

MARCH 2008

Applause®

MARY KAY®
Enriching Women's Lives™

Career Conference:
Be There to Share the Dream!



All in the tube:
Mary Kay® Creme
Lipsticks uncovered

The final countdown
to our brand-new
color cosmetics

Foundation knowledge
at your fingertips

get it free

WITH YOUR ORDER

FEB. 16 – MARCH 15, 2008

Mary Kay® Subtle Tanning Lotion/ Oil-Free Eye Makeup Remover

Suggested uses: You can be among the first to try Mary Kay® Subtle Tanning Lotion that delivers subtle tanning and moisturizing benefits all in one! Mary Kay® Subtle Tanning Lotion, available on the March 16 Consultant order form for \$16 suggested retail, contains hydrating ingredients to moisturize skin plus a tanner for developing a gradual and subtle bronze glow that's natural enough to look real. You'll begin to see results within several days and maximum color within a week. Oil-Free Eye Makeup Remover is a best-seller, removing eye makeup quick as a wink! Both products are your BizBuilders bonus starting with a \$400 wholesale Section 1 order.



Travel-Sized TimeWise® Microdermabrasion Set

Suggested use: Customers can exfoliate on the go with this Spring 2008 gift with purchase. Fighting fine lines, refining pores and achieving beautifully smooth skin *immediately* is so easy with this travel-sized set that includes Step 1: Refine (.5 oz.) and Step 2: Replenish (.17 fl. oz.). Also included are sampler packettes of the TimeWise® Miracle Set in both normal/dry and combination/oily formulas. It's all presented beautifully in a pearlized gift bag with matching ribbon. It's your BizBuilders bonus starting with an \$800 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.



page 22

Role Reversal

When a former teacher and student reconnect, the relationship they once shared is reversed – and education takes on a whole new meaning!

dreams are for **sharing**

Mary Kay Ash embraced her dream and shared it with thousands of women around the world. At Career Conference 2008, you'll discover how *you* can share your way to success! This inspiring event offers the education you need to prepare for exciting changes to Mary Kay® color cosmetics, as well as the motivation you need to pass on the Mary Kay dream to others while making your own dreams come true.

all it takes is **a commitment to attend!**



Career Conference News

Here's all you need to know about Career Conference 2008 registration, recognition and more! Learn how to make this event work for you. Don't miss out!

◀ page

8

New Products, New Business Opportunities

Mary Kay® Creme Lipsticks and Mary Kay® Mineral Powder Foundations can take your business to new heights! Know them. Love them. Sell them.

page

2 ▶



bold and beautiful

Mary Kay® Creme Lipstick is exploding on the lipstick scene with 32 bold color options and a new high-fashion tube. Lips never looked – or felt – so good!

The long-wearing, stay-true color glides on with a lightweight, creamy texture, providing a veil of protection against moisture loss and delivering maximum color impact that lasts. Thirty-two stunning shades provide choices for an even broader range of skin tones. **\$13**

Clinically tested for skin irritancy and skin allergy.

High-fashion black tube custom-designed at Mary Kay Inc. to look and feel beautiful in a woman's hand.

“

Mary Kay® lipsticks are my favorite because they go on so smoothly and make my lips feel moist, not dry.

Tammy P., Bloomfield, Mo., Preferred Customer

”



Long-lasting, fragrance-free color has a hint of vanilla flavor.*

Enhanced with nourishing vitamin E and a vitamin C derivative to help protect against wrinkle-causing free radicals and everyday environmental stress.

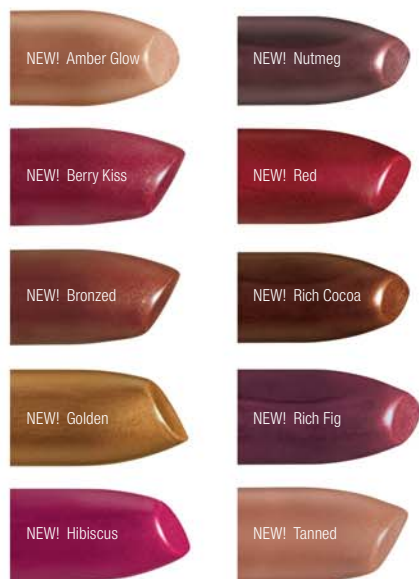
The exclusive creamy, rich formula prevents feathering and bleeding and lasts for hours.

A “click” cap keeps the lid securely closed.

*By using a vanilla flavor, Mary Kay® Creme Lipstick imparts a pleasant taste without an added fragrance.

Price is suggested retail.

NEW! Hot Shades



Returning Favorites



Kissed by Success

Lipstick Sales Challenge



Dec. 16, 2007 –
March 15, 2008



- Goal:** Sell at least *Triple 21** lipsticks (63 total)
- Reward:** Custom lipstick charm for your Totally Charmed charm bracelet
- Recognition:** Independent Beauty Consultants and Independent Sales Directors who sell at least *Triple 21** lipsticks by March 15, 2008, will be recognized at Career Conference. The top Independent Beauty Consultant and Independent Sales Director at each Career Conference location with the highest Mary Kay® Creme Lipstick sales by March 15, 2008, will receive onstage recognition and a custom pink Swarovski® crystal lip charm from the Totally Charmed collection.
- Consistency:** Receive a custom heart charm when you achieve all sales challenges for the 2008 Seminar year.

*Recognition will be based on wholesale Section 1 Mary Kay® Creme Lipstick sales, plus early order offers through March 15. Unit Support Package quantities and Bizbuilders quantities received as part of the Month 3 bonus (Nov. 16 - Dec. 15, 2007) also count toward qualification. For complete challenge details, please see the Mary Kay InTouch® Web site.

Put your
lipstick
where your
mouth is –
and
achieve!

Lip Logic What Your Kiss Says About You

Are you confident? Charming? Your lips will tell! Kissologist Maxine Albert, who is highly regarded in the beauty industry, has offered Mary Kay Inc. her expertise in deciphering the personalities behind various lip prints. When your customers visit your Mary Kay® Personal Web Site or www.marykay.com, they can compare their own lip prints to one of Maxine's 10 lip personality profiles like the one below. They can also find out what Maxine says about celebrity kisses from Reba McEntire, George Strait and more!

You can get the excitement rolling by sending the new lipstick MKeCard® and February *Beaut-e-news*™ e-newsletter linking customers directly to your Mary Kay® Personal Web site. And why not consider featuring Maxine's lip profiles at a color consultation or class? For ideas, go to the "Education" section of the Mary Kay InTouch® Web site and click on "Hostess Event." Kiss, compare and have fun!



Hippie Chic

Balanced with a defined upper lip.

Maxine's analysis

- You possess a sharp mind, a winning disposition and have great allure and style.
- You are a lover of art and all things cultural.
- You strongly believe in the mind, body, spirit connection.
- You are a champion of truth.

countdown to color: get ready for Mary Kay® Compacts

It's almost here! The extraordinary new Mary Kay® Compact is about to transform your business, bringing with it incredible sales opportunities. Now's the time to tidy up your current color inventory to prepare for this exciting launch. Here's a recap of some great sell-through ideas that can help you get ready for a color explosion.

Create an Inventory Checklist

It's time to take charge of your product closet! What products do you still have in the platinum packaging? You'll likely want to take an inventory of MK Signature® lipsticks, pressed foundations, eye and cheek color refills and platinum compacts, plus current applicators. Next? Match up color to compacts! You can consider:

- Filling Custom Compacts with colors you have on hand for great looks to sell as sets.
- Filling Color Compacts with cheek and eye colors to sell as sets.
- Filling Foundation Compacts with pressed foundations to sell as sets.
- Including current brushes and applicators with the purchase of a filled compact.

Examine Customer Preferences

Why not use myCustomers® to research your customers' preferences? You can find out who uses the color products you still have in your inventory. Now may be the time to begin offering small discounts to your preferred customers to start quickly moving your inventory.

Suggested dialogue: "Cindy, I know you just love our Sunset and Toffee lipstick shades. I have a great offer for you. Would you like to buy one of each in our "classic" platinum tube and choose a third color from my inventory at a discount? When would be a good time for me to stop by?"

Suggested dialogue: "Jill, I know you love Mary Kay® Dual-Coverage Powder Foundation in Ivory 200. I have a special offer for you. Would you like to buy two and receive an extra Foundation Compact at a discount?"

Top independent sales force members agree that offering discounts like these at this point are appropriate as you transition your inventory to the new black packaging and prepare for future sales!

Offer "Last Chance" Items on Your Mary Kay® Personal Web Site

Still have limited-edition and discontinued products in your inventory? Then let all your customers know by listing them on your Mary Kay® Personal Web Site! Simply go to the "Personal Web Site Manager" section on the Mary Kay InTouch® Web site to select the items you'd like to display. Next, you can send your customers the Last Chance MKeCard® to promote the items listed on your Mary Kay® Personal Web Site, driving business to the site.

Just remember to keep your "Last Chance" list current. If you've sold out of an item, then immediately remove it from your "Last Chance" list. You wouldn't want to inadvertently disappoint a customer!

Also, keep in mind that the virtual makeover your customers can access will continue to feature MK Signature® color cosmetics and platinum packaging through June 15 – great for selling through inventory.



Compact available on the March 16 Consultant order form.

Color News

You Need To Know

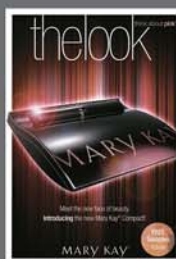
More minerals are coming! You'll be excited to learn that beginning March 2008, all new powder formulas, including cheek and eye colors, will have a higher concentration of minerals and carry "mineral" in the product names. With an ever-expanding consumer desire for mineral products, we're offering what's state of the art. And you'll be excited to learn that our mineral products have multiple uses! For instance, the new Mary Kay® Mineral Highlighting Powder and Mary Kay® Mineral Bronzing Powder that launch on the March 16 Consultant order form can double as eye colors.

For the latest information on the exciting color product transitions, be sure to check out the "Countdown to Color" section of the Mary Kay InTouch® Web site.

Get the Word Out

About New Color

Hurry! Help your customers prepare for color changes with these Preferred Customer Program mailings. Enrollment deadlines are at hand!



Feb. 15: Deadline to enroll customers to receive the **Spring 2008 issue of The Look** (65 cents per name) that features two exclusive new bronzer samplers and helps customers visualize and prepare for color changes.

Remember, *The Look* will be available on the March 16 Consultant order form open stock, so consider ordering extra copies to hand out

or place in reorders as you introduce new color to customers and sell any remaining MK Signature® inventory.

March 15: Deadline to enroll customers to receive the **Customize Your Perfect Compact Month 2 mailer** (40 cents per name) that beautifully shares how the fantastic new Mary Kay® Compact can be everything to everyone. Plus, it offers special gift cards to encourage customers to spread the word.



Creative Merchandising

Offering customers a mix-and-match selection of platinum and black packaging is OK! In fact, platinum and black work nicely



together if you add a little creative merchandising magic. *"Think about how you can tie them together in a nice display that customers will embrace,"* Independent Executive National Sales Director Cheryl Warfield suggests.

My advice is to focus on selling what you currently have to current customers, Independent Executive National Sales Director Cheryl Warfield says. *You'll have many new customers who will fall in love with our new color products.*

powder perfect:

Mary Kay® Mineral Powder Foundation

The benefits of minerals with the coverage of foundation.
Get it. Try it. Love it. Share it!

It's a foundation that goes on with the sweep of a brush. It's a weightless powder that blends effortlessly for a flawless look. It's a skin perfecter that makes lines, wrinkles and other imperfections seem to disappear. And it's transfer-resistant so it won't fade away midday. Plus, we created the Mary Kay® Mineral Foundation Brush to work exclusively with this foundation. That's the beauty of new Mary Kay® Mineral Powder Foundation. Offer the limited-edition set while supplies last. **\$28**

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

Mary Kay® Mineral Foundation Brush, **\$10**

learn and share

Want to learn and share more about Mary Kay® Mineral Powder Foundation? The Mary Kay InTouch® Web site can help you get up to speed:

Product Update Flier

Learn all you need to know about Mary Kay® Mineral Powder Foundation online with the latest *Product Update* flier that includes application tips, a shade conversion chart and marketplace trends. To access this tool, follow these links:

Products: "Online Product Guide": "What's New." Then look under "Product Update Fliers."

Product Knowledge Workshop

Interactive education is a superb learning tool! Take a course on Mary Kay® Mineral Powder Foundation plus other foundations with a PowerPoint presentation and Product Fact Sheets that give you a detailed course. To access this workshop, follow these links:

Products: "Online Product Guide": "What's New." Then look under "Product Knowledge Workshops" and click on "Core Skin Care."



Help your customers learn more with these great tools:

The Look

The Winter 2007 issue of *The Look* includes a full-color comparison chart featuring Mary Kay® Mineral Powder Foundation, giving your customers a great starting point for selecting a Mary Kay® foundation. Pack/10, **\$3.50**

MKeCard®

You can tell customers about this exciting new foundation by sending the Mary Kay® Mineral Powder Foundation MKeCard®.

Online Tips

Your Mary Kay® Personal Web Site features Mary Kay® Mineral Powder Foundation application tips to help your customers learn even more and build excitement.

“A truly professional person must know her business thoroughly from every angle.”

— Mary Kay Ash



choosing the right foundation

Are your customers in a foundation quandary? As an Independent Beauty Consultant, you have the knowledge and expertise to come to the rescue, helping them select the best foundation form for their skin tones and skin types.

knowledge at your fingertips

Don't reinvent the wheel! You can use these great resources to brush up on all the foundations you have to offer your customers, giving them helpful advice straight from the experts at Mary Kay Inc.



Online Product Guide: Foundations

Everything you need to know about foundation is on the Mary Kay InTouch® Web site. From finding the right shade to understanding the foundation numbering system, this is your ultimate resource with tips, charts, comparisons and more. To access this information, simply type “Foundations” in the search bar on the home page.

Foundation Comparison Chart

The Foundation Comparison Chart, available online, is a great resource for quick, up-to-date information on all foundations. You may want to print it and carry it with you to skin care classes and facial appointments. It outlines the benefits of each foundation and suggests which one is best for each skin type. From the Mary Kay InTouch® home page, simply type “Foundation Comparison Chart” in the search bar to access the chart.

Shade Selection Simplified

You can use the chart below to help your customers choose the right foundation.

Mary Kay® Medium- / Full-Coverage Foundation	Mary Kay® Mineral Powder Foundation
Ivory 100, 104, 105	Ivory 1
Ivory 200, 202, 204	Ivory 2
Beige 300, 302, 304, 305	Beige 1
Beige 400, 402, 404	Beige 2
Bronze 500, 504, 507	Bronze 1
Bronze 600, 607, 708, 808	Bronze 2

who's driving your

If you haven't registered for *Share the Dream!* Career Conference 2008,

How do you plan to fuel your success? Where will your momentum find its spark? When you make *Share the Dream!* Career Conference 2008 your destination for first-class education, taught by those who have "been there," your motivation can't help but get in gear! Just ask **Independent Future Executive Senior Sales Director Charlene Grubbs** of Hendersonville, Tenn., in the **Independent National Sales Director Cathy Littlejohn** Area. Charlene sat captivated at her first Career Conference, listening to women from different walks of life sharing their stories about how they overcame seemingly insurmountable obstacles thanks to Mary Kay Ash and her dream for women. "Seated in the back of that overflowing auditorium, I began to see the true power of the Mary Kay opportunity," she recalls. "I began to believe that I could sell more, even build a team, maybe even earn the use of a Career Car! Those dreams changed the course of my life."

What could a dream do for you?

Put your vision into motion and register in one of three easy ways, from Feb. 5 through March 15, 2008:

- **Online:** Go to the Mary Kay InTouch® Web site and click on the *Share the Dream!* Career Conference 2008 icon.
- **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. 5-7 – Registration opens for the first week (March 28-29 and March 30-31) of Career Conference cities through March 15.

Feb. 8-10 – Registration opens for the second week (April 4-5 and April 6-7) of Career Conference cities through March 15.

Registration Deadline: March 15, 2008

Registration Fee:

- \$75 received in Special Events by March 15, 2008
- \$85 on-site, space permitting (except for new Independent Beauty Consultants who submit Agreements which are accepted by the Company after March 15 and in April)

Transfer Fee: \$10

Cancellation Deadlines and Fees:

- Full Refund: March 15, 2008
(Falls on Saturday. No phone or mail cancellations available.)
- Less \$25: March 16 – April 7, 2008
- No refunds after April 7, 2008

Hotel Deadline: March 17, 2008

future?

you could miss the on-ramp to greatness!



Rewards are waiting for you at *Share the Dream! Career Conference 2008.*

Win Darrell Overcash

Two Career Conference sites (one each weekend) that meet their registration goals by March 15, 2008, and have the highest percentage of Independent Beauty Consultants or Independent Sales Directors who achieve Ruby Star Consultant status with at least 2400 total contest credits from Dec. 16, 2007, through March 15, 2008, will win the guest appearance of President, Mary Kay U.S. Darrell Overcash. Darrell also will host the *Luncheon With the Stars* at each of the winning locations.

Luncheon With the Stars

Independent Beauty Consultants or Independent Sales Directors who achieve Diamond Star Consultant status with 3000 total contest credits from Dec. 16, 2007, through March 15, 2008, will receive an invitation to this special luncheon.

On-Target Seminar 2008 Court or Unit Circle

Independent Beauty Consultants or Independent Sales Directors who achieve at least one of the following:

- At least \$24,000 in estimated personal retail production from July 1, 2007, through Feb. 29, 2008, will receive a name badge ribbon and onstage recognition.

On-Target Court of Sharing

When you have:

- At least 16 qualified* new personal team members from July 1, 2007, through Feb. 29, 2008, you will receive a name badge ribbon, onstage recognition and the *Bee Focused* necklace.
- At least 16 new personal team members from July 1, 2007, through Feb. 29, 2008, you will receive a name badge ribbon and onstage recognition. New team members need not be qualified at this time.

Independent Sales Directors with at least \$200,000 or more in estimated unit retail production from July 1, 2007, through Feb. 29, 2008, will receive a name badge ribbon and onstage recognition.

Movin' On Up Challenge

Independent Beauty Consultants from Nov. 30, 2007, through Feb. 29, 2008, who achieve and maintain a new step on the career path of Team Leader, Future Independent Sales Director or Independent Sales Director-in-Qualification will receive a name badge ribbon and onstage recognition.

Kissed by Success Lipstick Sales Challenge

The top Independent Beauty Consultant and Independent Sales Director at each Career Conference location with the highest lipstick sales* by March 15, 2008, will receive onstage recognition and a custom pink Swarovski® crystal lip charm from the Totally Charmed collection.

Preferred Customer Program

Independent Beauty Consultants or Independent Sales Directors who are on-target for the *Preferred Customer Program* Consistency Challenge and enroll 45 or more customers to receive *The Look* during the Spring 2008 (Jan. 16 – Feb. 15, 2008) enrollment period will receive a name badge ribbon and standing recognition.

Status Seeker

To check your recognition progress, just go to "Business Tools" on the Mary Kay InTouch® Web site and click on "myBusiness®" to find your status reports. In honor of the Company's 45th Anniversary, we're offering an *Emerging Leaders Workshop* for Independent Star Recruiters, Team Leaders, Future Sales Directors and Sales Directors-in-Qualification on Day One from 3:30 – 5 p.m.

And Speaking of Rewards

Career Conference 2008 attendees will each receive a new compact in their product giveaway! We can't tell what will be inside the compact – attend Career Conference to find out. The retail value of your product giveaway will be equal to the registration cost, so you won't want to miss the surprise!

*For a new unit member to be qualified, her Independent Beauty Consultant Agreement and minimum of \$600 in wholesale Section 1 orders must be received and accepted by the Company during the contest period.

For a complete list of Independent Beauty Consultant and Independent Sales Director recognition opportunities and qualifications, go to the Mary Kay InTouch® Web site and click on the "Career Conference 2008" link.

*Recognition will be based on wholesale Section 1 Mary Kay® Creme Lipstick sales.

three who agree...

you can't afford to miss *Share the Dream!*



As part of the Company's "Pink Doing Green" response, don't forget that you can drop off pink and platinum compacts in recycling bins at *Share the Dream!* Career Conference 2008. Compacts must be emptied of contents and their refills. Feel free to collect compacts from customers who would like to participate in the effort as well. This cause will remind them that Mary Kay works to be a good steward of our environment.

Independent
Senior Sales
Director
Brenda Bennett
Elko, Nev.

Independent National
Sales Director
Tammy Crayk Area



Independent Senior
Sales Director
Julie Thomas
Fremont, Calif.

Independent Executive
National Sales Director
Carol Anton Area



"I was a brand-new Independent Beauty Consultant – just 'two months old' – when I attended Career Conference, my first Company event outside of a weekly success meeting. I was pleasantly surprised at the professionalism. It was organized; it started on time; and it ended on time. What I had heard turned out to be true: Mary Kay women *everywhere* are nice and friendly! But most of all, I was amazed at what the Company gives back to its independent sales force: The education, motivation, recognition and prizes are just the beginning. I still remember one particular Independent Sales Director's tender I-story. It was not only touching but truly impactful. I knew at that moment that I was drawn to Mary Kay for a reason and a purpose, and that I, too, could help other women change their own lives through our incredible Mary Kay® products and this amazing opportunity! I actually cut a family vacation short so that I could attend, and I can honestly say that it was worth the money *and* the time spent away from my family. It was there that I caught the vision of what this Company is all about. Career Conference laid the foundation for my future success and commitment to my Mary Kay business!"

"My first Career Conference wasn't like any business meeting I'd ever attended. I absorbed *far more* from the speakers' personal stories than I had ever heard from a podium or read in a book. It's one thing to learn scripts and technical skills. It's another thing to receive insight from someone who applied those skills. These women were so willing to bare all: their fears and challenges, their starting points and accomplishments, even their lessons and 'scraped knees' along the way. Being around successful businesswomen lays a foundation for our own success. Women often spend considerable time and money improving their external selves and not enough on who they are as people. Personal inner growth is what makes us beautiful long after that initial external first impression. Both kinds of development were important to Mary Kay Ash, and that meant being at Career Conference and Seminar! This personal growth journey is a huge part of Mary Kay's mission to enrich women's lives and now flows from the "Keepers of the Flame" – the Independent National Sales Directors who give of themselves so generously at these Company events."



Career Conference 2008

Independent Elite
Executive Senior
Sales Director
Melva Slythe
Reading, Pa.



Independent Senior
National Sales Director
Valerie Bagnol Area

"Career Conference is a local event that brings Mary Kay to you, where the best of the best show up to share their journey and inspire you to greater heights, and the stage is set to highlight the splendor of your accomplishments! Along with your sister Independent Beauty Consultants, you'll dream together, grow together and encourage one another. My most memorable experience at Career Conference was watching women from all walks of life surge through the doors of the convention center, each with a passion to make her business work. The excitement that exuded from everyone there was truly electrifying! The message I walked away with was that there will be challenges, but the ones who make it to the podium will always be the ones who overcame one more obstacle and continued on the journey in pursuit of their ultimate dream. That's when I realized that a cancelled class meant to book another. That's when I realized that NO meant move on. That's when I realized that nothing can stop your success but YOU!

That year I learned that any goals I had in my heart could be completed for Seminar. I even left that convention center with goals to reach the Queen's Court of Personal Sales and to become an Independent Sales Director. Both became reality on the Seminar stage that year, and both were ignited at Career Conference. The question is not, 'Are you ready for Career Conference?' but rather, 'Is Career Conference ready for you?' Because you WILL create an impact at this Career Conference, won't you?"

Coming to a city near you

Albuquerque, N.M.	April 4-5
Atlanta, Ga.	March 28-29
Atlantic City, N.J.	March 28-29; March 30-31 (Spanish language only)
Bakersfield, Calif.	March 28-29
Baltimore, Md.	April 4-5; April 6-7
Bellevue, Wash.	March 28-29; March 30-31
Buffalo, N.Y.	April 4-5
Charlotte, N.C.	March 28-29
Chicago, Ill.	April 4-5
Cincinnati, Ohio	April 4-5
Dallas, Texas	April 4-5
Denver, Colo.	March 28-29
Des Moines, Iowa	March 28-29
Houston, Texas	April 4-5
Jacksonville, Fla.	March 28-29
Lansing, Mich.	March 28-29
Louisville, Ky.	March 28-29
Madison, Wis.	March 28-29
Memphis, Tenn.	March 28-29
Minneapolis, Minn.	April 4-5
Mobile, Ala.	March 28-29
Novi, Mich.	April 4-5
Oakland, Calif.	April 4-5
Ontario, Calif.	March 28-29 (Spanish language only)
Orlando, Fla.	April 4-5
Pasadena, Calif.	April 4-5; April 6-7
Pittsburgh, Pa.	March 28-29
Providence, R.I.	April 4-5; April 6-7
Richmond, Va.	March 28-29
Riverside, Calif.	April 4-5
Sacramento, Calif.	April 4-5
Salisbury, Md.	March 28-29
Sandy, Utah	March 28-29
Springfield, Mo.	April 4-5
St. Louis, Mo.	April 4-5
South Bend, Ind.	March 28-29
Topeka, Kan.	April 4-5
Tucson, Ariz.	April 4-5
Tulsa, Okla.	March 28-29

recognition

Congratulations to the winners for November 2007.

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 November 2007, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for October 2007.) 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 Nov. 30, 2007.

Diamond



Barbara Sunden

Ruby



Carol Anton

Sapphire



Gayle Gaston

Emerald



Gloria Mayfield Banks

Pearl



Nan Stroud

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

Barbara Sunden\$427,999.53

On-Target for \$750,000 Inner Circle

Gayle Gaston\$383,039.18
Christine Peterson313,638.30

On-Target for \$500,000 Inner Circle

Nan Stroud\$238,901.70
Carol Anton236,202.80
Karen Piro212,578.49
Lisa Madson210,313.68

On-Target for \$325,000 Inner Circle

Joanne Holman\$201,235.88
Gloria Mayfield Banks192,049.70
Jan Harris187,317.79
Rena Tarbet186,960.86
Karlee Isenhardt172,096.27
Lupita Ceballos171,784.49
Gloria Castaño171,046.98
Pat Danforth170,677.42
Cheryl Warfield170,423.16
Kathy Helou164,816.51
Patricia Rodriguez-Turker157,204.41
Linda McBroom154,818.38

Anita Mallory Garrett-Roe149,917.24
Darlene Berggren149,757.20
Jana Cox146,922.46
Cindy Williams146,546.83
Sue Kirkpatrick145,377.99
Stacy James142,631.22
Joan Chadbourne142,446.90
Sonia Pérez139,782.52
Sherry Giancristoforo137,731.82

On-Target for \$250,000 Diamond Circle

Holly Zick\$134,596.82
Ronda Burnside133,059.41
Rosa Jackson131,159.68
Julianne Nagle-Hackett130,739.38
Mary Diem130,618.84
Johnnette Shealy129,004.64
Suzanne Brothers125,496.24
Ronnie D'Esposito Klein122,624.80
Pamela Waldrop Shaw121,365.59
Judie McCoy114,142.75
Doris Jannke113,858.62

Pam Gruber113,081.82
Linda Toupin111,870.22
Dacia Wiegandt109,698.49
Kathy Z. Rasmussen109,473.18
Jackie Swank109,201.49
Sonya LaVay108,185.57
Debi Moore106,058.52
Shirley Oppenheimer105,317.17
Joyce Z. Grady104,711.55

On-Target for \$200,000 Diamond Circle

Wanda Dalby\$103,880.92

Tammy Crayk101,682.28
Lily Orellana100,356.46
Valerie Bagnol99,728.64
Anita Tripp Brewton98,071.75
Diane Underwood96,612.16
Kerry Buskirk95,571.19
Jeanne Rowland94,736.51
Nancy Bonner91,797.66
Martie Sibert88,823.84
Gloria Báez85,881.29
Maureen Ledda85,260.16
Halina Rygiel84,952.77
Elizabeth Fitzpatrick83,836.63

Monthly Commissions and Bonuses

Listed are NSD commissions earned in November 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.

Diamond

Barbara Sunden***\$79,756
Lisa Madson47,529
Karen Piro**42,238
Patricia Rodriguez-Turker*41,220
Anita Mallory Garrett-Roe*35,070
Sonia Pérez34,906
Pam Gruber*32,416
Gloria Castaño*32,332
Suzanne Brothers30,050
Julianne Nagle-Hackett*28,405
Holly Zick**27,291
Tammy Crayk26,813
Mary Diem*26,035
Joyce Z. Grady25,135
Linda C. Toupin23,999
Diane Underwood21,673
Kathy Z. Rasmussen**19,087
Dawn A. Dunn18,963
Jo Anne Cunningham18,479
Dalene Hartshorn17,742
Maria I. Monarrez16,718
Sandy Valerio16,048
Sharon Kingrey15,344
Sharon Z. Stempson*14,250
Diana Heble12,811
Connie A. Kittson12,395
Betty Gilpatrick12,320
Linda O. Scott11,318
Diana Sumpter10,810
Charlotte G. Kosena10,341
Sandra Chamorro10,047
Carol Lawler9,594
Isabel Venegas9,076
Naomi Ruth Easley8,231
Jan Mazzotti8,119
Caterina M. Harris6,672
Andrea C. Newman5,675

Ruby

Carol Anton**\$48,651
Karlee Isenhardt*40,581
Sue Kirkpatrick*38,960
Pat Danforth*35,582
Linda McBroom*31,476
Johnnette Shealy*26,126
Nancy M. Ashley*23,182
Ronnie D'Esposito Klein*22,519
Shirley Oppenheimer*22,094
Wanda Dalby*21,022
Jeanne Rowland*19,005
Judy Kawiecki18,582
Pamela A. Fortenberry-Slate*17,500
Michelle L. Sudeth*17,329
Pam Ross*16,877
Lynne G. Holliday15,997
Toni A. McElroy15,621
Margaret Winner*15,535
Elizabeth Sapanero15,419
Candy D. Lewis14,603
Rebecca Evans*14,487
Vicky L. Fuselier14,443
Gena Rae Gass14,168
Kate DeBlender14,048
Vicki Jo Auth13,808
Janis Z. Moon13,771
Bea Millsagle13,370
Kirk Gillespie12,813
Jessie Hughes Logan*12,630
Kimberly R. Copeland12,600
Scarlett S. Walker*12,076
Jean Santin*12,070
Maria Aceto Pirro11,948
Patricia Lane11,638
Kelly McCarroll11,159
Sue Z. McGray11,048
Nancy West Junkin*10,643
Cheryl J. Davidson10,533
Cyndee Gress10,512
Phyllis Chang10,415
Cindy Z. Leone10,312
Thea Elvin10,129
Cindy Towne9,776
Amy Dunlap9,667
Sharilyn G. Phillips9,404
Gay Hope Super8,824
Margaret M. Bartsch8,735
Rhonda L. Fraczkowski8,693
Terri Schafer8,022
Donna B. Meixsell7,816
Katie Walley6,985
Renee D. Hackleman6,533

Sapphire

Gayle Gaston***\$76,461
Christine Peterson**69,517
Lupita Ceballos*44,616
Rena Tarbet*41,584
Joanne Holman**35,272
Valerie J. Bagnol*33,008
Jana Cox*30,345
Judie McCoy*24,977
Sonya LaVay*22,291
Mattie Dozier22,274
Shannon C. Andrews*20,108
Pam L. Higgs17,220
Martie Sibert*16,644
Gloria Báez15,966
Alia L. Head15,699
Vernella Benjamin15,505
Sherril L. Steinman15,473
Mary L. Cane15,286
Jan L. Thetford15,029
Sharon L. Buck14,879
Karen Kratochvil14,547
Pam Klichna-Powell14,538
Nancy A. Moser14,136
Jeanne Curtis14,128
Kimberly D. Starr13,876
Gladis Elizabeth Camargo13,550
Jo Anne Barnes13,419
Maribel Barajas13,382
Joy L. Breen12,915
Brigit L. Bridle12,286
Debra M. Wehrer11,936
Davanne D. Moul*11,564
Elizabeth Crist Cross11,298
Carol L. Stoops11,091
Elizabeth Sánchez10,476
Karen B. Ford10,412
Gillian H. Ortega9,540
Maria Aguirre8,076
Jill Moore7,844
Ann Brown7,414

Emerald

Gloria Mayfield Banks***\$53,616
Kathy S. Helou35,908
Ronda Burnside*26,988
Debi R. Moore*26,530
Sherry Giancristoforo**25,758
Dacia Wiegandt24,709
Joanne R. Bertalan*22,930
Doris Jannke22,491
Kerry Buskirk*21,422
Lily Orellana21,081
Consuelo R. Prieto19,465
Miriam Gómez-Rivas18,862
Janet Tade17,761
Mona Butters17,164
Cindy Fox*16,992
Kay E. Elvrum16,730
Pamela Tull15,942
Cathy Bill*15,717
Yvonne S. Lemmon15,234
Jackie LaPrade12,683
Shelly Gladstein12,099
Brenda Segal*11,874
Jo Reynal Rogers11,431
Judy Harmon11,300
Kym A. Walker*11,255
Dawn Otten-Sweeney10,992
Irene A. Shea10,952
Kathy Rodgers-Smith10,820
Natalie Privette-Jones10,631
Judy A. Rohde10,570
Sherry A. Alexander10,558
Sabrina Goodwin Monday10,061
Regina Hogue9,538
Barbara Whitaker9,070
Joanne Hollingsworth8,505
Cristi Ann Millard8,384
Francie McBeth7,662
Esther Whiteleather7,598
Crisette M. Ellis7,060
Nora L. Shariff*6,990
Carmen Rios5,141
Phyllis R. Sammons4,317
Pamela Cheek3,587

Pearl

Nan Stroud***\$44,309
Jan Harris*44,264
Cindy A. Williams35,330
Darlene Berggren*33,355
Stacy I. James30,613
Cheryl Warfield**30,117
Pamela Waldrop Shaw28,661
Joan B. Chadbourne25,292
Anita Tripp Brewton23,831
Mary C. Estupian-Martel*23,079
Halina Rygiel22,697
Jackie Swank*22,242
Rosa Jackson**21,080
Sandy Miller18,328
Lise T. Clark*18,150
Maureen S. Ledda*17,714
Elizabeth Fitzpatrick*17,622
Nancy Bonner*17,042
Anabell Rocha16,032
Monique Todd Balboa15,587
Allison LaMarr14,850
Julie Krebsbach14,329
Ruth Theodocion13,515
Lynda Jackson*13,503
Pat Campbell13,474
Wilda Dekerlegand*13,355
Bett Vernon13,352
Beatrice Powell13,102
Jane Studrawa13,094
Shirley M. Oshiro12,785
Kathy C. Goff-Brummett*12,513
Linda Kirkbride12,225
Barbara Stimach*11,787
Robin Rowland11,720
Glinda McGuire11,452
Wadene Claxton-Prince11,114
Maureen Myers11,003
Barbara Faber10,900
Sylvia Kalicak10,415
Cathy E. Littlejohn10,267
Deb Pike10,193
Rosalie Ann Medjesky9,574
Sonja Hunter Mason9,001
Kathy Jones8,638
Mary Pat Raynor6,217
Bettye M. Bridges4,627

*Denotes Senior NSD

**Denotes Executive NSD

***Denotes Elite Executive NSD

diamond/diamante

new debuts/debutes September/septiembre

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".



Tracy Avelline Chubb
North Las Vegas, Nev.
S. Richter Unit

Maira A. Espinoza
Stamford, Conn.
C. Ortiz Unit

Estella Galdamez
Los Angeles
R. Davalos Unit

Silvia Azucena Giron
Port St Lucie, Fla.
R. Serpa Unit

Maria Eulogia Gonzalez
Pasadena, Texas
M. Esparza Unit

Shawna R. Herd
Collins, Mo.
S. Palen Unit

Darlene Marie Misciagno
Clermont, Fla.
J. Deardorff Unit

Elizabeth Ire Olumese
Largo, Md.
R. Imoekor Unit

Liliana Perez
Arlington, Texas
J. Torres Unit

Karla Marie Recker
Potosi, Wis.
M. Dettmann Unit



Juana Elvira Rivera
Houston
M. Gonzalez Unit

Jennifer Ann Sayles
Reese, Mich.
N. Hill Unit

Misty Lynn Scharff
Sacramento, Calif.
M. Ward Unit

Kelcee L. Valerio
Blue Bell, Pa.
S. Valerio Unit

Arlene Wagstaff
North Salt Lake, Utah
K. Kimball Unit

Monica Lynn Watson
New Palestine, Ind.
R. Chesser Unit

Congratulations to Sales Directors **Cynthia Marie Allen**, Fouke, Ark., M. Rains Unit; **Charlene Marie Ames**, Clermont, Fla., J. Deardorff Unit; **Ana Clemenci Archaga**, Riverhead, N.Y., L. Balcazar Unit; **Esther Benitez**, Dacula, Ga., R. Umana Unit; **Emperatriz Brisenio**, Anaheim, Calif., G. Ramirez Unit; **Kimberly Cardona-Smith**, Plattekill, N.Y., D. Russo Unit; **Jessica M. Dickerson**, Palestine, Texas, F. Gladding Unit; **Joan Margaret Farrell**, Binghamton, N.Y., E. LoPinto Unit; **Maria De La Luz Gabriel Bautista**, Bell, Calif., R. Bueno Unit; **Guadalupe Garcia**, Thomasville, N.C., N. Jaimes Unit; **Laura Garcia**, Willis, Texas, G. Castaño Unit; **Minerva Adriana Garibay**, Streamwood, Ill., S. Sanchez Unit; **Jill Markay Gementz**, San Antonio, M. Cruz Unit; **Irma Gonzalez**, Elgin, Ill., M. Brito Unit; **Susana Manriquez**, Cicero, Ill., L. Spadlowski Unit; **Catalina Hayde Monroy**, Baldwin, N.Y., D. Moran Unit; **Connie Moreno**, Selma, Calif., J. Mull Unit; **Dominga Orellana**, Los Angeles, M. Hernandez Romero Unit; **Alejandra Ornelas**, Oxnard, Calif., P. Bibian Unit; **Michelle G. Pelletier**, West Gardiner, Maine, C. Milligan Unit; **Wendy Ramos**, Hampton Bays, N.Y., L. Balcazar Unit; **Janet Renteria**, Lawrenceville, Ga., M. Lopez Unit; **Cecilia Guadalupe Rivas**, Los Angeles, A. Arroyo Unit; **Agracianna Rojas**, Immokalee, Fla., M. Amador Unit; **Amy Rose Samuels**, Northfield, Minn., M. Burnett Unit; **Eluteria Mayra Sandoval**, Reedley, Calif., M. Camacho Unit; **Maria L. Ticas**, Boynton Beach, Fla., S. Páez Unit; **Jacinta Ukah-Ogbonna**, East Hanover, N.J., I. Collins Unit; **Raquel Urrutia**, Lorton, Va., A. Garcia-Herrera Unit; **Lucy Varela**, Ossining, N.Y., C. Gomez Unit; **Maria Elena Villagrana**, Atwater, Calif., C. Rau Unit; photos unavailable at press time./Felicidades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.

Dean's List/Lista del Decano

(November 2006 debuts/debutes de noviembre 2006)

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 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.



Maria Camacho
Taylors, S.C.
Go Give Area
Ruby Seminar

Lia Rene Carta
Vacaville, Calif.
J. Krebsbach Area
Pearl Seminar

Kylie Ann Sanches
Nederland, Texas
A. LaMarr Area
Pearl Seminar

Honors Society/Sociedad de Honor

(November 2006 debuts/debutes de noviembre 2006)

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 al mayoreo ajustada 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.



Meghan Cruz
San Antonio
J. Cunningham Area

Maria Veliz
Merced, Calif.
Diamond Go Give Area

Fabulous 50s/Los Fabulosos 50

(May 2007 debuts/debutes de mayo 2007)

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.



Sharon M. McNeal
Jacksonville, Fla.
A. Newman Area

Shelly Mae Smith
Lakeview, Mich.
Diamond Go Give Area

Graciela Valadez
Avenal, Calif.
Diamond Go Give Area

diamond/diamante

On the Write Track/En buen camino (September 2007 debuts/debutes de septiembre 2007)

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.

Charlene Marie Ames
Ana Clemenci Archaga
Esther Benitez
Maira A. Espinoza

Joan Margaret Farrell
Estella Galdamez
Silvia Azucena Giron
Margarita M. Hidalgo

Darlene Marie Misciagno
Elizabeth Ire Olumese
Dominga Orellana
Alejandra Ornelas

Wendy Ramos
Juana Elvira Rivera

Jacinta Ukah-Ogbonna
Lucy Varela

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.

Margaret O. Adeola
Jacqueline J. Alarcon
Kimberly S. Anderson
Christine S. Asare
Ann N. Azike
Veletha R. Baker
Michelle L. Barragan
Miguel Benavides
Mayra A. Bencomo
Aurelia Berrum
Tracy Bishop
Jeanne M. Bozich
Janis C. Burrow
Fernanda Canales
Penni A. Canedo
Andrea Castillo
Olga Castro
Ashley L. Chadwick
Maria F. Chavez
Elisa Colin-Hernandez
Erin Collett
Stephanie A. Crockett

Ana L. Cuellar
Peggy S. Curtis
Elba S. D'Angiolillo
Petra C. Engle
Erika A. Estrada
Maria Estrada
Pearl C. Ewuzie
Antonella Faieta
Janeth V. Fernandez
Mildia Francisco
Jessica L. Gage
Severiana Galicia
Marquita L. Hanvey
V. J. Hedrick
Linda Helms
Martha Hernandez
Beatriz Herrera
Rina Herrera
Orenda R. Hunniford
Kristen L. Johnson
Sandra L. King
Brenda P. Larsen

Barbara Lessard
Liz B. Lopez
Manuela Maya
Annette McCracken
Shiela J. McMillan
Susan McTiernan
Rubidia X. Mejia
April L. Meyer
Raquel A. Mieses
Tenesha M. Miller
Vilma Mojica
Adolfo Monge
Vanessa T. Moodie
Yolanda L. Morales
Estela Munoz
Guadalupe Munoz
Regina S. O'Hara
Alicia Ojeda
Nkechi I. Okwara
Justina Olumese
Silvia L. Orellana
Erendira Oseguera

Leticia Ospina
Evelia Pantaleon
Dawn Patrick-Wout
Daysi A. Perez
Luz M. Pimentel
Maria I. Portillo
Rebecca D. Pride
Alejandra Ramirez
Leticia Ramirez
Nahialy J. Ramirez
Francisca Ramos
Dilma Y. Ray
Alma D. Resendiz
Rosa Rivera
Suzie M. Robinson
Irma A. Robledo
Melissa E. Rudolph
Gabriela Salazar
Ofelia Salinas
Noemi Sanchez
Citlalli Santiff
Elsa Sevilla

Kim J. Shelby
Adalgisa F. Silva
Maria Sinchi
Laura L. Stuart
Yolanda Thomas
Kristine M. Topete
Angel Toscano
Kiria A. Trejo
Elizabeth R. Unnasch
Maria G. Urbina
Luisa Urena Mora
Maria G. Vallejo
Kiersten Vavrina
Suzanne Way
Brenda L. Wilson
Patricia Winn
Maria Luisa Zurita

13% Club/Club del 13%

Congratulations to the top 25 Independent Beauty Consultants and Independent Sales Directors in the Diamond area earning 13 percent personal team commissions. They placed a personal minimum \$600 wholesale Section 1 order and had at least five personal team members each place a minimum of \$200 in wholesale orders during November./Felicitaciones a las primeras 25 Consultoras de Belleza Independientes y Directoras de Ventas Independientes en el área Diamante que ganaron las comisiones del 13% por equipo personal. Éstas hicieron un pedido personal mínimo de \$600 al mayoreo de la sección 1 y tuvieron por lo menos cinco integrantes de equipo personal que hicieron cada una pedidos por un mínimo de \$200 al mayoreo en noviembre.

Sales Director Valorie Jean White\$4,377.23
Sales Director Felicia Ifeyinwa Nweze2,961.11
Sales Director Morayma Rosas2,640.79
Sales Director Silvia Sanchez2,153.87
Sales Director Ava Lynn Roberts1,771.06
Christabel Oluchi Ndubuisi, S. Ozurigo-Odom1,755.46
Milvia Morales, E. Benitez Unit1,652.59
Sales Director Omosolape O. Akinyoyenu1,576.93
Sales Director Kim I. Cowdell1,567.02

Mariah J. Rojas, K. Cowdell Unit1,534.49
Sales Director Maria Flores1,518.99
Sales Director Lisa Rada1,486.11
Sales Director Karime Rosas1,480.28
Sales Director Joyce M. Conant1,475.96
Sales Director Ada Y. Garcia-Herrera1,468.71
Sales Director Nma Roz Okeke1,382.06
Sales Director Peggy Sperling1,378.30
Sales Director Ruth Ojibeka1,376.44

Sales Director Carroll Towle1,363.83
Sales Director Kathy M. Viola1,335.26
Kehinde O. Dada, A. Koya Unit1,291.62
Sales Director Donna J. Saguto1,276.76
Sales Director Heidi Goelzer1,270.56
Sales Director Kara E. Seng1,262.56
Cristela Rangel, M. R. Donjuan Unit1,259.05

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

diamond/diamante

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

84 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Silvia Sanchez.....5

78 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Ana Solis.....5

54 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Clara Fuentes.....5

39 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Josefa Rosario.....5

36 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Cindy Wallace.....5

33 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Juanita Gudino.....5

32 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Imelda Hernandez.....5

Sales Director Yesenia Mendez.....5

28 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Juanita Gaddy.....6

27 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Nma Roz Okeke.....5

25 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Ana Alvarez.....6

Sales Director Luciana Zook.....6

24 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Silvia Villa.....5

23 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Ruth Ojibeka.....5

21 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Mary Satterfield.....5

18 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Felicia Nweze.....11

Sales Director Maria Ortiz.....5

16 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Juana Chihuahua.....5

Sales Director Maria Lemus.....9

15 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Joyce Conant.....6

Sales Director Judith John.....5

Sales Director Macaria Ramirez-Santana.....7

14 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Alma Torres.....5

13 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Ana Castellon.....5

Sales Director Melissa Jensen.....7

Sales Director Georgina Ochoa.....5

12 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Paula Chavez.....5

Sales Director Isela Mendoza-Aguilar.....5

11 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Kim Meyers.....5

Sales Director Denise Miller Silas.....5

Sales Director Juana Vega.....5

10 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Ramona Moreno.....6

9 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Heidi LeBeau.....5

Sales Director Graciela Valadez.....5

8 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Terri Francis-Ahlfeld.....5

Sales Director Salome Rangel.....6

Sales Director Maria Sierra Ramirez.....6

Sales Director Rita Villarreal.....5

6 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Linda Hallock.....5

Sales Director Delia Ponce.....5

Sales Director Antoinette Whittington-Stanton.....5

5 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Brenda Bennett.....6

Nina Irvin, M. Eades Unit.....21

Holly Nordmeyer, A. Krafka Unit.....6

Sales Director Stella Ozurigo-Odum.....5

Sales Director Suzanna Scheidell.....5

Sales Director Jenny Siemonsma.....6

Sales Director Yuvixa Telles Florian.....5

4 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Alberta Aldana.....6

Sales Director Aurora Andrade.....5

Fatu McIntosh, O. Akinyoyenu Unit.....12

Milvia Morales, E. Benitez Unit.....12

Christabel Ndubuisi, S. Ozurigo-Odum Unit.....5

3 GOLD MEDALS/MEDALLAS DE ORO

Ann Anyanwu, J. Ukah-Ogbonna Unit.....5

Sales Director Diana Duran.....5

Cristela Rangel, M. R. Donjuan Unit.....8

Mariah Rojas, K. Cowdell Unit.....6

Angela Scott, C. Smith Unit.....5

Jeana Stillings, J. Nielsen Unit.....10

Altagracia Valdez, G. Gavilanes Unit.....11

2 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Kathleen Cappetti.....9

Elvira Espinoza-Mendez, C. Hernandez Unit.....6

Sales Director Faith Evans.....5

Maribel Gama, E. Valdez-Cruz Unit.....6

Danielle Koger, M. Farmer Unit.....10

Maria Madrigal, M. Gonzalez Unit.....5

Maricela Marquez, N. Caballero-Castillo Unit.....5

Josefina Osorio, L. Mazuera Unit.....6

Ana Paredes, P. Sandoval Unit.....5

Ericka Rodriguez, M. Garfias Unit.....5

Imelda Sorto, A. Ortiz Unit.....5

1 GOLD MEDAL/MEDALLA DE ORO

Maria Acosta, M. Monarrez Unit.....5

Christine Asare, O. Akinyoyenu Unit.....5

Ann Azike, S. Ozurigo-Odum Unit.....5

Denise Bain, F. Evans Unit.....6

Tracy Bishop, L. Dade Unit.....5

Fernanda Canales, A. Garcia-Herrera Unit.....9

Penni Canedo, H. Goelzer Unit.....5

Olga Castro, E. Diaz Unit.....5

Sales Director Irma Cedillo.....5

Dannia Corella, M. Sagal-Gaona Unit.....7

Denise Creekmur, B. Spriggs Unit.....7

Kehinde Dada, A. Koya Unit.....7

Erika Estrada, M. Estrada Unit.....5

Rina Herrera, M. Gaitan Unit.....8

Kelly Mahoney, D. Ellis Unit.....5

Ileen Maxwell, J. Johnson Unit.....7

Rubidia Mejia, M. Rivas Unit.....5

Raquel Mieses, K. Colon Unit.....7

Vilma Mojica, M. Guerrero Unit.....5

Adolfo Monge, I. Venegas Unit.....7

Charity Moore, H. Marks Unit.....5

Yolanda Morales, V. Johnson Unit.....9

Enriqueta Navarrete, M. Rivas Unit.....5

Esther Ohanusi, Y. Tazem Unit.....6

Nkechi Okwara, F. Nweze Unit.....9

Silvia Orellana, M. Martinez-Ardon Unit.....6

Erendira Oseguera, M. Valdovinos Unit.....5

Nanayaa Owusu-Prempeh, I. Collins Unit.....5

Dawn Patrick-Wout, O. Akinyoyenu Unit.....8

Maria Portillo, M. Gaitan Unit.....5

Adela Ramirez, M. Holguin Unit.....6

Alejandra Ramirez, L. Spadlowski Unit.....5

Leticia Ramirez, S. Molina Unit.....5

Nahialy Ramirez, L. Mazuera Unit.....5

Rosa Rivera, M. Gaitan Unit.....6

Kehinde Rotimi, J. Edebe Unit.....5

Maria E. Samaniego, D. Ponce Unit.....5

Noemi Sanchez, L. Zarza Unit.....5

Citlalli Santiff, L. Carbajal Unit.....8

Mary Sola, B. Sola Unit.....6

Erika Solis, A. Toscano Unit.....8

Yolanda Thomas, L. Johnson Thomas Unit.....5

Carmen Vallejo, P. Rodriguez-Turker Unit.....6

Felicia West, B. Spriggs Unit.....7

Maria Luisa Zurita, M. Esparza Unit.....5

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 November 2007 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 noviembre de 2007.

Diamond/Diamante

Ada Y. Garcia-Herrera.....	\$128,615
Amy Lynn Allgood.....	99,414
Kim I. Cowdell.....	98,604
LaRonda L. Daigle.....	77,348
Stella Ozurigo-Odom.....	76,551
Pat A. Nuzzi.....	74,894
Arianne C. Morgan.....	74,503
Felicia Ifeyinwa Nweze.....	69,547
Audrey K. MacDowall.....	69,248
Marsha Morrisette.....	68,653
Ana Carolina Alvarez.....	67,495
Evelita Valdez-Cruz.....	67,246
Valorie Jean White.....	63,765
Ana X. Solis.....	63,673
Cecilia C. James.....	57,986
Melinda M. Balling.....	57,865
Julie Schlundt.....	57,034
Karime Rosas.....	54,464
Lina Mazuera.....	54,463
Vivian Diaz.....	54,045
Heidi Goelzer.....	53,375
Cindy S. Kriner.....	53,195
Virginia Rowell.....	53,049
Donna J. Saguto.....	52,021
Ruth Ojibeka.....	51,760
Diane Ferguson-Mentiply.....	50,990
Karen L. Kunzler.....	50,610
Omosolape O. Akinyoyenu.....	50,397
Kathy M. Viola.....	49,920
Maricela Gonzalez.....	49,566
Evelinda Diaz.....	49,506
Andrea Shields.....	49,009
Bernadette Spriggs.....	48,684
Terri J. Beckstead.....	48,487
Lisa A. Stengel.....	48,281
Priscilla McPheeters.....	48,230
Rosa C. Fernandez.....	47,947
Maritza Estela Gonzalez.....	47,190
Mary Jacobson.....	47,072
Krista A. Johnson.....	47,004
Ava Lynn Roberts.....	46,850
Lori M. Langan.....	46,732
Debra Allison.....	46,627
Melissa R. Hennings.....	46,475
Lisa Rada.....	46,400
Vicki O'Bannon.....	46,396
Julie Danskin.....	46,387
Cynthia L. Frazier.....	45,885
Silvia Sanchez.....	45,771
Susan M. McCoy.....	45,677
Lesley A. Bodine.....	45,362
Mariaelena Boquin.....	44,898
Chris Krabbe-Landaker.....	44,573
Nancy Polish Dove.....	44,102
Sandra Molina.....	44,036
Jenny R. DeMell.....	44,002
Stephanie A. Richter.....	43,927
Barbara E. Roehrig.....	43,585
Monica J. Hartle.....	43,548
Sherly Peterson.....	43,511
Chatney Gelfius.....	43,291
Mariann Biase Mason.....	43,279
Nuvia Ascencio.....	43,273
Kelly Miller-Johnson.....	43,252
Jennifer A. Partridge.....	43,217
Mary Strauss.....	43,202
Jan K. Slesky.....	43,126
Indhira Fernandez.....	43,007
Connie L. Russo.....	42,883
Audrey J. Doller.....	42,802
Jacinta Ukah-Ogbonna.....	42,627
Rebekah Hirsenstein.....	42,609
Amber Michelle Watt.....	42,577
Patricia Carr.....	42,558
Meyra Esparza.....	42,425
Peggy Sperling.....	42,155
Jill D. Davis.....	41,921
Maricarmen Gonzalez.....	41,870
Mary P. Creech.....	41,524
Susan Hattem Weeks.....	41,135
Lisa Hackbarth.....	41,104
Betty McKendry.....	40,920
M. G. Jan Chesmore.....	40,799
M. Marley Reyna Huerta.....	40,754
Char Griffin.....	40,733

Leticia Saavedra.....	40,728
Ruth L. Everhart.....	40,701
Carol Lee Johnson.....	40,528
Eileen M. Huffman.....	40,449
Gerri Anne Morris.....	40,374
Linda J. Bird.....	39,995
Kim A. Messmer.....	39,719
June Wylie-Longman.....	39,651
Mery C. Ramirez Bravo.....	39,580
Wendy Ramos.....	39,498
Lara F. McKeever.....	39,465
Carmen Hernandez.....	39,355
Denise M. Guthrie.....	39,155
Regina E. Meyer.....	38,917
Brenda Bennett.....	38,887

Ruby/Rubi

Ekene S. Okafor.....	\$235,138
Roli Akperi.....	130,168
Anne Obiageli Akanonu.....	127,763
Olubunmi Ebiwonjumi.....	119,566
Thesny Nkechi Nwachukwu.....	118,793
Oye A. Onuoha.....	107,798
K. T. Marie Martin.....	84,899
Stella Nwokoye-Pius.....	82,930
Appolonia Nnediogo.....	
Onwuanaegbule.....	80,374
Sonya F. Goins.....	75,279
Augusta C. Onyenemere.....	75,005
Krystal D. Downey-Shada.....	74,996
Kemi E. Madunta.....	69,571
Joyce Omene.....	67,947
Julie Brindell Sapp.....	66,950
Chioma Ajaegbu.....	64,738
Kate Onyekere.....	63,970
Donna F. Knotts.....	61,707
Patricia Onyise.....	61,355
Kali DeBlander Brigham.....	60,513
Phuong L. White.....	59,641
Maureen Uzorka.....	57,916
Shina N. Onwuachi.....	57,635
Dorothy C. Ibe.....	56,410
Lisa Anne Harmon.....	55,778
Kathleen C. Savorgnan.....	54,441
Titilayo Onasanya.....	54,119
Debbie A. Elbrecht.....	53,562
Diane Covington.....	51,925
Kathy Monahan.....	51,424
Laura A. Kattenbraker.....	50,940
Donna Clark.....	50,784
Nancy D. Marshall.....	50,404
Lee A. McCarthy.....	49,165
Crystal Caldwell Hubbard.....	49,107
Jennifer I. Ehimika.....	49,092
Judith Roman.....	48,953
Nina Jonah-Ndukwe.....	47,864
Vicki S. Lindsay.....	47,561
Deborah S. Bailey.....	47,277
Mudupe M. Bajomo.....	47,055
Eva E. Holguin.....	46,709
Carol Fehr.....	46,622
Carmen Nunez.....	45,998
Somer Ballard Carter.....	45,065
Eusebia Bonilla.....	45,035
Kimberly Cavarretta.....	44,896
Judy Lund.....	44,857
Olufunke Monisola Akinokun.....	44,200
Karen M. Irwin.....	44,111
Suzanne Moeller.....	43,973
Breda M. Teal.....	43,823
Gaynell L. Kennedy.....	43,653
Marnie R. Yunger.....	42,692
Jackie Graves.....	42,607
Stephanie Harvey Valure.....	42,473
Helen Naomi Godswill.....	42,389
Jeanette M. Thompson.....	42,170
Cathy G. Huhta.....	41,968
Margi S. Eno.....	41,741
Laurie Hallock.....	41,430
Lisa Baker.....	41,254
Elizabeth Medernach.....	41,195
Gloria Bello.....	40,740
Connie A. Brinker.....	40,393
Mary Lou Ardohain.....	39,993
Deborah K. Hack.....	39,940
Karen Pappas.....	39,915
Barbara L. Harrison.....	39,844

Laura A. Schmidt.....	39,840
Anne Weidenweber.....	39,232
Lisa V. Bauer.....	39,204
Mary Sharon Howell.....	39,165
Gloria Dominguez.....	38,832
Linda Omene.....	38,587
Gina Beekley.....	38,192
Rebecca W. Cox.....	38,005
Palia A. Curry.....	37,694
Robin R. Tucker.....	37,523
Maryann Clark-Durell.....	37,363
Mary L. Holmes.....	37,242
Jacqueline N. Alford.....	37,237
Regina M. Busca.....	37,116
Eleanor M. Reigel.....	37,072
Jill E. Garrett.....	36,164
Bonnie Brannan.....	36,035
Cathi M. Forsythe.....	35,948
Sherrie L. Clemons.....	35,902
Lorraine Davenport.....	35,823
Becki Hoisington.....	35,736
Maria Salazar Ibarra.....	35,695
Elsa Aracely Gannon.....	35,649
Amber J. Schaffner.....	35,566
Jan Maloney.....	35,522
Jann Fagnoli.....	35,333
Shella K. Valles.....	35,295
Beth A. Leet.....	35,266
Darla L. Issa.....	35,233
Esther C. Barto.....	35,180
Carol Neat.....	35,166

Sapphire/Zafiro

Jill L. Glockner.....	\$103,781
Jennifer L. Semelsberger.....	76,076
Zasha Noel Lowe.....	68,241
Jill Beckstedt.....	67,065
Tracy Potter.....	65,767
Kristi M. Nielsen.....	65,532
Jodi L. Feller.....	62,050
Linda L. Quillin.....	62,023
Teodora Ahumada.....	61,855
Janelle A. Ferrell.....	61,711
Heather A. Plasencia.....	60,384
Gena Prince.....	59,808
Julia Mundy.....	57,633
Randi Stevens.....	57,424
Lady Ruth Brown.....	57,309
Binta Touray Jagne.....	56,458
Odilia Vasquez.....	56,181
Kathy R. Bullard.....	55,196
Lyriss Yee.....	55,146
Linda Klein.....	54,706
Joanna Helton.....	54,126
Tammy Romage.....	53,371
Beverly M. Brown.....	51,585
Sylvia Boggs.....	51,132
Bonnie Crumrin.....	51,012
Maria G. Diaz.....	50,394
Ruby Garner.....	49,400
Ann W. Sherman.....	49,300
Julie Weaver.....	48,893
Margaret Neill.....	48,077
Terry A. Hensley.....	47,797
G. Isela Cassidy.....	47,326
Shaniece M. Wise.....	47,275
Lynn A. Cervini.....	47,184
Michelle Sara Moore.....	46,747
Julie Neal.....	46,613
Phyllis I. Pinski.....	46,545
Lynn Baer Roberts.....	46,651
Melva M. Slythe.....	45,118
Nicole Dianne Meier.....	44,716
Peggy B. Sacco.....	44,376
Brynn M. Bialock.....	43,982
Cheryl T. Anderson.....	43,810
Diane Bruns.....	43,762
Rosa Elia Meza-Sanchez.....	43,686
Mirna Mejia.....	43,651
Pamela K. Nelson.....	
Charlemagne.....	42,846
Jennifer G. Bouse.....	42,423
Linné Lane.....	42,419
Junanne B. Mosley.....	42,313

Paola J. Ramirez.....	42,223
Mary Goss.....	42,144
Shelia Berry.....	42,094
Judy Pennington.....	42,026
Roxanne McInroe.....	41,977
Ana Maria Barba.....	41,869
Lorraine S. Kigar.....	41,867
Marie Pfarr.....	41,743
Patrice Moore Smith.....	41,640
Carmen M. Fallas.....	41,412
Hilda Marrufo.....	41,399
Angie S. Day.....	41,283
Barbara A. Tyler.....	41,261
Magdalena Rodriguez.....	41,069
Angeles Herrera.....	41,009
Sandi Fitzpatrick.....	41,006
Eileen Fricke.....	40,596
Brandy Michelle Redden.....	40,499
Cecilia Boodhoo.....	39,663
Elizabeth A. Poole.....	39,575
Blanca Celia Caceres.....	39,316
Christy Bigham.....	39,064
Valerie Sievers.....	38,773
Sandra A. Zavoda.....	38,660
Maria Zorabel Bernal.....	38,575
Candy I. Johnston.....	38,414
Marilyn Jackson.....	38,294
Charlyn C. Eschette.....	38,263
Adassa Christie-Palmer.....	38,053
Martina Roman.....	37,824
Renee J. Pirtz.....	37,558
Bertha Sanchez.....	37,459
Doris M. Quackenbush.....	37,356
Terry M. Holcomb.....	37,247
Therese E. Simon.....	37,182
Dolores Keller-Wills.....	37,136
Sherrian Beagle.....	36,950
Sherri Ammons.....	36,945
Jeannie Helm.....	36,778
Lorraine B. Newton.....	36,483
Ezstela Saucedo.....	36,441
Elen Ezekiel Farquharson.....	36,373
Elizabeth McCandless.....	36,068
Sharon M. Brumbaugh.....	35,926
Regina D. Oliver.....	35,625
Dianne Hacker.....	35,528
Flory Palencia.....	35,456
Robyn S. Cartmill.....	35,452
Nancy W. Pettaway.....	35,390

Emerald/Esmeralda

Helen Jakpor.....	\$80,700
Tanya Olivia King.....	76,350
Pam Robbins Kelly.....	71,862
Hollie R. Sherrick.....	66,111
Ayobami O. Olusa.....	65,930
Linda Bradley.....	62,606
MaryAnn V. Knox.....	62,532
Holly Lynne Martin.....	62,375
Tami C. Stewart.....	62,045
Mercedes Maria Cruz.....	62,035
Cheri Pearce.....	61,930
Trisha Taylor.....	61,712
Cathy Apicello-Schneithorst.....	61,365
Myrna I. Colon.....	61,285
Holly E. Sanders.....	61,234
Jeanie Martin.....	\$89,176
Natacha Smith.....	79,331
Kristin Myers.....	78,907
Kim L. McClure.....	74,253
Janice Baxter Hull.....	73,707
Ruthie Brette-Mount.....	73,461
Laurie C. Cole.....	66,298
Sandra M. Munguia.....	65,679
Elizabeth B. Muna.....	65,143
Alicia Borkowska.....	62,771
Alma Orrostita.....	61,523
Amie N. Gamboian.....	59,943
Cindy Machado.....	57,315
Lisa Allison.....	56,497
Dorothy D. Boyd.....	56,029
Kathryn L. Engstrom.....	55,424
Joyce Recenello.....	55,127

Caroline Nesbitt Osmon.....	41,946
Rosemary Soto.....	40,943
Michelle Hanslik Goins.....	40,654
Laura A. Armstrong.....	40,481
Susan Houser.....	40,436
Alyson Renee Young.....	40,385
Heather A. Carlson.....	40,199
Marianne L. Anderson.....	40,042
Silvia Valencia.....	39,831
Pat Forehand.....	39,706
Carolyn L. Lucas.....	39,582
Paula Vander Vorste.....	39,543
Trish Reuser.....	39,257
Evalina Chavez.....	39,189
Stacy S. Gilson.....	39,018
Maria Sanchez.....	38,986
Isabel Arbelo.....	38,891
Marla Beddick.....	38,543
Sheri L. Farrar-Meyer.....	38,314
Flavia A. Rivera.....	37,428
Nancy Graham.....	37,299
Teresa Maynard.....	37,194
Brenda D. Elliott.....	37,177
Ann Shears.....	36,834
Karen A. Jorgenson.....	36,803
Lucy Nyoroka Mworia.....	35,985
Jean MacDonald.....	35,901
Jennifer Spriggs.....	35,889
Penny R. Walker.....	35,585
Elaine K. Williams.....	35,561
Rhonda Kambeitz.....	35,244
Tracy Bryce.....	35,238
Karen E. Ridle.....	35,176
Karen A. Thigpen.....	35,135
Roxanne K. Youngton.....	35,106
Heather Shea Catts.....	34,946
Yolanda Lopez.....	34,786
Grace Y. Adeoye.....	34,558
Julie A. Griffin.....	34,493
Hollie Lynnae Darrow.....	34,274
Helen M. Harlow.....	34,188
Gail Patton Menefee.....	34,090
Pamela J. Borghesani.....	34,017
Valerie Yokie.....	33,888
Jackie L. Root.....	33,796
Pamela Rowe Krzmarzick.....	33,788
Nancy Boucher.....	33,669
Paula Ladurantaye.....	33,461
Rosalinda Zrinsky.....	33,430
Barbara Pleet.....	33,389
Kathy P. Oliveira.....	33,339
Michele Martella Armes.....	33,323
Kimberly R. Parker-Vilhauer.....	33,286
Anita Rodriguez.....	33,168
Janee Arancibia.....	32,780
Deborah G. Thrift.....	32,729
Linda Bradley.....	32,606
MaryAnn V. Knox.....	32,532
Holly Lynne Martin.....	32,375
Tami C. Stewart.....	32,045
Mercedes Maria Cruz.....	32,035
Cheri Pearce.....	31,930
Trisha Taylor.....	31,712
Cathy Apicello-Schneithorst.....	31,365
Myrna I. Colon.....	31,285
Holly E. Sanders.....	31,234

Pearl/Perla

Jeanie Martin.....	\$89,176
Natacha Smith.....	79,331
Kristin Myers.....	78,907
Kim L. McClure.....	74,253
Janice Baxter Hull.....	73,707
Ruthie Brette-Mount.....	73,461
Laurie C. Cole.....	66,298
Sandra M. Munguia.....	65,679
Elizabeth B. Muna.....	65,143
Alicia Borkowska.....	62,771
Alma Orrostita.....	61,523
Amie N. Gamboian.....	59,943
Cindy Machado.....	57,315
Lisa Allison.....	56,497
Dorothy D. Boyd.....	56,029
Kathryn L. Engstrom.....	55,424
Joyce Recenello.....	55,127

Sharon Smith Wisnoski.....	53,217
Lindsay R. Stewart.....	51,972
Charlene Grubbs.....	51,876
Stephanie Nicole Tran.....	51,363
Betsy C. Richard.....	51,344
Roya M. Mattis.....	51,330
Luz J. Diaz Almeyda.....	51,222
Leah G. Nelson.....	50,738
Menina M. Givens.....	49,591
Stephani Estrada.....	49,054
Anne Geertsen.....	47,869
Michele Salisbury Rankin.....	47,564
Richelle V. Barnes.....	47,519
Beth H. Piland.....	47,196
R. Sue Miller.....	46,789
Patti Cornell.....	46,410
Stacey Craft.....	45,816
Julia Sander Burnett.....	45,803
Patricia Fitzgerald.....	45,743
Amy Kemp.....	45,274
Betty B. Lucido.....	45,245
Judi Tapella.....	45,080
Suzanne Jarboe.....	44,549
Keita Powell.....	44,292
Shari M. Kirschner.....	43,920
Carrie J. LeCompte.....	43,849
Laura Poling.....	43,626
Nicole De Jesus Rameses.....	43,393
Nicole Prinella Pratt.....	43,209
Tina M. Wright.....	43,122
Carmen J. Felix.....	42,803
Holli Thompson Lowe.....	42,775
Patty Webster.....	42,566
Tracy Foltz.....	42,450
Lori L. Kreh.....	42,013
Sherry Moir.....	41,807
Jeraline B. Long.....	41,797
Amy Stokes.....	40,697
Laura Michelle Spies.....	40,533
Cathy A. Barnhart.....	40,367
Roxanne Rodriguez-Diaz.....	40,295
Sandra Tatzler.....	40,116
Denise E. Crosby.....	39,986
Susan M. Hohlmam.....	39,595
Irene K. Foster.....	39,568
Kathy Lee.....	39,455
Lisa Olivares.....	38,923
Belle L. Martin.....	38,655
Stefanie Lee Burgess.....	38,466
Maria E. Valverde.....	38,291
Susan T. West.....	38,021
Brenda Stafford.....	37,973
Joyce A. Bruggeman.....	37,957
Rachael M. Bullock.....	37,782
Angela J. Fry.....	37,737
Alma Reyes.....	37,612
Gloria S. Johnson.....	37,065
Harriett Sharpe.....	36,427
Pat Ringnald.....	36,401
Julie Hetherington.....	35,995
Francene M. Anderson.....	35,984
Gina Beck.....	35,854
Suzanne S. Comer.....	35,740
Renee Conn-Enos.....	35,613
Tammy A. Vavala.....	35,564
Sheryle Frederic.....	35,336
Alma A. Maniz.....	35,096
Susan K. Junosh.....	35,050
Michelle Annesse Bleichert.....	34,809
Barb S. Yopst.....	34,628
Marilyn A. Ricker.....	34,643
Hazel White.....	34,558
Sherree E. Koehler.....	34,491
Sally Moreno.....	34,337
Roxy Wade.....	34,199
Amy Kittrell.....	34,185
Heddy Marie Erbe.....	34,143
John Back.....	34,132
Kimberly L. Massengill.....	33,820
Peggy Matish.....	33,814
Holly L. Ennis.....	33,805
Susan T. Beer-Oles.....	33,687
Laura A. Zipay.....	33,650

recognition

Commission Circle

Listed below are the Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in November 2007. Names in bold print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

Diamond

Ada Y. Garcia-Herrera\$19,099.98
Kim I. Cowdell14,745.88
Evelinda Diaz14,453.98
Omosolape O. Akinyoye13,042.55
Valorie Jean White13,020.65
Morayma Rosas12,465.70
Amy Lynn Allgood12,304.21
Ruth Ojibeka11,709.11
Felicia Ifeyinwa Nweze11,559.88
LaRonda L. Daigle11,157.05
Pat A. Nuzzi11,085.06
Marsha Morrisette10,919.45
Vivian Diaz10,674.04
Stella Ozurigbo-Odom10,310.06
Terri J. Beckstead10,177.57
Melinda M. Balling10,144.30
Heidi Goelzer9,963.40
Ana X. Solis9,799.96
Ana Carolina Alvarez9,613.54
Evelita Valdez-Cruz9,599.73
Priscilla McPheeters9,523.92
Rosa C. Fernandez9,415.58
Bernadette Spriggs9,364.76
Audrey K. MacDowall9,352.31
Arianne C. Morgan9,142.87
Maria Flores8,872.49
Silvia Sanchez8,849.94
Meyra Esparza8,833.11
Julie Schlundt8,820.47
Yosaira Sanchez8,795.33
Connie L. Russo8,720.77
Karime Rosas8,699.24
Lisa A. Stengel8,485.53
Virginia Rowell8,430.49
Donna J. Saguto8,422.52
Mary Jacobson8,325.06
Audrey J. Doller8,140.17
Deanna L. Spillman8,106.74
Krista A. Johnson8,103.09
Maricela Gonzalez8,062.57
Sheryl Peterson8,030.89
Peggy Sperling8,014.37
Maricarmen Gonzalez8,010.53
Rosa Bonilla7,900.28
Andrea Shields7,793.86
Martha Kay Ralle7,754.55
Melissa R. Jennings7,722.54
Cecilia C. James7,658.14
Lisa Rada7,526.60
Kathy M. Viola7,457.41
Nancy Polish Dove7,453.54
Marlaeana Boquin7,441.45
Julie Danskin7,438.44
Jill D. Davis7,431.49
Vicki O'Bannon7,422.87
Karen L. Kunzler7,420.19
Diane Ferguson-Mentiply7,409.82
Emily Sims7,402.24
Mary Strauss7,319.67
Hellen L. Crescenti7,262.54
Lisa Hackbarth7,257.45
Carol Lee Johnson7,222.94
Julie Garvey7,199.66
Jenny R. DeMell7,154.73
Maritza Estela Gonzalez7,143.32
Luzmila E. Abadia Carranza7,130.91
Nellie R. Anderson7,098.07
Shelly Palen7,059.21
Linda Spadlowski7,026.98
Kelly Miller-Johnson7,015.50
Maria M. Martinez-Ardon7,013.58
Ava Lynn Roberts6,990.80
Susan K. Carlson6,946.64
Rosibel L. Shahin6,903.37
Barbara E. Roehrig6,851.48
Betty McKendry6,816.92
Mary C. Ramirez Bravo6,812.75
Cindy S. Kriner6,789.90
Heather M. Julson6,779.57
Susan M. McCoy6,749.39
Sandy K. Griffith6,729.50
Joyce M. Conant6,726.70
Juanita Gudino6,718.99
Mariann Blase Mason6,712.28
Wendy Ramos6,686.01

Lina Mazuera6,684.89
Stephanie Audino6,678.16
Mary Bessell6,666.06
Lesley A. Bodine6,653.56
Anne Newcomb6,545.24
Mary P. Creech6,531.46
Marilyn J. Suter6,530.65
Monica J. Hartle6,526.88
Norma Lee Shaver6,502.61
Chris Krabbe-Landaker6,486.12
Stephanie A. Richter6,466.00
Blanca E. Arroyo6,465.22
Lori M. Langan6,462.48
Paula Grabau-Friedt6,461.61
Rose Rodriguez6,452.38

Ruby

Ekene S. Okafor\$36,797.98
Thessy Nkechi29,972.56
Nwachukwu20,270.19
Anne Obiageli Akanonu19,619.34
Oye A. Onuoha16,843.90
Olubunmi Ebiwajumi15,880.67
Roli Akperi15,281.91
Dorothy C. Ibe14,481.12
Stella Nwokoye-Pius12,326.79
Joyce Omene11,337.19
Appollonia Nnedigbo11,066.04
Onwunaegbule10,944.70
K. T. Marie Martin10,405.81
Helen Naomi Godswill9,621.84
Augusta C. Onyenemere9,519.24
Laura A. Kattenbraker9,361.48
Kemil E. Madunta9,356.65
Kate Onyekere9,297.80
Krystal D. Downey-Shada9,142.03
Jennifer I. Ehimika9,082.52
Sonya F. Goins8,832.73
Nina Jonah-Ndukwe8,609.23
Kali DeBlender Brigham8,578.22
Patricia Onyise8,442.31
Phina N. Onwuachi8,349.63
Kathy Monahan8,340.64
Diane Covington8,207.20
Donna Clark8,128.38
Phuong L. White8,105.11
Laurie Hallock8,050.90
Glenn Dominguez8,044.56
Titilayo Onasanya7,971.40
Donna F. Knotts7,923.94
Julie Brindell Sapp7,912.04
Candace Laurel Carlson7,741.94
Mudupe M. Bajomo7,703.08
Kathleen C. Savorgnan7,639.56
Chioma Ajaebogu7,621.15
Carmen Nunez7,554.96
Sherrie L. Clemons7,547.59
Lisa Anne Harmon7,352.15
Carol Fehr7,292.23
Judith Roman7,292.23
Deborah S. Bailly7,266.36
Mariah R. Yunger7,225.06
Michele Semper7,220.16
Nancy D. Marshall7,172.88
Mary Alice Dell7,091.65
Mary Lou Ardohain7,060.79
Eusebia Bonilla7,055.34
Maureen Uzorka7,023.00
Karen Pappas7,011.23
Lee A. McCarthy7,011.23
Pat Z. Allen7,011.23
Breda M. Teal7,011.23
Debbie A. Elbrecht7,011.23
Barbara L. Harrison7,011.23
Gaynell L. Kennedy7,011.23
Mary A. Mack7,011.23
Bonnie Brannan7,011.23
Suzanne Moeller7,011.23
Judy Lund7,011.23
Vict S. Lindsay7,011.23
Rose Mary Neel7,011.23
Kimberly Cavarretta7,011.23
Amy J. Spence7,011.23
Somer Ballard Carter7,011.23
Gina Beekley7,011.23

Natalie A. Rivas6,503.81
Mary Sharon Howell6,432.16
Deborah K. Hack6,429.16
Tracy Lay6,364.40
Olufunke Monisola6,297.18
Akinkun6,283.83
Lisa Baker6,276.68
Liz Whitehouse6,246.14
Lisa V. Bauer6,239.04
Florence N. Ohen6,148.62
Connie A. Brinker6,111.20
Maribel Marks6,081.73
Jackie Graves6,017.17
Cissy E. Warren6,014.06
Cathy G. Huhta6,003.01
Sue Cox6,000.66
Jeanette M. Thompson6,000.66
Crystal Caldwell Hubbard5,950.26
Eva E. Holguin5,936.09
Gina M. Gildone5,924.51
Sylvia Limon Martinez5,881.82
Lorraine Davenport5,857.52
Pallia A. Curry5,827.55
Sheila K. Valles5,826.28
Alicia Bivens-Jones5,823.87
Jan Maloney5,813.25
Julie Smith5,812.74
Gloria Bello5,785.06
Maria Salazar Ibarra5,767.44
Karen M. Irwin5,733.02
Jacqueline N. Alford5,697.65
Maryann Clark-Durell5,690.51
Lisa A. DeLucia5,662.27
Lupita G. Ramirez5,653.63
Shay Akin5,651.32

Sapphire

Jill L. Glocker\$13,337.91
Melva M. Slythe11,947.16
Jennifer L. Semelsberger11,658.70
Paola J. Ramirez11,369.22
Jill Beckstead10,856.28
Tracy Potter10,776.09
Julia Mundy10,695.47
Mirna Mejia10,683.61
Lady Ruth Brown10,182.99
Lorraine B. Newton10,103.69
Terry Romage10,050.69
Gema Prince9,272.88
Diane Bruns9,263.12
Zasha Noel Lowe9,260.37
Janelle A. Ferrell9,204.01
Heather A. Plascencia9,030.72
Julie Neal9,000.83
Ana Maria Barba9,956.45
Delmy Ana Torreon8,830.42
Kristi M. Nielsen8,811.79
Maria G. Diaz8,700.11
Jodi L. Feller8,573.83
Rubie Stevens8,522.67
Ruby Garner8,476.65
Teodora Ahumada8,432.65
Betty Wilson8,375.60
Linda Klein8,244.42
Judy K. Johnson Englund8,242.92
Lynn Baer Roberts8,230.00
Cheryl T. Anderson8,176.82
Sylvia Boggs8,129.56
Linda L. Quillin8,064.30
Joanna Helton8,060.32
Magdalena Rodriguez7,962.92
Odalis Vasquez7,962.77
Peggy B. Sacco7,930.34
Kathy R. Bullard7,879.77
Judy Weaver7,848.72
Phyllis L. Pinksner7,826.46
Roxanne McNroe7,809.57
Martina Roman7,518.63
Lynn A. Cervini7,512.57
Sandy Fitzpatrick7,489.68
Ann W. Sherman7,425.76
Linn Lane7,358.68
Binta Touray Jagne7,272.94
Alejandra Zurita7,229.39
Beverly M. Brown7,165.59

Michelle Sara Moore7,154.13
G. Isela Cassidy7,083.49
Elizabeth McCandless7,055.91
Dolores Keller-Wills7,013.30
Norma Hood6,987.45
Angie S. Day6,975.73
Flory Palencia6,945.75
Elizabeth A. Poole6,939.60
Pilar Najera6,898.97
Angeles Herrera6,854.02
Lyris Yee6,812.26
Regina D. Oliver6,807.77
Bonnie Crumrin6,782.82
Ellen Ezekiel Farquharson6,727.57
Romaine Korzon6,727.33
Carmen M. Fallas6,722.88
Frances Woodham6,641.95
Wendy Clausen6,635.19
Margaret Neill6,564.39
Marie Pfarr6,559.38
Avelyn R. Smith6,555.84
Jennifer G. Bouse6,551.88
Sandra A. Zavada6,424.07
Brynn M. Blalock6,262.49
Candy I. Johnston6,239.07
Patrice Moore Smith6,234.64
Rhonda G. Delnes6,154.41
Theresa E. Simon6,138.72
Robyn S. Cartmill6,091.55
Hilda Marrufo6,050.62
Renee J. Pirtz6,038.15
Patie L. Huffman6,032.84
Terry A. Hensley6,010.54
Shaniece M. Wise6,004.84
Patricia K. Nelson5,985.95
Joanne V. Price5,974.36
Nicole Dianne Meier5,938.92
Danica C. McEldowney5,928.80
Sue Ammons5,915.22
Barbara J. Puckett5,902.66
Silsila Evans Moses5,894.43
Doris M. Quackenbush5,873.11
Judy Pennington5,854.09
Frances Cervantes5,854.09
Sherril Reindl5,847.39
Mary Goss5,822.33
Patsy A. Glunt5,815.20
Rosa Elia Meza-Sanchez5,789.17
Ann Ferrell Smith5,779.77
Josefa Chacon5,737.37
Blanca Celia Caceres5,737.17
Janet L. Wolfe5,699.98

Emerald

Hellen Jakpor\$15,736.89
Holie R. Sherrick11,323.27
Haydee Guzman10,755.72
Pam Robbins Kelly10,405.46
Mary Brandenburg10,071.32
Ayobami O. Olusa9,609.14
Tanya Olivia King9,455.10
Maritza Lanuza9,208.49
Michele Martella Armes8,871.09
Auri Hatheway8,600.75
Jane Okundaye8,504.22
Kimberly Dawn Reed8,460.91
Mayra Smalley8,397.89
Martha J. Roman7,981.81
Pattie A. Robinson7,939.13
Rose Campbell7,865.18
Paula Vander Vorste7,853.20
Talvia W. Peterson7,850.88
Kimbi L. Bartik7,784.28
Denise G. Kucharski7,664.13
Stacy S. Gilson7,625.50
Hope S. Pratt7,615.27
Candy Jackson7,560.81
Linda Bradley7,486.60
Evalina Chavez7,479.08
Heather A. Carlson7,410.92
Traci L. Smith7,394.04
Catherine Virginia Slezak7,376.71
Pat Forehand7,338.11
Stacy D. Foust7,328.60

Rosemary Soto7,213.84
Sheri L. Farrar-Meyer7,191.84
Jeannine R. DeVore Harris7,164.93
Nancy Harder7,144.86
Pamela Rowe Krzmarzick7,131.93
Sheila J. McCune7,097.74
Helen M. Harlow7,052.73
Nancy A. Berlin6,891.42
Denise M. Sowder6,812.95
Maria Sanchez6,770.14
Lori Lowry6,743.61
Ann Shears6,728.62
Celsa Menjivar6,626.05
Barbara Pleet6,531.46
Laura A. Armstrong6,495.55
Yolanda Lopez6,417.94
Jo M. Cotton6,349.68
Stacy M. Houy6,331.89
Maria Beddick6,316.62
Nancy L. DeFina6,269.87
Nancy Graham6,186.14
Kathy P. Oliveira6,107.36
Trish Reuser6,072.19
Pamela J. Borghesani6,052.96
Alyson Renee Young6,044.33
Karen E. Riddle6,029.81
Gail Patton Menefee6,014.27
Isabel Arbelo5,958.70
Annette D. Oxley5,953.39
Maria R. Alcaide5,952.53
Flavia A. Rivera5,926.70
Carolyn L. Lucas5,912.28
Diane K. Autry5,908.85
Rosemary Carolan5,907.25
Karen A. Jorgenson5,869.34
Gilda Canales5,843.24
Susan Houser5,810.35
Brenda D. Elliott5,761.21
Julie A. Griffin5,665.07
Charlotte Mantooth5,650.81
Teresa Maynard5,642.51
Valerie Yorkle5,614.44
Meredith Richardson5,613.94
Michelle Hanslik Goins5,609.05
Penny R. Walker5,568.41
Grace Y. Adeoye5,528.82
Tandy L. Ludin5,494.78
Jennifer Spriggs5,422.36
Dana M. Chamberlin5,398.58
MaryAnn V. Knox5,385.81
Kym D. Holman-Kirk5,374.39
Lynne Worcester5,364.52
Mercedes Maria Cruz5,362.89
Karen A. Thigpen5,341.83
Frankie Clapp5,338.62
Nancy A. Coleman5,302.68
Elaine K. Williams5,282.11
Adriana Gonzalez Fajet5,260.85
Christine J. Kurzawa5,253.95
Jean MacDonald5,232.30
Renita Yvonne Griswell5,223.52
Caroline Nesbitt Osmon5,210.18
Trisha Taylor5,195.31
Jackie Krieger5,183.49
Debbie L. Bower5,126.22
Susie J. Serio5,079.68
Vicki Powell5,079.55
Gloria Cecilia Neira5,060.75
Maria Victoria Sura5,046.28
Roxanne K. Youngton5,042.33

Pearl

Jeanie Martin\$14,702.35
Alma Orrosetti12,998.36
Kim L. McClure11,489.25
Janice Baxter Hull10,700.28
Sandra M. Munguia10,613.75
Hollie Thompson Lowe10,521.17
Lisa Allison10,338.32
Dorothy D. Boyd9,663.02
Natacha Smith9,631.49
Kristin Myers9,596.56
Ruthie Bressette-Mount9,494.66
Anita N. Conley9,446.82
Judy Brack9,379.65

Alicia Borkowska9,343.45
Amie N. Gambolan9,309.95
Kathryn L. Engstrom9,195.86
Nadine Bowers9,090.96
Susan M. Hohlman9,033.83
Cindy Machado8,836.09
Kelita Powell8,764.65
Elizabeth B. Muna8,647.31
Joyce Recenello8,465.58
Anne Geertsen8,405.63
Roya M. Mattis8,265.36
Janie K. Navkal8,159.75
Julia Sander Burnett8,078.93
Laurie C. Cole7,954.71
Sharon Smith Wisnoski7,925.09
Sandra Giraldo Kirchhoff7,824.40
Tammy A. Vavala7,791.91
Menina M. Givens7,729.27
Luz J. Diaz Almeida7,664.72
Carmen J. Felix7,475.29
Patty Webster7,464.24
Judith Tapella7,422.93
Charlene Grubbs7,231.94
Stephanie Nicole Tran7,146.06
Lisa Olivares7,102.60
Patti Cornell7,041.28
Betsy C. Richard6,932.98
Sally Moreno6,922.06
Irene K. Foster6,902.35
Lori L. Kreh6,897.64
Lindsay R. Stewart6,878.29
Stephani Estrada6,862.66
Stacey Craft6,833.24
Leah G. Nelson6,807.82
Maria De Jesus Rameses6,797.24
Peggy Matish6,789.37
Marilyn A. Ricker6,715.43
Michele Salisbury Rankin6,704.78
Sandra Tatzer6,608.40
Sherry Moir6,575.40
Betty B. Lucido6,544.74
Amy Kitzler6,474.90
Heather Marie Erbe6,460.29
Francene M. Anderson6,453.67
Barbara Ashworth6,445.32
Penny J. Jackson6,413.05
Marie Dowling6,327.85
Richard V. Barnes6,259.50
Shari M. Kirschner6,241.44
Mojib Maltabale6,235.73
Amy Kemp6,223.31
Beile L. Martin6,183.64
Angel R. Cruz Garciaguirre6,173.49
Hazel White6,131.71
R. Sue Miller6,127.15
Roxanne Rodriguez-Diaz6,080.46
Laura Michelle Spies6,058.73
Amy Stokes6,053.97
Harriett Sharpe5,986.33
Rita Schaefer5,982.88
Beth H. Piland5,975.09
Kathy Eckhardt5,965.31
Cathy A. Barnhart5,965.11
Denise E. Crosby5,953.97
Roxie Wade5,929.65
Susan T. West5,920.25
Sherrae E. Koehler5,914.79
Nicole Prinella Pratt5,906.75
Mary Ellen D'Amico5,862.13
Susie Kopacz5,848.40
Tracy Foltz5,820.40
Luanne Stewart5,815.80
Rebecca Milligan5,805.27
Maria Claxton-Dickerson5,794.47
Gail A. Clark5,777.66
Tracey L. Chavez5,776.37
Rachel M. Bullock5,752.57
Susan Moore5,737.36
Julie Hetherington5,727.15
Brenda Stafford5,712.51
Collette Parker5,676.63
Stefanie Lee Burgess5,640.06
Carrie J. LeCompte5,611.89
Angel B. Toler5,604.71
Jeraline B. Long5,603.34
Patricia Fitzgerald5,542.57
Vicki B. Crank5,534.40

*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 INTUOUCH® 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 November 2007.

Top National Sales Directors — Commissions and Bonuses



Barbara Sunden
\$79,756
DIAMOND



Carol Anton
\$48,651
RUBY



Gayle Gaston
\$76,461
SAPPHIRE



Gloria Mayfield Banks
\$53,616
EMERALD



Nan Stroud
\$44,309
PEARL

Top Unit — Estimated Retail Production

DIAMOND — Ada Garcia-Herrera, <i>P. Rodriguez-Turker Area</i>	\$128,615
RUBY — Ekene Okafor, <i>Go Give Area</i>	\$235,138
SAPPHIRE — Jill Glockner, <i>K. Starr Area</i>	\$103,781
EMERALD — Helen Jakpor, <i>S. Goodwin Monday Area</i>	\$80,700
PEARL — Jeanie Martin, <i>S. Miller Area</i>	\$89,176

Top Sales Director—Personal Sales

DIAMOND — Ava Roberts, <i>Go Give Area</i>	\$18,278
RUBY — Ekene Okafor, <i>Go Give Area</i>	\$20,649
SAPPHIRE — Jessica Barber, <i>M. Dozier Area</i>	\$13,684
EMERALD — Vickie Durfee, <i>K. Helou Area</i>	\$13,439
PEARL — Laura Spies, <i>A. Tripp Brewton Area</i>	\$12,073

Top Beauty Consultant—Personal Sales

DIAMOND — Kathleen Neal, <i>V. White Unit, Go Give Area</i>	\$20,978
RUBY — Nneoma Okeke, <i>E. Okafor Unit, Go Give Area</i>	\$20,957
SAPPHIRE — Kimberly Meeuwsen, <i>M. Meeuwsen Unit, S. LaVay Area</i>	\$20,378
EMERALD — Yuko Yasuma, <i>M. Brandenburgh Unit, Go Give Area</i>	\$50,346
PEARL — Tamela Grant, <i>S. Moir Unit, A. Tripp Brewton Area</i>	\$11,368

Top Team Builder

DIAMOND — Nina Irvin, <i>M. Eades Unit, D. Sumpter Area</i>	21 New Team Members
RUBY — Melissa Milner, <i>P. Roll Unit, P. Danforth Area</i>	13 New Team Members
SAPPHIRE — Tammy Zeigle, <i>C. Draghicchio Unit, S. LaVay Area</i>	15 New Team Members
EMERALD — Vonice Brown, <i>P. Cheek Unit, P. Cheek Area</i>	15 New Team Members
PEARL — Iselda Almodovar, <i>V. Crank Unit, J. Chadbourn Area</i>	14 New Team Members

Top Unit Builders Independent Sales Directors with 20 or more new unit members for November 2007.

Diamond

Ada Y. Garcia-Herrera.....	36 New Unit Members
Omosolape O. Akinyoyenu.....	35 New Unit Members
Ana X. Solis.....	33 New Unit Members
Maria K. Eades.....	29 New Unit Members
Felicia Ifeyinwa Nweze.....	23 New Unit Members
Bernadette Spriggs.....	23 New Unit Members
Faith Brooks Evans.....	22 New Unit Members
Jacinta Okah-Ogbonna.....	21 New Unit Members
Lina Mazuera.....	20 New Unit Members

Ruby

Ekene S. Okafor.....	33 New Unit Members
Appolonia Nnediogo Onwuanaegbule.....	28 New Unit Members
Kate Onyekere.....	27 New Unit Members
Augusta C. Onyenemere.....	27 New Unit Members
Donna F. Knotts.....	24 New Unit Members
K. T. Marie Martin.....	23 New Unit Members

Puong L. White.....	23 New Unit Members
Olubunmi Ebiwonjumi.....	22 New Unit Members
Florence E. Ozurumba.....	22 New Unit Members
Tongbai Mason.....	21 New Unit Members
Cathy G. Huhta.....	20 New Unit Members
Julie Brindell Sapp.....	20 New Unit Members

Sapphire

Zasha Noel Lowe.....	29 New Unit Members
Heather A. Plasencio.....	29 New Unit Members
Teodora Ahumada.....	26 New Unit Members
Jill L. Glockner.....	25 New Unit Members
Satarro Purnell.....	24 New Unit Members
Beverley M. Brown.....	23 New Unit Members
Lyriss Yee.....	23 New Unit Members
Juliet M. Goodwin.....	22 New Unit Members
Marilyn Jackson.....	22 New Unit Members
Brandy Michelle Redden.....	21 New Unit Members

Cindy Draghicchio.....	20 New Unit Members
------------------------	---------------------

Emerald

Tanya Olivia King.....	32 New Unit Members
Talvia W. Peterson.....	29 New Unit Members
Ayobami O. Olusa.....	27 New Unit Members
Pattie A. Robinson.....	24 New Unit Members
Martha J. Roman.....	24 New Unit Members

Pearl

Natacha Smith.....	26 New Unit Members
Maria E. Valverde.....	24 New Unit Members
Keita Powell.....	22 New Unit Members
Lindsay R. Stewart.....	22 New Unit Members
Dorothy D. Boyd.....	20 New Unit Members
Alma Reyes.....	20 New Unit Members

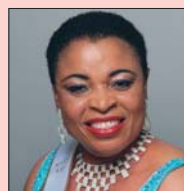
New Independent National Sales Director Debuts Nov. 1, 2007



Gladis Elizabeth Camargo
National Sales Director
Sapphire Seminar
Nov. 1, 2007

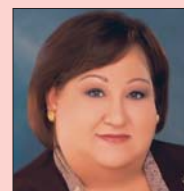
Corrections for December 2007 and January 2008

We regret that we featured the incorrect photograph for Independent Elite Executive Senior Sales Director **Thessy Nkechi Nwachukwu**, the No. 5 Top Sales Director Nationwide, in the December 2007 issue.



Thessy Nkechi Nwachukwu
Houston
Ruby Seminar

We apologize that we announced the debut of Independent Senior National Sales Director **Mary Estupifan-Martel** with the incorrect title in the January 2008 issue.



Mary Estupifan-Martel
Senior National Sales Director
Pearl Seminar
Oct. 1, 2007

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 ©2007 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, MkeCards, MK Signature, myBusiness, myCustomers, Nutribeads, Ovation, Power Hour, Satin Hands, Satin Hands & Body, Satin Lips, 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, Pink Link, Proneval, Satin Smoothie and Smart Wiper* are trademarks of Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, www.marykay.com.

YOUR INDEPENDENT CONTRACTOR STATUS: As an independent contractor, you are not an employee nor an agent of Mary Kay Inc. Throughout *Applause®* magazine, you will receive guidance, suggestions and ideas regarding your Mary Kay business, yet you have the freedom to choose your own hours and the business methods that work best for you. The Company retains no right of control over you, except those terms of your Independent Beauty Consultant, Independent Sales Director and/or Independent National Sales Director Agreement(s) with the Company. You, in turn, have no power or authority to incur any debt, obligation or liability, or to make any representation or contract on behalf of the Company.

golden rule recruiting: sell the opportunity, not the discount

The red jacket. The Career Car. The potential to become an Independent Sales Director. Who doesn't get excited about adding team members? But before you share the opportunity with everyone you know, consider this: Converting good customers to team members who don't desire to build an effective Mary Kay business could cost you in the long run.

Long-Term **Loss**

You may be wondering, *"Isn't building a team important?"* Yes! But team building has three components: size of the team, strength of the team and team leader skills. The key is developing a strong team of women who truly want to sell Mary Kay® products – not just earn a 50 percent discount.



**Independent Senior
National Sales Director
Kerry Buskirk** cautions
Independent Beauty
Consultants against

promoting the discount and not the opportunity. You might gain team members but **lose valuable customers** in the process.

"Imagine if someone were to sign an Independent Beauty Consultant Agreement to help someone earn a red jacket with no intent to build a business or hold classes," Kerry says. *"Imagine if she were to pass on her 50 percent discount to several others, creating a wholesale club of women who never experienced a Mary Kay facial. This would certainly devalue the opportunity."*

By only *"selling"* the 50 percent discount privilege to potential team members, you are essentially giving away your business and teaching others to do the same. In fact, as Kerry points out, the Independent Beauty Consultant Agreement states that an Independent Beauty Consultant agrees to *"promote and sell Mary Kay® products to ultimate consumers."*

Plus, a retail customer is important not only for the product she purchases from you, but also the contacts she provides as referrals and hostesses from her group of friends. Once you convert a valuable customer to a personal use consultant, you've lost that.

"Remember, there is more income potential from a customer who purchases \$200 in retail sales than from a team member who only places a \$200 wholesale order every six months," Kerry shares.

Sell the **Business Opportunity**

Kerry cautions independent sales force members against attempting to *"sell"* the 50 percent discount to potential team members because they are enticed by quickly moving up the career path.

"When that kind of success doesn't happen right away, it's easy to get disillusioned," Kerry, who has earned more than \$3 million in commissions, shares.

And Kerry speaks from years of team-building experience. "Sometimes it's easy to assume that a new team member will automatically embrace the Mary Kay opportunity because she sees the joy and flexibility a Mary Kay business has brought to you. While the *results* of your business success may be enticing to her, it's important that she also understand the *actions* that helped you achieve your goals. Retail product sales and providing good customer service are the foundations for business success," Kerry, whose NSD area was No. 8 in the Emerald Division at Seminar 2007, says.

Recognize **Potential**

Now Kerry takes a careful approach to team building, creating an atmosphere at skin care classes and facials where women feel comfortable – not pressured. They typically want to know more, and that's when Kerry shares more. *"I believe we need to start reaching out to people who truly seem interested in us. Who say: 'What do you do?' 'How do you make money?' 'It looks like you are having so much fun,'"* Kerry says.

Once someone understands that skin care classes and reorders can build a successful business and is willing to put forth that effort, then you have an excellent prospective team member who can add value to your team.

"It really is so simple," Kerry shares. *"Team building doesn't need to be desperate. It should fulfill Mary Kay's original plan that by sharing this business, we can sell more than we ever hope to sell alone."*

Profit or Loss?

Good Customer

Orders \$400 suggested
retail about every
six months

Your Profit

\$200 minus any
travel or mailing
expenses

"Personal Use" Team Member

Orders \$200 wholesale
every six months
(same amount of
product as above)

Your Profit

\$8 from a 4%
commission

provide good customer service while marketing your business

As an Independent Beauty Consultant, you must provide good customer service to be successful. That's why the Company offers substantial resources to help you! With these outstanding tools, you'll be providing good customer service while marketing your business. It's simple, quick and easy!

Samplers Sell

Your customers love samplers! That's because they're free, fun and allow customers to try before they buy! To make samplers a success – including the new Mary Kay® Creme Lipstick Samplers – you can:

- Always keep them on hand, carrying samplers in your handbag to give out at a moment's notice.
- Offer samplers along with corresponding sampler cards to provide powerful product details and benefits. (The Company is working on an exciting new sampling tool – coming soon!)
- Place samplers in every reorder so customers can try something new.
- Offer free samplers on your Mary Kay® Personal Web Site, making sure you promptly fulfill requests by watching for Action Item notices.
- Follow up by phone or e-mail after a few days to see how your customer liked the sampler.



“

about: **samplers**

Linda always makes a point to tell me about new products before I ask and brings me samples. She is the best 'marketing tool' Mary Kay could have! She shows it; I buy it. No questions.

Anita E.

Chattanooga, Tenn., Preferred Customer

”

Easy E-Mail

Many of your customers love e-mail and prefer it over any other form of contact. That's why MKeCards® and the *Beaut-e-News*™ e-newsletter are marketing dreams come true!

With so many MKeCards® available to choose from, including ones for new lipsticks and mineral powder foundation, you can target e-mail to specific customers. From announcing new products to special occasion greetings, MKeCards® are a great way to stay in touch. Go to “Business Tools” then “Customer E-Cards” on the Mary Kay InTouch® Web site to start today.

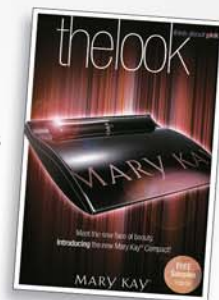
You can select the *Beaut-e-News*™ e-newsletter to appear monthly in your customers' inbox, sharing the latest beauty trends and news. Go to “Business Tools” then “*Beaut-e-News*™ E-Newsletter” to start. And because both contain links to your Mary Kay® Personal Web Site, you're driving business to your 24/7 “store.”



Preferred Customer Program

Did you know that Independent Beauty Consultants who use the Preferred Customer Program boost their businesses by almost 30 percent on average? With this program, you can:

- Send *The Look* to your preferred customers for half the price of doing it yourself. It only costs 65 cents per customer, and the Company sends it for you with a personalized message. With the new Quick Enroll™ feature, enrolling is even faster. Previously enrolled names are preselected for you!
- Order new promotional products six days early.
- Call customers to see if they received *The Look*, tried the attached free samplers and would like to make a purchase.
- Stay in touch with customers on a regular basis by sending Month 2 mailers and the new *Girl's Guide to Gorgeous* brochure.



“

about: **e-mail**

I appreciate my Independent Beauty Consultant because she keeps me updated by e-mail. It's nice to check my e-mail and see what's new.

Lucy M.

San Jose, Calif., Preferred Customer

”

Mary Kay® Personal Web Site

You can make your mark in today's Internet-driven world by having a Mary Kay® Personal Web Site. Being without one is like putting a “closed” sign on your door! Plus, you can customize it to your liking by adding sections to promote the gift with purchase, free shipping and free samplers. With a Mary Kay® Personal Web Site, your customers can:

- Contact you or order products at their convenience.
- Discover the latest products and beauty news.
- Have fun with the virtual makeover.
- Enter online Mary Kay Inc. sweepstakes.
- Remain loyal customers even if they live miles away.
- Learn about the Mary Kay opportunity on their own time.



“

about: **calling**

My Independent Beauty Consultant is always available. She calls religiously every month to see if I need anything. She's very helpful and never pushy, and that's greatly appreciated.

Brigitte W.

Goose Creek, S.C., Preferred Customer

”

Tools for Great Classes

Once a hostess books a class, you can make her feel special and connected. Assure her that you'll *work with her* to plan a successful party that benefits you both! From your Mary Kay® Personal Web Site she can learn about the hostess program and find great party suggestions.

Then you can use the Beaute-vite™ online party planner on Mary Kay InTouch® to set up a party using online invitations and collect RSVPs, customer information and contact information all in one place.



“

about: **follow-up**

My Independent Beauty Consultant keeps in touch via The Look, phone calls and e-mail. I do appreciate that very much. She also follows up with a phone call after a purchase to see how I like the product.

Mikki B.

Pinedale, Wyo., Preferred Customer

”

Follow-Up Is a Marketing Must

Follow-up has always been the “catch-22” of the direct selling business. The only way to get business is to contact your customers, but how do you do that without turning them off? We've surveyed many of your customers, and we've learned they love to hear from you by phone, e-mail and mailings – even if they don't always make a purchase! It's that extra dose of customer service that keeps them happy and loyal customers for life.

Remember, if you don't follow up, you miss out on sales. So try to do your best to find the perfect balance: calling often enough to deliver attentive customer service, but not so much as to seem pushy. If in doubt, ask your customer how often she'd like to be contacted!

a shared passion *for sharing*



“When the student is ready, the teacher will appear,” the ancient proverb asserts, reassuring wisdom-seekers through the ages. When the roles reverse and the student finds herself teaching the teacher, even greater dimensions of insight can unfold. For two Mary Kay women whose paths have intersected in wondrous ways, the lessons they learned continue to enrich far more than their own lives.

Independent National Sales Director

Ruth Theodocion was a first-year business teacher at Atlanta's Brown High School in 1963 with one particularly impressive student. The 10th-grader always sat on the front row ready to learn. "It was obvious to me that this girl had an inner drive to succeed, both in the classroom and in extracurricular activities," Ruth vividly recalls. "She was a standout."

A popular, pretty honor student, cheerleader and homecoming queen, "she" was destined to become even more accomplished and touch even more lives as **Independent Senior National Sales Director Nancy Bonner**. But first the passage of time would send the two on their separate ways. Nancy graduated and attended college for a year, then returned home to be with her critically ill mother, who was battling cancer. She married her high school sweetheart, Bill, became a hairstylist and worked in a salon. Ruth wed Bud, a high school coach, and both women started families. Though they held fond memories of each other, neither considered how their paths might converge again someday, and that when they did, their mutual admiration would deepen as their roles reversed.

A Change of Heart

Years after Nancy was scoring points as the teacher's pet, she found herself comparing the pros and cons of her hairstyling career with her part-time Mary Kay business. She had always been ambitious – admittedly driven, even – and the desire to promote herself was stirring her to action. But whatever she was seeking must allow ample time with Bill and their young sons. She settled on expanding her Mary Kay business.

Meanwhile Ruth had left teaching and poured herself into her own children and Bud's career. And she had undergone a subtle change: Even though she loved every minute of stay-at-home motherhood, her self-image wasn't what it once had been. Nancy worked hard and became an Independent Sales Director, and one day she and Bill heard Bud being interviewed on the

radio. Nancy remembered that Ruth and Bud had married, and she wondered where they lived. She and Bill both thought Ruth would make a fabulous Independent Beauty Consultant. "I looked her up in the telephone directory and discovered she lived just a few miles away," Nancy says. "I called and offered her a Mary Kay facial."

Ruth wasn't familiar with Mary Kay® products, but remembering the kind of student her former protégé had been, she wasn't a bit surprised to learn that Nancy was an Independent Sales Director. At first Ruth declined Nancy's offer, but finally she made an appointment, which she promptly called to cancel the following day. Nancy rescheduled her, and Ruth cancelled again. Nancy called a third time, and this time Ruth sent her regrets in a postcard. When Ruth stalled, Nancy suggested finding a time when Ruth could bring her kids over and offer her opinion on a new product for oily skin.

"The truth was, my insecurities were making me hesitate," Ruth admits. "I lacked self-esteem, my complexion was poor, and I didn't have any extra money for cosmetics anyway. With my mouth I was telling Nancy no, but my heart was saying yes, that Mary Kay might be the answer to my skin care woes and need for more income." Ruth hadn't told Nancy that personal finances had led to a decision for her to enroll at Georgia State University to renew her teaching certificate and return to the classroom. "But I really wanted to remain at home as an anchor for our family," she shares. "I wasn't at all happy about the decision to return to full-time teaching, even though I understood the reasons for it. I'm thankful Nancy gracefully persisted each time I cancelled."

As she expected, Ruth fell in love with the products and bought the complete collection. Bud noticed immediate improvement in her appearance and self-esteem. And then, at her follow-up facial, Ruth declined again, this time turning down the Mary Kay opportunity. "I told Nancy, 'I'm not the sales type.' She reminded me that Mary Kay is unique in its educational approach – the customer tries the product first, and the quality and effectiveness of the product speaks for itself – and she left behind some brochures. I had no interest in reading them. However, Bud did! He saw where hundreds of women were excelling, and he agreed with Nancy about my own potential. It was hard to argue with his encouragement."

Life Takes a New Direction

So Ruth never enrolled at Georgia State nor returned to the high school classroom. Instead she and Nancy embarked on a decades-long relationship that in turn has introduced thousands of women to their own Mary Kay futures. Was the role

reversal awkward?

"Not at all. As I observed Nancy, it was obvious she was a pro and had the knowledge I wanted to attain," explains Ruth. "I respected her accomplishments, and she became my valuable teacher and

friend. Both of us were incredibly privileged to be mentored by Mary Kay Ash. I took Mary Kay's words to heart and put them into action. My father was a minister, and I was a summer missionary in college, so I always had a heart for helping people. My Mary Kay business was the perfect vehicle for additional income, a flexible schedule and the chance to help develop others. Throughout my almost 33-year Mary Kay business, I've retained a teacher mentality, strategizing one-on-one, watching women achieve their dreams and goals."

In the beginning, Ruth says she couldn't have dreamed that someday she'd be speaking onstage to audiences of thousands. She calls her personal growth an invaluable blessing and credits Nancy's passion for the business — her commitment and work ethic — for a tremendous impact on her life.

"When Ruth said she couldn't sell a thing, little did she know she'd wind up in the Sales Director Queen's Court of Personal Sales 14 times!" laughs Nancy, adding that Ruth never made her feel uncomfortable about being "the teacher." "I felt such a sense of responsibility to share everything I had learned and to lead by example. Along the way, Ruth has taught me so much. She's a master communicator, an eloquent speaker and," she laughs again, "a perfectionist when it comes to teaching!"

Nancy gestures with her hands as she describes how different she and Ruth are, and yet how well they complement each other. "Besides being articulate, Ruth is right on task, whereas I'm off the cuff, talking from the heart, excited to hear what I'm

going to say next. I never know until the words come out!"

Ruth became Nancy's first offspring Independent Sales Director and the first to earn the use of a pink Cadillac, the first to earn a Top Sales Director Trip and the first to reach Independent National Sales Director. "The greatest moment so far for me was seeing Ruth debut on the Seminar stage as my first offspring Independent National Sales Director with Bud and their son and daughter by her side," Nancy says, her eyes misty. "It was a deeply emotional time for all of us. Bud was very ill."

Powerful Purpose

Ruth lost her beloved mate in 2005. "Bud offered me constant encouragement and unwavering support. He was the wind beneath my wings," she acknowledges. "Without him I couldn't have achieved the success that I have. I'm doubly blessed that when Nancy saw my future potential, Bud shared her vision." Through her Mary Kay business, Ruth freed her husband to rise to his highest potential as well. "He won two state championships, one in baseball and one in football, and was inducted into Georgia Athletic Coaches Association's Hall of Fame," she notes proudly. "He was able to stay in the career he loved, and in which he excelled, without being concerned about part-time jobs to supplement our income."

Today Nancy and Ruth go in different directions as they work with their National areas, but they still find time to call and e-mail. "I thank God for putting Ruth in my life as a teenager and later as one of my peers," reflects Nancy. "Because

I didn't give up on her, because I was politely persistent, the decision she ultimately made literally changed the direction of her life and her family's life. When we worry about what others will think about us, then it becomes all about *us* instead of all about *them*. Mary Kay has given us an incomparable gift to share around the world. My prayer is that we'll take her mission to heart and let the women who come into our lives make their own decisions."



Reflections From Mary Kay

“This can be the year of your dreams, the year of your greatest accomplishments, the year of merited recognition, the year of achieving long-sought mental, spiritual, social, physical and financial goals. And what determines whether or not you make it such a year? It will be if you expect it to be; only if you live with a positive expectancy. Some wise person said, ‘A company is not destroyed by outside forces, but rather, always by negative forces within.’ Negative expectancy will surely produce negative results because like attracts like.”



– Mary Kay Ash

Dates to Remember

FEBRUARY 2008

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	29	

MARCH 2008

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	29
30	31					

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:

Feb. 5: Registration begins for the first week of Career Conferences (March 28-29 and March 30-31).

Feb. 8: Registration begins for the second week of Career Conferences (April 4-5 and April 6-7).

Feb. 14: Valentine virtual event on Mary Kay® Personal Web Sites ends.

Feb. 15: Postmark deadline to earn the second monthly product bonus. Last day to enroll online for the Spring 2008 Preferred Customer Program mailing of *The Look*, including an exclusive sampler (available while supplies last).

Feb. 16: Third monthly product bonus begins. *Beaut-e-News™* e-newsletter begins e-mailing to customers.

Feb. 18: Presidents Day. Postal holiday.

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

Feb. 29: The *Bee Focused* Challenge to receive a crystal bee necklace and most Career Conference recognition end.

Next Month:

March 10: Early ordering of the new Spring 2008 promotional items begins for Independent Beauty Consultants who enrolled in *The Look* for Spring 2008 through the Preferred Customer Program.

March 15: Postmark deadline for Quarter 3 Star Consultant quarterly contest. Postmark deadline for Winter 2007 promotion and to earn the third monthly product bonus. Early ordering of the new Spring 2008 promotional items available for all Independent Beauty Consultants. Last day for customers to take advantage of the Winter 2007 Mary Kay® Lip Clutch gift with purchase. Last day to enroll online for the Spring 2008 Preferred Customer Program Month 2 *Customize Your Perfect Compact* brochure.

March 16: Quarter 4 Star Consultant quarterly contest begins. Spring 2008 promotion and monthly product bonus begin. *Color My Dreams* Sales Challenge begins. *Beaut-e-News™* e-newsletter begins e-mailing to customers.

March 20: February Career Car qualifier paperwork due to Company.

March 21: Good Friday. Company holiday. All Company and branch offices closed.

March 25: Spring 2008 Preferred Customer Program mailing of *The Look* begins, including an exclusive sampler. (Allow 7-10 business days for delivery.)

45th Anniversary Pioneer Spotlight

Transforming Love

Independent Elite Executive Senior Sales

Director Jo Cotton was “coming from love” when she started her Mary Kay business in 1974. “We had been planning to adopt,” explains the former speech and hearing therapist. “I couldn’t bear to think of someone else raising our precious baby, a little boy we had ‘expected’ for nearly nine years.” What began as a desire to be at home with her long-awaited child coincided with the legacy of love born in our Mary Kay’s heart. Jo says her journey has changed her. “Mary Kay takes your focus off yourself and redirects your attention to others, helping them feel prettier and more treasured. I’m a different woman today than I was 33 years ago. My husband has gone from introvert to outgoing mentor to my unit’s Independent Beauty Consultants and their husbands.”



Jo describes one of her favorite Mary Kay memories: “I was attending Independent Sales Director-in-Qualification class in 1979 when the ‘60 Minutes’ television crew came to interview Mary Kay and our class. Mary Kay told us confidentially that she had stayed up most of the night before, touching up the nicks in her door and floor trim with paint and an eyeliner brush. She wanted everything to look perfect because she knew they’d be looking for flaws! What a trooper she was. She taught us to always go the ‘second mile.’”

Thanks to Mary Kay’s example, Jo says she became a better listener, and therefore, a better leader. “I learned how to share laughter, tears, inspiration and motivation. I also learned how to keep my mouth shut. Mary Kay taught us that God gave us two ears and one mouth for a reason! I’ve learned to choose my words wisely and think before I speak. I’ve learned to ask God to direct me before I talk to someone about a serious matter, so she’ll know I’m saying it only out of love. Love motivated Mary Kay from the beginning, and it still motivates me today.”

Get Your Product Updates Here!

Please note that the following products will move to the Discontinued Products section of the March 16 Consultant order form and will continue to be available while supplies last:

- Sun Essentials® Sunless Tanning Lotion
- MK Signature® Eye Color and Samplers in the following shades: *Cotton Candy, Cranberry Ice, Currant Craze, Lagoon, Lucky Penny, Rainforest, Sheer Pink* and *Sugarplum*
- MK Signature® Cheek Color and Samplers in the following shades: *Bronze Sands, Desert Bloom, Orchid* and *Santa Fe Sun*
- Forever Classic and Classic Chic Look Cards
- TimeWise® Miracle Set Sampler Cards

Also keep in mind that the Satin Hands® and TimeWise® Microdermabrasion Sampler Cards moved to the Discontinued Products section of the Dec. 16 Consultant order form while supplies last.

Stay “Legal” When You’re Surfing!

Many Web sites may look and sound like sites endorsed by Mary Kay Inc. And some software packages that claim to increase your business, organize your life and manage your inventory may appear to be Company tried and tested. But are they?

Mary Kay has five official, Company-approved Web sites:

- www.marykay.com
- www.mkacf.org
- www.marykay.ca
- www.marykayintouch.com
- www.marykaytribute.com

All other Web sites are neither approved nor endorsed by Mary Kay Inc. We are aware that occasionally a member of the independent sales force may establish a Web site that doesn’t comply with the Company’s Internet guidelines. We do address these issues, and most Independent Beauty Consultants are very cooperative about relinquishing unauthorized sites and using only the accepted Internet presence.

Be aware of unauthorized software.

When it comes to software, many companies have developed programs and Web sites they claim will assist independent salespeople in managing their businesses. These software packages and Web sites are not approved or endorsed by Mary Kay in any way. If you choose to use any of these packages in your business, it is your decision alone.

Unauthorized representations

Sometimes a vendor may establish a Web site, send an e-mail or even call you claiming an affiliation with the Company. If the vendor does not fit into one of the categories listed above, please use your best judgment when deciding whether to do business with that vendor. For security reasons, we recommend that you do not share passwords, credit card numbers and similar information with any other person or entity. You can always check with your Independent Sales Director or with Legal Resources if you have any questions.

Scram “spam”

In this Internet age, you may find it tempting to send e-mail to existing and potential customers. It is important to ensure that you are complying with federal laws regarding such commercial e-mail solicitations. You’ll also want to ensure that you follow the guidelines for e-mail communication as outlined in the *Legal-Ease* publication. For more information on the federal law regarding commercial e-mail solicitation and to view *Legal-Ease*, go to the Mary Kay InTouch® Web site and select “Tax and Legal” from the drop-down menu under “Resources”. Click on “Legal Ease” and the “FAQs Regarding the CAN-SPAM Act of 2003.” Or you can request a copy from Legal Resources at (972) 687-5777. By following these guidelines, your e-mail is less likely to be interpreted as an unwanted commercial message or “spam.”

Early Order Form Goes Green

As part of our ongoing effort to be responsible corporate citizens and help preserve the environment, the Early Ordering Form will be available only online beginning March 16, 2008. Printable PDFs of all order forms will continue to be available on the Mary Kay InTouch® Web site. Printed copies of the Consultant order form will continue to be enclosed in *Applause*® magazine and available at the branches.

An Important Reminder: Directory Advertising and Your Mary Kay Business

Please remember that only Independent Sales Directors may advertise their Mary Kay businesses in a telephone directory. However, they can do so only through a vendor authorized by Mary Kay Inc. You can be sure you're receiving an authorized solicitation from the Mary Kay Directory Advertising Department if it features the official Mary Kay® logo. Mary Kay Inc. does not authorize any online directory advertising.

Independent Beauty Consultants are not authorized to list their businesses or residential service telephone numbers in any White Pages or Yellow Pages directories – whether published by telephone companies or private publishing companies – in any way in connection with the Mary Kay Inc. Company-owned trade names, trademarks or corporate name.

Teaming Up for Teens

The Mary Kay Ash Charitable Foundation and the National Domestic Violence Hotline have joined together to raise awareness and champion zero tolerance of dating violence among teens. The Foundation awarded a \$200,000 grant to the National Domestic Violence Hotline's "Love Is Respect" program, which works on a national level to implement abuse-prevention strategies among teens. Services include a telephone help line and the Web site www.loveisrespect.org. Together, the help line and Web site provide 24-hour assistance to teens and parents seeking help and guidance for intimate-partner violence. Half of the MKACF grant is helping to fund the help line and Web site's operating costs as well as enabling the program to expand its peer-to-peer teen services. The balance of funding is being used to implement an interactive strategy designed to drive teen attention to the help line and to fund a marketing program that generates awareness of dating violence to teens, parents and schools. The MKACF will be featured in the February 2008 issue of *Hotlines*, The National Domestic Violence Hotline's quarterly publication distributing information on the domestic violence movement in the United States. The Foundation is proud to join the "Love Is Respect" program in teaching teens about healthy relationships, providing solutions for ending abusive ones and making a positive change for generations to come.

BizBuilders Bonuses!

Free products with each qualified order! Check out these bonuses, quantities and values, available when you place a product order Feb. 16 – March 15, 2008.

Total Section 1	Month 3 Bonus*	Bonus Suggested Retail Value**
\$400 sugg. retail/ \$200 wholesale	50% Discount/ Earned Discount Privilege	
\$800 sugg. retail/ \$400 wholesale	1 Mary Kay® Subtle Tanning Lotion 1 Oil-Free Eye Makeup Remover	\$30
\$1,200 sugg. retail/ \$600 wholesale	2 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover	\$46
\$1,600 sugg. retail/ \$800 wholesale	3 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover 1 Travel-Sized TimeWise® Microdermabrasion Set (pack of five)	\$62
\$2,400 sugg. retail/ \$1,200 wholesale	4 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover 1 Travel-Sized TimeWise® Microdermabrasion Set (pack of five)	\$78
\$3,600 sugg. retail/ \$1,800 wholesale	5 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover 1 Travel-Sized TimeWise® Microdermabrasion Set (pack of five) 1 Travel Roll-Up Bag	\$94
\$4,800 sugg. retail/ \$2,400 wholesale	5 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover 1 Travel-Sized TimeWise® Microdermabrasion Set (pack of five) 2 Travel Roll-Up Bags	\$94
\$6,000 sugg. retail/ \$3,000 wholesale	5 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover 1 Travel-Sized TimeWise® Microdermabrasion Set (pack of five) 3 Travel Roll-Up Bags	\$94
\$7,200 sugg. retail/ \$3,600 wholesale	5 Mary Kay® Subtle Tanning Lotions 1 Oil-Free Eye Makeup Remover 1 Travel-Sized TimeWise® Microdermabrasion Set (pack of five) 4 Travel Roll-Up Bags	\$94

Although these BizBuilders bonuses are not available to new Independent Beauty Consultants with their initial order, 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.

Go-Give® Award

Congratulations to the winners for March 2008.

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."



Terri Beckstead

Diamond
Independent Executive Senior Sales Director

Began Mary Kay
October 1992

Sales Director Debut
November 1993

Offspring six first-line; three second-line

National Sales Director
Go Give Area

Honors Cadillac qualifier; Star Consultant; Sales Director Queen's Court of Personal Sales; two-times Queen's Court of Sharing; eight-times Circle of Achievement; Circle of Excellence; Double Star Achievement; Triple Star Achievement; gold medal winner; estimated highest monthly unit retail: \$87,641

Personal Lives in Woodbury, Minn. Husband, Patrick; sons: Nick, Adam
Favorite Quote "The first test of a truly great man is his humility. I do not mean, by humility, doubt of his own power ... (but really) great men have a curious feeling that greatness is not in them but through them. And they see something divine in every other man."
— John Ruskin

Independent Sales Director Maria Melior of Murray, Utah, says, "Terri has given so much. She volunteers several hours each week in her church to visit the sick, lonely and elderly. One year when my husband and I were having financial difficulties, Terri provided Christmas for our family."



Elaine Rice

Ruby
Independent Senior Sales Director

Began Mary Kay
October 1981

Sales Director Debut
October 1989

Offspring one first-line; two second-line

National Sales Director
Go Give Area

Honors Premier Club qualifier; Circle of Honor; four-times Sales Director Queen's Court of Personal Sales; five-times Queen's Court of Sharing; 11-times Circle of Achievement; six-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$68,897

Personal Lives in Seattle, Wash. Son, John; daughter, Melinda

Favorite Quote "We must have a theme, a goal, a purpose in our lives. My goal is to live my life in such a way that when I die, someone can say, 'She cared!'"
— Mary Kay Ash

Independent Beauty Consultant Tiffany Bode of Seattle, Wash., says, "In a year that has been physically challenging, Elaine drove elderly people to the pool every morning for their exercise, served on the board of the Hillside Guild, achieved Queen's Court of Personal Sales and is on her way to accomplishing the \$300,000 Unit Circle."



Linné Lane

Sapphire
Independent Future Executive Senior Sales Director

Began Mary Kay
January 1994

Sales Director Debut
November 1995

Offspring four first-line; four second-line

National Sales Director
Go Give Area

Honors Cadillac qualifier; Star Consultant; nine-times Sales Director Queen's Court of Personal Sales; two-times Queen's Court of Sharing; seven-times Circle of Achievement; two-times Circle of Excellence; six-times Double Star Achievement; two-times Triple Star Achievement; Fabulous 50s; gold medal winner; estimated highest monthly unit retail: \$83,417

Personal Lives in Lancaster, Calif. Husband, Ed; sons: Evan, Clayton; daughter, Alyssa

Favorite Quote "The Lord is able to do exceeding abundantly beyond all that we ask or think, according to the power that works within us."
Independent Beauty Consultant Rhonda Smole of Tehachapi, Calif., says, "Linné goes out of her way to help us. She opens her home so we can conduct skin care classes even when she isn't there!"



Jo Cotton

Emerald
Independent Elite Executive Senior Sales Director

Began Mary Kay
May 1974

Sales Director Debut
October 1979

Offspring eight first-line; one second-line

National Sales Director
Go Give Area

Honors Cadillac qualifier; Circle of Honor; 24-times Sales Director Queen's Court of Personal Sales; 27-times Circle of Achievement; Circle of Excellence; nine-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$91,092

Personal Lives in Lufkin, Texas. Husband, Mike; son, Michael; one granddaughter

Favorite Quote "I'd rather see a sermon than hear one any day. I'd rather someone walk with me than merely show the way. Lord, let my life be the sermon that leads one more wanderer home."

Independent Beauty Consultant Amanda Davis of Lufkin, Texas, says, "Jo's support for adoptees is unbelievable. When Beauty Consultants are in need, she doesn't hesitate to do all she can to ensure the need is met. Jo is an inspiration and is always willing to help someone else succeed."



Sandra Munguia

Pearl
Independent Executive Senior Sales Director

Began Mary Kay
June 1990

Sales Director Debut
June 1992

Offspring seven first-line; three second-line

National Sales Director
Pat Campbell

Honors Cadillac qualifier; Circle of Honor; eight-times Sales Director Queen's Court of Personal Sales; 11-times Circle of Achievement; three-times Circle of Excellence; six-times Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$93,038

Personal Lives in Manteca, Calif. Husband, Rafael; son, Andrew; daughter, Melissa

Favorite Quote "I tell you the truth, if you have faith as small as a mustard seed, you can say to this mountain, 'Move from here to there,' and it will move. Nothing will be impossible for you."
Matthew 17:20

Independent Senior Sales Director Donna Sellard of Studio City, Calif., says, "Sandra has served on the Spanish Advisory Board for two years. She opens her meetings and events to all, always offers great education and conducts her business by the Golden Rule."

Share With Others, and the **Rewards** Will Be Yours!

Queen's Court of Sharing Bee Focused in 2008!

Keep your team-building goals in focus! You still have time to earn a beautiful crystal bee necklace and take your place in the Queen's Court of Sharing at Seminar 2008.

Independent Beauty Consultants and Independent Sales Directors who:

Add at least 16 qualified* new personal team members from July 1, 2007 – Feb. 29, 2008, will be recognized at Career Conference 2008 and will receive a crystal bee necklace.

Add at least 24 qualified* new personal team members from July 1, 2007 – June 30, 2008, will be recognized** onstage in the Queen's Court of Sharing at Seminar 2008. Qualifiers will receive their choice of a special 45th anniversary-edition dazzling diamond and pink sapphire bee pin *or* ring.

When you find others who are dedicated to building a Mary Kay business, you will find yourself living the dream of Mary Kay Ash.



*A qualified new personal team member is one whose Independent Beauty Consultant Agreement and a minimum of \$600 in wholesale Section 1 orders are received and accepted by the Company during the contest period. The same rules for the maximum number of new team members in a month as for the Queen's Court of Sharing apply.

**A maximum of 13 new actual team members in any calendar month may count toward the 24 required. A new team member who becomes qualified will count toward the monthly maximum of 13 in the month her signed Independent Beauty Consultant Agreement is received and accepted by the Company, not the month she becomes qualified.

share
the
dream
08
career
conference

share the dream!

career conference 2008

Register by **March 15, 2008**,
and be on the road to success.

Online: Go to the Mary Kay InTouch® Web site.
Click on the *Share the Dream!* 2008
Career Conference icon.

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

It's only \$75. So little for so much. You
can't afford *not* to go. (And receive a great
product giveaway *just for you* including a
brand-new compact – free – a \$75 value.
That's the cost of your registration fee!)



MARY KAY®

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

PRSR STD
U.S. POSTAGE
PAID
MARY KAY INC.