

FEBRUARY 2009

Applause

MARY KAY®
Enriching Women's Lives™



You'll Have Nothing to Hide:

Solutions for a Flawless Face

Skin Quenchers:

This Winter, You Can Offer These Dry Skin Remedies

Marketing Trends:

What Do Women Want?

Stories

With Heart

Applause® February 2009

get it free*

WITH YOUR ORDER

JAN. 16 – FEB. 15, 2009

Mary Kay® Ultimate Mascara™ in Black

Suggested use: The eyes have it this season! Give lashes extra pop with this Mary Kay favorite to create bigger, bolder, longer-looking lashes with extreme volume and intense color that lasts all day. It's your BizBuilders bonus starting with a \$400 wholesale Section 1 order.



Sample Anything! Card

Suggested use: You can offer your customers samplers for an entire color look using the professional *Sample Anything!* Card. And while you're at it, why not slip in some skin care samplers as well? Each card includes two customer service cards – one to be redeemed by your customer for a complimentary consultation and one for her friend. One pack of 10 cards is your BizBuilders bonus starting with a \$600 wholesale Section 1 order.

Travel Roll-Up Bag

Suggested use: This popular streamlined black nylon bag with pink lining includes clear zippered bags and a swivel hook for easy hanging, and it makes a great gift with purchase for your best customers! It's your BizBuilders bonus starting with an \$1,800 wholesale Section 1 order.



Product not included.

face



page 2

Top-Secret Beauty

Skin will look its best when the finish is smooth and the look is flawless!

For more details on BizBuilders bonuses, see Page 27.

*Sales tax is required on the suggested retail value of Section 1 products.

forward

Help your customers find perfect solutions for a flawless face during the winter season. And as Valentine's Day nears, you've got great gifts for him and her! The limited-edition Simply Chic Fragrance/Lip Gloss Duo and body care products that smell divine are just a few that can ease shopping dilemmas. So start looking forward to a fun-filled, focus-driven February!

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Dry Skin Gets Quenched

Help customers find the perfect moisturizer for their skin types and personal needs this winter.



pages

10 & 24

Their Stories Will Move You

Sometimes a word at just the right time can make all the difference in the world. Sometimes it can mean the difference between life and death.

Smooth Beauty

Give your face a flawless look that is the basis for beauty.

A smooth finish is the starting point for all-around beauty, and TimeWise® Microdermabrasion is your go-to set for perfection. A top-seller since it launched, the TimeWise® Microdermabrasion Set provides an at-home skin care breakthrough like no other. The two-part system goes to work immediately to fight fine lines, make pores look smaller and revitalize skin so it looks noticeably softer and smoother.

Step 1: Refine

This superexfoliating cream contains the same crystals that dermatologists use. As you gently massage your face, these microfine crystals immediately polish and gently remove dull and lifeless skin cells. **\$30**

Step 2: Replenish

This lightweight, nourishing serum provides a restorative effect. Instantly, skin feels soothed and ready for the next step in your Mary Kay® skin care regimen. **\$25**



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

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

*Based on a consumer study conducted by an independent research facility
All product prices are suggested retail.

TimeWise®
Microdermabrasion
Set, **\$55**

Perfectly Concealed

New regular-line Mary Kay® Concealers provide powerful coverage with six new shades in the same creamy, waterproof formula, plus Yellow as a returning favorite. The natural, skin-toned shades better match Mary Kay® Foundation, Loose Powder and Facial Highlighting Pen shades for a perfect finish. **\$10** (new suggested retail price)



Quick Tip

The Winter 2008 issue of *The Look* features tips on how to conceal age spots, blemishes and dark circles, plus advice on adjusting your foundation for winter months.

From the Expert

"The concealer formula is wonderful – it is long-lasting and waterproof, yet lightweight and creamy, which is why concealers have remained consistent sellers. Now, we've updated the concealer shades to better match skin tones and correspond with our foundation shade system, which in turn, makes it easier for you to meet your customers' needs."



Terry Jacks, Vice President of Research and Development

Flawless Foundations

Now's a great time to talk to your customers about adjusting their foundation shade and type for the winter months. They may opt for a different shade if skin tone changes or a creamier formula if dryness is an issue – or maybe both!

Mary Kay® Mineral Powder Foundation**, \$18



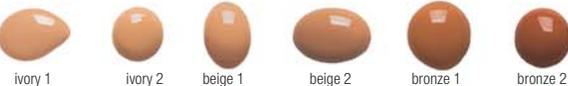
Mary Kay® Medium- / Full-Coverage Foundation, \$14



Mary Kay® Creme-to-Powder Foundation†, \$14



Mary Kay® Tinted Moisturizer With Sunscreen SPF 20*, \$18



Also available, Mary Kay® Day Radiance® Cream Foundation† for really dry skin.
 †Creme-to-Powder Foundation and Day Radiance® Cream Foundation contain a small amount of fragrance.
 *Over-the-counter drug product

Finishing Touches

Mary Kay® Sheer Mineral Pressed Powder (\$16) and Mary Kay® Loose Powder (\$14) offer shine control to the max. The pressed powder helps control shine for up to eight hours while minimizing the appearance of fine lines. The loose powder glides on beautifully and helps set makeup.

**The Mary Kay® Mineral Foundation Brush is available for \$10, sold separately.

All product prices are suggested retail.



Skin Quenchers

dry patches? scaly skin?

Your customers can beat these winter skin problems with Mary Kay® moisturizing products that leave skin hydrated and oh-so-smooth.



Mary Kay® Intense Moisturizing Cream

Target customer: Dry skin

What it does: Leaves skin feeling hydrated for up to 10 hours, looking immediately more radiant and feeling unbelievably soft and smooth.

How it works: With marine extract, vitamin E and minerals, Mary Kay® Intense Moisturizing Cream helps replenish skin's optimal moisture and forms a protective shield to minimize moisture evaporation.

When to use: Apply after your regular moisturizer as needed – morning, evening or both.

Mary Kay®
Intense
Moisturizing
Cream,
\$30



Advanced
Moisture Renewal®
Treatment Cream,
\$19

Advanced Moisture Renewal® Treatment Cream

Target customer: Normal to dry skin

What it does: Helps to improve the skin's hydration, resiliency, elasticity and firmness. Replenishes essential intercellular lipids and reinforces the skin's own moisture-retention capabilities.

How it works: Conditioners improve the appearance of the skin while antioxidants help protect the skin from the effects of free radicals generated by the environment.

When to use: Apply after your regular moisturizer as needed – morning, evening or both.

Mary Kay® Oil-Free Hydrating Gel

Target customer: Normal to oily skin

What it does: This nongreasy gel absorbs quickly, leaving skin cool and refreshed while hydrating skin for up to 10 hours.

How it works: Conditioners, emollients and antioxidants work together to maintain a soft, smooth and supple appearance of the skin.

When to use: Apply after your regular moisturizer as needed – morning, evening or both.

Mary Kay®
Oil-Free
Hydrating Gel,
\$30





Limited-Edition!
I ♥ Extra Emollient Night Cream Set, \$20

I ♥ Extra Emollient Night Cream Set

Your customers are sure to love this adorable limited-edition set that includes one jar of the best-selling Extra Emollient Night Cream (2.4 oz.) paired with a sampler size in a tube (.42 oz.) – a generous size for home and a perfectly portable version for on the go. Both come in a limited-edition pretty pink box. **\$20 set**, while supplies last

Target customer: Very dry skin

What it does: Helps maintain the natural moisture of the skin and replenishes hydration in dry areas.

How it works: Forms a protective shield to minimize moisture evaporation and allow increased hydration of dry areas, especially hands, elbows, knees and feet.

When to use: Apply a small amount after your regular moisturizer as needed – only use in the evening.

Quick Q&A

Q: I have oily skin. Why do I need to use a moisturizer?

A: All skin types need some kind of moisture to leave skin feeling soft and smooth and looking more youthful. Women with oily skin sometimes think that adding a moisturizer means adding extra oil. But oil and moisture are two different things. In fact, oily skin can become as dehydrated as dry skin. Women with oily skin should use oil-free moisturizers to keep their skin looking its best.

All-Over Moisture and Care

For entire body care, customers have skin-quenching choices.

Mary Kay® Nourishing Body Lotion and New Shower Gels ▶

Smooth on the lightweight, mildly cooling Mary Kay® Nourishing Body Lotion, **\$16**, and feel dryness disappear. Emollient sunflower oil conditions skin and delivers essential nutrients, and the lotion contains vitamin E, a powerful antioxidant. And new Mary Kay® Shower Gel, **\$14**, cleanses skin without exfoliators. Both are available in Lotus & Bamboo and Red Tea & Fig.



◀ Mary Kay® Hydrating Lotion and 2-In-1 Body Wash & Shave

Everyone in the family can benefit when they treat their bodies to Mary Kay® Hydrating Lotion, **\$14**. It delivers hydration that lasts up to 10 hours and nourishes the skin leaving it feeling soft and smooth. And skin will feel fresh, clean and smooth with botanical-enriched Mary Kay® 2-In-1 Body Wash & Shave, **\$14**.



Skin Refreshing Set ▶

The Winter 2008 gift with purchase can help give skin a lift! The Skin Refreshing Set includes Oil-Free Eye Makeup Remover, 1 fl. oz.; Intense Moisturizing Cream, .4 oz.; Oil-Free Hydrating Gel, .4 oz.; and Indulge® Soothing Eye Gel, .1 oz. Great for trial and travel, these items are packaged in a black twill and mesh zippered bag. Pack of five, **\$20**



Beauty Fix On the Go

For great lips in a flash, try these products that are easily portable in the Mary Kay® Cosmetic Organizer Bag and make perfect Valentine's Day gifts!



Mary Kay® Brush Collection includes five professional-quality brushes and the tri-fold Mary Kay® Cosmetic Organizer Bag. \$48

Limited-Edition Simply Chic Fragrance/Lip Gloss Duo does double duty with four interchangeable fragrances plus a lip gloss. \$35 while supplies last

Mary Kay® Lip Liner (Chocolate shown), \$10

Mary Kay® Creme Lipstick now features a color button for easy identification (Amber Suede shown), \$13

TimeWise® Age-Fighting Lip Primer for fighting lines, \$22

Limited-Edition Satin Lips® Gift Set With Bag (bag not shown and only available while supplies last) for smoothness and shine, \$18



A Signature Scent for Lingering Moments

With red packaging that's perfect for Valentine's Day, Affection® Eau de Parfum is a great gift idea. This modern oriental chypre awakens the senses with sparkling pink peppercorn, and at its heart is the surprising sweetness of Chinese osmanthus and white peony. Give it with love and affection! \$50

spring into sales with *the look*



Preferred Customer Program enrollment: Jan. 16 – Feb. 15
Begins mailing: March 25*
Cost per customer: 65 cents

Spring can mean new growth and emerging opportunities for your Mary Kay business! Why not give your sales a boost by enrolling customers to receive the Spring 2009 issue of *The Look* through the Preferred Customer Program. Enrollment begins Jan. 16 and ends Feb. 15.

This quarter, your customers can experience the dazzling colors of spring brought to life in this gorgeous issue that features limited-edition collections that are sure to have your sales blossoming. Inside this issue, customers will find:

- ▶ The limited-edition *Coastal Colors* Collection featuring a new eye color palette, three lip gloss shades and two special eyeliners in a wooden pencil form.
- ▶ Limited-edition fragrance sets for men and women.
- ▶ The limited-edition Vacation Getaway Set.
- ▶ Samplers of all three limited-edition *Coastal Colors* lip gloss shades in Polynesian Petals, Caribbean Coral and Hawaiian Sunset.



- ▶ The mini TimeWise® Microdermabrasion Set you can offer as the Spring 2009 gift with purchase with a \$40 or more suggested retail purchase. This set includes mini sizes of TimeWise® Microdermabrasion Step 1: Refine and Step 2: Replenish. Also included are sampler packettes of the TimeWise® Miracle Set in both normal/dry and combination/oily formulas. It's all presented in a beautiful gift box.

From Jan. 16 to March 15, you can also enroll customers to receive the spring Month 2 mailer for 35 cents per customer. It will begin mailing May 8.

Mark your calendars now to enroll!

*Allow seven to 10 days for delivery.



◀ Offer the Everyday Tote With Key Chain

This quarter, hostesses can select this stylish, black quilted tote with pink lining and a trendy key chain accessory. At 14" tall, 18" wide and 8½" deep, the tote is large enough to carry all your daily essentials – the perfect weekend bag, gym bag or diaper bag! **\$13**

▶ Don't Forget Valentine's Day

Be sure you have Valentine's Day gift-giving all wrapped up! If you haven't sent the new Valentine's Day MKeCard® available on the Mary Kay InTouch® Web site, now's the perfect time. It's a great reminder that customers can turn to you for one-stop shopping that will make this day truly special.



Marketing to Women: Give Women What They Want

With age-defying products and a flexible opportunity to share, getting your Mary Kay business into women's conversations is more important than ever!

You have what women want! While that's great news for the Mary Kay® brand, we can't stop there. That's why studying women's values and how women share their brand experiences is so critical to the Mary Kay® brand. Understandably, we want women to share positive Mary Kay experiences that reflect their values.

At the Sales Director Meeting at Seminar 2008, **Vice President of U.S. Marketing Yvette Franco** shared key learnings from a prestigious marketing conference that focused on marketing to women. *"Brands today must connect to women on their terms, and they must become part of their conversations to be considered by women,"* Yvette shared.



Vice President of U.S. Marketing **Yvette Franco**

Shifting Values

Values play a large role in what women want. And you might be surprised to learn that women's values have shifted over the past few years. Big homes, luxury cars and even marriage are no longer necessarily among a woman's top 10 wants.

Instead, she values:

- ▶ Being in control of her finances by paying off debt and being financially independent.
- ▶ Health, which has become the new "wealth."
- ▶ Giving instead of getting; women want to be associated with "doing good."



Independent Future Executive Senior Sales Director

Kathy Bullard of Houston sees this happening now. *"Many women who are interested in starting their own Mary Kay businesses are interested in paying off debt,"* Kathy shares. *"It's up to us to show them how a Mary Kay business can help them do that, while making sure they don't inadvertently create more debt."*

Other Trends

These shifting values must be met along with other trends in the marketplace concerning women. These include:

- ▶ Women are no longer overwhelmed by consumer choices; they are empowered by them. Women use digital tools that search, sort and share everything they want and need. In fact, women are spending an average of 13 hours a week online.
- ▶ This technology allows women to truly multitask. For example, they can book a family vacation, read their e-mail and send text messages to their kids all at the same time. Women want to do more with the time they have because they can.
- ▶ Women control 85 percent of household purchases.

"Because of these values and trends, it's never been more important as a Mary Kay Independent Beauty Consultant to help make every interaction with a woman a more purposeful one," Yvette explains. *"Why? Because women love to share, and they are talking about brand experiences more than ever."*

This sharing, or "word of mouth" marketing, has become the most powerful, authentic advertising message for a brand. So to continue getting into positive conversations among women, the Mary Kay® brand must:

- ▶ Be credible and authentic.
- ▶ Be confident.
- ▶ Be a connector.
- ▶ Entertain.
- ▶ Be new.
- ▶ Remain unique.
- ▶ Invite, not demand.
- ▶ Help women see themselves at their best.

"While we do many of these things very well already, we as a Company must continue to work toward these initiatives," Yvette shares.

For example, Kathy is very conscientious about inviting, not demanding. *"Sometimes we can alienate new Independent Beauty Consultants when they don't understand the reasons why we do things a certain way in our Mary Kay businesses,"* Kathy says. *"I would strongly encourage wearing skirts at Company events, but demanding that a Beauty Consultant wear a skirt the first time she attends a unit meeting could turn her away before she understands why this tradition is a good business practice. Leading by example is more effective than being demanding. And that, in turn, shows that we are credible and authentic."*

Kathy also strives to be credible by not making negative comments about Mary Kay competitors. *"If a new customer asks me about a competitor's product, I say, 'I haven't tried that brand, but here's what I can tell you about Mary Kay® products.'"*

These are just a few great examples that illustrate the importance of connecting with women so that they will share positive Mary Kay® brand experiences with others. And with that goal in mind, you can expect to hear more about this powerful concept in the future!

Make a Connection

Learn how to establish trust, put others first and deliver exceptional customer service with the *Making the Connection™: Building Relationships the Mary Kay Way* DVD. When you learn how to communicate with women on their terms, you give yourself more confidence and credibility! Available on Section 2 of the Consultant order form for **\$7.50**.



Product Central: Your One-Stop Resource for Product Information



Now you have one place to go for all information related to products – from ingredients to how to sell!

Check out the new “Product Central” site on the Mary Kay InTouch® Web site – created to help make you a product expert and help you quickly find the product information you need.

Just click on “Product Central” from the Mary Kay InTouch® home page, and you’ll have instant access to:

- ▶ Product ingredients
- ▶ Product Knowledge Workshops
- ▶ Product Fact Sheets to share with customers
- ▶ Order of application charts
- ▶ Shade conversion charts
- ▶ Quarterly product information including suggestions on how to sell, who to sell to and cross-selling suggestions for featured products
- ▶ *Applause*® magazine product articles
- ▶ Video instructions about product application
- ▶ Product questions and answers
- ▶ “Prod casts,” which are brief product highlights featured each quarter that can be downloaded to a CD or MP3 player to watch or listen to in your car and help you learn on the go

Click. Learn. Sell. Earn.

Customers ask all kinds of questions about products that you may not know right off the top of your head. For example, your customer may ask, “Can you tell me what ingredients are in TimeWise® Night Solution?” Instead of saying, “I don’t know,” you can say, “Yes. I would be happy to get back to you with an ingredient list for this product. Would it be OK if I called you?”

After going to the “Product Central” home page, you can go to “Product Ingredients” to find a complete list of ingredients for TimeWise® Night Solution to share with your customer. You can also print out and give her a Product Fact Sheet that includes key facts and marketing information to help you sell the product.



Please note that with the launch of the new “Product Central” site, you will no longer see the “Product Guide” or “Product and Ingredient Reference” links under the “Products” tab.

Remember, when you become an expert about the products you sell, you can build your confidence. And that can make it easier to provide Golden Rule customer service and create customer loyalty – your keys to business success!



These Product Fact Sheets can be found on the new “Product Central” site. The front of each sheet is designed for customers, and the back helps you sell!

Find It Online – What’s New on Mary Kay InTouch®

Check out some of the following tools currently available. You may find everything you need for your Mary Kay business and more!

Someone Is Me music video.

Download this motivational music video featuring Cassie LeBeau to your computer. Go to Events > *Someone Is Me* video.

Beauty Consultant Enrichment Program.

Get a different free CD download each month. Go to Education > Beauty Consultant Enrichment Program to listen to and download the featured CD. You can create your own library of knowledge.



Applause® Pages.

At the FedEx Kinko'sSM DocStore link, you'll find several pages from *Applause*® magazine that can be printed at your nearby FedEx Kinko'sSM location.



A Perfect

The day she walked in to the lovely home of **Independent Senior Sales Director Carolyne Bryant, Independent Senior Sales Director Tammy Steele** was an 18-year-old with a recent high school diploma and hopeful dreams for her new Mary Kay business. The wide-eyed, impressionable young woman took in everything around her. As Mary Kay Ash often said, first impressions are the strongest, and Tammy's impression of Carolyne was one of awe. *"She was this beautiful, elegant, sophisticated woman; I felt a little intimidated in her presence,"* Tammy admits. Carolyne chimes in with mutual admiration and says the two hit it off right away, thanks to a common interest. *"It turned out we were like two peas in a pod. We were both attracted to the glamorous aspect of our business."* Carolyne giggles and slips a smile at her friend, who seems to read her mind. The two nod in agreement and announce enthusiastically, *"We still are!"*

The passing decades saw Carolyne and Tammy, who both live in Washington state and are in the Emerald Go Give Area, grow closer through shared values. They both approach beauty as more than skin deep. They both revere God and His plan for their lives. And they both want to emulate their mentor and model, Mary Kay, whom Carolyne had known since starting her business in 1971. It was Mary Kay's message of *"Go-Give,"* the spirit of self-sacrifice on which the Company was built and for which it became known, that made the most lasting impression. But what neither woman could have known the day Tammy walked in to Carolyne's life 27 years ago was how deep their bond would become. How it would change both their lives. How, for one of them, it would literally mean the difference between life and death ...

No Greater Love

As with many profound passages, the watershed event of Tammy and Carolyne's story began one day with a ring of the telephone. Unlike their past chatty visits, however, when the two had eagerly exchanged ideas, insights and inspiration, the topic was anything but uplifting. Carolyne disclosed how her kidney disease, discovered three years earlier during a routine physical, had reached a turning point. She needed an organ transplant. And soon. The doctors said her best chance for survival would come from a living donor. Carolyne was calling to ask for her friend's prayers. *"I was afraid for her,"* says Tammy. *"Then my next thought was, 'Could I possibly be a match?'"* She said nothing about the plan forming in her mind. The next day, moved by the urgency of Carolyne's dangerous condition, Tammy made an appointment with her doctor to determine her blood type. When she learned she and Carolyne were both O-positive, chills streaked up her spine. *"There was no question in my mind what I had to do,"* she says. *"I would offer to donate one of my kidneys."*

When Tammy called, it was Carolyne's turn to be moved. In fact, she was overwhelmed. They cried together as Carolyne wondered aloud, *"What did I ever do to deserve such love?"* Reflecting back to that time, Tammy credits her Mary Kay experience with helping her make such a momentous decision. *"We're taught to go beyond showing people how to look good on the outside,"* she explains. *"Mary Kay taught us to make people feel important too, and that when we have the opportunity to make a difference in someone's life, we should take it."* As the coming days and weeks revealed, the blood match was just the first step on the road to a successful transplant. Tammy had to be a good tissue match as well, her doctor explained. In all, she contributed 15 vials of blood three different times for tests. Her donation, termed *"nonfamilial, nonbiological and unrelated,"* had to pass

Match

six specific genetic markers to be deemed useable. She learned that her remaining kidney would compensate on its own, and her only restrictions after surgery would be to abstain from contact sports and medications containing ibuprofen.

Finally, the doctors gave Tammy and Carlyne the green light. The two women who had shared so much in their Mary Kay lives were about to share even more.

Journaling the Journey

Understanding the importance of the coming weeks, Tammy and Carlyne kept diaries to chronicle their emotions and reactions. In his Seminar speech speaking about the bonds we share, Mary Kay Inc. CEO David Holl read this moving entry from Tammy's journal: *"It's the day before surgery, and so many thoughts and feelings are going on in my head,"* wrote Tammy. *"Some people have asked me, 'Why would you do this for someone who is not your family?' My response: 'Who defines family? She is my family. She has been my friend, my mentor, my cheerleader ... she's truly made a difference in who I am today. I have felt such a peace from the beginning ...'"*

For Carlyne, a new chance at life dawned before sunrise on the morning of April 1, 2008. She and Tammy traveled together and checked in at the Oregon Health and Science University in Portland at 5:45 a.m. Still more hours of blood draws and cross-matching lay before them. Carlyne had time for one more journal entry: *"All the while, anxiety has been building within me as I face the reality of how BIG this really is,"* she poured out. *"Thanks to my friend Tammy, in just a few hours her kidney will be in my body, cleansing my blood and restoring the normal chemistry needed for me to stay healthy."* Later, as Carlyne lay on the pre-op gurney, she struggled again to wrap her mind around the amazing medical miracle about to unfold. She thanked God for bringing Tammy into her life and for *"preparing us for this place and time."* She and Tammy both prayed for a successful outcome, knowing their loved ones were keeping a prayerful vigil as well.

The next thing Tammy recalls was the sound of her doctor's voice seeping through

the lingering after-effects of anesthesia. *"I don't remember much of that day,"* she wrote later, *"but I do recall my doctor saying that the moment they hooked up my kidney to Carlyne's body, it immediately 'pinked up' and began to overflow,"* signaling perfect performance as though it had been there from the start. Over the coming weeks, as Carlyne grew stronger by the day, she continued to be amazed at the speed of her recovery. *"I haven't even felt the need for a nap,"* she noted in her diary. *"I'm learning to live with this new feeling of exhilaration and the sheer excitement of being alive ..."*

Although most people would marvel at Tammy's benevolence, she doesn't think of herself as a hero. *"This has been as much a blessing for me as for her."* She smiles and reaches over for Carlyne's hand. *"I truly feel privileged to have been healthy enough to help Carlyne in this way. I love hearing the energy in her voice now."* They exchange a glance and tears spring into their eyes. *"Mary Kay taught us that the Golden Rule is not just a kindergarten lesson, and the Go Give spirit is not just about adoptees,"* Tammy says. *"It's about helping others whenever we can. I learned this at Mary Kay's knee, and the principles she instilled in me prepared me to accept this opportunity without hesitation. Now I want to inspire others to pass it forward whenever they can. Perhaps give blood regularly, or get on the bone marrow registry, or give groceries to someone in need. I think too often we get so absorbed in our own lives, we forget to do things that can make a difference to others."*

As they reminisce, they read short passages from their diaries, cherished testimonies of their courage, love and faith. Carlyne opens to an entry made a couple of weeks after surgery in which she expressed surprise at her recovery. Her energy level had increased immediately, she had experienced none of the possible side effects, and she was enjoying a ravenous appetite for the first time in many months. At the end, her exuberance and thanksgiving overflowed in a beautiful, simple tribute to her Mary Kay sister: *"Oh, it's so great to be alive. Tammy, thank you!"*



recognition

Congratulations to the winners for October 2008

On-Target Inner/Diamond Circle Independent National Sales Directors become members of the prestigious Diamond Circle when they earn \$200,000 or more and a member of the exclusive Inner Circle when they earn \$325,000 or more in "NSD commissions" during the Seminar contest period. (NSD commissions are comprised of commissions earned on the wholesale production of first-, second-, and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for October 2008, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for September 2008.) 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 through Oct. 31, 2008.

Ruby



Carol Anton

Sapphire



Gayle Gaston

Emerald



Kathy Helou

Pearl



Nan Stroud

Diamond



Barbara Sunden

On-Target for \$750,000 Inner Circle
Barbara Sunden.....\$330,429.58
Gayle Gaston.....287,126.47

On-Target for \$500,000 Inner Circle
Christine Peterson.....\$244,235.47
Carol Anton.....183,823.16
Nan Stroud.....177,681.02

On-Target for \$325,000 Inner Circle
Rena Tarbet.....\$158,255.67
Karen Piro.....158,216.35
Joanne Holman.....152,051.71

Lisa Madson.....150,355.65
Gloria Castaño.....142,366.67
Jan Harris.....139,452.96
Darlene Berggren.....136,292.21
Kathy Helou.....134,387.26
Cheryl Warfield.....126,492.60
Gloria Mayfield Banks.....122,076.52
Pat Danforth.....120,092.78
Karlee Isenhardt.....119,207.79
Jana Cox.....117,209.34
Lupita Ceballos.....110,525.45

Linda McBroom.....109,803.97
On-Target for \$250,000 Diamond Circle
Rosa Jackson.....\$104,208.22
Sonia Páez.....104,160.73
Holly Zick.....103,346.59
Stacy James.....99,966.87
Halina Rygiel.....98,933.11
Sherry Giancristoforo.....97,006.12
Johnette Shealy.....96,273.10
Sue Kirkpatrick.....95,539.18
Julianne Nagle-Hackett.....94,125.25

Cindy Williams.....93,566.17
Linda Toupin.....92,964.27
Debi Moore.....90,364.20
Mary Diem.....89,116.66
Wanda Dalby.....88,328.98
SuzAnne Brothers.....88,125.12
Pamela Waldrop Shaw.....86,501.02
Ronnie D'Esposito Klein.....86,457.58
Evelinda Diaz.....86,091.08
Lily Orellana.....84,321.02
Doris Jancke.....83,402.56

On-Target for \$200,000 Diamond Circle
Judie McCoy.....\$82,313.13
Jackie Swank.....82,132.13
Pam Gruber.....78,666.81
Shirley Oppenheimer.....78,571.99
Kerry Buskirk.....78,081.05
Sonya LaVay.....77,207.37
Joyce Z. Grady.....75,447.30
Tammy Crayk.....75,255.03
Diane Underwood.....74,379.38
Cindy Fox.....72,906.64
Mary Estupiñan-Martel.....71,316.22

Jeanne Rowland.....71,166.30
Dacia Wiegandt.....71,081.44
Nancy Bonner.....69,395.80
Sandy Miller.....67,500.50
Maria Monarrez.....67,346.20
Valerie Bagnol.....67,232.87

Monthly Commissions and Bonuses Listed are NSD commissions earned in October by Independent National Sales Directors as defined above plus the following which do not count toward NSD ranking: Sales Director commissions, Personal Team commissions and NSD contest bonuses. Cars, prizes, etc. are **not** included in these amounts.

Ruby

Carol Anton**.....\$47,435
Pat Danforth.....31,391
Wanda Dalby*.....30,681
Ronnie D'Esposito Klein*.....29,842
Sue Kirkpatrick*.....28,314
Karlee Isenhardt*.....27,231
Linda McBroom**.....25,592
Johnette Shealy*.....22,892
Candy D. Lewis.....20,156
Shirley Oppenheimer*.....18,370
Vicky L. Fuselier.....15,902
Pam Ross*.....15,155
Judy Kawiecki.....15,134
Pamela A. Fortenberry-Slate*.....15,120
Jeanne Rowland**.....15,049
Rebecca Evans*.....14,440
Janis Z. Moon.....14,206
Kimberly R. Copeland.....13,671
Kirk Gillespie.....12,862
Scarlett S. Walker*.....12,791
Maria Aceto Piro*.....12,726
Bea Millsagle.....12,557
Gena Rae Gass.....12,483
Toni A. McElroy.....12,437
Lynne G. Holiday.....11,963
Cheryl J. Davidson.....11,948
Cyndee Gress.....11,893
Michelle L. Sudeth*.....11,679
Gay Hope Super.....10,766
Patricia Lane.....10,746
Phyllis Chang.....10,560
Nancy M. Ashley*.....10,554
Margaret M. Bartsch.....10,532
Jean Santin*.....10,490
Sue Z. McGray.....10,220
Amy Dunlap.....10,200
Nancy West Junkin*.....10,126
Kate DeBlander.....9,949
Vicki Jo Auth.....9,637
Cindy Z. Leone.....9,583
Kelly McCarroll.....9,580
Terri Schafer.....8,733
Sharilyn G. Phillips.....8,586
Cindy Towne.....8,343
Donna B. Meixsell.....8,071
Rhonda L. Fraczkowski.....7,168
Katie Walley.....6,943
Thea Elvin.....6,473
Renee D. Hackleman.....5,900

Sapphire

Christine Peterson***.....\$82,928
Gayle Gaston***.....72,186
Rena Tarbet*.....42,854
Joanne Holman**.....31,104
Lupita Ceballos**.....30,912
Jana Cox*.....28,496
Judie McCoy*.....23,576
Shannon C. Andrews*.....19,914
Mattie Dozier.....19,264
Sonya LaVay*.....18,308
Valerie J. Bagnol*.....18,105
Kimberly D. Starr.....16,939
Pam Klickna-Powell.....16,880
Maribel Barajas.....16,420
Alia L. Head.....14,429
Gloria Báez*.....14,354
Sharon L. Buck.....13,915
Karen Kratochvil.....13,536
Pam I. Higgs.....13,279
Mary L. Cane.....13,050
Sherril L. Steinman.....13,045
Joy L. Breen.....12,959
Jan L. Thetford.....12,770
Nancy A. Moser.....12,657
Jo Anne Barnes.....12,645
Davanne D. Moul*.....12,504
Paola J. Ramirez.....12,206
Jeanne Curtis.....11,848
Debra M. Wehrer.....11,577
Carol L. Stoops.....11,152
Kendra Crist Cross.....11,149
Gillian H. Ortega.....10,531
Vernella Benjamin.....10,295
Lorraine B. Newton.....10,187
Elizabeth Sánchez.....10,080
Magdalena Nevez.....8,603
Britt L. Bridle.....8,483
Karen B. Ford.....8,042
Gladis Elizabeth Camargo*.....7,905
Ann Brown.....7,055
Jill Moore.....6,552
Mirra Mejia de Sánchez.....6,547
María Aguirre.....6,328

Emerald

Kathy Helou*.....\$35,790
Gloria Mayfield Banks***.....29,998
Debi R. Moore*.....29,199
Sherry Giancristoforo**.....24,434
Dacia Wiegandt*.....21,154
Doris Jancke*.....20,664
Lily Orellana.....20,031
Mona Butters.....19,245
Cindy Fox*.....18,150
Kerry Buskirk*.....17,627
Consuelo R. Prieto.....17,579
Kay E. Elvrum.....17,482
Jamie Cruse-Vrinos.....16,860
Yvonne S. Lemmon.....16,219
Pamela Tull.....15,354
Miriam Gómez-Rivas.....14,731
Sherry A. Alexander.....14,729
Cathy Bill*.....14,092
Cathy Phillips.....13,813
Brenda Segal*.....12,658
Joanne R. Bertalan*.....12,099
Kathy Rodgers-Smith.....10,902
Jackie LaPrade.....10,645
Dawn Otten-Sweeney.....10,197
Jo Reynald Rogers.....10,095
Sabrina Goodwin Monday.....9,957
Barbara Whitaker.....9,806
Irene A. Shea.....9,735
Sherry A. Alexander.....9,612
Judy Harmon.....9,597
Cristette M. Ellis.....9,333
Cristi Ann Millard.....9,244
Regina Hogue.....8,884
Kym A. Walker*.....8,884
Shelly Gladstein.....8,676
Fannie McBeth.....8,160
Natalie Privette-Jones.....7,634
Carlene Rios.....7,481
Joanne Hollingsworth.....6,830
Esther Whiteleather.....6,553
Nora L. Shariff*.....5,385
Phyllis R. Sammons.....4,327
Pamela Cheek.....3,230

Pearl

Darlene Berggren*.....\$41,396
Rosa Jackson**.....39,360
Nan Stroud***.....38,836
Jan Harris*.....33,116
Jackie Swank*.....30,096
Cheryl Warfield**.....28,176
Cindy A. Williams.....24,381
Stacy I. James*.....24,001
Halina Rygiel*.....23,420
Pamela Waldrop Shaw.....22,935
Anabell Rocha.....20,252
Maureen S. Ledda*.....17,897
Mary C. Estupiñan-Martel*.....17,509
Monique Todd Balboa.....16,634
Sandy Miller.....16,204
Nancy Bonner*.....16,175
Wilda DeKerlegand*.....15,646
Judy Brack.....15,168
Allison LaMarr.....15,054
Elizabeth Fitzpatrick*.....14,659
Julie Krebsbach.....14,516
Anita Tripp Brewton*.....14,349
Pat Campbell.....14,353
Lise T. Clark*.....13,993
Shirley M. Oshiro.....12,497
Jane Studrawa.....12,050
Bett Vernon.....11,814
Linda Kirkbride.....11,732
Kathy C. Goff-Brummett.....11,705
Lynda Jackson*.....11,432
Ruth Theodocion.....11,371
Barbara Stimach*.....11,361
Sylvia Kalicak.....11,190
Cathy E. Littlejohn.....10,836
Deb Pike.....10,788
Glinda McGuire.....10,342
Wadene Claxton-Prince.....9,910
Robin Rowland.....9,888
Maureen Myers.....9,785
Beatrice Powell.....9,774
Rosalee Ann Medjesky.....9,301
Kathy Jones.....7,348
Anita N. Conley.....6,904
Sonja Hunter Mason.....6,136
Mary Pat Raynor.....5,408
Bettye M. Bridges.....4,035

Diamond

Barbara Sunden***.....\$76,930
Gloria Castaño**.....52,754
Lisa Madson.....43,077
Karen Piro**.....38,971
Patricia Rodríguez-Turker*.....32,067
Anita Mallory Garrett-Roe*.....30,845
Evelinda Diaz.....29,044
Linda C. Toupin.....27,718
Sonia Páez.....26,521
Holly Zick**.....26,467
SuzAnne Brothers*.....25,632
Julianne Nagle-Hackett*.....24,227
Mary Diem*.....21,401
Joyce Z. Grady.....21,064
Tammy Crayk.....20,860
Diane Underwood.....20,810
Pam Gruber*.....20,510
Dawn A. Dunn.....19,177
Jo Anne Cunningham.....19,033
Maria I. Monarrez.....17,466
Sharon Kingrey.....16,118
Dalene Hartshorn.....15,520
Sandy Valerio.....15,426
Diana Heble.....12,161
Betty Gilpatrick.....12,129
Connie A. Kittson.....11,994
Rosibel L. Shahin*.....11,674
Diana Sumpter.....11,033
Morayma Rosas.....11,003
Charlotta G. Kosena.....9,173
Sandra Chamorro.....9,135
Carol Lawler.....8,416
Isabel Venegas.....8,360
Gladys C. Reyes.....7,949
Andrea C. Newman.....6,972
Caterina M. Harris.....5,804
Jan Mazzotti.....5,696

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

ruby/rubí

new debuts/debutes August/agosto

New Independent Sales Directors. For more information, log on to the Mary Kay InTouch® Web site. Under "Resources", click on "DIQ Program." /Nuevas Directoras de Ventas Independientes. Para más información, visita el sitio electrónico *Mary Kay InTouch*®. En el apartado "Recursos", haz clic en "Programa DIQ".



Grace C. Amaechi North Plainfield, N.J. I. Nosike Unit
Vivian Cox Montgomery Houston T. Nwachukwu Unit
Melissa A. Fisher Mont Belvieu, Texas T. Thomas Unit
LaWanda Jean Foltz South Prairie, Wash. S. Riggs Unit
Joyce Ilori Powder Springs, Ga. J. Ehimika Unit
Kelley Marie Limback Ypsilanti, Mich. D. Kirkpatrick Unit
Luann Mehalow Liverpool, N.Y. C. Oliveri Unit
Danielle Melanson Chico, Calif. N. Brennan Unit
Debbie Purifoy Greenwood, Ark. D. Hocott Unit
Lisa Tyson-Cox Proctorville, N.C. M. Cox Unit



Yvonne Kay Viera Spring Lake, Mich. T. Mabin Unit
Joy Chinelo Achebe* West Orange, N.J. E. Okafor Unit
Jeannie Assante* Staten Island, N.Y. K. Monahan Unit
Debra Lissa Carroll* Mesquite, Texas N. Johnson Unit
Angelica Maria Cifuentes* Columbia, Md. O. Hill-Anthony Unit
Tammy R. de Wet* McKinney, Texas M. Miller Unit
Janevelyn Nkemdirim Gabriel* Fresno, Texas T. Nwachukwu Unit
Cindy Lea Hickerson* Enid, Okla. D. Bull Unit
Kathleen L. Jacobs-Gregory* Boise, Idaho K. Reynolds Unit
Beth A. Kohler* Austin, Texas S. Wuertz Unit



Rachel L. Monnin* Cumming, Ga. M. Bartsch Unit
Rita J. Murray* DeSoto, Texas N. Johnson Unit
Windy A. Nash* Wilmington, N.C. K. McCarroll Unit
Edna U. Oheri* Houston R. Onyia Unit
Linda Obiamaka Okose* Lakewood, N.J. U. Ogbutor Unit
Mary Anne Ottens* Hawthorne, N.J. L. Schutz Unit
Sue Simmons* Sulphur, La. C. Emanuel Unit
Leah Peterson Taylor* Knoxville, Tenn. J. Sapp Unit
Anmarie Valenti* Iselin, N.J. L. Leonard Thompson Unit
Michelle Marcelle Whitlock* Palmer, Alaska B. Meyer Unit



Lisa B. Yost*
Greenville, S.C.
J. Valalik Unit

Congratulations to Sales Directors **Olubukanla A. Adegboye**, Marietta, Ga., U. Saya-Braide Unit; **Florence Adu**, Union, N.J., B. Smith Unit; **Angie N. Akparanta**, Irvington, N.J., F. Ohen Unit; **Brandy Lee Bailey**, Spring, Texas, T. Smith Unit; **Jamie Campbell Beecher**, Farmington, Utah, C. Mathews Unit; **Nancy Cabrales**, Hillsboro, Ore., M. Garcia Unit; **Tara M. Caracciolo**, Oak Hills, Calif., C. Bailey Unit; **Dawn M. Davis**, Spring, Texas, T. Smith Unit; **Wincilla Marilyn Edwards**, Westbury, N.Y., J. Alford Unit; **Kenya Amikka Generette**, Baltimore, S. Jemison Unit; **Catherine Jane Hamrick**, Lebanon, Ill., N. Shull Unit; **Juliet Igboanusi**, Richmond, Texas, D. Njoku Unit; **Breanna M. Jensen**, Gillette, Wyo., J. Generalov Unit; **Armida Renee Lara**, La Puente, Calif., M. Almanza Unit; **Marsha L. Latham**, Overland Park, Kan., M. Shake Unit; **Sonia Martinez**, Escondido, Calif., A. Gonzales Unit; **Efren Mendoza**, El Paso, Texas, R. Munoz Unit; **Vicky Moriel**, El Paso, Texas, L. Moya Unit; **Rose Mary Phipott**, Tahlequah, Okla., P. Flournoy Unit; **Lee A. Polier**, Riverview, Fla., B. Fritz Unit; **Robin Goad Rolon**, Parrish, Fla., G. Williams Unit; **Jeannie M. Warnke**, Columbus, Neb., C. Emerson Unit; **Ronnie Lee Wirth**, Escalon, Calif., L. Lott Unit; photos unavailable at press time. /Felicitades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.

*Previously debuted./Debutó con anterioridad.

Dean's List/Lista del Decano

(October 2007 debuts/debutes de octubre 2007)

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 miembros de la Sociedad de Honor de cada clase de debut con la mayor producción de unidad ajustada al mayoreo de su clase y que cuenten con por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



Stephani Estrada
Coral Gables, Fla.
Pearl Go Give Area
Pearl Seminar
Gladis Maldonado
Charlotte, N.C.
B. Sunden Area
Diamond Seminar

Congratulations to Sales Director **Tammy K. Ayers**, Kirby, W.Va., C. Fox Area, Emerald Seminar; photo unavailable at press time. /Felicitades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.

Be sure to check out quarterly **Ovation**® for more recognition. Go to the Mary Kay InTouch® Web site under "Resources," click on "Publications" and then "Ovation." /No olvides consultar **Ovación**™ trimestralmente para ver más reconocimiento. Visita el sitio electrónico *Mary Kay InTouch*® y en "Recursos", haz clic en "Publicaciones" y luego en **Ovación**™.

Honors Society/Sociedad de Honor (October 2007 debuts/debutes de octubre 2007)

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./ Las 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 del duodécimo mes de su fecha de debut.



Ngozi Beatrice Amadiogwu
North Plainfield, N.J.
Ruby Go Give Area

Crystal Huskins Carper
Rock Hill, S.C.
L. Holiday Area

Tammra L. Hammer
Parrish, Fla.
L. McBroom Area

*Congratulations to Sales Director **Casey Lynn Degler**, Pinckneyville, Ill., K. Isenhart Area; photo unavailable at press time./Felicidades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.*

Fabulous 50s/Los Fabulosos 50 (April 2008 debuts/debutes de abril 2008)

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.



Norah Jean Brennan
Chico, Calif.
C. Anton Area

Marissa Dare Cox
Raleigh, N.C.
K. McCarroll Area

Ifeyinwa A. Okafor
Irvington, N.J.
Ruby Go Give Area

Nkechi Okafor
Phoenix
Ruby Go Give Area

Chinwe Lauryn Ononiwu
Union, N.J.
Ruby Go Give Area

*Congratulations to Sales Directors **Kim Leezer**, Jacksonville, Mo., A. Dunlap Area; **Esther Chinyere Ohen**, Maplewood, N.J., Ruby Go Give Area; photos unavailable at press time./Felicidades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.*

On the Write Track/En buen camino (August 2008 debuts/debutes de agosto 2008)

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 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 durante los tres meses después de la fecha de su debut.

Angie N. Akparanta
Grace C. Amaechi

Jamie Campbell Beecher

Juliet Igboanusi

Joyce Ilori

Breanna M. Jensen

Debbie Purifoy

Lisa Tyson-Cox

New Team Leaders/Nuevas Líderes de Equipo

Independent Beauty Consultants who have at least five active personal team members for the first time./Las Consultoras de Belleza Independientes que por primera vez obtuvieron por lo menos cinco integrantes de equipo personal activas.

Theresa Akoma
Beatrice Amatobi
Linda M. Amaya
Gemma Amboy
Cordelia N. Anakwue
Appolonia N. Anike
Uchenna Anthony
Stacy A. Baird
Terri L. Beaumont
Danielle Benic

Kathleen D. Berkley-
Martin
Lynnette Bonano
Pam Bruggeman
Elizabeth L. Bunch
Jodie Burlett
Laura Cannon
Michele L. Cobarrubias
Virgie M. Cochran
Cummy Cool

Beverly M. Cotton
Joanne M. Davidson
Angel Enado
Akpan S. Etukudo
Tiffany R. Finley
Darlene P. Flynn
Conchi Galvan
Kim Gronek
Tiffany M. Hawkins
Amanda Hernandez

Kam Holland
Rachel N. Hovis
Bobbi Hummell
Sunno Inoyo
Patience Isoa
Oluwatosin Y. Joseph
Lurline Kelly
Oksana Kopchuk
Juanita Lopez
Bronnda Martin

Dorathy C. Mbamalu
Paige K. Mercer
Vicki E. Miceli
Maria Montano
Mary K. Murray
Stacy L. Nimmo
Agustina Nunez
Patience Nwafor
Monica B. Nzegwu
Alero A. Odinjor

Susan N. Okafor
Alisha S. Pagan
Rhonda L. Parr
Rosalina Porfirio
Pamela G. Prince
Yolanda Puente
Francine D. Reed
Anietie I. Sam-Junior
Lyla L. Santana
Jennifer L. Silverio

Ronke Sodipo
Dianna Steinsvaag
Alice Ukoudo
Phyllis Vargas
Ann R. Vaughters
Sue P. Wallace
Nikki L. Ward
Rosa I. Williams
Crystal L. Woolbright

ruby/rubí

13% Club/Club del 13%

Congratulations to the top 25 Independent Beauty Consultants and Independent Sales Directors in the Ruby 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 \$200 in wholesale orders during October./Felicitaciones a las primeras 25 Consultoras de Belleza Independientes y Directoras de Ventas Independientes en el área Rubí que ganaron las comisiones del 13% por equipo personal. Éstas 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 \$200 al mayoreo en octubre.

| | | | | | |
|--|------------|--|----------|--|----------|
| Sales Director Appolonia Nnediogo Onwuanaegbule | \$4,297.57 | Sales Director Titilayo Onasanya | 1,590.16 | Kim Gronek, A. Bond Unit..... | 1,258.63 |
| Sales Director Obiageli Grace Udodi..... | 2,751.19 | Sales Director Oye A. Onuoha..... | 1,577.45 | Lindy Baine Smith, J. Sapp Unit..... | 1,254.86 |
| Sales Director Adaora Eucharía Umeh..... | 1,939.02 | Sales Director Nkechi Okafor..... | 1,537.74 | Sales Director Kate Onyekere | 1,229.05 |
| Sales Director Dorothy C. Ibe..... | 1,923.64 | Karen Ann Bilotti, J. McNulty Unit..... | 1,492.01 | Sales Director Haven R. O'Halloran | 1,217.45 |
| Emeka Onyemetu, O. Onuoha Unit..... | 1,792.67 | Mary Kathryn Murray, M. Kopec Unit..... | 1,474.27 | Sales Director Michele Semper..... | 1,182.38 |
| Sales Director Florence N. Ohen..... | 1,662.54 | Sales Director Uzo Ogbutor..... | 1,453.47 | Sales Director Jennifer Jean McNulty | 1,175.49 |
| Sales Director Phuong L. White..... | 1,645.96 | Sales Director Thessy Nkechi Nwachukwu | 1,373.29 | Sales Director Grace Epuechi | 1,172.67 |
| Sales Director Ekene S. Okafor..... | 1,631.18 | Sales Director Diane Covington..... | 1,298.25 | Denise Murphy, M. Pennell Unit..... | 1,154.01 |
| | | Chioma Blessing Agabewere, O. Onuoha Unit..... | 1,271.53 | | |

Gold Medals/Medallas de Oro

Independent Beauty Consultants and Independent Sales Directors 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.

NAME/NOMBRE NEW TEAM MEMBERS/ NUEVAS INTEGRANTES DE EQUIPO

| | |
|--|----|
| 37 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Vanessa Upkins..... | 8 |
| 34 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Gloria Dominguez..... | 6 |
| 31 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Georgia Awig | 5 |
| 29 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Maribel Olivares | 6 |
| Sales Director Consuelo Tinajero | 6 |
| 23 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Maria Salazar Ibarra..... | 5 |
| 20 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Ivonne Rodriguez..... | 5 |
| 18 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Melissa Almanza | 10 |
| 17 GOLD MEDALS/MEDALLAS DE ORO | |
| Elvia Trejo, M. Knowlton Unit..... | 6 |
| 16 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Susanna Covarrubias..... | 30 |
| Sales Director Helen Godswill | 5 |
| Sales Director Augusta Onyenemere | 5 |
| 14 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director LuAnn Polve | 6 |
| Sales Director Maria Salinas..... | 5 |
| 13 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Annabelle Cabrera..... | 5 |
| Sales Director Lisa Wintersdorff..... | 5 |
| 12 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Maria Elizondo | 5 |
| Sales Director Karyz Figueroa | 5 |
| Sales Director Adriana Romero | 5 |
| 9 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Gina Meneses..... | 7 |

| | |
|--|----|
| 8 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Rachel Hall | 5 |
| 7 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Candace Chambers..... | 5 |
| Sales Director Diane Covington..... | 5 |
| Sales Director Stephanie Sato..... | 5 |
| 6 GOLD MEDALS/MEDALLAS DE ORO | |
| Maria Aguirre, I. Morales Unit..... | 5 |
| Sales Director Shelly Black..... | 5 |
| Sales Director Lawritha Ojinnaka | 8 |
| 5 GOLD MEDALS/MEDALLAS DE ORO | |
| Sales Director Medinath Esan..... | 5 |
| 4 GOLD MEDALS/MEDALLAS DE ORO | |
| Janelle Brauchle, K. Irwin Unit..... | 12 |
| Gloria Canales, M. Espinoza Unit | 5 |
| Sales Director Juliet Igboanusi..... | 5 |
| Jana Wickham, A. Richards Unit..... | 5 |
| 3 GOLD MEDALS/MEDALLAS DE ORO | |
| Donna Dorrah, J. Maloney Unit..... | 9 |
| Sales Director Grace Epuechi | 5 |
| Mercy Hamilton, A. Okocha Unit | 6 |
| Teka-Ann S. Haynes, M. Howell Unit..... | 5 |
| Trina Morales, K. Cole Unit..... | 5 |
| Edith Obiamalu, E. Okafor Unit..... | 10 |
| Sales Director Florence Ohen | 5 |
| Sales Director Mary Okoli | 9 |
| Patricia Rodriguez, S. Valles Unit | 5 |
| Gbemisola Salako, J. Ilori Unit | 6 |
| Lacy Starling Coutsoftides, B. Conley Unit | 8 |
| 2 GOLD MEDALS/MEDALLAS DE ORO | |
| Josephine Duckett, H. Amato Unit..... | 11 |
| Velia Gonzalez, B. Caballero Unit | 5 |
| Ariene Helgeson, S. Sato Unit..... | 13 |
| Amberly Lacy, T. Lacy Unit..... | 5 |
| Joyce Meleady, J. Murphy Unit..... | 7 |
| Denise Murphy, M. Pennell Unit..... | 10 |
| Henrietta Obi, A. Umeh Unit..... | 6 |
| Anne Marie Odo, A. Umeh Unit..... | 8 |
| Natalie Peardon, M. Gormly Unit..... | 5 |

| | |
|---|---|
| Christine Wetzel, P. White Unit | 8 |
| 1 GOLD MEDAL/MEDALLA DE ORO | |
| Theresa Akoma, J. Igboanusi Unit..... | 8 |
| Linda Amaya, L. Ramos Unit..... | 5 |
| Gemma Amboy, B. Millslagle Unit | 6 |
| Cordelia Anakwue, A. Umeh Unit | 8 |
| Uchenna Anthony, A. Onyenemere Unit..... | 5 |
| Karen Bilotti, J. McNulty Unit | 9 |
| Elizabeth Bunch, J. Sapp Unit..... | 8 |
| Cummy Cool, A. Onyenemere Unit..... | 5 |
| Jacquelyn Cooper, K. Martin Unit..... | 5 |
| Angel Enado, S. Smith-Pius Unit..... | 5 |
| Christina Giese, L. Brink Unit | 5 |
| Corina Greegor, A. Rodda Unit..... | 9 |
| Becky Hernandez, V. Auth Unit | 7 |
| Bobbi Hummell, M. Sudeth Unit..... | 8 |
| Michelle Jogopulos, T. Stout Unit..... | 5 |
| Toni Kegle, D. Knotts Unit..... | 5 |
| Lurline Kelly, D. Cuebas Unit | 5 |
| Amanda Kenney, M. Smith Unit | 6 |
| Lisa Lauro Hoffman, M. Bartsch Unit..... | 8 |
| Natalie Lawrence, S. Tripp-Black Unit | 9 |
| Catalina Leon, S. Castro Unit | 6 |
| Juanita Lopez, R. Danforth Unit | 7 |
| Bronda Martin, S. Phillips Unit | 7 |
| Dorathy Mbamalu, D. Fazio Unit..... | 8 |
| Gloribel Morales, M. Aguilar Unit..... | 7 |
| Mary Murray, M. Kopec Unit..... | 6 |
| Adrienne Myers, C. Stacey Unit | 6 |
| Theophilus Netter, P. Onwuachi Unit..... | 5 |
| Agustina Nunez, I. Camargo Unit | 6 |
| Rhonda Parr, K. Copeland Unit | 8 |
| Francine Reed, G. Locklin Unit..... | 5 |
| Jessica Scharbrough, J. Sapp Unit..... | 5 |
| Alice Ukoudu, G. Bello Unit..... | 5 |
| Sue Wallace, S. Riggs Unit..... | 7 |
| Sharon Walls, R. Evans Unit | 6 |
| Nikki Ward, M. Bartsch Unit | 5 |
| Crystal Woolbright, A. Dunlap Unit | 6 |

recognition/reconocimiento

Achievement Circle/Círculo de Logros

Listed below is the ranking of the top 100 Independent Sales Directors in each Seminar area based on their October 2008 estimated unit retail production./Lista de las primeras 100 Directoras de Ventas Independientes en cada Seminario según su producción de unidad estimada al menudeo de octubre de 2008.

Ruby/Rubi

| | |
|--------------------------------|-----------|
| Oye Onooha..... | \$159,348 |
| Ekene S. Okafor..... | 120,769 |
| Krystal D. Downey-Shada..... | 102,417 |
| Thessy Nkechi Nwachukwu..... | 93,344 |
| Melissa Kaye Kopec..... | 82,211 |
| Dorothy C. Ibe..... | 74,057 |
| Adaora Eucharia Umeh..... | 73,464 |
| Stella Smith-Pius..... | 71,206 |
| Kathleen C. Savorgnan..... | 68,962 |
| Cheryl O. Fulcher..... | 68,168 |
| Apolonia Nnediogo..... | |
| Onwuanaegbule..... | 65,840 |
| Obiageli Grace Udodi..... | 64,717 |
| Donna Clark..... | 63,223 |
| Maureen Uzorka..... | 61,774 |
| Helen Naomi Godswill..... | 60,138 |
| Julie Brindell Sapp..... | 55,831 |
| Krystal K. Walker..... | 55,747 |
| Sonya F. Goins..... | 54,976 |
| Laura A. Kattenbraker..... | 53,327 |
| Phuong L. White..... | 52,695 |
| Suzanne Tripp-Black..... | 52,596 |
| Phina N. Onwuachi..... | 51,759 |
| Brenda Fenner..... | 50,933 |
| Bridgette Rae Conley..... | 50,159 |
| Jeanette M. Thompson..... | 49,807 |
| Juliet Igboanusi..... | 49,512 |
| Agatha M. Okocha..... | 48,350 |
| Liz Whitehouse..... | 48,147 |
| Jennifer Jean McNulty..... | 48,047 |
| Kemi E. Madunta..... | 47,910 |
| Helen Amato..... | 47,760 |
| Lisa Anne Harmon..... | 47,514 |
| Judy Lund..... | 46,624 |
| Cindy P. Markowski..... | 46,465 |
| Crystal Caldwell Hubbard..... | 46,409 |
| Anne Weidenweber..... | 46,182 |
| Tina Hulsman..... | 46,003 |
| Eusebia Bonilla..... | 45,684 |
| Somer Ballard Carter..... | 45,214 |
| Deborah S. Bailly..... | 45,148 |
| Cissy E. Warren..... | 44,803 |
| Augusta C. Onyenemere..... | 44,322 |
| Mary L. Morgan..... | 44,219 |
| Kathy Monahan..... | 43,920 |
| Mary Jo Dallen..... | 43,679 |
| Jacqueline N. Alford..... | 43,629 |
| Gloria Dominguez..... | 43,596 |
| Nancy D. Marshall..... | 43,127 |
| Courtney Leanne Armstrong..... | 42,930 |
| Suzanne Moeller..... | 42,768 |
| Tillaly Onasanya..... | 42,554 |
| Amber J. Schaffner..... | 42,402 |
| Margaret H. Gormly..... | 41,778 |
| Marnie R. Yunger..... | 41,529 |
| K. T. Marie Martin..... | 41,519 |
| Judie Roman..... | 41,388 |
| Debbie A. Elbrecht..... | 41,273 |
| Karen M. Irwin..... | 41,029 |
| Breda M. Teal..... | 40,749 |
| Barbara L. Harrison..... | 40,675 |
| Jennifer E. Marinacci..... | 40,588 |
| Gloria Bello..... | 40,266 |
| Michele Semper..... | 40,137 |
| Elayne J. Watson..... | 40,048 |
| Vicki S. Lindsay..... | 39,982 |
| Becki Hoisington..... | 39,799 |
| Rebecca W. Cox..... | 39,216 |
| Mary Sharon Howell..... | 39,181 |
| Patti Maxwell..... | 38,866 |
| Susan Jean Miller..... | 38,835 |
| Candace Lyn Chambers..... | 38,691 |
| Susan C. Dunlap..... | 38,188 |
| Deborah J. O'Leary..... | 38,051 |
| Nkechi Okafor..... | 37,942 |
| Cindy Anderson..... | 37,756 |
| Vanessa R. Upkins..... | 37,671 |
| Marsha Mings..... | 37,656 |
| Debra Moore Kinley..... | 37,277 |
| Princess Elizabeth Daley..... | 37,179 |
| Maribel Olivares..... | 37,090 |
| Charlotte S. McGuire..... | 36,613 |
| Amber L. Faulk..... | 36,300 |
| Tiffany Brooke Stout..... | 36,142 |

| | |
|--------------------------------|--------|
| Timmi Davis..... | 36,029 |
| Rose Mary Neel..... | 35,909 |
| Esther M. Maston..... | 35,854 |
| Laura Sainz Rivera..... | 35,768 |
| Gina Beekley..... | 35,676 |
| Collette McNamee..... | 35,430 |
| Julie Smith..... | 35,382 |
| Regan L. Danforth..... | 35,191 |
| Margaret Nicholas Pennell..... | 35,043 |
| Diane Covington..... | 35,009 |
| Eva E. Holguin..... | 34,823 |
| Mary Lou Ardohain..... | 34,422 |
| Karen Pappas..... | 34,347 |
| Jill E. Garrett..... | 34,330 |
| Florence N. Ohen..... | 34,293 |
| Polly L. Smith..... | 34,088 |
| Uzo Ogbutor..... | 33,934 |

Sapphire/Zafiro

| | |
|---------------------------------|----------|
| Beth Austin..... | \$85,435 |
| Jennifer G. Bouse..... | 75,948 |
| Sylvia Boggs..... | 71,993 |
| Binta Touray Jagne..... | 71,517 |
| Tracy Potter..... | 70,047 |
| Ellen Ezekiel Farquharson..... | 69,688 |
| Alison Renee Jurek..... | 69,404 |
| Jennifer Sloan..... | 68,604 |
| Lady Ruth Brown..... | 65,400 |
| Joanna Helton..... | 65,238 |
| Zasha Noel Lowe..... | 62,865 |
| Julie Weaver..... | 61,910 |
| Sherri Ammons..... | 58,517 |
| Ann W. Sherman..... | 58,489 |
| Randi Stevens..... | 57,613 |
| Janelle A. Ferrell..... | 56,744 |
| Julie Neal..... | 55,603 |
| Lyriss Yee..... | 55,405 |
| Ruby Garner..... | 54,461 |
| Julia Mundy..... | 54,321 |
| Angie S. Day..... | 53,277 |
| Angela D. LaFerry..... | 52,310 |
| Dolores Keller..... | 50,587 |
| Kristi M. Anderson..... | 49,964 |
| Ann Ferrell Smith..... | 49,159 |
| Lenora Anderson..... | 48,397 |
| Cheri L. Taylor..... | 48,285 |
| Margaret Neill..... | 48,158 |
| Marty Ulmer..... | 47,621 |
| JoAnna P. Shippe..... | 47,262 |
| Sherri Reindl..... | 47,070 |
| Linné Lane..... | 46,818 |
| Lindsay K. Beauchamp..... | 46,808 |
| Petie L. Huffman..... | 44,658 |
| Sonya Cathey..... | 44,493 |
| Tasha Bergman..... | 43,962 |
| Maria G. Diaz..... | 43,945 |
| Bea Heath..... | 43,078 |
| Patsy A. Giunt..... | 42,987 |
| Sandi Fitzpatrick..... | 42,850 |
| Betty H. Schuler..... | 42,208 |
| Morgendee Meacham Flannery..... | 42,104 |
| Linda Klein..... | 41,901 |
| Josefa Chacon..... | 41,756 |
| Agnes Stewart..... | 41,680 |
| Jeanne Helm..... | 41,495 |
| Debbie A. Weld..... | 41,278 |
| Sherrian Beagle..... | 41,214 |
| Rocio Hernandez..... | 40,980 |
| Lorraine S. Kigar..... | 40,646 |
| Elsie Jackson..... | 40,336 |
| Flory Palencia..... | 40,097 |
| Phyllis I. Pisker..... | 39,816 |
| Jill Beckstead..... | 39,768 |
| Marjorie S. Haun..... | 39,703 |
| Nancy Panza..... | 39,292 |
| Deborah A. Urbach..... | 39,269 |
| Peggy B. Sacco..... | 38,432 |
| Kathy R. Bullard..... | 38,353 |
| Renee J. Pirtz..... | 38,285 |
| Marie G. Miller..... | 38,006 |
| Christy Bigham..... | 37,913 |
| Linda L. Quillin..... | 37,713 |
| Kim B. Roberts..... | 37,670 |
| Miranda Katie Bandemer..... | 37,565 |
| Judy K. Johnson England..... | 37,465 |

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|-----------------------------------|--------|
| Tracy Watkins Harper..... | 37,390 |
| Tabitha A. Hallums..... | 37,320 |
| Danice C. McEldowney..... | 37,207 |
| Barbara A. Tyler..... | 37,156 |
| G. Isela Cassidy..... | 37,103 |
| Brynne M. Blalock..... | 37,085 |
| Bonnie Crumrin..... | 36,896 |
| Shelia Berry..... | 36,806 |
| Julie M. Moreland..... | 36,526 |
| Carolina Stone..... | 36,403 |
| Sonia Smith..... | 36,093 |
| Amy C. Hayes..... | 35,965 |
| Jodi L. Feller..... | 35,931 |
| Kristie Bruns..... | 35,506 |
| Diane R. Morrison..... | 35,031 |
| Michelle Sara Moore..... | 34,868 |
| Dena Smith..... | 34,767 |
| Theresa Kusak-Smith..... | 34,676 |
| Jahna L. Stone..... | 34,635 |
| Ronda Compton..... | 34,593 |
| Kate O. Onwunghai..... | 34,354 |
| Estela Saucedo..... | 34,080 |
| Roxanne McInroe..... | 33,933 |
| Linda F. Merritt..... | 33,921 |
| Tshanna Kyler..... | 33,799 |
| Cindy Hames..... | 33,778 |
| Pamela K. Nelson-Charlemagne..... | 33,769 |
| Olivia C. Washington..... | 33,753 |
| Lupita Castillo..... | 33,674 |
| Norma Ferreira Lopez..... | 33,517 |
| Debra J. Witmer..... | 33,487 |
| Barbara J. Puckett..... | 33,231 |
| Mooniemah Ramsaran..... | 33,192 |
| Moleda G. Dailey..... | 33,082 |

Emerald/Esmeralda

| | |
|-----------------------------|----------|
| Tammy Ayers..... | \$77,849 |
| Candy Jackson..... | 69,518 |
| Helen Mundy..... | 65,990 |
| Grace Y. Adeoye..... | 64,477 |
| Linda Bradley..... | 62,653 |
| Emily Stone..... | 61,275 |
| Jane Okundaye..... | 60,760 |
| Traci L. Smith..... | 60,658 |
| Elaine K. Williams..... | 60,193 |
| Hope S. Pratt..... | 56,592 |
| Julie A. Griffin..... | 55,228 |
| Karen E. Ridle..... | 54,784 |
| Valerie Yokie..... | 54,232 |
| Karen A. Jorgenson..... | 53,158 |
| Nancy Graham..... | 52,961 |
| Stacy D. Foust..... | 52,628 |
| Holly S. Neff..... | 52,002 |
| Barbara Pleet..... | 49,823 |
| Pam Kelly..... | 47,972 |
| Carolyn J. Bishop..... | 47,334 |
| Ayobami O. Olusa..... | 46,127 |
| Jo M. Cotton..... | 45,360 |
| Angel L. Hurley..... | 45,326 |
| Brenda D. Elliott..... | 45,235 |
| Maria Sanchez..... | 45,218 |
| Margarita O. Dominguez..... | 44,780 |
| Nancy A. Berlin..... | 44,387 |
| Nancy L. DeFina..... | 43,823 |
| Rose Campbell..... | 43,589 |
| Trisha Taylor..... | 43,457 |
| Haydee Guzman..... | 43,300 |
| Mary Brandenburg..... | 42,991 |
| Auri Hatheway..... | 42,882 |
| Stacy S. Gilson..... | 42,791 |
| Kathy L. Ashby..... | 42,485 |
| Roxanne K. Youngton..... | 41,894 |
| Rosemary Soto..... | 41,061 |
| Silvia Ramos..... | 40,841 |
| Denise M. Sowder..... | 40,754 |
| Marla Beddick..... | 40,256 |
| Johanna D. Giese..... | 40,234 |
| Jackline Pipim..... | 40,228 |
| Cheryl L. Foster..... | 40,190 |
| Sheila J. McCune..... | 40,045 |
| Ivelise Nieves..... | 40,020 |
| Barbara Gizzo..... | 39,679 |
| Cecilia Merport..... | 39,640 |
| Kathy P. Oliveira..... | 39,590 |
| Debbie E. Barnes..... | 39,548 |

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|--------------------------------|--------|
| Aida Ramallo de Escribano..... | 39,471 |
| Christine J. Kurzawa..... | 38,816 |
| Yolanda Lopez..... | 38,769 |
| Evalina Chavez..... | 38,726 |
| Amanda Didia..... | 38,149 |
| Hollie R. Sherrick..... | 37,925 |
| Joyce Young..... | 37,822 |
| Tami C. Stewart..... | 37,642 |
| Grace Hull..... | 37,566 |
| Jeanne R. DeVore Harris..... | 37,500 |
| Charlotte Mantooth..... | 37,472 |
| Maritza Lanuza..... | 37,472 |
| Marianne L. Anderson..... | 37,414 |
| Karen Hunter..... | 36,775 |
| Denise G. Kucharski..... | 36,676 |
| Sherry L. Crews..... | 36,460 |
| Antonia Miranda..... | 36,273 |
| Melanie Starkey Basconi..... | 35,922 |
| Lynne Worcester..... | 35,906 |
| Nancy Boucher..... | 35,894 |
| Marianne A. Carlson..... | 35,809 |
| Jackie L. Root..... | 35,794 |
| Gina C. Joanos..... | 35,529 |
| Susan A. Smith..... | 35,420 |
| Coleen Patricia Felstow..... | 34,815 |
| Vicki Powell..... | 34,698 |
| Judith Beede..... | 34,363 |
| Judith E. Cotton..... | 34,259 |
| Cathy Kazzi..... | 34,215 |
| Heather Shea Catts..... | 33,909 |
| Yuvivis Rocio Alvarado..... | 33,747 |
| Pat Forehand..... | 33,671 |
| Shara Mobley Gladden..... | 33,619 |
| Pattie A. Robinson..... | 33,466 |
| Linda Jackson..... | 33,237 |
| Toya M. Drew..... | 33,204 |
| Lynn C. Purser..... | 33,008 |
| Rhonda Kambelitz..... | 32,747 |
| Linda Berglund..... | 32,414 |
| Judy Dunlap..... | 32,326 |
| Cindy Rose..... | 32,037 |
| Sonya C. D'Herde..... | 31,953 |
| Amanda Thulin-Marrano..... | 31,877 |
| O'Nelly Encarnacion Gomez..... | 31,860 |
| Anita Rodriguez..... | 31,573 |
| Susie J. Serio..... | 31,475 |
| Mirta Barquet..... | 31,463 |
| Rhonda Gey Boza..... | 31,315 |
| Freda A. Phillips..... | 31,239 |
| Carolyn L. Lucas..... | 31,167 |

Pearl/Perla

| | |
|--------------------------------|-----------|
| Lisa Allison..... | \$113,952 |
| Kim L. McClure..... | 83,465 |
| Alice Baxter Hull..... | 70,353 |
| Janice Borkowska..... | 62,764 |
| Kathryn L. Engstrom..... | 60,890 |
| Anne Geertens..... | 60,784 |
| Dorothy D. Boyd..... | 60,531 |
| Amie N. Gambaio..... | 60,325 |
| Amy Kemp..... | 60,302 |
| Leah Michelle Lauchlan..... | 59,889 |
| Caroline Adedolapo Yussuf..... | 59,119 |
| Patty Webster..... | 57,276 |
| Kristie Myers..... | 56,530 |
| Jamie Leigh Techtent..... | 55,505 |
| Beth H. Piland..... | 55,141 |
| Cheryl Marie Brown..... | 54,761 |
| Tammy Brown..... | 54,682 |
| Patti Cornell..... | 53,624 |
| Charlene Grubbs..... | 53,264 |
| Betsy C. Richard..... | 52,967 |
| Rhonda Machado-Flippen..... | 52,865 |
| Amy Kitzrell..... | 51,975 |
| Elizabeth B. Muna..... | 50,153 |
| Alma Orrosteiza..... | 49,845 |
| Sharon Smith Wisnoski..... | 49,233 |
| Stephanie Nicole Tran..... | 47,898 |
| Laura Poling..... | 47,028 |
| Janie Martin..... | 46,609 |
| Ivrene K. Foster..... | 46,182 |
| Tracy L. Chavez..... | 45,025 |
| Lisa Olivares..... | 44,376 |
| Denise M. Roberts..... | 43,806 |

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|------------------------------|--------|
| Maureen Shipp..... | 42,927 |
| Kim Wiggins..... | 42,741 |
| Sherry L. Fields..... | 42,689 |
| Heather Marie Erbe..... | 42,297 |
| Joyce A. Bruggeman..... | 42,087 |
| Termitope Odeyale..... | 41,991 |
| Julia Sander Burnett..... | 41,955 |
| Tina M. Wright..... | 41,895 |
| Collette Parker..... | 41,675 |
| Jeanie K. Navrkal..... | 41,352 |
| Connie L. Young..... | 41,280 |
| Deana Ormsby..... | 40,706 |
| Sherry L. Belisle..... | 40,635 |
| Gail Boorum..... | 39,993 |
| Donna L. Comstock..... | 39,916 |
| Renee Conn-Enos..... | 39,868 |
| Ela M. Chick-Power..... | 39,809 |
| Menina M. Givens..... | 39,663 |
| Fern M. Gerdes..... | 39,086 |
| Victoria A. Pierle..... | 38,936 |
| Evelyn Pirhalla..... | 38,920 |
| Susan K. Janish..... | 38,768 |
| Carmen J. Felix..... | 38,643 |
| Keita Powell..... | 38,409 |
| Tamarie M. Bradford..... | 38,204 |
| Tammy A. Vavala..... | 38,199 |
| Angela P. LaFrance..... | 38,148 |
| Kyla Jean Dodson..... | 38,147 |
| Patricia Fitzgerald..... | 38,040 |
| Constance Nugent Miller..... | 37,864 |
| Shauna Lynn Abbotts..... | 37,821 |
| Melissa Hamby..... | 37,488 |
| Danita L. Roberts..... | 37,287 |
| Sherry S. Hanes..... | 37,240 |
| R. Sue Miller..... | 37,180 |
| Pat Ringnald..... | 37,089 |
| Kathy Eckhardt..... | 37,040 |
| Denise E. Crosby..... | 36,873 |
| Diana Maria Bermudez..... | 36,831 |
| Carrie J. LeCompte..... | 36,766 |
| Ashley O. Brooker..... | 36,566 |
| Jennifer Koennicke..... | 36,537 |
| Tara Lynn Mitchell..... | 36,090 |
| Luci Logan..... | 35,953 |
| Lia Rene Carta..... | 35,748 |
| Penny J. Jackson..... | 35,632 |
| Shelly D. Filkins..... | 35,523 |
| Rebecca Milligan..... | 35,398 |
| Amy M. Alber..... | 35,269 |
| Laura Ann Zipay..... | 35,059 |
| Shari M. Kirschner..... | 34,759 |
| Vicki Piccirilli..... | 34,718 |
| Ruthie Bressette-Mount..... | 34,489 |
| Laurie C. Cole..... | 34,384 |
| Joy D. Bailey-Gress..... | 34,379 |
| Blythe Jolee Billing..... | 34,250 |
| Kathy Ahlwardt..... | 34,122 |
| Binky Watkins..... | 33,949 |
| Sharon S. Levan..... | 33,860 |
| Joyce Recenello..... | 33,831 |
| Brenda Stafford..... | 33,813 |
| Teresa A. Thompson..... | 33,680 |
| Francene M. Anderson..... | 33,607 |
| Judy Gieson..... | 33,595 |
| Linda F. Owens-Hale..... | 33,557 |
| Betty B. Lucido..... | 33,543 |
| Judy Wimbs..... | 33,535 |
| Jo Shuler..... | 33,433 |

Diamond/Diamante

| | |
|-----------------------------|-----------|
| LaRonda Daigle..... | \$116,193 |
| Felicia Ifeyinwa Nweze..... | 92,411 |
| Yvonne Tazem..... | 88,096 |
| Rhonda Jean Taylor..... | 87,945 |
| Melinda M. Balling..... | 76,114 |
| Ada Y. Garcia-Herrera..... | 69,310 |
| Audrey K. MacDowall..... | 69,122 |
| Pat A. Nuzzi..... | 68,683 |
| Andrea Shields..... | 67,038 |
| Aishat Bola Koya..... | 66,804 |
| Melissa R. Hennings..... | 64,776 |
| Shelly Palen..... | 64,455 |
| Julie Schlundt..... | 64,314 |
| Evitelia Valdez-Cruz..... | 63,706 |
| Mary Strauss..... | 63,213 |

| | |
|--------------------------|--------|
| Ruth L. Everhart..... | 62,376 |
| Elvi S. Lamping..... | 62,175 |
| Susan Hatten Weeks..... | 61,991 |
| Marsha Morrisette..... | 60,782 |
| Tammie M. Hanson..... | 58,542 |
| Joye Z. Stephens..... | 58,041 |
| Susan M. McCoy..... | 57,469 |
| Debi Christensen..... | 57,155 |
| Barbara E. Roehrig..... | 56,481 |
| Kim I. Cowdell..... | 56,153 |
| Mariann Biase Mason..... | 55,782 |
| Ana X. Solis..... | 55,165 |
| Betty McKendry..... | 54,491 |
| Lara F. McKeever..... | 54,067 |
| Terri J. Beckstead..... | 53,344 |
| Valorie Jean White..... | 52,706 |
| Karime Rosas..... | 51,208 |
| Robin L. Sailer..... | 50,913 |

recognition

Commission Circle

Listed below are the Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in October 2008. Names in bold print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

| | | | | | | |
|--------------------------|-------------|---|--|--|--|---|
| Ruby | | Corrin Cresci.....5,735.39 | Elsie Jackson.....5,786.05 | Cheryl L. Foster.....6,233.81 | Cindy Machado-Flippen.....6,842.43 | Barbara E. Roehrig.....9,568.72 |
| Thessy Nkechi | | Amber J. Schaffner.....5,710.70 | Elizabeth A. Poole.....5,786.04 | Stacy S. Gilson.....6,231.47 | Carmen J. Felix.....6,803.89 | Vivian Diaz.....9,465.67 |
| Nwachukwu | \$25,346.57 | K. T. Marie Martin.....5,668.31 | Amy C. Hayes.....5,726.14 | Paula Vander Vorste.....6,227.03 | Sandra Giraldo Kirchoff.....6,709.02 | Valorie Jean White.....9,447.47 |
| Oye A. Onuoha | 22,233.56 | Sarah J. Steffer.....5,655.44 | Romelia Bjornnes.....5,724.63 | Julie B. Potts.....6,220.33 | Keita Powell.....6,702.21 | Elvi S. Lamping.....9,236.50 |
| Ekene S. Okafor | 21,152.53 | Candace Laurel Carlson.....5,586.31 | Judy K. Johnson England.....5,675.98 | Carolyn J. Bishop.....6,189.67 | Kathy Eckhardt.....6,698.34 | Audrey K. MacDowall.....9,019.34 |
| Dorothy C. Ibe | 19,661.22 | Sylvia J. Cook.....5,566.95 | Theresa Kusak-Smith.....5,656.03 | Jeanine R. DeVore Harris.....6,012.29 | Tara Lynn Mitchell.....6,680.68 | Mary Strauss.....8,878.83 |
| Appolonia Nnediogo | | Laura Sainz Rivera.....5,560.70 | Natalie Reed.....5,623.44 | Grace Hull.....6,000.69 | Denise M. Roberts.....6,648.48 | Connie L. Russo.....8,820.23 |
| Onwuanaegbule | 15,703.95 | Cindy Anderson.....5,559.89 | AnaMaria R. Cruz.....5,621.38 | Christine J. Kurzawa.....5,952.01 | Collette Parker.....6,636.47 | Rosa C. Fernandez.....8,795.43 |
| Krystal D. Downey-Shada | 13,083.59 | Gina M. Gildone.....5,520.82 | Sagrario M. Magana.....5,620.95 | Nancy L. DeFina.....5,921.35 | Ella M. Chick-Power.....6,602.13 | Nkechi F. Okwara.....8,785.10 |
| Adaora Eucharia Umeh | 11,516.10 | Amber L. Faulk.....5,439.43 | G. Isela Cassidy.....5,616.49 | Carol M. Fulton.....5,920.17 | Heather Marie Erbe.....6,518.38 | Julie Garvey.....8,772.87 |
| Stella Smith-Pius | 11,413.72 | Susan Jean Miller.....5,431.22 | Sherrian Beagle.....5,606.04 | Marina Sanchez Ramirez.....5,908.59 | Maureen Shipp.....6,511.92 | Andrea Shields.....8,728.63 |
| Kathleen C. Savorgnan | 10,465.57 | Jennifer E. Marinacci.....5,430.73 | Ynocenta Hernandez.....5,553.17 | Amanda Dida.....5,904.52 | Tammy Brown.....6,472.71 | Maria Flores.....8,670.67 |
| Melissa Kaye Konec | 10,174.66 | Sylvia Limon Martinez.....5,428.70 | Moleda G. Dailey.....5,526.12 | Lynege Worcester.....5,836.43 | Kim Wiggins.....6,435.13 | Shelly Palen.....8,643.49 |
| Obiageli Grace Udodi | 9,979.57 | Julie Smith.....5,414.19 | Betty H. Schuler.....5,516.05 | Denise G. Kucharski.....5,832.14 | Sandra M. Munguia.....6,376.29 | Audrey J. Doler.....8,408.45 |
| Helen Naomi Godswill | 9,708.33 | Debbie A. Elbrecht.....5,394.00 | Christy Bigham.....5,507.41 | Sandy Malkin.....5,804.95 | Constance Nugent Miller.....6,309.44 | Lara F. McKeever.....8,358.41 |
| Kathy Monahan | 9,279.36 | Sheila K. Valles.....5,390.11 | Susan W. Stratton.....5,504.47 | Judy J. Serio.....5,799.56 | Stephanie Nicole Tran.....6,139.90 | Ruth Ojibeka.....8,297.40 |
| Cheryl O. Fulcher | 8,971.74 | Gina Beekley.....5,383.70 | Rocio Hernandez.....5,481.74 | Denise M. Sowder.....5,780.68 | Judy Gieson.....6,115.40 | Jeanette E. Beichle.....8,269.63 |
| Donna Clark | 8,935.72 | Sapphire | | Judith E. Cotton.....5,756.88 | Connie L. Young.....6,025.66 | Ruth L. Everhart.....8,145.00 |
| Florence N. Ohen | 8,906.45 | Alison Renee Jurek.....\$12,042.73 | Kim B. Roberts.....5,464.97 | Fern B. Gerdes.....5,964.00 | Fern B. Gerdes.....5,964.00 | Susan Hatten Weeks.....8,036.38 |
| Phuong L. White | 8,548.91 | Sylvia Boggs.....10,961.02 | Alicia M. Nix.....5,447.85 | Donna L. Comstock.....5,951.34 | Donna L. Comstock.....5,951.34 | Karime Rosas.....8,032.48 |
| Krystal K. Walker | 8,503.26 | Ellen Ezekiel Farquharson.....10,415.41 | Perrie S. Dralle.....5,428.84 | Brenda Stafford.....5,925.96 | Brenda Stafford.....5,925.96 | Mary Mc Kendrick.....9,768.99 |
| Michele Semper | 8,285.78 | Lady Ruth Brown.....10,371.58 | Cheryl T. Anderson.....5,415.13 | Peggy Matish.....5,921.22 | Peggy Matish.....5,921.22 | Emily Sims.....7,931.92 |
| Laura A. Kattenbraker | 8,262.01 | Tracy Potter.....10,360.22 | Lupita Castillo.....5,404.37 | Luanne Stewart.....5,920.70 | Luanne Stewart.....5,920.70 | Marilyn Kay Raile.....7,928.08 |
| Maureen Uzorka | 8,256.97 | Beth S. Austin.....10,346.39 | Therese E. Simon.....5,386.83 | Deana Ormsby.....5,902.87 | Deana Ormsby.....5,902.87 | Tammie M. Hanson.....7,829.18 |
| Juliet Igboanusi | 8,145.70 | Julie Weaver.....10,150.86 | Gena Prince.....5,358.78 | Marilyn A. Ricker.....5,865.53 | Marilyn A. Ricker.....5,865.53 | Iliana Beatriz Bonilla.....7,824.48 |
| Augusta C. Onyenemere | 8,064.95 | Julie Mundy.....10,107.82 | Sonia Smith.....5,336.83 | Susie Kopacz.....5,859.64 | Susie Kopacz.....5,859.64 | Sheryl Peterson.....7,683.92 |
| Jeanette M. Thompson | 7,995.78 | Angie S. Day.....9,858.32 | Michelle Sara Moore.....5,324.42 | Menina M. Givens.....5,852.18 | Menina M. Givens.....5,852.18 | Brenda Bennett.....7,621.03 |
| Julie Brindell Sapp | 7,768.54 | Jennifer G. Bouse.....9,600.01 | Mooniemah Ramsaran.....5,318.15 | Nicole J. Canamare.....5,814.43 | Nicole J. Canamare.....5,814.43 | Rose Rodriguez-Capone.....7,540.73 |
| Cissy E. Warren | 7,735.24 | Zasha Noel Lowe.....9,568.13 | Sataro Purnell.....5,312.12 | Judi Tapella.....5,808.51 | Judi Tapella.....5,808.51 | Susan M. McCoy.....7,534.21 |
| Deborah S. Bailey | 7,727.25 | Binta Touray Jagne.....9,278.04 | Miranda Katie Bandemer.....5,285.10 | Gail Boorum.....5,804.02 | Gail Boorum.....5,804.02 | Deb Christensen.....7,458.16 |
| Gloria Dominguez | 7,711.35 | Maria G. Diaz.....9,093.57 | Debbie A. Weld.....5,282.17 | Angela P. LaFrance.....5,769.57 | Angela P. LaFrance.....5,769.57 | Lisa A. Stengel.....7,444.48 |
| Suzanne Tripp-Black | 7,309.62 | Ann W. Sherman.....9,088.53 | Mary K. White.....5,262.06 | Laura Ann Zipay.....5,748.56 | Laura Ann Zipay.....5,748.56 | Heidi Goelzer.....7,440.34 |
| Judy Lund | 7,297.89 | Joanna Helton.....9,040.80 | Kelly Elizabeth Olin.....5,257.41 | Tamarie M. Bradford.....5,738.69 | Tamarie M. Bradford.....5,738.69 | Priscilla McPheeters.....7,429.90 |
| Helen Amato | 7,230.36 | Janelle A. Ferrell.....8,906.18 | Mary G. Gronholz.....5,244.40 | Darlene Rutledge.....5,730.44 | Darlene Rutledge.....5,730.44 | Julie Danskin.....7,312.32 |
| Marnie R. Yunger | 7,207.60 | Melva M. Slythe.....8,747.41 | Emerald | | Termitope Odeyale.....5,667.81 | Mariza Estela Gonzalez.....7,306.70 |
| Liz Whitehouse | 7,158.57 | Jennifer Sloan.....8,575.43 | Helen Jakpor.....\$15,685.98 | Sherry R. Marze.....5,631.32 | Sherry R. Marze.....5,631.32 | Brenda K. Howell.....7,232.86 |
| Mary Alice Dell | 7,042.55 | Ruby Garner.....8,555.70 | Linda Bradley.....9,912.46 | Sherry L. Fields.....5,626.40 | Sherry L. Fields.....5,626.40 | Mariann Biase Mason.....7,183.97 |
| Bridgette Rae Conley | 7,021.68 | Randi Stevens.....8,528.62 | Julie A. Griffin.....9,413.24 | Coleen C. Purser.....5,098.57 | Coleen C. Purser.....5,098.57 | Meyra Esparza.....7,165.70 |
| Nancy D. Marshall | 7,002.13 | Sherri Ammons.....8,520.34 | Candy Jackson.....9,369.25 | Jackie L. Root.....5,087.50 | Jackie L. Root.....5,087.50 | Nancy Ashton.....7,074.79 |
| Nkechi Okafor | 6,942.40 | Dolores Keller.....8,360.15 | Tammy K. Myers.....9,301.23 | Belle L. Martin.....5,493.88 | Belle L. Martin.....5,493.88 | Bianca E. Arroyo.....7,027.38 |
| Jennifer Jean McNulty | 6,920.21 | Lindsy K. Beauchamp.....8,327.14 | Traci L. Ayers.....9,062.00 | Vicki Piccinilli.....5,453.28 | Vicki Piccinilli.....5,453.28 | Carol Lee Johnson.....7,000.62 |
| Jacqueline N. Alford | 6,886.12 | Lyris Yee.....7,590.87 | Grace Y. Adeoye.....8,862.80 | Denise E. Crosby.....5,438.69 | Denise E. Crosby.....5,438.69 | Mariaelena Boquin.....6,978.73 |
| Sonya F. Goins | 6,878.14 | Diane Bruns.....7,531.41 | Jane Okundaye.....8,799.36 | Angela J. Fry.....5,423.00 | Angela J. Fry.....5,423.00 | Lou Cinda Utquin.....9,657.93 |
| Gloria Bello | 6,828.12 | Josefa Chacon.....7,468.23 | Elaine K. Williams.....8,710.96 | Carrie J. LeCompte.....5,376.57 | Carrie J. LeCompte.....5,376.57 | Mary Jacobson.....6,913.77 |
| Brenda Fenner | 6,821.56 | Jeannie Helm.....7,456.95 | Haydee Guzman.....8,684.66 | Laura Poling.....5,345.74 | Laura Poling.....5,345.74 | Joye Z. Stephens.....6,865.10 |
| Cindy P. Markowski | 6,804.16 | Barbara J. Puckett.....7,111.22 | Ayobami O. Olusa.....8,682.58 | Renee Conn-Enos.....5,340.56 | Renee Conn-Enos.....5,340.56 | Connie J. Lamp.....6,862.41 |
| Kate Onyekere | 6,739.10 | Ann Ferrell Smith.....7,061.03 | Nancy Graham.....8,504.25 | Ruthie Bressette-Mount.....5,340.20 | Ruthie Bressette-Mount.....5,340.20 | Daisy Del C. Ventura.....6,858.37 |
| Phina N. Onwuchi | 6,726.60 | Pilar Najera.....7,057.53 | Karen A. Jorgenson.....8,468.75 | Mara C. Lane.....5,276.79 | Mara C. Lane.....5,276.79 | Norma Lee Shaver.....6,844.78 |
| Somer Ballard Carter | 6,705.82 | Patsy A. Glunt.....7,054.30 | Karen A. Pleet.....8,333.83 | Angeline N. Nchako Njamta.....5,272.05 | Angeline N. Nchako Njamta.....5,272.05 | Maria Teresa Lozada.....6,839.63 |
| Tina Husman | 6,702.61 | Linda Lane.....7,021.33 | Emily Stone.....8,091.82 | Pat Forehand.....4,878.25 | Pat Forehand.....4,878.25 | Olga Cecilia Giraldo.....6,802.31 |
| Lisa Anne Harmon | 6,699.33 | Linn Lane.....7,011.40 | Evalina Chavez.....7,916.36 | Mary Ellen D'Amico.....5,250.16 | Mary Ellen D'Amico.....5,250.16 | Deborah Dudas.....6,730.37 |
| Anne Weidenweber | 6,627.99 | Agnes Stewart.....6,932.88 | Chloette Mantooth.....7,699.55 | Shauna Lynn Abbotts.....5,239.18 | Shauna Lynn Abbotts.....5,239.18 | Rosmary A. Baez.....6,703.57 |
| Mary Lou Ardohain | 6,587.05 | Tasha Bergman.....6,901.22 | Angel L. Hurlley.....7,604.62 | Kyla Jean Dodson.....5,217.76 | Kyla Jean Dodson.....5,217.76 | Maria K. Eades.....6,699.41 |
| Barbara L. Harrison | 6,546.31 | Jill Beckstedt.....6,892.37 | Hope S. Pratt.....7,541.21 | Maria Dowling.....5,212.34 | Maria Dowling.....5,212.34 | Lisa Hackbarth.....6,651.60 |
| Judie Roman | 6,529.58 | Roxanne McInroe.....6,889.92 | Pam Kelly.....7,417.37 | Virginia S. Rocha.....5,205.78 | Virginia S. Rocha.....5,205.78 | Vicki O'Bannon.....6,651.61 |
| Mary L. Morgan | 6,463.73 | Lenora Anderson.....6,856.81 | Holly S. Neff.....7,389.16 | Francene M. Anderson.....5,176.91 | Francene M. Anderson.....5,176.91 | Paula Grabau-Friedt.....6,635.66 |
| Eusebia Bonilla | 6,417.19 | Sherri Reindl.....6,838.85 | Auri Hattheway.....6,708.60 | Rebecca Milligan.....5,139.32 | Rebecca Milligan.....5,139.32 | Stephanie A. Richter.....6,621.92 |
| Rose Mary Neel | 6,381.48 | JoAnna P. Shippe.....6,809.97 | Aida Ramallo de Escribano.....7,317.90 | Nancy Sidoti.....5,074.59 | Nancy Sidoti.....5,074.59 | Sandy Griffith.....6,600.29 |
| Kemi E. Madunta | 6,358.44 | Cheryl L. Taylor.....6,805.49 | Maritza Lanuza.....7,284.73 | Betty B. Lucido.....5,069.46 | Betty B. Lucido.....5,069.46 | Kelly Miller-Johnson.....6,549.34 |
| Diane Covington | 6,334.04 | Phyllis I. Pinksner.....6,784.92 | Rose Campbell.....7,188.13 | Sandra Fitzgeral.....5,065.15 | Sandra Fitzgeral.....5,065.15 | Robin L. Sailer.....6,548.52 |
| Maribel Olivares | 6,288.59 | Marjorie S. Haun.....6,728.07 | Karen E. Ridle.....7,148.41 | Patricia Fitzgerald.....5,059.41 | Patricia Fitzgerald.....5,059.41 | Karen L. Kunzler.....6,486.48 |
| Mary Jo Dallen | 6,280.82 | Marty Ulmer.....6,704.64 | Maria Sanchez.....7,136.96 | Stefanie Lee Burgess.....5,058.71 | Stefanie Lee Burgess.....5,058.71 | Bianca E. Sola.....6,444.56 |
| Mary Sharon Howell | 6,237.44 | Flory Palencia.....6,609.22 | Mary Brandenburgh.....7,009.55 | Melissa Hamby.....5,023.02 | Melissa Hamby.....5,023.02 | Sonia Ariola.....6,419.91 |
| Titilayo Onasanya | 6,225.55 | Margaret Neill.....6,528.77 | Marianne L. Anderson.....7,003.58 | Sherry L. Belisle.....5,018.90 | Sherry L. Belisle.....5,018.90 | Luzmila E. Abadia Carranza.....6,414.28 |
| Lisa A. DeLucia | 6,221.35 | Frances Woodham.....6,518.82 | Michele Martella Armes.....6,998.90 | Shari M. Kirschner.....5,017.13 | Shari M. Kirschner.....5,017.13 | M. G. Jan Chesmore.....6,390.50 |
| Jennifer I. Ehimika | 6,029.88 | Debra J. Witmer.....6,495.81 | Valerie Yokie.....6,945.33 | Sheryl Jean Arena.....5,015.21 | Sheryl Jean Arena.....5,015.21 | Damaris Osorio.....6,385.02 |
| Joyce Omene | 5,999.73 | Morgendee Meacham | Hollie R. Sherrick.....6,929.77 | Mary Ellen D'Amico.....5,250.16 | Mary Ellen D'Amico.....5,250.16 | Mariamcarren Gonzalez.....6,355.57 |
| Deborah J. O'Leary | 5,985.24 | Flannery.....6,495.25 | Aurli Hattheway.....6,708.60 | Shauna Lynn Abbotts.....5,239.18 | Shauna Lynn Abbotts.....5,239.18 | Lila DeWeber.....6,333.48 |
| Crystal Caldwell Hubbard | 5,984.04 | Kristi M. Anderson.....6,478.57 | Trisha Taylor.....6,700.64 | Kyla Jean Dodson.....5,217.76 | Kyla Jean Dodson.....5,217.76 | Ivonne Hernandez.....6,327.38 |
| Agatha M. Okocha | 5,970.78 | Petie L. Huffman.....6,438.43 | Cecilia Merport.....6,680.18 | Virginia S. Rocha.....5,205.78 | Virginia S. Rocha.....5,205.78 | Delmi Cristina Santos.....6,325.37 |
| Melissa Regina Almanza | 5,962.43 | Sandi Fitzpatrick.....6,402.03 | Heather A. Carlson.....6,657.36 | Francene M. Anderson.....5,176.91 | Francene M. Anderson.....5,176.91 | Araceli C. Morgan.....6,320.81 |
| Sue Cox | 5,958.66 | Tammy Romage.....6,354.63 | Yolanda Lopez.....6,624.70 | Rebecca Milligan.....5,139.32 | Rebecca Milligan.....5,139.32 | Silvia Sanchez.....6,310.60 |
| Carmen Nunez | 5,955.11 | Estela Saucedo.....6,334.53 | O'Kelly Encarnacion Gomez.....6,576.30 | Nancy Sidoti.....5,074.59 | Nancy Sidoti.....5,074.59 | Donna J. Saguto.....6,295.54 |
| Sherly K. Goins | 5,935.85 | Elizabeth McCandliss.....6,331.43 | Brenda D. Elliott.....6,546.61 | Betty B. Lucido.....5,069.46 | Betty B. Lucido.....5,069.46 | Kim A. Messmer.....6,294.59 |
| Candace Lynn Chambers | 5,921.43 | Lynn Baer Roberts.....6,298.16 | Nancy A. Berlin.....6,494.75 | Sandra Fitzgeral.....5,065.15 | Sandra Fitzgeral.....5,065.15 | Debbie Larson.....6,255.25 |
| Becki Hoisington | 5,914.91 | Angela D. LaFerry.....6,285.66 | Barbara Gizzo.....6,469.44 | Terri J. Beckstead.....11,252.35 | Terri J. Beckstead.....11,252.35 | Teresa A. Lischwe.....6,229.30 |
| Lynette L. Meisel | 5,905.73 | Beverly M. Brown.....6,128.76 | Sheri L. Farrar-Meyer.....6,466.35 | Evetelia Valdez-Cruz.....11,154.31 | Evetelia Valdez-Cruz.....11,154.31 | Mischell Alene Byers.....6,222.65 |
| Vanessa R. Upkins | 5,871.11 | Sue Ammons.....6,050.00 | Jackline Pipim.....6,435.74 | Ana X. Solis.....11,003.30 | Ana X. Solis.....11,003.30 | Annette Pace.....6,216.65 |
| Suzanne Moeller | 5,837.44 | Bea Heath.....6,035.99 | Roxanne K. Youngton.....6,429.88 | Melinda M. Balling.....10,826.82 | Melinda M. Balling.....10,826.82 | Josefa E. Rosario.....6,203.39 |
| Esther M. Maston | 5,832.91 | Sonya Cathy.....5,905.48 | Kathy P. Oliveira.....6,427.08 | Anayanci Canales.....10,824.41 | Anayanci Canales.....10,824.41 | Maria de La Luz Avila.....6,199.15 |
| Susan C. Dunlap | 5,819.25 | Tabitha A. Hallums.....5,901.02 | Katie L. Ashby.....6,366.67 | Gina Rodriguez.....10,560.78 | Gina Rodriguez.....10,560.78 | Carmen Hernandez.....6,193.80 |
| Breda M. Teal | 5,788.62 | Peggy B. Sacco.....5,865.41 | Pamela Rowe Kzmarzick.....6,365.58 | Aishat Bola Koya.....10,214.11 | Aishat Bola Koya.....10,214.11 | Judy Higgins.....6,185.86 |
| Vicki S. Lindsay | 5,759.89 | Norma Hood.....5,829.05 | Debbie E. Barnes.....6,299.38 | Marsha Morrisette.....9,843.91 | Marsha Morrisette.....9,843.91 | |
| Pansy L. Pierce | 5,755.12 | Julie M. Moreland.....5,825.18 | | Melissa R. Hennings.....9,747.50 | Melissa R. Hennings.....9,747.50 | |
| Uzo Ogbutor | 5,745.06 | | | Pat A. Nuzzi.....9,745.48 | Pat A. Nuzzi.....9,745.48 | |
| Patti Maxwell | 5,740.52 | | | Julie Schlundt.....9,714.57 | Julie Schlundt.....9,714.57 | |
| | | | | Kim I. Cowdell.....9,699.92 | Kim I. Cowdell.....9,699.92 | |

*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 CLASSES OR OTHER EVENTS. PRIOR TO CONTACTING SUCH INDIVIDUALS VIA TELEPHONE OR E-MAIL, 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 INTUICH® WEB SITE 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.

recognition

Mary Kay Angels

These Independent National Sales Directors, Independent Sales Directors and Independent Beauty Consultants achieved the highest commissions/bonuses or production or had the most new team members in their Seminar areas in October 2008.

Top National Sales Directors — Commissions and Bonuses

| | | | | |
|---|---|---|---|---|
|  |  |  |  |  |
| Carol Anton \$47,435 RUBY | Christine Peterson \$82,928 SAPPHIRE | Kathy Helou \$35,790 EMERALD | Darlene Berggren \$41,396 PEARL | Barbara Sunden \$76,930 DIAMOND |

Top Unit — Estimated Retail Production

| | |
|--|-----------|
| RUBY — Oye Onuoha, <i>Go Give Area</i> | \$159,348 |
| SAPPHIRE — Beth Austin, <i>G. Gaston Area</i> | \$85,435 |
| EMERALD — Tammy Ayers, <i>C. Fox Area</i> | \$77,849 |
| PEARL — Lisa Allison, <i>D. Berggren Area</i> | \$113,952 |
| DIAMOND — LaRonda Daigle, <i>Go Give Area</i> | \$116,193 |

Top Sales Director — Personal Sales

| | |
|---|----------|
| RUBY — Juliet Goertzen, <i>J. Shealy Area</i> | \$11,519 |
| SAPPHIRE — Regina Oliver, <i>M. Dozier Area</i> | \$13,840 |
| EMERALD — Carter Wolf, <i>Go Give Area</i> | \$10,102 |
| PEARL — Jocelyn Knox, <i>A. Tripp Brewton Area</i> | \$13,355 |
| DIAMOND — Marie Lee, <i>P. Gruber Area</i> | \$10,565 |

Top Beauty Consultant — Personal Sales

| | |
|--|----------|
| RUBY — Rita Sohal, D. Henry Unit, <i>K. Isenhardt Area</i> | \$23,942 |
| SAPPHIRE — Wortee Rimbart, K. Onwunghai Unit, <i>S. Andrews Area</i> | \$20,685 |
| EMERALD — Yuko Yasuma, M. Brandenburgh Unit, <i>Go Give Area</i> | \$33,596 |
| PEARL — Beryl Merino-Wilder, T. Miller Unit, <i>E. Fitzpatrick Area</i> | \$12,490 |
| DIAMOND — Kathleen Neal, V. White Unit, <i>Go Give Area</i> | \$25,384 |

Top Team Builder

| | |
|--|---------------------|
| RUBY — Sales Director Susanna Covarrubias, <i>Go Give Area</i> | 30 New Team Members |
| SAPPHIRE — Michelle McKinnon, A. Scrimger Unit, <i>G. Gaston Area</i> | 16 New Team Members |
| EMERALD — Gina Weese, T. Ayers Unit, <i>C. Fox Area</i> | 13 New Team Members |
| PEARL — Luz Maria Puga, L. Cano Unit, <i>S. Oshiro Area</i> | 11 New Team Members |
| DIAMOND — Maylin Garcia, A. Garcia-Herrera Unit, <i>E. Diaz Area</i> | 18 New Team Members |

Top Unit Builders

Independent Sales Directors with 20 or more new unit members for October 2008.

Ruby

| | |
|-----------------------------------|---------------------|
| Adaora Eucharia Umeh..... | 35 New Unit Members |
| Susanna Trinidad Covarrubias..... | 30 New Unit Members |
| Suzanne Tripp-Black..... | 27 New Unit Members |
| Ekene S. Okafor..... | 24 New Unit Members |
| Bridgette Rae Conley..... | 22 New Unit Members |
| Juliet Igboanusu..... | 22 New Unit Members |
| Melissa Kaye Kopec..... | 22 New Unit Members |
| Augusta C. Onyenemere..... | 21 New Unit Members |
| Consuelo Z. Tinajero..... | 21 New Unit Members |
| Phuong L. White..... | 21 New Unit Members |
| Melissa Regina Almanza..... | 20 New Unit Members |

Sapphire

| | |
|--------------------------------|---------------------|
| Ellen Ezekiel Farquharson..... | 32 New Unit Members |
| Alison Renee Jurek..... | 26 New Unit Members |
| Zasha Noel Lowe..... | 23 New Unit Members |

| | |
|--------------------------|---------------------|
| Jennifer Sloan..... | 23 New Unit Members |
| Babette Hughes..... | 21 New Unit Members |
| Maria Marta Zamudio..... | 21 New Unit Members |
| Cecilia Boodhoo..... | 20 New Unit Members |

Emerald

| | |
|---------------------------|---------------------|
| Tammy K. Ayers..... | 30 New Unit Members |
| Maria Sanchez..... | 28 New Unit Members |
| Yuvis Rocío Alvarado..... | 24 New Unit Members |
| Traci L. Smith..... | 24 New Unit Members |
| Helen Jakpor..... | 23 New Unit Members |
| Silvia Ramos..... | 23 New Unit Members |
| Maria Tuya-Diaz..... | 21 New Unit Members |

Pearl

| | |
|--------------------------------|---------------------|
| Lisa Allison..... | 29 New Unit Members |
| Elizabeth B. Muna..... | 24 New Unit Members |
| Caroline Adedolapo Yussuf..... | 23 New Unit Members |

Diamond

| | |
|----------------------------|---------------------|
| Ada Y. Garcia-Herrera..... | 37 New Unit Members |
| Rosa Lina Romero..... | 25 New Unit Members |
| Bianca E. Sola..... | 25 New Unit Members |
| Yvonne Tazem..... | 25 New Unit Members |
| Ruth L. Everhart..... | 23 New Unit Members |
| Lily Hernandez Molina..... | 23 New Unit Members |
| Maria Flores..... | 22 New Unit Members |
| Elvi S. Lamping..... | 22 New Unit Members |
| Rosmary A. Baez..... | 21 New Unit Members |
| Silvana Karina Niell..... | 21 New Unit Members |
| Ana X. Solis..... | 21 New Unit Members |

Sales Mentors

Special thanks to the sales mentors for the October 14, 2008, *New Independent Sales Director Education* class.



Pam Higgs
National Sales Director
Sapphire Seminar



Lisa Allison
Executive Senior
Sales Director
Sugar Land, Texas
Pearl Seminar



Debbie Elbrecht
Future Executive
Senior Sales Director
Edwardsville, Ill.
Ruby Seminar



Betsy Richard
Senior Sales Director
Lafayette, La.
Pearl Seminar



Deanna Spillman
Executive Senior
Sales Director
Draper, Utah
Diamond Seminar

New Independent National Sales Director Debuts October 1, 2008



Gladys Reyes
National Sales Director
Diamond Seminar

APPLAUSE® magazine is published in recognition of and as information for members of Mary Kay Inc.'s 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 ©2008 Mary Kay Inc. Member: Direct Selling Association; Cosmetics, Toiletry and Fragrance Association. *Affection, Applause, Beauty Blotters, Belara, Domain, Elige, Eyesicles, Go-Give, Heart to Heart, Journey, LearnMK, Lucentrix, Mary Kay, Mary Kay InTouch, Mary Kay Tribute, MKConnections, MKCards, MK Signature, myBusiness, myCustomers, Nutribeads, Ovation, Pink Link, Power Hour, Satin Hands, Satin Hands & Body, Satin Lips, Satin Smoothie, Smart Start, Sun Essentials, TimeWise, Tribute and Velocity* are registered trademarks; and *Beaut-e-News, Bella Belara, captivating color, powerhouse skin care, Darci, Indulge, Inspiring Beauty, Enriching Lives, Luscious Color, Mint Bliss, MK High Intensity, Proneval and Smart Wiper* are trademarks of Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, www.marykay.com.

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Sparkle and Shine at Career Conference 2009

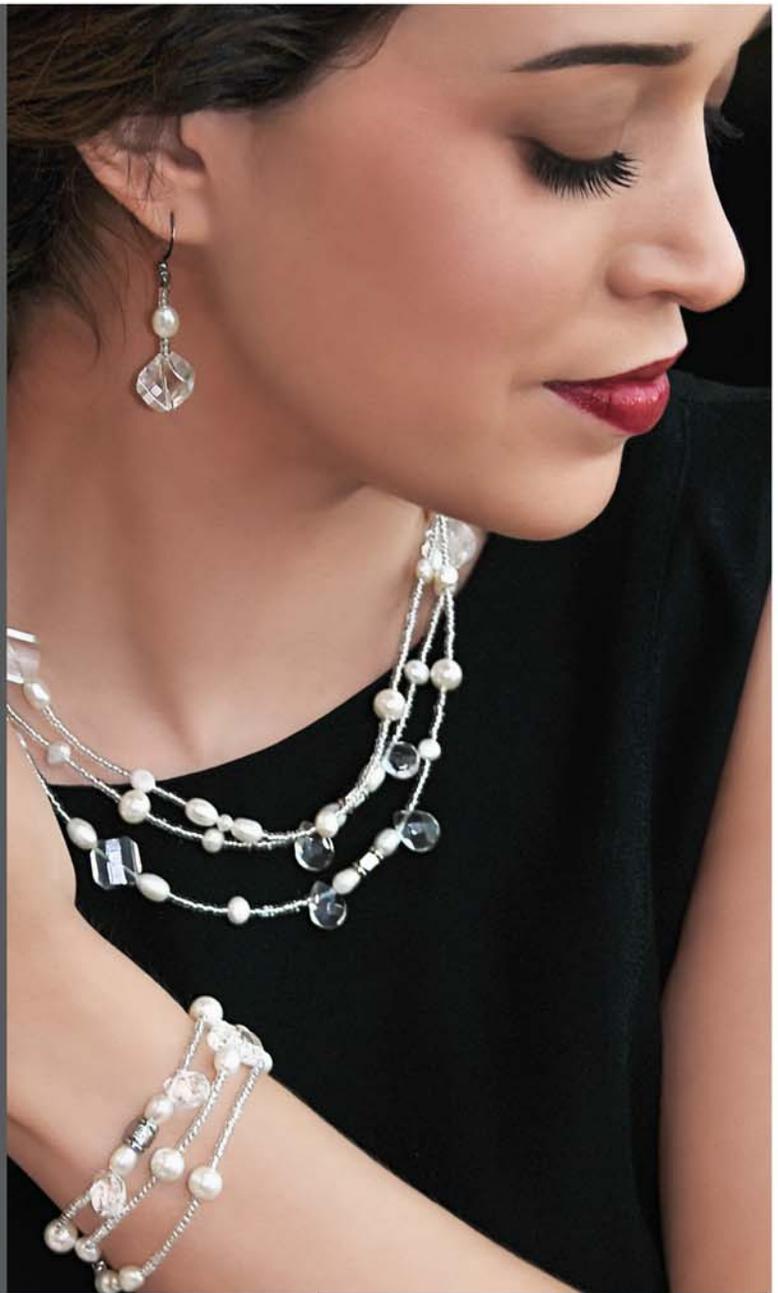
You can sparkle and shine your way to the top by earning a complete set of genuine pearl and crystal jewelry during the *Sparkle and Shine!* Team-Building Challenge from Dec. 1, 2008, to Feb. 28, 2009. This jewelry set is the perfect accessory to the red jacket or Independent Sales Director suit. Even better, by qualifying for this challenge, you can receive recognition at Career Conference 2009 and set your course for new business success. Here's how:

- ▶ Add one qualified* new personal team member and receive a genuine freshwater pearl and crystal *necklace*, a name badge ribbon and standing recognition.
- ▶ Add two qualified* new personal team members and receive a genuine freshwater pearl and crystal *bracelet* in addition to the necklace, a name badge ribbon and standing recognition.
- ▶ Add three qualified* new personal team members and receive genuine freshwater pearl and crystal *earrings* in addition to the necklace and bracelet, a name badge ribbon and standing recognition.

Plus, there's special motivation for the new team members you add during the contest period! Each qualified* new Independent Beauty Consultant will receive the genuine pearl and crystal earrings, a name badge ribbon and standing recognition.

Be There

You won't want to miss a second of Career Conference 2009 because everyone who achieves the *Sparkle and Shine!* Team-Building Challenge will receive their jewelry *on-site*. So start planning now to attend!



Ivory/Beige Skin Tones

- ▶ Mary Kay® Eyesicles® Eye Color in Vanilla, **\$10**
- ▶ Mary Kay® NouriShine® Lip Gloss in Starry, **\$13**
- ▶ Mary Kay® Mineral Highlighting Powder in Pink Stardust, **\$12**

\$35†

Beige/Bronze Skin Tones

- ▶ Mary Kay® Mineral Eye Color in Amber Blaze, **\$6.50**
- ▶ Mary Kay® NouriShine® Lip Gloss in Berry Sparkle, **\$13**
- ▶ Mary Kay® Mineral Bronzing Powder in Canyon Gold, **\$12**



\$31.50†



\$55

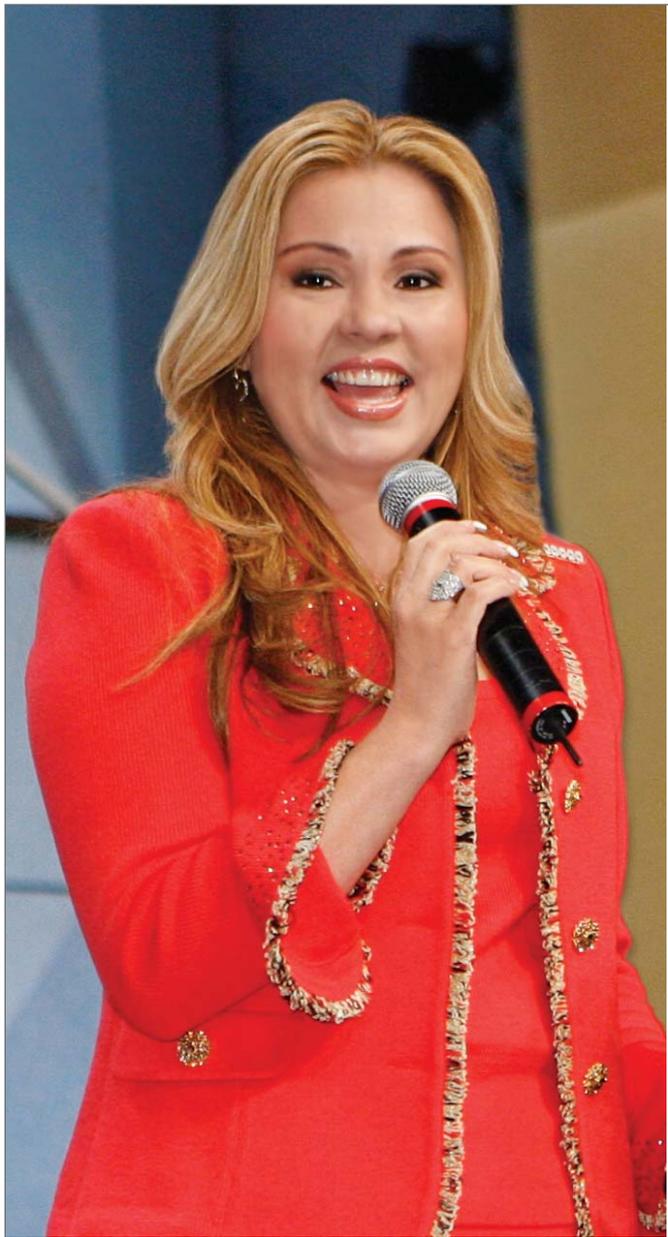
TimeWise® Microdermabrasion Set

- ▶ Why not recommend this set as a great add-on to help get skin prepared to sparkle and shine? Includes Step 1: Refine and Step 2: Replenish. **\$55**

Sparkle and Shine! Product Sets

Just for fun, you may want to promote these shimmery looks (all items sold separately) that complement the *Sparkle and Shine!* Team-Building Challenge. At *Color Insider* parties, you could introduce the sets, talk about the challenge and mention that anyone who becomes one of your qualified* team members during the contest period will receive the pearl and crystal earrings from the Company.

*A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products, and it is received and accepted by the Company in the same or following calendar month that her Independent Beauty Consultant Agreement is received and accepted by the Company. For purposes of the *Sparkle and Shine!* Team-Building Challenge, a new unit member's qualifying \$600 wholesale order must be received in December 2008, January 2009 or February 2009.



How to reap big

It's that time again, when the investment of one week-end could pay off with big returns for the rest of your business year – and your life! Wondering whether you can spare the time or money to make it happen? Mary Kay Ash said, "Perhaps you are thinking, 'I can't afford to go.' From long experience, I believe you can't afford NOT to attend, for at Career Conference you will discover the BIG PICTURE of what your Mary Kay business can be for YOU! Make your plan now. Use the profit from a few extra classes to pay your way."

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



career**conference**2009

work smart! Independent Beauty Consultants who attend both Career Conference and Seminar 2009 will receive a special name badge ribbon at Seminar 2009!

shine on!



results from 48 little hours

Get Even Smarter

The best-selling book *The Mary Kay Way*, available everywhere books are sold, formed the basis for most of these one-of-a-kind class sessions you won't find anywhere else. Doesn't your business deserve the best?

Day 1

Independent Sales Director Workshop

3:30 – 5 p.m. Mentoring, Motivating and Moving on Up!

From the first day an Independent Beauty Consultant signs her Beauty Consultant Agreement, your role becomes that of mentor, motivator, educator and cheerleader. In this workshop, we'll discuss how you can wear all those hats to help Beauty Consultants build successful businesses. You'll hear topics such as *Working Smart From the Start*, *Identifying and Working With Potential Leaders* and *When a Beauty Consultant Becomes a DIQ*.

Star Recruiters, Team Leaders, Future Independent Sales Directors and Independent Sales Directors-in-Qualification

3:30 – 5 p.m. Emerging Leaders Workshop

Reach for "Red" **no later than Feb. 28, 2009**, and enjoy classes that support your passion and focus to move up the ladder of success! Experts will address topics such as *Show Up to Go Up* and *The Star in You* and answer questions from the audience. Reach for "Red," and we'll see you at the Emerging Leaders Workshop!

Quick Facts for Smarties

Register in one of three easy ways from Feb. 2 through Feb. 27, 2009:

- ▶ Mary Kay InTouch® Web site: Click on "Events."
- ▶ Phone: Call (800) 338-3680 from **8:30 a.m. to 5 p.m.** Central time, Monday through Friday, except holidays.
- ▶ Mail: Special Events Registration, Mary Kay Inc., P.O. Box 799045, Dallas, TX 75379-9045

Feb. 3-5 – Registration opens for the first week (March 20-21 and March 22-23) of Career Conference cities through Feb. 27.

Feb. 6-8 – Registration opens for the second week (March 27-28 and March 29-30) of Career Conference cities through Feb. 27.

Registration Deadline: Feb. 27, 2009

Teacher Registration Deadline: Feb. 11, 2009

Registration Fee:

- ▶ \$80 received in Special Events by Feb. 27, 2009
- ▶ \$90 on-site, space permitting (except for new Independent Beauty Consultants whose Independent Beauty Consultant Agreements are accepted by the Company after Feb. 27)

Transfer Fee: \$25

Cancellation Deadlines Fees:

Full Refund March 8, 2009
Less \$50 March 9 – April 3, 2009
No refunds after April 3, 2009.

Hotel Deadline: March 2, 2009



When you attend Career Conference 2009, you'll receive a product giveaway enclosed in this reusable, environmentally friendly bag. The contents are exclusively for you and equal to the cost of your registration fee!



Course Descriptions

Be a Risk-Taker – Expect a Miracle!

It was Mary Kay's "risk-taking spirit" that inspired her in the early days, and it's that same kind of spirit that will encourage you to let off the brakes and ignite your passion to work your Mary Kay business! Do you have what it takes? Mary Kay would say, "You can do it!"

Building a Unit Within a Unit

Achieving your highest potential can begin with a single focus: to build and maintain a unit within a unit! In this class, you'll hear why and discover tips about how you could reach this goal by Seminar 2009!

Making the Connection™ (taken from the DVD)

Making a real connection means taking the time and effort to get to know your customers. In this three-part class, you can learn how to plant the seeds that could build lasting relationships, increase your customer base and help you build a team. Independent Sales Directors will share their tips, and you'll see excerpts of the *Making the Connection*™ DVD to reinforce your new skills.

Mentoring Offspring Independent Sales Directors

You've succeeded by motivating an Independent Beauty Consultant up the career path to Independent Sales Director. But now you're not sure how much or when to let go. In this class, you'll hear how to create a professional distance while continuing to influence business growth and nurture the relationship.

People Will Support That Which They Help to Create

Mary Kay said, "If you want the full support of your people, you must get them into the act – the sooner, the better." In this class, you might discover that how you present your case can make a world of difference in the kind of reaction that results. Putting people first can make the difference!

Stick to Your Principles

As you work to build a unit and a strong foundation for your business, it's important to remember the founding principles that Mary Kay put into place. In this class, you may be reminded that everything is subject to change, except principles!

The Invisible Sign

Those who met Mary Kay Ash would tell you that one of her greatest qualities was how she gave her undivided attention to each and every person she talked to. Would people say the same of you? In this class, you'll see and hear how this simple concept can make a world of difference in your business! (Expect lots of role-play in this class.)

The Speed of the Leader Is the Speed of the Gang

Are you setting the pace for your unit members – showing them that "real leaders aren't afraid to get their hands dirty?" Or have you developed "executivitis"? In this class, you'll hear how Mary Kay truly led from her heart with this philosophy in mind.

Work and Enjoy It

Did you know that *it's OK to have fun while you work?* In fact, *the more enjoyment people derive from their work, the better they will produce?* In this class, you'll hear what Mary Kay suggested, and you may learn how to create an atmosphere that becomes contagious!

Day 2

Independent Beauty Consultants and Independent Senior Beauty Consultants:

Making the Connection™ (taken from the DVD)

8:30 – 9:10 a.m. Enhancing Your Communication Skills

9:10 – 9:50 a.m. Building Lasting Relationships

9:50 – 10:30 a.m. Golden Rule Service

Star Recruiters and Team Leaders:

8:30 – 9:10 a.m. The Invisible Sign

9:10 – 9:50 a.m. You Build With People

9:50 – 10:30 a.m. Work and Enjoy It

Future Independent Sales Directors and Independent Sales Directors-in-Qualification:

8:30 – 9:10 a.m. The Speed of the Leader Is the Speed of the Gang

9:10 – 9:50 a.m. Stick to Your Principles

9:50 – 10:30 a.m. You Build With People

New Independent Sales Directors:

8:30 – 9:10 a.m. People Will Support That Which They Help to Create

9:10 – 9:50 a.m. Building a Unit Within a Unit

9:50 – 10:30 a.m. You Can't Rest on Your Laurels

Independent Sales Directors:

8:30 – 9:10 a.m. People Will Support That Which They Help to Create

9:10 – 9:50 a.m. Mentoring Offspring Independent Sales Directors

9:50 – 10:30 a.m. Be a Risk-Taker – Expect a Miracle!



You Build With People

You've heard it said that *"a company is only as good as its people."* In this class, you could find that the same is true: Your team will only be as strong as the people who are in it. Discover how to seek out people who possess the skills that could strengthen your business. You may learn that *"People are the business."*

You Can't Rest on Your Laurels

As a new Independent Sales Director, you may be thinking, *"Now that I've made it, how do I proceed? There's so much to do, where do I start?"* One of the first pieces of advice that Mary Kay might have shared would be, *"You can't rest on your laurels!"* You may find that in business, *"You either go forward or backward, but you don't stand still!"*

Recognition Opportunities

Movin' On Up Luncheon

You'll love where you've landed when you share an unforgettable dining experience with others who are living their dreams. You may even pick up that invaluable nugget that moves you that much closer to your goals. Independent Beauty Consultants who from Nov. 30, 2008, through Feb. 28, 2009, achieve and maintain a new higher level on the career path of Star Recruiter, Team Leader, Future Independent Sales Director or Independent Sales Director-in-Qualification will be invited to attend along with their Independent Sales Directors. Independent Sales Directors-in-Qualification who debut as a new Sales Director by March 1, 2009, also will be invited to attend along with their Senior Sales Directors. Other recognition opportunities await you at Career Conference 2009.

Onstage Recognition

- ▶ On-Target Seminar 2009 Court or Unit Circle
- ▶ On-Target Double Star Achievement
- ▶ On-Target Triple Star Achievement
- ▶ On-Target Circle of Excellence
- ▶ Annual Go-Give® Award
- ▶ Teachers
- ▶ Cadillac Unit
- ▶ Class of 2009
- ▶ Top 10 Sales Directors in Unit Retail Production
- ▶ Top 10 Sales Directors in Unit Building
- ▶ Movin' On Up Challenge
- ▶ Executive Sales Director and Elite Executive Sales Director
- ▶ State Contest #1 Unit

Additional Recognition

- ▶ Customers Count
- ▶ On-Target All-Star Consistency Challenge
- ▶ Sparkle and Shine!
- ▶ New Independent Beauty Consultants
- ▶ Star Consultant
- ▶ Pacesetters – Consultant Enrichment



careerconference2009

Make It Work Where You Are

Check out the weekend nearest you ...

| | |
|------------------------------------|------------------------------|
| Atlantic City, N.J. | March 27-28, March 29-30* |
| Baltimore, Md. | March 20-21, March 22-23 |
| Bellevue, Wash. | March 27-28 |
| Birmingham, Ala. | March 20-21 |
| Bismarck, N.D. | March 20-21 |
| Boston, Mass. | March 20-21 |
| Buffalo, N.Y. | March 27-28 |
| Charlotte, N.C. | March 27-28, March 29-30 |
| Chicago (Schaumburg), Ill. | March 20-21 |
| Columbus, Ohio | March 20-21 |
| Dallas, Texas | March 20-21, March 22-23 |
| Denver, Colo. | March 20-21 |
| Duluth, Ga. | March 20-21 |
| Galveston, Texas | March 27-28 |
| Hartford, Conn. | March 20-21 |
| Indianapolis, Ind. | March 27-28 |
| Jacksonville, Fla. | March 27-28 |
| Knoxville, Tenn. | March 27-28 |
| Lexington, Ky. | March 27-28 |
| Long Beach, Calif. | March 27-28 |
| Madison, Wisc. | March 27-28 |
| Miami, Fla. | March 27-28 |
| Minneapolis, Minn. | March 20-21 |
| New Orleans, La. | March 27-28 |
| Novi, Mich. | March 27-28 |
| Omaha, Neb. | March 20-21 |
| Ontario, Calif. | March 27-28, March 29-30* |
| Orlando, Fla. | March 20-21 |
| Overland Park, Kan. | March 27-28 |
| Pittsburgh, Penn. | March 27-28 |
| Portland, Ore. | March 20-21 |
| Providence, R.I. | March 27-28, March 29-30 |
| Sacramento, Calif. | March 20-21 |
| San Antonio, Texas | March 20-21 |
| San Diego, Calif. | March 27-28 |
| San Jose, Calif. | March 20-21 |
| St. Louis, Mo. | March 20-21 |
| South Bend, Ind. | March 27-28 |
| Tucson, Ariz. | March 27-28 |
| Virginia Beach, Va. | March 20-21 |
| West Valley, Utah (Salt Lake City) | March 20-21 |
| Wichita, Kan. | March 20-21 |

*Spanish Only



A Mother's

Like any daughter who's close to her mother, **Independent Executive Senior Sales Director Lia Carta** knew where to go when she needed an honest opinion about a big decision. She was thinking about starting a Mary Kay business, but her plate was already full. Lia was working full time and carrying 21 college credits in night school. And there were other issues. Even though over the years Lia's mom, Kathy Graham, a Mary Kay Independent Beauty Consultant, had told her great things about the Company and the flexible opportunity a Mary Kay business could offer, Lia wondered if she really was cut out for sales. Did the cosmetics industry hold anything for her? Was this the best time to start something new? But as moms often prove, Lia's most ardent advocate had a clear vision for her daughter's eventual success. Before Lia could even finish asking, "Mom, do you think I should start a Mary Kay –," the positive answer came pouring forth on a flood of emotion. "I'll never forget that moment," says Lia. "As soon as she heard the direction my question was taking, she interrupted me with a resounding "YES! You would be GREAT at owning a Mary Kay business! Lia, you'll go to the top!"

So putting aside her self-doubts, Lia signed her Independent Beauty Consultant Agreement in October 2005. She started working her Mary Kay business along with her full-time job and balanced both with night school. "With any other kind of opportunity, I could easily have felt overwhelmed," she says. "But that didn't happen with my Mary Kay business. Even with my busy schedule, I loved how my business fit around my life. I could weave in my appointments as needed."

Eight months later, Lia had added some team members to her business, and her Mary Kay life was producing unexpected returns beyond her sales. She was starting to see firsthand the intangible paychecks of the heart that had convinced her mother Mary Kay was the perfect choice. Then one evening Lia was on her way to a success meeting, proudly wearing her red jacket, when her destination took a life-changing detour. "I was pulling out of my driveway when I got a call to come to the hospital right away. I knew something had happened to my mom." She describes a night that even today is shrouded in a fog of unreality. "When I got there, I could tell by the looks on the doctors' faces that the news was going to be bad. Even with my sense of foreboding, it was worse than I could have imagined."

Taking Stock

In the blink of an eye and without warning, Lia had lost her mother to an aneurysm. The brave woman she so deeply admired, her best friend her whole life, was just 43.

"When I finally made it back home that night, my mind was racing," Lia shares. "My mom was a single parent. Who was going to take care of my younger siblings? Who would go through her house and finalize funeral arrangements? Who would look after my grandparents who were devastated at the loss of their daughter?" She didn't have the time or the luxury of allowing her spirit to grieve. Someone had to step in. Lia stood in front of her bedroom mirror in a daze, knowing the woman looking back at her was that person. Then, as though her mother were by her side, nudging her with

Legacy

a loving reminder, Lia suddenly saw the solution to all her concerns. *"My answer was staring right back at me. My red jacket!"* she says, her fresh sense of revelation and relief still evident in her voice. *"I took that epiphany as a sign that now was my time to 'step up.' My family needed me, and I needed the flexibility, and ultimately the success, that can come with a full-time, no-holds-barred Mary Kay business."*

The following morning Lia received a call from her employer who politely expressed her condolences. In the next breath, Lia's boss said she needed to know when Lia was returning to work. *"That was a huge wake-up call, a life lesson for me. I had always been there to work overtime or on weekends when the company needed me. I traveled on business trips for three solid years. But when I needed her the most, my manager just wanted to know when I would be back to work."*

Over the next few days, Lia took stock of her life. The support she had received from her Mary Kay family in just a few months' time led to her decision to resign from her job. *"The morning after Mom's passing, my Independent Executive Senior Sales Director Lisa Olivares showed up with groceries for my entire family,"* she recalls. *"I received more than 40 cards from Mary Kay women I'd never even met, spread out across the country. My sister Independent Beauty Consultants took over my datebook and held my skin care classes so they wouldn't have to cancel. They refused to take any profit from the class sales. Other women I had never met came to my mom's memorial service just to support me. It took over a year to go through Mom's house and all of her personal belongings, a huge task. But independent sales force members volunteered their time to help me."*

The year following that awful night at the hospital was a tough one, Lia admits. She brought her 12-year-old brother, Jeremy, home to live with her and her husband, and with no children of their own, the change was at times a difficult adjustment. Again, she credits her Mary Kay business with answers when she needed them. *"I'm so grateful I had the flexibility to set aside time for just Jeremy and me, so we could go through the grieving process together. I was even able to chaperone his*

eight-grade trip to Washington, D.C. I often think about how my mom will miss important events in my life, such as being a grandmother to my future children and seeing me become an Independent National Sales Director, now my heartfelt goal. But then I look around at the sisterhood of my supportive Independent Sales Directors, and they each have some characteristic of my mom, as if I still have pieces of her through them. While they can never replace her, I'm incredibly blessed to be able to face life with such amazing mentors and friends."

Turning Point

Looking ahead, Lia believes all the Mary Kay nurturing she's received and given is leading to a radiant future even her mom didn't have time to imagine for her. But it took yet another nudge from a family member to bring that future into clear and productive focus. *"One morning last January, my husband and I were talking before leaving for church. As usual, I was chattering on about 'when I earn the use of our Cadillac' and 'when we go on the Top Sales Director Trip' and 'when we do a million.' Cody got very quiet and said gently, 'Lia, you keep saying WHEN I – and THEN I – . When are you going to start saying NOW I – ?' It is one of those vivid moments in your marriage when you aren't sure whether you want to hug your husband or make him sleep on the couch that night! But I knew he was right. I was constantly talking about achieving my goals, but I wasn't doing what it would take to achieve them."*

In another flash of realization, Lia saw that she had been using her mother's death as an excuse for not "going for it." *"Mom always expected me to live a life of excellence,"* she says. *"I made a decision that my Mary Kay business was no longer just about me. I needed to work with excellence for my husband and brother. I needed to fulfill my mom's desire for me to live an amazing life and experience amazing things. It was time to turn my personal tragedy into triumph. I could never move on from losing my mom, but I could move forward."*

Over the following months, Lia's unit completed qualifications that would earn her the use of a Cadillac Career Car. Her unit finished the year in the \$500,000

Circle of Achievement. She hopes to reach the Million-Dollar Circle by age 24 and be a Million-Dollar Sales Director at Seminar 2009.



"It wasn't always easy," she acknowledges. *"As Mom's death anniversary approached last year, I started feeling depressed. Then, unbelievably, my Cadillac arrived exactly two years to the day after her passing. One of my Mary Kay friends called me in tears, insisting that Mom and Mary Kay Ash had obviously met and together persuaded God to deliver such an amazing gift on a particularly tough day."* Lia smiles at the thought. *"Mom always taught me that we choose to be a victor or a victim. She taught me to rise above the circumstances, whatever they are, and to work with passion and purpose. Through my Mary Kay business, I have the opportunity to make the difference in women's lives that she didn't have time to make. Through my Mary Kay business, I can honor my mother's legacy while creating my own."*

Reflections

From Mary Kay



“A successful person is one who goes ahead and does the things the rest of us never quite get around to doing. It is an unassailable fact that all of us possess infinitely more talent than we ever use. Therefore, it is logical to conclude that the measure of success that we achieve is dependent not so much upon the degree of talent we possess as it is on the degree to which we utilize that which we have.”

– Mary Kay Ash

Dates to Remember

JANUARY 2009

| S | M | T | W | T | F | S |
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| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

FEBRUARY 2009

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |

- Postmark cutoff for Independent Beauty Consultants to mail Commitment Forms to begin Independent Sales Director qualification this month.
- Online Sales Director-in-Qualification Commitment Form available beginning 6 a.m. Central time.
- Last day to submit online Sales Director-in-Qualification Commitment Form. Commitment Form available until midnight Central time.
- Last day of the month for Beauty Consultants to place telephone orders (until midnight Central time).
- Last day of the month for Beauty Consultants to place online orders (until midnight Central time).
- Last business day of the month. Orders and Independent Beauty Consultant Agreements submitted by mail or dropped off at the branches must be received by 7 p.m. local time to count toward this month's production.
- Online Independent Beauty Consultant Agreements accepted until 7 p.m. Central time.

This Month:

Jan. 1: New Year's Day. All Company and branch offices closed. Postal holiday.

Jan. 5: Registration begins for satellite educational event.*

Jan. 15: Postmark deadline to earn the first monthly product bonus.

Jan. 16: Second monthly product bonus begins. Spring 2009 Preferred Customer Program enrollment begins. Consultant First Look enrollment begins for the Spring 2009 Preferred Customer Program version of *The Look*, including exclusive samplers. *Beaut-e-News*® e-newsletter begins e-mailing to customers.

Jan. 19: Martin Luther King Jr. Day. Postal holiday.

Jan. 20: December Career Car qualifier paperwork due to Company.

Jan. 28: Winter 2008 Preferred Customer Program mailing of the Month 2 brochure begins. (Allow 7-10 business days for delivery.)

*You can learn more about this nationwide educational opportunity on the Mary Kay InTouch® Web site.

Next Month:

Feb. 2: Career Conference 2009 registration begins for personal unit members of Independent National Sales Directors.

Feb. 3: Registration begins for the first week of Career Conferences (March 20-21 and March 22-23).

Feb. 6: Registration begins for the second week of Career Conferences (March 27-28 and March 29-30). Registration ends for satellite educational event.*

Feb. 14: Satellite educational event.*

Feb. 15: Postmark deadline to earn the second monthly product bonus. Last day to enroll online for the Spring 2009 Preferred Customer Program and Consultant First Look mailings of *The Look*.

Feb. 16: Presidents Day. Postal holiday. Third monthly product bonus begins. *Beaut-e-News*® e-newsletter begins e-mailing to customers.

Feb. 20: January Career Car qualifier paperwork due to Company.

Feb. 27: Career Conference 2009 registration deadline. All registration forms that are mailed must be received by Special Events Registration by 5 p.m. Central time. Phone lines are open until 5 p.m. Central time. Online registrations will be accepted until midnight Central time.

Feb. 28: *Sparkle and Shine!* Team-Building Challenge ends.



Mary Kay Inc. Appoints New Chief Scientific Officer

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

Dr. Lange will represent Mary Kay Inc.'s Research and Development Department to industry trade organizations and the medical community. She also will have responsibility for the Product Integrity organization within Mary Kay, which includes the Quality, Technical Information and Regulatory Affairs divisions. But you'll know her best in her role as technical liaison. Working at the forefront of the research and development process,

Dr. Lange will serve as the "voice" of Mary Kay in regard to how our product formulas and properties help deliver the results for which Mary Kay is known and highly respected.

Dr. Lange joins us from Schering-Plough, where she spent the last five years as Senior Director, Consumer Health Care. Earlier in her career, she worked for other large consumer products companies, including Unilever and Kimberly-Clark. Dr. Lange holds a B.S. in nuclear medicine from Oakland University in Michigan and a Ph.D. in radiation biology from the University of Iowa College of Medicine. She has been granted more than 20 U.S. and European

Independent Elite Executive National Sales Director Emeritus Helen McVoy

Independent Elite Executive National Sales Director Emeritus Helen McVoy passed away on Tuesday, Oct. 21, 2008. Helen was one of the first two Independent National Sales Directors in Company history and continued to enrich women's lives for 20 years before debuting as an NSD Emeritus in 1991.



Looking back on her illustrious career which began when she was 45 years old, Helen always credited her dear friend and mentor, Mary Kay Ash, for believing wholeheartedly in her abilities. Helen was eager and anxious to fulfill Mary Kay's expectations. And did she ever!

Helen began her Mary Kay business in July 1965, became an Independent Sales Director in February 1966 and debuted as an Independent National Sales Director in January 1971. With little prior work experience, Helen went on to achieve the distinction of No. 1 NSD for 17 consecutive years, charter member of the Top 10 National Sales Directors and President's Circle which later became known as the prestigious Inner Circle. Helen was honored with the Go-Give® Award in March 1977 and, as a member of the Millionaires Club, earned more than \$4 million in commissions with her Mary Kay business.

Mary Kay Ash often expressed her appreciation for the caliber of women, such as Helen, who received recognition because they served as such excellent role models to the independent sales force in the Company's early years.

Helen was proud to have Independent Executive National Sales Director Joanne Holman as a National Sales Director from her Area as well as Independent National Sales Directors Emeriti Margo Andrews, Dollie Griffin, Jean Henry, Rubye Lee-Mills, Sally Rattray, Carolyn Savage and the late Luella Gunter and Margaret Westbrook as her NSD offsprings.

Helen's daughter, Sandra Hullett, shared this about her mother as her life was nearing its end, "After more than eight decades of wonderfully healthy, happy, fruitful years – the most exhilarating and rewarding being the years spent as a top Mary Kay Independent National Sales Director – my mother focused on and was flooded with a host of warm and cherished memories of her many dear friends within the Mary Kay family."

At the time of her death, Helen lived in Dallas, Texas, and was preceded in death by her husband, Alex, and her son, Harry, and survived by her daughter, Sandra, and beloved by thousands of Mary Kay independent sales force members and corporate staff.

BizBuilders Bonuses!

Free** products with each qualified order! Check out these bonuses, quantities and values, available when you place a product order Jan. 16 – Feb. 15, 2009.

| Total Section 1 | Month 2 Bonus* | Bonus Suggested Retail Value** |
|--|--|--------------------------------|
| \$400 sugg. retail/ \$200 wholesale | 50% Discount/ Earned Discount Privilege | |
| \$800 sugg. retail/ \$400 wholesale | 1 Ultimate Mascara™ in Black | \$15 |
| \$1,200 sugg. retail/ \$600 wholesale | 2 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† | \$30 |
| \$1,600 sugg. retail/ \$800 wholesale | 3 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† | \$45 |
| \$2,400 sugg. retail/ \$1,200 wholesale | 4 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† | \$60 |
| \$3,600 sugg. retail/ \$1,800 wholesale | 5 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† 1 Travel Roll-Up Bag | \$75 |
| \$4,800 sugg. retail/ \$2,400 wholesale | 5 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† 2 Travel Roll-Up Bags | \$75 |
| \$6,000 sugg. retail/ \$3,000 wholesale | 5 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† 3 Travel Roll-Up Bags | \$75 |
| \$7,200 sugg. retail/ \$3,600 wholesale | 5 Ultimate Mascaras™ in Black 1 (pack of 10) Sample Anything! Cards† 4 Travel Roll-Up Bags | \$75 |

Although these BizBuilders bonuses are not available to new Independent Beauty Consultants with their initial orders, they are eligible for the Ready, Set, Sell! product bonuses. See the January issue of *Applause*® magazine for the current Ready, Set, Sell! bonus values and the *Ready, Set, Sell!* brochure for additional details.

*Independent Beauty Consultants will receive Seminar contest credit on all Section 1 retail products and gifts with purchase, but not Section 2 products distributed through this program.

**Tax is required on the suggested retail value of Section 1 products. Add applicable bonus values to the Taxes area in the Summary Section of the Consultant order form. We reserve the right to substitute another bonus of equal or greater value in the event supplies are depleted.

†The cards will be available in your preferred language of English or Spanish.

Go-Give® Award

Congratulations to the winners for February 2009.

The Go-Give® Award is given in memory of Independent National Sales Director **Sue Z. Vickers** to recognize Independent Sales Directors who best exemplify the Golden Rule, helping others unselfishly and supporting adoptees as much as unit members.

If you know an Independent Sales Director who has displayed the Go-Give® spirit, why not nominate her for the monthly Go-Give® Award? The Go-Give® nomination form is available on the Mary Kay InTouch® Web site under "Recognition."



Julie Byrne

Ruby
Independent Sales Director
Began Mary Kay
February 1991
Sales Director Debut
December 1992
National Sales Director
Go Give Area
Honors Premier Club qualifier; Star Consultant; estimated highest monthly unit retail: \$51,723
Personal Lives in Montague, Mich. Husband, Ken; son, Chad; daughters: Rachelle, Jenna, Heather; two grandchildren
Favorite Quote "Don't tell God how big your storm is; tell the storm how big your God is."
Independent Beauty Consultant
Judy Wisniewski of Montague, Mich., says, "When I was unable to work due to my husband's health, Julie took and delivered orders, returned client calls and gave a presentation to a University Club on my behalf."



Roxy Coursey

Sapphire
Independent Future Executive Senior Sales Director
Began Mary Kay
October 1989
Sales Director Debut
December 1992
Offspring three first-line
National Sales Director
Jan Thetford
Honors Cadillac qualifier; Star Consultant; two-times Sales Director Queen's Court of Personal Sales; four-times Circle of Achievement; gold medal winner; estimated highest monthly unit retail: \$57,392
Personal Lives in Liberty, Mo.
Husband, David; son, Brett; daughter, Brittni
Favorite Quote "Every experience God gives us, every person He puts in your life, is the perfect preparation for the future that only He can see." – Corrie ten Boom
Independent Beauty Consultant
Margaret Hoatson of Kansas City, Mo., says, "Recently, Roxy gave us an opportunity to reach new clients and help a cause by participating in a local nonprofit fundraiser."



Frankie Clapp

Emerald
Independent Executive Senior Sales Director
Began Mary Kay
April 1968
Sales Director Debut
August 1970
Offspring seven first-line; six second-line
National Sales Director
Go Give Area
Honors Cadillac qualifier; Star Consultant; monthly Go-Give® Award winner, July 1993; Sales Director Queen's Court of Personal Sales; 18-times Circle of Achievement; estimated highest monthly unit retail: \$63,896
Personal Lives in Murfreesboro, Tenn. Husband, Terry; sons: David, Roger; daughter, Pam
Favorite Quote "For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11
Independent Beauty Consultant
Lou Nelle Strickland of La Center, Ky., says, "Frankie has had many obstacles this past year, but this has not kept her from driving 165 miles each way to hold unit meetings for us in the Paducah area."



Barbara Johnson

Pearl
Independent Future Executive Senior Sales Director
Began Mary Kay
March 1998
Sales Director Debut
May 2000
Offspring four first-line; two second-line
National Sales Director
Pamela Waldrop Shaw
Honors Cadillac qualifier; Star Consultant; three-times Queen's Court of Sharing; seven-times Circle of Achievement; three-times Double Star Achievement; Fabulous 50s; Dean's List; gold medal winner; estimated highest monthly unit retail: \$117,694
Personal Lives in Bowling Green, Ky. Daughter, Jennifer
Favorite Quote "The future belongs to those who believe in the beauty of their dreams."
– Eleanor Roosevelt
Independent Sales Director
Carla Ann Byrd of Franklin, Ky., says, "When I was ill, Barbara drove me to the doctor, picked up my medicines and took me to her house where I slept on her couch that afternoon."



Cherie Smith

Diamond
Independent Future Executive Senior Sales Director
Began Mary Kay
March 1994
Sales Director Debut
April 1996
Offspring three first-line
National Sales Director
Sandy Valerio
Honors Cadillac qualifier; Star Consultant; five-times Sales Director Queen's Court of Personal Sales; five-times Circle of Achievement; two-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$65,830
Personal Lives in Zionsville, Pa. Husband, Tim; sons: Todd, Jason, Jeffrey; four grandchildren
Favorite Quote "But they that wait upon the Lord shall renew their strength; they shall mount up with wings as eagles; they shall run and not be weary; and they shall walk and not faint." Isaiah 40:31
Independent Beauty Consultant
Patricia Schuler of Whitehall, Pa., says, "I admire how Cheri agreed to putting her husband's career on hold, while he builds their dream home, and allowing her Mary Kay business to support them. This encourages those around her."

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2. Crow's-feet
3. Undereye fine lines and wrinkles
4. Dark circles and puffiness
5. Uneven skin tone
6. Marionette lines

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4. TimeWise® Targeted-Action® Eye Revitalizer, \$35
5. TimeWise® Even Complexion Essence, \$35
6. TimeWise® Targeted-Action® Line Reducer, \$40

(Dramatization)

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