

Applause[®]

OCTOBER/NOVEMBER 2008

MK 30

MARY KAY[®]
CANADA

Enriching Women's Lives
www.marykay.ca

fuel your tomorrow
RELIVE THE MAGIC OF SEMINAR

make fragrance
YOUR HOLIDAY STAR

sweeten sales
WITH A HOLIDAY OPEN HOUSE

dates to remember

october

- 5:** Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on October 1st.

PREFERRED CUSTOMER PROGRAM:

Online and mail-in enrolment for the Winter 2008/2009 Preferred Customer Program begins.

- 13: Thanksgiving.** Mississauga and Montréal offices closed.

- 20:** October Career Car qualifier paperwork due to Company.

24: PREFERRED CUSTOMER PROGRAM:

Fall Fantasies Postcard Optional Mailer begins mailing.

- 31:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Saving Time to count toward October production. Online and faxed orders must be received by midnight Eastern Daylight Saving Time to count toward October production.


Received deadline for 2008 Shelter Grant Program applications.



October is
breast cancer
awareness month.



Find *Applause*®
magazine articles
online!

When you see this mouse pictured through *Applause*® magazine, know that you can also find more information on the MKOC! 

november

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PREFERRED CUSTOMER PROGRAM:

Mail-in enrolment deadline for the Winter 2008/2009 Preferred Customer Program.

- 11:** Remembrance Day.

15: PREFERRED CUSTOMER PROGRAM:

Online enrolment deadline for the Winter 2008/2009 Preferred Customer Program.

- 20:** November Career Car qualifier paperwork due to Company.

- 30:** Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Standard Time to count toward November production. Online and faxed orders must be received by midnight Eastern Standard Time to count toward November production.



on the cover

Cover model Shirley is wearing Mary Kay® Mineral Eye Color in Honey Spice, Steel and Coal, with Mary Kay® Eyeliner in Black. Mary Kay® Mineral Cheek Color in Bold Berry adds softness to the face – and lips look luscious with Mary Kay® Lip Liner in Dark Berry, Mary Kay® Creme Lipstick in Black Cherry and Mary Kay® NouriShine™ Lip Gloss in Berry Sparkle.

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october 2008 ordering bonus

mary kay® 13-month refrigerator calendar

Free with a \$600 wholesale Section 1 order!

by Marijana Klapcic

Looking for a clever way to say “thank you” to your loyal customers? The **Mary Kay® 13-Month Refrigerator Calendar** is the gift that gives all year long – and keeps you top of mind. Include it in your customer orders and watch their eyes light up when they receive a little perk in addition to their favourite products!

With its compact size and professional design, it's a calendar anyone would be proud to display. Each month highlights key dates to remember – like product launches, holidays, must-have product and seasonal beauty and skin care tips.

And the 13-month refrigerator calendar doubles as an advertising tool that will keep on working for you – even when you're not there! Just think of how many people will see the calendar on a daily basis – including family, friends and guests of your customers. There's even a place to prominently display your business card, making it a cinch to contact you!

Best of all, the calendar comes packaged in bundles of 10, so you'll have plenty to share!

**You can earn a bundle of ten (10) Mary Kay® 13-Month Refrigerator Calendars when you place a minimum \$600 wholesale Section 1 order (non-cumulative) during the month of October. The higher your order, the more bonuses you'll earn, to a maximum of six (6) bundles of ten (10). Orders must be received between October 1st and 31st, 2008. 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 of equal or greater value.*



MARY KAY® 13-MONTH REFRIGERATOR CALENDAR*

Section 1
Suggested Retail

\$1,200
\$2,400
\$3,600
\$4,800
\$6,000
\$7,200

Beginning Section 1
Wholesale

\$ 600
\$1,200
\$1,800
\$2,400
\$3,000
\$3,600

Number of
Bonuses

1
2
3
4
5
6

PAGE 4

scents of occasion

Your customers are sure to find the perfect Mary Kay® scent for every woman on their holiday gift list.



PAGE 8

hot holiday sales

Host a seasonal shopping party that's sure to heat up your holiday sales!



PAGE 10

consistency counts


Get a behind-the-scenes look at the 2007/2008 Preferred Customer Program Consistency Challenge Glam-Up!



scents of occasion

It's no secret that women love fragrance! Whether it's a light floral or a spicy oriental, your customers are sure to find the perfect Mary Kay® scent for every woman on their holiday gift list.

a spritz of fun

Don't miss this fun and interactive way to share Mary Kay® fragrance with customers! Encourage them to **take the Fragrance Quiz on www.marykay.ca** to discover the Mary Kay® scent that best suits their personality. Then follow-up to share their signature scent! 

understanding fragrance

Perfumers distinguish between the various parts of a fragrance in the following way:

- The **top note** is the first impression of the fragrance. It's the initial impact of a scent on the sense of smell.
- The **middle note**, or heart of the fragrance, unfolds and develops a few minutes after the fragrance is applied to the skin.
- The **bottom note** is the final impression of the fragrance. It's the most lasting part and can last several hours after the fragrance is applied.

The proportions of these notes vary to create a unique, complete and different blend.

Elige®

Eau de Parfum

Step into sophistication with this sheer oriental blend including exotic wood undertones. With peony, ylang ylang, nightblooming jasmine, Indian sandalwood and mahogany among the notes, it's perfect for the woman who loves glamour, grace and style.

Velocity®

Eau de Parfum

Created for the young and young at heart, this euphoric fruity floral will turn your world upside down with notes of banana flower, dashing Clementine and balsa wood tree blossom.

Bella Belara™

Eau de Parfum

This exuberant floral fruity fragrance captivates immediately. The senses are first treated to a delectable medley of apricot and red nectarine. At its heart, dew-covered rose petals and Moroccan jasmine unfold, while a delightful mix of creamy blond woods and cool moss linger. Perfect for the woman who lives life to the fullest and loves feeling beautiful.

Journey®

Eau de Parfum

Life's an adventure with this light, translucent fragrance featuring a sheer blend of white floral notes. Beautiful top notes like ice mint, watercress and water lily are layered above wild freesia, apricot musk and beachwood accents. Perfect for the dynamic, active woman who's involved in the world around her.

Affection®

Eau de Parfum

This modern oriental chypre awakens the senses with sparkling pink peppercorn. At its heart is the surprising sweetness of Chinese osmanthus and white peony. Finally, the warmth of amber woods delivers a lasting impression. Perfect for the woman who loves luxury.

Belara® Eau de Parfum

Perfectly balanced, this sheer fragrance fits every woman striving for the same. Top notes like San Joaquin fig, wild bilberry and opal lotus flower are perfectly accented by wild Southern Indian tuberose, milky sandalwood and cotton musk.





new! women's eau de toilette fragrances

Go ahead and indulge in life's little luxuries with the new regular-line **Mary Kay® Women's Eau de Toilette Fragrance Collection**. Four new fragrances offer luxurious scents for everyday at a super value.

These eau de toilette clear-formula sprays offer casual alternatives to fine fragrances. Simple, yet sophisticated, your customers can choose a new scent every day to match their style du jour! Plus, each 50 mL bottle comes in its own unique, colourful packaging. **\$30 each**

↖ New feature
article series!

selling fragrance

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 quarter promises to be truly scent-sational, with four new regular-line women's fragrance additions. Check out these tips on selling women's fragrance – they're as relevant today as when they were originally published in the October 1986 issue of *Encore!* magazine!

THE BEAUTY OF DIRECT SELLING

Holiday fragrance selling complements Mary Kay's direct-selling approach in several ways.

First, as a professional Independent Beauty Consultant, you create the circumstances during which our excellent line of fragrance products are promoted and demonstrated. Retailers, on the other hand, must wait for a customer to pass through their doors. You can create a fragrance event simply by deciding to do so.

And since you're in charge, you can avoid situations of "fragrance overkill," which cloud fragrance areas in many retail stores. Through your careful planning, customers are exposed to soft wafts of fragrance that don't overwhelm their olfactory senses.

Plus, your customer has a chance to see how well a particular fragrance blends with her own body chemistry during the time she spends with you. In a retail environment, there's little guarantee that a customer who has just spritzed her wrist with a fragrance tester will not leave the store premises or not remember the scent at a later time.

Mary Kay also provides you with a positioning statement* for each fragrance so that you can romance each product in a way that makes good marketing scents. These positioning statements, coupled with your knowledge of each customer, translate into powerful *smelling*. Again, your customer is left feeling special – not at all like "just another shopper".

So, don't let the tinsel fool you! Everyone prefers feeling special to feeling anonymous. Your customer service skills humanize a holiday season too often characterized by impersonalism. And your method of selling – direct selling – gives you the advantage over mall glitter any day!

* You can find the positioning statement for each Mary Kay scent in the "Fragrances" section of the Product Guide in the New Independent Beauty Consultant Guide.

spread holiday cheer with mary kay



Who doesn't want to give – and receive – the perfect gift? That unique, beautifully packaged present that shows appreciation, affection and care. And you can help make shopping easy for your customers with merry gifts for everyone on their holiday list!

delicious and indulgent

PERFECT FOR: MOMS, SISTERS, DAUGHTERS, GIRLFRIENDS AND WIVES!

Lusciously scented limited-edition **Mary Kay® Body Care Gift Sets*** in **Glistening Winterberry** and **Creamy Frosted Vanilla** feature three tantalizing products: a **body mist**, a **body wash** and a **body butter** – all beautifully presented in a zippered mesh fabric bag with a hanging gift tag. Gorgeous packaging reflects each scent, and the elegant travel-sized sets make perfect holiday gifts for the woman who loves to indulge.

Mary Kay® Body Care Gift Sets* \$33 each



brushes galore

PERFECT FOR: FASHIONISTAS, PARTY GIRLS AND CO-WORKERS!

If she loves colour, she'll love this set! The **Mary Kay® Brush Collection** features six professional-quality brushes housed in a stylish tri-fold organizer. Includes a Powder Brush, Cheek Brush, Eye Definer Brush, Eye Crease Brush, Eyeliner/Eyebrow Brush and Lip Brush.

Mary Kay® Brush Collection \$75



go peachy

PERFECT FOR: THOSE WHO HOST HOLIDAY DINNERS, FAMILY GATHERINGS OR FESTIVE FÊTES.

Hands get extra-loving care with the ever-popular **Satin Hands® Pampering Set**. The peach-scented **Satin Hands® Satin Smoothie® Hand Scrub** cleanses and exfoliates, while the **Satin Hands® Hand Cream** and **Mary Kay® Extra Emollient Night Cream** lock in moisture. Plus, this gift practically wraps itself in a perfectly portable coordinating bag.

Satin Hands® Pampering Set \$51



all function – no fuss

PERFECT FOR: ANY GUY WHO LOVES TO BE AT HIS VERY BEST!

Get men started on the right skin care track with products from the MKMen™ line. For the holiday season, the limited-edition **MKMen™ Gift Set*** includes **MKMen™ Shave Foam**, **MKMen™ Cooling After-Shave Gel** and **MKMen™ Body Spray** – plus a coordinating platinum mesh toiletry bag. For those who really want to indulge their guy, the **MKMen™ Face Bar** and **MKMen™ Moisturizer Sunscreen SFP 25** take this set a step further for a complete skin care regimen that's sure to please any guy.



MKMen™ Gift Set* \$50

MKMen™ Face Bar \$18

MKMen™ Moisturizer Sunscreen SPF 25 \$30

FREE with purchase of the MKMen™ Gift Set*! →



super stocking stuffers

PERFECT FOR: HAIRSTYLISTS, HOUSEKEEPERS, BOSSES, PET SITTERS, PERSONAL TRAINERS AND MORE!

If your customers need a last-minute gift, consider suggesting one of these value-conscious items to tuck into stockings or under the tree. At **less than \$25 each**, these beauty essentials make perfect presents for anyone your customers want to remember at this time of year.

\$16.50

▶ This long-wearing, creamy formula in a shade that works for almost everyone makes a fantastic addition to holiday party looks. Plus, recipients will love to learn how the profits from the purchase of **Mary Kay® Creme Lipstick in Apple Berry** contributes to Mary Kay's **Beauty That Counts™** campaign to change the lives of women and children around the world. As a reminder, the Beauty That Counts™ campaign ends December 31st, 2008. So be sure to make the most of holiday selling opportunities to promote this fantastic cause.



◀ What's more fun than giving this truly customizable gift? Filling a **Mary Kay® Compact** with a look all her own, of course!

\$22 (empty)

\$16



◀ Soothe tired tootsies with **Mint Bliss™ Energizing Lotion For Feet & Legs** – a cooling mint formula that helps tired feet and legs feel revived during the holiday rush.

No look is complete without a swipe of ▶ **Mary Kay® Ultimate Mascara®** – and this exclusive, all-in-one formula delivers the benefits women love most: long, thick, voluminous lashes.

\$15



◀ **Satin Lips® Lip Balm** helps moisturize dry, rough lips for at least six hours to keep lips kissably soft – perfect for a New Year's Eve smooch!

\$21



sweeten sales with a holiday open house

Compiled by Heather Watterworth

With the biggest shopping season of the year just around the corner, one way to entice your customers and build relationships is to consider holding a special holiday open house shopping party for customers. It's a great opportunity for customers to relieve holiday shopping stress! In fact, many independent sales force members say holiday open houses are one of the best ways they've found to meet their customers' shopping needs at such a hectic time of year. Here are just a few ideas to help you plan and host a shopping party that's sure to heat up your holiday sales!


plan for success

The secret to successful holiday events is early planning. Consider hosting your open house during the month of October or November, as customers may be busy with holiday prep work and other parties in December. And remember that not everyone may be able to attend during scheduled times, so offer "extended shopping" hours to those who may need them.

You'll also want to stock up on the product you know will be hot sellers with your customers – such as the limited-edition Mary Kay® Body Care Gift Sets in Glistening Winterberry and Creamy Frosted Vanilla and the limited-edition MKMen™ Gift Set. These gorgeous sets won't last long – and once they're gone, they're gone. By ordering your inventory early, you'll have the product available at your open house – and you'll be able to provide the ultimate in customer service!

When planning your guest list, consider starting with your Preferred Customer Program enrolment list – and keep it handy so you can easily add new customers or special attendees.

You might boost attendance by telephoning guests first, then following up with a paper or e-mail invitation* at least three weeks prior to your event. The week of the event, call both customers who have not yet responded as well as those who have – both groups will appreciate reminders of the date. And for customers who can't attend, be sure to direct them to your Mary Kay® Personal Web Site for all their holiday shopping needs.

For more tips on hosting a holiday open house from a few "seasoned" pros – including **Independent Senior Sales Director Sonia Janelle**, **Independent Future Executive Senior Sales Director Mary Ogunyemi** and **Independent Sales Director Dorothy Osadcuk** – check out the *Applause*® magazine section on the MKOC. 

set the stage

Your event should feel casual and social – after all, you want people to feel comfortable, not pressured, and to enjoy themselves. So why not serve refreshments, decorate with festive props and play background music! A relaxed atmosphere will encourage guests to linger so you can help them experience the products.

Encourage guests to explore all that you have to offer with organized gift 'stations'. You might consider grouping gifts by price ("Gifts Under \$30") or by theme ("Stocking Stuffers"). Be sure to keep limited-edition holiday gift sets stacked within easy reach. And don't miss out on potential skin care sales! Keep samples handy and merchandise skin care products for impressive holiday presentations.

And don't forget to market yourself by providing copies of *The Look* and placing a pretty bowl of business cards on that festive table so guests can share your name and telephone number with others.

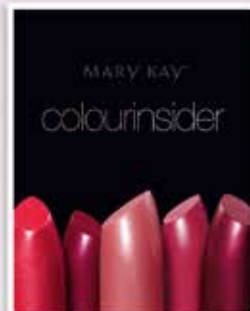


book with seasonal savvy

Here are two more options for seasonal events that are so fantastic your guests might just decide to gift themselves!

You can indulge customers with a *Sensoriffic* Pampering Party. Customers will love getting together with their girlfriends for a little downtime – especially during the busy holiday rush. It's also a great way for you to share the beauty of Mary Kay. Find more *Sensoriffic* Pampering Party planning tips in the *Fall/Holiday 2008 Product Promotion* section on the MKOC. 

And *ColourInsider* parties are the perfect vehicle for holiday makeovers – and with the new casual feel, getting gorgeous as a group has never been more fun! Plus, the makeovers and tips featured in the *ColourInsider* book and DVD make a great display. With all the event and reward options available to them, hostesses have never had so many enticements!



make your customers **count**

Strengthening your customer base is fundamental to building a successful business. Plus, it can help you achieve the yearlong *Reach for the Stars!* promotion.



by Andrea Lepore

At the heart of any successful Mary Kay business is a strong customer base. Just ask **Independent Senior Sales Director** – and Queen of the Independent Sales Director Court of Personal Sales for 2008 and an *Embracing The Legacy* achiever with over 75 new customers – **Shelley Recoskie!**

Each quarter, Shelley consistently enrolls 225 customers in the Preferred Customer Program – and has built relationships with approximately

1,500 customers over the years.

Using the Preferred Customer Program – which she says will help keep a Mary Kay business on track when you can't – Shelley recommends tracking bookings and closing rates to ensure you meet your goal of booking a certain number of new customers in a year, a month or a week.

Aside from her success with the Preferred Customer Program, how does Shelley initially attract new customers?

"All my customers are the result of warm-chatting and skin care classes. My style has always been to have fun – with absolutely no sales pitch," she says. "I meet women in my day-to-day life. It's not something I work at, it just happens while I'm doing my errands and living my life with my children. Imagine, I get paid to drink coffee, do lunch and shop... for women!"

But how does a shy Independent Beauty Consultant get her business growing? Shelley has the answer.

"You have to remember that the potential customer is more afraid of you than you are of her. Her need to belong may be so strong that by the smile you share or the conversation you start, you make her day, her week, her month – even her year," she says.

Once she books a skin care class, Shelley's approach is exactly the same – whether it's a one-on-one facial or a room full of women.

"I introduce the Company, myself, the Independent Beauty Consultants and/or the guests. I tell them what I'm going to do. And I always make sure to do what I say I'm going to do," she says. Follow-through is essential in earning your customer's trust and building a business based on integrity.

The most important – and perhaps the simplest – way to attract new customers is to follow the mantra that Mary Kay Ash herself adopted when she created this Company: enrich lives.

"Ensure you bond with the woman so she feels special. Listen to her. Take an active interest in her. Appreciate her presence," she says. "And most importantly, do not focus on money – that will take care of itself when you take care of the client!"

THE SMILE YOU SHARE
OR THE CONVERSATION
YOU START MAY MAKE
[YOUR CUSTOMER'S] DAY,
HER WEEK, HER MONTH –
EVEN HER YEAR.

more great tips to build your customer base

- **Deliver first-time customer orders** that very day.
- **Use e-mail to communicate with customers***. For example, let them know about fabulous new products and/or the current Preferred Customer Program gift-with-purchase.
- **Hold an open house every quarter to introduce and educate customers** about all the new products.
- **Ask questions:** How is everything going? How is your job? Asking these questions can lead to team-building opportunities and help you determine whether your customer is ready to make the most of the opportunity by starting her own independent business.
- **Strive to be the number one seller and team-builder on your team** or in your unit.

* Prior to contacting consumers via telephone or e-mail, you should consider whether such communication is compliant with provincial and/or federal "do-not-call" and/or "spam" and/or privacy legislation laws and regulations. For more information on this subject, check out Legal Ease in the Reference Materials section on the MKOC. Otherwise, Mary Kay Cosmetics Ltd. always recommends providing the ultimate in customer service through face-to-face contact with consumers, which should help you avoid any issues with these types of regulations.

◀ The 2007/2008 Preferred Customer Program Consistency Challenge achievers enjoyed an afternoon of primping and pampering before Awards Night at Seminar 2008. Left to right: Independent Senior Sales Director Robin Courneya-Roblin; Independent Beauty Consultant Mara Jovanovic; Independent Beauty Consultant Cherie Lynn Hauck; Independent Senior Sales Director Louisa Hoddinott; and Independent Sales Director France Légaré. Not pictured: Independent Beauty Consultant Diane Sproull.

2007/2008 preferred customer program consistency challenge

Glam Up!

achievers

by Heather Watterworth

What could make strutting your stuff across the Seminar stage even sweeter? How about an afternoon dedicated to primping and pampering to help you prepare for your moment in the spotlight! Our 2007/2008 *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 professional photo session and shared priceless girlfriend time. Just take a peek at these glamour girls!

Want a taste of Mary Kay luxury at Seminar 2009? Be sure you enrol in the Preferred Customer Program each and every quarter! And for full details on the 2008/2009 Preferred Customer Program Consistency Challenge, just visit the MKOC. 





winter 2008/2009

gift with purchase

skin refreshing set

Here's the perfect set to help you break the winter ice with customers! Offer them the **Skin Refreshing Set** when they purchase \$50 or more in Mary Kay® product during the upcoming Winter 2008/2009 product promotion.

Each set includes **Mary Kay® Oil-Free Eye Makeup Remover** (29 mL); **Mary Kay® Intense Moisturizing Cream** (12 g); **Mary Kay® Oil-Free Hydrating Gel** (12 g); and **Indulge Soothing Eye Gel®** (3 g). When stashed inside a stylish, reusable black mesh pouch (also included), the **Skin Refreshing Set** is ideal for trial and travel!

And after giving their skin a winter beauty boost with these convenient sample sizes, your customers are sure to want to add the full-sized versions to their regular skin care regime.

-HW



Remember...

This is the second qualifying quarter for the 2008/2009 Preferred Customer Program Consistency Challenge! Don't miss out on exciting recognition and fantastic rewards!

dates to remember

- **Enrolment begins:** October 5th, 2008
- **Mail-in enrolment deadline:** November 5th, 2008
Please note that effective with the Spring 2009 Preferred Customer Program, mail-in enrolment will no longer be accepted.
- **Online enrolment deadline:** November 15th, 2008
- **Gift With Purchase and Generic Literature Packs will be shipped by:** December 15th, 2008
- **Customer and Independent Beauty Consultant versions of *The Look* begin mailing:** January 2nd, 2009
- **Winter Wonders Postcard Optional Mailer begins mailing:** January 26th, 2009
- **Gift With Purchase offer expires:** March 15th, 2009

news & updates

Compiled by: Andrea Lepore and Heather Watterworth



embracing the legacy
partagez l'héritage

During our 30th anniversary year, we'll celebrate Mary Kay Ash's vision by bringing even greater focus to the positive values on which our Company was built and that fill the hearts of millions of Mary Kay independent sales force members around the world. Watch each issue of Applause® magazine in 2008 for a special feature highlighting the inspiring ways we enrich women's lives. You can embrace the legacy by living our core values in your business and in your life each and every day.

leadership

It goes without saying that Mary Kay Ash was a visionary leader – for women and in business. A dynamic speaker, motivator and entrepreneur, Mary Kay has been recognized around the world for her achievements through numerous awards and honours.

In fact, she believed so much in being a leader that she made it an integral part of the career path so that every Team Leader, Star Recruiter, Independent Sales Director and Independent National Sales Director could become a mentor for someone else.

"I disagree with the old saying that leaders are born and not made," said Mary Kay. "The art of leading can be taught and it can be mastered – but let no one think being a leader is easy. It takes a lot of work! Five of the key ingredients of leadership are confidence, energy, boldness, concern and faith."

And that familiar Mary Kay saying – "the speed of the leader is the speed of the gang" – rings true as much today as it did 45 years ago.

"Someone said that a leader is one who knows where she is going and is able to take others with her," Mary Kay reflected.

So where are *you* going this Seminar year? And who will you bring on the journey?

Watch for the final installment in our Embracing The Legacy feature series in the December 2008 issue of Applause® magazine!

-HW



back in black

Keep an eye on your product orders in the coming months for new sleek-and-stylish black and smoky platinum packaging on the **Mary Kay® Facial Highlighting Pen**, **Mary Kay® Eye Primer** and **Mary Kay® Loose Powder**!

We're sure you'll agree that these packaging mini makeovers coordinate beautifully with other Mary Kay® colour cosmetics. And stay tuned for additional packaging updates in 2009!

-HW



2008 shelter grant application deadline



Remember that the application deadline for the 2008 Shelter Grant Program is October 31st, so why not share information on the missions of the Mary Kay Ash Charitable Foundation (MKACF) and the details of the Shelter Grant Program with a shelter or community outreach program in your area?

Applications and further details of the selection process are available online, in the *MKACF* section on www.marykay.ca.

-HW

chinese literature pieces available on the mkoc!

As you know, the Company is committed to helping you grow your business through the development of innovative new tools and by putting a fresh spin on existing materials. We recognize that in a multicultural country such as Canada, it's essential to have product and tools that meet the needs of your customers and potential team members.

That's why you'll want to check out the special Chinese section of the MKOC! You'll find downloadable resources that are essential for any skin care class – such as a Chinese version of the *Flip Chart* – as well as product knowledge for core skin care and cosmetic products. Plus, Chinese fact sheets are sure to help you share information about the direct-selling industry, the Company, Mary Kay Ash and her wonderful business opportunity with Chinese potential team members.



So why not check out these tools for yourself? Just click on the Chinese icon in the top right corner of the MKOC home page.



And be sure to tell us how these tools are helping you build your business!

-HW

it's never too early to start saving for seminar!

by Andrea Lepore



Independent National Sales Director Phil Warren, of Pasadena, NL, believes it's crucial to attend Seminar. Why? "It's the first place we're given the big picture of this dream Company," she says.

And although the new Seminar year has just begun, Phil says it's never too early to start saving for Mary Kay's biggest event of the year. Here's how!

FOR INDEPENDENT SALES DIRECTORS

"We hold the key to selling the event to our unit members. Had it not been for my Independent Sales Director encouraging me to attend as a new Independent Beauty Consultant, I would never have attended."

Attending Seminar helps one see the potential both for the business and one's self. Through the camaraderie, classes and Awards Night, you capture a dream and you "feel" what this Company has to offer. You come away with a bigger and better understanding of the career path – and all that could be.

INVESTING IN SEMINAR – INVESTING IN YOUR FUTURE

"Some women join Mary Kay for the business opportunity, more for just that 'little extra'," says Phil. "Whatever the reason, most of us live on a budget – so it's essential to save early for Seminar."

Look at Seminar as an investment in your future, just like you would a university education – then it's never a question of whether or not you attend.

PHIL'S SEMINAR SAVING TIPS

- The first – and most important – step is to **commit to attending Seminar**. It should be a non-negotiable.
- Hold facials throughout the year and **put the profit from the facials in a separate fund or bank account for travel/education**. "I always refer to it as my 'girl fund'," says Phil.
- **Establish a bank account and commit to saving \$20 per week**. If the fund was started in October, you would have more than \$700 saved in time for the next year!
- **Save all your "pocket change"** – loonies and toonies are great!
- **Create a "crazy can"**. Phil says her unit members decorate empty large juice cans and put all their savings in it. "At the end of the year, we have enough saved to cover Seminar costs."

When all is said and done, Phil's emphasis is on fun. "I always find that when you commit and keep it FUN throughout the year, by the time Seminar rolls around, everyone's brimming with excitement to be there!"

how do you envision **your ultimate success?**

A showy shower of stars among which you're the brightest? Or a more sedate and steady rise to the top floor of your personal potential? However you plan to "arrive," in whatever style you paint your Mary Kay future, you can be sure your hard work will be rewarded next year at Seminar 2009 with all the accolades you so richly deserve. No matter your background or circumstances, the Mary Kay opportunity is as vibrant today with all the promise it's ever held. Just see for yourself!



VISIT THE MKOC TO SEE
MORE HIGHLIGHTS FROM
CELEBRATE THE DREAM!
SEMINAR 2008! 

30 years and we've only just begun

Our 30th anniversary celebration at Seminar 2008 was a glittering reminder of the legacy of Mary Kay Ash. Incredible memory-making moments – like those on Awards Night, with its drama and glamour, its tears and cheers – swept away members of the independent sales force on a sea of heartfelt emotion. If the first 30 years were this good, just imagine the legend you can weave in the years to come. Is there any reason why you should keep your goals and dreams waiting?

unity builds a future like no other

The squeeze of a hand just before you walk onstage. Happy tears of support that say "I'm so proud of you." A laugh shared over a lesson learned. All these moments and countless more make up the story of Mary Kay sisterhood, played out in splendour at Seminar! In a fast-changing world, our heritage remains pure gold. The relationships you build and strengthen at Seminar just keep growing through the years, each a milestone on your Mary Kay journey toward a more fulfilled future. What began at Seminar 2008 can propel you to greater heights in 2009. Whose words of encouragement, whose example of success, will build you up so that you can build up others?



in recognition of your efforts

From challenge to challenge, contest to contest, you're growing, evolving, becoming. As you set new goals, surpass your own record and learn to envision yourself in a whole new light, we recognize you with namebadge ribbons, jewelry, luncheons, onstage applause and so much more. Let Seminar 2008 be a springboard for your dreams. Set your goals higher, deeper, broader than ever before, and before you know it, we'll be putting our hands together for you.



fast forward to your larger life

Are you still glowing from the memory of Seminar 2008? Already excited about going back next year? Just wait till you see the Seminar 2008 Highlights DVD! You can relive all the scintillating experiences shared by thousands of your Mary Kay sisters when you let the sights, sounds and inspiration sweep over you once again.

And here's something else to get excited about! All Seminar 2008 attendees will receive a complementary copy of the DVD – watch for it to ship with your order! Didn't attend Seminar 2008? Ignite your 2009 goals with a super spark – order your copy today and fuel your tomorrow!

\$10

Available on the Online Order Form beginning October 1st, 2008, while supplies last.



going for gold

ONE PART POSITIVE ATTITUDE. ONE PART DETERMINATION. AND ONE PART FAITH. COMBINE ALL OF THESE INGREDIENTS AND YOU HAVE **INDEPENDENT EXECUTIVE SENIOR SALES DIRECTOR JOSÉE D'ANJOU'S** RECIPE FOR SUCCESS – A RECIPE THAT HAS HELPED HER OVERCOME MANY CHALLENGES AND HARDSHIPS, TO EVENTUALLY BECOME THE 2007/2008 SEMINAR YEAR QUEEN OF UNIT SALES.

by Marijana Klapcic

Josée's journey to the top can easily be compared to a roller coaster ride. But with all of the ups and downs, one thing's for sure: Josée's perseverance and strength has shown the Mary Kay family just how far you can come if you believe in yourself and those around you.

SMALL FIRST STEPS

Eleven years ago, Josée was working as a full-time nurse and raising her two daughters, then ages one and four. When she was offered the Mary Kay opportunity, she accepted – mostly for personal use and tax deductions.

Little did she know that what were just perks would eventually become a prosperous and rewarding career – and successfully lead to her becoming the number one Independent Sales Director in Canada!

"In the beginning, I simply wanted to offer women an opportunity to spend an hour or two trying out Mary Kay® product – to learn a few beauty tricks or how to take care of their skin, and spend time relaxing with women they didn't have the opportunity to see as much as they'd like to," explains Josée. "So I decided to offer skin care classes. And on my very first day I earned as much money as I made in a whole week as a nurse!"

TURNING A NEGATIVE INTO A POSITIVE

That was the defining moment for Josée. About six months after signing her Independent Beauty Consultant Agreement, Josée reduced her nursing job from five days a week to two, allowing her to spend more time with her daughters. By holding two skin care classes a week, she was able to earn the equivalent income of her nursing job – in less time and with a more flexible schedule.

Sadly, however, just one year later Josée tragically lost her two daughters. At a time when the pain was too deep to describe, Josée turned to her families – her personal family and her Mary Kay family. With enormous support behind her, Josée



turned the darkest time in her life into a beacon of light.

"I can assure you that the positive-thinking concepts I learned in my Mary Kay training were invaluable during this period in my life. The fact that I could attend my weekly meetings to recharge my batteries with positive energy helped me greatly. But more than anything, I held onto the thought that my daughters wouldn't want to see me unhappy."

It was this support network – especially the support of her unit – that helped Josée's journey to success gain momentum and reach the top.

"My team kept working and four months after the death of my daughters I earned my first Career Car. Four months after that, I debuted as an Independent Sales Director. I was doing pretty well, but I was afraid I would break down at anytime."

But no such thing happened and – two months after becoming an Independent Sales Director and only working her business on a part-time basis – Josée achieved the Independent Sales Director Court of Personal Sales and ranked second in the Court of Sharing at Seminar 1999.

How was this possible? "By not wasting time on doubt," affirms Josée. "Doubt drains all of your energy and prevents you from taking action. I knew I wanted to help women take advantage of all the benefits of Mary Kay. And I knew that by holding my skin care classes and going to all of the training sessions, I could learn to become a great Independent Sales Director."

And that she did. Two years after debuting as an Independent Sales Director, Josée was driving her trophy on wheels – the pink Cadillac – and was promoted to the number five Independent Sales Director in Canada, earning her first Top Director Trip to Vienna, Austria. She was also able to take her parents to France for two weeks – a gift she feels is small in comparison to what they had done for her.

CROWNED QUEEN OF THE THRONE

Now, 11 years after starting her Mary Kay business, Josée has earned seven Career Cars and achieved awards too numerous to count – including precious jewelry and all-expense-paid trips to Vienna, Dallas (twice), the Mediterranean, Greece and (this year alone) Shanghai, Beijing and Hong Kong.

“All of these rewards are great, of course. But what I really appreciate the most is belonging to a Company that encourages us to get our priorities right and enables us to be financially independent,” Josée expresses.

This past year has been another tough one for Josée, who lost her mother to cancer. But because of her amazing unit and the flexibility her Mary Kay business provides, Josée was able to be there when her mother needed her most. As she puts it, “How many careers do you know of that give you 12 weeks leave per year?”

DOUBT DRAINS ALL OF YOUR ENERGY AND PREVENTS YOU FROM TAKING ACTION.

So with her mind on the Million-Dollar Circle of Excellence and her unit ready to work, Josée achieved Queen of Unit Sales. It's tempting to assume it took tireless, never-ending amounts of work. But according to Josée, it didn't. It was about time management, helping as many women as she could, following up with those who were working and wanting more from their business and, most of all, having the commitment to share the opportunity.

“For me to say that I'm working hard would be a lie,” she says lightheartedly. “To teach a beauty class, explain the marketing plan or give support and training to my team members is not hard work for me. Like Mary Kay Ash said, ‘You can work smart, not hard’ and have great success. I believe in working regularly and efficiently with the right priorities in mind – and this year is proof of that.”

Josée is also thankful for the valuable training provided by the Company, including scripts, how to establish good work habits, time and money management and positive affirmation. It has taught her to believe that “often the reasons that prevent you from pursuing your business are the exact reasons you should do it!”

And she did! “We beat several of our records. We reached 240 team members, including 54 new recruits in only one month and 86 Star Consultants within the year!” says Josée proudly.

THE JOURNEY CONTINUES

With the success of the 2007/2008 Seminar year still burning bright, we have to wonder: “What are Josée's goals for Seminar 2009?”

“I plan on completing the Million-Dollar Circle of Excellence and helping at least eight women earn their Career Car and debut as an Independent Sales Director,” proclaims Josée.

And how does she plan to achieve these goals?

“Our unit will continue to focus on the Company programs, including the Ladder of Success, Star Recruiters, the Career Car Program and Independent Sales Directorship. I do believe that too many women work really hard with inflexible schedules and with little to no recognition or appreciation. They deserve a lot more and that's why we'll share the Mary Kay opportunity with as many women as we can – to show them they can achieve all of their dreams without sacrificing their family, their faith or their happiness.”



Above: Josée savours every second of her Seminar success.

JOSÉE'S WORDS OF WISDOM

Check out Josée's heartfelt advice for others striving to become a top Independent Sales Director:

- Stop trying and **decide to do it!**
- Work everyday to **improve yourself.**
- **Help as many people as you can everyday.**
- Organize your training system, **follow-up** and communicate.
- **See the best in people**, think big for them and believe in them.
- **Encourage people to become the best they can be** without comparing themselves to others.
- **Have faith that the best will happen** and that the universe will bring you what you need to achieve your goal – then learn what you need to learn to achieve it.

july 2008 recognition reconnaissance de juillet 2008

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.

Doreen Burggraf



\$18,685.00

Angie Stoker



\$16,258.00

Renée Daras



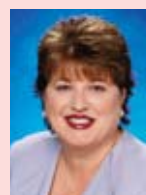
\$14,043.00

Brenda Summach



\$12,645.00

Heather Armstrong



\$12,349.00

Gloria Boyne \$10,740.00
Dalene Allen 10,388.00
Gail Adamson 9,795.00
Susanne Felker 9,410.00

Elena Sarmago \$9,080.00
Sandy Campbell 9,038.00
Marcia Grobety 8,939.00
Bernice Boe-Malin 8,630.00

Anne Austin \$8,380.00
Donna Lowry 7,785.00
Philomena Warren 6,907.00
Betty Elliott-Kichler 6,369.00

Olive Ratzlaff \$6,131.00
Darlene Ryan-Rieux 5,433.00
Donna Weir 5,130.00
Linda MacDonald 4,607.00

Janice Connell \$4,407.00
Debbie Mattinson 3,922.00
Jane Kosti 2,781.00

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.

Heather Armstrong



Level 2/Niveau 2

Anne Austin



Level 2/Niveau 2

Bernice Boe-Malin



Level 2/Niveau 2

Doreen Burggraf



Level 2/Niveau 2

Sandy Campbell



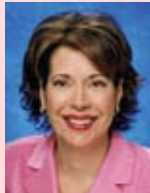
Level 2/Niveau 2

Debbie Mattinson



Level 2/Niveau 2

Brenda Summach



Level 2/Niveau 2

Philomena Warren



Level 2/Niveau 2

Gloria Boyne



Level 1/Niveau 1

Angie Stoker



Level 1/Niveau 1

Donna Weir



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 July 31st, 2008. 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 2008. Comprend la production de groupe au détail de toutes les Directrices de lignée non affiliées à une autre Directrice nationale des ventes indépendante.

Heather Armstrong	\$517,656.37	Brenda Summach	\$314,620.46	Gloria Boyne	\$225,408.00	Donna Lowry	\$203,573.56	Elena Sarmago	\$193,044.07
Angie Stoker	475,640.00	Doreen Burggraf	258,721.05	Dalene Allen	211,124.00	Marcia Grobety	193,160.21	Anne Austin	180,549.45

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 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% 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	\$4,691.00	Carolyn Tidd	\$4,501.00	Gladys Del	\$3,915.75	C-S Leclerc	\$3,646.00	Katharine Belanger	\$3,601.00
Linda Giesbrecht	4,554.00	Bridget Watorek	4,353.25	Cassandra Lay	3,909.75	Martine Ethier	3,630.50		
Heidi Koehler	4,505.50	Nora Davis	4,001.00	Mildred Hiebert	3,826.50	Melissa Briand	3,601.25		

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!

Lorna Hosker	\$3,600.75	Bethany Ha	\$2,877.00	Marinda Gerber	\$2,407.25	Kathy Christensen	\$2,069.25	Sharmila Peterson	\$1,826.50	Betty Lister	\$1,801.75
Tracey Davis	3,600.50	Melody Gilmore	2,815.75	Erin McKinnon	2,405.00	Eileen Faubert	2,066.75	Kathleen Clay	1,823.25	Michelle Santos	1,801.75
Nancy Cookson	3,588.25	Pat Jones	2,801.00	Tristen Payne	2,404.00	Glenna O'Quinn	2,061.50	Edete Morton	1,823.00	Kimberly Hiscox	1,801.25
Karen Gauthier	3,518.50	Yvette Kohut	2,765.00	Sylvie Larose	2,402.50	Johanna Tobin	2,031.75	Kim Walk	1,821.50	Catherine Roberts	1,801.25
Charmaine Stinson	3,405.50	Liz Smith	2,717.50	Jennifer Williams	2,402.50	Lee Dyck	2,003.75	Maegan Aymont	1,816.50	Bonnie Chung	1,801.00
Carol Heath	3,387.50	Marilyn Hibberd	2,706.00	Anne Nonga	2,401.75	Ellen Green	2,000.25	Bev Harris	1,816.25	Melanie Dumont	1,801.00
Samantha Randall	3,374.00	Lorna Randall	2,701.50	Barbie Bates	2,401.25	Nancy George	1,956.00	Roselyn Botolina	1,816.00	Charmain McClure	1,801.00
Deanna Pease	3,250.25	Joan Fehr	2,670.25	Diane Bergeron	2,400.75	Liboria Rizzuto	1,941.00	Eileen Malley	1,815.75	Laura Ratslaff	1,801.00
Carol Pollard	3,140.25	Cindy Chambers	2,662.50	Anne Cook	2,400.75	Ellen Hatlevik	1,926.50	Christelle Latulippe	1,810.50	Evelyn Ramanauskas	1,800.75
Farideh Panahi	3,047.00	Isabelle Rethier	2,651.50	Jane Kelly	2,400.75	Dayna Langlois	1,915.00	Claire Kennedy	1,810.25	Donna Witt	1,800.75
Corinne Wilkes	3,044.75	Georgine Cook	2,621.25	Karla Van Sickle	2,400.50	Nasrin Kanbi	1,906.00	Dany Tanguay	1,809.75	Yuew Cho	1,800.50
Iris Dumont	3,011.50	Katrina McKee	2,614.75	Cheryl Kelly	2,400.00	Glenda Blyth	1,895.75	Tammy Thompson	1,809.25	Margaret Fanella	1,800.50
Tanya Fyson	3,007.50	Heather Loshack	2,614.75	Carol Leadbetter	2,400.00	Ginny Konechny	1,886.75	Manjula Muregesen	1,809.00	Esther Gallop	1,800.50
Maryse Grenier	3,006.50	Tina Kapel	2,607.25	Pat Paul	2,391.25	Lisa McInnes	1,882.25	Terri Ryan	1,808.50	Ramanjit Malhi	1,800.50
Manuela Mihaljevic	3,006.25	Debbie Bauer	2,550.25	Nancy Abrams	2,348.25	Rita White	1,882.00	Avelina Juma	1,805.75	Kaela Taylor	1,800.50
Lynne Moe	3,003.75	Karen Simpson	2,544.00	Belinda Dunlop	2,336.25	Jamie Lee Ware	1,879.25	Kristy Soellner	1,805.25	Mia Vanderzwaag	1,800.50
Linda Rago	3,003.75	Melissa Gullage	2,538.25	Lorraine Delangis	2,310.50	Vanessa Smith	1,871.75	Nancy Doucet	1,804.25	Elena Conte	1,800.25
Brenda Beardsley	3,003.50	Harparveen Aujla	2,531.50	Cindy Fung	2,306.00	Shannon Cameron	1,861.75	Edith Mongeau	1,804.25	Diana Juse	1,800.25
Cindy Jacobs	3,001.75	R. Ewanyshyn-Kapusta	2,523.00	Winnifred Barnett	2,208.25	April Klippenstein	1,861.75	Stephanie Cardin	1,804.00	Michelle Woods	1,800.25
Amber-Lee Degelas	3,001.00	Cindy Levesque	2,502.00	Donna Dodds	2,204.50	Geraldine Chio	1,859.00	Carol Boudreau	1,802.75	Sam Young	1,800.25
Doan Vu	3,001.00	Paymaneh Varahram	2,493.00	Sherri Schilling	2,197.25	Elizabeth Burt	1,856.50	Veronica Dennis	1,802.75	Josianne Boily	1,800.00
C. Randle-Clayton	3,000.50	Isabelle Desroches	2,446.25	Maureen Adamkewicz	2,186.00	Lynda Switzer	1,855.75	Mariana Fournier	1,802.75	Sukhjit Dhillon	1,800.00
Angela Browett	3,000.25	Amanda Longland	2,435.25	Kristin Hancock	2,181.25	Catherine Schiller	1,839.50	Mallorie Puckett	1,802.75	Sandra Havell	1,800.00
Gloria Fitt	3,000.25	Envera Hamzic	2,429.00	Phyllis Keeney	2,138.50	Lorena Siemens	1,833.50	Rebecca Kelsey	1,802.50	Melanie Lavioie	1,800.00
Salma Ram	3,000.25	Crystal Gilbert	2,416.50	Sharon Korol	2,134.00	Catherine Le Lievre	1,832.00	Nancy Laflamme	1,802.25	Pauline Richardson	1,800.00
Kim Labelle	3,000.00	Susan Desborough	2,414.25	Carol Rennehan	2,121.75	Veronica Buckle	1,831.50	Dawn Neufeldt	1,802.25		
Clara Dreise	2,907.75	Cheryl Howcroft	2,412.00	Kim Johnson	2,080.00	Viv Bonin	1,829.75	Mary Clare Roldan	1,802.00		
Monica Hood	2,906.75	Chantal Rivard	2,407.50	Shannon Smith	2,071.25	Angela Gyamfi	1,827.25	Karine De Bellefeuille	1,801.75		

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.

Shannon Shaffer	\$8,508.13	Marilyn Bodie	\$3,561.60	Claribel Avery	\$2,964.69	Donna Melnychyn	\$2,372.68	Annie Gagnon	\$2,206.06	June Millar	\$2,095.94
Sharon Coburn	5,886.75	Shelley Haslett	3,527.94	Elaine Fry	2,947.87	Beverley Dix	2,348.84	Linda Feldman	2,196.82	Louise McCann	2,094.93
Nathalie Delisle	5,617.77	Jacqueline Cullen	3,466.80	Susan Richardson	2,940.46	Harsimran Saini	2,341.89	Judi Todd	2,191.10	Fran Sorobey	2,089.14
Isabelle Meunier	5,545.37	Angela Hargreaves	3,402.28	Julie Sweeney	2,844.53	Susan Brady	2,318.69	Guylaine Comeau	2,185.45	Monica Noel	2,085.50
Evelyn Ramanauskas	5,450.64	France Grenier	3,303.13	Kathy Handzuik	2,811.16	Malinda Byrne	2,318.07	Pam Behnke-Van Hoof	2,184.85	Sophie Audet	2,085.02
Josée D'Anjou	5,050.22	Johanna Tobin	3,282.72	Lorraine McCabe	2,792.59	Michelle Currie	2,314.63	Barb McKellar	2,174.99	Audrey Ehalt	2,075.97
Tamara Swatske	5,009.34	Vaun Gramatovich	3,273.85	Nicole Bellemare	2,782.88	Rita White	2,302.57	Debbie Ryan King	2,158.48	Mary-Lou Hill	2,072.28
Donna Izen	4,961.25	Jane Arsenault	3,248.39	Guylaine Dufour	2,650.96	Barbara Bond	2,298.86	Ruby Chapman	2,142.87	June Rumball	2,070.13
Gladys MacIntyre	4,274.07	Gaylene Gillander	3,242.10	Judith Richardson	2,616.93	Louise Desy	2,297.44	Darla Gagyi	2,135.42	Paulette Nimco	2,058.00
Mireille Morin	4,261.23	Shirley Peterson	3,175.28	Lynn Brady	2,612.52	Maggie Brasil	2,297.35	Valerie Pullishy	2,129.22	Marilyn Thiessen	2,051.54
Shelley Recoskie	4,059.62	Donna Matthews	3,167.90	Joyce Goff	2,581.34	Carol Adams	2,283.28	Sonia Janelle	2,126.53	Pamela Banderka	2,045.62
Louise Boulanger	3,933.30	Wanda Groenewegen	3,156.51	Carol Heath	2,569.51	Trish Courchaine	2,255.10	Diane Riddell	2,119.79	Maria Bennett	2,026.30
Mary Davies	3,783.68	Jasbir Sandhu	3,124.27	Susan Bannister	2,540.27	Diane Burness	2,232.23	Elaine Sicotte	2,118.57	Lenore Oughton	2,008.66
Rita Samms	3,763.99	Robin Courneya-Roblin	3,080.29	Cheryl Neuman	2,535.52	Jill Ashmore	2,230.19	Johanne Girard	2,117.83	Joyce Bigelow	2,003.58
Shirley Fequet	3,721.76	Eve Raymond	3,079.95	Jennifer Levers	2,467.60	Glenna O'Quinn	2,228.06	Beryl Apfelbaum	2,112.77	Sherrilyn Poulton	2,000.01
Teresa Ho	3,710.27	Liz Wodham	3,069.59	Darcey Smith-Heath	2,440.04	Kyla Buhler	2,208.72	Alex Quinn	2,109.62		
Harpreet Dhaliwal	3,700.27	Donna Fidler	3,061.53	Bonnie Vigue	2,426.30	Deborah Prychidny	2,208.51	Pamela Tucker	2,098.46		
Rajinder Rai	3,589.13	Elizabeth Farris	3,050.98	Joanne Ward	2,424.04	Susie Leavold	2,206.12	Martine Richard	2,098.24		

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.

Shannon Shaffer	\$62,456.50	Evelyn Ramanauskas	\$30,974.00	Jane Arsenault	\$26,795.50	Donna Fidler	\$24,023.50	Donna Matthews	\$21,705.50	Malinda Byrne	\$20,173.50
Nathalie Delisle	44,084.00	Jacqueline Cullen	30,258.50	France Grenier	26,202.00	Kathy Handzuik	23,858.50	Joyce Goff	21,614.50	Susan Bannister	20,112.00
Isabelle Meunier	43,043.50	Rita Samms	30,220.00	Teresa Ho	25,286.00	Lynn Brady	22,659.00	Elaine Fry	21,388.00	Susan Brady	20,082.00
Tamara Swatske	35,940.00	Mary Davies	29,418.50	Liz Wodham	25,272.50	Lorraine McCabe	22,637.50	Shirley Peterson	21,107.00	Carol Heath	20,041.50
Louise Boulanger	34,297.50	Shirley Fequet	29,350.00	Gladys Gillander	25,257.00	Vaun Gramatovich	22,219.00	Harpreet Dhaliwal	20,809.00	Rita White	20,039.50
Sharon Coburn	33,052.50	Shelley Recoskie	28,555.00	R. Courneya-Roblin	24,915.00	Wanda Groenewegen	22,077.50	Julie Sweeney	20,685.00	Michelle Currie	20,018.50
Gladys MacIntyre	32,171.50	Donna Izen	28,391.50	Mireille Morin	24,803.00	Shelley Haslett	21,972.50	Eve Raymond	20,645.50	Rajinder Rai	20,009.50
Josée D'Anjou	30,997.50	Marilyn Bodie	27,104.50	Nicole Bellemare	24,352.00	Angela Hargreaves	21,737.50	Darcey Smith-Heath	20,632.00		

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 RECROUTE 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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTITÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

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.

Ontario – Rita Samms
Ontario – Deborah Kenny
Alberta – Donna Fidler
Québec – Isabelle Meunier

Newfoundland & Labrador/Terre-Neuve-et-Labrador – Shirley Fequet
Saskatchewan – Marilyn Thiessen
Québec – Marlene Bridgman
Québec – Nathalie Delisle

Ontario – Jasbir Sandhu
British Columbia/Colombie-Britannique – Julie Sweeney

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 – Heidi Koehler
British Columbia/Colombie-Britannique – Lorna Hosker
Manitoba – Linda Giesbrecht
New Brunswick/Nouveau-Brunswick – Esther Gallop
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Samantha Randell

Nova Scotia/Nouvelle-Écosse – Lorna Randall
Nunavut – Ellen Hatlevik
Northwest Territories/Territoires du Nord-Ouest – Pat Suchlandt
Ontario – Deanna Blue
Prince Edward Island/Île-du-Prince-Édouard – Charlene Martin

Québec – Caroline-Sophie Leclerc
Saskatchewan – Nora Davis
Yukon – Amy Ly

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	\$1,125.33	Karen Perry	\$746.49	Lynda Switzer	\$670.98	Randhir Singh	\$607.86	Johanna Tobin	\$577.17	Lorrie Henke	\$521.49
Shelley Recoskie	1,081.17	Kyla Buhler	745.02	Nicole Pharand	669.84	Sharon Coburn	607.08	Lynn Hubley	577.11	Elaine Maeland	518.70
Gladys MacIntyre	1,044.75	Sarah Waters	734.25	Lorraine McCabe	669.57	Diane Burness	602.79	Maggie Brasil	576.51	Alice Ko	514.02
France Grenier	933.72	Tamara Swatske	729.81	Barbara Berven	664.20	Ginger Woepel	602.07	Glenna O'Quinn	575.73	Naomi Scott	508.23
Irma Vogt-Dyck	863.76	Shivonne Vienneau	719.46	Debi Kanerva	663.30	Jacqueline Cullen	598.08	Fay Hoiness	560.46	Lauretta Gorman	502.50
Nicole Bellemare	863.16	Martine Richard	717.78	Sharon Lee Carlson	649.17	Maria Bennett	594.75	Sue Rigby-Mallard	539.10		
Evelyn Ramanaukas	783.93	Rita White	715.77	Claudine Pouliot	646.29	Lisa Craig	594.21	Alicia Tompolski	534.63		
Harpreet Dhalwal	779.67	Cheryl Neuman	714.33	Marie-Josée Bourdages	640.02	Glenda Funk	592.80	Janelle Desjardins	533.04		
Lori Wiebe	749.34	Vaun Gramatovich	713.97	Martha Rempel	622.47	Catherine Chapman	581.88	Manjit Sahsi	530.10		
Monica Noel	747.54	Audrey Ehalt	710.40	Donna Fidler	622.23	Malinda Byrne	580.83	Maureen Vincent	521.91		

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.

Julie Boulay	\$577.10	Ruth MacDonald	\$391.88	Marie-Sophie Roy	\$307.98	Luisa Rallo	\$295.52	Balbir Singh	\$265.08	Kimiko Carlson	\$256.32
Linda Feldman	513.62	Sandra Moore	390.34	Isabelle Perreault	305.44	Debbie Struthers	293.96	Sherrilynn Poulton	263.82	Jenny Foran	255.78
Bertha Kovach	495.98	Paula Skinner	357.04	Renee Legrand	304.86	Louise Desy	283.58	Ioulia Khairova	261.10	Darlene Olsen	254.74
France Mimeault	459.58	Diane Lebrun	336.62	Kathy Quilty	303.34	Jude Hodgson	276.66	Mary Maloney	260.98	Judi Todd	254.02
Lu Scott	432.26	Colleen Forrester	336.48	Rita Samms	301.90	Sharon McDonnell	275.14	Ashley Devers	258.98	Louise Boulanger	252.36
Angela Fedorchuk	416.80	Sonia Dumas	324.38	Steph McDonald	301.18	Cynthia Harris	272.16	Andrea Thorrougood	258.72		
Monica Hunt	399.90	Sheena Murphy	318.82	Joan Elliott	298.44	Alice Steffen	266.02	Sharlene Bukurak	258.26		

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.

Stephanie Lunn	\$198.13	Sharon Chan	\$121.88	Susan Smith	\$112.63	Azra Hamzic	\$97.16	Therese Plante	\$96.07	Sandy Albert	\$82.85
Teresa Kinniburgh	180.22	Karen Sonnenberg	120.46	Janet Cottle	106.28	Dominique Lefebvre	96.66	Jaswinder Singh	96.07	Carmen Curtis	81.40
Melanie Achtenberg	180.04	Meighen Pollard	120.25	Jennifer Hancock	105.00	Elizabeth Bailey	96.29	Luann Phair	96.00	Vickie Althot	80.34
Sharon Cymerys	143.15	Bridget Watorek	120.04	Barb Cieslak-Sydor	99.69	Kathy Christensen	96.16	Jenny Alvarado	94.46		
Wendy Henderson	135.52	Christin Lemoine	120.01	Brigitte Boucher	98.68	Sheila Davy	96.10	Karen Jensen	91.31		

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.

CHERYL NEUMAN
Director/Directrice
SHAWNA MALLETT
Rita Samms
FRANCE MIMÉAULT
Isabelle Meunier

MICHELLE GURDEBEKE
Marlene Bridgman
DEBORAH KENNY
Director/Directrice
SHIVONNE VIENNEAU
Donna Fidler

ISABELLE DORE
Annie Gagnon
GLENDA FUNK
Julie Sweeney
MONICA HUNT
Shirley Fequet

CHARNIJIT KAUR
Jasbir Sandhu
THERESA KROEKER
Alexis Glabus
SHARON MCDONNELL
Marilyn Bodie

BARB REVELLE
Rita Samms
LORI WIEBE
Marilyn Thiessen

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.

MERCEDES HERNANDEZ
Gladys MacIntyre

GE QIAN
Teresa Ho

JULIE BOULAY
Nathalie Delisle

BELINDA DUNLOP
Jacqueline Cullen

MICHELLE MCFARLAND
Deborah Kenny

SHAWN YPES
Sylvia Smith

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 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% 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.

EVA KOPEC
Director/Directrice
SHELLEY MEHLING
Director/Directrice
CAROL RENNEHAN
Director/Directrice
GLENN O'QUINN
Director/Directrice
DIVONA SUMMER
Director/Directrice

ISHALI MULCHANDANI
Director/Directrice
PATRICIA MONFORTON
Director/Directrice
SARA ROBERTS
Director/Directrice
KATHY LONG
Director/Directrice
LISA MCINNES
Vaun Gramatovich

SHERRI SCHILLING
Director/Directrice
JENNY FORAN
Director/Directrice
MANJIT SAHSI
Inderjit Sekhon
NATHALIE BISAILLON
Louise Boulanger
JOSIANNE BOILY
Mireille Morin

SERENE CHIN
Alice Wong
KIM DYCK
Deborah Kenny
LESLIE GERDIS
Rita Samms
LYNDA GRANT
Rita Samms
ANGELA GYAMFI
Anne Austin

RENEE HARRISON
Joyce Gustafson
MELISSA HODDER
Philomena Warren
KIMBERLY HOOPER
Carol Heath
CHANTAL ISSEL
Brenda Summach
SAMANTHA JANSEN
Deborah Kenny

APRIL KLIPPENSTEIN
Theresa Nielsen
PEGGY MALVAL
Marcelyn Querino
SANDRA MOORE
Robin Courneya-Roblin
SANDRA THORNTON
Carol Adams
ALICIA TOMPOLSKI
Rosibel Shahin

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.

JULIE BOULAY
Nathalie Delisle
FATMA BOUSSAHA
Joeline Jean-Claude

KIMIKO CARLSON
Tamara Swatske
SERENE CHIN
Alice Wong

JOYCE HOLMES
Beverley Dix
CHARNJIT KAUR
Jasbir Sandhu

THERESA KROEKER
Alexis Glabus
DIANE MARY LEE
Gail St-Croix

BONNIE NEWTON
Michelle Summach-Goetz
SUSAN PROSSER
Susan Bannister

KIM ROBITAILLE
Linda Moreau
ALICIA TOMPOLSKI
Rosibel Shahin

New Star Recruiters/Nouvelles recruteuses étoiles

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.

ARAMIDE ADEMIDUN
Anna Simon
VICKIE ALTHOT
Eve Raymond
MURIEL BEYA
Eva Kopec
MANON CARLOS
France Grenier
SOPHIE CHRETIEN
Chantal St-Denis

BRENDA COWLING
Elizabeth Sly
LESLIE GERDIS
Rita Samms
LEE GRAFF
Kathy Handzuik
LAVERNE GUILD
Lindsay Lewis
JENNIFER HANCOCK
Malinda Byrne

RENEE HARRISON
Joyce Gustafson
WENDY HENDERSON
Judy Toupin
HEATHER HEWITT
Janice Connell
KIMBERLY HOOPER
Carol Heath
MICHELLE MACADAM
Alyce Parkes

PEGGY MALVAL
Marcelyn Querino
CLAIRE MERCIER
Louise Boulanger
ANN MILLS
Mary-Lee Plemel
ROSEMARY MINORS
Colleen Hendrickson
JODI MOHR
Ginny Konechny

CELINE SAVARD
Guylaine Dufour
JENNIFER SCOTT
Debbie Struthers
JASWINDER SINGH
Rajinder Rai
SUSAN ST-PIERRE
Heather Witte
CHERYL STEPHANOW
Ashley Devers

JOANNE TOPPING
Bonnie Vigue
DOROTHY VITANOVEC
Paulette Nimco
SHAWN YPES
Sylvia Smith

Independent Sales Director Grand Achievers/Directrices des ventes indépendantes Grandes Gagnantes

These Independent Sales Directors qualified during the month of July to receive cash compensation. /
Directrices des ventes indépendantes qualifiées en juillet pour une compensation en argent.

Barbara Berven
Donna Fidler

Nicole Pharand
Glenna O'Quinn

Tammy Pearson
Naomi Scott

Sherri Schilling
Irma Vogt

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, Pontiac G6 or receive cash compensation. /
Conseillères en soins de beauté indépendantes qualifiées en juillet pour l'usage d'une Pontiac VIBE, Pontiac G6 ou une compensation en argent.

Belinda Dunlop
Isabelle Dore

Karen Perry
Manjit Sahsi

Sandra Thornton
Shivonne Vienneau

Lori Wiebe

Fabulous 50s Achievers/Championnes Fabuleux 50

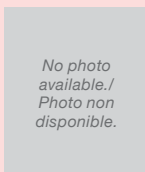
The following Independent Sales Directors achieved Mary Kay's Fabulous 50s status by achieving at least \$30,000 in net adjusted wholesale production and growing their unit size to 50 or more within six months of their debut date./Les Directrices des ventes indépendantes suivantes ont atteint le statut 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 une groupe de 50 membres ou plus dans les six mois suivant la date de leurs débuts.

Alexis Glabus



National Area/Famille nationale:
Sandy Campbell

Kavita Seth



National Area/Famille nationale:
Heather Armstrong

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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTITÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

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 (August 2007)./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 (août 2007).

Deborah Kenny



National Area/Famille nationale:
Elena Sarmago

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august 2008 recognition reconnaissance d'août 2008

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



\$15,100.00

Renée Daras



\$14,127.00

Heather Armstrong



\$11,983.00

Brenda Summach



\$11,583.00

Elena Sarmago



\$10,344.00

Bernice Boe-Malin \$10,244.00
Dalene Allen 9,913.00
Doreen Burggraf 9,867.00
Gloria Boyne 9,467.00

Sandy Campbell \$8,636.00
Darlene Ryan-Rieux 6,646.00
Betty Elliott-Kichler 6,151.00
Olive Ratzlaff 6,012.00

Donna Lowry \$5,916.00
Gail Adamson 5,771.00
Anne Austin 5,536.00
Janice Connell 5,333.00

Philomena Warren \$5,053.00
Linda MacDonald 4,852.00
Marcia Grobety 4,656.00
Donna Weir 4,615.00

Susanne Felker \$3,595.00
Jane Kosti 3,248.00
Debbie Mattinson 3,123.00

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.

Heather Armstrong



Level 2/Niveau 2

Bernice Boe-Malin



Level 2/Niveau 2

Doreen Burggraf



Level 2/Niveau 2

Sandy Campbell



Level 2/Niveau 2

Darlene Ryan-Rieux



Level 2/Niveau 2

Brenda Summach



Level 2/Niveau 2

Angie Stoker



Level 1/Niveau 1

Philomena Warren



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, 2008. 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 2008. 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	\$1,046,660.50	Brenda Summach	\$634,198.50	Gloria Boyne	\$458,901.50	Elena Sarmago	\$420,984.11	Marcia Grobety	\$351,717.26
Heather Armstrong	1,032,487.91	Doreen Burggraf	492,479.55	Dalene Allen	440,188.47	Donna Lowry	369,274.56	Anne Austin	344,516.48

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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % 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!

Laura McMillan	\$4,854.75	Kimberley Patterson	\$4,322.25	Heidi Desmit	\$4,201.75	Claire Kennedy	\$3,985.95	Nathalie Denis	\$3,620.25	Cecilia Letourneau	\$3,601.00
Johanne Jean	4,502.00	Elizabeth Biglands	4,223.75	Nancy Bourgon	4,200.75	Valaine Vienneau	3,824.75	Irena Agafonow	3,603.75	Catherine Lemay	3,600.25
V. Nolin-Morin	4,500.75	Cathrine Chivhima	4,216.75	Katrina Sochatsky	4,200.00	Julie Lee	3,743.20	Julie Hoefling	3,602.00	Barb Lavin	3,600.00
Deanna Blue	4,389.75	Monique Boulay-Blain	4,208.25	Mavis Keith-Gerber	3,988.20	Tracy General	3,642.00	Stephanie Legge	3,601.00		

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!

Debbie Parsons	\$3,583.20	Beth Pearson	\$2,872.70	Carole McMechan	\$2,402.75	Sharon Robertson	\$2,113.70	Georgina Serra	\$1,851.25	Connie Course	\$1,802.00
Louise Ann Brunet	3,562.95	Heather Oldenburg	2,791.20	Karen Schamehorn	2,402.75	Barbara Bond	2,102.70	Fatehjit Kaur	1,850.00	Michele Thomson	1,801.95
Janine Brisebois	3,560.20	Lorena Siemens	2,768.95	Samantha Spencley	2,402.75	Linda Giesbrecht	2,077.70	Gurwant Labana	1,850.00	Sandeep Basra	1,801.75
Darlene Bakker	3,537.20	Kathie McGann	2,738.45	Nancy Bessette	2,402.25	Penny MacDonald	2,058.45	Mary Ayaga	1,846.25	Valerie Wright	1,801.75
Martine Brault	3,384.75	Celine D'Souza	2,737.20	Erica Gonzalez	2,402.25	Yvonne Wolowski	2,056.00	Pauline Richardson	1,839.20	Marie-Wendy Samedy	1,801.50
Jennifer Delorey	3,254.75	Kim Johnson	2,712.45	Grazyna Kacupra	2,401.25	Chrystal Redpath	2,037.25	Mary Denby	1,837.75	Doris Tseng	1,801.50
Sharon Wolthers	3,244.95	Dominique Lefebvre	2,695.75	Carmelle Gauthier	2,401.00	Donna McKinley	2,028.70	Hilda Hiscock	1,833.20	Nicole Falardeau	1,801.25
Rebecca Lafond	3,206.00	Shirley Klejnu	2,688.00	Clarissa Liebenberg	2,400.75	Juliana Foster	2,018.50	Bonnie Locher	1,829.75	Marie-Eve Fournier	1,801.25
Tana Letkeman	3,186.95	Cassandra Lay	2,674.20	Debbie Paleczny	2,400.75	Emily Cornelis	2,010.20	Lori Czerkowski	1,828.50	Nancy Gauthier	1,801.25
Carol Krushnisky	3,178.45	Jan Irwin	2,654.70	Michelle Hart	2,400.50	Lucie Beauregard	1,995.70	S. Wijayaratanam	1,820.25	Amey Weaver	1,801.00
Larisa Day	3,138.00	Tara Green	2,627.95	Josee Rozon	2,400.50	Katie Pokrant	1,980.70	Nicole Poulin	1,819.75	Manjit Bansal	1,800.75
Sue McElhanney	3,100.70	Sylvie Larose	2,614.50	Jill Howe	2,400.25	Filomena Cimbron	1,969.50	Mai Vu	1,816.00	Ursula Klassen	1,800.75
Jenny Pedrosa	3,034.50	Sherry Ogasawara	2,567.95	Grace Judd	2,400.25	Donna Fidler	1,969.20	Debra Kerswell	1,815.50	G. Allakhverdieva	1,800.50
Frederique Seyer	3,030.50	Charlene Blackstar	2,565.70	Karyn Redekopp	2,400.25	Michelle Fischer	1,959.00	Julie Stewart	1,815.25	Trina Lafleur	1,800.50
Chantal Crawford	3,021.00	Michelle Gilbert	2,549.45	Janet Byrnes	2,400.00	Paymaneh Varahram	1,957.45	Esther Gallop	1,815.20	Mariela Meza	1,800.25
Nancy Roskalt	3,011.50	Analyn Siapno	2,515.50	Marion Bearisto	2,400.00	Shelley Haslett	1,952.70	Karine Campeau	1,813.75	Rajinder Rupra	1,800.25
Cavelle Fudge-Winsor	3,011.25	Audrey Trach	2,506.95	Manon Champagne	2,400.00	Sharon Lee Carlson	1,939.95	Johanna Tobin	1,811.45	Gillian Sherba	1,800.25
Brenda Withers	3,004.50	Maureen Corrigan	2,465.70	Janice Ropp	2,386.45	Wilma Cruz	1,932.00	Sharon Augustine	1,811.00	Miriam Ybema	1,800.25
Sweetlana Klatt	3,002.25	Denise Young	2,458.45	Ami Bour	2,377.45	Sandra Moore	1,927.50	Marie-Eve Coutu	1,810.00	Joanne Lam	1,800.20
Michelle Yong	3,002.25	Allyson Beckel	2,437.20	Corinne Ritchot	2,376.00	Tristen Payne	1,911.25	Janet Reid	1,809.45	Anita Ajala	1,800.00
Sylvie Delagrave	3,002.00	Maria Chen	2,435.75	Sophie Rodrigue	2,370.00	Ginny Konechny	1,910.45	Mama-Aissata A-Sylvia	1,808.00	Jancy Calderon	1,800.00
Cindy Sheehy	3,001.25	Cathy Graham	2,424.50	Janelle Desjardins	2,367.20	Rose Trenchuk	1,901.25	Joanne Colonna	1,807.50	Angela Gillis	1,800.00
Jeanette Merrick	3,001.00	Liz Smith	2,422.20	Jean Edwards	2,335.45	Angela Hargreaves	1,893.95	Jacquie Pitts	1,806.25	Huguette Marcoux	1,800.00
Natalie Yap	3,000.50	Susan White	2,408.00	Janice Joyner	2,325.70	Phyllis Tico	1,893.00	Shara Lenihan	1,805.25	Feyrouze Ramji	1,800.00
Elizabeth Buston	3,000.25	Karen Taylor	2,407.75	Barb Revell	2,308.95	Sylvia Thiessen	1,892.00	Roxana Kettle	1,804.75	Paramjit Tuli	1,800.00
Darcie Jensen	3,000.25	Anna Bylisma	2,405.75	Sarah Bardell	2,208.25	Karen Roberts	1,880.95	Joanne Conciatori	1,803.75	Marie-Josée Theroux	1,800.00
Devina Tamburello	3,000.00	Audrey Roy	2,405.75	Hillie Feitsma	2,197.20	Noreen Gordon	1,879.50	Julie Sanschagrin	1,803.25	Michele Valentine	1,800.00
Susan Carey	2,994.95	Bichlien Nguyen	2,403.75	Anne Lawson	2,197.00	Lucie Bourgeois	1,871.50	Aneela Hassan	1,803.00		
Nancy McEwen	2,987.20	Amarjit Dulay	2,403.50	Barb March	2,194.45	Shirley Fequet	1,864.70	Kitty Yuen Tung Choi	1,802.25		
Karen Goldrick	2,969.95	Marie Lefebvre	2,403.25	Betty Lister	2,184.70	Nhi Nguyen	1,857.50	Rebecca Fredric	1,802.25		
Celsa Pasmo	2,957.45	Daphnie Egonu	2,403.00	Helena Bourgeois	2,179.95	Amarjit Dhillon	1,854.25	A. C. Buckindale	1,802.00		
Donna Crawford	2,950.70	Lorna Bergen	2,402.75	Karma Chicoski	2,160.20	Charmaine Lacoursiere	1,852.45	Christine Chin-Fook	1,802.00		

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 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.

Nathalie Delisle	\$9,138.36	Mary Davies	\$3,998.75	Eve Raymond	\$3,036.59	Lindsay Lewis	\$2,553.52	Susan Richardson	\$2,335.53	Guylaine Dufour	\$2,150.32
Josée D'Anjou	7,821.14	Ishali Mulchandani	3,950.29	Lynn Brady	3,019.25	Rita Samms	2,505.31	Cheryl Neuman	2,328.70	Glynis MacDavid	2,128.98
Shannon Shaffer	6,916.64	Rajinder Rai	3,919.45	Robin Courneya-Roblin	2,946.54	Kyla Buhler	2,496.94	Kathy Whitley	2,317.77	Marilyn Bodie	2,121.19
Claribel Avery	6,600.35	Angela Hargreaves	3,907.29	Vaun Gramatovich	2,924.20	Sara Roberts	2,466.08	Deb Wynn	2,314.91	Fran Sorobey	2,118.44
Shelley Recoskie	6,419.89	Jennifer Levers	3,719.32	Isabelle Meunier	2,861.16	Janine Brisebois	2,464.71	Audrey Ehalt	2,304.79	Pamela Tucker	2,116.51
Sharon Coburn	6,000.02	Shirley Peterson	3,666.57	Susie Leakvold	2,838.36	Theresa Nielsen	2,441.72	Patricia Monforton	2,250.59	Barbara Martin	2,103.27
Jasbir Sandhu	5,630.88	Danielle Theriault	3,626.27	Carol Heath	2,835.77	Bonnie Vigue	2,434.90	Liz Wodham	2,246.93	Frances Fletcher	2,083.87
Mireille Morin	5,402.40	Evelyn Ramanauskas	3,558.44	GINETTE Desforges	2,829.80	Joeline Jean-Claude	2,419.59	Elaine Scotte	2,243.90	Prabjyot Gill	2,082.55
Harpreet Dhalwal	5,096.38	Joyce Goff	3,531.36	Donna Melnychyn	2,794.39	Kathryn Milner	2,402.24	Jill Ashmore	2,237.30	Inderjit Sekhon	2,079.41
Guylaine Comeau	4,903.27	Donna Izen	3,528.79	Alex Quinn	2,770.35	Susan Bannister	2,400.81	Erna Voth	2,237.05	Lorraine McCabe	2,077.53
Alexis Glabus	4,623.13	France Grenier	3,369.29	Johanna Tobin	2,744.67	Shelley Haslett	2,399.78	Pam Behnke-Van Hoof	2,215.28	Kathy Handzuik	2,069.70
Tamara Swatske	4,550.37	Jacqueline Cullen	3,296.82	Barbara Bond	2,741.22	M. Summach-Goetz	2,394.84	Phyllis Hansford	2,208.99	Jackie Cowderoy	2,053.07
Kimberley Shankel	4,473.51	Alice Wong	3,271.76	Louise Boulanger	2,726.89	Joanne Lam	2,390.16	Chantal St-Denis	2,208.58	Joyce Bigelow	2,033.68
Teresa Ho	4,339.62	Heather Cook	3,188.82	Judith Richardson	2,710.29	Loise Fortin	2,381.05	Carol Hoyland-Olsen	2,206.40	Sonia Janelle	2,009.53
Gladys MacIntyre	4,326.54	Julie Sweeney	3,150.54	Valerie Pullishy	2,709.33	Elizabeth Farris	2,377.98	Barbara Craig	2,185.57	Lenore Oughton	2,000.65
Nicole Bellemare	4,287.63	Harsimran Saini	3,110.54	Jane Arsenault	2,604.48	Randhir Singh	2,370.53	Judi Todd	2,165.63		
Donna Matthews	4,012.67	Sophie Audet	3,060.84	Gaylene Gillander	2,593.49	Anna Leblanc	2,369.19	Maureen Corrigan	2,165.18		
Yasmin Manamperi	4,011.01	Mandeep Bambrab	3,057.29	Lorrie Henke	2,581.77	Louisa Hoddinott	2,356.07	Mary-Lou Hill	2,155.08		

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.

Nathalie Delisle	\$73,185.00	Sharon Coburn	\$34,867.50	Jacqueline Cullen	\$29,161.90	Shirley Peterson	\$24,211.40	Lynn Brady	\$22,309.90	D. Melnychyn	\$20,523.40
Shannon Shaffer	51,615.40	Guylaine Comeau	34,246.40	Jennifer Levers	28,999.40	Alice Wong	24,180.90	Jane Arsenault	22,176.40	Gaylene Gillander	20,464.50
Shelley Recoskie	47,982.90	Nicole Bellemare	33,567.90	Gladys MacIntyre	28,772.90	Yasmin Manamperi	24,013.90	Carol Heath	21,938.90	Vaun Gramatovich	20,420.50
Josée D'Anjou	46,095.40	Joyce Goff	30,427.90	Donna Matthews	27,620.40	Harpreet Dhalwal	24,013.40	Joeline Jean-Claude	21,839.90	Kathy Whitley	20,273.40
Claribel Avery	42,079.40	Ishali Mulchandani	30,004.40	France Grenier	27,219.90	Angela Hargreaves	23,347.40	Kathryn Milner	21,572.90	Deb Wynn	20,229.40
Jasbir Sandhu	37,630.00	Mireille Morin	29,896.40	Sophie Audet	27,089.90	Lorrie Henke	22,796.40	Loise Fortin	21,246.90	M. Summach-Goetz	20,076.00
Alexis Glabus	36,026.90	Teresa Ho	29,788.40	Judy Sweeney	25,392.90	R. Courneya-Roblin	22,682.90	Anna Leblanc	21,064.40	Rajinder Rai	20,032.90
Tamara Swatske	35,173.40	Mary Davies	29,708.90	Susie Leakvold	25,050.40	Mandeep Bambrab	22,419.90	Louise Boulanger	20,780.40		
Kimberley Shankel	34,974.90	Danielle Theriault	29,634.90	Heather Cook	24,665.90	Lindsay Lewis	22,361.90	Donna Izen	20,615.50		

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 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA, OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

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 – Nathalie Delisle
Ontario – Shelley Recoskie
Alberta – Valerie Pullishy
Alberta – Judy Coates

Québec – Josée D'Anjou
British Columbia/Colombie-Britannique – Alexis Glabus
Alberta – Susie Leakvold
Alberta – Darla Gagyi

Ontario – Jasbir Sandhu
Manitoba – Jacqueline Cullen

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 – Laura McMillan
British Columbia/Colombie-Britannique – Julie Lee
Manitoba – Jenny Pedrosa
New Brunswick/Nouveau-Brunswick – Sharon Wolthers
Newfoundland & Labrador/Terre-Neuve-et-Labrador – Debbie Parsons

Nova Scotia/Nouvelle-Écosse – Kimberley Patterson
Nunavut – Claire Kennedy
Northwest Territories/Territoires du Nord-Ouest – Shawnalee Redwood
Ontario – Deanna Blue
Prince Edward Island/Île-du-Prince-Édouard – Marion Bearisto

Québec – Johanne Jean
Saskatchewan – Rebecca Lafond
Yukon – Deborah Ingram

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.

Claribel Avery	\$1,724.14	Kathy Whitley	\$840.39	Mandeep Bambrab	\$726.99	Amy Shang	\$605.22	Shivonne Vienneau	\$561.27	Guyline Comeau	\$531.24
Lorrie Henke	1,225.35	Paula Skinner	833.91	Kim Conaghan	718.50	Baljeet Dhaliwal	600.96	Fay Hoiness	558.11	Alicia Tompolski	523.98
Nicole Bellemare	1,191.96	Liz Wodham	825.62	Vaun Gramatovich	713.54	Kitty Babcock	587.96	Carol Heath	555.90	Ginger Woeppel	522.18
Shelley Recoskie	1,145.63	Carole McMechan	796.56	Gladys MacIntyre	698.21	Sharon Coburn	587.54	Glynis MacDavid	553.58	Patricia Monforton	516.63
Kimberley MacBride	1,024.14	Glenda Funk	796.20	Alexis Glabus	684.30	Louise Fortin	585.33	Eve Raymond	550.70	Jackie Cowderoy	514.35
Ishali Mulchandani	931.83	Karen McNulty	783.71	Pamela Kanderka	678.47	Lorraine McCabe	576.29	Elaine Sicotte	550.70	Fran Sorobey	510.14
Erna Voth	929.79	Sara Roberts	769.88	Martine Richard	677.85	Claudine Pouliot	570.96	Gina Hormann	547.74	Johanne Girard	500.34
Kimberley Shankel	915.83	Harpreet Dhaliwal	767.63	Shirley Fequet	642.92	Louisa Hoddinott	570.65	Ellen Hatlevik	546.99		
Jocelyne Morissette	887.07	Cheryl Neuman	755.82	Julie Boulay	634.08	Deb Wynn	570.57	Deanna Pease	545.66		
Angela Hargreaves	876.50	Audrey Ehalt	750.92	Lindsay Lewis	627.42	Jennifer Levers	570.29	Jacqueline Cullen	543.90		
Kyla Buhler	870.34	Barbara Craig	741.59	Diane Burness	627.33	M. Pangan-Dutkoski	566.70	Donna Fidler	537.65		
Yasmin Manamperi	870.24	Alex Quinn	738.80	Randhir Singh	611.45	Renee Johnson	565.44	Reina Heras	531.54		

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.

Isabelle Perreault	\$950.12	Jill Ashmore	\$385.02	Eva Kopec	\$364.46	Marcelyn Querino	\$331.04	Isabelle Meunier	\$299.58	Mychele Guimond	\$279.01
Renee Lavoie	536.74	Marie-Sophie Roy	384.46	Rose-Marie Young	360.02	Theresa Kroeker	321.12	Debbie Ryan King	299.54	Lynn Brady	277.32
Melissa Hodder	499.36	Ioulia Khairova	378.98	Elaine Wilson	349.32	Sarah Bardell	315.38	Belinda Dunlop	294.78	Karen Piovesan	268.18
Paulette Nimco	457.82	Deanne Bonilla	378.88	April Toth	348.40	Sharlene Bukurak	311.90	Heather Daymond	284.48	Darlene Bakker	260.38
Jasbir Sandhu	439.56	Mary Clare Roldan	373.52	Ginette Desforges	347.76	Sharon Stewart	306.26	Dianne Heidman	280.08	Diana Espenhain	251.27
C. Randle-Clayton	390.38	Catherine Roberts	372.14	Kimiko Carlson	342.18	Sylvie Beaucage	302.88	Alison Hogan	279.50		

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.

Melissa Barbeau	\$360.11	Bridget Watorek	\$120.61	Kulvinder Atwal	\$99.46	Heather Hewitt	\$96.03	Claudy Guillemette	\$80.96	Kathy Christensen	\$76.45
Lynne Villeneuve	216.20	Sophia Yap	120.02	Kuljeet Gandu	98.17	Lucie Legault	96.02	Colleen Monias	80.74	Anne-Marie Crytes	75.92
Laverne Guild	193.32	Caring Cayabyab	118.30	Elain Tung	97.43	Francine Charron	96.00	Caroline Larochelle	80.64		
Gayla Sever	146.05	Cassie Vanraamsdonk	107.52	Cathy Gilchrist	96.32	Chantal Laurendeau	85.75	Trina Nelson	78.78		
Edith Charbonneau	144.81	Scarlet Young	105.12	Florina Medina	96.12	Fatima Zohra	84.62	Natacha Charles	78.67		
Caroline-Sophie Leclerc	121.22	Anna Ruscitti	104.08	Elyse Michaud	96.09	Joy Hoskin	84.31	Ashlee Franz	78.36		
Dominique Lefebvre	120.91	Marilyne Lebrun	99.87	Sylvie Decelles	96.04	Danielle Hugh	81.38	Stephanie Coulter	77.28		

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.

EVELYN RAMANAUSKAS
Director/Directrice
MARILYN CLARK
Director/Directrice
MAUREEN CORRIGAN
Director/Directrice

GINA HORMANN
Susie Leakvold
RENEE JOHNSON
Joyce Goff
MARY CLARE ROLDAN
Maggie Brasil

JULIE BISSON
Josée D'Anjou
KIM CONAGHAN
Shelley Recoskie
KAREN PERRY
Darla Gagyi

GE QIAN
Teresa Ho
GINGER WOEPPEL
Valerie Pullishy
STEPH McDONALD
Judy Coates

CAROLE MCMECHAN
Alexis Glabus
ISABELLE PERREAULT
Nathalie Delisle
CHRISTINE VANDEMARK
Judy Coates

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.

SHELLEY RECOSKIE
Director/Directrice
YASMIN MANAMPERI
Director/Directrice

JACQUELINE CULLEN
Director/Directrice
GLORIA FITT
Director/Directrice

TINA KAPEL
Director/Directrice
JOANNE LAM
Director/Directrice

SHERRY FISHER
Director/Directrice
ANGELA HARGREAVES
Director/Directrice

LISA MCINNES
Vaun Gramatovich
DEBBIE JOHNSTON
Deb Wynn

MANJIT SAHSI
Inderjit Sekhon
KITTY YUEN TUNG CHOI
Alice Wong

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 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOTITÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Silver Medal (continued)/Médailles d'argent (suite)

BALJEET DHALIWAL
Jasbir Sandhu

KULJEET GANDU
Mandeep Bambrah

SARAH KEARNEY
Director/Directrice

CHARLENE RANDLE-CLAYTON
Betty Elliott-Kichler

MARÉLIE SAVOIE
Josée D'Anjou

JENNIFER SCOTT
Debbie Struthers

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.

CHERYL NEUMAN
Director/Directrice

EVA KOPEC

Director/Directrice

JULIET CREARY

Director/Directrice

SHELLEY MEHLING

Director/Directrice

CAROL HEATH

Director/Directrice

MANDEEP BAMBRAH

Director/Directrice

JACKIE COWDEROY

Director/Directrice

PAYMANEH VARAHAM

Director/Directrice

JOANNE WARD

Director/Directrice

HILDA HISCOCK

Director/Directrice

TARRA KELLER

Director/Directrice

ELIZABETH SLY

Director/Directrice

KIMBERLY BOETTGER

Director/Directrice

PEGGY DENOMME

Director/Directrice

JOYCE GOFF

Director/Directrice

KATHERINE MARTIN

Director/Directrice

VALERIE PULLISHY

Director/Directrice

LINDA VANDERHAM

Frances Fletcher

NICOLE BELLEMARE

Director/Directrice

GLENDA FUNK

Director/Directrice

ELLEN HATLEVIK

Director/Directrice

CHARNJIT KAUR

Jasbir Sandhu

THERESA KROEGER

Alexis Glabus

AUDREY WATSON

Director/Directrice

JOSEE BEAUCAGE

Sylvie Beaucage

JULIE BOULAY

Nathalie Delisle

TANYA EVANS

Michelle Gilbert

ANITA FERNANDEZ

Myria Balicao

MELISSA GULLAGE

Shirley Fequet

MONICA HOFFMAN

Director/Directrice

NIKKI HORTON

Renee Daras

JEEWANJOT KAUR

Harsimran Saini

ROXANA KETTLE

Rosibel Shahin

RENEE LAVOIE

Sophie Audet

NINFA MAPULA

Fernanda Silva

REINA MENDOZA

France Grenier

SADE ONASANYA

Joyce Bigelow

GEETA SHARMA

Rajpreet Sadioura

ALICIA TOMPOLSKI

Rosibel Shahin

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.

SARAH BARDELL
Anna Leblanc
NATHALIE BISAILLON
Chantal Bisailon

JULIE BISSON
Josée D'Anjou
BALJEET DHALIWAL
Jasbir Sandhu

RENEE HARRISON
Joyce Gustafson
MELISSA HODDER
Philomena Warren

NIKKI HORTON
Renee Daras
CAROLE MCMECHAN
Alexis Glabus

JENNIFER SCOTT
Debbie Struthers
CYNDI VAN ARRAGON
Elaine Erhart

CHRISTINE VANDEMARK
Judy Coates

New Star Recruiters/Nouvelles recruteuses étoiles

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.

KULVINDER ATWAL
Darcy Smith-Heath
HESIAT BIBI
Inderjit Sekhon
JOSIANNE BOILY
Mireille Morin

JEEWANJOT KAUR
Harsimran Saini
APRIL KLIPPENSTEIN
Theresa Nielsen
JENNIFER LABAJ
Fiona Corby

SYLVIE LAMOTHE
Sophie Audet
MARLYNE LEBRUN
Danielle Theriault
BRENDA MOLNAR
Karen Roberts

JENNIFER MONTGOMERY
Sara Roberts
MEIGHEN POLLARD
Darcy Smith-Heath
JASDEEP SOORA
Rajpreet Sadioura

SANDI STANDING
Donna Izen

Independent Sales Director Grand Achievers/Directrices des ventes indépendantes Grandes Gagnantes

These Independent Sales Directors qualified during the month of August to receive cash compensation. /
Directrices des ventes indépendantes qualifiées en août pour une compensation en argent.

Fay Hoiness

Audrey Taggart

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, Pontiac G6 or receive cash compensation. /
Conseillères en soins de beauté indépendantes qualifiées en août pour l'usage d'une Pontiac VIBE, Pontiac G6 ou une compensation en argent.

Kim Conaghan

Glenda Funk

Debi Kanerva

Charlene Randle-Clayton

Fabulous 50s Achiever/Championne Fabuleux 50

The following Independent Sales Director achieved Mary Kay's Fabulous 50s status 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 (March 2008). /
La Directrice des ventes indépendante suivante a atteint le statut 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 une groupe de 50 membres ou plus dans les six mois suivant la date (mars 2008) de ses débuts.

Julie Sweeney



National Area/Famille nationale:
Brenda Summach

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 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Dean's List Achiever/La liste des meilleures performances

The following Independent Sales Director made the Mary Kay Dean's List by achieving the Mary Kay Honor 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.

Harsimran Saini



National Area/Famille nationale:
Heather Armstrong

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reach for the stars!

during quarter two

OCTOBER 1ST to DECEMBER 31ST, 2008

Make this year *YOUR* year to shine during the *Reach for the Stars!* promotion!


October marks the start of the second quarter of the *Reach for the Stars!* promotion. So what does that mean? There's a fabulous new three-night vacation destination to set your sights on!

When you're a Star Consultant with a minimum \$1,800 in wholesale Section 1 purchases and complete a *Jump Start* by adding a minimum of 30 new customers this quarter, you'll be eligible to have your name entered in a draw to **win an all-inclusive family vacation to Varadero, Cuba OR a New York City getaway with your spouse or a friend!**

What's more, you can earn multiple draw entries for every additional 600 points earned in the Star Consultant program – and earn recognition in *Applause*® magazine and at special events throughout the year!

So reach for the stars – and make your dreams come true!



WANT TO LEARN HOW YOU CAN
EARN ADDITIONAL RECOGNITION
AT SPECIAL EVENTS AND BE
ELIGIBLE TO HAVE YOUR NAME
ENTERED TO WIN A CARIBBEAN
CRUISE? VISIT CONTESTS AND
REWARDS ON THE MKOC! 

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Mississauga, Ontario

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