Kay opportunity."

READY, SET, SELL!



TEAM-BUILDING REWARDS



READY, SET, KEEP SELLING!



The **Mary Kay Great Start App™** is a powerful resource for new Beauty Consultants with its personalized program tracker to help them earn free product bonus bundles, plus digital posts they can personalize to announce their businesses.



THE MARY KAY
FOUNDATION™

GIFTS OF THE HEART

Guided by Mary Kay Ash's dream to enrich women's lives, *The Mary Kay Foundation*™ raises and distributes funds to invest in breakthrough cancer research for women-related cancers and ending domestic violence.

In 2019, *The Mary Kay Foundation*™ awarded **\$3 million** to **domestic violence shelters** across the U.S., and **\$1.2 million** in grants to select medical professionals focused on **curing cancers** that affect women.

Since 1996, The Foundation has contributed more than \$80 million to organizations aligned with its two-fold mission.



GIVING GUIDELINES

Please review the Charitable Giving Guidelines on [Mary Kay InTouch® > Resources > Legal > Additional Information and Forms.](#)

In addition, The Foundation supports awareness initiatives and community outreach programs, and it advocates for legislation to ensure women are healthy and safe.

AMBASSADOR PROGRAM

You can become an Ambassador for *The Mary Kay Foundation*™ to help spread the living legacy of Mary Kay Ash. As an Ambassador, you can open new doors for The Foundation to attract more support, raise funds and increase awareness of the important issues of cancers that affect women and violence against women. Learn more at marykayfoundation.org.



**INDEPENDENT SENIOR
SALES DIRECTOR DARLENE
BECKETT, KILLEEN, TEXAS**

Darlene loves giving to *The Mary Kay Foundation*™ and has found several ways to do so.

"I chose to become an **Ambassador** for *The Mary Kay Foundation*™ after watching a video at Seminar

TEAM UP FOR WOMEN!*

APRIL 1 – MAY 12

*Team Up for Women!** is an annual fundraising campaign that starts on April 1 and ends on May 12, Mary Kay Ash's birthday. Your gift helps this generosity continue. Help us make this the best year yet! Find out how at marykayfoundation.org.

of an Independent Sales Director and her unit hosting a fundraising event. It inspired me to create an event in my city.

I love to run, so I knew right away it would be a 5K. I talked with my Dazzling Dream Team and told them, 'We can do it!' We immediately began planning our MK5K-Killeen. After the success of our first event, we made it an annual event, and it keeps growing.

Over the past seven years, we have raised nearly \$35,000. We are proud to make a difference in our city and to support women and children in need.

I encourage my unit members to promote *Team Up for Women!** at their parties – and it makes for a great conversation-starter too. Our customers love knowing we also do good for women and children. Our most successful way of collecting money during this campaign is to 'round up'!

At the close of each sale, we ask our customers if they would like to round up their total to the nearest dollar and donate the change to *The Mary Kay Foundation*™. Another way is to 'stuff my piggy.' I place my cute piggy bank – complete with a tutu and tiara – in the middle of the table at my parties. Before the party, I encourage guests to bring their loose change. Each guest who donates gets a raffle ticket toward a door prize. I like to use Section 2 Deluxe Minis as prizes. Guests love to donate and love that we give back to those in need."

you can

do it 

JULY 1, 2019 – JUNE 30, 2020



YOU CAN DO IT! SEMINAR CONSISTENCY CHALLENGE: BE FOCUSED!

MARCH 1 – JUNE 30, 2020

Achieve the *You Can Do It!* Challenge each month, March through June 2020, to earn this necklace from the exclusive *You Can Do It!* Challenge Collection by R.J. Graziano.

*The \$600 or more wholesale Section 1 order requirement per month can be placed in one single order or placed in cumulative orders, as long as the orders are placed in the same calendar month. Customer Delivery Service, Guest Checkout and EZ Ship order amounts also will count toward your \$600 or more wholesale Section 1 order requirement. You'll receive your jewelry piece inside your qualifying order. One jewelry piece per achiever each month.

MARY KAY®

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SET YOUR SIGHTS ON GREATNESS!

MARY KAY
SEMINAR
2020

DALLAS, TEXAS

EMERALD
JULY 21-24

DIAMOND
JULY 25-28

RUBY
JULY 29 - AUG. 1

SAPPHIRE
AUG. 2 - 5



REGISTRATION OPENS APRIL 27! [SEE MARYKAYINTOUCH® > EVENTS > SPECIAL EVENTS FOR DETAILS](#)

YOU CAN DO IT!
SEMINAR CONSISTENCY CHALLENGE:
BE FOCUSED!
MARCH 1 - JUNE 30, 2020

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