

MARY KAY

# applause®

FEBRUARY 2012

NEW  
**Botanical Effects™**  
skin care is **HERE!**



**MARY KAY**  
GOES  
“Back to School”

**CAREER  
CONFERENCE –**  
Coming to a  
City Near You!





**Q: MY customer** wants to return a product. What do I do? **A:** Independent Beauty Consultants are encouraged to replace products through the normal procedures using the Product Replacement Program in support of the Mary Kay 100% Satisfaction Guarantee. You can place a replacement order online on [marykayintouch.com](http://marykayintouch.com) > **Ordering > Product Replacement.**

**Q: HOW can I provide feedback to the Company?** **A:** Your feedback is always welcome. Go to [www.marykayintouch.com](http://www.marykayintouch.com) > **Contact us.**

**Q: HOW often** does *The Look* product catalog debut with new products? **A:** *The Look* helps you show and sell the latest Mary Kay® products to your customers. You can mail a copy each quarter to your customers complete with a fun sampler when you sign up for the Preferred Customer Program<sup>SM</sup> on [www.marykayintouch.com](http://www.marykayintouch.com). Or you can share *The Look* eCatalog on your Facebook page. *The Look* debuts Dec. 16, March 16, June 16 and Sept. 16.



**Mary Kay**  
said it best

“My definition of happiness is having something that you love to do, someone to love, and something to look forward to.”

## february dates to remember

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

Registration opens for first week of Career Conferences (March 23-24, March 24-25 and March 25-26).

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5 Registration opens for second week of Career Conferences (March 30-31 and April 1-2).

New Independent Sales Director Education begins for Independent Sales Directors who debuted Nov. 1 and Dec. 1, 2011, and Jan. 1, 2012.

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8 Online Independent Sales Director-in-Qualification Commitment Form available beginning 6 a.m. Central time.

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

10

14 Valentine's Day.

Last day to enroll online for the Spring 2012 Preferred Customer Program<sup>SM</sup> mailing of *The Look*, including exclusive samplers, while supplies last.

15

16 Winter 2011 Preferred Customer Program<sup>SM</sup> mailing of the Month 2 mailer, *Hello Hydration!*, begins. (Allow 7-10 business days for delivery.)

Presidents Day. Postal holiday.

20

28 Last day of the month for Independent Beauty Consultants to place telephone orders (until 10 p.m. Central time).

Deadline to register for Career Conference 2012.

Career Conference 2012 *Movin' on Up!* and *Way to Grow* Challenges end.

Last day of the month for Independent Beauty Consultants to place online orders (until 9 p.m. 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 midnight Central time.

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### SPECIAL EVENT NOTES

You can qualify for Priority Seminar 2012 registration during the Quarter 3 Star Consultant Quarterly Contest (Dec. 16, 2011 – March 15, 2012). Go online for details on how you can qualify and register for Seminar early!



# InsideTHIS ISSUE



## MAKING THE GRADE

Mary Kay hits college campuses with the latest products and application tips. The result? Mary Kay gets an A+ with coeds across the country.

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## smile)skin

The wait is over ... the newest skin care regimen, Mary Kay® Botanical Effects™, is here. Simple, fresh and tailored for you!

2



## LEARNING IS FUN!

Don't miss the fun and excitement of Career Conference 2012. Check out dates and locations and get ready for the time of your life!

18



find it online: check out Mary Kay InTouch®

Log on today – [www.marykayintouch.com](http://www.marykayintouch.com) – to see what's HOT.

You may find everything you need for your Mary Kay business and more!



### DIGITAL ZONE

Located under Business Tools, learn how you can promote your business using social media tools like Facebook and Twitter. In addition to approved Company posts and tweets, you'll want to review social media guidelines and etiquette prior to posting anything regarding your Mary Kay business or creating a Facebook page.



### LET'S TALK

Check out this online community and see what everyone's talking about! Here you can visit with your sister Independent Beauty Consultants about tips to promote your business, the products, how to warm chatter – anything and everything!



### CHANGE IS GOOD!

Remember to visit this area on Product Central often for updates on upcoming product changes along with helpful tools and selling tips.



### CLASS OF 2012

The excitement of the Class of 2012 promotion continues. Be sure to check out the gorgeous handbag you can receive when you debut as a new Independent Sales Director by July 1, 2012, along with some wonderful recognition and more!



# Mary Kay® Botanical EFFECTS™

it's what **your**  
skin craves



## Simple. Fresh. Tailored to you.

The Mary Kay® Botanical Effects™ Skin Care regimen is just that. Infused with the goodness of botanicals, it's personalized to your skin type to bring out your skin's healthy radiance.

- Takes dry, dull skin to soft, hydrated happiness.
- Gives normal skin newfound freshness.
- Shows oily skin who's boss, saying, "so long to shine."
- Perfect for sensitive skin.
- Price is easy on your budget.



SCAN TO DISCOVER  
HEALTHY, HOLISTIC HAPPINESS  
FOR YOUR SKIN!

Get the free mobile app  
at <http://gettag.mobi>

starting  
at  
**\$14**  
each

Mask,  
\$14

Cleanse,  
\$14

Hydrate,  
\$16

Freshen,  
\$14

All product prices are suggested retail.



# smile)skin

Helping your customers take care of their skin just got easier, thanks to Mary Kay® Botanical Effects™.

Botanical Effects™ is hypoallergenic, fragrance- and alcohol-free, and contains no synthetic dyes, so even those with sensitive skin can share in its botanical benefits. Plus, it's a terrific value for your customers!

Botanical Effects™ is great for your skin, the planet and your budget. Now doesn't that just feel good?

## Botanical Effects™ is perfect for customers who:

- Want a personalized approach to caring for their basic skin care needs.
- Aren't yet concerned about the signs of aging.
- Want to feel good about how they care for their skin while caring for the planet – without sacrificing quality, value and results.
- May have sensitivities to certain ingredients.

## When selling your customers on Botanical Effects™, feel free to use these product attributes:

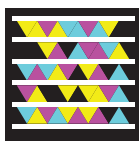
- Delivers holistic benefits by skin type. Leaves dry, normal, oily and even sensitive skin feeling balanced.
- All products contain a special antioxidant-rich botanical complex and are hypo-allergenic and formulated without alcohol, synthetic dyes or added fragrance.
- Created with packaging that's gentle on the planet.

## Take advantage of these sales tools to promote Botanical Effects™ to your customers:

- Samplers!
- *Beaut-e-News*®
- MKeCards®
- Facebook (Corporate Fan page links to post to your Mary Kay Fan page)
- Skin care party
- Botanicals vs. Competitive Charts/Placemat
- *Beauty Book*
- *The Look*
- www.marykay.com
- YouTube videos
- Botanical Effects™ eCatalog

## For current Mary Kay® Classic Basic® customers:

- This is an updated, fresh approach to the basic skin care they love.
- Price points are similar, so it's easy on their wallets.
- Use the *Make the Switch Chart/Placemat* to illustrate Botanical Effects™ benefits.



## SCAN TO WATCH A VIDEO ON BOTANICAL EFFECTS™

1. Download the free TagReader app at <http://gettag.mobi>
2. Scan this code with your phone.
3. Watch this video for product information and more!





# How does it work?

## Mary Kay® Botanical Effects™ Skin Care is a simple regimen

infused with the goodness of botanicals  
personalized to help each skin type bring out  
its healthy radiance.

Products contain a special botanical complex to help defend against environmental damage and help promote healthy skin. Each formula is personalized with additional botanicals to give every skin type just what it craves for beautiful balance.

	<b>1</b> Dry	<b>2</b> Normal	<b>3</b> Oily
<b>cleanse:</b>	Helps restore skin's natural balance Leaves skin feeling smooth, hydrated and nourished	Gently removes makeup and impurities Leaves skin feeling clean, soft and looking healthy	Helps purify skin and cleanse pores Removes and helps control excess oil without drying
<b>hydrate:</b>	Helps maintain skin's moisture levels Helps skin feel supple and resilient	Skin looks healthier and feels nourished and refreshed without feeling oily or greasy	Provides hydration while helping control excess oil Leaves skin with a beautiful matte finish
<b>freshen:</b>	Restores skin's natural balance Helps calm and soothe skin so it feels soft and looks radiant	Skin looks healthier and feels refreshed Helps improve skin's texture for a soft matte finish	Helps minimize appearance of pores Clarifies skin and helps cleanse pores
<b>mask:</b>	Gently exfoliates as it helps improve skin's texture Skin looks smooth and feels renewed	Deep cleans as it gently exfoliates Restores radiance and leaves skin looking healthier	Helps refine appearance of pores Absorbs and controls excess oils so skin looks clarified and fresh





## NEW AUDIENCE APPEAL

I'm so excited about this product line. It is clean and green, and the price point is great! I see it opening up a whole new market.

The younger generation will adore the botanical characteristics, the simple steps and the affordable price point. More mature women with sensitive skin or concerns about chemicals will find it irresistible. Even men will love this line! I will showcase these products at guest events I'm calling Botanical Therapy Nights. They are going to be so much fun!

**Yvonne Lemmon**  
Independent National Sales Director

## add-on sales with Botanical Effects™

- Oil-Free Eye Makeup Remover
- Satin Lips® Balm and Mask
- TimeWise® Microdermabrasion Set (for enhanced exfoliation)
- Indulge® Soothing Eye Gel With Calming Influence™ Botanical Blend



## EASY as 1-2-3!

- 1** Cleanse and hydrate morning and night to reveal radiant-looking skin.
- 2** Add mild, gentle freshener for an added feeling of clean and refreshed skin.
- 3** Choose the appropriate mask for your skin type to deep clean and revitalize skin.

## Shout-Outs

### CONSUMER PANELISTS TELL IT LIKE IT IS.

- "Products give me a young, radiant look – like I've been to a spa." – Nicole B., Hometown, Ill.
- "It was really gentle. I felt like it didn't clog my pores. It didn't irritate my skin." – Sarah G., Boston, Mass.
- "After seven days my skin looks healthier. I've fallen in love with the products." – Kelly Q., Palatine, Ill.
- "I love it! My skin has never looked and felt so clean. I want a big-time supply." – Anna M., Akron, Ohio
- "I have sensitive skin, but this product did not make me break out. I felt my skin come back to life." – Victoria M., Gary, Ind.



## IDEA EXCHANGE!

We know your creative wheels are spinning with great ways to market **Mary Kay® Botanical Effects™** to your customers. We'd love to get discussions going on "Let's Talk" and share these ideas with others.

Go to [www.marykayintouch.com](http://www.marykayintouch.com) to access the "Let's Talk" community.

## PINK DOING GREEN® Strikes Again!

Each of the  
Mary Kay®  
Botanical  
Effects™  
packaging –



- ✓ **Cleanse, Hydrate and Mask tube sleeves** – contain 50 percent post-consumer resin (PCR) material, so what was destined for a landfill now gets a new lease on life as part of our packaging.
- ✓ **Tubes** – also feature lightweight caps, using **one-third less plastic** than traditional flip-top caps.
- ✓ **Freshener bottle and cartons** – are **recyclable\***, plus the cartons are made from **100 percent PCR content** and **Forest Stewardship Council† certified material**.

\*Where facilities exist

†Forest Stewardship Council is dedicated to supporting the practice of sustainable forestry worldwide. FSC-certified paper and print products contribute to conservation, responsible management and community-level benefits for people near the forests that provide the paper.

**pink doing green®**



# Back to School



## FALL INTO YOUR BEAUTY TOUR

College women at 10 universities got a surprise study break last fall when the Mary Kay corporate team arrived on campuses with *Seventeen* and *Cosmopolitan* magazines. The **Mary Kay® Fall Into Your Beauty** college tour was an incredible opportunity to make a positive impression on thousands of young women at universities across the nation. During the events, professional makeup artists transformed coeds via mini-makeovers – allowing them to have fun, experiment with color and learn more about Mary Kay.



## No Wrong ANSWERS

The response was incredible. Many college-age women were unfamiliar or had not been exposed to our fresh color line, exciting skin care or online tools. Guests sampled a broad range of products like Mary Kay® Satin Lips® Set and Mary Kay® Oil-Free Eye Makeup Remover. Mary Kay® Lash Love™ Mascara received an overwhelmingly positive response!

Independent sales force members were on hand to act as brand ambassadors, answer questions and promote products. Using onsite iPads, the young women could take advantage of the Consultant Locator tool on [www.marykay.com](http://www.marykay.com) to help them connect with an Independent Beauty Consultant in their area. While there, guests could “like” Mary Kay on Facebook and sign up to receive *Beaut-e-News*®.

## Eager TO TRY

“We were thrilled to learn how open this age group is to trying Mary Kay® products,” says **Meredith Fain**, Mary Kay Project Manager, Advertising and Integrated Marketing. “Not only did they love the look and feel of the product line and the great price points, they were interested to learn more about the Company.”

This generation represents an enormous opportunity for our business as both customers and independent sales force members.



– Independent Beauty Consultant  
**Catherine Bostick**, Evans, Colo.

“This is a new market for many of us, but by getting out and meeting these young women and introducing them to Mary Kay, they will be customers for life.”



– Independent Senior Sales Director  
**Jennifer Enloe**, Colorado Springs, Colo.

“It’s exciting to be at the University of Colorado at Boulder and meet these young women. They are the next generation and will take Mary Kay and its products to the next level!”





## Campus **BUZZ**

“I didn't sleep much last night because I was studying, but after my makeover, it looks like I got 8 hours!”

“My mom loves Mary Kay, and now I know why.”

“Every college campus needs Mary Kay Independent Beauty Consultants on it!”



SCAN TO SEE A STOP ON THE FALL INTO YOUR BEAUTY TOUR!

1. Download the free TagReader app at <http://gettag.mobi>
2. Scan this code with your phone.
3. Watch this video to see a recent college campus visit!

## 42 Million\* Ways to **GROW YOUR BUSINESS**

This social group of women, ages 15 to 34, is 42 million strong and growing. Talk about purchasing power! Like most, when they're exposed to Mary Kay, they love the products. However, many are unfamiliar with the Mary Kay® brand, and it is time to change that. This group shouldn't be ignored. They are receptive to you, the products and the Company!

### What clicks with this crowd:

**Social savvy.** Print your Mary Kay® Personal Web Site and Facebook Fan page addresses on all your materials.

**Digital natives.** Respect their communication preferences. These women, for example, love Facebook and texting.

**Trying is buying.** They appreciate appropriate product samplers; for example, foundations, eye and cheek colors and lip gloss.

**Mix it up.** Don't be afraid to start them with color. It's fun and provides the instant gratification that they love! Next, introduce them to a simple and unfussy skin care regimen – can you say Botanical Effects™?

**Social values.** Share details about Mary Kay's social responsibility and environmental commitments. Members of this socially conscious group like to know they are doing their part to help the environment.

**Building blocks.** Work first to solidify their relationships as customers. Give them a chance to get to know you, the products and the brand. You'll create loyal customers for life and potential team members.



# Recognition

## Congratulations to the winners for October 2011

### Top NSDs Year-to-Date

Pictured here are the top 10 NSDs year-to-date.



Barbara Sunden



Carol Anton



Karen Piro



Kathy Helou



Lisa Madson



Gloria Mayfield Banks



Jan Harris



Gloria Castaño



Anita Mallory  
Garrett-Roe



Sonia Páez

### On-Target Inner/Diamond/Gold Circle

Independent National Sales Directors become members of the Gold Circle when they earn \$125,000 or more; members of the prestigious Diamond Circle when they 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 2011, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for September 2011.) 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, 2011.

#### On-Target for \$1,000,000 Inner Circle

Barbara Sunden.....\$347,054.93

#### On-Target for \$500,000 Inner Circle

Carol Anton.....\$168,987.28  
Karen Piro.....168,732.29

#### On-Target for \$450,000 Inner Circle

Kathy Helou.....\$165,146.67  
Lisa Madson.....158,083.55  
Gloria Mayfield Banks.....152,114.60  
Jan Harris.....150,029.32

#### On-Target for \$400,000 Inner Circle

Gloria Castaño.....\$149,069.66  
Anita Mallory Garrett-Roe.....148,821.71

#### On-Target for \$350,000 Inner Circle

Sonia Páez.....\$130,160.38  
Cheryl Warfield.....123,758.71  
Pat Danforth.....123,227.67

#### On-Target for \$325,000 Inner Circle

Karlee Isenhardt.....\$112,133.04

#### On-Target for \$300,000 Diamond Circle

Cindy Williams.....\$102,196.50  
Stacy James.....100,484.08

#### On-Target for \$250,000 Diamond Circle

Debi Moore.....\$98,683.10  
Sherry Giancristoforo.....96,011.17  
Sue Kirkpatrick.....93,189.58  
Jackie Swank.....92,404.01  
Halina Rygiel.....90,835.52  
Lupita Ceballos.....89,883.04  
Pamela Waldrop Shaw.....86,893.14  
Dacia Wiegandt.....85,822.01

#### On-Target for \$200,000 Diamond Circle

Patricia Rodriguez-Turker.....\$82,203.31  
Shirley Oppenheimer.....81,542.42  
Mary Diem.....80,372.15  
Julianne Nagle.....79,883.14  
Judie McCoy.....79,330.39

SuzAnne Brothers.....78,937.85  
Pamela Fortenberry-Slate.....77,881.47  
Mary Estupian-Martel.....76,830.34  
Linda Toupin.....76,220.86  
Shannon Andrews.....76,062.39  
Sandy Miller.....75,112.74  
Kerry Buskirk.....74,313.13  
Anita Tripp Brewton.....74,185.39  
Ronnie D'Esposito Klein.....73,194.32  
Diane Underwood.....68,984.45  
Jeanne Rowland.....68,260.45  
Dayana Polanco.....68,036.97  
Auri Hatheway.....67,677.20  
Nancy Bonner.....67,456.24  
Maria Monarrez.....66,952.06  
Cindy Fox.....66,702.94

#### On-Target for \$150,000 Gold Circle

Lily Orellana.....\$62,188.87  
Kay Elvrum.....61,669.21  
Mayuli Rolo.....61,174.22  
Rebecca Evans.....60,197.00  
Julie Krebsbach.....60,154.41

Sandy Valerio.....60,137.88  
Connie Kittson.....59,557.38  
Jan Thetford.....59,502.79  
Lisa Allison.....59,220.86  
Sara Pedraza-Chacón.....58,913.12  
Maureen Ledda.....58,134.99  
Cyndee Gress.....57,001.40  
Dalene Hartshorn.....56,517.95  
Yvonne Lemmon.....56,372.36  
Jamie Cruse-Vrinos.....55,872.20  
Vivian Diaz.....55,367.31  
Dawn Dunn.....54,554.24  
Elizabeth Fitzpatrick.....54,160.85  
Consuelo Prieto.....53,387.41  
Anabel Rocha.....53,349.61  
Kate DeBlander.....53,106.00  
Tammy Crayk.....52,792.07  
Gloria Báez.....52,602.42  
Wilda DeKerlegand.....51,420.49  
Mona Butters.....50,431.74  
Janet Tade.....50,246.69

#### On-Target for \$125,000 Gold Circle

Alia Head.....\$49,994.50  
Judy Brack.....49,342.78  
Lise Clark.....49,104.31  
Kristin Myers.....48,363.55  
Miriam Gómez-Rivas.....47,818.58  
Shirley Oshiro.....47,732.73  
Pam Klickna-Powell.....47,301.74  
Davanne Moul.....47,284.85  
Pam Ross.....46,820.98  
Joanne Bertalan.....45,761.93  
Sharon Buck.....45,423.10  
Cathy Bill.....44,919.61  
Cristi Ann Millard.....44,917.81  
Lynne Holliday.....44,491.88  
Scarlett Walker-Simpson.....44,433.01  
Valerie Bagnol.....43,464.30  
Judy Kawiecki.....42,877.16  
Jeanie Martin.....42,467.65  
Janis Z. Moon.....42,428.60  
Alma Orrostieta.....42,181.73

### Monthly Commissions and Bonuses

Listed are NSD commissions above \$10,000 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.

#### Pearl

1. Jackie Swank\*.....\$36,729  
2. Jan Harris\*\*.....35,973  
3. Pamela Waldrop Shaw.....31,671  
4. Cindy A. Williams.....31,055  
5. Cheryl Warfield\*\*.....30,937  
6. Stacy I. James\*.....28,311  
7. Mary C. Estupian-Martel\*.....26,785  
8. Anita Tripp Brewton\*.....24,004  
9. Halina Rygiel\*.....22,828  
10. Lisa Allison.....20,045  
11. Lise T. Clark\*.....19,454  
12. Julie Krebsbach.....18,652  
13. Maureen S. Ledda\*.....17,567  
14. Nancy Bonner\*.....17,390  
15. Sandy Miller\*.....17,196  
16. Alma Orrostieta.....15,977  
17. Kristin Myers.....15,861  
18. Monique Todd Balboa.....15,200  
19. Elizabeth Fitzpatrick\*.....14,995  
20. Judy Brack.....14,552  
21. Jeanie Martin.....14,290  
22. Wilda DeKerlegand\*.....13,740  
23. Anabel Rocha.....13,343  
24. Lynda Jackson\*.....13,205  
25. Sylvia Kalicak.....13,031  
26. Shirley M. Oshiro.....12,945  
27. Jane Studrawa.....12,880  
28. Kathy C. Goff-Brummett.....12,573  
29. Linda Kirkbride.....12,354  
30. Robin Rowland.....12,341  
31. Cathy E. Littlejohn.....12,314  
32. Holli Lowe.....11,443

33. Barbara Stimach\*.....11,027  
34. Maureen Myers.....10,687  
35. Bett Vernon.....10,560  
36. Rosalie Ann Medjesky.....10,246

#### Diamond

1. Barbara Sunden\*\*\*.....\$80,538  
2. Lisa Madson.....51,236  
3. Sonia Páez\*\*.....42,487  
4. Gloria Castaño\*\*\*.....41,110  
5. Anita Mallory Garrett-Roe\*\*.....39,648  
6. Linda C. Toupin.....26,546  
7. Diane Underwood.....25,726  
8. Patricia Rodriguez-Turker\*\*.....24,854  
9. Maria Monarrez.....21,862  
10. Dayana Polanco.....21,108  
11. Mary Diem\*.....20,318  
12. Connie A. Kittson.....18,722  
13. Vivian Diaz.....17,161  
14. Dalene Hartshorn.....16,767  
15. Mayuli Rolo\*.....16,739  
16. Ada Garcia-Herrera.....16,367  
17. Maria Flores.....14,117  
18. Juanita Gudino.....13,626  
19. Evelinda Diaz\*.....13,451  
20. Noelia Jaimes.....10,620  
21. Diana Heble.....10,508

#### Ruby

1. Carol Anton\*\*.....\$43,714  
2. Pat Danforth\*.....29,757

3. Ronnie D'Esposito Klein\*.....28,438  
4. Karlee Isenhardt\*.....26,748  
5. Sue Kirkpatrick\*.....26,450  
6. Cyndee Gress.....21,971  
7. Shirley Oppenheimer\*.....20,168  
8. Pam Ross\*.....18,694  
9. Pamela A. Fortenberry-Slate\*.....17,709  
10. Jeanne Rowland\*.....17,117  
11. Terri Schafer.....16,888  
12. Rebecca Evans\*.....16,377  
13. Kelly McCarroll.....15,183  
14. Judy Kawiecki.....14,746  
15. Kirk Gillespie.....14,246  
16. Lynne G. Holliday.....13,497  
17. Kate DeBlander.....13,394  
18. Michelle L. Sudeth\*.....12,944  
19. Bea Millsagle.....12,816  
20. Toni A. McElroy.....12,439  
21. Kimberly R. Copeland.....12,320  
22. Thea Elvin.....12,188  
23. Gena Rae Gass.....11,797  
24. Jo Anne Barnes.....11,509  
25. Vicki Jo Auth.....11,487  
26. Janis Z. Moon.....11,357  
27. Donna B. Meixell.....11,330  
28. Margaret M. Bartsch.....11,263  
29. Scarlett S. Walker-Simpson\*.....10,629

#### Sapphire

1. Karen Piro\*\*.....\$47,644  
2. Lupita Ceballos\*.....26,530  
3. Judie McCoy\*.....24,117

4. Shannon C. Andrews\*.....23,448  
5. Julianne Nagle\*.....21,276  
6. Dawn A. Dunn.....20,155  
7. Sharon L. Buck.....18,731  
8. Tammy Crayk.....18,147  
9. Jan L. Thetford.....17,900  
10. Sandy Valerio.....17,293  
11. Pam I. Higgs.....15,937  
12. Sara Pedraza-Chacón\*.....15,324  
13. Alia L. Head.....15,104  
14. Maria Aguirre.....14,915  
15. Paola Ramirez.....14,502  
16. Gillian H. Ortega.....14,414  
17. Pam Klickna-Powell.....13,945  
18. Sherril L. Steinman.....13,872  
19. Valerie J. Bagnol\*.....13,692  
20. Davanne D. Moul\*.....13,586  
21. Gloria Báez\*.....12,772  
22. Nancy A. Moser.....11,799  
23. Maria Guadalupe Diaz.....11,519  
24. Maribel Barajas.....11,115  
25. Kimberly D. Starr.....10,959  
26. Diana Sumpter.....10,674  
27. Joy L. Breen.....10,404  
28. Kendra Crist Cross.....10,344  
29. Magdalena Nevarez\*.....10,141  
30. Karen B. Ford.....10,102

#### Emerald

1. Gloria Mayfield Banks\*\*\*.....\$50,607  
2. Kathy S. Helou\*.....46,709

3. Debi R. Moore\*.....27,836  
4. Sherry Giancristoforo\*\*.....25,800  
5. Dacia Wiegandt\*.....25,519  
6. SuzAnne Brothers\*.....25,131  
7. Kerry Buskirk\*.....19,575  
8. Kay E. Elvrum.....19,067  
9. Consuelo R. Prieto.....17,766  
10. Lily Orellana.....17,534  
11. Auri Hatheway.....17,523  
12. Jamie Cruse-Vrinos.....17,130  
13. Yvonne S. Lemmon.....17,004  
14. Janet Tade\*.....16,097  
15. Cathy Bill\*.....15,319  
16. Cindy Fox\*.....15,296  
17. Shelly Gladstein.....15,279  
18. Pamela Tull.....14,758  
19. Mona Butters.....14,448  
20. Miriam Gómez-Rivas.....13,473  
21. Joanne R. Bertalan\*.....13,316  
22. Morayma Rosas.....12,296  
23. Brenda Segal\*.....12,280  
24. Dawn Otten-Sweeney.....12,278  
25. Cristi Ann Millard.....12,192  
26. Kathy Rodgers-Smith.....11,307  
27. Candy Jackson.....10,003

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



# Recognition

## Commission Circle

Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in October 2011. Names in **bold print** are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

### Pearl

Kim McClure .....\$17,451.19  
 Amie N. Gamboian.....16,119.50  
**Roya Marie Mattis**.....13,525.48  
 Julia Sander Burnett.....11,682.15  
 Beth H. Piland.....11,474.62  
 Tammy A. Vavala.....11,209.46  
 Janice Baxter Hull.....10,744.30  
 Dorothy D. Boyd.....10,176.88  
 Carrie V. Eddings-Foster.....10,165.38  
 Debbie A. Thomas.....9,948.70  
 Sherry L. Fields.....9,857.71  
 Leah Michelle Laughlan.....9,639.71  
 Cindy Machado-Flippen.....9,639.33  
 Jeanie K. Navkal.....9,636.01  
 Anne Geertsen.....9,312.50  
 Lia Rene Carta.....9,080.78  
 Diane M. Detesco.....9,017.02  
 Laura Poling.....9,016.15  
 Patti Cornell.....8,941.18  
 Richelle V. Barnes.....8,788.74  
 Katherine Mirkes Ward.....8,782.51  
 Adrienne M. Detesco.....8,601.65  
 Crystal June Trojanowski.....8,451.26  
 Marye Durrer.....8,413.34  
 Vicki Piccirilli.....8,295.43  
 Tammy Brown.....8,269.44  
 Patty Webster.....8,236.69  
 Lisa Olivares.....8,185.18  
 Brenda Stafford.....8,150.39  
 Shauna Lynn Abbotts.....8,083.78  
 Cindy S. Koenig.....8,052.49  
 Nadine Bowers.....8,037.34  
 Christi G. Campbell.....7,968.58  
 Jaime Marie Bittner.....7,658.32  
 Maria Claxton-Taylor.....7,632.56  
 Amy C. Schule.....7,630.98  
 Penny J. Jackson.....7,591.04  
 Blythe Jolee Egbert.....7,480.69  
 Evelyn Pirhalla.....7,434.77  
 Tina M. Dees.....7,431.71  
 Shelley Eldridge.....7,322.90  
 Amy Kemp.....7,301.30  
 Amy Stokes.....7,200.81  
 Sherry L. Belisle.....7,130.95  
 Kathryn L. Engstrom.....7,102.01  
 Sally Moreno.....7,100.67  
 Halle Kathryn Simpson.....7,095.84  
 Carmen J. Felix.....7,069.91  
 Rosa Zepeda.....7,011.66  
 Amy Kitzrell.....7,001.42  
 Sylvia Limon Martinez.....6,999.01  
 Sherree E. Koehler.....6,868.95  
 Tracey L. Chavez.....6,846.44  
 Angela Lynn Lee.....6,826.48  
 Nicole J. Canamare.....6,811.18  
 Barbara R. Johnson.....6,759.24  
 Brandi Zenzel.....6,745.08  
 Mara C. Lane.....6,719.11  
 Audrey L. Detesco-Nickell.....6,676.24  
 Angela P. LaFrance.....6,666.21  
 Laurie C. Cole.....6,611.67  
 Mia J. Mason Taylor.....6,511.16  
 Deb Altenburger.....6,503.92  
 Judi Tapella.....6,492.20  
 Renee Brooks.....6,487.02  
 Kim Deel.....6,478.08  
 Barbara B. Dobbs.....6,475.12  
 Christina Lynn Frantz.....6,465.72  
 Hazel White.....6,431.54  
 Joy D. Bailey-Gress.....6,409.15  
 Ella M. Chick-Power.....6,341.12  
 Breanne Bechard.....6,304.00  
 Kathy Eckhardt.....6,290.61  
 Pat Ringnald.....6,271.82  
 Darlene Rutledge.....6,248.58  
 Michele Salisbury Rankin.....6,222.13  
 Maureen Shipp.....6,217.39  
 Wendy Lee Johnson.....6,170.19  
 Ingra Williams.....6,109.30  
 Tamarie M. Bradford.....6,099.61  
 Menina M. Givens.....6,089.29  
 Susan Moore.....6,076.65  
 Keara Anderson Murphy.....6,052.92  
 Donna Stephano.....6,046.84  
 Gina Beck.....6,019.11

Rachael M. Bullock.....5,971.30  
 Mary E. Feikles.....5,955.82  
 Stacey Craft.....5,927.66  
 Lindsay R. Stewart.....5,922.04  
 Virginia S. Rocha.....5,911.07  
 Becki Hackett.....5,907.19  
 Judy Gieson.....5,904.16  
 Constance Nugent Miller.....5,872.23  
 Betty B. Lucido.....5,863.00  
 Sandy Kay Gant.....5,827.64  
 R. Sue Miller.....5,822.10  
 Sandra M. Munguia.....5,812.74  
 Melissa Gabriella Olsheski.....5,763.17  
 Ruthie Bresette-Mount.....5,732.91  
 Stephanie Lynn Coker.....5,648.58

### Diamond

Martha Kay Raile.....\$16,364.03  
 Heidi Goelzer.....15,036.51  
 LaRonda L. Daigle.....14,526.87  
 Priscilla McPheeters.....13,249.24  
 Amy Allgood.....12,600.68  
 Virginia Rowell.....11,974.95  
 Melinda M. Balling.....11,679.25  
 Marsha Morrisette.....11,327.17  
 Julie Nell.....11,323.45  
 Kristin Jenae Rogers.....11,260.10  
 Mary Strauss.....10,857.91  
 Susan M. Hohman.....10,848.44  
 Deborah Dudas.....10,621.58  
 Gerri Anne Morris.....10,300.88  
 Yosaira Sanchez.....9,739.63  
 Tawnya Krempges.....9,599.78  
 Emily Sims.....9,578.25  
 Ana X. Solis.....9,283.72  
 Sheryl Peterson.....9,144.86  
 Shelly Palen.....9,084.46  
 Ruth L. Everhart.....9,020.98  
 Lisa A. Stengel.....8,990.72  
 Linda T. Carliglia.....8,909.10  
 Heather Rachel Catchpole.....8,829.17  
 Delmi Cristina Santos.....8,720.15  
 Nancy Ashton.....8,697.25  
 Cecilia C. James.....8,664.65  
 Stephanie A. Richter.....8,658.68  
 Amelie B. Kemogne.....8,535.61  
 Karime Rosas.....8,509.72  
 Terri J. Beckstead.....8,414.29  
 Donna J. Saguto.....8,375.11  
 Julie Schlundt.....8,347.24  
 Lesa Rae Franken.....8,274.25  
 Sandy Griffith.....8,271.75  
 Barbara E. Roehrig.....8,205.07  
 Mary Jacobson.....8,199.61  
 Maricarmen Gonzalez.....8,117.25  
 Andrea Whitcomb.....7,997.58  
 Rose Rodriguez-Capone.....7,959.72  
 Pat A. Nuzzi.....7,795.99  
 Alicia Borkowska-Sattler.....7,723.95  
 Mariann Biase Mason.....7,688.18  
 Nicki R. Hill.....7,685.50  
 Jill D. Davis.....7,676.02  
 Melissa R. Hennings.....7,644.65  
 Diane L. Mentiply.....7,582.69  
 Susie Kopacz.....7,489.28  
 Susan J. Pankow.....7,461.58  
 Susan M. McCoy.....7,444.20  
 Suzanne T. Young.....7,427.34  
 Jenny Siemonsma.....7,419.77  
 Patricia Carr.....7,409.40  
 Shelley Olson.....7,402.78  
 Lou Cindy Utley.....7,323.51  
 Carol Lee Johnson.....7,298.34  
 Marielaena Boquin.....7,289.99  
 Altinay Prado.....7,269.18  
 Betty McKendry.....7,263.06  
 Amy Zietlow.....7,261.57  
 Carmen Hernandez.....7,227.94  
 Brenda K. Howell.....7,221.92  
 Robin L. Saller.....7,163.68  
 Evitelia Valdez-Cruz.....7,141.40  
 Marilinda R. Brown.....7,132.11  
 Lila DeWeber.....7,117.56  
 Robin S. Lantz.....7,108.38  
 Norma Lee Shaver.....7,093.97  
 Petie L. Huffman.....7,077.89

Bianny Fabiola Ramirez.....7,066.26  
 Carolyn Thompson.....7,048.78  
 Mairleys Lopez.....7,026.79  
 Ana Carolina Alvarez.....6,965.74  
 Wendy Hayum-Gross.....6,930.43  
 Lisa A. Raupp.....6,904.38  
 Mabel Bolufe.....6,895.19  
 Chris Landaker.....6,838.83  
 Nancy Fox Castro.....6,787.39  
 Janet S. Chapman.....6,782.93  
 Debbie Larson.....6,748.82  
 Jessica Joy Mitchell.....6,740.30  
 Ashlee Angela Crook.....6,674.62  
 Meg Booker Steward.....6,673.62  
 Jennifer L. Wilson.....6,673.31  
 Elizabeth B. Muna.....6,647.95  
 Leticia Barajas.....6,643.59  
 Heather M. Julson.....6,634.83  
 Teresa A. Lischwe.....6,585.79  
 Tokunboh S. Oyenuga.....6,561.71  
 Flavio O. Rodriguez.....6,557.00  
 Joy H. Rentz.....6,548.70  
 Rhonda Jean Taylor.....6,515.10  
 Linda J. Wicks.....6,486.81  
 Alicia Kingery-Lokai.....6,431.46  
 Margarita Velez.....6,430.16  
 Audrey J. Doller.....6,373.56  
 Denise M. Guthrie.....6,318.32  
 Joye Z. Stephens.....6,305.26  
 Konie Slipy-Justus.....6,277.42  
 Lisa Peterson.....6,255.09

### Ruby

Thessy Wnachukwu.....\$12,638.53  
 Michele Semper.....11,302.43  
 Donna Clark-Driscoll.....11,263.52  
 Krystal D. Downey-Shada.....10,043.37  
 Carmen Nunez de Valencia.....10,005.54  
 Gloria Dominguez.....9,664.14  
 Candace Laurel Carlson.....9,600.54  
 Cheryl O. Fulcher.....9,534.87  
 Barbara L. Harrison.....9,490.81  
 Corrin Cresci.....9,224.28  
 Chiana Nwosu.....9,069.62  
 Marnie R. Yunger.....9,011.98  
 Jeanette M. Thompson.....8,812.75  
 Diana Gutierrez.....8,805.52  
 Candace Lyn Chambers.....8,635.07  
 Lisa Anne Harmon.....8,591.78  
 Connie A. Brinker.....8,212.29  
 Lucy Janel Nickelson.....8,200.16  
 Tina Hulsman.....8,159.62  
 Judy Lund.....8,154.07  
 Jacqueline N. Alford.....8,033.88  
 Somer Ballard Carter.....7,959.46  
 Kali DeBlander Brigham.....7,893.50  
 Laura A. Kattenbraker.....7,873.51  
 Breda M. Teal.....7,749.25  
 Laurieann Barclay.....7,733.87  
 Stephanie Corrine Arbaugh.....7,733.75  
 Rosanne Pluchino.....7,431.51  
 Cissy E. Warren.....7,409.22  
 Suzanne Moeller.....7,377.03  
 Brenda Fenner.....7,371.44  
 Deborah S. Bailye.....7,303.00  
 Mary Alice Dell.....7,243.45  
 Suzanne Tripp-Black.....7,131.59  
 Jennifer Jean McNulty.....7,129.62  
 Mary Sharon Howell.....7,083.28  
 Julie Smith.....7,008.85  
 Oye A. Onuoha.....6,939.03  
 Sherrie L. Clemons.....6,811.56  
 Sonya F. Goins.....6,757.91  
 Brandy E. Richwine.....6,736.20  
 Jeanie Ripley.....6,612.62  
 Janelle A. Ferrell.....6,499.54  
 Pallia A. Curry.....6,488.29  
 Kathy Monahan.....6,486.29  
 Jiglibtoanusi.....6,481.14  
 Iriene Zapalac.....6,446.34  
 Liz Whitehouse.....6,440.31  
 Shelia D. Evans.....6,409.89  
 Peggy Young.....6,354.30  
 Debbie A. Elbrecht.....6,337.46  
 Kimberley Victor.....6,292.70

Brenda Barrows.....6,274.10  
 Christy M. Cox.....6,273.85  
 Ekene S. Okafor.....6,247.13  
 Mary-K Kirsch.....6,226.96  
 Pat Z. Allen.....6,208.13  
 Lisa V. Bauer.....6,200.49  
 Julie Brindell Sapp.....6,196.43  
 Phuong L. White.....6,109.66  
 Eleanor M. Reigel.....6,060.73  
 Linda Leonard Thompson.....6,056.34  
 Marie A. Harbord.....6,032.53  
 Winifred Nonye Ogbunamiri.....6,017.81  
 Lisa D. Prescott.....6,012.93  
 Susan C. Ehrnstrom.....5,999.34  
 Kaye Driggers.....5,988.03  
 Deborah K. Hack.....5,958.31  
 Terry S. Smith.....5,923.21  
 Nancy D. Marshall.....5,868.06  
 Michelle M. Visco.....5,867.86  
 Helen Amato.....5,828.72  
 Karen M. Getty-Hopkins.....5,825.41  
 Shay Akin.....5,799.07  
 Gina Beekley.....5,791.62  
 Chick Stamschror.....5,788.63  
 Lee Clouse.....5,780.92  
 Suzanne P. Wallace.....5,718.73  
 Eva E. Berber.....5,712.15  
 Sandra Braun.....5,706.36  
 Wanda Metzger.....5,703.20  
 Isabel Mejia.....5,665.71  
 Daisy Aniebonam.....5,658.51  
 Jemma Holley Imwalle.....5,611.05  
 Dori M. Fennell.....5,608.20  
 Helen Naomi Godswill.....5,594.38  
 Kerri Washington.....5,593.94  
 Ma Ana Lilia Benitez Radilla.....5,547.37  
 Sylvia J. Cook.....5,537.82  
 Ann Clement.....5,536.31  
 Michelle L. Sweedar.....5,534.41  
 Kim W. Hansen.....5,530.85  
 Jennifer Isenhardt.....5,521.89  
 Natalie A. Rivas.....5,515.18  
 Mary Lou Ardohain.....5,511.48  
 Kathy Brennan.....5,490.88  
 Michelle L. Mathews.....5,475.73  
 Debbie Jean Oertel.....5,458.29  
 Diane Covington.....5,443.29  
 Karen Paluga-Larson.....5,423.03

### Sapphire

Tammy Ramage.....\$16,207.86  
 Julie Weaver.....16,066.06  
 Lara F. McKeever.....14,501.43  
 Moleda G. Dailey.....12,753.43  
 Diane Bruns.....12,123.48  
 Tracy Potter.....11,677.95  
 Tabitha A. Hallums.....10,518.08  
 Sylvia Boggs.....10,080.09  
 Lady Ruth Brown.....10,056.02  
 Audrey K. MacDowall.....9,339.96  
 Roxanne McInroe Williams.....9,027.35  
 Melody Missick.....8,998.79  
 Julia Mundy.....8,886.59  
 Faith A. Gladding.....8,847.94  
 Kathy R. Bullard.....8,789.81  
 Debbie A. Weld.....8,701.36  
 Natalie Reed.....8,591.59  
 Angela D. LaFerry.....8,575.65  
 Phyllis I. Pinksner.....8,564.40  
 Randi Stevens.....8,523.48  
 JoAnna P. Shippe.....8,516.49  
 Joanna Helton.....8,260.29  
 Lynnee E. Tate.....8,248.63  
 Kristi M. Montesana.....8,186.58  
 Linda Klein.....8,151.58  
 Ruby Garner.....8,113.37  
 Cheryl T. Anderson.....7,942.79  
 Ann M. Jones.....7,937.53  
 Sara Kinney Turco.....7,896.72  
 Angie S. Day.....7,882.00  
 Connie L. Russo.....7,865.59  
 Kim I. Sabourin.....7,854.40  
 Rebekah Hirneisen.....7,532.18

Ryan Ashlee Rives.....7,489.33  
 Gena Prince.....7,449.89  
 Jennifer G. Bouse.....7,372.81  
 Sanjuana Sosa.....7,347.19  
 Margaret Neill.....7,289.45  
 Bonnie Crumrin.....7,206.63  
 Ann Ferrell Smith.....7,191.41  
 Jennifer L. Besecker.....7,187.67  
 Marjorie S. Haun.....7,166.15  
 Josefa Chacon.....7,150.83  
 Doris M. Quackenbush.....7,148.31  
 Leanne Sexton.....7,118.61  
 Tirza Llanes.....7,101.27  
 Norma Hood.....6,962.70  
 Dolores Keller.....6,953.49  
 Anne Elizabeth Leanos.....6,931.80  
 Maranda Michelle Rains.....6,908.83  
 Cindy Templeton.....6,900.27  
 Martina Roman.....6,882.14  
 Maria G. Leon.....6,878.64  
 Kim West.....6,764.92  
 Peggy B. Sacco.....6,753.26  
 Barbara Randall.....6,654.30  
 Nannette G. Short.....6,644.85  
 Krista A. Johnson.....6,613.65  
 Lynn A. Cervini.....6,591.79  
 Kristen Jennifer Barnett.....6,573.88  
 Therese E. Simon.....6,558.47  
 Sandra A. Zavoda.....6,547.98  
 Kathleen Kirkwood.....6,541.16  
 Joni D. Koonz.....6,472.83  
 Jill Beckstead.....6,390.65  
 Anita R. Rabelo.....6,378.03  
 Joli A. Dockery.....6,362.43  
 Celeste Gabbard Byrd.....6,344.53  
 Krista Neal Warner.....6,337.31  
 Connie J. Lamp.....6,256.40  
 Janis Clemens.....6,221.57  
 Sarah Sullivan Krycinski.....6,215.99  
 Maria Elvia Lopez.....6,181.12  
 Lynn Baer Roberts.....6,143.63  
 Jodi L. Feller.....6,143.33  
 Elizabeth McCandless.....6,142.32  
 Cindy S. Kriner.....6,091.97  
 Julie Garvey.....6,089.54  
 Barbara J. Puckett.....6,058.37  
 Jeannie Helm.....6,057.27  
 Sue Ammons.....6,049.39  
 Frances Woodham.....6,048.35  
 Esther Cisneros.....6,044.91  
 Robyn S. Cartmill.....6,037.83  
 Ann W. Sherman.....6,020.80  
 Judy L. Staats.....6,010.01  
 Patrice Moore Smith.....5,997.36  
 Angelee R. Murray.....5,980.56  
 Dawn S. Harpster.....5,965.88  
 Lorie Ford Ryon.....5,960.70  
 Tracy Grodsky-Dunn.....5,930.07  
 Janet L. Wolfe.....5,904.75  
 Dwauna Maura.....5,885.55  
 Maria P. Loera.....5,877.25  
 Shelia Berry.....5,859.84  
 Debra J. Witmer.....5,831.33  
 AnaMaria R. Cruz.....5,823.26  
 Sandi Fitzpatrick.....5,786.20  
 Diana E. Frausto.....5,779.22  
 Tracey A. Fields-Hedrick.....5,769.67

### Emerald

Juanita Pedroza.....\$15,944.56  
 Evalina Chavez.....12,586.44  
 Christie L. Ehiobu.....12,270.19  
 Trisha Taylor.....11,826.62  
 Pam Kelly.....11,007.15  
 Christine A. Denton.....10,753.17  
 Stacy D. Foust.....10,199.98  
 Paula Kelsch.....10,120.04  
 Jordan Helou Eicher.....10,038.11  
 Sue Uibel.....9,860.61  
 Connie Marie Ackroyd.....9,799.23  
 Elaine K. Williams.....9,643.39  
 Michele Martella Armes.....9,318.01  
 Vicki Powell.....9,197.66  
 Sheri Farrar-Meyer.....9,195.40  
 Kimbi L. Bartik.....9,055.59  
 Jo M. Cotton.....8,823.88  
 Barbara Pleet.....8,757.28

Marina Sanchez Ramirez.....8,753.25  
 Natalie M. Oliverio-Ziehmer.....8,710.98  
 Carol M. Fulton.....8,575.14  
 Mary Brandenburg.....8,461.90  
 Christine J. Kurzawa.....8,385.23  
 Linda Bradley.....8,308.27  
 Keren E. Riddle.....8,260.37  
 Vera Eizele.....8,210.33  
 Yuvis Rocio Alvarado.....8,127.12  
 Susie J. Serio.....8,038.57  
 Susan Ruth Cunningham.....8,006.10  
 Ann Williamson.....8,005.94  
 Kathy P. Oliveira.....7,972.33  
 Jeannine R. DeVore Harris.....7,965.68  
 Ohunene Patience Ebrese.....7,949.08  
 Amy L. Fields.....7,947.06  
 Debbie L. Bower.....7,836.17  
 Jeanette E. Beichle.....7,782.61  
 Nancy Boucher.....7,768.74  
 Traci L. Smith.....7,758.01  
 Gerri L. Gurreri.....7,745.68  
 Rose Campbell.....7,718.63  
 Heather A. Carlson.....7,624.61  
 Heather Wickstrom.....7,620.52  
 Michelle M. Martinez.....7,571.12  
 Vicki Hunter.....7,480.05  
 Rhonda Kambeitz.....7,391.23  
 Grace Hull.....7,344.32  
 Jessica Brash Holzbach.....7,333.87  
 Yolanda Lopez.....7,312.50  
 Kay Dickerson.....7,231.85  
 Julie A. Griffin.....7,195.87  
 Cheryl L. Foster.....7,119.35  
 Shelia J. McCune.....7,017.03  
 Judith E. Cotton.....7,014.01  
 Claudia Maria Velez.....6,995.74  
 Talvia W. Peterson.....6,913.88  
 Martha Cuevas.....6,896.37  
 Stacy S. Gilson.....6,829.03  
 Alma D. Santos Soto.....6,751.96  
 Evelyn Nail.....6,750.22  
 Jeanie M. Tamborello.....6,742.76  
 Dana Ann Lamade.....6,728.61  
 Karen A. Jorgenson.....6,726.62  
 Anita Rodriguez.....6,711.47  
 Nancy A. Berlin.....6,580.68  
 Pat Forehand.....6,536.89  
 Maritza Lanuza.....6,531.84  
 Margaret Meggison.....6,522.78  
 Linda S. Robinson.....6,512.48  
 Maria Sanchez.....6,441.93  
 Holly Lynne Martin.....6,409.23  
 Shanna M. Nowling-Brannon.....6,393.46  
 Shawna D. Schneider.....6,371.99  
 Aida Ramallo de Escobedo.....6,346.88  
 Angel L. Hurley.....6,271.85  
 Nancy Graham.....6,264.02  
 Celsa Menjivar-Gutierrez.....6,255.67  
 Carol Shuff.....6,251.09  
 Nancy A. Coleman.....6,196.27  
 Jackie L. Root.....6,174.04  
 Nancy Harder.....6,130.34  
 Keiko M. Nakao.....6,129.02  
 Stacy M. Houy.....6,124.42  
 Haydee Guzman.....6,097.84  
 Ann Shears.....6,080.98  
 Gloria Evans.....6,045.88  
 Annette D. Oxley.....6,010.73  
 Maria Beddick.....6,002.51  
 Caren Crosby Fields.....5,947.70  
 Dana M. Chamberlin.....5,923.03  
 Antonia Miranda.....5,865.98  
 Valerie Yokie.....5,849.17  
 Sandy McKee-Rini.....5,841.45  
 Katie L. Ashby.....5,801.82  
 Hollie R. Sherrick.....5,794.41  
 Misty McCain Pollard.....5,792.75  
 Rosario Campos.....5,746.25  
 Roxie Soto.....5,706.64  
 Chante Smith.....5,683.88  
 Melissa Bright.....5,678.75  
 Denise G. Kucharski.....5,642.12

\*"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 EMAIL, YOU SHOULD CONSIDER WHETHER SUCH COMMUNICATION IS CONSISTENT WITH STATE AND/OR FEDERAL "DO-NOT-CALL" AND/OR "SPAM" LAWS AND REGULATIONS. FOR MORE INFORMATION ON THIS SUBJECT, YOU CAN GO TO THE MARY KAY INTOUCH® WEBSITE AND CLICK ON "TAX AND LEGAL" IN THE DROP-DOWN MENU. WHEN IN DOUBT, MARY KAY INC. RECOMMENDS FACE-TO-FACE CONTACT AS THE BEST FORM OF COMMUNICATION, WHICH SHOULD HELP YOU AVOID ANY ISSUES WITH THESE TYPES OF REGULATIONS.









Once a bank vice president traveling and working long hours, **Independent National Sales Director Candy Jackson** yearned to stay home with her three children: Michael, April and Chad. The Mary Kay opportunity allowed her to do that while living her values of God first, family second and career third.

Inspired by the example of Mary Kay Ash and through the Global Leadership Development Program that allows Independent Sales Directors and above the opportunity to enter other markets to conduct business, Candy has proudly built her team of Independent Sales Directors in the U.S., India and Malaysia.

Here is what Candy had to share about her journey of hope.



INTRODUCING  
INDEPENDENT NATIONAL SALES DIRECTOR

# Candy Jackson

**Q:** You take pride in giving women around the world hope. What has this opportunity meant to the women you are taking with you on your journey?

**A:** *I feel strength as I expand my vision and stretch beyond my comfort zone in the U.S.*

*I believe everyone in the world longs for the same three things: somewhere to belong, a place to become all they can be and something to believe in. The Mary Kay opportunity can truly provide these basic needs for every woman.*

**Q:** What or who inspired you to take your business to various parts of the world?

**A:** *I admired Independent National Sales Directors who worked internationally, and that admiration planted the seed for me. God opened the door in 2002 when our eldest son, Michael, married Sarah, who is from India.*

*I watched as the Indian women I met at their wedding looked through The Look with excitement, and I knew Mary Kay could be part of enriching the lives of thousands of Indian women.*

**Q:** How has your husband shown his support over the years?

**A:** *Chuck has been my biggest cheerleader. At unit and area events, he shares my story because he can truly attest to the impact Mary Kay has had on our lives and in strengthening our relationship.*

**Q:** How did you feel when you were speaking from the Seminar stage as an Independent National Sales Director?

**A:** *Awesome! All I could think was how much this business is and means to me, and all I could feel was the love I have for all of the Independent Sales Directors in my National Area. I could see their smiling faces flashing before me. It truly was a dream come true.*

**Q:** Now that you are a National Sales Director, what are you most excited about?

**A:** *I want to breathe belief into all my Independent Sales Directors and Independent Beauty Consultants to become Mary Kay® Career Car drivers, earn the income they deserve and be all they can be! Stronger confidence comes with every step along the career path. You are constantly conquering fears.*

*I believe that "when you change a woman, you change the family; when you change the family, you change the neighborhood; when you change the neighborhood, you change a community."*

#### SEE HIGHLIGHTS FROM CANDY JACKSON'S NATIONAL DEBUT.

1. Download the free TagReader app at <http://gettag.mobi>
2. Scan this code with your smartphone.
3. Watch highlights from her Mary Kay business!







As a Cuban microbiologist, Independent Senior National Sales Director **Mayuli Rolo** decided to leave her country because she wasn't happy about what her children's future held if she stayed. The mother of three says she lived in a country where she only had two options – to settle and give up on her dreams, or leave it all and start anew in this great country of opportunities.

Mayuli's decision paid off as she debuted on the Seminar stage in July 2011. Let's get acquainted with her.



INTRODUCING

INDEPENDENT SENIOR NATIONAL SALES DIRECTOR

# Mayuli Rolo

**Q:** Tell us about your life before Mary Kay. What were your dreams?

**A:** For 12 years, I worked as a microbiologist with HIV and AIDS patients at the University of Miami. I always wanted to own a clothing business. I love fashion, and I even took some courses, but it's a competitive industry, and I decided to not pursue it.

I'm a dreamer, but I'm also decisive and persistent. Once I started my Mary Kay business, I discovered I'm also a better human being. I've learned to value people and walk in their shoes, aside from defining my personal mission to improve lives.

**Q:** How were you introduced to the Mary Kay opportunity? What was the determining factor that made you choose a Mary Kay business?

**A:** Independent Executive National Sales Director **Sonia Páez** introduced me to the Mary Kay opportunity in New York 16 years ago. At that time, she was starting her Mary Kay business as I arrived in the U.S. from Cuba. I started with her, but because of personal reasons, I relocated to Miami, and we lost touch. I saw her again years later while attending a conference in Florida. It was great to catch up with her after all those years. By then, she was an Independent National Sales Director. She motivated me to start my Mary Kay business again. I saw Sonia as a confident and successful woman. I wanted to be like her, and I never doubted that I could do it!

**Q:** What three main lessons have you learned through your Mary Kay business?

**A:** **Lesson 1:** Just as Mary Kay said, always imagine that every person you meet is wearing an invisible sign saying, "Make Me Feel Important."

**Lesson 2:** Focus not on your weaknesses, but build and develop your strengths.

**Lesson 3:** Be passionate about what you do; live intensely in the present and project yourself positively for the future.

**Q:** Tell us about your family.

**A:** I'm married to Amable Rolo. My husband is passionate about my Mary Kay business. Amable saw the unlimited potential of this business before I did. He believes in this opportunity; without his support, things would have been more difficult for me.

I have three children: Jenny is 27 and has a master's degree in Psychology; Tomás is 24 and has a bachelor's degree in the same science; Arliss is 18 and attends Florida International University. My children have seen that despite challenges, I've never given up. They know everything we've experienced was worth it, and they are proud of who we are.

**Q:** Based on your own experience, what do you think a new Independent Beauty Consultant's focus should be?

**A:** A new Independent Beauty Consultant should get to know the Company she represents through her business. She needs to learn its values, its philosophy and its products. All this will help her grow in confidence and passion as an independent sales force member. She will be the only "Mary Kay" that her customers meet; so she has to do everything with excellence in order to achieve success in her business.

#### SEE HIGHLIGHTS FROM MAYULI ROLO'S NATIONAL DEBUT.

1. Download the free TagReader app at <http://gettag.mobi>
2. Scan this code with your smartphone.
3. Watch highlights from her Mary Kay business!





INTRODUCING  
INDEPENDENT SENIOR NATIONAL SALES DIRECTOR



# Sara Pedraza-Chacón

**Q:** What motivated you to accept the Mary Kay opportunity?

**A:** I was motivated by a speaker at a Mary Kay meeting whose presentation was titled, "We Are Eagles, Not Chickens." I was also motivated, and still am, by the earning potential of the Mary Kay business.

**Q:** What changes has your Mary Kay business made in the way you approach and live life?

**A:** Before, my aspiration was to attain the highest position in my department at the hospital, but my supervisor was a long way from retiring. Through my Mary Kay business, I discovered I am responsible for my own progress. I heard from my beloved Mary Kay Ash that the sky is the limit. And I've learned that is true!

I know nothing is perfect, but I can say that I have enjoyed every moment of my journey. I've had the privilege of balancing my life according to Mary Kay Ash's priorities of God first, family second, and third, but never last, my career.

**Q:** What are the most important lessons you've learned through your Mary Kay business?

**A:** I've learned to appreciate the value of the Golden Rule and how important it is to be comfortable and confident speaking before an audience. I've also learned that only a small percentage of people on this planet write down their goals. We all should!

**Q:** What advice would you give to any woman who is starting her Mary Kay business?

**A:** Never miss any of your weekly meetings and events. And, dear friend, always accept the challenges presented to you by your Independent Sales Director and the Company.

**Q:** What do you consider the most attractive incentives of the Mary Kay opportunity?

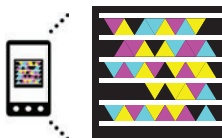
**A:** The most attractive incentive is the possibility to earn and have money for your needs, and to provide for your family. You have many girlfriends who understand your struggles and your triumphs. I love that I have my own business, but I have the support of an entire company. I am never alone.



Sara Pedraza-Chacón says it was her destiny when the Mary Kay opportunity was introduced to her. She was residing in Houston and working in the billing department of a hospital. Happily married to Efrén Chacón and mother to four wonderful children: Jorge, Alba, Jennifer and Sara (a Mary Kay Independent Sales Director), **Sara Pedraza-Chacón** debuted as an **Independent Senior National Sales Director** in July 2011 on the Seminar stage. Her Mary Kay career path has certainly brought her a long way from that first Mary Kay event she attended. Here are her insights.

**SEE HIGHLIGHTS FROM SARA PEDRAZA-CHACÓN'S NATIONAL DEBUT.**

1. Download the free TagReader app at <http://gettag.mobi>
2. Scan this code with your smartphone.
3. Watch highlights from her Mary Kay business!





# Career Conference Hits the Road!

The trucks are loaded, and we're headed to a city near you!

With 24 hours of bonding, celebrating and learning, *You Can Do It*<sup>SM</sup> Career Conference 2012 is full of excitement! We are cranking up the fun-o-meter this year with timely workshops, great music, hot prizes and plenty of girlfriend time! Plus, Independent National Sales Directors host the show so you know they will bring their Mary Kay stories, inspiring speeches and enthusiastic personalities.

In addition to the merriment, you'll learn from the movers and shakers about how to keep your business fresh and fun! Top Independent Sales Directors will share how they market their businesses and how they are attracting new team members every day. There's more: You also will get the lowdown on what it takes to move up the Mary Kay career path in time for Seminar 2012!



## LIGHT BULB MOMENT

"In February 2002, a year after signing my Independent Beauty Consultant Agreement, I called my Independent Sales Director and told her I was ready to sell. She suggested I attend Career

Conference. While there, I realized how I could provide for my future and help other people.

"Career Conference is where I saw my vision for the first time. Career Conference is where I dared to dream about becoming an Independent National Sales Director.

"I tell Independent Beauty Consultants I meet, 'You never know when you're going to have your light bulb moment, but if you're sitting at home, you may miss it, and you don't want that because it can change your life forever.'"

— Independent National Sales Director  
Holli Lowe





## Read what sister Independent Beauty Consultants said about Career Conference 2011!



“I love the ‘girl time’ with my Sales Director and unit and other Mary Kay area units. We can catch up and encourage one another. It is good to see women from my first Career Conference come back after moving up the career path.”

– Independent Beauty Consultant Dianne Williams, Maywood, Ill.



“I was attending the *Puttin’ on the Glitz* Luncheon in Kansas City, and Independent National Sales Director Jan Thetford sat at my table! It is my goal now to attend all the luncheons!”

– Independent Beauty Consultant Kimberly Landrum, Jay, Okla.



“After hearing all these successful women, I realized I can do anything. I saw businesses blooming, witnessed friendships forming and felt my confidence grow!”

– Independent Beauty Consultant Elise Trujillo, Bluffton, S.C.



career conference | 12

## Register ONE OF TWO EASY WAYS:

### Mary Kay InTouch®:

Click “Events,” then “Career Conference 2012”

### OR

### Mail:

Special Events Registration  
Mary Kay Inc.  
P.O. Box 799045  
Dallas, TX 75379-9045

## Remember

**Feb. 2-4:** Early Registration for sessions March 23-24, March 24-25 and March 25-26.

**Feb. 5-7:** Early Registration for sessions March 30-31 and April 1-2.

**Feb. 29:** Registration deadline

## Recognition

Get ready to celebrate and be celebrated. The *Way to Grow* Luncheon will impress with a delicious three-course meal, beautiful table decor and girlfriend time with your hosting Independent National Sales Directors.

We can’t wait to celebrate you! To learn more about all the ways **you can be recognized at Career Conference**, please visit [www.marykayintouch.com](http://www.marykayintouch.com).

## Schedule AT A GLANCE

### Day 1

2 – 9 p.m.	Packet Pickup/Late Registration (if space available)
3:30 – 5 p.m.	Independent Sales Director Workshop
3:30 – 5 p.m.	Emerging Leaders Workshop (Star Team Builders, Team Leaders, Future Independent Sales Directors and Independent Sales Directors-in-Qualification)
7 – 10 p.m.	Opening General Session (all attendees)

### Day 2

8 a.m. – 4:30 p.m.	Packet Pickup/Late Registration (if space available)
8:30 – 10:30 a.m.	Independent Sales Director and Independent Beauty Consultant Classes
10:45 a.m. – Noon	General Sessions (all attendees)
12:15 – 1:45 p.m.	<i>Way to Grow</i> Luncheon (invitation only)
2 – 4 p.m.	Closing General Session (all attendees)

### LOCATIONS

Atlantic City, NJ I  
\*Atlantic City, NJ II  
Bakersfield, CA  
Branson, MO  
Charlotte, NC I  
Charlotte, NC II  
Columbus, OH  
Covington, KY  
Denver, CO  
Duluth, GA  
Eugene, OR  
Evansville, IN  
Frisco, TX I  
Frisco, TX II  
Galveston, TX  
Glendale, AZ  
Hartford, CT  
Indianapolis, IN  
Jacksonville, FL  
Kansas City, MO  
Knoxville, TN  
Lancaster, PA  
Miami, FL  
Milwaukee, WI  
Minneapolis, MN  
Mobile, AL  
Novi, MI  
Oakland, CA  
Omaha, NE  
\*Ontario, CA I  
Ontario, CA II  
Orlando, FL  
Pasadena, CA  
Pittsburgh, PA  
Providence, RI  
Rochester, NY  
Sandy, UT  
Spokane, WA  
St. Charles, IL  
St. Charles, MO  
Toledo, OH  
Virginia Beach, VA

\*Spanish Only

### DATES

March 23-24  
March 24-25  
March 30-31  
March 30-31  
March 23-24  
March 25-26  
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March 23-24



# go-give® award

Congratulations to the winners for February 2012

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® Award nomination form is available on the Mary Kay InTouch® website under “Recognition.”



## **Amy Kitrell** **Pearl**

Independent Future Executive  
Senior Sales Director

**Began Mary Kay**  
April 1989

**Sales Director Debut**  
November 1992

**Offspring** four first-line;  
three second-line

**National Sales Director**  
Stacy James

**Honors** Cadillac qualifier; Circle of Honor; Consultant Queen's Court of Personal Sales; Sales Director Queen's Court of Personal Sales; 13-times Circle of Achievement; four-times Circle of Excellence; gold medal winner; estimated highest monthly unit retail: \$111,373

**Personal** Lives in Ashland, Neb. Husband, Barry; sons: Blake, Bo, Brett, Bryce, Barrett

**Favorite Quote** “Now to Him who is able to do immeasurably more than all we ask or imagine, according to His power that is at work within us ...”  
– Ephesians 3:20-21

**Independent Executive National Sales Director Jan Harris** says, “Amy always puts others first. She adopted one of the Independent Beauty Consultants in my area and developed her into a second-line Independent Sales Director for my National Area.”



## **Caroline Sagunsky** **Diamond**

Independent Future Executive  
Senior Sales Director

**Began Mary Kay**  
April 1981

**Sales Director Debut**  
April 1983

**Offspring** three first-line;  
three second-line

**National Sales Director**  
Go Give Area

**Honors** Premier Club qualifier; Circle of Honor; Consultant Queen's Court of Personal Sales; five-times Sales Director Queen's Court of Personal Sales; 15-times Circle of Achievement; four-times Double Star Achievement; estimated highest monthly unit retail: \$60,280

**Personal** Lives in Medford, Ore. Husband, Paul; daughters: Nancy, Emily

**Favorite Quote** “There is no use to put frosting on the cake if you are going to let the cake crack.”  
– Mary Kay Ash

**Independent National Sales Director Emeritus Dollie Griffin** says, “Caroline has been a tremendous support system for my area. She cares for her clients and provides great service.”



## **Michelle Sweedar** **Ruby**

Independent Senior  
Sales Director

**Began Mary Kay**  
January 1991

**Sales Director Debut**  
December 1992

**Offspring** one first-line

**National Sales Director**  
Go Give Area

**Honors** Premier Club qualifier; Circle of Honor; Sales Director Queen's Court of Personal Sales; Queen's Court of Sharing; five-times Circle of Achievement; Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$51,613

**Personal** Lives in Mars, Pa. Husband, Butch; sons: Joshua, Steven; daughter, Brooke

**Favorite Quote** “I can do all things through Christ who strengthens me.”  
– Philippians 4:13

**Independent Elite Executive Senior Sales Director Kim McClure of Cranberry Township, Pa.**, says, “Michelle has been a great supporter of our future National Area and painting the vision for the Independent Beauty Consultants in my area.”



## **Gina Ulicny** **Sapphire**

Independent Senior  
Sales Director

**Began Mary Kay**  
July 1990

**Sales Director Debut**  
November 1992

**Offspring** two first-line;  
one second-line

**National Sales Director**  
Go Give Area

**Honors** Premier Club qualifier; Circle of Honor; monthly Go-Give® Award winner, January 2000; Consultant Queen's Court of Personal Sales; 12-times Sales Director Queen's Court of Personal Sales; seven-times Circle of Achievement; five-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$71,725

**Personal** Lives in Roswell, Ga. Husband, Mike; daughter, Veronica Lea

**Favorite Quote** “Make it beautiful just for the sake of beauty. God sees what you are doing; do it beautiful for Him.”  
– Fr. Schramko

**Independent Beauty Consultant Jessica Mosley of Woodstock, Ga.**, says, “Gina always treats me and other adoptees like her own unit members. She takes the time to discuss how I can develop as an Independent Beauty Consultant.”



## **Kathy Laughlin** **Emerald**

Independent Senior  
Sales Director

**Began Mary Kay**  
February 1982

**Sales Director Debut**  
December 1997

**Offspring** one first-line

**National Sales Director**  
Go Give Area

**Honors** Premier Club qualifier; Circle of Honor; four-times Sales Director Queen's Court of Personal Sales; two-times Circle of Achievement; Double Star Achievement; Fabulous 50s; gold medal winner; estimated highest monthly unit retail: \$47,606

**Personal** Lives in Clovis, Calif. Husband, Phil; son, Chad; daughters: Charity, Crystal, Cayla, Colleen

**Favorite Quote** “If you do the possible, God will do the impossible.” – Anonymous

**Independent Beauty Consultant Beth Drake of Marlborough, Conn.**, says, “We were searching for a Success meeting that would energize us and keep us on track. Kathy is energetic, imaginative, funny and inspirational – how exciting to build our businesses with her!”



11 age-defying benefits

**TimeWise®  
Miracle Set®**

**Best-Seller**  
MARY KAY  
**Best-Seller**

**MARY KAY**  
**timewise**  
age-lighting moisturizer  
hydratant contre le vieillissement  
loción humectante facial intensiva  
3 FL. OZ. / 88 mL

**MARY KAY**  
**timewise**  
3-in-1 cleanser  
nettoyant 3-en-1  
crème limpiadora facial 3 en 1  
4.5 OZ. NET WT. / 127 g

**MARY KAY**  
**timewise**  
night solution  
solution nocturne  
gel facial  
rafraîchissant nocturne  
1 FL. OZ. / 29 mL

**MARY KAY**  
**timewise**  
day solution  
suntscreen spf 25  
solution diurne  
écran solaire spf 25  
loción facial humectante para el día spf 25  
DUN 0226945  
1 FL. OZ. / 29 mL

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MARY KAY  
**Best-Seller**

**\$90 set**

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All product prices are suggested retail.  
\*Over-the-counter drug product



**Add a Mary Kay® foundation of your choice, from \$14.**

**\$90**  
set

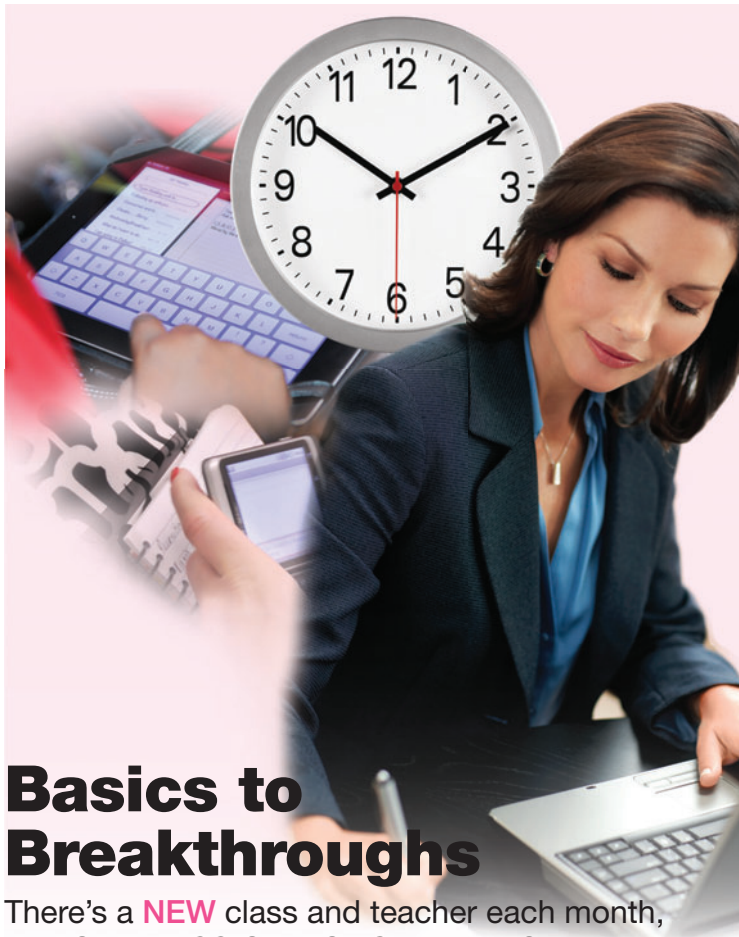
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Body™  
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Action®  
Toning  
Lotion,  
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## Basics to Breakthroughs

There's a **NEW** class and teacher each month, so **DON'T MISS OUT. ONCE THE MONTH** is over, so is the class!



Independent National  
Sales Director

**Sabrina  
Goodwin Monday**

### **JANUARY**

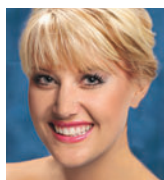
The Courage to  
Be GREAT



Independent National  
Sales Director

**Kimberly  
Copeland**

AND



Independent Executive  
Senior Sales Director

**Krystal  
Walker**



Independent National  
Sales Director

**Jo Anne  
Barnes**

### **MARCH**

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Bounce Back!

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under the "Education" tab.

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- Each month you'll hear your favorite Independent National Sales Directors and Independent Sales Directors.
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