

Applause®

WINTER 2009/2010

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

GET THIS LOOK!
FIND OUT HOW
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AT CAREER CONFERENCE**

**BUNDLE UP
YOUR BEAUTY
ROUTINE**

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STAR CONSULTANT
PRIZE PROGRAM

new year,
new magazine!

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LOVE APPLAUSE® MAGAZINE**

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CHARITABLE FOUNDATION

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success starts
with a skirt



There's something about a big, audacious goal to get you excited about the future. The kind of goal that simultaneously scares you (because it seems unreachable), excites you (because *what if...*) and breeds a little bit of doubt in others ("it'll never happen").

Mary Kay Ash knew a thing or two about big, audacious goals – and achieving them.

Of course, it's one thing to *have* a goal – it's something else entirely to write it down and hatch a plan to achieve it, as Mary Kay so often coached. And so it was with *Applause*® magazine.

What started as a little idea for a magazine makeover more than a year ago quickly became a big, audacious goal for a quarterly resource tool – with a step-by-step plan that had its share of naysayers and obstacles.

But a funny thing happened on the way to this issue. As we shared the idea with more and more people – independent sales force members and corporate staff alike – the plan was refined and improved; enthusiasm and momentum for our goal grew. (Mary Kay was right about that, too). Soon enough, everyone was on the same page and we were off to the presses.

Sure, at times, it seemed this issue would never get off our desks and out the door to you. But things do happen in their own time and we believe there really couldn't have been a better time for this first quarterly issue of *Applause*® magazine. After all, it's the season of change and of something new – with the rejuvenating energy of a fresh year ahead, plus the incredible anticipation and wonder of all that a new decade holds.

Might we suggest a big, audacious goal?



Your Applause® Magazine
Editorial Team

Left to right:

Sébastien Kabacinski,
Heather Watterworth,
Marijana Klapic,
Andrea Lepore,
Debra Joseph and
Marie-Claire Pascuttini.

what we're buzzing about

In future issues, our editorial team will share what has us buzzing around the corporate office. And this quarter, it's definitely the new *Applause*® magazine! Keep an eye out for these little details as you navigate our new jam-packed pages:

THE FAB FOUR

We split *Applause*® into four sections – Build, Grow, Reflect and Live – so you can focus on what you need, as you need it. Use the **black tabs at the top of each page to help you find your way through each section.**

KEEPING THE LEGACY ALIVE

We couldn't wait to open the archives to share more of **the wit, behind-the-scenes stories and ahead-of-her-time thinking of our beloved Founder.** You'll also notice more quotes and excerpts from Mary Kay Ash throughout the magazine to inspire you every day.

MORE OF YOU, MORE OF US

We've tapped **the brightest beauty and business brains among your independent sales force sisters and in the corporate office** to bring you expert tips, how tos and inspiration to live the pink life. Look for a few familiar folks – plus a few new faces – in each issue.

HOW ARE WE DOING?

We can't wait to hear your thoughts on our first quarterly issue. In fact, we *need* to hear them to ensure the new *Applause*® magazine is meeting your expectations as an independent sales force member! We also welcome story suggestions, inspiring ideas, and other tips.

E-mail the *Applause*® magazine editorial team at:

APPLAUSE-CANADA@MCKCORP.COM

SHE SAID IT BEST

"You must make your goals realistic, yet aim high enough that you will have to stretch to reach them."

Mary Kay

Career Conference 1994 Speech



YOUR CANADIAN APPLAUSE® MAGAZINE TEAM

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

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calendar

the dates you need to know this quarter

December 2009

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on December 1st.
- 13:** Ordering deadline for receipt before Christmas (outside of ON and QC).
- 15: Preferred Customer Program.** Last day for customers to take advantage of the Fall/Holiday 2009 **Travel-Sized Satin Hands® Pampering Set** gift with purchase. Last day to enrol for the *Winter Wonders* Optional Mailer Postcard.
- Beauty That Counts™* charitable initiative ends.
- 16:** Winter 2009/2010 promotion begins. Check out marykay.ca and your Mary Kay® Personal Web Site to see what's new!
- Ordering deadline for receipt before Christmas (ON and QC).
- 20:** December Career Car qualifier paperwork due to Company.
- 25: Christmas Day.** Mississauga and Montréal offices closed.
- 28:** Mississauga and Montréal offices closed in lieu of Boxing Day.
- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward December production.

Online and faxed orders must be received by midnight Eastern Standard Time to count toward December production.

January 2010

- 1: Happy New Year!** Mississauga and Montréal offices closed.
- Registration begins for *Project StarPowerSM* Career Conference 2010.
- 4: Preferred Customer Program.** Winter 2009/2010 issue of *The Look* mails to customers and Independent Beauty Consultants.
- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on January 1st.
- 15: Preferred Customer Program.** Enrolment begins for the Spring 2010 Preferred Customer Program.
- 20:** January Career Car qualifier paperwork due to Company.
- 25: Preferred Customer Program.** *Winter Wonders* Optional Mailer begins mailing to customers.
- 29:** Last working day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward January production.
- 31:** Last day of the month. Online and faxed orders must be received by midnight Eastern Standard Time to count toward January production.

February 2010

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on February 1st.
- 6:** "Pink At The Rink" Day in support of the MKACF. Join us and the Toronto Marlies at Ricoh Coliseum (Toronto, ON).
- 15: Family Day** (AB, ON and SK). Mississauga office closed.
- Preferred Customer Program.** Enrolment deadline for the Spring 2010 issue of *The Look*.
- 20:** February Career Car qualifier paperwork due to Company.
- 27:** Last working day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward February production.
- 28:** Last day of the month. Online and faxed orders must be received by midnight Eastern Standard Time to count toward February production.

SHE SAID IT BEST

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

Mary Kay

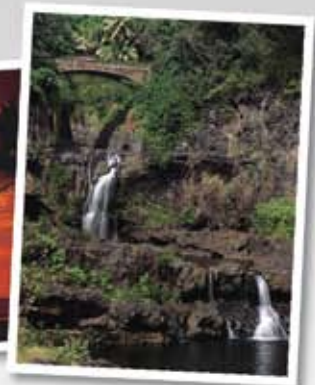
on the **mkoc**SM

Here are just the highlights of what's happening on the MKOCSM in December, January and February. Be sure to visit daily for the latest information and updates.



◀ Got the winter blahs? New educational podcasts are added to the **Media Library** on the first of each month – so use them to bust your business blues and re-energize for your best year yet!

Ever wondered what happens on a Top Director Trip? Take a peek at what it's like to travel in Mary Kay® style with a new **scrapbook from the 2009 Top Director Trip to Maui**.



▶ Are you ready to let your StarPower shine? Get all the details you need to attend **Project StarPowerSM Career Conference 2010** beginning January 1st.

PROJECT Starpower

on **marykay**.ca

Don't miss these online-exclusive features during the Winter 2009/2010 product promotion – and be sure to share them with your customers.



◀ We only have space to feature a few in *The Look*, but online, pro makeup artists dish on all of this season's **beauty tips and trends**.

▶ Dr. Beth Lange shares her **must-have product suggestions for winter wonderful skin**.



Be sure to check in on January 1st – and encourage your customers to visit your Mary Kay® Personal Web Site – to read about the **latest addition to the TimeWise® family of age-fighting skin care**.



in your words

Get to know four *Applause*® magazine readers as they share their goals, ideas and weigh-in on all things pink.



ANNE AUSTIN *Independent National Sales Director*

Hometown: Ottawa, ON. **Describe yourself in one sentence:** "Fun, friendly and I love to be around people." **Previous career:** Computer Programmer. **Started my Mary Kay business:** May 1980. **Loves:** Golf, reading and good restaurants. **Favourite Mary Kay® product:** TimeWise® Microdermabrasion Set. **Mary Kay mantra:** "To go up, you have to show up." **Audacious goal:** To be a Triple Star Achiever.



SARAH BARDELL *Independent Sales Director*

Hometown: Delta, BC. **Describe yourself in one sentence:** "A woman who knows what she wants and goes out and gets it." **Previous career:** Registered Nurse. **Started my Mary Kay business:** March 2007. **Loves:** Makeup, fashion, shopping and watching movies with my daughter Faythe. **Favourite Mary Kay® product:** Mary Kay® Facial Highlighting Pen. **Mary Kay mantra:** "Be significant!" **Audacious goal:** To be the first Cadillac Unit in the Boe-Malin National Area.



MIREILLE MORIN *Independent Executive Senior Sales Director*

Hometown: Gatineau, QC. **Describe yourself in one sentence:** "A determined and caring woman who knows how to find the positive in people and situations." **Previous career:** Community Health Nurse. **Started my Mary Kay business:** July 1989. **Loves:** My children, my husband, my family, my cats, my flowers – so many things. **Favourite Mary Kay® product:** TimeWise® Replenishing Serum+C. **Mary Kay mantra:** "Be consistent and do it even if you don't feel like doing it." **Audacious goal:** To be an Independent National Sales Director by December 2010.



MAYLANIE TURGEON *Star Team Builder*

Hometown: Granby, QC. **Describe yourself in one sentence:** "Passionate, very busy woman who strongly believes in paying it forward." **Previous career:** Founder of my own translation agency (currently). **Started my Mary Kay business:** April 2009. **Loves:** Meeting people, my cats and dog, cooking and laughing. **Favourite Mary Kay® product:** TimeWise® Microdermabrasion Set and Mary Kay® Hydrating Lotion. **Mary Kay mantra:** "Slowly but surely." **Audacious goal:** To be a Future Independent Sales Director before my 1st Mary Kay anniversary in April 2010.

See what else these readers have to say on
pages **15, 24, 61** – and more!

WANT TO BE A PART OF OUR NEXT PANEL?
E-MAIL US AT APPLAUSE-CANADA@MKCORP.COM

“nothing happens
until somebody sells something”

Build BUILD build

AVAILABLE
JANUARY 1ST!

PAGE 12
a **timewise**® power pair:
new even complexion mask
+ even complexion essence



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THE 6 MOST IMPORTANT THINGS to help **build** your business this quarter



Set a big goal. If it doesn't scare you, it's not big enough. Take on a new company promotion and challenge yourself to achieve it – then revel in your success!

Strive to **be a Star Consultant.**



Enrol your customers in the Preferred Customer Program – **check out page 20** for motivation!

Stock up for winter sales. As Mary Kay Ash often said, **"you can't sell from an empty wagon"**.

Follow-up!

Aim for a minimum of **10 bookings a month.**



HOW TO sell sun care in the snow

There's a misconception among consumers that it's only important to wear sunscreen during the warmer summer months.

Wrong!

Skin is exposed to harmful UVA/UVB rays all year long. Just because it's cold outside, it doesn't mean that the sun has retreated into hibernation for the season! In fact, the sun's rays are powerful enough to penetrate through the thickest clouds and other environmental elements – making it just as harmful to unprotected skin as a sunny summer day. That's why dermatologists recommend wearing a minimum of SPF 15 everyday.

Fortunately, your winter gear – coats, scarves, gloves and hats – can help protect most of your skin from sun exposure. But what about winter gear for your face? Now's the time to get yourself and your customers into a solid sun care routine with Mary Kay® product that works to halt sun damage in its snowy tracks.

Dry skin is more common in the winter, often causing flaky, red and irritated skin conditions. This calls for hydration! Products like **TimeWise® Age-Fighting Moisturizer Sunscreen SPF15** (\$35) and **TimeWise® Day Solution Sunscreen SPF 25** (\$51) offer a perfect combination of broad spectrum sun protection and moisturization – with the modern advances in skin care that combat the signs of aging. Customers craving a moisturizer with a hint of colour – and the added bonus of SPF – will love **Mary Kay® Tinted Moisturizer With Sunscreen SPF 20** (\$20), available in

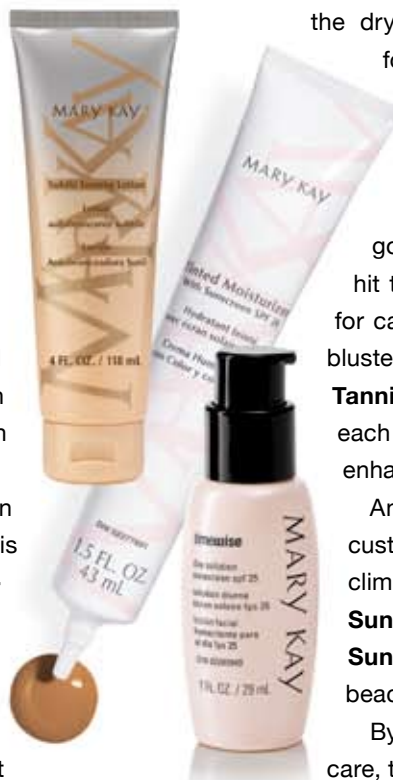
six sheer colour shades.

Now for that perfectly puckered pout! Harsh winter winds, snow and extreme temperatures can cause lips to crack and peel. As an Independent Beauty Consultant, consider putting customers on a winter lip regimen that will keep lips soft and supple. The ultimate pout protector – **Mary Kay® Lip Protector Sunscreen SPF 15** (\$10) – helps keep lips protected and guarded from the drying effects of sun and wind. Exclusively formulated with beneficial moisturizers, the lightweight, water-resistant product glides on clear with no shine and a comfortable feel that seals in moisture.

If your customers are in pursuit of a gorgeous glow, don't fret and tell them to hit the tanning beds just yet! There's still hope for capturing a healthy summer glow amidst the blustering, blowing winds. **Mary Kay® Subtle Tanning Lotion** (\$20) is just that: subtle. With each application, your customers will notice an enhanced, yet natural and healthy-looking glow.

And be sure to chat sun care with those customers who may be heading to warmer climes during winter months. **Mary Kay® Sunscreen SPF 30** (\$20) and **Mary Kay® After Sun Replenishing Gel** (\$16) are must-haves for beach bags!

By educating your customers about winter sun care, they'll be looking hot no matter how cold the temperature is outside – and your sun care sales are sure to heat up too!





q&a with...

Krystle Gonzalez,
Supervisor, Regulatory Affairs
& Quality Control

With access to information literally at our fingertips, it's easy to become caught up in a whirlwind of myths – especially in the complicated cosmetics marketplace. Our resident mythbuster, Krystle Gonzalez, helps dispel these beauty blunders with the facts you need to be able to stand behind your favourite Mary Kay® product with even more confidence.

Are organic, natural and botanical products are always better?

While “organic,” “natural” and “botanical” are buzz words in our industry right now, sometimes the benefits associated with these products and ingredients are greatly exaggerated.

At Mary Kay, **all of our ingredient and product decisions are based on scientific fact and not on opinion.** Our goal is to always develop the safest and most effective products possible and that includes using organic, natural or botanical ingredients – when they are safe and provide a benefit.

I've heard a lot about the safety of parabens – what are they and why are people saying they're not safe?

Parabens function as preservatives and protect products from microbiological contamination. They are used extensively in cosmetics, food – even medicine. In fact, our world would be a very scary place without parabens!

Paraben safety data has been studied extensively by various governmental regulatory agencies around the world and not one of those agencies has found scientific data that supports the rumours on parabens.

To learn more about product development at Mary Kay, **check out the Product Research and Development section on www.marykay.ca.** It helps explain the life cycle of our products – from inspiration and formulation to production and distribution.

Have a question for us? E-mail us:
APPLAUSE-CANADA@MKCORP.COM

COUNTDOWN TO SKIN CARE the transition continues

In June 2009, we unveiled the stunning new packaging makeover of the **TimeWise® Miracle Set™**, featuring new pink packaging accented with black graphics that lend a contemporary vibe, while staying true to our pink heritage.

Since then, we've continued to update even more of our product packaging – most recently **TimeWise® Targeted-Action® Line Reducer**, **TimeWise® Firming Eye Cream** and **Mary Kay® Extra Emollient Night Cream**.

So what can we expect in the way of packaging updates for Winter 2009/2010? Look for even more of the TimeWise® collection to get a branding makeover, as well as one of our most popular men's fragrances – **Domain®**, **Mary Kay® Indulge Soothing Eye Gel®**, **Mary Kay® Brow Definer Pencils** – and a bestseller – **Mary Kay® Oil-Free Eye Makeup Remover**.

So be sure to look for these makeover must-haves over the winter months – and share them with your customers!



INGREDIENT 101 mineral oil

Cosmetic grade mineral oil is extremely safe, as proven by science. Mary Kay sells product in more than 35 markets around the world – and mineral oil is considered safe by ALL the governmental regulatory agencies in each of those markets. In fact, baby oil is almost 100 per cent mineral oil!

And in addition to being safe, mineral oil provides some great benefits. It's used as an emollient that helps maintain the soft, smooth, supple appearance of the skin.

Many of you have heard people say that mineral oil clogs the pores or suffocates the skin. But that's just not true. In fact, all of the Mary Kay® skin care product that contains this useful ingredient has been proven by independent sources to be non-comedogenic – meaning it won't clog pores!

Find It In: Mineral Oil is an ingredient in a diverse lineup of Mary Kay® product from **Mary Kay® Eyeliner** and **Satin Lips® Lip Balm** to **Mary Kay® Subtle Tanning Lotion** and **TimeWise® 3-in-1 Cleanser**.

MULTI-TASKING MONETYSAVER

mary kay® oil-free eye makeup remover

When **Mary Kay® Oil-Free Eye Makeup Remover** was identified as a bestselling product, we weren't surprised. This dual-phase, gentle formula removes even waterproof eye makeup in a wink, plus it's safe for sensitive skin and contact lens wearers. And now there's a new reason to love this Mary Kay must-have.

If you've ever tried to clean your makeup brushes with just soap and water, you already know how difficult it can be to break down the product and oils that accumulate on bristles. It's no wonder most women don't clean their makeup brushes as often as they should – after all, who has time to stand over the sink washing and re-washing their brushes? So here's a solution that will save time and help ensure your tools stay in top shape.

We poured Mary Kay® Oil-Free Eye Makeup Remover into a clean, empty glass jar and gave our less-than-clean brushes a swirl in the liquid. Not

only did it dissolve all that build-up in a matter of seconds, after rinsing the brushes in warm water and leaving them to air dry, the bristles were super soft and like new! And don't just try it on your eye makeup brushes – it also worked to clean our powder and cheek brushes *and* to freshen up our brush organizer when applied to a cotton pad.

Who doesn't love finding another use for a beauty fave? Be sure to try it for yourself and share this tip with your customers who are colour connoisseurs.

Mary Kay® Oil-Free Eye Makeup Remover
\$17.50

SIX NEW SHADES OF
complexion perfection

You asked for it, you got it! Introducing six new regular-line **Mary Kay® Mineral Powder Foundation** shades in the same formula you love. With these additions, even more women can experience and enjoy this popular product that provides a natural-looking and flawless finish.

Mary Kay® Mineral Powder Foundation \$20



DID YOU KNOW... wigs were part of the original Mary Kay product line? When the Company opened its doors on Friday, September 13th, 1963, it wasn't just skin care and glamour products that were available. Wig prices ranged from \$100 to \$335 USD. The "Beauty by Mary Kay" grand opening ceremony featured a famous wig stylist, René of Paris, and approximately a dozen wigs were sold – with most returned on Monday morning! Since they were hard to manage and were frequently returned, wigs were dropped from the line completely in 1965.

THEN & NOW

mary kay® extra emollient night cream

An all-time favourite product, **Mary Kay® Extra Emollient Night Cream (EENC)** has been a part of the product line since the Company was founded in 1963. Back then, it was known as Super Nite Cream and while the name has changed, there have been very few changes to the formula in more than 45 years. It's no wonder women around the world have fallen head over heels for EENC!

EENC helps maintain the natural moisture of the skin and replenishes hydration in dry areas. It forms a protective shield to minimize moisture evaporation and allow increased hydration of dry areas on the face, hands, elbows, knees and feet. It's a beauty basic for dry skin sufferers and anyone who needs a little more moisture during chilly winter months!

And this season, we're thrilled to announce the return of the **I ♥ EENC Set*** (\$25). This coveted, limited-edition set with pink and black packaging includes one jar of Mary Kay® Extra Emollient Night Cream (68 g) paired with a sampler-size tube (11 g): a generous size for home and a perfectly portable size for the girl on the go! And both come packaged in a limited-edition pretty pink box. So now your customers never have to be without the product they love!

I ♥ EENC Set*

\$25

**Limited-edition, while supplies last. Offer expires March 15th, 2010.*



< 1963

2009 >



< We ♥ EENC!



OUR FAVOURITE LOOK

rich and vibrant for winter

Soft – yet anything but understated – we love this winter's **Rich And Vibrant** make-up artist look.

Why? The colours in this look are vibrant enough for washed-out winter days yet glam enough for a holiday party or evening out. Sweet Cream, Granite and Vintage Gold mineral eye colours are neutral enough to work with every eye colour, while pretty berry lips and cheeks ensure this makeup look has punch.

How To Get It

- Apply Deep Brown eyeliner to the top and lower lashline.
- Blend Sweet Cream mineral eye colour across eyelid.
- Add texture with Granite mineral eye colour applied up to the crease, followed with Vintage Gold mineral colour blended and

smudged into just the outer edges of the top and lower lashline over eyeliner.

- Finish by adding berry shades to cheeks and lips.

Make It Yours

If your personality isn't quite bold enough to wear this berry lip look, you can still rock this trend by customizing the application of your lip products.

Consider "staining" your lips by applying **Mary Kay® Creme Lipstick** in Berry Kiss with your finger, then top it with **Mary Kay® NouriShine® Lip Gloss** in Gold Rush or Starry. The result is a softer lip look that still has presence.

Mary Kay® NouriShine® Lip Gloss in Sugarberry or Berry Sparkle – with or without a neutral liner – are also great alternatives for sheer berry lips.

put your best face forward

New **TimeWise® Even Complexion Mask** provides an additional option for brightening and lightening skin. And when used with TimeWise® Even Complexion Essence, you have a power pair!

Why Should My Customers Use It?

TimeWise® Even Complexion Mask pampers, softens and brightens skin in one easy step. Formulated to improve the skin's clarity and visibly minimize skin's imperfections – such as age spots and sun damage – TimeWise® Even Complexion Mask features the patent-pending MelaCEP™ Brightening Complex (an infusion of botanicals) to deliver added brightening benefits and an overall pampering experience. This gentle formula leaves skin feeling soft and moisturized and delivers instant brightening benefits so that skin looks immediately more radiant.

Who Should Use It?

Current customers who are using **TimeWise® Even Complexion Essence** (\$45 – now in updated packaging!) will be excited to have an additional product that delivers skin-brightening benefits. Both products used together combine to create what we're calling the **Even Complexion Power Pair!**

They'll get the best of both worlds: the long-term, even skin tone benefits of TimeWise® Even Complexion Essence plus the immediate skin tone brightening benefits of TimeWise® Even Complexion Mask. Plus, Even Complexion Mask is perfect for all skin types, so everyone can experience the benefits.

How To Use It

- After cleansing, apply mask to face and neck, avoiding eye and lip areas.
- Allow mask to remain on the skin for 10 to 15 minutes for optimal results. The mask may not dry completely.
- Rinse or remove with a warm, wet cloth.
- Use two to three times per week.





Get Results!

Women who tried TimeWise® Even Complexion Mask during a consumer study saw a significant improvement in how their skin looked and felt, both immediately and after using the mask three to four times over a 10-day period.

90% said their skin immediately looked brighter*

95% said their skin felt soft*

90% said their skin felt moisturized*

*Based on a 10-week consumer study.

earn it!

TimeWise® Even Complexion Mask is **available January 1st, 2010**. Want to try it sooner? You can earn it in December. Check out page 22 to learn more!

bundle up

your beauty routine

Your customers will have nothing to hide once they see your solutions for a flawless face. So go ahead – give your customers' skin the care it deserves by offering a multi-step approach to skin care in easy-to-buy bundles.



\$80
value

hello hydration!

Goodbye gator-skin. Drench dry, dull skin with **Mary Kay® Intense Moisturizing Cream** – a 10-hour moisture marathon that infuses your skin with marine extract, Vitamin E and non-stop nourishment. Brighten and immerse the eyes in intense moisture – while minimizing the appearance of fine lines and wrinkles – with the help of **TimeWise® Firming Eye Cream**.
Hello Hydration Bundle
\$65 (a \$80 value)

get a
free*
bag!

Purchase any skin solution bundle shown here and receive this Classic Zippered Pouch **FREE***.



enlightened eyes

Exhausted eyes? Dramatically minimize the appearance of fine lines and wrinkles with **TimeWise® Age-Fighting Eye Cream** and protect your pretty peepers from puffiness with **Mary Kay® Indulge Soothing Eye Gel®**. **Mary Kay® Oil-Free Eye Makeup Remover** is a gem for gently removing eye makeup – even waterproof mascara.

Enlightened Eyes Bundle
\$55 (a \$69.50 value)



\$69.50
value

winter skin? make it wonderful!

Whether your customers have problem or perfect skin, cold, dry, winter air is enough to make even the most beautiful skin shiver. But you have the product that will take their skin from washed-out to wow! Here's how!

- **Exfoliate and moisturize** – they're the pillars of any skin care routine, no matter the season. The change in temperature – from inside heaters to outside chill – can dry out skin fast. Recommend an at-home treatment such as the two-step **Mary Kay® TimeWise® Microdermabrasion Set** (\$60). It uses the same aluminum oxide crystals that dermatologists use – at a fraction of the cost. Finish off the treatment with a super rich, moisture-locking, hydration-replenishing moisturizer and their skin will thank them with a glowing, youthful complexion!
- **Lips often take the brunt of the harsh weather effects**, so keep them conditioned at all times. The **Mary Kay® Satin Lips® Set** (\$30) can do just that with its gentle, exfoliating lip mask and lip balm, which delivers a veil of moisture that lasts for at least six hours.
- The winter also wreaks havoc on the body, so be sure that your customers **incorporate a hydrating cleanser and lotion in their daily routine**. The **Mary Kay® Body Care Collection** in indulging scents like Red Tea & Fig or Lotus & Bamboo can help revitalize them inside and out.

So this season, keep these beauty tips top of mind – and winter weather won't stand a chance!

YOU TOLD US

How do you combat dry skin?



Anne Austin

"I love Mary Kay® Intense Moisturizing Cream. After only one application you'll find it's like giving your face a drink of water and leaves it feeling hydrated for hours."



Maylanie Turgeon

"I drink lots of water and avoid long hot baths and showers – they can overstress my skin!"

fresh face forward

Keep young skin looking balanced and bright by cleansing, toning and exfoliating with **Velocity® Facial Cleanser** and finishing with a layer of **Velocity® Lightweight Moisturizer**. Its oil-absorbing ingredients work to soften the skin and combat breakouts. Toss the **Mary Kay® Beauty Blotters® Oil-Absorbing Tissues** in your handbag to keep your makeup matte all day long.

Fresh Face Forward Bundle
\$40 (a \$48.50 value)

shine shutdown

Oil overload? **Mary Kay® Oil-Free Hydrating Gel** absorbs immediately to restore skin's moisture balance and hydrates for up to 10 hours without weighing it down. To put a stop to shine and absorb oil for at least eight hours, opt for **Mary Kay® Oil Mattifier**. And for a quick fix, pat down with **Mary Kay® Beauty Blotters® Oil-Absorbing Tissues**. Your face will feel forever fresh!

Shine Shutdown Bundle
\$55 (a \$68.50 value)



satin hands® for everyone!

Our **hands-down** favourite product this winter? The new Fragrance-Free Satin Hands® Pampering Set!

What's not to love about a new twist on an old fave? Rough, dry hands are instantly cleansed, softened and moisturized in three easy steps with the new fragrance-free version of the best-selling peach-scented Satin Hands® Pampering Set.

Fragrance-Free Satin Hands® Hand Softener

This long-lasting, rich formula leaves your hands feeling smooth, silky and supple. Provides instant hydration by sealing in moisture and leaving hands protected. Hands will feel moisturized and conditioned for hours!

Psst! This product is Extra Emollient Night Cream with a new name and without the colour and scent!

Fragrance-Free Satin Hands® Satin Smoothie® Hand Scrub

This creamy, exfoliating formula cleanses skin and leaves it feeling soft, smooth and looking healthier. Removes dead surface skin cells while it instantly smooths. It's an everyday treat for hands to leave them feeling smooth and soft instantly.

Fragrance-Free Satin Hands® Hand Cream

Thanks to an improved formula, this non-greasy hand cream leaves skin soft and silky and moisturizes for 24 hours. It even lasts through several hand washings.



NEED TO KNOW INFO

- Men will love the gender-neutral packaging and fragrance-free version of this popular regimen.
- New sampler packettes for the Fragrance-Free Satin Hands® Pampering Set – including 4 each of the Fragrance-Free Satin Hands® Hand Softener, Satin Smoothie® Hand Scrub and Hand Cream – are available on Section 2 for \$3.
- Fragrance-Free Satin Hands® Hand Cream is also sold separately for \$13, plus it also comes in mini tubes available on Section 2 in packs of 12 for \$6.

a scent of romance

Just in time for Valentine's Day, the **limited-edition *Romantic Petals*™ Gift Set** features a romantic floral scent she's sure to love!

With notes of Black Iris, Living Star Galaxy Orchid and Velvet Gardenia, the *Romantic Petals*™ scent is a medley of passionate aromas that perfectly complement this season's modern romantic fashion trends.

Each set includes an eau de toilette spray, shower gel and body soufflé that exude the *Romantic Petals*™ scent, plus a coordinating netted body sponge all housed in a beautiful reusable box. Perfect for customers to give to others or themselves, this set is a fragrance layering experience that shows affection and warms the heart!

***Romantic Petals** Gift Set \$45**

* Limited quantities available while supplies last. Offer expires March 15th, 2010.

HEART-Y PARTY TIPS

A Valentine's Day themed fragrance party is the perfect opportunity to show guests the new limited-edition *Romantic Petals* Gift Set and other fragrances and their ancillaries in the Mary Kay® product line.

And remember, ladies love to buy for their guys, so be sure to showcase men's fragrance products too.

Want more Valentine's Day selling tips?

**Check out
page 51!**


party with a **purpose**

Shower gel formula
cleanses skin and
imparts fragrance
(88 mL)

bonus
netted
body
sponge

Eau de toilette spray comes
in a portable narrow glass
bottle with a pump
(7 mL)

Body soufflé comes
in a flip-top tube,
provides moisture
and imparts
fragrance (88 mL)



wow brows!

Make the most of your brows with new products – and a special offer – to help shape, groom and define brows, creating beautiful arches.

NEW! Mary Kay® Brow Gel

This clear, translucent gel is designed to groom and shape eyebrow hairs into place. The built-in applicator applies just the right amount, giving brows a fuller and thicker appearance. The flake-proof formula conditions and locks in brow colour. Fits into the lip well of both Mary Kay® compacts.

\$12



Mary Kay® Brow Definer Pencil

With its long-lasting, water-resistant formula, this wooden brow liner easily fills in and extends brows for an overall natural look. Choose from Blonde, Brunette, Classic Blonde, Soft Auburn or Soft Black.

\$15



Free Mary Kay® Brow Tools Pack* Offer

When your customers purchase any one **Mary Kay® Brow Pencil** along with the **Mary Kay® Brow Gel**, they'll receive the **Mary Kay® Brow Tools Pack*** FREE. These three professional-quality, reusable brow tools assist in enhancing the appearance of brows for a well-groomed look. All three tools are designed to fit in the applicator wells of both Mary Kay® Compacts, so you can take them on-the-go or use them conveniently at home.



Calling All Blondes!

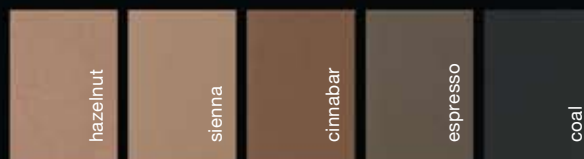
Due to popular demand, the Mechanical Brow Liner in Blonde* is back for a limited time, while supplies last. Beginning December 16th, you can order this popular pencil for your customers who prefer this applicator and the shade it delivers. In fact, the blonde shade can be used on a wide variety of consumers with blonde to brown eyebrows.

Mary Kay® Mechanical Brow Liner* \$15



Double Duty Mineral Powders

Did you know that several **Mary Kay® Mineral Eye Colors** double as brow powders for filling in and enhancing brows? Try Hazelnut, Sienna, Cinnabar, Espresso or Coal as great shades for enhancing brows. Now that's a budget-friendly beauty option!



eye story

Ever wonder what shade works best with a specific eye colour? Well we've eliminated the guesswork to create three mineral eye colour bundles* – with every eye colour in mind.

Each bundle includes three regular-line Mary Kay® Mineral Eye Colors, Eye Applicators and application tips.

Mary Kay® Mineral Eye Color Bundle \$22 each (a \$25.50 value)



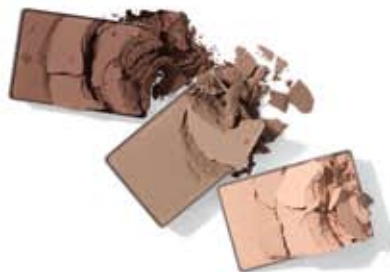
Brilliant Blue Eyes

Make blue eyes brighter with Mary Kay® Mineral Eye Color in Spun Silk, Hazelnut and Chocolate Kiss.



Hypnotic Hazel Eyes

Hazel eyes look heavenly with Mary Kay® Mineral Eye Color in Sweet Pink, Hazelnut and Cinnabar.



Gorgeous Green Eyes

Girls will be green with envy at the sight of Mary Kay® Mineral Eye Color in Moonstone, Sienna and Sweet Plum.



Beautiful Brown Eyes

Be bold and beautiful with Mary Kay® Mineral Eye Color in Silky Caramel, Sienna and Navy Blue.



define the eyes

Two essential brushes from the **Mary Kay® Brush Collection** have joined forces to offer the perfect professional-quality application tool! Use one end to shape and define the eyes – and blend colour evenly. Use the other end to apply darker shades, creating added depth to your eye look.

Mary Kay® Eye Definer/Eye Crease Brush* \$14





2008/2009 PREFERRED CUSTOMER PROGRAM
CONSISTENCY CHALLENGE

Glam Up! achievers

What could make stepping on to the Seminar stage even sweeter? How about an afternoon dedicated to primping and pampering as you prepare for your moment in the spotlight! Our 2008/2009 *Glam Up!* Achievers were rewarded with just that for their commitment to their customers and their consistent support of the Preferred Customer Program.

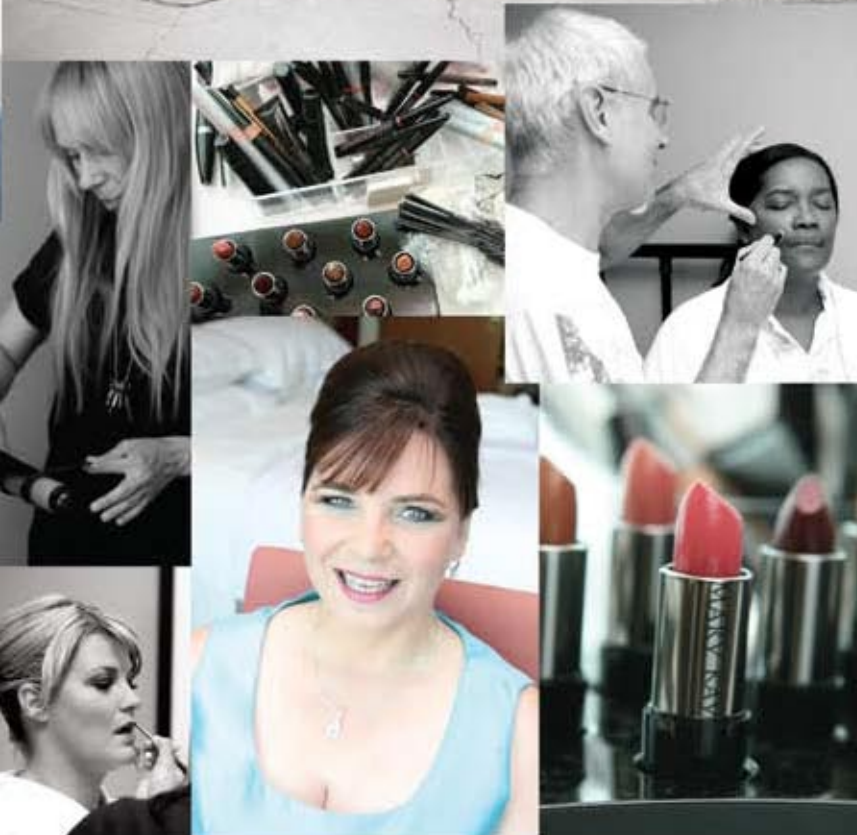
Whisked away to a private hotel suite in a glossy black limo, these deserving ladies received professional hair styling and makeup application, nibbled tasty treats, participated in a photo session and shared priceless girlfriend time. Just take a peek at these glamour girls! Can you say fabulous?

Want to strut like a superstar at Seminar 2010? Then be sure you enrol in the Preferred Customer Program each and every quarter! And for full details on the 2009/2010 *Preferred Customer Program Consistency Challenge*, just visit the MKOCSM.

Compiled by Heather Watterworth

◀ The 2008/2009 Preferred Customer Program Consistency Challenge achievers enjoyed an afternoon of primping and pampering before Awards Night at Seminar 2009. Left to right: Independent Beauty Consultant Maple Russel; Independent Beauty Consultant Marg Vanlandeghem; Independent Sales Director Annie Gagnon; Independent Senior Sales Director Tamara Swatske and Independent Senior Sales Director Louisa Hoddinott (seated). Not pictured: Independent Beauty Consultant Cherie Lynn Hauck.





SPRING 2010 GIFT WITH PURCHASE

travel-sized sun care set

Here's the perfect set to help your customers put a spring in their step! Offer them the **Travel-Sized Sun Care Set** when they purchase \$50 or more in Mary Kay® product during the upcoming Spring 2010 product promotion.

Each set includes travel-size versions of **Mary Kay® Sunscreen SPF 30** (29 mL), **Mary Kay® After-Sun Replenishing Gel** (29 mL) and **Mary Kay® Subtle Tanning Lotion** (43 mL). And when stashed inside the accompanying reusable, zippered pouch, the Travel-Sized Sun Care Set is ideal for trial and travel – whether to the beach, to the pool or to a tropical resort!

And after getting their summer glow on with these convenient sample sizes, your customers are sure to want to add the full-sized versions to their regular sun care regime.



Not actual size.

dates to remember

- **Enrolment begins:** January 15th, 2010.
- **Enrolment deadline for *The Look*:** February 15th, 2010.
- **Enrolment deadline for the *Spring Fling* Optional Mailer:** March 15th, 2010.
- **Gift With Purchase and generic literature packs will be shipped by:** March 15th, 2010.
- **Customer and Independent Beauty Consultant versions of *The Look* mailed by:** March 19th, 2010.
- ***Spring Fling* Optional Mailer begins mailing:** April 26th, 2010.
- **Gift With Purchase offer expires:** June 15th, 2010.

DECEMBER 2009 ORDERING BONUS

timewise®

even complexion mask

FREE with a \$600 wholesale Section 1 order!

Heat up your winter skin care regime with the TimeWise® Even Complexion Mask!

Imagine pampering, softening and brightening your skin – in one simple step!

The TimeWise® Even Complexion Mask offers instant brightening benefits so skin immediately looks more radiant, while feeling soft and moisturized. It's the perfect solution for tired, dull skin in need of a burst of radiance. And not only does it deliver benefits you can see, this fabulous product also delivers benefits you can feel as you take the time for some much-deserved pampering. Plus, when used together, the TimeWise® Even Complexion Mask enhances the benefits of TimeWise® Even Complexion Essence to become the **Even Complexion Power Pair**.

The **TimeWise® Even Complexion Mask** launches on **January 1st**, but **don't wait to get your sneak preview** of this exciting product that your customers are sure to love. Simply place your \$600 wholesale Section 1 order today!

TIMEWISE® EVEN COMPLEXION MASK*		
Section 1 Suggested Retail	Beginning Section 1 Wholesale	Number of Bonuses
\$1,200	\$ 600	1



* You can earn the TimeWise® Even Complexion Mask when you place a minimum \$600 wholesale Section 1 order (non-cumulative) during the month of December. Orders must be received between December 1st and 31st, 2009. Bonus will be applied to your first qualifying order in the month only and is available while supplies last. We reserve the right to provide a bonus substitute at equal or greater value.

“those who show up,
go up”

HOW GROW grow

PAGE 35: SPECIAL INSERT!

shine on! seminar 2009 highlights

PLUS DON'T MISS #1 INDEPENDENT SALES DIRECTOR
SHANNON SHAFFER'S / STORY ON PAGE 62!



contents

PAGE 25 | PROMOTION
girls love pearls

PAGE 27 | HOW TO
register online for
career conference
2010

PAGE 30 | PARTY WITH A PURPOSE
we're still partying –
are you?



THE 6 MOST IMPORTANT THINGS to help you **grow** this quarter

1 Knowledge is power!

Be sure to take advantage of the educational tools on the MKOCSM to reach new heights of success.

2 **Share the Mary Kay® opportunity** with one person during the *Each One Reach One* promotion.

3 **Party with a Purpose** to help us reach the Global "5 by 50" goal.

4 **Achieve Star Consultant status** to earn stellar rewards and build a strong business.

5 Inspire your imagination and rev up your skills during the **Girls Love Pearls Team-Building Challenge**.

6 **Attend Career Conference 2010** to inspire your imagination and power up your potential.



COUNTDOWN TO SEMINAR what to do **now**

6-8 Months Before

- ☐ New Year, New You! Make resolutions for the new calendar year and the second half of the Seminar year.
- ☐ Be sure to register for *Project StarPowerSM* Career Conference 2010 to build momentum toward your goals.

For a copy of the complete Seminar Checklist be sure to visit the MKOCSM!



Find it online: [MKOC > Resources > Forms & Worksheets](#)

YOU TOLD US

How can planning for Seminar early help you reach your goals?



Sarah Bardell

"I tell all of my Independent Beauty Consultants that attending Seminar will change their business – it is a professional responsibility. I let them know it will cost them roughly \$1,200 to attend Seminar, which includes the flight, meals and shopping. That breaks down to only \$100 a month. Once they know they're going to Seminar, they may as well go to be on stage too – so we start them tracking for the Courts. After all, it's better to have sore feet than sore hands!"



Mireille Morin

"It's important to plan for Seminar because it helps you achieve your goals. Focus on placing orders, so you can be at Seminar and receive the recognition you deserve."

MEDIA LIBRARY UPDATES

quarter three **podcasts**

Got the winter blahs? New educational podcasts are added to the *Media Library* on the first of each month – so use them to bust your business blues and re-energize for your best year yet!

DECEMBER 2009

- You, The Brand* with **Independent National Sales Director Darlene Ryan-Rieux**
- You Are The CEO* with **Independent National Sales Director Doreen Burggraf**
- Rocking The Trends, Then And Now* with **Independent National Sales Director Bernice Boe-Malin**
- Beauty From The Inside Out* with **Independent National Sales Director Susanne Felker**

JANUARY 2010

- The Turning Point* with **Independent Senior Sales Director Agnes Loshusan**
- Finding Harmony In Your Life* with **Independent Senior Sales Director Lorrie Henke**
- It Takes Discipline** with **Independent Senior Sales Director Nicole Bellemare**

FEBRUARY 2010

- The Joy Is In The Journey with **Independent National Sales Director Janice Connell**
- The Art Of Teaching with **Independent Senior Sales Director Tamara Swatske**

*Available in English only.

**Available in French only.

Need tips to help you download and listen on the go? Look for step-by-step instructions in the *Media Library* section!



Find it online: [MKOC > Education > Media Library](#)

girls love pearls

November 1st, 2009 – January 31st, 2010



Share the opportunity.

Earn this **pearl bracelet!**

Attend a **fabulous luncheon!**

Increase your success potential.

Enrich lives!



They say that diamonds are a girl's best friend, but at Mary Kay we know that girls **love pearls!** That's why you'll want to inspire your imagination and rev up your skills during the *Girls Love Pearls* Team-Building Challenge. When you do, you'll earn exciting rewards and recognition that will bring out the star power in you. Here's how!

- Add **one** qualified* new personal team member and receive a chunky pearl bracelet, a namebadge ribbon, an invitation to the *Girls Love Pearls* Luncheon at Career Conference *and* standing recognition.
- Add **two** qualified* new personal team members and receive a chunky pearl bracelet, a namebadge ribbon, an invitation to the *Girls Love Pearls* Luncheon at Career Conference 2010 *and* onstage recognition.
- Add **three** qualified* new personal team members and receive a chunky pearl bracelet, a rosette, an invitation to the *Girls Love Pearls* Luncheon at Career Conference 2010 *and* onstage recognition.

Plus, there's special motivation for the new team members you add during the contest period! Each qualified* new Independent Beauty Consultant will also receive a chunky pearl bracelet just for being part of your team.

And that's not all! Qualified* new Independent Beauty Consultants who add one new qualified* personal team member during the contest period will be invited to attend the *Girls Love Pearls* Luncheon at Career Conference 2010.

So be sure to **build your team by igniting the spark in others** and your inner star will shine through at Career Conference 2010.

* A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 orders are received and whose Independent Beauty Consultant Agreement is received and accepted by the Company within the contest period.

EACH ONE
REACH ONE

have you enriched
a life today?

For those – like you – who live the Mary Kay way day in and day out, you understand the difference between Mary Kay and other companies.

According to Lynda Rose, Vice President of Sales and Marketing, our biggest difference is that we genuinely care.

“Mary Kay is about so much more than dollars and cents,” says Lynda. “It’s about enriching lives and sharing a wonderful opportunity that gives women – especially in the challenging economic times facing us all – the opportunity to make their dreams come true.”

The *Each One Reach One* promotion reinforces this principle and encourages independent sales force members to reach out to someone – just one person – and share the Mary Kay opportunity.

Have you recently touched someone’s life with the Mary Kay opportunity? Then you can attest to the sheer joy it brings to know that you changed someone’s life – whether it’s by building their confidence, showing them how to dream or offering them a life and a lifestyle that’s determined by their wants and needs. What could be better than that?

To learn more about the *Each One Reach One* promotion, including details about the necklace you could earn and the personal letter from Ray Patrick that could land in your new team member’s mailbox, visit the *Contests & Rewards* section of the MKOCSM.



Find it online:

MKOC > Recognition/Contests > Contests & Rewards > *Each One Reach One*

EACH
one
REACH

Here’s just one example of how sharing and caring can truly change lives:



“The amazing *Each One Reach One* promotion gives us the opportunity to change lives in such a positive way! Sharing our wonderful product is where it begins with our business. **When your new customers become excited with how their skin feels and looks you’ve changed a face, but when you share our wonderful Mary Kay opportunity, you change a life.** To work with each new Independent Beauty Consultant to help them achieve their goals is like watching an infant walk for the first time or – as Mary Kay used to say – like watching a rose bud bloom. We feel proud and excited for them. How wonderful for the Company to send your new Independent Beauty Consultant a letter from our President Ray Patrick welcoming them into our Company.”

– Independent Sales Director Bonny McComb

DID YOU KNOW... The red jacket program was born in 1973 when Star Recruiters wore red jackets on the ball field to honour the St. Louis Cardinals at the first “Mary Kay Night.” The red jackets hit a home run with Mary Kay Ash, who spread the word of this idea across the nation. In 1980, the Company adopted the red jacket program as the official recognition apparel for Star Recruiters. And earlier this year, the Company gave more star power to this important achievement by updating the career path title to Star Team Builder.

THEN & NOW

career conference

1990: *Star Track* Career Conference included a Career Night during which independent sales force members could bring special guests; a General Assembly filled with the latest Company news – like what the '90s had in store for their Mary Kay business; a Product Knowledge Update that introduced the ColorlogicSM Glamour System; Career Enhancement Classes; and the exclusive *Star Track* '90 Luncheon for those on track for Seminar Courts, Circles of Achievement and Excellence, Top Ten and Top Director Trip.

Today: Twenty years may have passed since *Star Track* Career Conference, but the stars still shine at this annual must-attend Mary Kay event. Check out page 28 for all the details on *Project StarPower*SM Career Conference 2010!

STAR TRACK '90 UNIVERS DES ÉTOILES



HOW TO

register online for career conference 2010

Are you ready to bring out your inner star? Then you'll want to register for Career Conference 2010 so you can ignite that spark of greatness and reveal your true potential. Registering online is easy – just follow the simple steps below to reserve your spot at the event that will help transform your inner star into brilliant possibilities.

1. Log in to the MKOCSM.
2. On the upper left corner of the MKOCSM homepage, go to the *Ordering* tab and click on the *Online Ordering* link.
3. You will be taken to the *Consultant Information* page. If the information is correct, click the "continue" button. If not, you'll want to adjust the information accordingly, then click the "continue" button.
4. From there, you'll be taken to the ordering page where you can register for Career Conference. You'll want to note that since special event registrations can only be ordered separately, you won't be able to add Mary Kay[®] Section 1 or Section 2 product to this order. Scroll down to the *Special Event Registration* section or use the *Jump to a Category* dropdown menu at the upper left side of the page.
5. Once you've selected the Career Conference location for which you'd like to register, you can add your registration – just as you would with Mary Kay[®] product – and proceed to the checkout page. Once there, enter your credit card information and submit your order.



YOU TOLD US

Why is it important to register for special events online?



Sarah Bardell

"I register for special events online because it's fast and simple – and I can get it done without having to leave my house to go the post office. That's time that I do not have!"



Mireille Morin

"To me, registering shows a commitment to attend *and* that you want to take initiative in your business."

PROJECT Starpower

Get ready to bring out your inner star! That spark of greatness. Your true potential. **You've got it – and Project StarPowerSM will make it shine.**

This supercharged event brings you the projects and people to transform your inner star into brilliant possibilities. So get into the action. **Register for Career Conference 2010 and bring out the star power in you!**

Compiled by Andrea Lepore



rev up your skills to shine!

MARCH 5TH & 6TH, 2010

HOST CITY	CONFERENCE CENTRE	HOTEL
Calgary, AB	Calgary Telus Convention Centre	Hyatt Regency Calgary
St. John's, NL	Sheraton St. John's	Sheraton St. John's
Toronto, ON	Toronto Congress Centre	Radisson Suites Hotel Toronto Airport
Saskatoon, SK	Saskatoon Travelodge Hotel	Saskatoon Travelodge Hotel

MARCH 12TH & 13TH, 2010

HOST CITY	CONFERENCE CENTRE	HOTEL
Penticton, BC	Penticton Trade & Convention Centre	Ramada Inn & Suites Penticton
Winnipeg, MB	Delta Winnipeg	Delta Winnipeg
Halifax, NS	Halifax Marriott Harbourfront	Halifax Marriott Harbourfront
Ottawa, ON	Westin Ottawa	Westin Ottawa
Montréal, QC	Palais de Congrès	Holiday Inn Select Montréal Centre-Ville



there's more online!

Get all you need to know about Career Conference – including a downloadable registration form and full details on all the exciting Career Conference rewards and recognition – on the MKOCSM.



Find it online: [MKOC > Events > Special Events > Career Conference 2010](#)

registration fee

• \$85 (plus GST or HST)

Payment may be made only by MasterCard, Visa or money order (payable to Mary Kay Cosmetics Ltd.). All personal cheques will be returned.

• \$110 onsite registration fee (plus GST or HST), space permitting.



bring out the **starpower** in you!

SPECIAL FUNCTIONS

Girls Love Pearls (Learn more on page 25!)

Independent Beauty Consultants and Independent Sales Directors who – from November 1st, 2009 through January 31st, 2010 – add one or more qualified* new personal team members will be invited to attend a special luncheon in their Career Conference location.

ONSTAGE RECOGNITION

Bee Focused! On-Target Queen's Court of Sharing

Independent Beauty Consultants and Independent Sales Directors who – from July 1st, 2009 through January 31st, 2010 – add at least 14 qualified** new personal team members will receive a namebadge ribbon, onstage recognition *and* receive their crystal bee necklace at Career Conference.

Reach for the Stars!

Independent Beauty Consultants and Independent Sales Directors who achieve a *Jump Start* in Quarter One or Quarter Two will receive a namebadge ribbon *and* onstage recognition.

Girls Love Pearls

Independent Beauty Consultants and Independent Sales Directors who – from November 1st, 2009 through January 31st, 2010 – add two or more qualified* new personal team members will receive onstage recognition.

Party with a Purpose

Independent Beauty Consultants and Independent Sales Directors who held 20 or more parties† from July 1st, 2009 through January 31st, 2010 will receive a namebadge ribbon *and* standing recognition.

*A qualified new personal team member is one whose **initial** order with the Company is \$600 or more in wholesale Section 1 orders are received and whose Independent Beauty Consultant Agreement is received and accepted by the Company within the contest period.

**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 within the contest period.

†A qualified party is defined as any selling situation that has a hostess, at least two guests in attendance and results in at least \$200 in retail sales.

register in one of three easy ways:

ONLINE

To download the registration form for fax or mail, click on the *Project StarPower*SM Career Conference 2010 icon under *Special Events*. Or use the *Online Order Form* for online registration.

FAX

Send completed registration form to:
Special Events Registration
Attn: Mary Hubbard
1 (888) 449-8394

MAIL

Send completed registration form to:
Special Events Registration
Attn: Mary Hubbard
Mary Kay Cosmetics Ltd.
2020 Meadowvale Blvd.
Mississauga, ON L5N 6Y2

DEADLINES

All registrations must be received in Special Events Registration by January 31st, 2010.

CANCELLATIONS

- **Full refund:** until January 31st, 2010.
- **Less \$25 fee:** February 1st – March 5th, 2010.
- No refunds will be processed after March 5th, 2010, including cancellation requests received that include notes from doctors regarding medical emergencies.
- Cancellations must be requested in writing and be faxed to 1 (888) 449-8394.



We all know the Mary Kay opportunity provides endless opportunities to achieve financial success while enabling you to **make your dreams come true.**

And that's why this year, to help you rev up your potential and achieve your goals, we want you to be the life of the party!

That's right! When you party with a purpose you'll boost your sales, your bookings and your team-building, all while helping us reach a first-ever North American goal – to hold 5 million parties during the 2009/2010 Seminar year!

These parties can help propel you to Star Consultant status, as well as helping you achieve the *Reach for the Stars!* challenge and the *Each One Reach One* promotion. And every party you hold will push us that much closer to our Global "5 by 50" goal.

So dedicate this last half of the Seminar year to book your parties – and you'll not only help us reach this exciting North American goal, you'll show the world you're a Mary Kay superstar!

For full details, be sure to visit the *Party with a Purpose* section on the MKOCSM!

dance to the music

There's no better way to achieve stellar success this Seminar year than by throwing a party, or two, or three... And to get you poised and motivated to party with a purpose, you'll want to get up off your feet and learn the moves that will help propel you to superstardom!

Can you feel it in the air *(electric slide to the right, twice)*
When the needle hits the groove *(electric slide to the left, twice)*
The music's pumping loud *(air guitar)*
so your legs begin to move *(electric slide to the right)*

You're here to party *(hands up, clap once right)*
To get down. *(hands up, clap twice left)*
You're moving with the moment *(hands up, side to side)*
Cause you're hanging with the "in crowd." *(hands up, side to side)*

There's no excuse *(electric slide to the right, twice)*
'Cause the room is so alive *(electric slide to the left, twice)*
Your heart is beating faster *(pat your heart)*
'Cause the party's energizing *(pump right hand in the air)*

You *(point to your neighbour)*
You cannot stop now *(hands up, clap once right, then twice to the left)*
You're better than the rest *(both arms up, side to side)*
And we're gonna show them how *(right hand down, left hand down)*

CHORUS

WE! Create the moments *(electric slide to the right, twice)*
That make you shine *(electric slide to the left, twice)*
WE! Are building dreams *(pump right hand in the air)*
5 million at a time *(zig zag front and back with right foot, hands up side to side)*

Create the moments *(hands up, clap once right)*
That make you groove *(hands up, clap twice left)*
We rise above *(both arms up, side to side)*
And you know we cannot lose *(both arms up, side to side)*

So there you are *(electric slide to the right, twice)*
And you know you wanna rock *(electric slide to the left, twice)*
So get up on your feet *(pump right hand in the air)*
'Cause the party never stops *(zig zag front and back with right foot, hands up side to side)*

You want to salsa *(salsa move)*
She wants to disco *(disco move)*
It's a party with a purpose *(both arms up, side to side)*
So here we go! *(both arms up, side to side)*

Repeat chorus x 2 – and HAVE FUN!

Download the MP3 from the MKOCSM!

party girl tips

Looking for a few helpful tips on how to throw the perfect party? Check out some of these fantastic ideas which are sure to propel you to superstardom!

- Why not consider holding an “Eye Story” party that features the new limited-edition Eye Colour Bundles and new Brow Collection product? You can provide eye colour samplers, discuss brow-enhancing techniques and talk about other must-have eye product such as **Mary Kay® Mascara, Mary Kay® Eyeliner, Mary Kay® Eye Primer** and **Mary Kay® Oil-Free Eye Makeup Remover**. And be sure to send guests home with TimeWise® skin care samplers, then follow up to see how they liked them!
- At the end of a skin care party, be sure to send guests home with *Color Cards* so they can try a **Mary Kay® Mineral Colour** look. Then follow up to see how they liked the look.
- At every party, share why you became an Independent Beauty Consultant and briefly describe the benefits of the Mary Kay opportunity.
- Tell customers about the 100 percent Mary Kay® Satisfaction Guarantee. And remember, honouring it is something you agreed to when you signed your Independent Beauty Consultant Agreement.

 **Find more tips online:**
[MKOC > Recognition/Contests > Party With A Purpose](#)

reminder!

Be sure to **log your parties so every one will count toward the five million party goal!** Just visit the *Party with a Purpose* section on the MKOCSM. It only takes a click!

Plus, don't miss great party tips from your independent sales force sisters across the country – and be sure to send your ideas and photos to:

partywithapurpose@mkcorp.com

YOU TOLD US

Why is it important to party with a purpose?



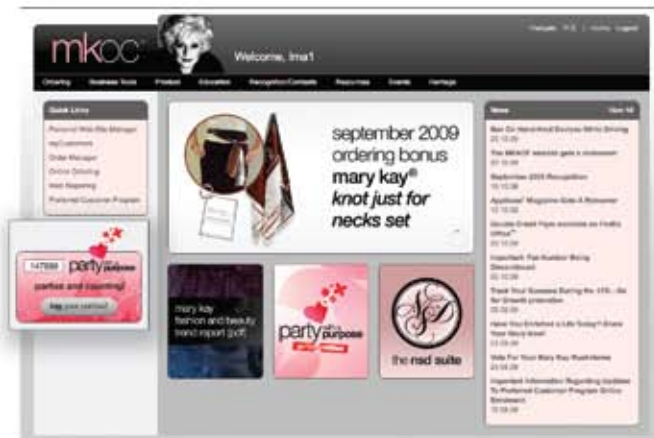
Sarah Bardell

“People want and need to be inspired in life. When I tell them the facts about the Company and how it inspires me to be a better person, they want what I have. It's better than buying from a nameless, faceless company at the drugstore. You are connecting with people and that's what it's all about.”



Mireille Morin

“This program will not only help each of us to achieve success, it's for the success of our Mary Kay family. I send out e-mails encouraging my unit members to register their parties on the MKOCSM so that we track our success – and ensure the Company continues to thrive.”



reach for the stars!

quarter four achievers (2008/2009 seminar year)

Faida Ahadi
Bobbie Ahluwalia
Elva Ajani
Susan Ambler
Linda Anderson
Michelle Annis
Sarah Appenheimer
Jill Ashmore
Vicky Aubin
Desiree Averio
Mosunmola Ayoola
Nancy Aytte
Patti Babyn
Ayda Bahrami
Sarah Bardell
Velma Barker
Wendi Barnes
Danna Basque
Brenda Beardsley
Margaret Bebbler
Pam Behnke-Van Hoof
Josée Bélanger
Nicole Bellemare
Malena Bennekou
Julie Bernier
Lynne Billings
Donna Lynn Bilodeau
Chantal Bisailon
Nathalie Bisailon
Julie Bisson
Lorna Blackler-Oxford
Sanna Brnaity
Viv Bonin
Andrea Bonnett
Amber Bordush
Michelle Boscott
Karine Bouchard
Kim Boudreau
Marie Josée Bourdages
Helena Bourgeois
Socorro Boyas Guerrero
Sasha Bradshaw
Julie Brassard
Denise Brideau
Janine Brisebois
Heather Brookwell-Reuber
Debra Brown
Victoria Buchy
Betty Burke
Diane Burness
Rhoda Burton
Christine Byrne
Zelma Caesar
Rosemary Calina-Pascoe
Tianna Campbell
Amanda Casselman
Crystal Cassidy
Caring Cayabyab
Avril Célestin
Cherry Cervito
Riti Chadha
Annie Champagne
Audrey Chan
Nathalie Charette
Carol Charlebois
Bonita Cheddie
Ada Cheng
Sophie Chretien
Nichole Collins
Guylaine Comeau
Marlene Commins
Kim Conaghan
Georgine Cook

Margaret Courneyea
Jackie Cowderoy
Beverly Crabb
Jacqueline Cullen
Linda Dalla Lana
Teresa DaSilva-Avila
Jocelyne Dauphinais
Leeha De Schutter
Colleen Dean
Julie DeFehr
Stacey Deguire
Khenn Del Campo
Chantal Desrosiers
Harpreet Dhaliwal
Balpreet Dhillion
Koreen Diemert
Lin Ding
Bev Dix
Odette Dobbin
Donna Dods
Tracey Douglas
Catherine Dubé
Louise Duchesne
Carole Duguay
Sonia Dumas
Natasha Dumont
Jennifer Eades
Susan Edwards
Patricia Emord
Ellie Erickson
Linda Feldman
Kareena Felker
Shirley Fequet
Marie Fortin
Patricia Foskett
Tanya French
Tanya Frenette
Annie Gagnon
Mariluc Gagnon-Poulin
Ingrid Gaillard
Patty Gallinger
Nathalie Gervais
Marie Gilbert
Arvinder Gill
Susanne Goosney
Lauretta Gorman
Nathalie Gravel
Ellen Green
Tara Green
Sylvianne Greenwood-Plante
Marie Guevremont
LaVerne Guild
Mychele Guimond
Ester Gutierrez-Campos
Cynthia Haché
Nancy Halikas
Judy Hall
Ginger Halliday
Trisha Hansen-Bell
Kaur Harpinder
Marie Hart
Ellen Hatlevik
Carol Heath
Katie Hémond
Reina Heras
Heather Hewitt
Diana Hiscock
Hilda Hiscock
Louisa Hoddinott
Paula Hoffert
Angela Hoffmann
Linda Hood

Gina Hormann
Nikki Horton
Lorna Hosker
Krista Hrin
Mary Hudson
Mary Humber
Karen Hummerstone
Judy Huskins
Angie Inglis
Jennifer James
Sonia Janelle
Samantha Jansen
Ruba Jeorgy
Julia Jodoin
Theresa Johnson
Julie Johnston
Lillie Johnson
Wendy Jones
Kim Jones
Debi Kanerva
Hoda Karakach
Inderjeet Kaur
Tarra Keller
Risse Kenababu
Claire Kennedy
Deborah Kenny
Deborah Kershaw
Mackenzie Kielstra
Luba King
April Klippenstein
Ginny Konechny
Eva Kopec
Sharon Korol
Ranbir Kulwinder
Terri Kurtzweg
Veronique Laberge
Glenda Laberge
Freddelyne Labossière
Jatinder Lally
Cindy Lalonde
Sylvie Lamothe
Jamie Lamping
Genevieve Landry-Bélanger
Ashley Langevin
Marie-Lyne Lapointe
Catherine Laroche
Renee Larocque
Sylvie Larose
Cassandra Lay
Teresa Layne
Gina Le
Caroline Lecours-Savory
Melissa Leraci
Karine Lessard
Jennifer Levers
Debbi Levy Kay
Bethan Lewis
Sophia Lin
Rowena List
Nancy Long
Heather Loshack
Maura Lucente
Helen Lupena
Sandy Ma
Aradella MacDonald
Ilda Machado
Jodi MacKenzie
Lindsay Mackie-Tibbitts
Natasha MacQuarrie
Elaine Maeland
Yasmin Manamperi
Heather Mangione
Stacey Marquis

Coral Marshall
Holly Martin
Melania Martin
Zulma Martinez
Cheryl Matthews
Heather Maxwell
Lorraine McCabe
Bonny McComb
Sue McElhanney
Nancy McEwen
Kathie McGann
Heidi McGuigan
Karen McManus
Mandy Meisner
Nora Melanson
Donna Melnychyn
Stacey-Lee Meloche
Renee Melton
Ana Mendonca
Aquilina Mendoza
Manuela Mihaljevic
Janet Millar
DeeDee Miller
France Mimeault
Chun Hui Mo
Eve Monette
Marie Monte
Sarah Muise
Tia Muise
Ishali Mulchandani
Judith Mullin
Angela Murphy
Michele Murphy
Sheena Murphy
Sumera Naeem
Kimberley Nelson
Dorothy Newell
Kim Nichols
Kayla Nickel
Véronique Nolin-Morin
Shawna Normore
Earla Oakes
Glenna O'Quinn
Mae Ormrod
Claudia Ouellet
Sharon Ouellette
Lynn Palmer
Sree Meera Parameswaran
Julie Parisien
Debbie Parsons
Deanna Pease
Silvia Pencakova
Dalyce Percy
Diane Petit
Charlene Phillips
Claire Pitre
Betty Plante
Nikki Pointon
Diane Poulin
Sophie Poulin
Claudine Pouliot
Sherrilyn Poulton
Jennifer Principe
Mireille Probst
Gail Prodeus
Heather Prosser
Nina Pye
Gina Ge Qian
Alex Quinn
Lorna Randall
Charlene Randle-Clayton
Shelley Recoskie
Belynda Rekkas

Carol Rennehan
Beth Rezoski
Debra Richards
Judith Richardson
Sylvie Rieux
Sara Roberts
Catherine Roberts
Sarah Robertson
Monique Romeo
Tammy Lee Rudrum
Cassandra Russell
Marsha Ryan
Harsimran Saini
Sharon Sansom
Brigitte Santong
Catherine Schalla
Catherine Schiller
Jennifer Scott
Amy Shang
Crystal Sharein
Fernanda Silva
Caroline Simard
Randhir Singh
Jianli Situ
Sandra Skinner
Emilia Slusarczyk
Becky Smith
Beverley Smith
Connie Smith
Jennifer Smyth
Fran Sorobey
Victoria Spurrell
Wilda Stauffer
Chantal St-Denis
Karine St-Onge
Deborah Struthers
Judith Su
Danyea Sulyma
Bhumika Talla
Vilma Tarascio
Munira Thobani
Kelly Thomas-Petroff
Michele Thomson
Karla Touet
Audrey Trach
Laeya Tsirogianis
Lanna Tucker
Sherry Twynstra
Lorraine Upwards
Lygia Valcourt
Christina Venchiarutti
Nadia Viscardi
Melanie Wade
Janet Wakal
Janie Wall
Joanne Ward
Diane Watson
Dileeni Weerasinghe
Penny Westland
Kristen Wheaton
Ashley Wiebe
Barbara Jo Wilson
Kerri Wilson
Patricia Wilson
Alice Wong
Ling Xu
Marie York
Abbey Younes
Shirley Yung
Fatima Zohra
Helen Zucchelli

2008/2009 CONSISTENCY ACHIEVERS

Bobbie Ahluwalia
Sarah Appenheimer
Ayda Bahrami
Wendi Barnes
Brenda Beardsley
Pam Behnke-Van Hoof
Sanna Brnaity
Viv Bonin
Janine Brisebois
Diane Burness
Rhoda Burton
Cherry Cervito
Guylaine Comeau
Georgine Cook
Jackie Cowderoy
Jacqueline Cullen
Harpreet Dhaliwal
Odette Dobbin
Shirley Fequet
Nathalie Gervais
Ginger Halliday
Lorrie Henke
Reina Heras
Hilda Hiscock
Gina Hormann
Chun Hui Mo
Judy Huskins
Angie Inglis
Hoda Karakach
Deborah Kenny
April Klippenstein
Ashley Langevin
Sylvie LaRose
Cassandra Lay
Jennifer Levers
Elaine Maeland
Holly Martin
Bonny McComb
Sue McElhanney
Heidi McGuigan
Mandy Meisner
Ana Mendonca
Ishali Mulchandani
Debbie Parsons
Claire Pitre
Alex Quinn
Lorna Randall
Shelley Recoskie
Judith Richardson
Sara Roberts
Catherine Roberts
Harsimran Saini
Sharon Sansom
Fernanda Silva
Fran Sorobey
Lanna Tucker
Sherry Twynstra
Melanie Wade
Joanne Ward
Alice Wong
Marie York
Fatima Zohra

These independent sales force members achieved the Reach for the Stars! promotion by becoming a Star Consultant with a minimum order of \$1,800 in wholesale Section 1 purchases and completing a Jump Start by adding a minimum of 30 new customers from April 1st to June 30th, 2009 (Quarter Four) and/or July 1st to September 30th, 2009 (Quarter 1).

quarter one achievers (2009/2010 seminar year)

Bobbie Ahluwalia
Korkor Amegatcher
Linda Anderson
Irene Andriash
Rosalie Ansine
Debbie Arcon
Marcia Arneson
Sarah Bardell
Wendi Barnes
Brenda Beardsley
Margaret Bebbber
Pam Behnke-Van Hoof
Marie-Pier Beland
Nicole Bellemare
Marie-Hélène Bergeron
Julie Bernier
Joyce Bigelow
Chantal Bisailon
Nathalie Bisailon
Viv Bonin
Andrea Bonnett
Marie Josée Bourdages
Melany Boucher
Kim Boudreau
Helena Bourgeois
Betina Bowman
Morgan Braine
Heather Brookwell-Reuber
Judy Buchanan
Terry Burch
Talia Burciul
Diane Burness
Rhoda Burton
Pansy Butler
Christine Byrne
Zelma Caesar
Laura Callahan
Avril Célestin
Cherry Cervito
Audrey Chan
Fany Charbonneau
Ada Cheng
Sara Chowdhery
Becky Colthorp
Kim Conaghan
Georgine Cook
Maureen Corrigan
Allison Cousins
Jackie Cowderoy
Donna Crawford
Mirela Cristea
Vilma Cruz
Jacqueline Cullen
Jennifer Curlew
Linda Dalla Lana
Elsie Dayrit
Angela Dean
Julie DeFehr
Andrea Demers
Kuljit Dhaliwal
Bev Dix
Sandra Doucet
Tracey Douglas
Karla Downey
Aislinn Dryden
Sylvie Dubois
Louiselle Duchesne
Carole Duguay
Natasha Dumont
Jennifer Eades
Charlene Efford
Sue Elliott
Tamara Engler

Elaine Erhart
Brenda Ewasjuk
Sandra Favrot
Linda Feldman
Shirley Fequet
Daniela Ferreira
Gloria Fitt
Jayme Fochler
Marilyn Forster-Lo Turco
Eugénie Fortin
Louise Fortin
Hilary Fortune
Kristen Fullerton
Karla Gazemar
Nathalie Gervais
Julie Gilham
Prabjyot Gill
Gemma Gillard
Liz Gilpin
Karen Goldrick
Claudia Gomes
Margaret Good
Heather Gordon
Lauretta Gorman
Cherie Gould
Tara Green
Louise Grenier
Nemia Guleng
Ma Ester Gutierrez Campos
Bonnie Harman
Marie Hartly
Ellen Hatlevik
Carol Heath
Ramona Helm
Lorrie Henke
Dawn Henry
Reina Heras
Hilda Hiscock
Louisa Hoddinott
Linda Hood
Laurie Hookday
Gina Hormann
Nikki Horton
Wanda House
Karen Howard
Joanne Hughan
Chun Hui Mo
Judy Huskins
Angie Inglis
Kimberley Ironmonger
Amber Jackman
Roopwatti Jaglal
Sonia Janelle
Ruba Jeorgy
Aimee Jewell
Wendy Jones
Kuldeep Kang
Harjinder Kaur
Berit Kay
Deborah Kenny
Rhonda Khani
Mackenzie Kielstra
Kristy Kilbourne
Shelley Klimosko
April Klippenstein
Ginny Konechny
Eva Kopec
Sharon Korol
Dayna Kowton
Glenda Labege
Freddelyne Labossière
Sylvie Lamothe
Jamie Lamping

Cyreetta Larson
Cassandra Lay
Karen Lazich
Gina Le
Susie Leavold
Sophie Legault
Jennifer Levers
Debbi Levy Kay
Lindsay Lewis
Linlin Liu
Mélanie Lizotte
Heather Loshack
Anna Loveman
Maura Lucente
Melina MacDonald
Ilda Machado
Eleonora Macri-Santosuosso
Corinne Madsen
Elaine Maeland
Lynn Maidment
Sarah Mailloux
Yasmin Manamperi
Melanie Manning
Leanne Marchenko
Haley Marks
Janet Martens
Lisa-Marie Massey
Kylie Matechuk
Heather Maxwell
Evelyn Mayhew
Lorraine McCabe
Louise Mccann
Bonny McComb
Sue McElhannay
Lesley McFarlane
Kathie McGann
Fran McLaren
Sree Meera Parameswaran
Stacey-Lee Meloche
Ana Mendonca
Janet Millar
France Mimeault
Janet Moulson
Ishali Mulchandani
Judith Mullin
Constance Murdock
Michele Murphy
Sheena Murphy
Diane Murray
Nancy Murray
Sandra Neufeld
Sharon Ouellette
Nadine Paquet
Debbie Parsons
Michelle Parsons
Celsa Pasmio
Dalyce Percy
Gaitree Persaud
Diane Petit
Charlene Phillips
Maribel Pienthriran
Claire Pitre
Alicia Plosz
Marilyn Pogado
Claudine Pouliot
Sheri Presswood
Heather Prosser
Melissa Prymack
Amber Rail
Luisa Rallo
Evelyn Ramanauskas
Allen Ramirez
Shelley Recoskie

Judith Richardson
Maureen Rieckhof
Andrea Rimland
Catherine Roberts
Lynn Robertson
Kim Robitaille
Tannas Ross
Harmony Rowand
Johanne Royer
Tammy Rudrum
June Rumball
Laura Russell
Linda Russell
Marsha Ryan
Harsimran Saini
Carolyn San Diego
Sharron Sansom
Caroline Sarrouf
Catherine Scott
Carrie Scoville
Noor-ul-ain Siddiqi
Fernanda Silva
Carrie Sims
Randhir Singh
Jennifer Slay
Nancy Small
Darcey Smith-Heath
Jennifer Smyth
Leslie Snowden
Fran Sorobey
Victoria Spurrell
Gail St.Croix
Holly Stepanek
Shirley Stopyra
Deborah Struthers
Divona Summer
Lynda Switzer
Bhumika Talla
Urooj Tasadduq
Valerie Taverner
Jennifer Tersigni
Martine Thivierge
Michele Thomson
Bianca Tomazeli
Karla Touet
Martha Trujillo
Ming Tsang
Norma Turnbull
Sherry Twynstra
Lorraine Upwards
Lygia Valcourt
Mélodie Viens
Monica Virtue
Melanie Wade
Marie Wagar
Joyce Wallace
Danielle Watts
Dileeni Weerasinghe
Kerri Weightman
Ashley Wiebe
Yvonne Wolowski
Alice Wong
Casey (Qiong) Ye
Marie York
Fatima Zohra
Helen Zucchelli



2008/2009 REACH FOR THE STARS! CONSISTENCY CHALLENGE WINNER

"This program is designed to help you sell consistently every single month, attract new customers and keep in touch with the customers you already have. It helps you meet new people – which always leads to more business – and it shows you're excited about the product and enriching lives."

– Independent Senior Sales Director
Jacqueline Cullen (Winnipeg, MB)



QUARTER ONE REACH FOR THE STARS! WINNER (2009/2010)

"The Star Consultant program is, in my opinion, the most important program to follow. It's definitely my roadmap to take me to where I want to be in my Mary Kay business. Star Consultants are the movers and shakers. They're the women who are out there booking parties, selling product, building a customer base and growing their team. No matter what has or hasn't happened in our business, if we – as Independent Beauty Consultants – take the Star Consultant Program and really follow it, our business and income will grow! And just for doing the work, you may even win a dream vacation!"

– Independent Senior Sales Director
Shirley Fequet (Deer Lake, NL)



stars have it all!

Give your business the success it deserves! When you reach Star Consultant status each quarter during the Seminar year, you're building a business foundation based on selling products to a growing customer base. And that translates to more income for you!

by Andrea Lepore

Aim High

It all starts with selling! When you conduct parties and appointments, you "open your doors" to customers who will place orders, refer you to friends and return to you again and again for their skin care and cosmetics needs.

You'll achieve Star Consultant status when you place a minimum combined order of \$1,800 wholesale in Section 1 product during each quarterly contest. And it only gets better from there! With each higher contest category you achieve, the prizes are more enticing. Plus, for every qualified* personal team member you add, you can earn 600 contest credit points and move up even faster.

You'll want to be sure to visit the *Contests & Rewards* section on the MKOCSM to print out the prize selection for Quarter Three. Be sure to post it everywhere to keep you motivated as you strive to reach your goals.



Exclusive Quarter Three Prize Program Preview!

Need another reason to achieve your goal to reach superstardom? Here's an exclusive preview of what you can expect this quarter. A fashionable step in the right direction, wouldn't you agree?



Why Become A Star Consultant?

- You ensure immediate delivery of products to your customers, providing Golden Rule customer service.
- Customers who experience your ultimate service are more likely to become customers for life.
- Earn stunning *Ladder of Success* jewelry to wear proudly on your lapel.
- Have your choice of exclusive Star Consultant prizes.
- Give yourself an incentive to set goals, keeping you motivated throughout the year.
- Keep your business consistently active with continuous earning potential.
- Be part of helping the Company enrich even more lives and reach our "5 by 50" goal – \$5 billion in revenue by our 50th anniversary!



Learn more online:

MKOC > Recognition/Contests > Contests & Rewards > Star Consultant Quarterly Prize Program

* 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 within the contest quarter, or 60 days from receipt and acceptance of the Agreement to Company.

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

ct REFLECT re



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pioneering mary kay

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meet your
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40 years of
driving for success

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enriching lives
at armagh house

THE 6 MOST IMPORTANT THINGS to **reflect** on this quarter

1 Mary Kay believed that **enthusiasm is contagious**, so be sure to pass it on.

FONDATION CARITATIVE MARY KAY ASH CHARITABLE FOUNDATION

4 **Show pride in your Mary Kay business** by maintaining the Mary Kay image at all times – don't miss page 60 to learn how!

5 **Be grateful** for the big – and little – things in life.

2 Remember that **everyone is a 'somebody'** – so use every opportunity to offer praise to those with whom you come in contact in your day-to-day life.

3 **Spread the love this February by making a donation** – and encouraging your customers to do the same – to the MKACF.



6 Be sure to **nominate a deserving Independent Sales Director for the Quarter 3 Go-Give™ Award** – the deadline is Friday, January 29th, 2010.

BOOK EXCERPT

the mary kay guide to beauty (1983)

"Of all the lessons I've learned in the cosmetics business, one of the most universal is that women like to be told that they're beautiful. Any why not? There's no nicer compliment. It's only natural that we feel better about ourselves when others offer their praise, support and approval.

But did you ever stop to consider that the better you like yourself, the more beautiful you appear? It's a perpetual cycle: once you begin feeling your best – and believing that you are – you'll project that image to the world!

Looking good... means setting aside time to do those things that will contribute to your physical and your emotional well-being.

"Once you begin feeling your best... you'll project that image to the world!" Rule Number One: Include yourself on your list of priorities – no matter how long that list may be.

Believe me, I know how busy a typical day can be. There's your career, your family, your home and dozens of other obligations. But stop and think how much better things seem to go on days when your energy level is high and you're feeling good about yourself. Somehow knowing you're in optimum form generates an unmistakable confidence, an attitude and assurance that can carry you through anything.

As for finding the time to devote to a sensible beauty routine, one of my favourite expressions is: You can do it! Just as work

expands to fill the time available for it, you'll also be able to fit self-care and self-awareness into your family life if you really want to. The key is not to think of this time as just an indulgence. Instead, consider it an important part of your life, necessary to keep you functioning in peak condition.

Yet inevitably there are women who think they're too old or too ugly or too unsuccessful ever to be beautiful. How wrong they are! Many a time I've convinced a woman who felt that way just to try skin care and beauty products. So often the results are magical. All of a sudden, that woman feels pretty – and it shows inside and out. This, of course, doesn't mean hours of primping. Nobody has that much time. Instead, I recommend a positive attitude and sense of self, discovering, step by step, exactly what makes you so special – and so beautiful.

The first step is the hardest: making a commitment to yourself, for yourself. But once you do it, you're well on your way!"





Quarter Two Go-Give™ Award Winner

Sara Roberts

Oshawa, ON

STARTED MARY KAY: March 2004

DEBUTED AS AN INDEPENDENT SALES DIRECTOR:
December 2005

PERSONAL: "Married to husband Kent for five years. Together we have five daughters (Danica, 28; Amanda, 28; Natalie, 26; Alanna, 24; Patricia, 14), as well as five grandchildren and one on the way.

UNIT NAME: The Cadillac Track

GOALS: "For this year, I'd like to achieve a unit club and be in the Court of Sharing. As an Independent Sales Director, it's our responsibility to share the opportunity and lead people. I want to be on the Top Director Trip and I won't do it unless I'm sharing the opportunity.

I also want to be a Cadillac driver so that I, along with my two sisters, can be driving the dream. I know that it would make my mom proud."

ENRICHING LIVES: "Sara is always willing to give you 110%. No matter how busy she is, you can count on her to help you in whatever it is you need. She is always offering her encouragement, direction, and is simply a bubbly, smiley and very happy person to be around."

– Anna Loveman, Independent Beauty Consultant

ON BEING NOMINATED: "When I received the call from the corporate office, my first thought was that I didn't deserve it. I know so many Independent Sales Directors who are so deserving that it blew me away to believe I could even remotely be a part of that. My unit is the most amazing group of women who I'm truly blessed to work with – I consider us all leaders in the business together. My mom got sick while I was at Seminar and the amount of support we received from our sister independent sales force members was just incredible – it's like we're family. I have made so many wonderful friends and met so many wonderful people since I started my Mary Kay business. It's a bond and camaraderie unlike anything I've ever experienced."

– Sara Roberts, Independent Sales Director

THEN & NOW oscar the ivy

1963: When the Company opened on September 13th, 1963, Mary Kay received only one floral offering, a 4-inch pot of ivy with six leaves. Mary Kay affectionately called this plant "Oscar."

Today: Over the years the plant has grown and flourished, and today can be seen in the Mary Kay Inc. lobby in Dallas, TX. Additionally, many corporate staff members have received clippings of "Oscar" and proudly display the plants in their offices.

FROM MARY KAY'S KITCHEN

jalapeño dressing

Mary Kay Ash's holiday gatherings are legendary – with a house full of guests, handwritten menus and special recipes lovingly prepared by Mary Kay herself. You can add a Mary Kay twist to a festive dinner with Jalapeño Dressing for turkey.

This is the recipe Mary Kay is most famous for. It has been published in many celebrity cookbooks through the years. Her family says she made two versions of dressing on holidays: one had her favourite jalapeños and juice, which she called "the good stuff", and one – to accommodate children and delicate stomachs – was jokingly named "worthless"!

Ingredients

CORN BREAD

- 2 cups yellow cornmeal
- 2 cups flour, sifted
- 1/2 cup sugar
- 8 teaspoons baking powder
- 1 teaspoon salt
- 2 eggs
- 2 cups milk
- 1/2 cup shortening, softened

DRESSING

- 1/4 – 1/2 cup cooking oil or bacon drippings (if available)
- 1 bunch green onions, chopped
- 1/2 whole stalk celery, including leaves, chopped
- 1 cup water
- 3 cups corn bread, from recipe above, crumbled
- 4 cups day-old bread, crumbled
- 2-3 cups turkey broth or more as needed for moist texture
- 1 cup jalapeño juice
- salt and pepper to taste
- chopped jalapeños to taste

Directions

CORN BREAD

- Sift together cornmeal, flour, sugar, baking powder and salt into a bowl.
- Add eggs, milk and shortening. Beat until smooth, about 1 minute.
- Bake in two 8-inch square baking pans in a preheated 425° F oven for 20-25 minutes and set aside.

DRESSING

- Sauté onions and celery in cooking oil or bacon drippings. Add 1 cup water, cover, cook until barely tender, about 7 minutes.
- Combine with last 6 ingredients. Add water until right consistency, if necessary.
- Stuff turkey with dressing and place excess dressing in greased casserole and bake at 350° F for 30 minutes.

Tips & Suggestions

- Jalapeños are classified as a chili pepper, which are innately hot and can burn not only the inside of your mouth, but also your skin. Protect your skin by wearing rubber dishwashing gloves when handling and chopping any kind of chili pepper.
- Spend less time in the kitchen – and more with your family – by substituting store-made corn bread.
- Have a vegetarian at the table? Omit the bacon drippings, use vegetable broth in place of turkey broth to moisten the Jalapeño Dressing and bake it in a casserole dish instead of using it to stuff the turkey.
- Freeze an extra dish of dressing for an easy, comforting side dish on a chilly winter evening.



HISTORY LESSON

driving for success

Celebrating the 40th Anniversary of the Career Car Program

The Mary Kay Career Car program turned 40 this year – that's right, it was in 1969 that Mary Kay awarded the first pink Cadillacs.

But why did Mary Kay choose a Cadillac? Mary Kay Ash requested a Dallas-area Cadillac dealership paint her new Cadillac to match the colour of the lip and eye palettes in her cosmetic line: "Mountain Laurel". The 1970 Cadillac Coupe de Ville was touted to be "loaded with accessories from AM/FM stereo to a six-way position power seat." Truly a trophy on wheels, if ever there was one!

In keeping with Mary Kay's vision to award only Cinderella gifts, later that year five 1970 Coupe de Villes were presented at Seminar 1969 to the top five Independent Sales Directors – including Margaret Westbrook, Helen McVoy, Sue Z. Vickers, Virginia Pearman and Lovie Quinn. And it's worth noting that all five of these Mary Kay pioneers went on to become Independent National Sales Directors.

In 1984, the first Consultant Career Cars were part of the VIP Program and charter qualifiers were awarded a cream-coloured Oldsmobile Firenza. Since the program's inception, more than 115,000 independent sales force members worldwide have either qualified or re-qualified to earn the use of a Mary Kay career car or choose to receive cash compensation in lieu of a car. And it's not just Cadillacs anymore, either. International career car programs feature Mercedes, BMW, Toyota and Ford vehicles.

Today, every member of the independent sales force can qualify to earn the use of a fabulous Mary Kay Career Car, so why not make this your year? Learn how you can make a career car part of your success plan on the MKOCSM.

– Heather Watterworth



Today, every member of the independent sales force can qualify to earn the use of a fabulous Mary Kay Career Car, so why not make 2010 your year?

Above: the 2009 Cadillac CTS.

Right: Lovie Quinn plants a pucker on her new 1970 Cadillac Coupe de Ville.

Below: top five U.S. Independent Sales Directors Margaret Westbrook, Helen McVoy, Sue Z. Vickers, Virginia Pearman and Lovie Quinn at Seminar 1969.



 **Find it online:**
MKOC > Recognition/Contests > Career Car Program

DID YOU KNOW... In 1972, the first Mary Kay pink truck appeared on U.S. highways. Mary Kay jokingly tried to get the drivers to wear pink jumpsuits.



ENCORE!

sell your heart out – it's valentine's day!

*A Mary Kay business is truly timeless! Selling innovative product, sharing a wonderful business opportunity and helping to enrich women's lives has never gone out of style. That's why we're digging into the Applause® magazine archive: to give the super selling tips, inspired ideas and brilliant business-building strategies of the past an "Encore!" performance! **This article was originally published in the December 1994/January 1995 issue of Encore! magazine.***

When it comes to great selling opportunities, Valentine's Day ranks right up there with the holiday season. It's a time for love, romance and treating special people with special, personalized gifts. Here are a few ways to capitalize on this sentimental holiday. If you begin early enough, you'll love what it can do for your sales!

Send A Valentine

Send a gift-giving reminder to all your customers to let them now about your Valentine gift service. After all, who has more personal, pampering gifts than Mary Kay? Your customers will appreciate your gift suggestions and convenient service. Be sure to send your valentines well in advance of February 14th to allow plenty of time for follow-up phone calls and appointments.

Focus On Fragrance Sales

Valentine's Day is one of the best times of the year to sell fragrances. It's when people are willing to indulge the ones they love – and fragrance fits the bill beautifully! Remind customers that it's as easy to call you and order a Mary Kay gift of fragrance as it is to send to flowers – and a fragrance gift lasts much longer! It's also another opportunity for you to sell your remaining holiday inventory.

And don't forget to follow up with your customers' husbands. You'll want to get out the gift lists they filled out at Christmas and encourage husbands to buy their wives a present from the list. They'll love the convenience – and you'll love the sales!



It doesn't take much to romance these gift ideas for Valentine's Day!



Love Me Tender

Fill a bag or basket with products that pamper the body.



Young At Heart

A special gift for that special face in the crowd! Wrap up age-fighting skin care product along with an offer for a complimentary facial.



Love Will

Keep Us Together

Combine a fragrance for her with a fragrance for him to create a his and her gift set.



Stop And Smell The Roses

Combine a floral fragrance with a "bouquet" of rose-hued shades from the cosmetics line (think **Mary Kay® Creme Lipstick** in Dusty Rose, **Mary Kay® NouriShine® Lip Gloss** in Coral Rose and **Mary Kay® Mineral Cheek Color** in Pink Petals).



PHOTO FLASHBACK

1966 Company Christmas Card featuring the Mary Kay Staff. Mary Kay Ash holds her dog, Monet.

strengthening the bonds of friendship through the mkacf

Someone once said that life's truest happiness is found in the friendships we make along the way. How very true, as there's nothing like having a good friend to support you through the hard times and celebrate with you during the good ones. And we're happy to share that the Mary Kay Ash Charitable Foundation isn't any different.

For the past few years, the MKACF has been a proud supporter of Armagh House, which offers second-stage housing and a counseling program for mothers and children in crisis in Mississauga, ON. In recognition of the continuing relationship, the MKACF has been honoured with the 2009/2010 *Friends of Armagh Award*.

The award is given to an individual or organization who the staff and board of Armagh House feel have made both a financial commitment and actively participate in supporting the services and clientele it serves.

The MKACF was chosen this year for a number of reasons, including:

- a long-standing commitment to the issue of violence against women, not just with Armagh House, but worldwide;
- a sincere commitment to Armagh House and its philosophy, beliefs and mandate;
- ongoing support and partnership through Armagh's room sponsorship initiative, which is a financial commitment to Armagh that is greatly needed and appreciated; and

- ongoing support and caring of the women Armagh serves by ensuring that they are remembered at special times of the year such as Mother's Day, Valentine's Day and Christmas.

As **Catherine Fox, Executive Director of Armagh House**, said at the award presentation: "When I first met Ray Patrick I knew immediately that I was meeting an amazing man. Then I began meeting everyone involved with the MKACF and realized that Mary Kay is more about empowering women than prettying them up. We at Armagh House get just as excited as you folks do at Christmas time, because it's through the MKACF that the women realize strangers care about them and that gives them the courage to continue on with their struggle to build lives free of violence."

We're pleased to announce that the 2009/2010 *Friends of Armagh Award* will be added to our Mary Kay® Enriching Lives wall in the second floor foyer of the Corporate office. As well, a larger plaque hangs in Armagh's living room so that visitors and residents alike know how important Armagh House is to the MKACF.

—Andrea Lepore



Right: MKACF representatives Andrea Lepore and Ginny De Cloet graciously accept the *Friends of Armagh Award*.

shelter grant program

As part of the MKACF mandate, the organization dedicates part of its resources to an important issue that speaks directly to the hearts of so many women: domestic violence.

The Shelter Grant program was implemented in 2004 to make a difference in the many lives affected by domestic violence. Since then, the MKACF has awarded over \$194,000, benefiting 53 women's shelters and community outreach programs nationwide.

So how are the shelters using their grant? One of the 2008 grant recipients, Sonshine Community Services in Calgary, AB, provides their clients with peace of mind through 24-hour security, which includes after-hours security personnel and surveillance cameras throughout and around the shelter. Thanks to the Shelter Grant program, they're able to continue to provide this critical service to their clients.

Here's what one of the residents had to share about how, through the Shelter Grant program, Sonshine Community Services has helped her regain her self-esteem and given her hope for her future – and the future of her daughter.

"Thanks to the security, surveillance cameras and safety plans put in place for us, I feel very safe at Sonshine. Being at Sonshine has given me the opportunity to make friends and gain confidence, freedom and strength. I'm learning to enjoy life with my daughter. She is doing so well in school and has been able to be focused on studying and has become more responsible with her studies," she says, adding, "I now know I can make it and build a better future for myself and my daughter. I don't have enough words to say how very thankful I am to Sonshine."

By putting your donations to work through the Shelter Grant program, women across the country are able to start a new life free of violence – and filled with hope.

— AL

the mkacf website gets a makeover!

In starting her dream Company, one of Mary Kay's most important goals was to help women bring the beauty they have inside – outside!

And if it's one thing she knew, it was that a simple makeover could help a woman do just that. Not only would it change the way she felt about herself, but also how she looked at – and was looked at – by the world.

And this is the theory behind a recent, exciting online initiative – the makeover of the MKACF website! Not only has the MKACF updated the most important information as it relates to the MKACF for our independent sales force and consumers alike, they've also added new content and fabulous features to ensure navigating the site is as simple as applying your favourite Mary Kay® Creme Lipstick.

Here are just a few of the features of this sleekly redesigned website:

- **accessible drop down menus** so you can find what you need at the click of a mouse;
- an updated *Inspiring Stories* section featuring **stories of hope and courage**; and
- **updated Resources & Information links** so you can find important information and resources in one place, as it relates to cancer or domestic violence.

We encourage you to take a moment to visit the new MKACF website and discover all of the amazing features – particularly the new *Fundraising* section complete with upcoming event listings in your area, event highlights from independent sales force members across the country, ideas on how to hold a fundraising event benefitting the MKACF, and forms and worksheets – that are sure to help you reach new heights of fundraising success in support of the issues Mary Kay held so dear to her heart.

– AL



Find it online: marykay.ca > Company > MKACF

walk this way... for the mkacf!

The Bangles told you to *Walk Like an Egyptian*, Aerosmith kept busy by walking this way and Johnny Cash was committed to walking the line.

Whichever way you choose to walk, the health benefits – such as lowering blood pressure, reducing high cholesterol and helping control body weight – are numerous. And if it's one thing we love at Mary Kay aside from staying healthy – in both body and spirit – it's a challenge.

And so, the Mary Kay Global Wellness Program was launched in April 2008, challenging Mary Kay corporate employees across the globe to achieve simple challenges to help improve their overall well-being.

Our very own **Roger Fish (Manager, Sales Development)**, volunteered to be the Canadian Wellness Champion and, after feedback from staff on how to fit physical fitness into their hectic schedules, he created the Mary Kay Walking Club. The goal was simple... whether in the warehouse or outside – walk.

To keep it fun and interesting, Roger devised the “Walk to Dallas” Challenge – that's 2,200 km – which saw staff tracking their kilometres along the way in the hopes of reaching the Mary Kay Inc. headquarters. And with this first goal now

complete, the walking club has already moved on to their next challenge – to “Walk Across Canada”.

Although a considerable undertaking, this initiative was specifically created to honour a cause near and dear to all of our hearts. That's because members of the Mary Kay Walking Club will be collecting donations from family and friends during the “Walk Across Canada” to benefit the MKACF.

“I'm rewarded in my role daily when I hear of the positive and, oftentimes, life-altering stories that employees share with me. As we start our newest endeavour – to walk from coast to coast in Canada – I realized that as a group we have the opportunity to assist others while we benefit from the walk. The additional element of raising funds for the MKACF will not only benefit women in need, but will also create a greater sense of purpose for those walking on a daily basis,” says Roger.

Interested in organizing a walk to benefit the Foundation? You'll find all the details in the *Fundraising* section of the Mary Kay Ash Charitable Foundation section on www.marykay.ca. So what are you waiting for? Get your walk on!

– AL

q&a with...

**Ray Patrick,
President**

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

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

If you could only choose one, what would be your fondest memory of Mary Kay Ash?

"It's hard to only choose one, but if I had to I would be the day that the Company became private again. From 1968 to 1985, Mary Kay Inc. was traded publicly. At the time, this was a viable way to obtain funding to support the growth of the business. Through the years, the family realized that Mary Kay's dream was too important and that no one else could understand that her dream was about enriching people's lives. So in 1985, the family repurchased all shares held by investors. I was sitting beside Mary Kay in the meeting room when the Company was officially declared private once again. Mary Kay grabbed my hand and squeezed it so tight with relief that I thought my fingers would break. We had done so much to please the stockholders when it was really the independent sales force we all cared about. Their best interests were in Mary Kay's heart and I knew at that moment that she was thrilled we were in control of the Company again – and that we could once again do what was best for the independent sales force."

**READ MORE
FROM RAY IN
THE SPRING
ISSUE!**



PERPETUATING THE LEGACY

sonia heisler, 32-year pioneer

Having started her Mary Kay business nearly 32 years ago, **Independent Beauty Consultant Sonia Heisler** is Canada's longest-standing Mary Kay independent sales force member. And she has the memories and stories to prove it!

So how did Sonia's journey begin? "My husband's step sister was an Independent Sales Director in Portland, OR. Her Pink Cadillac caught my interest," shares Sonia. Sonia's family had always owned their own businesses and having just completed an accounting course, Sonia understood the tax benefits and freedom of owning your own independent business.

At the time, the Company was holding meetings across Canada and Sonia attended one of them. It was at that time that Sonia had her first impression of the Company – through the eyes of Mary Kay Ash and her husband Mel. "Seeing and listening to them was definitely an important aspect of accepting the opportunity," explains Sonia. "I felt I could rely on them and trust what they were saying."

In her 32 years as an Independent Beauty Consultant, Sonia has had the privilege of learning from our beloved founder Mary Kay Ash, and even visited her circular home by the lake in Dallas. "My fondest memory was looking out at the geese swimming in the lake while enjoying cookies and tea with Mary Kay," reflect Sonia.

But what she most remembers is being in awe of Mary Kay when she saw her at a conference in Calgary.

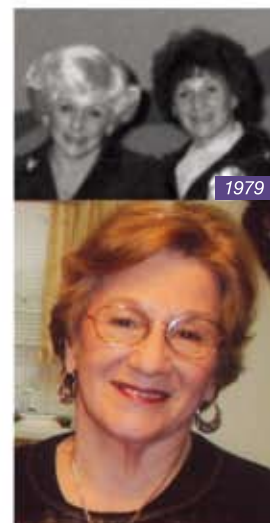
"She was so very approachable and yet I just stood a distance away. She spotted me and beckoned me to come close, so I did. She asked me how I was, to which I responded that I was fine. She replied, 'Honey, you're not fine – you're great!' I have never forgotten those words and continue to use them with my team members."

As for her independent Mary Kay business, Sonia is most fulfilled by serving her clients and building their trust in the product. Financially, the income is also dependable and her confidence has grown so much over the years that she's no longer insecure about her future. "It's true that even if I lost everything, I could start all over again because of what my Mary Kay business has taught me."

So what advice does our pioneer have for someone who has just started her Mary Kay business?

"Begin by learning about the product and serve your clients with respect, always honouring the Mary Kay® satisfaction guarantee. You don't have to be an aggressive salesperson, because the product is reliable and your clients will feel comfortable coming back to reorder when you've gained their trust. Reorders are where our future is best realized."

– Marijana Klapic



PERPETUATING THE CORPORATE CULTURE

christine mergelas, 29-year pioneer

You know her as the voice behind Mary Kay Cosmetics Ltd. – the voice behind the phone line that is! That's right, almost every time you make a call to the Company's main line, it's **Christine (Chris) Mergelas** that answers your questions and re-directs your calls.

But did you know that Christine has been with the company since February 25th, 1980 – nearly 30 years? Having witnessed and participated in the growth and changes of Mary Kay Canada over the years, Christine is a true pioneer in every sense of the word.

In fact, the Company was growing so rapidly at the time that Christine applied for an order entry position, that she literally interviewed on Thursday and received the call on Friday morning – asking her to start on the following Monday.

And Christine hasn't looked back since. She was there the day Ray Patrick started. She was at Mary Kay Canada's first ever Seminar and she had the pleasure of meeting our founder, Mary Kay Ash, just two months after starting with the Company.

"Mary Kay was so friendly and warm – such a personable and kind woman," remembers Christine. "She had only met me once at the corporate office and when I went to Seminar the following July I saw her going into the elevator at the hotel and she remembered my name."

Christine recalls her first visit to Mary Kay Inc. headquarters in Dallas, where she had the pleasure of visiting Mary Kay in her office with a group of people. "It was so comfortable. The way she spoke to us was as if she had known us all of our lives."

When asked what she feels sets Mary Kay Cosmetics Ltd. apart from other companies, the answer comes easily to Christine.

"We're more personal – like a family. It's so different from anywhere I've ever worked. I was here from the beginning and we all learned and grew together. All the departments just clicked. Now everyone knows each other's families and we care about each other. It's a fun and positive environment to work in – and because of that, it carries through the rest of your life."

– MK



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

elive **LIVE** elive



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action of a champion

INDEPENDENT EXECUTIVE SENIOR SALES
DIRECTOR SHANNON SHAFFER SHARES
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success starts
with a skirt

THE 6 MOST IMPORTANT THINGS to help you **live** the mary kay way this quarter



13 QUESTION QUIZ

get to know **mary kay ash**

Sure, you've read her books, use products bearing her name and know all of her well-known quotes by memory. But do you know what Mary Kay Ash's favourite movie was? Or what she considered her best asset? Take this quiz to find out just how much you know about Mary Kay.

1. How many children did Mary Kay have?
2. What was Mary Kay's nickname?
3. What was Mary Kay's favourite time of day?
4. How did Mary Kay unwind?
5. What was Mary Kay's favourite hobby?
6. Mary Kay had two favourite vacation destinations. Where are they?
7. What was Mary Kay's favourite movie?
8. What was Mary Kay's favourite subject in school?
9. What did Mary Kay consider her best asset?
10. What two books did Mary Kay say were the best she had ever read?
11. What was Mary Kay's favourite type of food?
12. What company did Mary Kay retire from before beginning "Beauty By Mary Kay"?
13. What did Mary Kay collect?



**ANSWERS
ON
PAGE 59!**

DID YOU KNOW... that Mary Kay discovered her favourite poem, "On Silver Wings", while travelling to Australia in 1971 to launch the Company's first subsidiary? Mary Kay loved the words so much she often used their stirring imagery to conclude her speeches and letters. Today, the "On Silver Wings" sculpture, which was commissioned in honour of the Company's 25th anniversary, holds an honoured place in the lobby of Mary Kay Inc. headquarters in Dallas, TX.



MY REASON WHY

independent sales director **kathy handzuik**

At Mary Kay, the term goal-setting becomes a way of life. After all, as Mary Kay Ash often said, “It is important for you to have a goal. You simply can’t get there if you don’t know where you are going!”

That goal may be to buy a new house, take your family on yearly vacations or pay for your children’s education. It’s essentially the reason why you work your Mary Kay business everyday.

If you haven’t determined your “reason why” yet, maybe this story will inspire you to do so.

At 18 years old, only a week after graduating from high school, **Independent Sales Director Kathy Handzuik** of Kamsack, SK, started her Mary Kay business. At the time, she had no idea that it would become her career. She thought she would try it out until she got a “real” job.

Soon after, Kathy discovered how much she loved her Mary Kay business and all the benefits that came with it – like being her own boss and earning great money.

It didn’t take Kathy long to find out that Mary Kay had so much more to offer, like “personal growth, learning to work with others, a feeling of success that came from earning ongoing recognition, flexibility, and so much more!”

So what started as a “reason” to make fabulous income while being her own boss, changed once Kathy got married and had children.

“My family is truly the reason why I work my Mary Kay business everyday,” explains Kathy. “Mary Kay has greatly impacted my husband and I, as well as our two children – Dee and Casey – by offering a positive environment for our family to grow. My personal goals are directly affected by my ‘reason why’ – my family – because the end result is seeing the quality of life that achieving my goals can afford them.”

That quality of life includes being able to pay for the family’s day-to-day expenses – and of course luxurious rewards – such as family trips to the Mayan Riviera and Dominican Republic. In fact, Kathy and her husband Ray just celebrated their 25th wedding anniversary and they’ll be going on a cruise to the Hawaiian Islands this coming January – paid in part thanks to Kathy’s Mary Kay business. They’re also planning a future family trip to Italy, once their daughter Dee graduates university and son Casey enters grade 12!

Being able to pay for her children’s post-secondary education has also always been a huge motivator for Kathy. From the time Dee was born, Kathy knew she wanted to save enough money to pay for all of the expenses involved.

“I am so glad to be able to say that my daughter will be graduating from the College of Pharmacy next year – debt

free,” Kathy shares. “My son will have the same opportunity when he completes high school. I credit my Mary Kay business for providing me with the opportunity, inspiration, motivation and education to make these goals, and many, many others, achievable,” she adds.

So why is having a “reason why” so important? “The feeling I get from achieving the goals I set for myself is so amazing. It helps me stay on track, so even when I don’t feel like making another call, I do it anyway. My “reason why” also gets me back

I am so glad to be able to say that my daughter will be graduating next year – debt free.

on track when I tend to de-rail from time-to-time. Mary Kay always said that we all fall down, but what’s important is that we get back up again!” advises Kathy.

So today – if you haven’t done so already – write down your “reason why”. Whether that reason is being able to renovate your house, buy a new car, or to just treat yourself, share it with everyone you know and keep it in front of you as you continue your journey with Mary Kay. Like a loyal friend, it will be the helping hand and guide that keeps you focused on your goals – and ultimately your success!

PINK DOING GREEN™

winter tips

It can be a challenge to “think green” during frosty, white, winter months – but small changes in your Mary Kay business and in your lifestyle can help you contribute to the greater greener good. Here are just a few ideas to help you go green this winter.

- If you're decorating your home or office for the holidays, **replace old strands of Christmas lights with new LED lights.** Not only are LEDs safer because they generate less heat, they use 90 percent less energy than typical Christmas light strands.
- If you'll be away during the holidays or are planning a vacation later this winter, **turn your thermostat down or off when no one is home.** The same principle applies for appliances and office equipment like computers and printers.
- Whether leftover from a holiday open house, special product gift sets or from your family's festive celebrations, **save excess ribbons, bows and other packaging for next year.** Not only will this reduce waste, it will save money – and this time next year you'll be ahead of the game.
- **Avoid idling your car to warm up your vehicle** – it wastes fuel and gets you nowhere. If possible, use a block heater and remember that the best way to warm up your vehicle is to drive it.
- Finally, why not **make a new year's resolution to live a greener life** and become a more eco-conscious Independent Beauty Consultant in 2010? As Mary Kay said, one person *can* make a difference.

where has your Applause® magazine been?

We want the new *Applause*® magazine to be your go-to resource each and every quarter – and we want to see it where you're reading it! Whether it's on the bus, on vacation or on top of a mountain, send your photo to:

APPLAUSE-CANADA@MKCORP.COM.

Below (left to right): Greg Franklin, Vice President of Sales Development, can't get enough of the Canadian edition of *Applause*® magazine; Independent Sales Director Caroline Sarrouf waits for the bus to leave for Mary Kay® headquarters in Dallas; and Independent Sales Director Chantal Bisailon catches up on her reading in Mary Kay's office.



THEN & NOW

working women

1963: Mary Kay resigned from her previous career as a national training director with another direct-selling company when yet another man she had trained was promoted past her – at twice her salary.

Mary Kay observed that: “Those men didn’t believe a women had brain matter at all. I learned back then that as long as men didn’t believe women could do anything, women were never going to have a chance.”

So, with a 25-year direct sales career under her business belt, she created precisely the opportunity she believed women needed – one that empowered women by enabling them, so they could enable others.

Today: With professional education and new fields open to women – along with greater social acceptance of family planning – Mary Kay’s experience is not the average, it’s the exception. You’ll find outstanding women with leadership roles in just about every area of business, industry, government, healthcare and the arts. There’s almost no kind of job that some woman isn’t doing *somewhere* – and doing it capably! And nowhere have women made more enormous strides than in their Mary Kay businesses. Here, you’re at the top of the working world!

Q&A WITH... our Applause® reader panel

Mary Kay often shared her priorities of “God first, family second, career third” – and they’re a vital part of our corporate culture around the globe. At the corporate office, employees are encouraged to build a balanced life where a successful career is just part of the equation.

Of course, between juggling your family’s hectic schedules, working or studying part-time, ensuring errands get done and – oh yeah – squeezing in a little “me” time, we don’t have to tell you just how challenging it can be to clear your daily “to do” list.

So we had to wonder how our independent sales force members keep the balance between their business and their life. Here, **our Applause® Reader Panel share how they find their balancing point.**

What are your biggest challenges in trying to live a balanced life?



Maylanie Turgeon

“I’m also a freelance translator, so I work from home according to my schedule and my priorities. The biggest challenge in my case was meeting people. That’s exactly why started my Mary Kay business and now I meet very wonderful women everyday!”

How has Mary Kay’s idea of balanced priorities influenced your lifestyle?



Sarah Bardell

“When I joined Mary Kay I didn’t realize that I would have an opportunity to leave my full-time job, be home more with my family and do all the things I miss out on. Before, work often was first and family second – and taking care of myself spiritually was never included in that mix. Once I discovered the income potential, I realized that I could gain control over that party of my life and thus be able to put work in its place: third. I now describe work as ‘working to live’ not ‘living to work’.”

How do you achieve balance between your life and your Mary Kay business?



Anne Austin

“I always schedule in time for myself. Balance is crucial – a Mary Kay business is not meant to be 24/7. Make a copy of your weekly plan and schedule for yourself and put another copy in an obvious place for family to see. That way nothing comes as a surprise. Become a master at delegating and never feel you have to be in control of everything. Your family will help support your business when they know there is something in it for them. They won’t expect home cooked meals every night (M&M will be fine!) – as long as there is money in the bank at the end of each week.”

What’s your best stress-busting tip?



Maylanie Turgeon

“EXERCISE! Whenever I feel like my head is going to explode, I go for a walk with my dog, I dance, I work out. I sweat my stress out!”

13-QUESTION QUIZ answers

1. 3: Sons Ben and Richard and daughter Marilyn.
2. Caddy – from age 3!
3. Morning – she did start the 5 o’clock club, after all!
4. She watched T.V. and videos.
5. Gardening.
6. Venice and Hong Kong.
7. *The Sound of Music*.
8. Debating/English.
9. Understanding and loving people.
10. *The Bible* and *Think And Grow Rich* by Napoleon Hill.
11. Mexican.
12. Stanley Home Products.
13. Boehm porcelain.

READER CONTEST

WIN spring 2010 product!

We can’t wait to hear what you think of our new quarterly format for *Applause®* magazine!

E-mail us your comments – what you love, what we can improve and/or what you’d like to see in upcoming issues – and you’ll be entered in a draw to win the complete limited-edition **Mary Kay®**

Tropical Fruits Collection from the Spring 2010 product promotion.

Love it?
Don’t?
Tell us why!

APPLAUSE-CANADA@MKCORP.COM





success

starts with a skirt

by Marijana Klapcic

Coco Chanel was a woman ahead of her time – just like Mary Kay Ash. Chanel once said “Fashion is not something that exists in dresses only. Fashion is in the sky, in the street, fashion has to do with ideas, the way we live, what is happening.”

Sound far-fetched? Maybe. But there is some truth to it. The image we project impacts how others perceive us – and when it comes to your Mary Kay business, it could be what’s propelling – or even hindering – your success.

As you know, Mary Kay Ash strongly believed that maintaining a professional image should always be a very important aspect of the Mary Kay business opportunity. As a result, she encouraged independent sales force members to always strive to look their best. By doing so, your customers will appreciate your professionalism and have great confidence in your ability to guide them in proper instruction concerning skin care and advice in the selection of colour cosmetics.

Today, we continue to be mindful of our Founder’s wishes as we strive to maintain a professional image while balancing current trends in business and professional attire. So how do you project the Mary Kay image, while still incorporating your own fashion sense?

First and foremost, Mary Kay Ash liked for all of her independent sales force members to wear skirts while representing the Company. Luckily, when it comes to skirt styles, the options are endless. Let’s have a look!

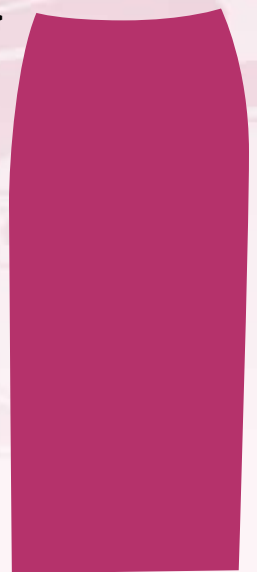


< Pencil

Picture a pencil! Because of its straight-lined cut, this style works with every body type – even long and short-waisted! Be aware of the length. You’ll want the pencil skirt to sit just at or slightly above the knee.

Tube >

The tube skirt is popular with every age group. The fit and style is similar to the pencil skirt, but it’s longer in length, stopping at about the ankle. Women with curves will love this style as it provides coverage, while still flaunting your fantastic features! Petite women who carry their weight on top will also find this style flattering as it makes the body shape appear more proportionate.



< Asymmetrical

A fun and fashion-forward style – but tricky to pull off. If worn too tight, it could look like a fashion miss instead of a fashion hit! This style has an uneven hemline, extending longer one side and drawing the angles of the body. Because this style draws attention away from the hips and legs, it's ideal for women who tend to carry their weight on the bottom.

A-Line >

Think the letter A. This style cinches the waist, hugs the hips and gradually opens to a fuller bottom. The length is typically knee level or just below. This style is most suitable for women with a pear-shaped body type.

hose know-how

If you're going to show off your gams in a skirt, you're going to need pantyhose – this is winter in Canada, after all!

Sheer hose that match your skin tone are a must-have for any businesswoman: they're a classic, go-with-anything choice and they're neutral enough to let your outfit and accessories make their mark.

For a trendy twist this season, opt for tights in a saturated, jewel-tone like purple or sapphire blue – not only do they give a simple black pencil skirt and pump pizzazz, they can add a hit of much-needed colour to dreary winter days. Opaque black tights work with almost any skirt, but don't be afraid to pick a patterned pair – like herringbone, subtle stripes or lace – to add texture.

And just remember, if we have to wear hose, we might as well have fun with 'em!

– Heather Watterworth



YOU TOLD US

What is your must-have winter fashion trend?



Anne Austin

"My winter trend must-haves are sassy ankle booties and a short, belted, Sherlock Holmes-style cape jacket."



Maylanie Turgeon

"Thigh-high boots! They're offered in great colors and a variety of textures – so you can let your imagination go wild!"

SHE SAID IT BEST

"We decided that if we were going to be Independent Beauty Consultants, then we would have to project beauty all the time! We decided that we would never be seen in public unless we looked our best. Please remember that YOU are 'Mary Kay' to every single person you meet. Please help us maintain and uphold, every day, the beautiful image we have earned over the years."

Mary Kay



action of a champion

IF I COULD CHOOSE TWO WORDS TO DEFINE “PASSION”, IT WOULD BE **SHANNON SHAFFER**. IT’S A PASSION FOR LIFE, WORK, FAMILY AND FRIENDS THAT CAN ONLY BE ACHIEVED THROUGH THE STRENGTH AND RESILIENCE OF A GREAT LEADER WHO HAS THE HEART AND SOUL OF A GRACIOUS GIVER. BUT MORE THAN THAT, IT’S A TRUE, UNDYING KIND OF PASSION THAT HASN’T BEEN TAUGHT AND LEARNED, BUT RATHER FORMED DEEP WITHIN THE CREVICES OF HER HEART THROUGH LIFELONG EXPERIENCES.

by Marijana Klapcic

It’s through this passion – paired with her dedication to the success of others – that **Independent Executive Senior Sales Director Shannon Shaffer** of St. Thomas, ON, earned the prestigious title of Queen of Unit Sales for the 2008/2009 Seminar year.

THE OPPORTUNITY OF A LIFETIME

Shannon’s 17-year journey to this point all began with the search for personal growth – the kind of personal growth that would land her a dream job in her field of architecture and interior design. Little did she know that what would start as a step towards self improvement would become a dream lifestyle full of harmony and balance.

And how did it all begin? With her own mom – **Independent Senior Sales Director Johanna Tobin** – who just celebrated her 25th anniversary with Mary Kay.

“I would like to dedicate this story to her,” says Shannon. “If it wasn’t for my mom accepting the Mary Kay opportunity to provide for my brother Sean and I, I wouldn’t be with Mary Kay today. Through Mary Kay, my mom was able to provide for us financially and be there for us physically and emotionally. That’s not always possible for a single mother. She adopted an ‘others-focused’ mentality for her kids. Through this experience, I’m now able to do the same for my own son, Cole. I’m there for him everyday, whenever he needs me. I want to leave a legacy for him and I will do it by helping others.”

Today, Shannon is grateful for her Mary Kay business because



it has given her 100 percent control over her life and her business.

“I’m able to be a centred individual with strong values, integrity and honesty because I’m my own boss,” explains Shannon. “Mary Kay is the best opportunity out there for women. Yes, there are other great jobs, but they weren’t founded by Mary Kay Ash. That’s the difference,” she goes on to explain. “Mary Kay overcame so many hardships to come up with a vision so clear, so big. She was ‘others-focused’ and wouldn’t quit. Everything Mary Kay Ash stood for... no other Company has those values. They’re in us and they’re in the Company.”

This is the legacy that Shannon passes on to her unit everyday. She leads by example and she does it without cutting corners. “What breeds consistent success is doing things right from the start – not ever compromising your ethics and integrity, not even for one new team member. I don’t believe in taking short cuts. The answer lies in a simple way of doing things. And it warms my heart when my unit members catch the same vision and pass on the Mary Kay values to others.”

CHANGE YOUR THINKING, CHANGE YOUR LIFE

When asked to reflect on the past year and earning the #1 Independent Sales Director spot, Shannon explains that it all

began that day – 17 years ago – when she walked into the front door of her Mary Kay business, locked the back door and threw away the key.

“Too many people have the mentality that they’ll try the business for six months and if it doesn’t work, they’ll quit,” she goes on. “That wasn’t an option for me. This is who I am and this is where I want to be.”

“Was it easy? No. Did I earn the use of a Cadillac right away? No. But I went to every event and function and attending weekly meetings was non-negotiable – I showed up, I plugged in and I listened to my mentor, **Independent National Sales Director Heather Armstrong**, who is a lifelong learner and the best teacher and trainer in all of Mary Kay,” says Shannon.

And it’s because Shannon “plugged in” that she was able to feel energetic and excited – and thus pass it on to others.

Always one who’s looking for ways to improve herself, Shannon then turned to motivational consultant Julius Henderson to continue her path of self-discovery.

“I met Julius at a retreat and we just clicked. He helped me

QUITTING WASN’T AN OPTION FOR ME. THIS IS WHO I AM AND THIS IS WHERE I WANT TO BE.

discover that there was a missing link – that I had hit a roadblock. And then he taught me how to overcome obstacles in order to become more centred and true to myself,” shares Shannon.

Shannon is also quick to thank her unit for their tremendous successes during the 2008/2009 Seminar year.

“The *esprit de corps* in my unit is phenomenal. They wanted to get here just as badly as I did,” shares Shannon. “There was a specific group of women who rallied together to rally others, making calls to Independent Beauty Consultants day in and day out for a whole month.”

HER FAMILY’S FAITH

And when it comes to success, for Shannon, it’s all in the family.

“My twin brother Sean, who grew up a Mary Kay kid, has been one of my greatest cheerleaders. And of course, my mom – I want to be successful for her. After all, when I’m successful, she benefits,” jokes Shannon. “Plus, the success of my Mary Kay business has also allowed my husband Paul – my greatest supporter – to be a full-time dad and pursue his own passion – music. And watching Cole embrace the Mary Kay culture and seeing how proud he is of me... it means everything.”

So what does the future hold for Shannon Shaffer? Her unit is committed to becoming a National Area and in the process Shannon will continue to offer her unit members the same great opportunities that she’s experienced.

“I want to instil in them that this is the place to be. I want to build a future National Area with strong Independent Beauty Consultants and Independent Sales Directors who want to be a part of something bigger.”

And with the passion, persistence and positive attitude that is legendary of Mary Kay Ash, there’s no doubt that Shannon will continue to dream big and think even bigger – straight to the top!



Above (clockwise, L. to R.): Shannon shares a laugh with her family; Shannon with motivational consultant Julius Henderson; the 2008/2009 Queen of Unit Sales; Shannon with her unit members at Seminar 2009; with husband Paul and son Cole; and surprising herself with success.

july 2009 recognition reconnaisances de juillet 2009

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

NSD Commissions/Commissions DNV

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

Angie Stoker



\$21,398.00

Doreen Burggraf



\$13,350.00

Bernice Boe-Malin



\$13,215.00

Renée Daras



\$12,598.00

Brenda Summach



\$11,791.00

Dalene Allen \$10,945.00
Elena Sarmago 10,904.00
Heather Armstrong 9,702.00
Anne Austin 8,094.00

Olive Ratzlaff \$7,893.00
Darlene Ryan-Rieux 7,430.00
Gloria Boyne 7,295.00
Donna Lowry 6,915.00

Gail Adamson \$6,594.00
Philomena Warren 5,764.00
Marcia Grobety 5,046.00
Donna Weir 5,029.00

Susanne Felker \$4,652.00
Linda MacDonald 4,514.00
Sandy Campbell 4,159.00
Debbie Mattinson 3,708.00

Janice Connell \$3,646.00
Jane Kosti 2,549.00

Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of July. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en juillet.

Gail Adamson



Level 2/Niveau 2

Jane Kosti



Level 2/Niveau 2

Angie Stoker



Level 2/Niveau 2

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of July 31st, 2009. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 31 juillet 2009. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker	\$548,382.50	Brenda Summach	\$302,277.00	Dalene Allen	\$177,587.58	Elena Sarmago	\$171,463.24	Anne Austin	\$163,471.00
Heather Armstrong	448,739.94	Doreen Burggraf	248,405.79	Gail Adamson	176,251.50	Donna Lowry	167,486.00	Marcia Grobety	163,095.43

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Stars on the Ladder of Success/Étoiles sur l'Échelle du succès

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

Deanna Blue	\$5,235.25	Mélanie Grégoire	\$4,204.25	Cassandra Lay	\$4,145.50	Chantal Normandin	\$3,610.50	\$3,600	
\$4,800		Jenna Fortin	4,200.25	Darlene Olsen	4,045.00	Leah Symons	3,602.50	Sheila Thomas	3,600.00
Florife Banzales	4,241.75	\$4,200		Shivonne Vienneau	3,702.50	Dawn Kelly Houle	3,602.00		

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

Lorna Hosker	\$3,507.50	C. Randle-Clayton	\$2,863.50	Christine Leclair-Day	\$2,400.00	Helene Drolet	\$2,008.00	Diana Morgan	\$1,825.50	Shabana Aslam	\$1,802.75
Linda Giesbrecht	3,429.75	Donna Dodds	2,676.00	Diane Mathieu	2,400.00	Michelle Brockman	2,003.75	Hien Hoang	1,822.50	Madeleine Okalik	1,802.50
L. Pakaliwangan	3,349.00	Donna Fidler	2,663.75	Candice Mayo	2,400.00	June Rumball	2,002.00	Janet Millar	1,821.00	Catherine Nadeau	1,802.25
Lorena B Siemens	3,327.50	Janet Stenseth	2,651.25	Diane Perrin	2,400.00	Jacqueline Bolt	1,985.50	Lynn Robertson	1,820.00	Adrienne Sellors	1,802.25
Kimberley Deell	3,104.50	Kitty Babcock	2,628.50	\$2,400		Dana Drayton	1,966.50	Manjot Sahni	1,813.50	Johanne Girard	1,802.00
Caroline Bisson	3,032.75	C. Smith-Nyabeze	2,568.00	Debbie Parsons	2,323.75	Barbara Gillespie	1,951.00	Zahida Keskich	1,811.50	Talia Burcil	1,801.50
Esther Gallop	3,011.50	Vanessa Aubut	2,540.25	Marjo Belknap	2,322.00	Vicki Nikiel	1,929.25	Elise Neron	1,811.50	Nathalie Brosseau	1,801.50
Danielle Pimentel	3,011.00	Marelie Savoie	2,528.00	Natacha Finn	2,319.75	Prabjyot Gill	1,923.00	Caty Lamoureux	1,807.25	Diane Boulanger	1,801.25
Susan Rolles	3,010.75	Nicole Boisclair	2,491.75	Karen Goldrick	2,315.50	Fatema Khaku	1,907.75	Tina Murray	1,806.75	Sonia Bergeron	1,801.00
Melany Boucher	3,009.75	Julie Dorais	2,486.00	Debbie Maw	2,295.25	Susan Elliott	1,892.00	Patricia Poole	1,806.50	Souvenise Laguerre	1,801.00
Chris-Tee Kuraitis	3,003.25	Kelsey Edwards	2,476.25	Susie Leakvold	2,293.00	Courtney Lilley	1,892.00	Gayla Saunders	1,805.75	Cristina Martinez	1,801.00
Alice Ndanyuzwe	3,003.25	Rae Naka	2,461.50	Darlene Bakker	2,263.25	Genevieve Laramée	1,889.75	Linlin Liu	1,805.00	Vidhi Dhiman	1,800.50
Louise Ann Brunet	3,001.50	Gaylene Gillander	2,459.25	Dayna Kowton	2,090.25	Katherine Regnier	1,885.00	Jane Hua	1,804.75	Kelli Elkadri	1,800.50
Allison J Cousins	3,001.00	Meghan Hetchler	2,426.25	Carol Heath	2,058.50	Linda Gingrich	1,882.00	Paramjeet Matharu	1,804.75	T. O'Dell-Bradimore	1,800.50
Johanne Thibault	3,001.00	S. McCorrister-White	2,426.25	Jennifer Pascoa	2,045.50	Lenny White	1,882.00	Monica Kumar	1,804.50	Linda Wilson	1,800.50
Kylie Matechuk	3,000.50	Fany Charbonneau	2,416.50	Lynda Switzer	2,045.25	Betty Lister	1,878.50	Agnes Solomon-Roy	1,804.50	Lori Collins	1,800.25
Karenanne Conrod	3,000.25	Kimberley Lougas	2,408.25	Sharon Robertson	2,043.25	Amanda Lingwood	1,876.25	Rebecca Benedetto	1,804.00	Jenny Ferguson	1,800.25
Judy-Ann Ross	3,000.25	Becky Virgin	2,407.50	Paymaneh Varahram	2,041.75	Alice Chen	1,866.00	Gagandeep Aujla	1,803.75	Joanne Fruto	1,800.00
Teri Cholach	3,000.00	Loretta Cornick	2,404.75	Diane Brown	2,032.50	Sophie Legault	1,852.00	Georgine Cook	1,803.25	Kristin Warren	1,800.00
\$3,000		Lorri Fitzgerald	2,400.25	Carroll Jackson	2,018.50	Catherine Strickland	1,838.75	Holly Schnell	1,803.25		
Gail Linaker	2,944.75	Penelope Johnson	2,400.25	Beverly Smith	2,010.00	Balbir Singh	1,834.00	Audrey Bouchard	1,803.00		

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

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

Josée D'Anjou	\$10,569.72	Agnes Loshusan	\$3,388.64	Monica Noel	\$2,834.68	Linda Feldman	\$2,526.76	Elaine Sciotte	\$2,347.56	Louise Boulanger	\$2,125.75
Mireille Morin	6,231.92	Yasmin Manamperi	3,370.11	Jasbir Sandhu	2,798.21	Donna Matthews	2,493.98	Isabelle Perreault	2,341.44	Phyllis Hansford	2,117.74
Darcey Smith-Heath	5,346.89	Mary Davies	3,350.09	Isabelle Meunier	2,785.40	Kyla Buhler	2,487.65	Susan Richardson	2,325.08	Audrey Ehalt	2,107.81
Susan Bannister	5,060.78	Ishali Mulchandani	3,281.19	Teresa Alomar-Story	2,781.29	Guyline Dufour	2,483.17	Jeri Pearce	2,307.48	Deb Prychidny	2,099.58
Harsimran Saini	5,044.82	Tamara Swatske	3,225.23	Gaylene Gillander	2,758.27	Elizabeth Farris	2,482.66	Louise Fortin	2,301.01	Susie Leakvold	2,080.56
Donna Melnychyn	4,942.38	Liz Wodham	3,154.13	Shelley Haslett	2,757.74	Judi Todd	2,481.79	Peggy Denomme	2,300.68	Carol Hoyland-Olsen	2,080.55
Rajinder Rai	4,223.00	Shelley Recoskie	3,091.54	Louisa Hoddinott	2,706.05	Judith Richardson	2,455.68	Betty Lister	2,269.32	Louise Desy	2,080.18
Shannon Shaffer	4,184.42	Fiona Corby	3,072.30	Lorraine McCabe	2,705.92	Angela Hargreaves	2,425.04	Jane Arsenault	2,258.44	Svitlana Awogbami	2,054.73
Nathalie Delisle	4,128.35	Sonia Janelle	3,059.06	M. Summach-Goetz	2,684.14	Elaine Fry	2,424.72	Lisa Craig	2,237.45	Wanda Groenewegen	2,050.29
Donna Izen	4,116.87	Guyline Comeau	3,044.38	Jennifer Levers	2,683.40	Johanna Tobin	2,424.72	Fran Sorobey	2,228.50	Joyce Bigelow	2,046.67
Jacqueline Cullen	4,113.83	Ruby Chapman	3,039.66	Claribel Avery	2,667.88	Carol Heath	2,416.44	Lucie Beaugregard	2,190.85	Heidi McGuigan	2,043.69
France Grenier	4,071.62	Julie Ricard	2,991.51	Marilyn Bodie	2,643.85	Beryl Apfelbaum	2,414.27	Barbara Bond	2,189.58	Cathie Chapman	2,036.65
Sharon Coburn	3,966.93	Rita Samms	2,886.18	Jill Ashmore	2,572.15	Heather Cook	2,410.47	Rebecca Irving	2,184.08	Melissa Dunn	2,034.83
Eve Raymond	3,633.89	Shirley Peterson	2,875.23	Frances Fletcher	2,569.62	Janice Appleby	2,379.11	Pauline Richardson	2,140.88	Mychele Guimond	2,017.74
Harpreet Dhaliwal	3,563.32	Darlene Olsen	2,853.42	Evelyn Ramanaukas	2,558.13	Beverly Dix	2,376.02	Gladys MacIntyre	2,132.25	Chrissy Novak	2,009.77
Angela Murphy	3,492.38	France Légaré	2,852.69	Karen Taylor	2,538.00	Randhir Singh	2,351.85	Teresa Ho	2,128.47	R. Courneya-Roblin	2,001.67

Scoreboard/Tableau des résultats

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

Josée D'Anjou	\$66,918.00	Shannon Shaffer	\$28,165.00	Tamara Swatske	\$24,405.00	Shirley Peterson	\$22,709.50	Lorraine McCabe	\$21,431.50	Harpreet Dhaliwal	\$20,416.00
Susan Bannister	44,012.00	Ruby Chapman	26,764.00	Nathalie Delisle	24,359.50	Jill Ashmore	22,648.50	Angela Murphy	21,416.00	Jeri Pearce	20,115.00
Darcey Smith-Heath	40,017.00	Rajinder Rai	26,207.50	Ishali Mulchandani	24,326.00	Frances Fletcher	22,609.50	France Légaré	21,405.50	Louise Fortin	20,015.50
Mireille Morin	39,399.50	Fiona Corby	25,776.50	Agnes Loshusan	24,269.00	Monica Noel	22,072.00	Gaylene Gillander	21,307.00		
Harsimran Saini	34,321.50	Liz Wodham	25,278.50	Sonia Janelle	24,117.00	Darlene Olsen	22,008.50	Yasmin Manamperi	21,286.00		
France Grenier	33,342.50	Mary Davies	25,098.00	Teresa Alomar-Story	23,392.00	Judi Todd	21,770.00	Janice Appleby	21,105.00		
Jacqueline Cullen	32,988.00	Donna Izen	24,923.50	Sharon Coburn	23,347.00	Heather Cook	21,699.50	Guyline Comeau	20,665.00		
Donna Melnychyn	32,870.00	Rita Samms	24,749.00	Shelley Recoskie	23,099.00	Jennifer Levers	21,627.50	Carol Heath	20,439.50		

Top Recruiting Units/Meilleurs groupes en recrutement

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

Québec – Josée D'Anjou	Alberta – Donna Melnychyn	Ontario – Ishali Mulchandani
Ontario – Fiona Corby	Québec – Lucie Léveillé	Québec – Guyline Comeau
Québec – France Grenier	Ontario – Harsimran Saini	
British Columbia-Colombie-Britannique – Darcey Smith-Heath	Ontario – Yasmin Manamperi	

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVÉS ET AVOIR AU MOINS UNE RECRUTE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVÉS DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Shivanne Vienneau
British Columbia/Colombie-Britannique – Jenna Fortin
Manitoba – Linda Giesbrecht
New Brunswick/Nouveau-Brunswick – Esther Gallop
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Loretta Cornick

Nova Scotia/Nouvelle-Écosse – Dawn Kelly Houle
Nunavut – Madeleine Okalik
Northwest Territories/Territoires du Nord-Ouest – Mandy Pond
Ontario – Deanna Blue
Prince Edward Island/Ile-du-Prince-Édouard – Kimberly Smith

Québec – Mélanie Grégoire
Saskatchewan – Darlene Olsen
Yukon – Sarah Charlie

12% Club/Club 12 %

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

Liz Wodham	\$1,331.97	Guylaine Dufour	\$741.24	Donna Fidler	\$676.71	Jacqueline Cullen	\$617.01	Nathalie Bisaillon	\$567.84	Pamela Sittler	\$528.66
Angela Murphy	1,033.23	Sonia Janelle	730.08	Debi Kanerva	668.49	Frankie Hammond	609.15	Pamela Kanderka	559.20	Tamara Swatske	519.84
Kyla Buhler	1,005.63	Harpreet Dhaliwal	728.85	Yasmin Manamperi	658.77	Charlene Efford	607.47	Arvinder Gill	553.74	Maria Bennett	510.72
Monica Noel	991.26	France Grenier	710.52	Cherry Cervito	642.12	Josianne Boily	600.99	Teresa Lutterman	552.96	Tracey Douglas	510.30
Louisa Hoddinott	795.96	Mary Humber	704.13	Betty Lister	637.44	Carol Heath	600.48	S. Greenwood-Plante	552.00	Susan Richardson	509.40
Shelley Recoskie	759.96	Rajinder Rai	701.79	Louise Fortin	637.14	Marie-Josée Dery	598.26	Nanette Traill	542.55	Kimberley Nelson	505.41
Shirley Fequet	751.71	Jennifer Levers	701.10	Sharon Lee Carlson	624.06	Rhoda Burton	595.95	Teresita Llarinas	533.64	Harsimran Saini	500.82
Kim Jones	745.59	Margo Robinson-Faller	699.78	Guylaine Comeau	618.39	Rita White	582.99	Mychele Guimond	528.99		

8% Club/Club 8 %

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

Svitlana Awogbami	\$462.94	Wendy-Lynn Jones	\$358.82	Barb McKellar	\$294.88	Cheryl Neuman	\$270.64	Connie Graham	\$262.16
Sonia Dumas	430.28	Debbie Struthers	343.14	Sharlene Bukurak	291.10	France Légaré	270.20	Faïda Ahadi	261.62
Carolyn Nottall	397.50	Angela Hargreaves	337.76	Nancy Normandin	288.84	Caroline Sarrouf	265.58	Alice Storey	259.00
Irma Vogt-Dyck	391.66	Isabelle Meunier	305.84	Tarra Keller	279.58	Ruth Ann MacDonald	265.48	Marlene Bridgman	258.46
Sue McElhanney	385.58	Nicole Bellemare	298.14	Shannon Marchyshyn	277.64	Judi Todd	263.40	Chantal Bisaillon	257.20

4% Club/Club 4 %

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

Natacha Dumont	\$168.17	Rebecca Jeanson	\$120.39	Marie Guevremont	\$117.66	Melanie Houle	\$101.61	Eileen Ramirez	\$96.01	Denise Beaulne	\$80.36
Debbi Bolton	149.50	Harinder Bhullar	120.20	Debbie Fennema	111.27	Ayda Bahrami	98.41	Valerie Drolet	96.00	Suzanne Rumball	80.08
Penny Byer	129.06	Deborah Derrick	120.13	Savitrî Beesham	106.76	Bethany MacIsaac	97.87	Shirley Geroux	92.91	Theresa Johnson	78.21
C. Smith-Nyabeze	128.57	Ginette Thibault	120.04	Tina Osmond	104.49	Manuela Mihaljevic	97.78	Natalie Groat	91.72	Lauren Detheridge	75.68
Sarah Appenheimer	124.05	S. Guillemot	120.01	Bev Crabb	102.86	Victoria Stinchcombe	97.05	Judy Paquette	83.61		

Gold Medal/Médailles d'or

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

LOUISA HODDINOTT Director/Directrice	JACQUELINE CULLEN Director/Directrice	MYCHELE GUIMOND Director/Directrice	CATHERINE LAROCHE Guylaine Comeau	PATRICIA EMOND France Grenier	KIM JONES Fiona Corby
YASMIN MANAMPERI Director/Directrice	SVITLANA AWOGBAMI Director/Directrice	MICHELE CUTLER Kim Conaghan	KIMBERLEY NELSON Darcey Smith-Heath	S. GREENWOOD-PLANTE Donna Melnychyn	TERESITA LLARINAS Agnes Loshusan

Silver Medal/Médailles d'argent

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

SHELLEY RECOSKIE Director/Directrice	SHEILA LEFEBVRE Director/Directrice	MICHELLE GURDEBEKE Director/Directrice	ALICE AGBAW Yvonne Tazem	LORI-LYNN WALOSCHUK Deanna Pease
JASBIR SANDHU Director/Directrice	DAWN NEUFELDT Director/Directrice	JULIE ALLARD Josée D'Anjou	HEIDI BARRIOS Lisa Craig	
DEANNA PEASE Director/Directrice	SONIA DUMAS Josée D'Anjou	BEATA NOWICKI Darcey Smith-Heath	JULIE TRINQUE Lucie Léveillé	

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Bronze Medal/Médailles de bronze

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

REINA HERAS
Director/Directrice
ELAINE MAELAND
Director/Directrice
CELSA PASMO
Director/Directrice
DEBBIE STRUTHERS
Director/Directrice
SUE MCELHANNEY
Director/Directrice

TARRA KELLER
Director/Directrice
ANGELA MURPHY
Director/Directrice
JOY NICAVERA
Director/Directrice
JOY BARBER
Fiona Corby
RUBA GEORGY
Ishali Mulchandani

JAMIE LAMPING
Joyce Bigelow
JENNY-LYNN SATHER
Director/Directrice
KAREN SHAPKA
Director/Directrice
VICKY AUBIN
Mireille Morin
GEETA BOODRAM
Ishali Mulchandani

MELANIE DIONNE
Lucie Léveillé
NADINE DUBE
Brigitte Raymond
RUPINDER GREWAL
Rajwinder Gill
MAURA LUCENTE
Sarah Robertson
MATHER MUSHANINGA
Prabjyot Gill

THERESA NYABEZE
Jacqueline Cullen
JUDY PAQUETTE
Mary-Lou Hill
SANDLY SENAT
Gloria Mayfield-Banks
CAROLINE SIMARD
Isabelle Meunier
PAMELA SITTTLER
Julie Fiala

New Team Leaders/Nouveaux chefs d'équipe

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

CHRISTINE BYRNE
Sonia Janelle
FRANCE CHAPUT
Sara Chowdhery

SHARON CYMERYS
Olive Ratzlaff
RECHIE DIAZ
Joy Nicavera

PATRICIA EMOND
France Grenier
TANYA FRENETTE
Beryl Apfelbaum

TERESITA LLARINAS
Agnes Loshusan
LYNN STEPHEN
Jacqueline Cullen

FLORAME TANIAN
Kelly Thomas-Petroff
PAT TOCK
Annette Guerrette

New Star Team Builders/Nouvelles Bâtisseuses d'équipe Étoile

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

SARAH APPENHEIMER
Marilyn Denis
VICKY AUBIN
Mireille Morin
AYDA BAHRAMI
Nadia Desroches
RACHEL BENSON
Dana Welch

JULIE BRASSARD
Darlene Ryan-Rieux
EMILIE CARDOSO LOUREIRO
Sonia Janelle
LAURENE COLLISON
Joyce Harnett
ROSEMARIE DAVIES
Jennifer Labaj

LIN DING
Cathy Webster
MELANIE DIONNE
Lucie Leveille
MELISSA HUSTON
Rita Samms
JANET KRUEGER
Carlene Kerr

HILDY LENNOX-PRICE
Kimberley Lougas
SONYA MARTENS
Karen Shapka
GAIL MULLOY
Mary Davies
TINA OSMOND
Barbara Bond

JODIE ROWLAND
Sylvia Smith
JENA TAGHVAI
Darcey Smith-Heath
LAURIE-ANN TRUSSLER
Brigitte Raymond
LOIS WILLUHN
Renee Daras

Independent Sales Director Grand Achievers Directrices des ventes indépendantes Grandes Gagnantes

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

Svetlana Awogbami

Sharon Carlson

Katie Pokrant

Teresa Lutterman

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

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

Charlene Efford
Arvinder Gill

Ana Maria Guevara
Ruba Georgy

Kim Jones
Fatema Khaku

Kimberley Nelson
Beata Nowidi

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

august 2009 recognition reconnaisances d'août 2009

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

NSD Commissions/Commissions DNV

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

Angie Stoker



\$17,583.00

Elena Sarmago \$9,437.00
Doreen Burggraf 8,584.00
Gloria Boyne 8,434.00
Bernice Boe-Malin 8,378.00

Renée Daras



\$14,198.00

Donna Lowry \$7,312.00
Anne Austin 7,309.00
Gail Adamson 6,801.00
Olive Ratzlaff 6,721.00

Brenda Summach



\$11,980.00

Sandy Campbell \$6,188.00
Philomena Warren 5,747.00
Susanne Felker 5,723.00
Darlene Ryan-Rieux 5,629.00

Dalene Allen



\$10,808.00

Linda MacDonald \$4,957.00
Marcia Grobety 4,762.00
Janice Connell 4,508.00
Donna Weir 5,029.00

Heather Armstrong



\$10,224.00

Debbie Mattinson \$3,562.00
Jane Kosti 2,923.00

Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of August. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en août.

Gail Adamson



Level 2/Niveau 2

Susanne Felker



Level 2/Niveau 2

Angie Stoker



Level 2/Niveau 2

Philomena Warren



Level 2/Niveau 2

Brenda Summach



Level 1/Niveau 1

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of August 31st, 2009. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 31 août 2009. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker	\$1,152,366.50	Brenda Summach	\$667,877.52	Elena Sarmago	\$414,892.14	Dalene Allen	\$359,005.19	Gloria Boyne	\$340,168.80
Heather Armstrong	961,857.95	Doreen Burggraf	476,608.04	Gail Adamson	366,845.50	Donna Lowry	347,928.50	Anne Austin	329,165.50

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Stars on the Ladder of Success/Étoiles sur l'Échelle du succès

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

Deanna Blue	\$5,367.25	Marilyn Thiessen	\$4,452.70	Julie Bédard	\$4,230.75	Eva Monninger	\$4,200.00	Nisha Perera	\$3,648.00
\$4,800		Christina Dorey	4,261.25	Jeannie Gauvreau	4,229.25	Cassandra Lay	3,807.20	Corinne Madsen	3,610.00
Claire Vandeweghe	4,617.25	Sylvie Matte-Pitre	4,245.75	\$4,200		Ellen Hatlevik	3,699.20	Kathryn Peate	3,600.25

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

\$3,600		Dorothy Osadzuk	\$2,802.20	Shaun Medeiros	\$2,400.00	Sharon Ouellette	\$1,975.25	Kendra Bray	\$1,839.00	Tonya Terry	\$1,804.50
Kim Kay	\$3,497.50	Wendy-Lynn Jones	2,755.45	Carol Smith	2,400.00	Kathy Roberts	1,972.45	Janet Dwilless	1,837.50	Gaby Morin	1,803.50
Shivonne Vienneau	3,318.95	Audrey Trach	2,736.45	Betty Lister	2,383.70	Dayna Kowton	1,959.75	Genevieve Gagnon	1,836.50	Alyssa Kindt	1,803.25
Ruth Ann MacDonald	3,311.20	Francis Cumby	2,705.75	Ana Mendonca	2,356.20	Maureen Corrigan	1,953.70	Marcia Amor	1,835.25	Dalyce Percy	1,803.00
Colleen Forrester	3,293.20	Nancy Murray	2,690.95	Ginger Halliday	2,289.50	Holly Schnell	1,936.20	Johanne Theroux	1,833.50	Korena Thorunson	1,803.00
Darlene Olsen	3,203.20	Nancy McEwen	2,571.45	Allyson Beckel	2,273.20	Nancy Small	1,932.25	Estrella Dos Santos	1,832.75	Bianka Garneau	1,802.50
Kathie McGann	3,189.95	Nicole Pharand	2,569.20	Susan Bannister	2,247.95	Frédérique Dubois	1,930.50	Lois Hirtz	1,831.45	Patricia Poole	1,802.50
Lorena Siemens	3,152.95	Marie Wagar	2,507.00	Julie Theroux	2,223.75	Esther Gallop	1,927.45	Rosalie Ansine	1,830.75	Mariya George	1,802.25
Jan Irwin	3,148.45	Melissa Segura	2,482.75	Debbie Parsons	2,222.95	Erinda Ursua	1,925.50	Karin Knight	1,830.25	Anna Gerochi	1,802.25
Lorna Randall	3,128.95	Marie York	2,477.95	Ayda Bahrami	2,169.50	Siivia Olivares	1,925.25	Narinder Bola	1,827.00	Laura Pembe	1,802.25
Marilyn Minshall	3,124.50	Bonnie Greer	2,453.25	Gail Hennig	2,150.20	Marie Monte	1,924.95	Na Chen	1,824.00	Sylvie Theriault	1,801.95
Jennifer Mitchelmore	3,088.00	Trish Salter	2,443.45	Lynn Hubley	2,136.95	Francisca Saenz	1,912.25	Genevieve Laramée	1,821.25	Melanie Gagne	1,801.75
Deanne Schryvers	3,027.00	Harjinder Sibbat	2,430.25	Cherry Cervito	2,118.75	Isabelle Leblanc	1,902.75	Gloria Berezowski	1,820.75	Mallory D'Amore	1,801.00
Linda Giesbrecht	3,010.45	Jacinthe Leclerc	2,425.50	Rose Hayden	2,092.70	Nanette Traill	1,895.50	Sandra Neufeld	1,820.20	Gabrielle Grenier	1,801.00
Sara Abell	3,005.75	Anna Sikora	2,424.25	Anna Leblanc	2,081.20	Marlene Commins	1,888.95	Ramandeep Bansi	1,819.00	Wendy Song	1,801.00
Vivian Chu	3,005.00	Shelley Klimosko	2,421.75	Monica Hunt	2,062.95	Lisa Molesky	1,888.50	My Ly	1,815.50	Lindsay Goetting	1,800.75
Holly Calvert	3,002.75	Debbie Arcon	2,410.25	Ilda MacHado	2,060.45	Jenny-Lynn Sather	1,886.20	Cassandra Aubrey	1,815.25	Nicole Martini	1,800.75
Christine Labege	3,002.00	Caroline Deboer	2,410.00	Susan Tu	2,055.50	Natacha Dumont	1,886.00	Ashley Rowberry	1,813.25	Loida Delos-Reyes	1,800.50
Stacey-Lee Meloche	3,001.00	Tania Kuhlman	2,410.00	Sarah Bardell	2,048.95	Lynn MacIntyre	1,881.50	Rae Naka	1,812.70	Lucie Hache	1,800.50
Maria Recio	3,001.00	Helen Lupena	2,409.20	Kathy Godfrey	2,044.70	Catherine Scott	1,877.50	Michelle Lapworth	1,812.00	Julia Stewart	1,800.50
Claire Galarneau	3,000.75	Taylor Francis-Grant	2,408.00	Julie Bernier	2,039.25	Corine Wagenaar	1,875.00	D. Sookdeo-Ramdass	1,812.00	Lili Motaghedi	1,800.25
Samantha Heinrichs	3,000.75	Annie Frenette	2,407.25	Valerie Berube	2,034.00	Donna Witt	1,873.45	Carrie Sims	1,811.00	Linda Munroe	1,800.25
Amanda Harnett	3,000.25	Megan Mussellam	2,404.00	Lynette Pagkaliwangan	2,017.50	Andrée-Anne Edisbury	1,870.50	Avril Celestin	1,809.45	Vilma Patane	1,800.20
Marjolaine Valence	3,000.25	Fang Chen	2,402.25	Margie Batkin	2,010.00	Brenda Conway Earle	1,859.00	Hyacinth Morrison	1,807.25	\$1,800	
\$3,000		Lupe Duenas	2,401.50	Melany Lizotte	2,006.25	Katharine Ross	1,857.25	Nicole Jolicœur	1,806.75	Céline Fréchette	1,800.00
Monica Noel	2,969.50	Christa Caruana	2,400.50	Bonnie Eidse	2,004.50	S. Jones-Luckovitch	1,856.00	Brigitte Raymond	1,806.45	Heather Graziano	1,800.00
Rita White	2,966.45	Leighann Larivière	2,400.50	Terry Burch	2,002.75	S. Thuraishingham	1,855.25	Marlene Vandrekar	1,805.50	Ruth Malone	1,800.00
Gail St. Croix	2,853.70	Pascale Mendi	2,400.50	Maribel Pilethiran	2,002.25	Sharon Robertson	1,850.70	Kirandeep Samra	1,805.25	Annik O'Rourke	1,800.00
Kristen Fullerton	2,813.75	\$2,400		Claudine Pouliot	1,997.70	Joanne Wilson	1,843.75	Julie Wong	1,805.25		
Anik Seguin	2,803.70	Marina Davidson	2,400.00	Gina Hormann	1,981.95	Jinny Cote	1,840.25	Kathy Whitley	1,804.95		

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

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

Josée D'Anjou	\$11,232.11	Lorraine McCabe	\$4,586.54	Donna Matthews	\$3,518.18	Shirley Fequet	\$2,994.47	Nicole Bellemare	\$2,573.47	Barb McKellar	\$2,305.32
Shannon Shaffer	8,599.87	Randhir Singh	4,485.30	Angela Hargreaves	3,443.71	Kathy Handzuik	2,885.44	Claudine Pouliot	2,551.05	Claudette Shorts	2,300.09
Donna Melnychyn	8,044.12	Sonia Janelle	4,376.89	Audrey Ehalt	3,442.31	Julie Ricard	2,857.92	Judith Richardson	2,546.36	Dierdre McKay	2,250.96
Harpreet Dhalwal	7,948.84	Guylaine Comeau	4,338.89	Harsimran Saini	3,369.61	Sarah Robertson	2,843.97	Jeri Pearce	2,543.94	Judi Todd	2,217.43
Mireille Morin	7,611.68	Teresa Ho	4,333.00	Donna Izen	3,349.43	Karen Taylor	2,842.93	Kathryn Milner	2,541.56	Guylaine Dufour	2,190.76
Agnes Loshusan	6,680.30	Elizabeth Farris	4,331.67	Jane Arsenault	3,346.33	Lisa Craig	2,838.58	Kathy Whitley	2,541.40	Isabelle Meunier	2,166.64
Yasmin Manamperi	6,376.64	Louise Fortin	4,222.11	Susie Leakvold	3,345.11	Ruby Chapman	2,821.47	M. Summach-Goetz	2,540.69	Shannon Cameron	2,164.74
Rajinder Rai	6,357.21	Eve Raymond	4,113.87	Jill Ashmore	3,334.70	France Légaré	2,797.35	Mychele Guimond	2,537.27	Kim Shankel	2,142.83
Sharon Coburn	6,103.10	Beverly Dix	4,086.54	Diane Burness	3,316.29	Joyce Bigelow	2,715.81	Rita Samms	2,519.67	Becky Lawrence	2,141.92
Darcey Smith-Heath	5,357.55	Janice Appleby	4,025.06	Linda Feldman	3,262.04	Josianne Boily	2,691.87	Debbie Parsons	2,502.04	Marilyn Bodie	2,140.14
Evelyn Ramanauskas	5,184.83	France Grenier	4,010.62	Diane Riddell	3,253.62	Darlene Olsen	2,691.34	Louise Boulanger	2,462.36	Shannon Cameron	2,133.65
Shirley Peterson	4,909.43	Claribel Avery	3,942.32	Wanda Groenewegen	3,185.45	Lucie Beauregard	2,649.01	Lynn Brady	2,452.98	Pat Paul	2,128.20
Frances Fletcher	4,758.74	Mary-Lou Hill	3,857.17	Shelley Recoskie	3,134.14	Rita White	2,635.52	Donella Sewell	2,414.74	Carol Hoyland-Olsen	2,104.00
Gladys MacIntyre	4,736.99	Nathalie Delisle	3,711.96	Liz Wodham	3,131.91	Jennifer Levers	2,633.09	Carol Heath	2,389.99	Barbara Bond	2,102.41
Mary Davies	4,717.66	Michelle Currie	3,662.86	Heather Cook	3,081.17	Pauline Richardson	2,605.23	Judy Toupin	2,389.46	Cheryl Page	2,099.15
Tamara Swatske	4,701.43	Ginette Desforges	3,649.26	Fiona Corby	3,077.54	Elaine Sciotte	2,603.23	Bonnie Vigue	2,372.67	Cathie Chapman	2,083.97
Susan Bannister	4,693.58	Kyla Buhler	3,647.73	Gaylene Gillander	3,014.68	Jasbir Sandhu	2,597.43	Susan Richardson	2,371.37	Julie Fiala	2,045.30
Ishali Mulchandani	4,614.76	Beryl Apfelbaum	3,584.56	Vaun Gramatovich	3,000.52	R. Courneya-Roblin	2,595.23	Monica Noel	2,359.41	Louisa Hoddnott	2,035.15
Teresa Alomar-Story	4,604.00	Shelley Haslett	3,547.22	Johanna Tobin	2,997.09	Elaine Fry	2,578.13	Ming Tsang	2,347.81		

Scoreboard/Tableau des résultats

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

Josée D'Anjou	\$66,263.90	Mireille Morin	\$43,720.40	Shirley Peterson	\$31,766.40	Elizabeth Farris	\$29,286.40	Diane Riddell	\$26,968.40	Harsimran Saini	\$25,493.40
Donna Melnychyn	50,316.90	Yasmin Manamperi	36,002.90	Darcey Smith-Heath	31,394.40	Louise Fortin	28,032.40	Susie Leakvold	26,834.90	Mary-Lou Hill	25,419.90
Shannon Shaffer	50,204.40	Frances Fletcher	33,211.40	Tamara Swatske	30,001.40	Lorraine McCabe	27,880.40	Janice Appleby	26,539.40	Liz Wodham	25,162.90
Agnes Loshusan	44,776.90	Rajinder Rai	32,840.90	Ishali Mulchandani	29,457.90	Teresa Alomar-Story	27,420.90	Sharon Coburn	26,462.50	Guylaine Comeau	25,139.90
Harpreet Dhalwal	44,445.40	Susan Bannister	32,132.90	Evelyn Ramanauskas	29,351.40	Nathalie Delisle	27,040.50	Randhir Singh	25,690.40	France Grenier	25,062.40

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVÉS ET AVOIR AU MOINS UNE RECRUTEMENT ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVÉS DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Scoreboard (continued)/Tableau des résultats (suite)

Gladys MacIntyre	\$24,837.90	Gaylene Gillander	\$23,570.00	Claudine Pouliot	\$22,323.90	Josianne Boily	\$21,413.40	Donella Sewell	\$20,581.50	Louise Boulanger	\$20,035.90
Mary Davies	24,526.40	Shirley Fequet	23,387.90	Jeri Pearce	22,214.50	Carol Heath	21,197.40	Jill Ashmore	20,533.90	Darlene Olsen	20,027.90
Sonia Janelle	24,228.90	Beverly Dix	23,177.40	Kathy Whitley	22,175.40	Monica Noel	20,914.00	R. Courneya-Roblin	20,440.90	Claudette Shorts	20,001.40
Linda Feldman	24,000.40	Donna Izen	22,893.00	Teresa Ho	22,156.90	Joyce Bigelow	20,856.40	Jennifer Levers	20,192.90		
Eve Raymond	23,933.40	Michelle Currie	22,873.40	Rita Samms	21,870.40	Sarah Robertson	20,676.40	Barb McKellar	20,081.90		
Rita White	23,623.40	Beryl Apfelbaum	22,839.40	Donna Matthews	21,689.40	Lisa Craig	20,593.50	Pauline Richardson	20,080.40		

Top Recruiting Units/Meilleurs groupes en recrutement

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

Québec – Josée D'Anjou
Ontario – Agnes Loshusan
Alberta – Donna Melnychyn
Ontario – Ishali Mulchandani

Québec – Ève Raymond
Québec – France Grenier
British Columbia/Colombie-Britannique – Sarah Robertson
Ontario – Melissa Dunn

Saskatchewan – Charlene Blackstar
British Columbia/Colombie-Britannique – Harpreet Dhaliwal

Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Shivonne Vienneau
British Columbia/Colombie-Britannique – Jenna Fortin
Manitoba – Linda Giesbrecht
New Brunswick/Nouveau-Brunswick – Esther Gallop
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Loretta Cornick

Nova Scotia/Nouvelle-Écosse – Dawn Kelly Houle
Nunavut – Madeleine Okalik
Northwest Territories/Territoires du Nord-Ouest – Mandy Pond
Ontario – Deanna Blue
Prince Edward Island/Île-du-Prince-Édouard – Kimberly Smith

Québec – Mélanie Grégoire
Saskatchewan – Darlene Olsen
Yukon – Sarah Charlie

12% Club/Club 12 %

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

Liz Wodham	\$1,258.07	Sharon Coburn	\$806.98	Carol Heath	\$690.69	Georgine Cook	\$611.88	Cherry Cervito	\$558.63	Teresa Ho	\$520.44
Kyla Buhler	1,097.71	Randhir Singh	802.16	Marie Gilbert	687.33	Yasmin Manamperi	610.44	Lorraine McCabe	555.68	Catherine Laroche	514.35
Evelyn Ramanauskas	1,030.86	Joyce Bigelow	772.19	Lynda Switzer	685.97	Audrey Ehalt	606.35	Linda Gingrich	539.82	Nicole Bellemare	511.28
Shirley Fequet	1,028.72	Sandra Korte	734.31	S. Greenwood-Plante	672.69	Pamela Sittler	603.18	Susan Richardson	539.33	Larisa Day	506.55
Claudine Pouliot	997.14	Tamara Swatske	731.88	Maria Bennett	671.27	Angela Hargreaves	593.75	Eve Raymond	533.78	Elaine Sicotte	506.54
Mychele Guimond	967.55	Joy Zaporozan	722.16	Kathy Whitley	662.70	Deanna Pease	591.47	Alice Agbaw	527.97	Fran Sorobey	505.01
Gladys MacIntyre	914.30	Rita White	719.42	Debra Brown	648.30	T. MacFarlane-Kelly	568.83	Nancie Lachance	525.75	Susie Leakvold	503.76
Rajinder Rai	876.83	Diane Burness	703.53	Louise Fortin	631.02	Brenda Cooper	567.39	Shannon Cameron	523.98	Janet Taylor	503.40
Harpreet Dhaliwal	818.93	Jennifer Levers	700.34	Claribel Avery	617.33	Monica Noel	561.42	Sophia Lin	522.54		
Linda Feldman	807.95	Johanna Tobin	699.50	Michelle Currie	615.51	Lisa Craig	560.37	Joan Elliott	521.99		

8% Club/Club 8 %

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

Marelle Savoie	\$606.58	Joyce Harnett	\$412.02	Nathalie St-Pierre	\$334.82	Donna L. Fidler	\$313.74	Andrea Thorrougood	\$295.94	Dileeni Weerasinghe	\$265.50
Faida Ahadi	568.22	Céline Fréchette	381.64	Bonnie Newton	324.52	Heather Oldenburg	311.08	Nadia Desroches	290.02	Judi Todd	257.76
Teresita Llarinas	440.22	Sandra Neufeld	345.78	Sarah Robertson	323.70	Louise Desy	309.70	Kathy Quilty	285.80	Bonnie Eidse	256.06
Pauline Richardson	433.04	Irma Vogt-Dyck	345.50	Glynis E. MacDavid	319.68	Trish Courchaine	299.90	Marina Mason	283.40	Ashley Langevin	252.38
Debbie Struthers	424.58	Kitty Babcock	343.77	Freddelnye Labossière	315.10	Donna McLean	298.24	Ginette Desforges	272.84		

4% Club/Club 4 %

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

Lorraine Delangis	\$188.91	Diane L. Cliffe	\$133.37	Marie Harty	\$100.28	Ying Li	\$96.09	Jasvir Kaur	\$84.85	Judy Paquette	\$78.39
Louise Carroll	184.69	Christine Preney	133.19	Samantha Scobey	99.31	Julie St-Germain	96.02	Carole Manseau	84.10	Manuela Mihaljevic	78.37
Danielle Pimentel	170.45	Tanya Wiltshire	120.23	Catherine Lemay	98.98	Sandra Gould	94.83	Dorothy Newell	83.43	Anne-Marie Levesque	77.92
Stéphanie Grenier	169.23	Laurie Tjahjadi	120.20	Kirandeep Sekhon	97.21	Jennifer Slay	94.02	Donna Schultz-Abel	83.36	Karen Villeneuve	75.44
Pierrette Hache	160.43	Danielle Frenette	120.08	Lindsey Sikora	96.97	Joy Hoskin	89.92	Bobbie Ahluwalia	82.16		
Glenda Sinyard	145.92	Kari Dufour	120.04	Lynda Gullely McInnis	96.83	Anne-Marie Salvas	88.95	Manal Sayeg	82.13		
Rebecca Campbell	144.63	Tannas Ross	120.01	Becky Virgin	96.40	Michele Hatley	87.76	Judith Poulin	81.57		
Maribel Pilethiran	138.18	Joanne Moss	114.15	Caroline Golphin	96.37	Denise Beaulne	86.57	Shagufa Marikar	80.09		

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Gold Medal/Médailles d'or

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

CHERYL NEUMAN
Director/Directrice
YASMIN MANAMPERI
Director/Directrice
NANCIE LACHANCE
Director/Directrice

RANDHIR SINGH
Director/Directrice
FRANCE GRENIER
Director/Directrice
FAIDA AHADI
Agnes Loshusan

JULIE ALLARD
Josée D'Anjou
S. GREENWOOD-PLANTE
Donna Melnychyn
NANETTE TRAILL
Melissa Dunn

ANGELA HOFFMANN
Agnes Loshusan
CYNTHIA JOHNSON
Charlene Blackstar
LUBA KING
Sarah Robertson

LYNETTE PAGKALIWANGAN
Donna Melnychyn
MARELIE SAVOIE
Josée D'Anjou
PAMELA SITTLER
Julie Fiala

Silver Medal/Médailles d'argent

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

CAROL HEATH
Director/Directrice
ELAINE MAELAND
Director/Directrice

SHELLEY HASLETT
Director/Directrice
RUBA JEORGY
Ishali Mulchandani

EVE RAYMOND
Director/Directrice
DEBRA BROWN
Shannon Shaffer

CHERRY CERVITO
Donna Melnychyn
FREDELYNE LABOSSIERE
Sonia Janelle

MAURA LUCENTE
Sarah Robertson
CHRIS MILLER
Director/Directrice

Bronze Medal/Médailles de bronze

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

HARPREET DHALIWAL
Director/Directrice
BARBARA BERVEN
Director/Directrice
JACQUELINE CULLEN
Director/Directrice
LISA CRAIG
Director/Directrice
MYCHELE GUIMOND
Director/Directrice

TINA KAPEL
Director/Directrice
DIANE BURNES
Director/Directrice
DEANNA PEASE
Director/Directrice
PRABJYOT GILL
Director/Directrice
CHARLOTTE DANQUAH
Director/Directrice

SHARON ROBERTSON
Director/Directrice
LOUISE FORTIN
Director/Directrice
MILDRED HIEBERT
Director/Directrice
TERRY BURCH
Noreen Kroetsch
CLAUDINE POULIOT
Director/Directrice

SARAH BARDELL
Director/Directrice
LORRAINE DELANGIS
Kathy Quilty
ANGELA FOREMAN-BOBIER
Anita Garrett-Roe
CHANTALE LEPAGE
Eve Raymond
VALERIA MANCILLA
Teresa Alomar-Story

SHANNON MARCHYSHYN
Chrissy Novak
SONYA MARTENS
Karen Shapka
BONNIE NEWTON
Michelle Summach-Goetz
CHRISTINE PRENEY
Karen Taylor
SARAH ROBERTSON
Director/Directrice

ASHLEY ROWBERRY
Kelly Olin
SHARON SANSOM
Janet Reid
MANAL SAYEG
Ishali Mulchandani
LYGIA VALCOURT
Beryl Apfelbaum

New Team Leaders/Nouveaux chefs d'équipe

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

ALICE AGBAW
Yvonne Tazem
SARAH APPENHEIMER
Marilyn Denis
CORI BUCKINDALE
Karen Schamehorn

SERENA GODMAIRE
Belinda Dunlop
LOUISE HAYES
Ruth Decker
JOSÉE BEAULIEU
Nicole Bellemare

LUBA KING
Sarah Robertson
MURYELLE LACHANCE
Josée D'Anjou
CHANTALE LEPAGE
Eve Raymond

MAURA LUCENTE
Sarah Robertson
SONYA MARTENS
Karen Shapka
LYNETTE PAGKALIWANGAN
Donna Melnychyn

J. LISA PALLAN
Debbie McLaughlin
MARIA PEREZ
Giovanna Russo-Nardelli

New Star Team Builders/Nouvelles Bâtisseuses d'équipe Étoile

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

ANNE BOX
Veronica Spanton
FRANCE CLOUTIER
Cynthia Martel
MARIE-CHANTAL DUCHARME
Sophie Chrétien

ISABELLE FAUCHER
Luisa Rallo
JULIA JODOIN
Marie Monte
HARJINDER KAUR
Randhir Singh

BETHANY KEMP
April Toth
RHONDA KHANI
Mary O. Ogunyemi
CARLEEN KOSKI-QUAYE
Cheryl Tessari

CHRISTINE PRENEY
Karen Taylor
AMBER RAILL
Debbie Struthers
CAROLINE SIMARD
Isabelle Meunier

SUKHRAJ TUT
Jasbir Sandhu
JO-ANNE VIENNEAU
Lucie Beauregard
LAURI WAGNER
Brenda Cooper

Independent Sales Director Grand Achievers Directrices des ventes indépendantes Grandes Gagnantes

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

Brenda Cooper

Nadia Desroches

Bonny McComb

Noreen Kroetsch

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

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

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

Debra Brown

Cherry Cervito

Sylvianne Greenwood-Plante

Marelie Savoie

Pamela Sittler

Dean's List Achiever/Liste des meilleures performances

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



Louise Fortin (Upton, QC)
National Area/Famille nationale: Angie Stoker
Debut/Débuts: July/Juillet 2008

Honor Society Achiever/Championne Société d'honneur

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



Gina Hormann (Hinton, AB)
National Area/Famille nationale: Brenda Summach
Debut/Débuts: September/Septembre 2008

Fabulous 50s Achiever/Championne Fabuleux 50

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



Melissa Dunn (Lindsay, ON)
National Area/Famille nationale: Doreen Burggraf
Debut/Débuts: March/Mars 2009

On The Move Achievers (formerly On The Write Track) Championnes En marche! (anciennement Sur la bonne voie)

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

Sarah Bardell

Sarah Robertson

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

september 2009 recognition

reconnaisances de septembre 2009

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

NSD Commissions/Commissions DNV

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

Angie Stoker



\$27,575.00

Renée Daras



\$19,922.00

Heather Armstrong



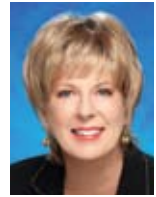
\$19,489.00

Brenda Summach



\$16,465.00

Doreen Burggraf



\$16,184.00

Bernice Boe-Malin \$14,074.00
Dalene Allen 13,396.00
Gail Adamson 13,320.00
Gloria Boyne 12,133.00

Olive Ratzlaff \$11,719.00
Donna Lowry 11,649.00
Elena Sarmago 11,439.00
Marcia Grobety 10,880.00

Anne Austin \$10,080.00
Susanne Felker 9,854.00
Sandy Campbell 9,354.00
Darlene Ryan-Rieux 8,009.00

Janice Connell \$7,421.00
Linda MacDonald 7,415.00
Philomena Warren 6,672.00
Debbie Mattinson 6,527.00

Donna Weir \$5,367.00
Jane Kosti 4,952.00

Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of September. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en septembre.

Gail Adamson



Level 2/Niveau 2

Susanne Felker



Level 2/Niveau 2

Angie Stoker



Level 1/Niveau 1

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of September 30th, 2009. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production de famille au détail des Directrices nationales des ventes indépendantes non affiliées pour l'année Séminaire en date du 30 septembre 2009. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Angie Stoker	\$1,985,671.50	B. Summach	\$1,169,383.39	Elena Sarmago	\$690,856.19	Dalene Allen	\$608,568.34	Donna Lowry	\$570,206.00
H. Armstrong	1,613,045.93	Doreen Burggraf	845,128.81	Gail Adamson	655,332.00	Gloria Boyne	606,400.80	Susanne Felker	546,658.00

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Stars on the Ladder of Success/Étoiles sur l'Échelle du succès

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

Shelley Recoskie	\$11,272.00	Sonia Dumas	\$4,494.75	Berit Kay	\$4,208.50	Cassandra Lay	\$3,956.00	Lorna Hosker	\$3,811.75	Zehra Allibhai	\$3,610.50
Nicole Webb	4,810.00	Judy Krelowe	4,489.50	Anne Heitrich	4,202.75	Linda Giesbrecht	3,941.00	Ineke Koster	3,640.25	Louise Ann Brunet	3,603.75
\$4,800		Deanna Blue	4,406.50	Valerie Tavernier	4,200.50	Amoreena Murray	3,925.50	Beverly Typer	3,626.25	Anwar Hermiz	3,602.50
Crystal Wallin	4,501.00	Tracy Hoey	4,277.25	\$4,200		Francis Cumby	3,899.50	Lena Ferland	3,624.25	\$3,600	

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

Bonnie Eidse	\$3,585.50	Amineh Parvizi	\$2,483.75	Phyllis Ticco	\$2,159.25	Marjan Willett	\$1,882.50	Caroline Vincent	\$1,811.00	Nievelyn Nastor	\$1,802.25
Michele Thomson	3,485.00	Theresa Kunyk	2,479.75	Christene Briks	2,156.50	Gina Hormann	1,880.25	Josée Pare	1,809.75	Nicole Phillips	1,802.25
Ashley Hunt	3,311.75	Pat Paul	2,463.50	Linda Graham	2,134.00	Sharon Ouellette	1,871.50	Joanne Sanders	1,809.25	Ann Alexander	1,802.00
Ellen Whiting	3,267.75	Kathleen Pease	2,454.00	Heather Loshack	2,130.00	Cindy Levesque	1,868.50	Krystel Houle-Rheaume	1,807.00	Lakhwinder Punia	1,802.00
Georgine Cook	3,213.75	Kristyn Hubbard	2,441.25	Teresta Llarinas	2,117.50	Mendez Quiroz	1,868.50	Valérie Laflamme	1,807.00	Lori Roche	1,802.00
Colleen Listro	3,195.50	Melina MacDonald	2,441.00	Ruth Ann MacDonald	2,106.25	Marielle Bissonnet	1,864.50	Sharon Myles	1,807.00	Hardeep Buttar	1,801.75
Tammy Haldin	3,186.25	Dorinda Janssen	2,438.25	Marie-Josée Dery	2,103.00	Adrienne Taylor	1,864.00	Elizabeth May	1,807.00	Ariana Leroux	1,801.75
Cheryl Labbie	3,146.25	Debra Brown	2,419.00	Ashley Wiebe	2,073.50	Kristy Yarmuch	1,862.75	Nora Davis	1,806.50	Ronnie Montgomery	1,801.75
Giselle Marmos	3,130.00	Vicky Aubin	2,415.25	Gloria Fitt	2,061.75	Elaine Maeland	1,862.25	Helen Dumlaio	1,806.50	Marlyon Markos	1,801.75
Valery Maynard	3,105.00	Anahid Karimi	2,414.00	Marie Pinsonneault	2,055.00	Sharon Schmidt	1,860.75	Melanie Dubois	1,806.50	Jacqueline McGuire	1,801.75
Manon Dumas	3,100.25	Anne Hodgson	2,409.75	Monica Virtue	2,049.75	Mirela Cristea	1,856.50	Tamar Vaillant	1,806.50	Leslie Fowler	1,801.50
Solveig Siemens	3,046.75	Sarah Bardell	2,408.50	Naomi Scott	2,041.75	Andrea Edwards	1,853.75	Zubia Ahi	1,806.25	Kristina Lovric	1,801.25
Natalie Dawes	3,033.00	Josee Larocque	2,408.00	Sabrina Aube	2,038.00	Najuli Jessa	1,851.50	Karamjit Brar	1,806.25	Marie-Noelle Binette	1,801.00
Estrella Dos Santos	3,027.75	Tannas Ross	2,405.50	Cheri Stefanucci	2,026.00	Shelsey Jarvis-Cayer	1,848.25	Susan Gaudet	1,806.25	Susan Bungay	1,801.00
Sara Laliberte	3,026.75	Cathy Breen	2,404.00	Viv Bonin	2,025.50	Margaret Good	1,844.50	Nadine Messervier	1,806.00	Lurlene Grey	1,801.00
Yvonne Carnduff	3,026.25	Lisa-Marie Hawkins	2,403.50	Wendy-Lynn Jones	2,007.00	Jennifer Hietala	1,840.00	Asha Nayak	1,806.00	Alice Ndanyuzwe	1,801.00
Glenda Laberge	3,020.50	Caroline Morin	2,402.25	Ghislaire Sincennes	2,003.75	Sharon Korol	1,838.25	Nancy Hann	1,805.75	Josianne Boily	1,800.75
Andrea Wenzoski	3,005.50	Melanie Manning	2,402.00	Jenny-Lynn Sather	2,001.50	Catherine Tannock	1,837.25	Jenny Foran	1,805.75	Jacynthe Begin	1,800.75
Fanny Gobeil	3,005.25	Christiane Dery	2,401.25	Mary Humber	1,999.50	Seema Sharma	1,834.50	Melanie Marchessault	1,805.75	Arlene Dahl	1,800.75
Chantal Desmarais	3,005.00	Allison Smith	2,401.00	Nadia Cantin	1,991.50	Katherine Henkelman	1,833.50	Patty Neuner	1,805.75	Gurshinder Dhalwal	1,800.75
Jan Scime	3,001.50	Annie Demers	2,400.50	Linda O'Grady	1,975.75	Cynthia Vermeer	1,833.50	Irma Vaughan	1,805.75	Christina Prachnau	1,800.75
Aislinn Dryden	3,001.25	Amy Shaw	2,400.50	Mary Lee Plemel	1,972.25	L. Pagkaliwangan	1,831.25	Edna Perez	1,805.50	Aude Turgeon	1,800.75
Lesley Tovey	3,000.50	Lacey Johnson	2,400.25	Charmaine Lacoursière	1,967.25	Wilma Cruz	1,829.50	Fatima Zohra	1,805.50	Sylvie Bardin	1,800.50
Elaine Bracconier	3,000.25	C. Pommerville-Lamarch	2,400.25	Thricia Friesen	1,960.75	Bernice Willmott	1,828.00	Lena Johnson	1,805.25	Christine Bobye	1,800.50
Katel Couture	3,000.25	Christiana Poirier	2,400.25	Alicia Plosz	1,957.25	Melissa Gamache	1,827.50	Christine Spina	1,805.25	Kuljit Dhalwal	1,800.50
Linda Hood	3,000.25	\$2,400		Rebecca Roy	1,949.50	Correne Bruun	1,827.00	Sarah Watts	1,805.00	Jennifer Erb	1,800.50
Tara Rodas	3,000.25	Heather Knee	2,400.00	Fabyenne Dubois	1,947.00	Christine Neale	1,826.75	Agnes Born	1,804.75	Aimee Jewell	1,800.50
\$3,000		Christie Man	2,371.50	Vanessa Robinson	1,940.25	Atoosa Moini	1,825.25	Marion Taylor	1,804.75	Laurie Primeau	1,800.50
N. Hennerbichler	3,000.00	Sue McElhanney	2,366.50	Marthe Harvey	1,937.75	Delores Drebet	1,824.75	Kristina Andrews	1,804.50	Pamela Adamson	1,800.25
Ellen Hatlevik	2,931.50	Kerry Rice	2,326.00	Mariana Oleinic	1,936.50	Teresa Da Silva-Avila	1,823.50	Patricia Poole	1,804.50	Amanda Dueck	1,800.25
Lorena Siemens	2,862.50	Jeri Pearce	2,318.25	Rebecca Irving	1,931.25	Nemia Guleng	1,823.50	Louise Cordeiro	1,804.25	Carly Hubbard	1,800.25
Rita White	2,849.00	Brenda Steele	2,292.50	Erna Voth	1,931.25	Laura Howley	1,823.25	Francesca Dorey	1,804.25	Josée Beaulieu	1,800.25
Marites Navarro	2,831.25	Claudine Pouliot	2,279.50	Genevieve Cote	1,925.50	Joy Zaporozan	1,822.75	Laura-Jean Dawe	1,804.25	Angela Kimmie	1,800.25
Susan Prosser	2,784.00	Allyson Beckel	2,269.50	Amanda Harnett	1,925.50	Johanne Girard	1,822.50	Irja Virtanen	1,804.25	Angela Kershaw	1,800.25
Luba King	2,769.00	Joanne Hughan	2,268.50	Jocelyne Fortin	1,925.00	Gul Hou	1,821.75	Kamalvir Buttar	1,804.00	Adriana Toogood	1,800.25
Dorothy Osadzuk	2,761.00	Johanna Tobin	2,267.25	Terina Stenger	1,918.00	Karamjit Kandhola	1,821.75	Jen Czuba	1,804.00	Yanju Wang	1,800.25
Darlene Bakker	2,722.50	Leigh Van Staveren	2,255.50	Lynn Maidment	1,910.75	Erika Lavers	1,821.75	Susan Smith	1,804.00	\$1,800	
Carol Heath	2,702.50	Katie Boulette	2,254.25	Barbara Lafond	1,909.75	Jennifer Hetherington	1,820.25	Debra-Lynn Bowes	1,803.75	Carole Bourgault	1,800.00
Shannon Cameron	2,684.00	Sherry Gilbert	2,250.25	Leila Segall	1,909.50	C. Picard-Maltais	1,819.25	Mary O. Ogunyemi	1,803.75	Lynne Billings	1,800.00
April Klippenstein	2,676.50	Juliet Creary	2,244.25	Julia Moulard	1,908.00	Bonita Cheddie	1,819.00	Satinder Janjua	1,803.50	Genevieve Beaudoin	1,800.00
Marjo Belknap	2,669.00	Jeanette Lavery	2,244.00	Victoria Stinchcombe	1,908.00	Josee Lamothe	1,819.00	Ravinder Kaur	1,803.50	Shera Bailey	1,800.00
Esther Gallop	2,667.00	Kristen Fullerton	2,233.75	Tara Green	1,903.25	Raizza Cervito	1,818.25	Mera Chung	1,803.25	Theresa O'Brien	1,800.00
Karen Kean	2,640.75	Lorrie Henke	2,217.25	Zoila Hernandez	1,900.50	Eleanor Brockington	1,815.50	Diane Abbott	1,803.00	Kristin Scott	1,800.00
Danielle Bourgault	2,640.00	Patricia Brogan	2,205.00	Cherry Cervito	1,896.75	Elaine Crawford	1,815.00	Wendy Dawson	1,803.00	Marci Wilson	1,800.00
Kylie Martin	2,627.25	Susan Dart	2,193.25	Angela Gyamfi	1,896.25	Megan Ferguson	1,813.75	Tracy Campbell	1,803.00	Marika Wiseman	1,800.00
France Mimeault	2,566.75	Mary Newton	2,189.00	Wanda House	1,895.25	Allen Ramirez	1,813.75	Mary Gopez	1,803.00		
Paymaneh Varahram	2,529.00	Sylvie Cassista	2,175.75	Kimberley Martens	1,894.75	Kristine Sivertson	1,812.50	Sharon Sansom	1,803.00		
Lucie Verreault	2,521.00	Katrina McKee	2,170.75	Sophie Legault	1,892.25	Stella Juma-Anderson	1,811.25	Genevieve Daunais	1,802.75		
Connie Graham	2,517.75	Jennifer Tersigni	2,168.00	Heidi Collins	1,889.50	Dalwinder Sanghera	1,811.25	Sandra Neufeld	1,802.75		
Amy Klassen	2,514.00	Eileen Jessup	2,159.75	Betty Lister	1,883.75	Darlene Basky	1,811.00	Rose Mbaga	1,802.25		

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

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

Shannon Shaffer	\$11,364.30	Shirley Peterson	\$6,255.57	Susie Leakvold	\$5,382.84	Wanda Groenewegen	\$4,719.84	France Légaré	\$4,259.65	Jill Ashmore	\$3,978.90
Donna Melnychyn	10,312.64	Eve Raymond	6,162.83	Harpreet Dhalwal	5,314.53	Beverly Dix	4,693.85	Ginette Desforges	4,250.59	Marilyn Bodie	3,968.98
Mireille Morin	8,656.76	Donna Izen	5,816.74	Donna Matthews	5,147.96	Heather Cook	4,605.07	Nathalie Delisle	4,242.90	R. Courneya-Roblin	3,962.76
Josée D'Anjou	7,765.51	Evelyn Ramanauskas	5,785.22	France Grenier	4,964.12	Claribel Avery	4,575.98	Ishali Mulchandani	4,180.07	Bonnie Vigie	3,919.64
Shelley Recoskie	7,322.86	Yasmin Mananperli	5,718.49	Susan Bannister	4,954.48	Lucie Beaurgard	4,558.85	Mary O. Ogunyemi	4,139.42	Louise Fortin	3,758.61
Darcey Smith-Heath	7,181.70	Shelley Haslett	5,572.61	Tamara Swatske	4,911.77	Kathy Handzuik	4,429.77	Teresa Ho	4,130.77	Pat Paul	3,741.98
Sharon Coburn	6,750.54	Elaine Maeland	5,565.62	Fiona Corby	4,865.47	Gladys MacIntyre	4,380.91	Angela Hargreaves	4,048.48	Sarah Robertson	3,716.86
Randhir Singh	6,718.06	Rajinder Rai	5,547.15	Louise Boulanger	4,821.62	Guyaine Dufour	4,316.22	Sonia Janelle	3,984.87	Elaine Fry	3,713.44
Kyla Buhler	6,398.37	Karen Taylor	5,467.12	Mary Davies	4,769.67	Carol Heath	4,281.14	Isabelle Meunier	3,981.89	Louise Duchesne	3,708.10

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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

Johanna Tobin	\$3,703.12	Susan Richardson	\$3,209.22	Vaun Gramatovich	\$2,824.21	Karen Hollingworth	\$2,525.26	Lenore Oughton	\$2,283.94	Chantal St-Denis	\$2,135.02
Martine Richard	3,700.74	Guylaine Comeau	3,190.16	M. Summach-Goetz	2,803.29	Georgie Anderson	2,476.12	Joanne Manol	2,276.10	Danielle Theriault	2,133.12
Jasbir Sandhu	3,682.32	Ashley Wiebe	3,127.21	Jane Arsenaault	2,802.22	Phyllis Hanford	2,467.46	Julie Ricard	2,263.96	Fernanda Silva	2,133.02
Lorraine McCabe	3,623.29	Audrey Ehalt	3,117.03	Lorrie Henke	2,765.66	Barbara Bond	2,466.49	Sherry Gilbert	2,258.73	Donna Witt	2,131.34
Jennifer Levers	3,620.09	Beryl Apfelbaum	3,100.11	Maria Bennett	2,761.42	Judi Todd	2,450.17	Sharlene Bukurak	2,239.20	Nathalie Bisaillon	2,130.58
Chrissy Novak	3,576.26	Shannon Cameron	3,096.51	Louisa Hoddinott	2,702.16	Giselle Marmus	2,436.17	Dierdre McKay	2,234.05	Allyson Beckel	2,124.02
Linda Feldman	3,553.37	Darlene Olsen	3,075.06	Betty Lister	2,689.60	Pam Behnke-Van Hoof	2,431.04	Joyce Goff	2,223.44	Linda Gingrich	2,123.85
Liz Wodham	3,525.27	Beryl Apfelbaum	3,070.37	Debbie McLaughlin	2,684.06	Lori Rennich	2,396.75	Fay Hoiness	2,207.10	Carolyn Noftall	2,121.97
Pauline Richardson	3,520.10	Michelle Currie	3,051.74	Angella Maynard	2,663.24	Chantal Bisaillon	2,393.26	Shirley Austin	2,203.33	Kimberley Boudreau	2,106.59
Fran Sorobey	3,518.77	Heidi McGuigan	3,045.12	Kathy Quilty	2,631.73	Ellen Hatlevik	2,383.27	Paulette Nimco	2,192.20	Bonnie Harman	2,104.71
Jeri Pearce	3,509.22	Frances Fletcher	3,023.48	Ming Tsang	2,631.35	Janne Ward	2,369.85	Mandeep Bambrab	2,191.30	Joy Zaporozan	2,098.21
Monica Noel	3,472.39	Judy Buchanan	3,012.00	Kathy Whitley	2,626.23	Theresa Nielsen	2,369.81	Joy Nicavera	2,190.36	Carol Adams	2,090.41
Joyce Bigelow	3,434.72	Kitty Babcock	2,993.64	Judith Richardson	2,622.86	Rebecca Irving	2,365.23	Anna Leblanc	2,185.51	Pauline Campbell	2,088.36
Jacqueline Cullen	3,429.75	Beryl Page	2,992.67	Janice Appleby	2,594.19	Chantal Rivard	2,350.47	Claudine Pouliot	2,185.28	Mary-Lou Hill	2,081.12
Elizabeth Farris	3,336.29	Angela Dean	2,977.64	Colleen Hendrickson	2,591.86	Rita White	2,330.00	Nicole Bellemare	2,178.50	Anne Marie Palumbo	2,076.08
Diane Riddell	3,324.84	Louise Desy	2,965.27	Johanne Girard	2,574.42	Sandra Neufeld	2,327.40	Lois Hirtz	2,177.03	Sophie Audet	2,066.80
Maureen Corrigan	3,324.52	Pamela Kanderka	2,962.52	Debbie Chapman	2,570.08	Marilyn Clark	2,313.33	Linda Moreau	2,175.24	Judy Toupin	2,061.88
Agnes Loshusan	3,249.80	Elaine Scotte	2,928.64	Melissa Dunn	2,551.35	Peggy Denomme	2,309.98	Harsimran Saini	2,171.58	Laureen Miller	2,061.00
Shirley Fequet	3,244.46	Gaylene Gillander	2,921.77	Diane Burness	2,550.20	Kim Shankel	2,307.80	Kathy Roberts	2,156.22	Victoria Wakulchik	2,048.33
Ruby Chapman	3,240.74	M-J Bourdages	2,917.60	Josianne Boily	2,540.37	Margaret Courneyea	2,302.57	Barb McKellar	2,155.02	Becky Lawrence	2,015.14
Mychele Guimond	3,232.75	Lorraine Upwards	2,885.54	Lindsay Lewis	2,539.69	Angie Fedorchuk	2,302.50	Barbara Martin	2,153.69	Irma Vogt-Dyck	2,008.23
Esther Gallop	3,225.36	Kathryn Milner	2,839.01	Cassandra Lay	2,530.39	Rae Naka	2,301.92	Sheila Lefebvre	2,153.33	Joeline Jean-Claude	2,004.14
Carol Hoyland-Olsen	3,219.58	Rita Samms	2,825.93	Lynn Brady	2,527.07	Pat Monforton	2,286.49	Darla Lutwick	2,136.53		

Scoreboard/Tableau des résultats

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

Shannon Shaffer	\$84,865.00	Wanda Groenewegen	\$35,560.00	Harpreet Dhaliwal	\$30,578.50	Michelle Currie	\$26,422.50	Louiselle Duchesne	\$23,151.00	Susan Richardson	\$21,368.00
Donna Melnychyn	64,367.00	Fiona Corby	35,417.50	Monica Noel	30,344.50	Jennifer Levers	26,068.50	Kitty Babcock	23,134.00	Lorraine Upwards	21,316.00
Shelley Recoskie	55,568.50	Jill Ashmore	34,957.50	Louise Fortin	30,132.50	Isabelle Meunier	26,030.00	Audrey Ehalt	22,991.00	Ellen Hatlevik	21,281.00
Mireille Morin	54,746.50	Mary Davies	34,600.50	Gladys MacIntyre	30,119.00	Cheryl Page	26,026.00	Janice Appleby	22,987.50	Theresa Nielsen	21,019.00
Randhir Singh	53,621.00	Beverly Dix	33,654.50	Guyline Dufour	29,978.00	Joyce Bigelow	25,517.50	Rita Samms	22,940.00	Rebecca Irving	20,924.00
Darcey Smith-Heath	51,808.00	Eve Raymond	33,492.50	R. Courneyea-Roblin	29,621.00	Elaine Fry	25,284.00	Darlene Olsen	22,733.00	Judi Todd	20,908.50
Shirley Peterson	50,420.50	Mary O. Ogunyemi	33,395.00	Chrissy Novak	28,865.50	Kathryn Milner	24,987.00	Jane Arsenaault	22,517.00	Elizabeth Farris	20,841.00
Kyla Buhler	45,994.00	Shelley Haslett	33,112.00	Jacqueline Cullen	28,798.50	Shannon Cameron	24,970.00	Melissa Dunn	22,328.50	Mychele Guimond	20,820.50
Elaine Maeland	44,086.50	Pat Paul	32,953.50	Ruby Chapman	28,319.00	Carol Hoyland-Olsen	24,522.00	Maria Bennett	22,322.00	Agnes Loshusan	20,819.00
Susan Bannister	43,915.00	Donna Matthews	32,777.00	Liz Wodham	28,265.00	Heidi McGuigan	24,479.50	Lindsay Lewis	22,149.00	Chantal Rivard	20,776.50
Susie Leakvold	41,990.00	Sarah Robertson	32,567.00	Esther Gallop	28,082.50	Shirley Fequet	24,461.50	Josianne Boily	22,121.50	Rita White	20,461.50
Evelyn Ramanauskas	41,405.00	France Légaré	32,413.00	Teresa Ho	28,036.50	Guylaine Comeau	24,364.00	Ming Tsang	22,110.50	Sandra Neufeld	20,421.50
Sharon Coburn	41,371.50	Rajinder Rai	32,413.00	Diane Riddell	27,901.50	Linda Feldman	24,252.50	Diane Burness	22,042.50	Marilyn Clark	20,205.00
Heather Cook	40,078.00	Martine Richard	32,319.00	Marilyn Bodie	27,871.00	Angela Hargreaves	24,227.50	Angella Maynard	22,037.50	Betty Lister	20,157.00
Louise Boulanger	39,536.00	Ishali Mulchandani	32,001.00	Fran Sorobey	27,718.00	Bonnie Vigue	24,111.50	Cassandra Lay	22,006.00	Peggy Denomme	20,153.50
Donna Izen	39,493.00	Sonia Janelle	31,552.00	Beryl Apfelbaum	27,679.00	Lorrie Henke	23,994.50	Claribel Avery	21,998.50	Kim Shankel	20,120.00
France Grenier	38,955.00	Pauline Richardson	31,078.50	Pam Hill	27,236.50	Judy Buchanan	23,987.00	Lynn Brady	21,681.00	Georgie Anderson	20,117.50
Kathy Handzuik	38,776.50	Josée D'Anjou	31,020.50	Karen Taylor	27,125.00	Kathy Quilty	23,565.00	Nathalie Delisle	21,677.00	Margaret Courneyea	20,039.50
Yasmin Manamperi	38,672.50	Ginette Desforges	31,010.00	Maureen Corrigan	26,531.00	Kathy Whitley	23,480.50	M. Summach-Goetz	21,614.50	Angie Fedorchuk	20,038.50
Tamara Swatske	37,996.00	Jeri Pearce	30,911.00	Lorraine McCabe	26,505.50	Ashley Wiebe	23,465.50	Lori Rennich	21,488.50	Rae Naka	20,029.50
Carol Heath	37,340.00	Lucie Beauregard	30,854.50	Frances Fletcher	26,483.00	Debbie McLaughlin	23,180.50	Gaylene Gillander	21,437.00	Cathie Chapman	20,008.00

Top Recruiting Units/Meilleurs groupes en recrutement

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

British Columbia/Colombie-Britannique – Darcey Smith-Heath
Alberta – Donna Melnychyn
Ontario – Randhir Singh
Québec – Mireille Morin

Ontario – Shelley Recoskie
Québec – Sonia Janelle
Québec – Ève Raymond
Ontario – Fiona Corby

Ontario – Ishali Mulchandani
Québec – Mychele Guimond

Provincial Sales Queens/Reines des ventes provinciales

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

Alberta – Tracy Hoey
British Columbia/Colombie-Britannique – Lorna Hosker
Manitoba – Linda Giesbrecht
New Brunswick/Nouveau-Brunswick – Berit Kay
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Valerie Taverner

Nova Scotia/Nouvelle-Écosse – Marjo Belknap
Nunavut – Ellen Hatlevik
Northwest Territories/Territoires du Nord-Ouest – Allen Ramirez
Ontario – Shelley Recoskie
Prince Edward Island/Île-du-Prince-Édouard – Barbara Sinden

Québec – Sonia Dumas
Saskatchewan – Cheryl Labbie
Yukon – Lori Mountain

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS, QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUTE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

12% Club/Club 12 %

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

Randhir Singh	\$2,230.23	Donna Melnychyn	\$975.78	Maria Bennett	\$781.68	Rita White	\$690.36	Tracy Campbell	\$620.28	Ada Cheng	\$533.46
Kyla Buhler	1,866.42	Mychele Guimond	970.17	Louiselle Duchesne	774.27	Linda Gingrich	687.72	Anna Leblanc	617.16	Betty Burke	531.12
Pam Behnke-Van Hoof	1,571.49	Josianne Boily	964.14	Caroline Simard	768.21	Karen Taylor	682.98	Manuela Mihaljevic	614.37	S. Greenwood-Plante	531.03
Evelyn Ramanauskas	1,540.41	Shelley Haslett	958.32	Angela Hargreaves	759.45	Kathryn Milner	681.18	Joyce Goff	611.40	Leanne Chamberlain	530.82
Shelley Recoskie	1,470.48	Sandra Neufeld	948.87	Debra Brown	759.36	Diane Poulin	680.22	Nathalie St-Pierre	609.63	Colleen Holloway	529.32
Elaine Maeland	1,460.13	Diane Burness	927.06	France Légaré	751.17	Katie Pokrant	673.50	Janelle Desjardins	606.66	Nadine Dube	529.23
Liz Wodham	1,302.69	Marie-Josée Bourdages	920.97	Mandeep Bambrah	746.19	Lenore Oughton	668.13	Fiona Corby	605.64	Audrey Ehalt	528.09
Jacqueline Cullen	1,278.39	Gladys MacIntyre	911.61	Kathy Handzuik	737.94	Sharon Lee Carlson	664.02	Ruby Chapman	595.44	Danielle Theriault	525.78
Rajinder Rai	1,266.69	Louise Fortin	890.58	Susan Bannister	732.39	Eve Raymond	660.18	Judy Buchanan	587.40	Ishali Mulchandani	525.27
Susie Leakvold	1,255.35	Nicole Bellemare	861.36	Lucie Beauregard	727.83	Sharon Robertson	660.06	Joy Zaporozan	583.20	Susan Plasco	525.24
Harpreet Dhalival	1,200.21	Ellen Hatlevik	851.22	Lindsay Lewis	727.14	Darlene Olsen	656.67	Paulette Nimco	576.93	Nathalie Bisailon	522.36
Esther Gallop	1,112.31	Kathy Roberts	849.57	Pauline Richardson	726.15	Betty Lister	655.59	Deanna Pease	575.43	Debbie Bomben	520.86
Carol Heath	1,091.82	Sarah Robertson	845.01	Kimberley Boudreau	725.64	Cherry Cervito	654.96	Chantal Rivard	571.05	Jeri Pearce	518.43
Joyce Bigelow	1,088.76	Claudine Pouliot	821.25	Pamela Kanderka	725.37	Jasbir Sandhu	654.36	Mary Davies	566.73	Trudy Klassen	517.95
Tamara Swatske	1,062.93	Cassandra Lay	819.69	Georgie Anderson	711.24	Louisa Hoddinott	652.41	Rechie Diaz	553.86	Harsimran Saini	517.62
France Grenier	1,045.86	Lorrie Henke	819.18	Margo Robinson-Faller	711.21	Sonia Janelle	650.49	Sharlene Bukurak	548.91	Heather Hewitt	516.75
Shannon Shaffer	1,044.87	Guyline Dufour	813.27	Mary Gilbert	709.68	Susan Richardson	648.06	Ruba Jeorgy	547.86	Kitty Babcock	514.98
Monica Noel	1,036.68	Shannon Cameron	807.00	Jennifer Levers	709.59	Cathie Chapman	642.87	Fernanda Silva	544.35	Michelle Gurdebeke	513.84
Fran Sorobey	1,025.19	Nanette Traill	806.91	Sharon Coburn	700.80	Maura Lucente	642.60	Barbara Craig	544.29	April Williams	513.60
Ashley Wiebe	1,016.79	Linda Feldman	793.68	Frankie Hammond	699.30	Julie Bisson	631.98	Ming Tsang	544.17	Diane Riddell	512.67
Shirley Fequet	998.10	Chantal Bisailon	792.81	Carolyn Nottall	699.06	Johanna Tobin	627.33	Peggy Denomme	535.20	Larisa Day	508.53
Kathy Whitley	995.25	Yasmin Manamperi	790.95	Debbie Parsons	697.50	Angie Fedorchuk	626.37	Christine Ransom	534.81	Joyce Harnett	506.22
Louise Boulanger	990.69	Angela Dean	785.67	Michelle Currie	691.80	Freddelyne Labossière	625.50	Rebecca Irving	534.57		

8% Club/Club 8 %

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

Sharon Wolthers	\$510.30	Kareena Felker	\$395.82	Glynis E. MacDavid	\$343.82	Mona Hood	\$316.92	Claire Kennedy	\$292.76	Patricia MacDonald	\$265.14
Bertha Kovach	487.70	Denise Baynton	394.38	Sophie Audet	340.56	Marelie Savoie	316.82	Andrea Thorrougood	287.54	Linda Hood	263.80
Lorraine Delangis	468.78	Isabelle Meunier	386.36	Shannon Marchyshyn	339.88	Donna Witt	313.58	Tannas Ross	285.96	S. Haberman-Melville	263.72
J. Lisa Pallen	457.96	Svitlana Awogbami	367.16	Carol Hinch Croteau	334.62	Lynette Pagkalianwan	312.54	Glenda Leroux	282.98	Phyl Sensabaugh	260.96
Lucie Léveillé	444.46	Darla Lutwick	366.98	Catherine Laroche	328.82	Lynne Pocock	302.30	Guyline Comeau	280.38	Sheena Murphy	256.42
Irma Vogt-Dyck	440.14	Marie-Josée Dery	362.16	Florence Fried	327.28	Ginette Desforges	301.56	Colleen Worth	279.20	Fatma Boussaha	252.90
Claribel Avery	416.50	Joy Barber	356.98	Vaun Gramatovich	327.08	Renée Lavoie	295.70	Susan Henderson	272.00		
Louise Desy	408.14	Gloria Rousseau	352.64	Caroline Larochele	321.96	Diana Espenhain	294.66	Janice Appleby	266.74		
Ashley Rowberry	402.34	Fatema Khaku	349.18	Denise Melanson	320.14	Helen Lupena	293.62	Dawn Fraser	266.74		

4% Club/Club 4 %

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

Kylie Martin	\$199.68	Laverne Guild	\$121.05	Caroline Matheson	\$110.49	Sonia Cardin	\$93.06	Tonya O'Connor	\$85.48	Patricia Deagle	\$76.38
Marcia Ouellette	157.02	Madeleine Gagne	120.45	Suzette Rice	108.80	Lynda Gulley McInnis	91.58	Brigitte How	84.70	Martine Duchesne	76.29
Ann Campbell	147.81	Gaudreault Jody	120.10	Florame Tanian	107.02	Pierrette Hache	91.18	Linda Keddy	84.63	Scarlet Abric	76.13
Elivira Steer	145.56	Marilyn Minshall	120.06	Fatima Zohra	105.37	Helen Klassen	91.13	Maribel Pienthiran	83.11	Marie Guevremont	75.69
Elaine Bennett	144.10	Aidee M. Alvarado	115.49	Renée Tremblay	105.10	Connie Course	88.22	Darlene Bokma	82.20	Claudia Rodriguez	75.54
Stéphanie Guillemot	139.84	Chantal Dufour	115.46	Annie Couture	100.91	Bonnie Van Geene	88.22	Lise Belisle	80.15	Laura Paglione Dicooco	75.30
Eileen Ramirez	124.91	Sonya Wagenaar	115.39	Carmen Curtis	100.01	Muriel Pryce	87.53	Marie Claire Lavigne	80.06		
Janet Reid	124.32	Debbie Graham	114.67	Kathy Kristjanson	99.55	Dianne Zecchino	86.72	Sandra Thornton	77.84		
Jackie Klotz	122.06	Michele Hatley	114.56	Avelina Juma	96.85	Brenda Smith	86.42	Gina Castonguay	77.02		
Deanne Schryvers	121.87	Josianne Lemire	113.51	Audrey Vendette	96.14	Diane Desmarais	86.22	Sophie Legault	77.00		
Mollie McGrath	121.11	Marivic Dela Cruz	113.25	Lynne Hamilton	96.04	Cindy Williams	85.82	Carolyn Parker	76.39		

Gold Medal/Médailles d'or

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

SHELLEY RECOSKIE Director/Directrice	KYLA BUHLER Director/Directrice	RANDHIR SINGH Director/Directrice	FIONA CORBY Director/Directrice	BEATA NOWICKI Darcy Smith-Heath	NATHALIE ST-PIERRE Ève Raymond
LOUISA HODDINOTT Director/Directrice	JASBIR SANDHU Director/Directrice	WANDA GROENEWEGEN Director/Directrice	MARIE GILBERT Donna Melnychyn	FREDDYLYNE LABOSSIERE Sonia Janelle	
JACQUELINE CULLEN Director/Directrice	MYCHELE GUIMOND Director/Directrice	KIM CONAGHAN Director/Directrice	ASHLEY WIEBE Director/Directrice	ASHLEY ROWBERRY Kelly Olin	

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Silver Medal/Médailles d'argent

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

REINA HERAS <i>Director/Directrice</i>	MANDEEP BAMBRAH <i>Director/Directrice</i>	CHANTAL BISAILLON <i>Director/Directrice</i>	FRANCE LÉGARÉ <i>Director/Directrice</i>	MANUELA MIHALJEVIC <i>Director/Directrice</i>
PAULINE CAMPBELL <i>Director/Directrice</i>	DIANE BURNES <i>Director/Directrice</i>	KIMBERLEY BOUDREAU <i>Director/Directrice</i>	VICKY AUBIN <i>Mireille Marion Morin</i>	CHISA SENIUK <i>Fay Hoiness</i>
JUDY BUCHANAN <i>Director/Directrice</i>	TARRA KELLER <i>Director/Directrice</i>	PATRICIA EMOND <i>France Grenier</i>	ANGELA FOREMAN-BOBIER <i>Anita Garrett-Roe</i>	ELIVIRA STEER <i>Darcey Smith-Heath</i>
SUSIE LEAKVOLD <i>Director/Directrice</i>	S. GREENWOOD-PLANTE <i>Donna Melnychyn</i>	ELLEN HATLEVIK <i>Director/Directrice</i>	MAURA LUCENTE <i>Sarah Robertson</i>	JENA TAGHVAI <i>Darcey Smith-Heath</i>

Bronze Medal/Médailles de bronze

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

MARY O. OGUNYEMI <i>Director/Directrice</i>	ISHALI MULCHANDANI <i>Director/Directrice</i>	PAT WILSON <i>Director/Directrice</i>	LINDSAY LEWIS <i>Director/Directrice</i>	NICOLE CHEN <i>Joanne Lam</i>	SONYA MARTENS <i>Karen Shapka</i>
GISELLE MARMUS <i>Director/Directrice</i>	ROSIE BROWN <i>Jennifer Levers</i>	ADA CHENG <i>Director/Directrice</i>	TERESITA LLARINAS <i>Agnes Loshusan</i>	TERESA DA SILVA-AVILA <i>Shelley Recoskie</i>	KYLIE MARTIN <i>Shannon Shaffer</i>
LOUISELLE DUCHESNE <i>Director/Directrice</i>	YOLÈNE GAY <i>Director/Directrice</i>	DEBORAH KENNY <i>Director/Directrice</i>	TANNIS MACFARLANE-KELLY <i>Director/Directrice</i>	KIMBERLEY FEHLAUER <i>Donna Melnychyn</i>	CHRIS MILLER <i>Director/Directrice</i>
ELAINE MACLAND <i>Director/Directrice</i>	SUE MCELHANNY <i>Director/Directrice</i>	RUTH ANN MACDONALD <i>Director/Directrice</i>	BARBARA MARTIN <i>Director/Directrice</i>	ESTRELLA GARCIA <i>Anne Austin</i>	GLORIA-JOHANNA NOLASCO <i>Marcia Grobety</i>
SVITLANA AWOGBAMI <i>Director/Directrice</i>	MARIE-JOSÉE BOURDAGES <i>Director/Directrice</i>	TERRY BURCH <i>Noreen Kroetsch</i>	HEATHER PROSSER <i>Sylvia Smith</i>	HEATHER HEWITT <i>Janice Connell</i>	CAROLINE SIMARD <i>Isabelle Meunier</i>
LORRAINE UPWARDS <i>Director/Directrice</i>	SHEILA LEFEBVRE <i>Director/Directrice</i>	ANGELA HOFFMANN <i>Agnes Loshusan</i>	HEIDI BARRIOS <i>Lisa Craig</i>	LINDA HOOD <i>Beverly Dix</i>	DILEENI WEERASINGHE <i>Yasmin Manamperi</i>
ANGIE FEDORCHUK <i>Director/Directrice</i>	ANIK SEGUIN <i>Director/Directrice</i>	RUBA JEORGY <i>Ishali Mulchandani</i>	TIANNA CAMPBELL <i>Joyce Goff</i>	HALEY MARKS <i>Sherry Gilbert</i>	

New Team Leaders/Nouveaux chefs d'équipe

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

VICKY AUBIN <i>Mireille Marion Morin</i>	COLLEEN HOLLOWAY <i>Elaine Maeland</i>	ASHLEY ROWBERRY <i>Kelly Olin</i>	JENA TAGHVAI <i>Darcey Smith-Heath</i>	MAUREEN WIEBE <i>Sharlene Bukurak</i>
JOSÉE BÉLANGER <i>Eve Raymond</i>	KAREN MCMANUS <i>Donna Weir</i>	CHISA SENIUK <i>Fay Hoiness</i>	NICOLE TOMA <i>Chrissy Novak</i>	
ANGELA HOFFMANN <i>Agnes Loshusan</i>	MANUELA MIHALJEVIC <i>Darcey Smith-Heath</i>	CAROLINE SIMARD <i>Isabelle Meunier</i>	LYGIA VALCOURT <i>Beryl Apfelbaum</i>	

New Star Team Builders/Nouvelles Bâtisseuses d'équipe Étoile

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

BOBBIE AHLUWALIA <i>Harpreet Dhaliwal</i>	CLAUDETTE BELLEMARE <i>Marelle Savoie</i>	KYLIE MARTIN <i>Shannon Shaffer</i>	RHONDA RUSSELBURN <i>Anne Austin</i>	ELIVIRA STEER <i>Darcey Smith-Heath</i>
BETH BELDER <i>Susan Henderson</i>	DIANE CAMPONI <i>Pamela Kanderka</i>	GLORIA-JOHANNA NOLASCO <i>Marcia Grobety</i>	SHARON SANSOM <i>Mary O. Ogunyemi</i>	JESSICA ZIELKE <i>Debbie Johnston</i>

Cadillac Achievers/Championnes Cadillac

These Independent Sales Directors qualified during the month of September to earn the use of a pink Cadillac or receive cash compensation. /
Directrices des ventes indépendantes qualifiées en septembre pour l'usage d'une Cadillac rose ou une compensation en argent.

Kyla Buhler	Harpreet Dhaliwal	France Grenier	Shelley Recoski	Randhir Singh
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Premier Club Achievers/Championnes Club Première

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

Josianne Boily <i>Ginette Desforges</i>	Elaine Fry <i>Mychele Guimond</i>	Rebecca Irving <i>Gladys MacIntyre</i>	Chrissy Novak <i>Mary Ogunyemi</i>	Jeri Pearce <i>Claudine Pouliot</i>	Sarah Robertson <i>Judi Todd</i>
Melissa Dunn <i>Angela Fedorchuk</i>	Lorrie Henke <i>Teresa Ho</i>	Elaine Maeland <i>Monica Noel</i>	Darlene Olsen <i>Pat Paul</i>	Pauline Richardson <i>Diane Ridell</i>	Bonnie Vigue <i>Joy Zaporozan</i>

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2008, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 30 679 MEMBRES. PARMI LES 4 278 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 47 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 608 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 16 567 \$ À PLUS DE 100 000 \$. PARMI LES 24 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 66 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Independent Sales Director Grand Achievers Directrices des ventes indépendantes Grandes Gagnantes

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

Georgie Anderson
Pauline Campbell
Kay Carruthers
Marilyn Clark
Georgine Cook
Brenda Cooper

Louiselle Duchesne
Julie Fiala
Esther Gallop
Sherry Gilbert
Danielle Gobeil
Ellen Hatlevik

Deborah Kenny
Karen Shapka
Fernanda Silva
Karen Taylor
Judy Toupin
Teresa Lutterman

Bonny McComb
Angella Maynard
Barb McKellar
Linda Moreau
Rae Naka
Carolyn Nottall

Lenore Oughton
Lori Rennich
Judith Richardson
Chantal Rivard
Sharon Robertson
Giovana Russo-Nardelli

Lori Schuster-Sydor
Donella Sewell
Ming Tsang
Donna Witt
Helen Zucchelli

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

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

Betty Bowman

Nanette Traill

Honor Society Achievers/Championnes Société d'honneur

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

No photo
available./
Photo non
disponible.

Julie Boulay (St-Jérôme, QC)
National Area/Famille nationale: Angie Stoker
Debut/Débuts: September/Septembre 2008

No photo
available./
Photo non
disponible.

Kim Conaghan (Baysville, ON)
National Area/Famille nationale: Doreen Burggraf
Debut/Débuts: October/Octobre 2008

On The Move Achievers (formerly On The Write Track) Championnes En marche! (anciennement Sur la bonne voie)

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

Rhonda Burton

Sandra Korte

Ashley Wiebe

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2008, THERE WERE OVER 30,679 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,278 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 608 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$16,567 TO IN EXCESS OF \$100,000. OF THE 24 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 66% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

UP NEXT SPRING 2010

Here's what's blooming in our next issue:



BEAUTY BUZZ

We might not be through with winter just yet, but we're already looking forward to fresh and pretty spring beauty.



COUNTDOWN TO SEMINAR

We're already halfway through the Seminar year! Are you on track for superstar success at *Project SuperStar*SM Seminar 2010? Get all the details in our next issue.



+ more profiles
MORE TIPS
AND YOUR FEEDBACK
FROM OUR FIRST QUARTERLY ISSUE.

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