HOLIDAY TREATS
We’re dishing up
holiday delights

Exquisite Eyes
All eyes will be on
you this winter
As I sit down to write this issue’s Editor’s Letter, I’ve just returned from the ChickAdvisor Showcase and the Ontario Events in London and Ottawa.

At the first event, I got to witness 100 woman experience – and live review – Mary Kay® Gel Semi-Matte Lipstick…many for the first time. As I watched them apply and chat with their neighbouring testers, taking – and posting – selfies, I couldn’t help but beam with pride to be part of our brand making such an instant impactful impression. Want to know the results? Turn to page 16 to read more!

Now, London and Ottawa, on the other hand, served a very different purpose. For many of the guests who attended, these Runway Bold events were their first introduction to Mary Kay, the company. The energy was absolutely palpitating and I left reminded about everything we stand for – enriching women’s lives, a professional product portfolio, passionate independent sales force members who stand behind the company and everything it has to offer. Guests left seeing and believing in the potential of a Mary Kay business and what it could do for them. It’s safe to say I headed into the Thanksgiving weekend being very grateful to have Mary Kay in my own life.

Gratitude is a common theme through the pages of Applause® magazine. Wouldn’t you agree? Each and every independent sales force member featured in these pages is grateful for how Mary Kay has changed her life. And all of us behind this magazine still believe that it’s these stories of gratitude that resonate with the readers, more so than even the success stories, at times. After all, that’s what sets us/our company apart from so many others. Something else that sets us apart? The Go-Give® spirit. Our very own Seminar 2016 Go-Give® Award Winner, Independent Sales Director Kareena Felker-Dear, shares the importance of this Mary Kay core value on pages 54 and 55.

From feel-good stories in the REFLECT section, to gorgeous gifting ideas in BUILD, and everything you need to boost your business in GROW, this issue has you covered. So turn up the heat, snuggle up under a warm blanket, and enjoy what awaits on the pages ahead…
most important things

UNWRAP SALES
Turn your Mary Kay® business up a notch with everything holiday! As the one-stop shop for gifts at any price range, you have what your customers want. And they’ll love the convenience and ease of shopping with you!

GET SOCIAL!
12 Days of Christmas will be making its return to social media so be sure to use these festive posts to help you spread the cheer!

PCP
If you haven’t enrolled in the Preferred Customer Program, you’re missing out on showering your customers the VIP treatment they deserve! Plus, when you achieve the consistency component, you could earn a FREE TimeWise® Miracle Set®!

HOSTESS WITH THE MOSTESS
It all begins at a skin care class or party – and who’s instrumental in making it all happen? Your hostess! We understand how important it is to treat her like royalty so we’ve revamped the Hostess Brochure to offer her the rich rewards she deserves.

LIP LOVE
New formula, scent, packaging. Leave dry, chapped lips behind this winter. Show your customers how they can achieve moisturized bliss in two easy steps.

GET WITH THE PROGRAM
The Star Consultant Prize Program can help you stick to your selling strategies and earn exciting new rewards. Have a look at the rewards you could earn on page 23.
**Beaut-e-News®** arrives in your customers’ inbox!

- **01**  Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on November 1st.
- **05**  Daylight Saving Time ends. Turn your clocks back one hour!
- **11**  Remembrance Day.
- **14**  Preferred Customer Program – Gift with purchase and generic literature packs will be shipped and customer and Independent Beauty Consultant versions of *The Look* mailed.
- **16**  Winter 2016/2017 promotion begins. Check out marykay.ca and your Mary Kay® Personal Web Site to see what’s new!
- **17**  Last day of the month. Orders must be received by midnight Eastern Standard Time to count toward November production.

**Preferred Customer Program** – Enrolment begins for the Spring 2017 Preferred Customer Program.

**Christmas Day.** Corporate Office closed.

**Last day of the month.** Orders must be received by midnight Eastern Standard Time to count toward December production.

**Last opportunity to become a Star Consultant for Quarter 2 and be eligible for gorgeous prize selections when you place a minimum $1,800 wholesale Section 1 order between October 1st and December 31st, 2016.**

**Registration deadline for Leadership Conference 2017.**

**Preferred Customer Program** – Enrolment deadline for the Spring 2017 issue of *The Look*.

**Last day of the month.** Orders must be received by midnight Eastern Standard Time to count toward January production.

**Corporate Office closed in lieu of New Year’s Day.**

**Corporate Office closed for Boxing Day.**

**Corporate Office closed in lieu of Christmas Day.**

*Must be a Mary Kay® Personal Web Site subscriber, and opt in those customers who have consented to receive commercial electronic messages. Consent form can be found under the Legal section on the MKOC®.
**Year of Your Dreams**

Give yourself permission to dream BIG! This is your year to turn dreams into reality. It all starts when you book appointments, sell products and offer the opportunity. Share your inspirations on social media using #morethanmakeup and #mymklife!

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**Black Friday Frenzy**

Spread the word! Black Friday is November 25th. Let your customers know they can avoid the mayhem this year by shopping with you instead.

**Gifts Yule Love**

Plenty of splendid holiday gifts are waiting for you. It’s time to spoil the ones you cherish. Place your order now on the MKOC®.

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**Snap-worthy**

Have you heard? Mary Kay Canada has joined the world of Snapchat! Be sure to follow @marykaycanada for a backstage pass to all the fun that happens at head office, corporate events…and much, much more!

**Insta-Inspiration**

Share your love for Mary Kay. Follow us on Instagram @marykaycanada and ask your customers to follow us too so you and the fabulous Mary Kay® products stay top of mind.

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**Pin This!**

We’ve got your daily dose of all things beautiful. Now is the time to use Pinterest to help boost your business! You can link to your Personal Web Site from Pinterest. Pin photos from Mary Kay Canada’s Pinterest account and spread the word about our amazing products.
PAGE 10 | SOCIAL MEDIA FRENZY
take your social networking skills up a notch

PAGE 11 | THE EYES HAVE IT
eye-catching new products

PAGE 16 | WE'RE BUZZIN'
our products are making headlines

PAGE 8 | HOLIDAY GIFTING 101
PLEASE EVERYONE on your ‘nice’ list
Bundle Up This Holiday Season

Why not bundle some Mary Kay favourites to make holiday shopping super easy for your loyal customers?

We can’t get enough of these delightful combinations — and neither will your customers!

$118

Go With the Glow
A flawless and festive glow can be achieved this winter with TimeWise® Tone-Correcting Serum and TimeWise Repair® Revealing Radiance™ Facial Peel.

Are You Shopping Savvy?
Take this fun quiz to measure your holiday savvy. If you’re not marketing your Mary Kay business now, this might convince you! Circle the correct answer.

1. In 2015, holiday sales increased despite unforeseen weather events and a depressed retail environment, and are projected to increase again this holiday season.

2. The percentage of Black Friday shoppers continues to decrease each year.

3. Small Business Saturday spending continues to grow.

4. In 2015, Cyber Monday became the largest online sales day in history.
Bundle Up This Holiday Season

Skip the Squats
The gift of body confidence! TimeWise Body® Targeted-Action® Toning Lotion, TimeWise Body® Smooth-Action™ Cellulite Gel Cream and Mary Kay® Smooth-Action™ Body Massager.

Maximize Your Sales This Season

Gain Momentum: Encourage your customers to host holiday-themed parties.

Stock Up: No one likes to wait! Offer your customers an easy shopping experience. Have popular products in your inventory.

Wrap It Up: Even a small gift becomes extra special when it’s wrapped! Prima Wrap has bags, gift tags and ribbon available for purchase. Or check out your local craft and discount stores for deals!

Prime Candidate
Mary Kay® Foundation Primer Sunscreen SPF 15, Mary Kay® Lash Primer and Mary Kay® Eye Primer get our vote for keeping every woman primed to perfection.

TIP:
Display bundles in themed baskets or cello wrap at your skin care parties and offer your customers ready-to-go gifts. They’ll love the personal service and convenience of shopping with you – and you’ll love the sales! Find giftwrap options through Prima Wrap or at your local craft or discount store.

Prices are suggested retail. Products sold separately.
GET connected

Coming soon!
Check your inbox for the Social Media and PR Monthly! Building your online brand will be easier than ever! This helpful monthly email lists ready-to-go social media posts and images for your use. All you have to do is copy and paste.

Simple, right?

It’s the perfect time to start posting – you could boost your holiday sales! Now you can stay top of mind with your customers while attracting new customers. It’s all just a click away. Plus, we provide you with the latest news of what beauty bloggers have been saying about our products. Check out what all the buzz is about and don’t forget to share the amazing feedback with your customers!

It’s Party Time!
Have you heard? Facebook Parties are all the rage and corporately created ones are coming your way! Take your business to new heights (and new geographical areas!) with a virtual skin care party on Facebook.

Stay tuned!
EYE-POPPING gifts

These aren’t your ordinary stocking stuffers! Share these sensational palettes with your customers and watch your sales soar!

NEW!
Limited-Edition† Pure Dimensions™ Eye Palette
Light to bold, matte to shimmer. With three gorgeous palettes to choose from, there’s something for everyone on your list! Each palette features a remarkable three-dimensional design with four artfully harmonized shades. It’s time to shine this holiday season!
• Create soft daytime looks or bold evening sophistication.
• Exceptionally smooth texture feels like silk, thanks to finely milled, spherical powders.
• Fine lines around the eye area appear diminished.

Pure Dimensions™ Eye Palette
• Add Depth: “Apply darker colour along outer corners or in the creases.”
• Brighten: “Apply lighter colour along brow bones or inner corners.”
• Mix It Up: “Using all matte can look too flat and all shimmer can be too distracting, but together they give visual interest. Use matte along lash lines, creases and outer corners; highlight with shimmer in inner corners and centres.”
• Blend: “After applying, use light windshield wiper motions with a clean brush to smudge any harsh lines.”

Mary Kay® Liquid Eyeliner Pen
• Almond Eyes: “For rounder looking eyes, stop the liner at the outer corners.”
• Round Eyes: “Start about a fourth of the way from the inner corners and create a thin line going outward.”
• Wide-Set Eyes: “Start on the outer three-fourths of the lash lines. You can do a longer wing at the corners.”

Prices are suggested retail.
†Available while supplies last.
WE'RE SMITTEN for Shea Butter...

Satin Lips® Set
New formula? Check.
New scent? Check.
New packaging? Check.
A product you’ll fall head-over-heels in love with? CHECK!
Prepare for magical moments underneath the mistletoe this holiday season.
Give lips a luxurious, spa-like treatment anytime, anywhere. Leave dry, chapped lips behind in just two easy steps! $16 each.

Step 1: Shea Sugar Scrub
• Exfoliates with natural sugar crystals.

Step 2: Shea Butter Balm
• Leaves lips feeling satiny smooth and deeply moisturized.

*LIMITED-TIME OFFER: FREE cello gift bag with every Satin Lips® Set purchase!
*While supplies last. Ribbon not included.

White Tea & Citrus Satin Hands® Pampering Set
Escape this winter to your own private oasis! Featuring white tea along with a blend of pink grapefruit and lemongrass, plus notes of cherry blossom and blooming jasmine, this invigorating, spa-inspired scent is the ultimate indulgence. Includes White Tea & Citrus Nourishing Shea Cream, White Tea & Citrus Refining Shea Scrub and Fragrance-Free Protecting Softener in an adorable giftable bag.

Shea Butter - We Can’t Get Enough!
Known to contain omega-3s, shea butter has been used for centuries to protect, enrich and soften skin.

TIP:
Have these super-giftable products on display at your Holiday Open Houses and parties. Reach out and let your customers know about these festive new offerings so they can get ideas for everyone on their list.

Independent Beauty Consultant Exclusive Offer

Satin Lips® Set
$32

White Tea & Citrus Satin Hands® Pampering Set
$32

$29 from November 9th - December 8th inclusive!

Independent Beauty Consultant Exclusive Offer
Get Your Beauty Sleep

Look fabulous and stylish while you rest, restore and replenish!

Your eyes are precious and unique, so why not be extra kind to them this winter?

You can purchase the adorable, ultra-soft Limited-Edition† Mary Kay® Sleeping Eye Mask for just $2.50 when you buy any one of the following three products:

- TimeWise® Firming Eye Cream, $40
- TimeWise Repair® Volu-Firm® Eye Renewal Cream, $48
- Indulge Soothing Eye Gel®, $22

(one mask per product purchase)

There’s no better excuse to indulge in some much-needed shut-eye.

It’s Back! Mary Kay® Compact Powder Brush
The popular and ever-so-convenient pocket-size brush is back!

The tiny brush features silky smooth bristles and fits perfectly in your favourite Mary Kay® Compact. Plus, it’s ideal for every makeup and travel bag!

Prices are suggested retail.
†Available while supplies last.
BIG THINGS are Coming…

Keep your eyes peeled for exciting new changes coming to the Preferred Customer Program®!

You know it and you love it. Why? Because the Preferred Customer Program® (PCP) helps you grow your business and allows you to offer the very best in customer service, while putting you top of mind with your customers. That’s why we are thrilled to announce enhancements to the Preferred Customer Program® to provide you with even MORE amazing benefits!

Stay tuned for the details that will be announced in time for enrolment in the Spring program.

CONSISTENCY CHALLENGE IS STILL ON!
Remember, consistency is critical! Enrolling your customers in the Preferred Customer Program® – for each and every promotional program – can help build lasting customer relationships and lead to consistent sales through a consistent re-order business.

When you enrol in the Preferred Customer Program® for four consecutive Promotional Programs, you’ll be rewarded for your consistent customer service! To receive the Consistency Bonus, an Independent Beauty Consultant must enrol a minimum of 20 customers in four of the five consecutive Promotional Programs (Spring, Summer, Fall, Holiday, Winter) in order to qualify. You can enter the Consistency Challenge at any point during the year, so new Independent Beauty Consultants have an opportunity to participate when they start their Mary Kay business midway through the Seminar year. Remember, you still have to be active* to enrol in the consistency challenge.

EXAMPLE
If your first month of enrolment is with the Spring program, to earn the free gift, you must also enrol in the consecutive Summer, Fall and Holiday programs.

*An Independent Beauty Consultant is considered “active” in the month a minimum $225 wholesale Section 1 order is received by the Company and in the following two calendar months.

Find it online: MKOC® > Business Tools > Preferred Customer Program®

SPRING 2017 DATES TO REMEMBER

Enrolment begins: December 15th, 2016
Enrolment deadline for The Look:
January 15th, 2017
Gift-with-purchase and generic literature packs will be shipped by: February 13th, 2017
Customer and Independent Beauty Consultant versions of The Look mailed by: February 13th, 2017
Gift-with-purchase offer expires: May 15th, 2017
You’ve been waiting for it… And it’s finally here!

NEW Hostess Brochure

We’re excited to release the gorgeous, revamped Hostess Brochure! It’s just what you need to take your parties to the next level!

As you know, parties are one of the most efficient ways to reach customers and elevate your business. Now it’s time to treat your hostess like the V.I.P. she is. Transform her experience to one of pure luxury by delivering rewards she truly deserves. The beautifully branded brochure outlines the benefits she’ll receive for hosting a party, such as:

• One-on-one personal consultation
• A completely customized experience
• Satisfaction guarantee
• Fashion and beauty trend reports

**EARN WHILE HAVING FUN!**
And as if that wasn’t enough, the new Hostess Brochure provides her with everything she needs to know about earning fabulous Mary Kay® product for FREE – just for hosting a party! Pretty neat, right? She can earn up to $75 in FREE product while you and your Mary Kay business soar!

**Offer her unbelievable perks.**
**Leave a lasting impression.**
**Book and sell like never before.**

Get your brand new Hostess Brochure TODAY!

“I like that the new Hostess Program will be simple and easy to use. I also believe it will motivate more potential hostesses to host a skin care class because all she needs to do is invite her friends. The rest is up to us, as sales force members, to make sure we provide great service because the product sells itself. The best way is to mention it as much as possible before, during and after the skin care class. As Mary Kay said, every woman wants to know ‘what’s in it for me?’”

— Independent Senior Sales Director Eva Coelho, Mississauga, ON
Mary Kay
MAKING HEADLINES

The PR Team here at Mary Kay was busy building brand awareness – and brand lovers – this fall and we want to fill you in on all the fun!

SHOWCASE by ChickAdvisor®
Three hundred women across three Canadian cities (Toronto, Montreal & Vancouver) had the opportunity to “live” review our Gel Semi-Matte Lipstick in three shades and share their opinions on social media and ChickAdvisor’s review site. The results? A resounding success! Although there was still one location to go at press deadline, so far the lipstick has fared an 89% recommendation rate, a 4/5 rating – and has sky rocketed to the #3 lipstick out of 993 reviewed on the site! Now that’s something to rave about!

A Day in the Life of the Pink Caddy
You know how iconic the Mary Kay pink Cadillac is (and the ultimate symbol of success) and we found the perfect pink princess to take it out on a pastel-filled adventure! Alyssa Garrison, or more appropriately known as “Random Acts of Pastel”, chronicled her “Day in the Life of the Pink Cadillac” on Instagram and Snapchat, including a sweet treats road trip through the city of Toronto! Her full recap is now live on her blog: randomactsofpastel.com. All eyes were on the pink Cadillac and it was a fresh and new way to add Gen Y love to an iconic brand symbol.

Ontario Events
This past October, Mary Kay Canada took London and Ottawa by storm with its on-trend, runway-ready, Runway Bold events – as part of our efforts to grow the Ontario market. Guests were treated to a sweet-sational candy bar, professional mini makeovers and an interactive Mary Kay Ash Charitable Foundation and product booth. Plus, they heard a firsthand account of how a Mary Kay business can change a life directly from special guest, Independent Sales Director Alana Jacobsen! Attendees left excited and exhilarated about the potential of a Mary Kay business and independent sales force members who attended absolutely loved the relaxed and inviting format of the event. Success!
MARK OF DISTINCTION AWARD

The Mark of Distinction Award recognizes a direct selling independent sales consultant (ISC) who upholds the values of trust and integrity that are so vital to the direct selling industry, as well as being a leader who inspires others to achieve their utmost potential.

One of this year’s recipients is Independent National Sales Director Marcia Grobety. When it comes to integrity, leadership and the ability to inspire, Marcia shines. She has spent the past 36 years enriching women’s lives through her Mary Kay business. She is especially unique in her desire to share her knowledge and support with those outside of her National Area. Marcia is nothing but welcoming and encouraging to women whose success she has no stake in, other than in her desire to make the world a better place one woman at a time.

Marcia can be credited for the continued growth of the Manitoba market, and is especially proud of that province. Every year, she hosts a powerful conference (not sponsored by corporate office) called “Manitoba on the Move” where she holds classes, runs a recognition program to acknowledge attendees’ success, and even brings in Mary Kay speakers from across the country – all in the spirit of celebrating the fabulous women of Manitoba.

In addition to her incredible efforts to inspire and lead the Mary Kay Independent Sales Force, Marcia has proven herself to be an indispensable asset to the corporate office, called upon to help with sales force education and to facilitate corporate training. Her knowledge, ability to lead, and the valuable advice she has to offer when it comes to working with the Independent Sales Force is unparalleled.

Optimistic, warm and engaging, Marcia is just like your best friend from high school or dear neighbour from down the street. She credits her success to two of her most important attributes: “I am able to see beyond what a person is today and, instead, to see them as what they could become. I never give up on people, but try to pass on my ability to find a way, or make a way.”

“I have seen time and time again Marcia’s ethics, focus and servant mentality when it comes to leadership. She supports the Mary Kay mission and lives it daily, enriching countless women’s lives.” says Lynda Rose, General Manager.

IVAN P. PHELAN AWARD

As the industry’s highest personal recognition, the Ivan P. Phelan Award is presented to an individual who has made a significant contribution to the advancement of the direct selling industry in Canada.

This year’s recipient is Mary Kay’s very own Nathalie Cormack, Director of Finance. Nathalie has been a staunch supporter of both the Direct Sellers Association (DSA) and the Direct Selling Education Foundation (DSEF) of Canada, for many years. Her service to the industry includes involvement on numerous conference and event committees over the years, sharing her expertise with young people through the DSEF’s support of Junior Achievement of Central Ontario, and, most importantly, serving as Treasurer on the DSA Board of Directors since 2008.

General Manager Lynda Rose says, “Nathalie is an ardent supporter of the Direct Selling Association. During her time as Treasurer, she has been invaluable working with the DSA to ensure that we are a strong association both fiscally and strategically. She is a valued member of the Executive Team and is willing to roll her sleeves up to get the job done. Most importantly, her singular focus is on the needs of the Independent Sales Force and its members companies. Nathalie, thank you for your commitment, diligence and positive contribution to the DSA Canada and most importantly Mary Kay Canada.”

Nathalie’s tireless passion for the industry and the people it supports is second to none and has been recognized with the DSA’s Distinguished Service Award in 2015.
IT ... IS ALMOST HERE

Prepare for revolutionize your business…

If you attended Seminar 2016, you heard some amazing new things that are coming your way with IT! But if you weren’t able to attend, here’s a recap of some incredible things to look forward to with the exciting launch of IT:

InTouch:
The new InTouch will provide you with a personalized experience that will help you grow and develop your business like never before. Think, Ingredient listings AND a Search function. Track progress and plan for success!

eComm:
Also known as Online Ordering, this platform will be simple and user-friendly, ensuring new Independent Beauty Consultants can navigate with ease. Plus, you’ll be able to place orders in a multitude of ways!

myBusiness:
Your blueprint for growth, myBusiness is the new Web Reporting, and it will enable you to plan ahead. Real-time commission estimates, personalized tabs and unit activity monitoring are just some of the additions to get excited about.

eSuite:
You know it as marykay.ca and your Mary Kay Personal Web Site, but the new eSuite will revolutionize the way your customers shop online.

myCustomers:
The improved myCustomers and the all new myMK are part of the eSuite experience. Working together with your Mary Kay® Personal Web Site, you’ll be able to provide your customers with a fresh, new online shopping experience.

Shipping Options:
Say goodbye to unnecessary stress! Prepare for the ultimate in customer shipping options from your MK PWS.

IT is on its way! Keep your eyes peeled for more information and exciting announcements in the near future.

Glitz and Glam
Light up every room you enter this holiday season. Whether at festive parties or intimate, family gatherings, you’ll look as radiant as ever. Achieve a glistening glow and your most perfect eye look yet. Stay ahead of the trend with the following tips.

Eyes:
1. Using the Maui Gardens Pure Dimensions™ Eye Color Palette, apply Bronze to the eyelids. Apply Dark Green along the top lash lines and to the outer thirds of the lower lash lines. Highlight by applying Light Gold to the centres of the eye lids.
2. Smudge Mary Kay® Eye Liner in MK Deep Brown along the top lash lines.
3. Brush upper and lower lashes with two coats of Lash Intensity™ Mascara in Black.
4. Frame your eyes by applying Mary Kay® Brow Definer Pencil.

Cheeks:
Sculpt the cheekbones up to their highest point with Mary Kay® Mineral Cheek Colour Duo in Juicy Guava.

Lips:
Finish with Mary Kay® Gel Semi-Matte Lipstick in Always Apricot for a spectrum of shades reminiscent of Mother Nature’s most romantic and dazzling palette.
Some of you may have heard the Mary Kay At Play® line will be phasing out. When we launched At Play®, our goal was to help you sell more colour by reaching a younger audience. This was intended to give you incremental sales, but many of your customers appeared to have traded down from our core colour products to At Play®, which of course resulted in less profit for you. So what we’ve learned is that our core products and fun trend collections are already appealing to that audience. And that gives you a better profit per sale. So we’ve made the decision to phase out all At Play® products from the regular line in November. They will be moved to the Discontinued Items section of the November 16th Consultant Online Order Form while supplies last. The Satin Lips® Lip Balm, Mask and Set will also be discontinued as of November 16th when the new formula launches.

We’d like to share a little bit about our product phase out strategy. As we introduce new products every few months, phase outs become necessary to help manage the number of products we offer. Our goal is that you have the products your customers want without being overwhelmed by too many. But it’s not just about managing our product portfolio. Other factors can influence phase outs as well, such as if we have an innovative new product with benefits that exceed those of an existing product, if there’s a steady decline in sales of a product over a period of time, or if an ingredient changes or is no longer available. Now while there are multiple factors that influence the decision to phase out products, please know that these decisions are made with careful consideration – and always with an effort to offer an alternative product whenever possible.

### At Play® Replacement Recommendations

<table>
<thead>
<tr>
<th>Product</th>
<th>Recommended Replacement</th>
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</thead>
<tbody>
<tr>
<td>At Play® Baked Eye Trio, Neapolitan</td>
<td>Mineral Eye Colors in Honey Spice, Chocolate Kiss and Precious Pink</td>
</tr>
<tr>
<td>At Play® Baked Eye Trio, Out of the Blue</td>
<td>Mineral Eye Colors in Peacock Blue, French Roast and Rosegold</td>
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<tr>
<td>At Play® Baked Eye Trio, Eclipse</td>
<td>Mineral Eye Colors in Iris, Coal and Ballerina Pink</td>
</tr>
<tr>
<td>At Play® Baked Eye Trio, Sunset Beach</td>
<td>Mineral Eye Colors in Iris, Crystalline and Precious Pink</td>
</tr>
<tr>
<td>At Play® Eye Crayon, Gold Mine</td>
<td>Cream Eye Color in Beach Blonde</td>
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<tr>
<td>At Play® Eye Crayon, Over the Taupe</td>
<td>Cream Eye Color in Iced Cocoa</td>
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<tr>
<td>At Play® Eye Crayon, Teal Me More</td>
<td>Cream Eye Color in Beach Blonde topped with Mineral Eye Color in Azure</td>
</tr>
<tr>
<td>At Play® Bold Fluid Eyeliner, Blue My Mind</td>
<td>Gel Eyeliner or Liquid Eyeliner in MK Black topped with Mineral Eye Color in Peacock Blue</td>
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<tr>
<td>At Play® Bold Fluid Eyeliner, Gold Metal</td>
<td>Gel Eyeliner or Liquid Eyeliner in MK Black topped with Mineral Eye Color in Gold Coast</td>
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<tr>
<td>At Play® Bold Fluid Eyeliner, Hello Violet</td>
<td>Gel Eyeliner or Liquid Eyeliner in MK Black topped with Mineral Eye Color in Iris</td>
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<tr>
<td>At Play® Bold Fluid Eyeliner, The Real Teal</td>
<td>Gel Eyeliner or Liquid Eyeliner in MK Black topped with Mineral Eye Color in Azure</td>
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<tr>
<td>At Play® Shadow &amp; Liner, Caramellow</td>
<td>Cream Eye Color in Apricot Twist and Eyeliner in MK Deep Brown topped with Mineral Eye Color in Truffle</td>
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<tr>
<td>At Play® Shadow &amp; Liner, Iced Lilac</td>
<td>Cream Eye Color in Beach Blonde topped with Peacock Blue and Eyeliner in MK Black topped with Iris</td>
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<tr>
<td>At Play® Shadow &amp; Liner, Mint to Be</td>
<td>Cream Eye Color in Beach Blonde topped with Lime and Eyeliner in MK Deep Brown topped with Mineral Eye Color in Emerald</td>
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<tr>
<td>At Play® Shadow &amp; Liner, Rebel Rose</td>
<td>Cream Eye Color in Pale Blush topped with Mineral Eye Color in Precious Pink and Eyeliner in MK Black</td>
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<tr>
<td>At Play® Jelly Lip Gloss, Jammin’ Berry</td>
<td>Nourishine Plus® Lip Gloss in Berry Dazzle</td>
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<tr>
<td>At Play® Jelly Lip Gloss, Glow With It</td>
<td>Nourishine Plus® Lip Gloss in Silver Moon</td>
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<tr>
<td>At Play® Jelly Lip Gloss, Poppy Love</td>
<td>True Dimensions® Lipstick in Tangerine Pop or Nourishine Plus® Lip Gloss in Sun Blossoms</td>
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<tr>
<td>At Play® Jelly Lip Gloss, Violet Vixen</td>
<td>Nourishine Plus® Lip Gloss in Shock Tart</td>
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<tr>
<td>At Play® Jelly Lip Gloss, Teddy Bare</td>
<td>Nourishine Plus® Lip Gloss in Café Au Lait</td>
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<tr>
<td>At Play® Triple Layer Tinted Balm, Pink Again</td>
<td>True Dimensions® Sheer Lipstick in Posh Pink</td>
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<td>At Play® Triple Layer Tinted Balm, In The Plum</td>
<td>True Dimensions® Lipstick in Lava Berry</td>
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<td>At Play® Triple Layer Tinted Balm, Orange You Lovely</td>
<td>True Dimensions® Sheer Lipstick in Arctic Apricot</td>
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<td>At Play® Triple Layer Tinted Balm, Atomic Red</td>
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<tr>
<td>At Play® Lip Crayon, Perfect Pink</td>
<td>Creme Lipstick in Pink Passion</td>
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<tr>
<td>At Play® Lip Crayon, Purple Punch</td>
<td>Creme Lipstick in Whipped Berries</td>
</tr>
<tr>
<td>At Play® Lip Crayon, Toasted</td>
<td>Creme Lipstick in Apricot Glaze</td>
</tr>
<tr>
<td>At Play® Lip &amp; Cheek Stick, Peach Pop</td>
<td>True Dimensions® Lipstick in Citrus Plum or Mineral Cheek Color Duo in Juicy Guava or Spiced Poppy</td>
</tr>
<tr>
<td>At Play® Lip &amp; Cheek Stick, Razzleberry</td>
<td>True Dimensions® Lipstick in Sassy Fuchsia or Mystic Plum or Mineral Cheek Color in Bold Berry</td>
</tr>
</tbody>
</table>
Beauty Bulletin

Michelle Haurilak
Director, PR, Digital & Product Marketing

PR & Advertising – Why?

As the Director of PR, Digital & Product Marketing, I often get asked what the purpose of PR is, especially when it comes to direct selling. After all, the Independent Beauty Consultants are our best form of PR, aren’t they? Indeed, you are.

The truth is, over the years, technology has accelerated, and in turn changed the face of the direct selling business model. Yes, face to face is still the primary form of contact, but there’s no denying digital and social media has taken our world by storm – and, well, we have to keep up.

Technology has also allowed consumers more choices, more access to information and a level of sharing that has taken the control and decisions out of our hands.

As a company operating in this hyper-connected world, it’s our responsibility – and desire – to attract independent sales force members and customers by publicly building our reputation and culture – both with sponsorships and online. We can’t afford to let the market decide what our company’s brand will be; we need to be proactive about getting out there and telling our story.

Transparency with our consumers is critical. They demand it. It’s our job to engage them and form valuable relationships. We need to turn sceptics into fans.

This is where our relationships with editors, journalists, bloggers, tastemakers and influencers is key – making our brand known and our brand offering understood. Fans, editors, bloggers, etc. endorsing us will do more for our brand than we will ever be able to. They’re the pros, the influencers. They’ve garnered a different kind of respect. It’s our job to constantly seek their approval. They’re going to reach an audience – a base of listeners – that we couldn’t possibly reach. It’s about how we – and you – are perceived when your customer first meets you. That’s why we invest in our brand identity and build interest and relationships.

Everyone comes into this business through the products. Then, you, the Independent Beauty Consultant, takes it from there. Every time we increase visibility of a product launch or brand, we’re warming our audience for you, to Mary Kay – to buy from you and build relationships with you. Our social media channels and PR efforts are reaching potential new customers, Independent Beauty Consultants and people who have never tried our products. It’s the start of a relationship. But most importantly, it’s in support of your success. At the end of the day, that’s what matters. Building brand lovers, brand awareness, loyalty, love...and to have consumers choose to shop with you. And no one, knows better than you, that with every customer, comes a potential team member 😊.

By now you’ve read the recap on our Fall PR endeavours, and there’s more to come, so connect with us on social media and grab a front row seat to our beauty & brand-building adventures. And we’re ensuring all of our media mentions are in your hands with the Social Media & PR email! They’ll arrive in your email inbox and you can instantly share with your customers on social media, via email or in newsletters. Help us spread the love!

Pink Hugs,

Michelle
RELIVE THE amazing moments
SEMINAR SAVING STARTS NOW!

By Andrea Querido

Seminar is the place where your dreams are given the power to move forward. You’ll have more knowledge, information and inspiration to soar higher than you have ever before.

YOU’RE INVITED!

WHEN
July 27th – 30th, 2017

WHERE
The International Centre,
Mississauga, ON

WHAT
Mary Kay’s biggest event of the year!

Are you ready for an event that’s been known to change lives? One that will see you inspired by Mary Kay pioneers and educated based on your unique business needs? Then get ready, because Seminar 2017 is going to provide you with that – and more!

Attending Mary Kay’s signature event is an investment in your business and to help you manage the expense, check out this tip from Canada’s #1 Independent Sales Director at Seminar 2016!

“It’s definitely an expense for us because the flight alone from Alberta is $700. So when we begin promoting Seminar at the very beginning of a new year I tell my unit members it’s going to be $700. To help them budget, I tell them to save $5 from every party and $3 from every facial they hold. If they’re doing that, then they’re doing the activity required to earn their Court of Sales Ring.”

— Independent Executive Senior Sales Director Carol Thompson
Treat Yo-self!

STAR CONSULTANT PROGRAM
October 1st - December 31st, 2016

REWARDS AWAIT when you work your Mary Kay business one step at a time. And each quarter, you have a chance to earn more.

Two Ways to Earn!
Points Add Up!

1. SELL. Start with a minimum $1,800 in wholesale Section 1 orders = 1,800 points.

2. TEAM-BUILD. Each qualified new personal team member you add = 600 points. The higher the points, the bigger the prizes!

Points Award!

<table>
<thead>
<tr>
<th>POINTS</th>
<th>AWARD</th>
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<tbody>
<tr>
<td>1800</td>
<td>Sapphire</td>
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<tr>
<td>2400</td>
<td>Ruby</td>
</tr>
<tr>
<td>3000</td>
<td>Diamond</td>
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<tr>
<td>3600</td>
<td>Emerald</td>
</tr>
<tr>
<td>4800+</td>
<td>Pearl</td>
</tr>
</tbody>
</table>

I WANT IT, I’LL GET IT!
I’VE GOT MY EYE ON THIS PRIZE:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Leadership Is THE Place To Be!

By Andrea Querido

Calling all Mary Kay leaders: Are you ready for an exclusive leadership event designed to inspire and motivate you to reach new heights? Then you won’t want to miss this opportunity to mix and mingle with the leaders in Mary Kay, while enjoying exclusive parties and banquets that celebrate the dreams you’re bound to make come true. Check it out:

DIQuties Are Invited Too!

Attending Leadership Conference with the leaders among you is something you can’t miss! So if you’re dreaming of climbing the ranks in Mary Kay, now is the time to do it. Set your sights on becoming an Independent Sales Director-in-Qualification (DIQ) and you’ll be joining this inspiring group as they head down to New Orleans for the leadership event of the year!

Registration Info

**Dates**
January 15th – 18th
Sapphire, Emerald and Canada conference dates

**Location**
New Orleans Ernest N. Morial Convention Center
900 Convention Center Blvd.
New Orleans, LA 70130

**Registration Dates**
Independent Sales Directors:
November 7th – December 31st, 2016
DIQs who are qualified from November 1st – December 31st, 2016

**Fees**

**Registration Fee**
Independent Sales Directors and Directors in Qualifications
• $212.50
• $262.50. On-site space permitting (except for January 1st debuting Independent Sales Directors and DIQs whose debut status has been confirmed.) Payment may be made by MasterCard, Visa, certified cheque or money order payable to Mary Kay Cosmetics Ltd.

**Spouse Registration**
Mary Kay Jazz Fest (Party)
or Masquerade of the Stars (Banquet) only
$112.50

**Transfers**
The transfer fee is $62.50.

PLUS, if you register without cancelling, you will receive a $62.50 wholesale/$125 retail credit toward your first Section 1 product order placed January 26th to February 28th, 2017!
Special Functions and Banquets

Canadian Business Meeting – Day 0, 8:15 a.m. to 9:45 a.m.
It’s time to get down to business with your Canadian sisters during this exclusive business meeting. Hear about Company updates, be inspired, and connect with incredible Mary Kay leaders who, like you, are dedicated to building a strong foundation. See you there!

Class of 2017 Prize Party – Day 0, 10 a.m. to 5 p.m.
By Invitation Only
You’re a class act, and 10:00 a.m. to 5:00 p.m. we want to celebrate your achievements as a member of the New Sales Director Class! Stop by this delightful party to pick up your prizes and get inspired to climb even higher.

Go Give Meeting – Day 0, 2 p.m. to 3:30 p.m.
Mary Kay held the Go Give Area dear to her heart, and this special meeting is the perfect opportunity to connect with Go Give Area members on both sides of the border.

Mary Kay Jazz Fest – Day 0, 7 p.m. to 10 p.m.
By Invitation Only
Laissez les bons temps rouler! Let the good times roll at our fun, festive New Orleans-style Leadership Party with the best of the best from the Mary Kay independent sales force! So grab your dancing shoes and get ready for an unforgettable night of jazz and dance music.

The Adventure of Your Dreams Lunch and Learn – Day 2, 11:30 a.m. to 12:45 p.m.
By Invitation Only
Your adventure awaits! Make the most of your lunch hour by hearing from inspirational Independent Sales Directors as they give tips about how you can earn a spot on the Top Sales Director Trip.

Masquerade of the Stars Banquet – Day 2, 8 p.m. to 11 p.m. (Doors at 7:30 p.m.)
By Invitation Only
Join us for an exquisite evening of mystery and masks as you party with the stars of the Mary Kay independent sales force at the Leadership Banquet! Delectable food, amazing music and dancing await you at this elegant event. We can’t wait to see you shine!

Don’t Forget The Perks!
And while at Leadership, Executive Senior and Elite Executive Seniors will be able to beat the rush and choose their seats first because they’ll receive early entry into all of our General Sessions during Leadership Conference!

NOW is THE Time to Be a Member of the Class of 2017
Calling all aspiring Sales Directors! Are you ready to take the next step in your Mary Kay journey? Now is the time because the rewards are rich! Those who debut by January 1st will receive a beautiful jewellery set and handbag at Leadership Conference! Plus, when you debut your own offspring Sales Director you could earn the matching wallet or even $100. Plus, it could put you on the path to achieving the Offspring Production Credit promotion. That’s a lot to dream about, but just like Mary Kay always said, “you plan your work and work your plan!”

Starting at Leadership 2017, a $100 non-refundable deposit will be collected at time of booking a hotel reservation.
School's In Session!

By Andrea Querido

Just because the school year is in full swing, doesn’t mean it’s too late to hit the books! The MKOC® is packed full of education to help you make the most of your business – whether you’re a brand new Independent Beauty Consultant or on your way to debuting as a Mary Kay leader. Here are a few highlights:

**Ready, Set, Sell!**

As an Independent Beauty Consultant, that initial inventory decision is an important part of your new business, and the Ready, Set, Sell! program will help get you off to a flying start. It’s a great way to immediately satisfy your customers’ wants and needs for products, while earning bonuses and well-deserved recognition – as well as fabulous prizes – for your commitment to success.

Visit Business Tools > Ready, Set, Sell! for an outline of which product bundles you can earn, the many inventory options to suit your business needs, details on the bonuses you can earn to recognize your commitment to building a team, an inventory worksheet designed to assist you in determining your ideal inventory investment, and a helpful FAQ.

**Consistency Program**

The newest addition to the Ready, Set, Sell! program, new Independent Beauty Consultants who continue to place a minimum $600 Section 1 wholesale order each month for the following six months will qualify for a 50 per cent discount on the retail value of each order and receive a Product Bundle of their choice, *FREE! And since Mary Kay believed that consistency was the key to success, the more you order, the more you earn!

**Ready for Red Course**

This six-week guided course is designed to help Independent Beauty Consultants make the jump into Red Jacket leadership. Why not buddy up with a “power partner” – a Mary Kay sister or even your Sales Director – to complete the challenges featured. It only takes a few minutes a day to increase confidence and, ultimately, business results. When you do, you’re sure to achieve red-hot success! Get started now under Education > Ready for Red.

*An Independent Beauty Consultant’s order must equal $600 or more in wholesale Section 1 products to be eligible for the product bonus.
Product Central

Are you ready for exciting colour education that’s just a click away? Then look no further! Product Central is your hub for all things pretty. Featuring a revamped colour education section, you can be inspired with a new look by discovering the season’s hottest trends, learn something new, read up on product details or look up some creative cross-selling opportunities, and take advantage of what the experts have to offer through videos featuring application tips and tricks.

And that’s not all! We’ve adapted the colour presentations from seasoned makeup artists into a comprehensive colour wheel course so you can build confidence in selecting the correct colours for your clients: it’s a visual aid professional makeup artists and hairstylists live by!

Plus there’s a complete Colour Education dropdown menu with in-depth education on shade charts, conversion charts, and selling, how to choose the right foundation, and application techniques for eyes and lips. Check it out under Education > Product Central.

Money Management

Mary Kay Ash taught the 60/40 money management method: 60 per cent of your weekly earnings can be reinvested into your business to purchase product inventory for your reorder business, limited-edition items, sales tools as needed and to replenish or build your inventory; the remaining 40 per cent is profit, less expenses.

Independent National Sales Director Marcia Grobety shares the basic steps on how you can establish financial health and financial wealth through a successful Mary Kay business, covering topics such as how to divide your money, the importance of having inventory, using the Weekly Accomplishment Sheet, inventory account vs. business expense account, and real-life examples! Plus you have access to handy business forms like the Business Tracking Register, Expense Tracking Form and tax information. You’ll find it on the MKOC® > Education > Money Management.

Team-Building Brochure

Stay tuned for a revamped team-building brochure that’s sure to inspire potential team members to put their natural talents to work with a Mary Kay business. Featuring an overview of the perks, the Starter Kit they’ll receive (it’s more than just a bag, it’s a beginning!), the tools of the trade, a comprehensive career path overview, and why a direct-selling business means being part of a growing, exciting industry!
Team-Build TO Dream-Build

Set your goals, and stretch beyond what you think is possible. Challenge yourself to embrace your dreams and grow.

Are You Ready to Build Your Team?

TAKE THIS QUIZ.

_____ Can I live in my vision as an enthusiastic leader?
_____ Do I have a goal and am I willing to do what it takes to achieve it?
_____ Do I feel confident in my basic skills?
_____ Do I work with integrity and follow through?

If you answered yes, then guess what? You’re ready. Your Independent Sales Director or mentor is waiting to bring out the champion in you. She sees your potential and believes in your vision. Together you can collaborate, see the big picture and discover how you can reach and even surpass your goals.

Thought-Starters
What fears do I want to overcome?
What skills do I need to improve to get better results?
Where do I need support or encouragement?
What does the next chapter in my Mary Kay life look like?

You Can Have the Year of Your Dreams!
1. Determine your “why”. What motivates you in your Mary Kay business?
2. Set a goal and a plan to reach it. Set a time frame.
3. Focus on the basics: Book, Sell and Team-Build.
4. Choose someone you would love to have on your team.
5. Work with your coach to determine your strategy.

Remember to share the Mary Kay opportunity at your skin care classes. These women experience the wonderful Mary Kay® products, see your enthusiasm and want to be part of the fun!

TIP!
At team-building appointments, get to know her! As you learn more, you can determine if the Mary Kay opportunity is something that would add value to her life. Ask questions and listen. Through your conversations, you’ll probably discover her vision. You also may discover her natural strengths, where she is in life, her personality and goals.
From the show-stopping stage and celebrity guest to the fun and fabulous I ♥ Lounge … from the education to the celebrations.

The awe and splendour reflected on every face. The atmosphere, it was dreamlike. Just a perfect setting to cast our vision for this – The Year of Your Dreams.

Enjoy these highlights.

See you in Mississauga next year for Seminar 2017!
Queens 2016

Carol Thompson
Queen of Unit Sales

Kareena Felker-Dear
Go-Give® Award Recipient

Sarah Biron
Queen's Court of Sharing

Laurie Schuster-Sydor
Sales Director Queen's Court of Personal Sales

Deanna Blue
Consultant Queen's Court of Personal Sales
top 10

#1 Carol Thompson†
#2 Fiona Corby†
#3 Robin Courneya-Roblin
#4 Angela Hargreaves†
#5 Susan Bannister
#6 Maura Ann Lucente†
#7 Tracy Lynn Craig
#8 Evelyn Ramanauskas
#9 Chantal Bisaillon†
#10 Kathy Whitley

independent national sales directors

Back Row: France Grenier, Philomena Warren, Donna Melnychyn, Olive Ratzlaff, Josée D’Anjou, Marcia Grobety, Nicole Bellmare, Mireille Marion Morin, Caroline Sarrourf, Gail Adamson
Front Row: Sandy Campbell, Bernice Boe-Mallin, Janice Connell, Angie Stoker, Renée Daras, Brenda Summach, Darlene Ryan-Reux

†Earned additional Retail Production through the Offspring Production Credit Promotion
sales director queen's court of personal sales

Back Row: Jordan Schmidt, Anny Wiebe, Robyn Brewer, Naomi Scott, Marie-Soëlle Lessard, Marie-Noëlle Côté, Angela Ward, Joyce Goff, Laura Paglione Diciocco

Second Row: Carrie Bullee, Carol Hinch-Croteau, Shirley Peterson, Brianne Walter, Lois Musselman, Mélissa Rivard, Brigitte Gagnon, Kira Gregory

Front Row: Caroline Salem, Annie Bauzon, Linda Vanderham, Linda Gingrich, Sylvana Oliver, Lorraine McCabe, Carolanne Desrochers, Shauna McMinis

Back Row: Mylène Lavoie, Marley Tresoor, Erin Jensen, Dorthée Desmeules, Patricia Roy-Pagé, Tracy Burt, Anik Séguin, Andrée Clairmont, Danielle Gobeil

Second Row: Jill Rollefstad, Brittany Jenson, Shelly Whelan, Sharon Maidment, Dominique Guelin, Aquilina Mendoza, Hélène Richard-Rourke, Esther Gallop

Front Row: Alison Silcoff, Marilou Yatar, Eva Maria Coelho, April Klippenstein, Raya Attarnehmizi, Jennifer Constantineau, Jodi Tarney

Back Row: Laurence Cadotte, Marie-Michelle Caro, Christine Ransom, Sheila Lefebvre, Cheryl Neuman, Jennifer Dunlop, Georgie Anderson, Valérie Jetté

Second Row: Sarah Biron, Manon Larochelle, Mylène Robidoux, Mona Esmaelizadeh, Pamela Kanderka, Susan Richardson, Sonya Martens, Lynn Hubley

Front Row: Marilyn Mackenzie-Cusack, Kathy Handzulk, Kimberley King, Linda Feldman, Tracey Douglas, Chantal Bisaillon, Leila Holzworth
sales director queen's
court of personal sales

Kristen McBride
(First Runner Up)

Laurie Schuster-Sydor
(Queen)

Estrella Dos Santos
(Second Runner Up)

Back Row: Lili Jardine, Krissy Larsen-Ratzlaff, Elizabeth Sly, Monica Noel, Johanne Girard, Julie Leclerc, Valérie St-Pierre, Chris Miller, Gloria Fitt

Second Row: Marie-Josée Gagné, Lorrie Henke, Heidi McGuigan, Mae Ommrod, Sophie Audet, Tiffany Brown, Diane Peel, Wanda Groenewegen, Marloa Herbasz

Front Row: Kari Densyuk, Sherrlynn Poulton, Gina Hormann, Susie Leakvold, Sharon Casteel, Deborah Kenny, Jerlee Wright

Back Row: Clara Ajagu, Lauren Whittum, Jackie Bond, Michelle Goetz, Raven Hogue, Jennifer Levers, Mandy-Rae Summich, Liz Wodham, Sara Chowdhery

Second Row: Robin Courneya-Roblin, Sharon Robertson, Tiffany Veldhuisen, Linda Geisbrecht, Tracey Walls, Louise Ann Brunet, Colleen Sankey, Nino Bokuchava

Front Row: Cathie Chapman, Karen Hollingworth, Marilou Brummond, Jessie Jamias, Evelyn Ramauskas, Lacey Thiessen, Harpreet Dhaliwal

Back Row: Amélie Noreau, Alana Jacobsen, Lyson Fortin, Caroline Ranger, Mary-Lou Hill, Shelley Haslett, Anna Timeo, Michele Thomson

Second Row: Michelle Currie, Angie Fedorchuk, Jessica Mongeau, Sandra Charland, Jessica Tremblay, Jacinthe Dubois, Cheryl Thomson, Ming Tsang, Suzette Rice

Front Row: Mhelen Pumares, Sarah Bardell, Stéphanie Bournival, Audrey Trudel, Elaine Maeland, Yasmin Manamperi, Betty Lister
sales director queen's court of personal sales

**Back Row:** Li Ming Liew-Stock, Rose Hayden, Kim Walk, Candice Halliday, Louise McCann, Line Hébert, Joeline Jean-Claude, Julie Desparois

**Second Row:** Lauretta Gorman, Yasabelle Duchesne, Angela Kimmie, Melissa Armour, Sophia Jacob, Deborah Brown, Hélène Petit, Linda Dionne

**Front Row:** Shannon Hornbacher, Louise Fortin, Beryl Apelbaum, Pamela Liebenberg, Michelle Vaters, Carole Savoie, Diane Auclair, Glenda Laberge

**Back Row:** Joy Zaporozan, Barb McKellar, Winnifred Barnett, Gwen Groves, Jenn Maxwell, Caroline Clingen

**Second Row:** Lindsay Lewis, Patti Jeske, Marilyn Rousselle, Kareena Felker-Dear, Amélie Dufresne

**Front Row:** Shireen Spencer, Sheena Papin, Laura Landry, Pam Hill, Rose-Marie Young

**Absent:** Kathryn Bartmanovich, Allyson Beckel, Sasha Bradshaw, Georgine Cook, Kelsie Dawson, Audrey Enalt, Nancy Enalt, Shirley Fequet, Yvonne Gabriel, Annie Gagnon, Connie Graham, Yaun Gramatovich, Angela Grando, Sheri Gray, Dee Harris, Colleen Hendrickson, Megan Hill, Lois Hirtz, Hilda Hiscock, Lisa-Mare Hallis, Joëlle Janis, Gabrielle Kowalski, Ashley Langenau, Donna McKinley, Laureen Miller, Pauline Nimco, Carol Olsen, Dorothy Osadczuk, Pat Paul, Lauren Peterson, Carol Rennehan, Diane Riddell, Rita Sammis, Becky Sawcuk, Colleen Smart.

**Top 20**

**Back Row:** Kathy Whitley, Carol Thompson, Cassandra Lay, Heather Cook, Carol Heath, Nancy Stiles

**Second Row:** Susan Bannister, Annie Lapiante, Paymaneh Varahram, Darlene Olsen, Angela Dean, Jeri Pearce

**Front Row:** Gail Prodeus, Kristen McBride (First Runner-up), Laurie Schuster-Sydar (Queen), Estrella Dos Santos (Second Runner-up), Terri Kurtzweg, Rita White

**Absent:** Amoreena Murray, Lorna Hosker
consultant queen's court of personal sales

Back Row: Mano Angers, Andrée Vel, Caroline Dube, Ginette Aubé, Alicia Wiebe, Veronica Doleman, Brenda Hyde, Jessica Girard

Second Row: Annie Roy, Caroline Scott, Kelly Lavers, Pierrette Montmagny, Édith Lessard, Suzanne Foster

Front Row: Alice Brisson, Heather Mullan, Mary Lou Grealis, Lisa Dotzler, Evalina Zamana

Back Row: Mylène Kilgour, Lisa Borisko, Roma Beaudoin, Roxane Bowie, Joëlle Ropel, Claudia Denis, Sabrina Riendeau

Second Row: Crystal Zawacky, Jessica Beaumier, Catherine Sutherland, Bridget Russell, Vicki Case, Stephanie Brassette, Sylvie Côté

Front Row: Aline Boutet, Annik Daigle, Monica Tardif Poudrier, Chantal Vaillancourt, Annie Raymond
consultant queen's court of personal sales

Back Row: Nicole Price, Barbara Hayes, Sara Palmater, Claudia Perez, Sylvie Caouette

Second Row: Sheriann Saunders, Edna Savoie, Nacira Mata, Heather Daley, Manon Leclair, Corinne Lavoie Le-Tertre

Front Row: Angie Pelkey, Eufricia Francisco, Anitta Sianothai, Jocelyne Dauphinais, Odile Thibault

Absent: Elena Berja, Valerie Bouver, Lucy Bower, Melody Gimone, Melissa Hayes, Joy Kennedy, Colleen Listro, Claudia Louisaran, Jessica McEachern, Nancy McEwen, Katie McGann, Joanie Mercier, Rowena Paragas, Caroline Pefler, Denise Picco, Shauna Pratt, Ruth Sauter, April Sutter, Avita Ward

Top 20

Back Row: Carissa Jane McKee, Jennifer McLean, Amy Epp, Claire Mercier, Carole Duguay, Avick Croels

Second Row: Jennifer Pugh, Danielle Bourgault, Carole Arsenault, Missy Kosir, Doreen Bradburn, Monica Hecht

Front Row: Kiele Beaudry, Margaret Good (First Runner-up), Deanna Blue (Queen), Chantelle Thomas, Elena Shilkina

Absent: Helena Bourgeois, Sue McElhanney (Second Runner-up), Debbie Roworth
Stéphanie Bélanger-Bélec (First Runner Up)
Sarah Biron (Queen)
Krissy Larsen-Ratzlaff (Second Runner Up)

Back Row: Jasbir Sandhu, Jordan Schmidt, Jill Rollefstad, Stephanie Good, Zuima Martinez, Joanne Marchildon, Harpreet Dhaliwal
Second Row: Sophie Wang, Gina Ge Qian, Carol Thompson, Hoda Karakach, Leila Davis, Patricia Lavoie, Dalaine Magalhaes
Front Row: Fabiola Lamarre, Fatima Raza, Jennifer Constantineau, Diane Burness, Mychèle Guimond, Silvana Mangione, Mariola Herbasz, Patricia Roy-Pagé

Back Row: Valérie St-Pierre, Jackie Bond, Raven Hogue, Leanne Jorgensen, Kaela Sandoquist, Angie Fedorchuk
Second Row: Darcey Smith-Heath, Nina Bokuchava, Cheryl Neuman, Manon Larcheile, Mylène Robidoux, Elaine Maeland
Front Row: Evelyn Ramanauskas, Lacey Thiessen, Annie Laplante, Tarra Keller, Pamra Liebenberg, Lorraine Upwards, Louisa Hoddinott
Absent: Joyce Bigelow, Geneviève Bouthillier, Jennifer Duarte, Hilda Hiscock, Eva Kopoc, Roxana Paragas, Colleen Smart

Back Row: Stephanie Bournival, Angela Dean, Valérie Jetté, Lyon Fortin, Amélie Noreau, Amélie Dufresne, Alana Jacobsen
Second Row: Mhelen Pumares, Sandra Charland, Jessica Tremblay, Guylaine Comeau, Sarah Bardell
Front Row: Tiffany Brown, Chantal Bisaillon, Stéphanie Bélanger-Bélec (First Runner-up), Sarah Biron (Queen), Krissy Larsen-Ratzlaff (Second Runner-up), Yasmin Manamperi, Suzette Rice

top 20

queen's court of sharing
circle of achievement

$300,000

Back Row: Marie-Soleil Lessard, Mandy-Rae Sumnach†, Michelle Currie, Carol Heath, Liz Wodham, Erna Voth, Louisa Hoddinott†
Second Row: Sonia Janelle†, Jessica Tremblay†, Mélanie Carrier†, Heather Cook, Yasmin Manamperi, Susan Richardson, Clara Ajagu†
Front Row: Audrey Trudel, Sherrilynn Poulton, Sarah Bardelli†, Harpreet Dhillon†, Alana Jacobsen†, Ming Tsang, Sophie Audet†
Absent: Jennifer Constantineau, Annie Gagnon, Cynthia Hudon†, Marie-Pier Polvin†, Deborah Psychidny

$350,000

Back Row: Angela Dean, Monia Morency, Marley Tresoor, Michelle Goetz†, Christine Ransom†
Front Row: Ysabelle Duchesne†, Stéphanie Bourival†, Lorraine McCabe, Jill Ashmore†, Mariela Olazabal†, Louise Fortin
Absent: Louise Boulanger, Mychèle Guimond

*Earned additional Retail Production through the Offspring Production Credit Promotion
circle of achievement

$400,000 - $450,000

Back Row: Cassandra Lay, Nadia MacDonald, Wanda Groenewegen, Raven Hogue†, Jennifer Levers†, Guylaine Comeau*

Second Row: Amélie Noreau, Lorrie Henke, France Légaré†, Dorothée Desmeules**, Angie Fedorchuk, Claribel Avery†


Absent: Geneviève Bouchillier, Mary Davies, Ginette Desforges**

*Denotes $450,000 Circle of Achievement

$500,000 - $550,000

Back Row: Shirley Peterson, Patricia Roy-Pagé***, Guylaine Dufour***, Valérie Jetté***

Front Row: Tamara Swatske**, Suzette Rice†, Mhelen Pumares†

Absent: Lauren Peterson†, Shannon Tobin

*Denotes $550,000 Circle of Achievement

*Earned additional Retail Production through the Offspring Production Credit Promotion
double star achievement

Back Row: Krissy Larsen-Ratzlaff, Dorothée Desmeules, Marley Tresoor, Jordan Schmidt, Michelle Goetz, Kathy Whitley, Amélie Dufresne

Second Row: Mylène Lavoie, Tiffany Brown, Mychélè Guimond, Ysabelle Duchesne, Shirley Peterson, Lorrie Henke

Front Row: Lorraine McCabe, Louise Fortin, Lacey Thiessen, Annie Laplante, Geneviève Bouthillier

Back Row: Marie-Soleil Lessard, Jackie Bond, Cheryl Neman, Christine Ransom, Mandy-Rae Summach, Jennifer Levers

Second Row: Carol Heath, Sherrilynn Poulton, Liz Wodham, Heather Cook, Sandra Charland, Clara Ajagu

Front Row: Robin Courneya-Roblin, Ming Tsang, Michelle Currie, Audrey Trudel, Jill Rollefstad, Pamela Liebenberg

Back Row: Cassandra Lay, Wanda Groenewegen, Valérie St-Pierre, Sophie Audet, Mylène Robidoux, Lyson Fortin

Second Row: Guylaine Comeau, Elaine Maeland, Manon Larochelle, Mariola Herbasz

Front Row: Susan Richardson, Susan Bannister, Kathy Handzuk, Nino Bokuchava, Louisa Hoddinott

Absent: Hilda Louise Hiscock, Rowena Paragas, Lauren Peterson, Colleen Smart
triple star achievement

Back Row: Stéphanie Bourivval, Sarah Biron, Amélie Noreau, Patricia Roy-Pagé, Raven Hogue, Valérie Jetté

Second Row: Chantal Bisaillon, Jessica Tremblay, Angie Fedorchuk, Carol Thompson, Alana Jacobsen, Angela Dean

Front Row: Evelyn Ramanauskas, Suzette Rice, Yasmin Manamperi, Sarah Bardell, Harpreet Dhaliwal, Jennifer Constantineau

Absent: Mhelen Pumares
Thanks to your overwhelming support, the Mary Kay Ash Charitable Foundation Booth at Seminar 2016 raised more than $6,000 in support of women living with cancer and those affected by domestic violence. A huge, heartfelt thank you!

Some things never change! A look back at our cover model for the November/December 1986 issue of Encore magazine (now known as Applause®). Our cover girls are still as stunning as ever!

Mary Kay Ash on women in the 60’s and the women of today:

“In the early ‘60s, opportunity just didn’t exist for women, and I wanted with all my heart to give them the chance I thought they so richly deserved. Some came into our Company, who had never written a check, and today, some of these women earn more than the President of the United States. You know it’s been a good day for me when a woman with no sense of self-worth discovers how great her talent really is. And then to watch her succeed, remembering that I knew her when – when she couldn’t lead in silent prayer, and now she holds an entire convention center spellbound with her message. …and what thrills me even more, is watching these women inspire other women to dream and to achieve more than they ever believed possible. And by becoming heroes and sheroes to each other, their goals were transformed by their actions, not mine. Women have proven time and again what I know to be true: each one has special God-given talents and abilities, and given the chance, she can do anything she puts her mind to do.”

Independent Sales Director
Fernanda Silva
Mississauga, Ontario

STARTED MARY KAY
September 1991

DEBUTED AS AN INDEPENDENT SALES DIRECTOR
December 1993

PERSONAL
I’ve been happily married to a wonderful man, my soul mate, Joe, for 47 years. We have three sons: Reno, who is married to my beautiful daughter-in-law, Pearl, who has three kids; Paul, who is married to my wonderful daughter-in-law, Shanti, who has a handsome 10-year-old son; and Mike, who lives in the Netherlands with his lovely girlfriend.

UNIT NAME
Believers and Achievers!

GOALS THIS YEAR
Our unit goal is to have Court of Sales achievers and 2-3 Offspring Sales Directors. Our passion is to attend Leadership Conference with 1-2 Offspring Directors and/or DIQs! I know this year will be an amazing year for us!

ENRICHING LIVES
“Fernanda is always so giving and always available to help anyone in need. She always shows up to help at our Greater Toronto Area (GTA) Red Jacket University (RJU). There are so many things that could keep Fernanda away or limited in her helping and giving, such as her own health issues, family members — including her sweet grandsons, Demien and Tristen, both undergoing chemo treatments for cancer. But she allows nothing to stop her! Fernanda is always there to lend a hand, a listening ear, and she gives great hugs!”

— Independent Beauty Consultant Natalie Dukhilall

“Fernanda is so warm and loving to everyone; always has a bright smile no matter what she is going through in her personal life. For our GTA RJU, Fernanda goes above and beyond to do her job, always arriving very early and asking if there is anything that needs doing, and she volunteers to spread the RJU word to encourage everyone at Company functions to come out to our next event. She always has a kind word and shares her knowledge however she can to assist someone in need of an idea or a compliment. A true Mary Kay lady!”

— Independent Senior Sales Director Heather Cook

ON BEING NOMINATED
“I was so surprised to receive a phone call from Lynda Rose congratulating me. I actually thought it was a joke, I couldn’t believe it! To me, the Golden Rule and Go-Give® spirit are what attracted me to Mary Kay from the very beginning. My parents always taught me to do the right thing, especially when no one was watching. I feel so humbled and thankful for everyone who voted. I have so many good friends who live the Mary Kay way — you inspire me! I always loved the Mary Kay heart, and was fortunate enough to meet the lady herself. I am honoured, and so humble. Thank you, thank you!”

— Independent Sales Director Fernanda Silva

French Onion Soup

Ingredients
- 6-8 onions, thinly sliced
- ¼ C. butter or margarine
- 4 cans condensed beef broth (10 ½-oz. cans)
- 1 ¼ C. water
- 2 tsp. Worcestershire sauce
- 1 tsp. sugar
- 4 Tbsp. cornstarch
- ½ tsp. salt
- ¼ tsp. pepper
- 2 French rolls, sliced and toasted
- Grated Parmesan cheese
- Sliced mozzarella cheese

Directions
In large saucepan, sauté onions in butter until lightly browned, about 20 minutes. Add beef broth, water, Worcestershire, salt, pepper, sugar and cornstarch. Bring to a boil; simmer for 30 minutes. Ladle into soup bowls. Top with toasted French rolls. Sprinkle with parmesan cheese, top with a slice of mozzarella cheese. Place under broiler for a few seconds, just until cheese is lightly browned. Makes 10-12 servings. This soup is very good reheated.

*Be sure to visit the MKOC® to read the full story.

from mary kay's kitchen

French Onion Soup

Courtesy of Sylvia Stroud of Fairfax, Virginia.
The first time Independent Sales Director Diane Riddell, from Victoria, BC, met Mary Kay Ash, it almost didn’t happen. Same with the second time.

The first time was due to a torrent of emotions, recalls Diane. The second time was down to a scheduling mix-up.

Thankfully, both times she did meet the company founder. And every detail of these encounters are forever etched in Diane’s memory.

As an Independent Sales Director-in-Qualification (DIQ) in October 1980, Diane was invited to Mary Kay’s home in Dallas for tea and homemade cookies.

“In those days we attended our DIQ training and then did our three months of qualification to become a Sales Director,” Diane recalls.

OVERCOME WITH EMOTION

At the tea, Diane joined a reception line in Mary Kay’s home and awaited her turn for a personal chat with the host. The closer Diane got to the front of the line to meet Mary Kay, the more emotional she became “until I was crying uncontrollably.”

Someone on Mary Kay’s staff noticed Diane’s emotional state and gently took her by the hand, out of the line. She led Diane to Mary Kay’s washroom to allow her time to wipe away those tears, freshen up and take a deep breath.

The irony made the experience seem all the more surreal. Too nervous to meet her personal and business inspiration and yet here she was in the inner sanctum of her home. “I was so excited and so nervous to meet Mary Kay and here I was in her bathroom!”

She had never dreamed that within nine months of signing her Independent Beauty Consultant Agreement in February 1980 she would be standing with Mary Kay in her home.

When Diane was composed again, she went back in line and made it to the front where Mary Kay warmly took her by the hand and told her she could do it and to go home and make a difference in others’ lives. It was a sentiment Diane has tried to uphold throughout her 36-year business.

A PICTURE IS WORTH 1,000 MEMORIES

The second meeting that almost wasn’t came a couple of years later when Diane had earned a trip to Dallas again, this time to celebrate her unit’s growth. When it came time to get photos with Mary Kay and the Canadian Independent Beauty Consultants, Diane and three others from the group who should have been in that shot, missed it because they were in class at the time. It was a simple scheduling mistake but when one of the Sales Directors in Diane’s group discovered she’d missed out on the photo opportunity, she was devastated and in tears, almost inconsolably so.

Diane went into action.
“I spoke with everyone possible. I asked our Canadian president at the time if it would be possible, in some way, somehow, for us to have a photo with Mary Kay.”

To anyone else it would seem impossible to make it happen. “But I believed it was possible,” said Diane. During the Seminar Awards Show Diane remembers being tapped on the shoulder by a Mary Kay staffer who was there to escort the four women backstage for a special photo taken with Mary Kay.

“It was and is overwhelming to me that the staff cared so much about giving us our opportunity that they did all they could for us.”

GRATEFUL FOR BEING ABLE TO “HAVE IT ALL”

As much as these almost-missed moments have become treasured highlights in Diane’s long journey with the Company, she nearly didn’t become a Mary Kay Independent Beauty Consultant.

“I did not want to attend that first ‘Beauty Show’. I didn’t go to parties, and I’d never heard of the Mary Kay Company before,” said the then-reluctant and skeptical Diane.

But at the urging of her good friend she did attend, mostly to protect her friend from getting involved in a too-good-to-be-true sales company.

“I am so grateful to my friend for inviting me and I thank the Lord for this incredible adventure that continues today!”

It’s a business that has certainly allowed Diane to “have it all” and live the priorities of God first, family second and career third.

Diane is married to a retired pastor and through his ministry she remains very involved in the Mustard Seed Street Church in Victoria. She also has nine grandchildren now to indulge during her off time. And during her on time, she continues to make the most of her Mary Kay business.
A Mary Kay Pioneer Makes Rare Canadian Appearance

By Andrea Querido

Mary Kay believed that one person could make an incredible difference. While you and your customers did just that during our 13th annual Team Up For Women® Challenge, helping us raise a grand total of more than $39,000 in support of those women living with cancer and affected by domestic violence, a few independent sales force members took it one step further!

By being the Top Fundraising Unit and Top 3 Individual donors, they were treated to an exclusive breakfast at Seminar 2016 with none other than Jennifer Cook, Mary Kay Ash’s long-time personal assistant and curator of the Mary Kay Museum at the Dallas headquarters. Talk about inspiring girlfriend time!

Who wouldn’t want to be part of this inspiring group of Mary Kay fundraisers?

Top Fundraising Unit
The Christine Ransom Unit

Top Individual Donors
Harpreet Dhaliwal
Barbara Hayes
Sharon Maidment

“I was so honoured to attend the Team Up For Women® Breakfast. The Mary Kay Ash Charitable Foundation is the living legacy of Mary Kay Ash, a legacy of giving and caring. I was impressed with the passion of those in attendance to make a difference in the lives of women impacted by cancer and domestic violence. These are two important women’s issues, and Mary Kay Canada can be proud of the good work that you are doing through the MKACF.”

—Jennifer Cook, Mary Kay’s longtime personal assistant and the curator of the Mary Kay Museum at the Dallas headquarters

“I have a truly blessed life and it is important to me to be able to give back to the community and instil hope in other women. Through my work with local shelters, I have seen firsthand the positive impact a safe space and support can have. A gesture of kindness has the potential to positively impact the outcome for many of our fellow sisters. As well, we have all been touched in some way by cancer and this is our way to show we care and are there for others. Mary Kay always said to take the focus off you and make someone feel special. This is our goal and mission with Team Up For Women®. It made us stretch as a team to work together to see if we could in fact set the bar high for our sister Beauty Consultants. The breakfast with Jennifer Cook was truly a great bonus for us: it was an honour and a privilege to be graced by her presence.”

—Independent Beauty Consultant
Margaret Good, Brampton, ON
Mary Kay used to say it all the time. Why? Because she knew it rang true! When you have a strong team come together in support of a goal, you can make anything happen. Just ask this year’s MK5K – Diane Tsialtas Memorial Run participants, volunteers, fundraisers, sponsors and staff. They not only reached their $25,000 fundraising goal in support of the Mary Kay Ash Charitable Foundation, they surpassed it with a final total of more than $25,890.

Thanks to everyone who came out in support of this incredible event, who held their own virtual walks and who pledged their support to MK5K participants. We couldn’t have done it without you!

We are truly honoured you were able to help us make this year such an incredible success for the Mary Kay Ash Charitable Foundation.

Stay tuned for details on the 2017 MK5K. We look forward to seeing you next year!
Inside the Dream
Boutique Day

By Andrea Querido

Mississauga Convention Centre
May 9th, 2016

Mary Kay once said: “Anyone can locate an excuse, but it takes courage to find a way to go over, around, under or right through any obstacle that might stand in your way.”

For the past 13 years, Inside the Dream has helped alleviate the financial burden of graduation expenses that some students are not able to afford. The non-profit organization helps students celebrate their proms and graduation nights with style and glamour by providing free formal-wear at their annual Boutique Day.

For the past eight years, Mary Kay Cosmetics Ltd. has supported this phenomenal program, geared towards enhancing young people’s self-image and self-esteem, through product donations and a personalized letter congratulating graduates for overcoming obstacles to achieve their goals.

Here’s to a bright future!

Inside the Dream At-A-Glance

1. Served approximately 370 Grade 8 and 12 graduating students this year.
2. Since its inception 13 years ago, more than 3,500 male and female students have gone through the program.
3. As a solely non-profit organization, the Committee is involved in annual Zumba-thons, an annual fundraising dinner, and two-hour yoga session to raise funds.
4. Financial donations are always accepted via Canadahelps.org, which are required for the ongoing operations of the Inside the Dream program.
5. Board of Directors ranges from social workers, to business and logistic industry leads.
6. 170 registered civic-minded volunteers participate annually, with more than 50% of them returning from previous year.
PAGE 52 | WHERE HAS YOUR APPLAUSE® BEEN

Here, there & everywhere
where has your *applause®* magazine been?

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

**Independent Beauty Consultant Mary Harrison** of Shawnigan Lake, BC takes a break between scenes of Anne of Green Gables to read *Applause®* magazine. Of course she also proudly wears her Mary Kay® products on stage!

"This is what happens when I receive my Applause® magazine. My 3 year-old daughter Zunaira waits for me to put it down and then quickly grabs it. Then it’s, ‘mama can you get me this gloss, this lipstick? I want this, this, this...’ Never ends. G,” says **Independent Beauty Consultant Huwaida Pervez** of Brampton, ON. Looks like you have a future team member on your hands!

**Independent Sales Director Georgine Cook** of Winnipeg, MB is pictured here in Reykjavik, Iceland where she and her son ran a 10K marathon for their "6th continent in the 7 continents club". Congrats!

**Talk about multitasking! Independent Senior Consultant Katelyn Hart** of Camrose, AB catches up on her issue of *Applause®* magazine while her daughter naps in her lap during a team meeting.

**Independent Beauty Consultant June Kiessling** of Kamloops, BC shows bravery as she reads her first-ever issue of *Applause®* magazine while waiting for her radiation treatment in the Kelowna Cancer Centre. Although her rare form of cancer is putting her Mary Kay business on hold for the time being, June is hopeful it will take off again after her 6-month recovery period. Good luck, June! We believe in you!

**Independent Beauty Consultant Mary Harrison** of Shawnigan Lake, BC takes a break between scenes of Anne of Green Gables to read *Applause®* magazine. Of course she also proudly wears her Mary Kay® products on stage!
A Dreamer. A Doer. A Goal-Getter
Angela Hargreaves' Record-Breaking Story
Par Melanie Cummings

Independent Executive Senior Sales Director Angela Hargreaves of Brandon, MB, admits her story will read like a fairy tale, but it’s an incidental one, she assures.

And just like the central character in any good yarn, Angela faced obstacles along the way to her unintended dream. Rest assured there are no foes in this tale, only supporters in her unit, called “Angela’s Angels”. And of course, the carriage Angela rides off into the sunset at the end of this story is Mary Kay’s iconic Pink Cadillac.

Angela earned the use of her latest rose-coloured ride, which is her fifth, in the record time of one quarter. Repeat, one quarter, just three months!

“It’s an unheard of feat. Typically, it takes twice that time, or two consecutive quarters, to achieve this pinnacle.”

“I wish I could tell you I had some great strategy to earn the Cadillac in half the time that most women do, but the truth is, I wasn’t tracking Cadillac production at all,” Angela says.

Her unit was so solely focused on the “much bigger” goal of finishing in the $750,000 Circle of Excellence and becoming a Top 5 unit in all of Canada that news of the Cadillac achievement “was like icing on the cake,” Angela adds.

In fact, it was only when she was reviewing month-end reports that she realized she had qualified. It was a double-take moment of incredulity. Unsure of the possibility, Angela called head office to verify and indeed the news was confirmed.

Angela was stunned because re-qualifying for the Cadillac every two years has never been a goal that she has promoted to her unit. “We’ve always been working towards something bigger,” she says. The year after earning the first Cadillac in 2008, the team set its sights on the Half-Million goal. Then it became Top 10 Unit at $600,000+. Since then “Angela’s Angels” have been working toward reaching the 3/4 Million and Million marks.

“I’ve never really liked the thought of tracking and/or celebrating something we already achieved,” says Angela, who started her Mary Kay business in February 2005. “In my mind, that’s small thinking and a bit backwards.” She also believes that after her unit helped her get into that first Cadillac, the responsibility to stay in one subsequently rests on her shoulders.

She figures that as long as her unit is always growing and building and setting larger goals, they should never really have to pay attention to Cadillac re-qualification.

“It’s a much more fun way to work and live … to always be shooting for the moon (which is making the Million mark) and even if you fail to succeed, we land amongst the stars!” In this case earning the use of a Cadillac in one quarter and reaching for the $750,000 goal.

But there’s more jaw-dropping, head-shaking facts to sprinkle on this seemingly impossible achievement.

Angela was tracking her $750,000 goal with fewer first- and second-line Independent Sales Directors, and working fewer days a week.

She remembers starting the first few days of the New Year feeling sad and discouraged at having to sideline her intentions of adding three to five first-line offspring Sales Directors to her future National Area.

But she chose to look at it another way. The influx of new people in her unit was an opportunity to propel “Angela’s Angels” into a higher unit circle.

“Million had always been in my heart to achieve on my way to becoming a National Sales Director,” she says. “And we had our best year ever!”

On a personal level, her son Ty’s health challenges over the past couple of years has forced Angela to put his needs ahead of work.

It has meant three-hour round-trip commutes twice weekly, for two- to three-hour treatments.

Those goals of business growth would now have to be achieved in a three-day work week, not five.

“At first it was a huge adjustment. Things were not getting done and I was falling behind.”

Think. Rethink. It’s Angela’s way. She decided to hire more office help. A small sacrifice, she says that allowed her to put into practice the Mary Kay foundation of putting family before career.

“I think sometimes when we have obstacles in our personal lives and a big career goal, we tend to think we have to pick one or the other, instead of trying to find a solution where we can actually have success in both areas,” says Angela.
From a very young age, Independent Sales Director Kareena Felker-Dear, from Georgetown, ON, has been a student of Go-Give. Proof that she has mastered the teachings that are at the core of the Mary Kay world, was evident on the Seminar stage this summer. Kareena is the 2016 Annual Go-Give® Award Winner, truly the highest accomplishment and honour a Sales Director can receive.

“I think it takes courage to be Go-Give at times, and I am always encouraged through others’ examples,” said Kareena, who’s mom is Independent National Sales Director (NSD) Emeritus Susanne Felker. It is through her mom’s business that Kareena has been exposed to many fine examples of the Go-Give® spirit. Susanne is also a past recipient of the Go-Give® Award. That moment on stage was made all the more special when her mom presented Kareena the crystal Go-Give® trophy, a diamond Go-Give® pin, and a bouquet of roses. “I was very proud and to have had my mother be the one to hand me my award, it was a full-circle legacy experience.”

Working in a sales environment in any other company often breeds a competitive frenzy among staff. Kareena and all of the Go-Give® Award recipients before her, embody the opposite. “It is about believing that there is more than enough to go around and that others will also be your sisters in living a giving and caring way,” she describes. “To honour me, is to honour every woman who’s ever been Go-Give to me or shown examples of Go-Give.”

It’s an award that was inspired by Independent National Sales Director Sue Z. Vickers who passed away at the age of 37. Mary Kay introduced the annual Go-Give® award in 1978 in honour of Sue Z.
HER A-HA MOMENT

Even with her upbringing, Kareena was not a natural for the job. The first time she started her business, in 2000, she was 18 years old. Her Starter Kit, she admits, sat in a closet from the get-go, due to fear and lack of motivation. She returned to it again in September 2006, this time in earnest, to supplement her income from her “dream career” as a fashion photographer because as glamorous as it was, it did not generate the cash she needed to make ends meet.

“I was frustrated with the restraints of my other part-time jobs, working in upscale bars and restaurants, so when my parents urged me to attend Seminar in 2006 I figured it was worth trying, if only for the emotional boost,” said Kareena.

She left Seminar with more than a change in attitude. “I was most attracted to seeing the millennial generation running with the business and most importantly, I realized I wanted to be just like the women I heard speaking on stage. I respected them the moment I saw them.”

Surprisingly, there was a drawback to coming from a Mary Kay family. “I had to start my business with very few leads, I had NO family to start with.” She also had to hone her presentation and easy chatter skills. “Hope and belief were my two best friends in a busy downtown Toronto core.”

CREATING A MOVEMENT

She’s learned to lead her “Be Bold” unit by example. The name was chosen to encourage her unit members to work outside of their comfort zone, be audacious and proud of the job.

“I find it’s so easy to see the potential in each woman, to visualize her success through building her business,” said Kareena. She goes so far as to picture each in an Independent Sales Director or NSD Suit. “It’s exciting because we’re not signing up to sell a lipstick or cleanser – we’re signing up to change lives and to create a movement that offers women so many freedoms.”

For Kareena, her Mary Kay business has given her complete control of her life. Through her 20-something years it allowed her to travel, continue with her photography career and at the same time turn down work with bosses that were disrespectful. In her late 20s it allowed her to earn more income in the seasons that mattered most. At this stage in life, the money helped buy a home and pay for her wedding. Now in her 30s, with a toddler at home, Kareena has the flexibility to be a mom while earning income.

“I am proud of every single Career Car or diamond ring I have earned. I think each one is a reminder of how far I’ve come from being that scared 24-year old back in 2006,” she said. The Go-Give® Award certainly takes the cake on being a lifetime career favourite, she says. And she is “absolutely determined” to develop a Top 10 unit, a National Area and future National Sales Directors. “I feel that it is my destiny to bring this opportunity into the next generation, alongside so many beautiful women in our sales force.”
Congratulations to all achievers! Felicitations à toutes les championnes!

Top 5 NSD Year-To-Date Commissions
Commissions des 5 meilleures DNV pour l’année à ce jour

Seminar year-to-date Independent National Sales Director gross commissions as of June 30th, 2016. Includes all first-, second-, third-line and first-line bonus, and global commissions/NSD bonuses. / Les commissions brutes touchées au cours de l’année Séminaire à ce jour au 30 juin 2016 par les Directrices nationales des ventes indépendantes comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignes, les primes de première ligne ainsi que les commissions mondiales/ primes de DNV.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
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<tbody>
<tr>
<td>1</td>
<td>Nicole Bélémare</td>
<td>$5,436,141.87</td>
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<tr>
<td>2</td>
<td>Josée D’Anjou</td>
<td>$5,240,217.52</td>
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<td>3</td>
<td>Marcia Grobety</td>
<td>$4,507,945.48</td>
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<td>4</td>
<td>Darlene Ryan-Rieux</td>
<td>$4,012,775.22</td>
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<tr>
<td>5</td>
<td>Gail Adamson</td>
<td>$2,949,707.95</td>
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On-target for diamond circle/En piste pour le cercle de diamant

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On-target for gold circle · En piste pour le cercle d’or

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<td>Sandy Campbell</td>
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Top 10 Independent National Sales Director Area Retail Production · Production au détour de la Famille des 10 meilleures Directrices nationales des ventes indépendantes

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of June 30th, 2016. Includes unit retail production from all offlining lines not affiliated with another Independent National Sales Director. / Production au détail de la Famille nationale des Directrices nationales des ventes indépendantes non affiliées pour l’année Séminaire en date du 30 juin 2016. Comprend la production de groupe au détail de toutes les Directrices non affiliées à une autre Directrice nationale des ventes indépendantes.

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<td>Bernice Boe-Malin</td>
<td>$2,445,407.14</td>
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Inner/Diamond/Gold Circle
Cercle des initiées/Diamant/Or

Independent National Sales Directors become a member of the Gold Circle when they earn $125,000 - $199,999; a member of the prestigious Diamond Circle when they earn $200,000 - $299,999; and a member of the exclusive Inner Circle when they earn $300,000 or more in “NSD Commissions” during the Seminar contest period. NSD Commissions are comprised of commissions earned on the wholesale production of first-, second- and third-line offlining units; Top 30 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offlining and offlining from personal units for June; NSD bonuses for Star Consultants; and NSD commissions earned on all foreign countries through May. These “NSD Commissions” are used to determine NSD ranking for a Seminar year. / Les Directrices nationales des ventes indépendantes deviennent membre du Cercle de diamant lorsqu’elles ont gagné 125 000 $ - 199 999 $, membre du prestigieux Cercle de diamant lorsqu’elles ont gagné 200 000 $ - 299 999 $; et deviennent membre de l’exclusif Cercle des initiées lorsqu’elles ont gagné au moins 300 000 $ en « Commissions de DNV » pendant la période-concours du Séminaire. Les commissions de DNV sont les commissions gagnées sur la production en gros du premier, deuxième et troisième groupe; les 30 meilleures de la quatrième ligne et au-delà, les commissions de DNV équivalentes; les commissions de DNV sur les groupes personnels; les primes de DNV pour les Directrices de ligne de DNV et les Directrices de ligne de leurs groupes personnels pour juin; les primes de DNV pour les Conseillères Élites et les commissions de DNV gagnées sur tous les Jumets étrangers en mai. Ces « commissions de DNV » sont utilisées pour déterminer la position d’une DNV pendant une année Séminaire.

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<td>Nicole Bélémare</td>
<td>$5,436,141.87</td>
</tr>
<tr>
<td>Brenda Summach</td>
<td>$5,240,217.52</td>
</tr>
<tr>
<td>Angie Stoker</td>
<td>$4,507,945.48</td>
</tr>
<tr>
<td>France Grenier</td>
<td>$4,400,018.41</td>
</tr>
<tr>
<td>Mireille Marion Morin</td>
<td>$3,307,018.46</td>
</tr>
</tbody>
</table>

Monthly NSD Commissions (above $10,000)
Commissions DNV mensuelles (plus de 10 000 $)

Listed below are Independent National Sales Director commissions earned in June by Independent National Sales Directors on monthly wholesale production on first-, second- and third-line offlining; Independent Senior National Sales Director commission; Independent National Sales Director commission on their personal units; 13% Independent National 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 offlining from their personal unit and independent National Sales Director offlining, independent National Sales Director commissions are included for all foreign countries through May / Commissions touchées en juin par les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1er, 2e et 3e lignes; commissions touchées par les Directrices nationales des ventes indépendantes sur les groupes personnels de leurs 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 1er ligne. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l’étranger en mai.

<table>
<thead>
<tr>
<th>Name</th>
<th>June 2016 Recognition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angie Stoker</td>
<td>$28,603.00</td>
</tr>
<tr>
<td>Nicole Bélémare</td>
<td>$26,148.00</td>
</tr>
<tr>
<td>Brenda Summach</td>
<td>$22,248.00</td>
</tr>
<tr>
<td>Marcia Grobety</td>
<td>$14,195.00</td>
</tr>
<tr>
<td>Darlene Ryan-Rieux</td>
<td>$11,564.00</td>
</tr>
<tr>
<td>Josée D’Anjou</td>
<td>$16,741.00</td>
</tr>
<tr>
<td>France Grenier</td>
<td>$16,152.00</td>
</tr>
<tr>
<td>Mireille Marion Morin</td>
<td>$13,449.00</td>
</tr>
<tr>
<td>Gail Adamson</td>
<td>$10,782.00</td>
</tr>
<tr>
<td>Sandy Campbell</td>
<td>$11,955.00</td>
</tr>
<tr>
<td>Bernice Boe-Malin</td>
<td>$10,503.00</td>
</tr>
</tbody>
</table>

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, dot-tiling, 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 the two months after, when they place at least $250.00 in wholesale orders for cosmetics intended for resale during the month. In 2014, there were over 23,000 members of the Independent Sales Force of Mary Kay Cosmetics Ltd in Canada. Of the 3,688 who were in the Independent Sales Force for at least one year and who earned commissions, 41.7% earned commissions in excess of $100. Of the 491 of those who were Mary Kay Independent Sales Directors, the top 10% earned commissions during the year of $175,000 to in excess of $200,000. Of the 19 of those who were Mary Kay Independent National Sales Directors, 63% earned commissions during the year in excess of $100,000.
Congratulations to all achievers! Félicitations à toutes les championnes!

**Triple Crown & Honors Society Achievers · Championnes Triple couronne et Société d'honneur**

**TRIPLE CROWN:** The following Independent Sales Directors met the requirements of the Triple Crown Challenge by achieving On the Move, Fabulous 50s and the Mary Kay Honors Society within one year of their debut date. / **TRIPLE COURONNE:** La Directrice des ventes indépendante suivante ont rempli les conditions du dell’Triple couronne en réussissant les programmes En June, Fabuleux 50 et la Société d’honneur Mary Kay dans l’année suivant la date de ses débuts.

**HONORS SOCIETY:** The following Independent Sales Directors achieved the Mary Kay Honors Society by achieving at least $60,000 in net adjusted wholesale production and growing their unit size to 50 or more within one year of their debut date. / **SOCIÉTÉ D’HONNEUR** : Les Directrices des ventes indépendantes suivantes ont 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 leurs débuts.

- **Alana Jacobsen** (Shuniah, ON)
  - National Area/Famille nationale : Marcia Grobety
  - Debut/Débuts : July/Juillet 2015
  - Honors Society Achiever / Championne Société d’honneur

- **Sandy Gingras** (Granby, QC)
  - National Area/Famille nationale : Josée D’Anjou
  - Debut/Débuts : July/ Juillet 2015
  - Honors Society Achiever / Championne Société d’honneur

- **Jill Rollefstad** (Calgary, AB)
  - National Area/Famille nationale : Gail Adamson
  - Debut/Débuts : July/Juliet 2015
  - Triple Crown Achiever / Championne Triple Couronne

- **Brenda Summach** $5,295,884.58
  - National Area/Famille nationale : Brenda Summach
  - Debut/Débuts : July/Juliet 2015
  - Elite Executive NSD commissions

- **Nicole Bellemare** $5,436,141.87
  - National Area/Famille nationale : Nicole Bellemare
  - Debut/Débuts : July/Juliet 2015
  - Elite Executive NSD commissions

**Fabulous 50s Achiever · Championne Fabuleux 50**

The following Independent Sales Directors achieved Mary Kay’s Fabulous 50s program 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 réussi le programme Fabuleux 50 Mary Kay pour avoir réalisé une production de groupe nette ajustée de 30 000 $ en gros ou plus et pour avoir développé un groupe de 50 membres ou plus dans les six mois suivant la date leurs débuts.

- **Stephanie Bélanger-Bélèc** (Terrebonne, QC)
  - National Area/Famille nationale : Go Give/Entriade
  - Debut/Débuts : January/Janvier 2016
  - Honors Society Achiever / Championne Société d’honneur

- **Lacey Thiessen** (Saskatoon, SK)
  - National Area/Famille nationale : Brenda Summach
  - Debut/Débuts : January/Janvier 2016
  - Honors Society Achiever / Championne Société d’honneur

**On the Move Achievers · Championnes En marche!**

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

- **Amélie Dufresne** (Terrebonne, QC)
  - National Area/Famille nationale : Mireille Marion Morin
  - Debut/Débuts : April/April 2016
  - Honors Society Achiever / Championne Société d’honneur

- **Line Hebert** (St-Eustache, QC)
  - National Area/Famille nationale : Angie Stoker
  - Debut/Débuts : April/April 2016
  - Honors Society Achiever / Championne Société d’honneur

**Head Of The Class Achievers · Championnes En tête de classe**

The following Independent Sales Directors achieved Mary Kay’s Head Of The Class program by achieving at least $5,000 in net adjusted wholesale production and adding two or more qualified personal team members within one month of their debut date. / Les Directrices des ventes indépendantes suivantes ont réussi le programme En tête de classe Mary Kay en réalisant une production de groupe nette ajustée de 5 000 $ en gros ou plus et en ajoutant au moins deux nouveaux membres d’équipe personnelle qualifiés dans le premier mois suivant la date de leurs débuts.

- **Annie Bujold** (Morin-Heights, QC)
  - National Area/Famille nationale : Nicole Bélémare
  - Debut/Débuts : June/Juin 2016
  - Honors Society Achiever / Championne Société d’honneur

- **Jade Fulton** (Red Deer, AB)
  - National Area/Famille nationale : Gail Adamson
  - Debut/Débuts : June/Juin 2016
  - Honors Society Achiever / Championne Société d’honneur

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L’EFFECITIF DES VENTES INDEPENDANT NEPOSE POUR LA MAJORE PARITIE SUR LA VENTE DE PRODUITS. DE PLUS, TOUTES LES CONSEILLÈRES EN SIGNS DE BEAUTE INDEPENDANTES MARY KAY PEUVENT TIER UN REVENU DES COMMISSIONS, TRANSFERTS DE CLIENTS, PRIX ET RECOMPENSES. POUR AVOIR DROIT AUX COMMISSIONS, LES CONSEILLÈRES EN SIGNS DE BEAUTE INDEPENDANTES DOIVENT ELLES-MÊMES ETAIT ACTIVES ET AVOIR AU MOINS UNE RECHERC ACTIVE PENDANT LA PÉRIODE VISE. LES MEMBRES DE L’EFFECITIF DES VENTES INDEPENDANT ONT CONSIDER ACTES DURING UNE MOIS DONNEE PERSONELLE, MAIS POUR LES ÉVÉNEMENTS SUISSENT S’ILS PRIXENT DES COMMISSIONS MINIMALES DE GRANDS DE 2 500 $ DE PRODUITS COSMETIQUES DESTINES À LA REVENTE PENDANT CE MÊME MOIS. EN 2014, L’EFFECITIF DES VENTES INDEPENDANT DES COSMETIQUE MARY KAY ETÉ AU CANADA COMPATIT PLUS DE 3 500 MEMBRES, PARMES LES 3 500 MEMBRES QUI ONT FAIT PARTE DE L’EFFECITIF DES VENTES INDEPENDANT PENDANT LE MOIS D’APRIL, 41% ONT TOUCHÉ DES COMMISSIONS SUPERIEURES À 410 $. PARMES LES 4 410 EFFECTIVES DES VENTES INDEPENDANTES MARY KAY, CELLES FACANT PARTE DES MEILLEURS 50 % ONT REU PENDANT L’ANNÉE DES COMMISSIONS ALLANT À 18 652 $ À PLU DE 100 100 $, PARMES LES 19 DIRECTRICES NATIONALES DES VENTES INDEPENDANTES MARY KAY, 65 % D’ELLES ONT REU PENDANT L’ANNÉE DES COMMISSIONS SUPERIEURES À 100 000 $.
Directors, the top 50% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay Independent National Sales Directors, 63% earned commissions during the year in excess of $100,000.

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, dovecalling, prizes and awards. To congratulate all achievers!

Félicitations à toutes les championnes!

Congratulations to all achievers!

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<tr>
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<th>Commission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cloé Gilbert</td>
<td>$5,364.46</td>
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</tr>
<tr>
<td>Dorothée Desmeules</td>
<td>$5,475.80</td>
<td></td>
</tr>
<tr>
<td>Tamara Swatske</td>
<td>$6,098.32</td>
<td></td>
</tr>
<tr>
<td>Mychèle Guimond</td>
<td>$6,164.17</td>
<td></td>
</tr>
<tr>
<td>France Légaré</td>
<td>$6,545.99</td>
<td></td>
</tr>
<tr>
<td>Angie Fedorchuk</td>
<td>$7,821.97</td>
<td></td>
</tr>
<tr>
<td>Patricia Roy-Pagé</td>
<td>$7,960.96</td>
<td></td>
</tr>
<tr>
<td>Evelyn Ramanouskas</td>
<td>$8,683.50</td>
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</tr>
</tbody>
</table>

Listed below are the top recruiting units with signed Independent Beauty Consultant Agreements for June.

<table>
<thead>
<tr>
<th>Name</th>
<th>Commission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guylaine Dufour</td>
<td>$14,630.09</td>
</tr>
<tr>
<td>2,000 $ in June, exception faite des commissions des Chefs d'équipe et des VIP.</td>
<td></td>
</tr>
</tbody>
</table>

Listed below is the ranking of all Canadian units with $20,000 or more in estimated retail sales in June based on wholesale purchases.

<table>
<thead>
<tr>
<th>Name</th>
<th>Commission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evelyn Dufour</td>
<td>$16,855.00</td>
</tr>
<tr>
<td>Québec –</td>
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</tr>
</tbody>
</table>

Quebec – Marylou Rouselle

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Commission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia McGinn</td>
<td>$5,358.19</td>
<td></td>
</tr>
<tr>
<td>Stephanie Bournival</td>
<td>$5,377.30</td>
<td></td>
</tr>
<tr>
<td>Fiona Corty</td>
<td>$5,786.31</td>
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</tr>
<tr>
<td>Dorothée Desmeules</td>
<td>$5,475.80</td>
<td></td>
</tr>
<tr>
<td>Kléa Gilbert</td>
<td>$5,465.67</td>
<td></td>
</tr>
<tr>
<td>Evelyn Ramanouskas</td>
<td>$5,355.85</td>
<td></td>
</tr>
</tbody>
</table>

Quebec – Marie-Soile Lessard

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Commission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Francine Corot</td>
<td>$4,042.00</td>
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<tr>
<td>Shelley Peterson</td>
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<td>Alan Jacobsen</td>
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<td>Patricia Roy-Pagé</td>
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<td>Kathy Whiteley</td>
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<tr>
<td>Marie-Soleil Lessard</td>
<td>$5,329.33</td>
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<tr>
<td>Lucy Beauregard</td>
<td>$6,807.72</td>
<td></td>
</tr>
<tr>
<td>Patricia Roy-Pagé</td>
<td>$7,960.96</td>
<td></td>
</tr>
<tr>
<td>Angie Fedorchuk</td>
<td>$7,960.96</td>
<td></td>
</tr>
<tr>
<td>Alanna Jacobsen</td>
<td>$7,537.29</td>
<td></td>
</tr>
<tr>
<td>Marie-Soleil Lessard</td>
<td>$6,995.31</td>
<td></td>
</tr>
<tr>
<td>Francoise Corot</td>
<td>$6,545.99</td>
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<tr>
<td>Valentine Jett</td>
<td>$16,356.39</td>
<td></td>
</tr>
<tr>
<td>Guylaine Dufour</td>
<td>$14,630.09</td>
<td></td>
</tr>
<tr>
<td>Carol Thompson</td>
<td>$13,883.72</td>
<td></td>
</tr>
<tr>
<td>Angela Hargreaves</td>
<td>$13,339.16</td>
<td></td>
</tr>
<tr>
<td>Giselle Marmus</td>
<td>$13,924.74</td>
<td></td>
</tr>
<tr>
<td>Alanna Jacobsen</td>
<td>$11,044.81</td>
<td></td>
</tr>
<tr>
<td>Chantal Bisials</td>
<td>$10,519.63</td>
<td></td>
</tr>
<tr>
<td>Tracy Lynn Craig</td>
<td>$9,894.64</td>
<td></td>
</tr>
<tr>
<td>Mauro Lucente</td>
<td>$9,570.93</td>
<td></td>
</tr>
<tr>
<td>Susan Bannister</td>
<td>$9,541.92</td>
<td></td>
</tr>
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<td>Lucie Beauregard</td>
<td>$8,607.72</td>
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New Team Leaders
Nouveaux chefs d’équipe

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

MERCIANA AVONOMA
Lui Jardine
ANNY BALDWIN
France Légaré
ANNE BARTEL
Sharoz Castiel
CANDICE BLAIR
Carolyll Notfall
MARIE-ÉVE BOLDUC
Valérie Jetté
MARILYN BROSLOVE
Valérie Jetté
JUDITH CHEVALIER
Huguette Des Cotes

New Star Team Builders
Nouvelles Bâtisseuses d’équipe Étoile

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

GINETTE AUBÉ
Annie Lacasse
BEV AYLMONT
Angela Hargreaves
MORNA BAHL
Ranu Sethi
SOPHIE BARDIER
Sabrina Jacobs
MARIE-CLAUDE BEAUDRY
Helene Drolet
MARISA BELLEAU
Johanne Girard
SONIA BERGERON
Dorothée Desmeules
DANIELLE BERNARD-BUSQUE

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

This Independent Beauty Consultant qualified during the month of June to receive Cash Compensation. / Conseillère en soins de beauté indépendante qualifiée en juin pour une compensation en argent.

Anick Croels
Maureen Daigle
Séraphine Fontaine
Karine Guimond
Breanda Hyde
Alexandra Morel
Nancy Ste. Marie

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L’EFFICITIF DES VENTES INDIÉPENDANT DOTÉES DE COMMISSIONS TRANSFERTS DE CLIENTS, PRIX ET COMPRÉHÉNCE POUR AVOIR DROIT AUX COMMISSIONS. LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDIÉPENDANTES DOIVENT ENJELLES-ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECHÉ ACTIVE PENDANT LA PÉRIODE VIGUE. LES MEMBRES DE L’EFFICITIF DES VENTES INDIÉPENDANT SONT CONSIDÉRÉS ACTIFS D’AVOUR MOINS D’UN MOIS DANS LA PÉRIODE DE PAGÉ, ET PAS EN 2015. LES COMMISSIONS OFFERTES VIENDENT À LA VENTE PENDANT CE MOIS. EN 2016, L’EFFICITIF DES VENTES INDIÉPENDANT DES COSMÉTIQUES MARY KAY À LÉE AU CANADA COMPÔT PLUS DE 50 MEMBRES POUR LES 50 MEMBRES QUI ONT FAIT PARTIE DE L’EFFICITIF DES VENTES INDIÉPENDANT PENDANT UN MOIS UN AN ET QUI ONT REÎT DE 10 000 $ POUR LES 50 MEMBRES QUI ONT FAIT PARTIE DE L’EFFICITIF DES VENTES INDIÉPENDANT MARY KAY, CELLES FALANT PARTE DE LES MEMBRES 50% ONT DE 10 000 $, POUR LES 10 DIRECTRES NATIONALES DES VENTES INDIÉPENDANTES MARY KAY, 83 % D’ENTRE ELLES ONT REÎT PENDANT L’ANNÉE DES COMMISSIONS ALLANT DE 20 000 $ À PLUS DE 100 000 $.
Directors, the top 50% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay independent national sales directors, 63% earned commissions during the year in excess of $100,000.

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 period 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.

Listed below are the independent beauty consultants and independent sales directors whose four percent cheque exceeded $75 for the month of June.

Congratulations to all achievers! Félicitations à toutes les championnes!

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</table>
DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $100,000. OF THE 19 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 63% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.

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.

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<td>June 2016 Recognition • Reconnaissances juin 2016</td>
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LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L’EFFECTIF DES VENTES INDEPENDANTS REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. DE PLUS, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDEPENDANTS PEUVENT TIRER UN REVENU DES COMMISSIONS, TRANSFERTS DE CLIENTS, FRÈRES ET RÉCOMPENSES. POUR AVOIR DROIT AUX COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ DEPENDENTS DOIVENT ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE PENDANT LA PÉRIODE."
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, dovitails, prizes and awards.

### Stars Consultants on the Ladder of Success

#### Conseillères étoiles sur l’Échelle du succès

**June 2016 Recognition • Reconnaissances juin 2016**

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<td>Diana Hiscock</td>
<td>3,603.75</td>
</tr>
<tr>
<td>Margot Good</td>
<td>3,608.75</td>
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<td>Lauretta Gorman</td>
<td>3,657.50</td>
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<tr>
<td>Maricel Hulipas</td>
<td>3,667.75</td>
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<tr>
<td>Linda Vanderham</td>
<td>3,676.00</td>
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<tr>
<td>Alana Jacobsen</td>
<td>3,715.00</td>
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<tr>
<td>Marie-Michelle Caro</td>
<td>3,717.50</td>
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<tr>
<td>Carla Poirier</td>
<td>3,770.00</td>
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<td>Jennifer Leduc</td>
<td>3,772.50</td>
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<td>Michelle Lapointe</td>
<td>3,775.00</td>
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<td>Valérie St-Pierre</td>
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<td>Mélissa Rivard</td>
<td>3,780.00</td>
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<td>Mona Esmaelizadeh</td>
<td>3,782.50</td>
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<td>Susan Bannister</td>
<td>3,785.75</td>
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<td>3,802.75</td>
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<td>3,805.00</td>
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<td>Marie-Noelle Bouchard</td>
<td>3,812.50</td>
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<td>Sarah Kessick</td>
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<tr>
<td>Nawal El-Musa</td>
<td>3,815.50</td>
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<tr>
<td>Denis Fontaine</td>
<td>3,818.00</td>
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<tr>
<td>Charlotte Guay</td>
<td>3,820.50</td>
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<tr>
<td>Marika Thérien</td>
<td>3,822.00</td>
</tr>
<tr>
<td>Liliane Lapointe</td>
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<td>Jessica Pichette</td>
<td>3,827.00</td>
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<tr>
<td>Marie-Noelle Bouchard</td>
<td>3,829.50</td>
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<td>Jana Wroblewski</td>
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<td>Miriam Livingstone</td>
<td>3,834.50</td>
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<tr>
<td>Yvonne Jack</td>
<td>3,837.00</td>
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<tr>
<td>Michelle Lapointe</td>
<td>3,839.50</td>
</tr>
<tr>
<td>Marie-Noelle Bouchard</td>
<td>3,842.00</td>
</tr>
<tr>
<td>Manuela Mihaljevic</td>
<td>3,844.50</td>
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<tr>
<td>Isabelle Cote</td>
<td>3,847.00</td>
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<tr>
<td>Carole Foster</td>
<td>3,849.50</td>
</tr>
<tr>
<td>Marie-Michelle Caro</td>
<td>3,852.00</td>
</tr>
</tbody>
</table>

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**Listed below are the top purchases of wholesale Section 1 product orders during the month of June.**

Alberta – Carol Thompson

British Columbia/Cambie-Britannique – Kristen McBride

Manitoba – Bev Aymont

New Brunswick/Newfoundlend/Terre-Nueve-et-Làbrador – Hilda Hiscock

Nova Scotia/Nouvelle-Écosse – Mae Ormond

Nunavut – Nunaayik SK

Northwest Territories/Territoires du Nord-Ouest – Jennifer MacKenzie

Ontario – Margaret Good

Prince Edward Island/Île-du-Prince-Édouard – Bev Young

Quebec – Valérie Cabaña

Saskatchewan – Lauri Slaughter

Yukon – Yvonne Jack

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**Commission thresholds**

- Directors: The top 50% earned commissions during the year of $19,832 to in excess of $100,000.
- Of the 19 of those who were Mary Kay independent national sales directors, 63% earned commissions during the year in excess of $100,000.

- Of the 3,886 who were in the independent sales force for at least one year and who earned commissions, 47.17% earned commissions in excess of $100.

- Of the 491 of those who were Mary Kay independent sales consultants on the ladder of success, 47.17% earned commissions in excess of $100.

- Of the 3,886 who were in the independent sales force for at least one year and who earned commissions, 47.17% earned commissions in excess of $100.

- Of the 491 of those who were Mary Kay independent sales consultants on the ladder of success, 47.17% earned commissions in excess of $100.
Congratulations to all achievers! Félicitations à toutes les championnes!  
Juin 2016 • juin 2016

Premier Plus Achievers  
Championnes Première Plus

These Independent Sales Directors qualified during the month of June to earn the use of a BMW 320i or receive Cash Compensation. / Directrices des ventes indépendantes qualifiées en juin pour l’usage d’une BMW 320i ou une rémunération en argent.

Jennifer Constantineau  
Michelle Currie

Premier Club Achievers  
Championnes Club Première

These Independent Sales Directors qualified during the month of June to earn the use of a Ford Escape or receive Cash Compensation. / Directrices des ventes indépendantes qualifiées en juin pour l’usage d’une Ford Escape ou une rémunération en argent.

Georgie Anderson  
Stephanie Bélanger-Bélec  
Annie Gagnon  
Krissy Larsen  
Patricia Lavoie  
Krista Matheson  
Marilyn Rousselle  
Ming Tsang

Independent Sales Director Grand Achievers  
Directrices des ventes indépendantes Grandes Gagnantes

This Independent Sales Directors qualified during the month of June to earn the use of a Ford Focus SE or receive Cash Compensation. / Directrices des ventes indépendantes qualifiées en juin pour l’usage d’une Ford Focus SE ou une rémunération en argent.

Teresa Alomar  
Alyson Beckel  
Barbara Stiven  
Deborah Brown  
Tiffany Brown  
Winnifred Barnett  
Annie Carrière  
Tarra Keller  
Sonia Dagle  
Stephanie Dery  
Joanne Dulude  
Sylvie Fortin  
Elizabeth Farris  
Lauretta Gorman  
Lik Jardin  
Deborah Kenny  
Gabrielle Konowalchuk  
Laurence Latraverse-Heroux  
Julie Leclerc  
Marilyn MacKenzie-Cusack  
Frnn McLaren  
Jaclyn Monaco  
Carolyn Nofall  
Mae Ormrod  
Pat Paul  
Isabelle Perreault  
Nancy Siles  
Paymaneh Varahram  
Victoria Wieluchy  
Robyn Hoglund

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

This Independent Beauty Consultant qualified during the month of June to receive Cash Compensation. / Conseillères en soins de beauté indépendantes qualifiées en juin pour une rémunération en argent.

Anick Croets  
Seraylla Fontaine  
Karine Guimond  
Brenda Hyde  
Alexandra Morel  
Nancy Ste. Marie  
Maureen Daigle
Congratulations to all achievers! Félicitations à toutes les championnes!

**Top 5 NSD Year-To-Date Commissions**
Commissions des 5 meilleures DNV pour l’année à ce jour

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>Commissions Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Nicole Bellemare</td>
<td>$19,155.05</td>
</tr>
<tr>
<td>2</td>
<td>Brenda Summach</td>
<td>$15,107.02</td>
</tr>
<tr>
<td>3</td>
<td>Angie Stoker</td>
<td>$15,107.02</td>
</tr>
<tr>
<td>4</td>
<td>France Grenier</td>
<td>$11,916.82</td>
</tr>
<tr>
<td>5</td>
<td>Marcia Grobety</td>
<td>$11,346.72</td>
</tr>
</tbody>
</table>

**Monthly NSD Commissions (above $10,000)**
Commissions DNV mensuelles (plus de 10 000 $)

<table>
<thead>
<tr>
<th>Name</th>
<th>Commissions Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nicole Bellemare</td>
<td>$19,155.05</td>
</tr>
<tr>
<td>Brenda Summach</td>
<td>$15,440.68</td>
</tr>
</tbody>
</table>

**Inner/Diamond/Gold Circle**
Cercle des initiées/Diamant/Or

Independent National Sales Directors become a member of the Gold Circle when they earn $125,000 - $199,999; a member of the prestigious Diamond Circle when they earn $200,000 - $299,999; and a member of the exclusive Inner Circle when they earn $300,000 or more in “NSD Commissions” during the Seminar contest period. (NSD Commissions are comprised of commissions earned on the wholesale production of first-, second- and third-line offspring units. Top 30 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for July; NSD bonuses for Sales Consultants; and NSD commissions earned on all foreign countries through May. These “NSD Commissions” are used to determine NSD ranking for a Seminar year. / Les Directrices nationales des ventes indépendantes deviennent membre du Cercle d’or lorsqu’elles ont gagné 125 000 $ - 199 999 $, membre du prestigieux Cercle de diamant lorsqu’elles ont gagné 200 000 $ - 299 999 $, et deviennent membre de l’exclusif Cercle des initiatives lorsqu’elles ont gagné au moins 300 000 $ en « Commissions de DNV » pendant la période-concours du Séminaire. Les commissions de DNV sont les commissions gagnées sur la production en gros du premier, deuxième et troisième groupe d’éléments; les 30 meilleures de la quatrième ligne et au-delà; les commissions de DNV des exclusives; les commissions de DNV sur les groupes personnels; les primes de DNV pour les Directrices de ligne de DNV et les Directrices de ligne de groupe à leurs groupes personnels pour juillet; les primes de DNV pour les Conseillères Étoiles et les commissions de DNV gagnées sur tous les Juillet étrangers en mai. Ces « commissions de DNV » sont utilisées pour déterminer la position d’une DNV pendant une année Séminaire.)

On-target for gold circle · En piste pour le cercle d’or

Nicole Bellemare  
Angie Stoker

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

Seminar year-to-date Independent National Sales Director area retail production as of July 31st, 2016. Includes unit retail production from all offspring lines not affiliated with another Independent National Sales Director. / Production au détail de la Famille nationale des Directrices nationales des ventes indépendantes non affiliées pour l’année Séminaire en date du 31 juillet 2016. Comprend la production de groupe au détail des Directrices de ligne non affiliées à une autre Directrice nationale des ventes indépendantes.

<table>
<thead>
<tr>
<th>Name</th>
<th>Commissions Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>France Grenier</td>
<td>$350,602.00</td>
</tr>
<tr>
<td>Nicole Bellemare</td>
<td>$328,929.00</td>
</tr>
<tr>
<td>Brenda Summach</td>
<td>$220,876.50</td>
</tr>
<tr>
<td>Josée D’Anjou</td>
<td>$212,332.00</td>
</tr>
<tr>
<td>Mireille Marion Morin</td>
<td>$197,846.21</td>
</tr>
<tr>
<td>Marcia Grobety</td>
<td>$183,477.00</td>
</tr>
<tr>
<td>Darlene Ryan-Bier</td>
<td>$178,613.50</td>
</tr>
<tr>
<td>Gail Adamson</td>
<td>$165,589.00</td>
</tr>
<tr>
<td>Phil Warren</td>
<td>$130,399.00</td>
</tr>
</tbody>
</table>

**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 May. / Les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1re, 2e et 3e lignées; commissions touchées par les Directrices nationales des ventes seniors indépendantes sur les groupes personnels de leurs Directrices nationales des ventes de 1re ligne; commissions touchées par les Directrices nationales des ventes indépendantes sur leur groupe personnel; commissions de 13 % touchées par les Directrices des ventes indépendantes sur leur 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 1re ligne. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l’étranger en mai.**

<table>
<thead>
<tr>
<th>Name</th>
<th>Commissions Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nicole Bellemare</td>
<td>$19,155.05</td>
</tr>
<tr>
<td>Brenda Summach</td>
<td>$15,440.68</td>
</tr>
<tr>
<td>France Grenier</td>
<td>$11,916.82</td>
</tr>
<tr>
<td>Marcia Grobety</td>
<td>$11,346.72</td>
</tr>
<tr>
<td>Mireille Marion Morin</td>
<td>$10,855.22</td>
</tr>
</tbody>
</table>

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, DOCTALKING, 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 THE TWO MONTHS AFTER WHEN THEY PLACE AT LEAST $225.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2014, THERE WERE OVER 33,000 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD IN CANADA. OF THE 5,809 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.1% EARNED COMMISSIONS IN EXCESS OF $10,000; 0.4% OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $100,000; 0.19% OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 43% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.
Congratulations to all achievers! Félicitations à toutes les championnes!

**Triple Crown & Honors Society Achievers · Championnes Triple couronne et Société d’honneur**

TRIPLE CROWN: The following Independent Sales Director met the requirements of the Triple Crown Challenge by achieving On the Move, Fabulous 50s and the Mary Kay Honors Society within one year of their debut date. / TRIPLE CROWN : La Directrice des ventes indépendante suivante a rempli les conditions du défi Triple couronne en réussissant les programmes En Juillet, Fabuleux 50 et la Société d’honneur Mary Kay dans l’année suivant la date de ses débuts.

HONORS SOCIETY: The following Independent Sales Directors achieved the Mary Kay Honors Society by achieving at least $60,000 in net adjusted wholesale production and growing their unit size to 50 or more within one year of their debut date. / SOCIÉTÉ D’HONNEUR : Les Directrices des ventes indépendantes suivantes ont 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 leurs débuts.

**Fabulous 50s Achiever · Championne Fabuleux 50**

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

**On the Move Achievers · Championnes En marche!**

The following Independent Sales Director achieved Mary Kay’s On the Move program by achieving at least $15,000 in net adjusted wholesale production and adding three or more qualified personal team members within three months of their debut date. / La Directrice des ventes indépendante suivante a réussi le programme En marche! Mary Kay en réalisant une production de groupe nette ajustée de 15 000 $ en gros ou plus et en ajoutant au moins trois nouveaux membres d’équipe personnelles qualifiées dans les trois mois suivant la date de ses débuts.

**Head Of The Class Achievers · Championnes En tête de classe**

The following Independent Sales Directors achieved Mary Kay’s Head Of The Class program by achieving at least $5,000 in net adjusted wholesale production and adding two or more qualified personal team members within one month of their debut date. / Les Directrices des ventes indépendantes suivantes a réussi le programme En tête de classe Mary Kay en réalisant une production de groupe nette ajustée de 5 000 $ en gros ou plus et en ajoutant au moins deux nouveaux membres d’équipe personnelles qualifiées dans le premier mois suivant la date de leurs débuts.

**Congratulations to all achievers! Félicitations à toutes les championnes!**
Congratulations to all achievers! Félicitations à toutes les championnes!

Directors, the top 50% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay Independent National Sales Directors, 63% earned commissions during the year in excess of $100,000.

Cosmetics, Ltd in Canada. Of the 3,886 who were in the independent sales force for at least one year and who earned commissions, 47.17% earned commissions in excess of $100.

Of the 491 of those who were Mary Kay independent sales directors, the top 5% earned commissions during the month of July, 2016 for at least $225.00 in wholesale orders for cosmetics intended for resale during the month. In 2014, there were over 33,500 members of the independent sales force of Mary Kay cosmetics, Ltd in Canada. Of the 3,888 who were in the independent sales force for at least one year and who earned commissions, 47.17% earned commissions in excess of $100.

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, dotlisting, 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 the two months after when they place at least $225.00 in wholesale orders for cosmetics intended for resale during the month. In 2014, there were over 33,500 members of the independent sales force of Mary Kay cosmetics, Ltd in Canada. Of the 3,888 who were in the independent sales force for at least one year and who earned commissions, 47.17% earned commissions in excess of $100. Of the 491 of those who were Mary Kay independent sales directors, the top 5% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay independent national sales directors, 63% earned commissions during the year in excess of $100,000.

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.

Cléo Gilbert $52,606.50
Fiora Corty $27,258.50
Lili Jardine $24,350.00
Alexandra Perron $23,702.50
Angela Hargreaves $23,576.00
Cassandra Lay $25,760.00
Jennifer Constantinides 23,091.00
Kathy Handzuki $23,352.00

Congratulations to our top recruiting units with signed Independent Beauty Consultant Agreements for July. / D’après les Accords de la Conseillére en soins beauté indépendante signés en juillet.

Quebec – Jennifer Constantinides
Quebec – Sarah Brion
Quebec – Huguette Des Cotes
Quebec – Cléo Gilbert
Quebec – Marie-Soleil Lessard
Quebec – Chantal Bisai...
Congratulations to all achievers! Félicitations à toutes les championnes!

DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $100,000. OF THE 19 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 63% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.

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 IF THEY HAVE AT LEAST THREE ACTIVE TEAM MEMBERS ORifs.

These Independent Beauty Consultants added their third or more active team member during the month of July.

Listed below are the Independent Sales Directors whose commissions exceeded $2,000 in July. Does not include Team Leader and VIP commissions.

Listed below is the ranking of all Canadian units with $20,000 or more in estimated retail sales in July based on wholesale purchases.

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. / Consulaires en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en juillet.
Congratulations to all achievers! Félicitations à toutes les championnes!

**Silver Medal**
Médaille 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. / Conséillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en juillet.

LOUISA HODDINOTT
Director/directrice

directeur/directrice

SARAH BIRON
Director/directrice

SONIA JANKEL
Director/directrice

RANDHIN SINGH
Director/directrice

CHANTAL BISSALON
Director/directrice

ANNIE BAUCON
Director/directrice

RHODA BURTON
Director/directrice

LEANNE JORGENSEN
Director/directrice

AUDREY TRUDEL
Director/directrice

CHERYL THOMSON
Director/directrice

SABRINA RENDEAU
Director/directrice

Josiane Fontaine
Director/directrice

ERIC GODIN
Sarah Birou
ASHLEY HUDRICK
Candice Lospeky
CHESLEY REGIER
Krissy Larsen-Ratzlaff
AMEEDEEP SOHI
Jetbir Sandhu

DOREEN YUSUF
Director/directrice

ISABELLE BOURBEAU
Annie Laplante
KIM DUFFY
Audrey Bissallion
LAURENCE LARVARE
Amelie L. Fournier

TAMMY PARISIEN
Jennifer Constantineau
LENI VALLESPIN
Marcel Kingston

**Bronze Medal**
Médaille 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. / Conséillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en juillet.

CHERYL NEUMAN
Director/directrice

JOYCE BIGLOW
Director/directrice

VALÈRE JETTE
Director/directrice

WANDA GROENEWESEN
Director/directrice

LINE CARON
Director/directrice

HODA KARAKACH
Director/directrice

JENNIFER CONSTANTINEAU
Director/directrice

KRISY LARSSEN-RATZLAF
Director/directrice

JOELINE JEAN-CLAUDE
Director/directrice

CHUN HUI SPRING MO
Director/directrice

LILI JARDINE
Director/directrice

MEAZA MULU
Director/directrice

MARILYN ROUSSELLE
Director/directrice

NINO BOKUCHAVA
Director/directrice

ANGELA GRANDO
Director/directrice

ISABELLE PERREault
Director/directrice

JULIE-ANNE BERGERON
Director/directrice

Alexandra Perron
Sylvie Couquette
Chantal Bissallon
Sylvie Fortin
Director/directrice

LAURE MICHAUD
Director/directrice

CAROLINE POUINER
Director/directrice

DEANNA SOROZAH
Director/directrice

MARIE-PIER BEAUDETTE
Director/directrice

CARRIE BULLE
Director/directrice

VERONIQUE JANINETEAU
Director/directrice

Marie-Soleil Lessard
Maya Dayer
Marie-Soleil Lessard
Diane Garneau
France Legard
MARGARET GELDART
Fiona Corby
SOPHIE GUILBAULT
Director/directrice

AUDRE GUILLEMETTE
Caroline Lambarp Dutelle
ÉMILIE LAPONTE
Audrey Bissallion
MICHELLE LYNCH
Denise Toney-Frank
JORDAN SCHMIDT
Director/directrice

CAROLINE BOLDUC
Guyabile Comeau
LAURENCE CHARBONNEAU
Line Caron
LUCIE CLEARY
Kristel Duval

ANNE CORRIN
Nathalie Decelles
MARIE-PIER COULARD
Amélie Dufresne
MARI-SELEL DEMBRE-MCMAN
Heléne Fraser
AGATHE DUCHESNE
Michelle Bergeron
JUDITH DUGAR-LCLERC
Sarah Birou
JESSICA GIRARD
Myléne Lavioe
JACOB HOUSE
Marie-Soleil Lessard
NANCY JEFFREY
NANCY JEFFREY
alamine Boulanger
MIRIA KALO
Denise Gibson

ALEXIA LABONTE
Melissa Armour
JESSICA MARTINEAU
Josianne Boul
PRICILLA PETERSON
Director/directrice

ANDREA QUINTERO
Huguettes Des Cotes
JOSE ROPEL
Jeanne Dulude

**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 – Amoreena Murray

british Columbia/Colombie-Brétonnière – Katelynn Buchner

Manitoba – Linda Gestbrecht

New Brunswick/Novo-Brulents – Nancy Fenetre

Newfoundland & Labrador/Terre-Neuve-et-Labrador – Emily Squires

Nova Scotia/Nouvelle-Écosse – Janice Appleby

Northwest Territories/Territoires du Nord-Ouest – Pat Suchland

Ontario – Margaret Good

Prince Edward Island/Île-du-Prince-Édouard – Bette Young

Quebec – Genevieve Lacroix

Saskatchewan – Yvonne Gabriel

Yukon – Joy Sirega

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, DOLLAR, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSION, 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 THE TWO MONTHS AFTER THEY PLACE AT LEAST $225.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE RELEVANT MONTH. IN 2014, THERE WERE OVER 33,500 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD IN CANADA. OF THE 3,589 WHO WERE IN THE INDEPENDENT SALES FORCE AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.1% EARNED COMMISSIONS IN EXCESS OF $500. OF THE 491 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 6% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $100,000. OF THE 19 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 6% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.
Congratulations to all achievers! Félicitations à toutes les championnes!

Directors, the top 50% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay independent national sales directors, 63% earned commissions during the year in excess of $100,000.

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 when they meet their personal sales goals and, if applicable, their recruit’s goals.

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, dovetail, prizes and awards.

New Brunswick/Nouveau-Brunswick – Katelynn Buchner

British Columbia/Colombie-Britannique – Amoreena Murray

Alberta – Joeline Jean-Claude

Director/directrice

Director/directrice

Director/directrice

Director/directrice

Wanda Groenewegen

Director/directrice

Director/directrice

Director/directrice

Joyce Bigelow

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.

Provincial Sales Queens

Chantal Bisaillon

Alexandra Perron

Director/directrice

Angela Grando

Director/directrice

Marilyn Roussel

Director/directrice

Meaza Mulu

Director/directrice

Chun Hui Spring Mo

Director/directrice

Emily Squires

Ontario –

Northwest Territories/Territoires du Nord-Ouest –

France Legare

Diane Garneau

Maya Daher

Director/directrice

Amélie Noreau

Director/directrice

Marie-Soleil Lessard

Director/directrice

Director/directrice

Laurie Michaud

Director/directrice

Josiane Fontaine

Director/directrice

Sabrina Rienardeau

Cheryl Thomson

Nova Scotia/Nouvelle-Écosse –

Krystel Duval

Line Caron

Director/directrice

Jordan Schmidt

Michelle Lynch

Director/directrice

Audree Guillemette

Sophie Guilbauld

Fiona Corby

Director/directrice

Amandeep Sohi

Krissy Larsen-Ratzlaff

Chelsey Regier

Director/directrice

Sarah Biron

Director/directrice

Saskatchewan –

Yvonne Gabriel

Genevieve Lacroix

Director/directrice

Joannie Dulude

Director/directrice

Jessica Martineau

Melissa Armour

Director/directrice

Aleisa LaBonte

Director/directrice

Tammy Parisien

Director/directrice

Téléphone:

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<table>
<thead>
<tr>
<th>Name</th>
<th>Earnings</th>
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</thead>
<tbody>
<tr>
<td>Marie Hélène Gagnon</td>
<td>3,151.75</td>
</tr>
<tr>
<td>Emily Squires</td>
<td>3,214.05</td>
</tr>
<tr>
<td>Robert Good</td>
<td>3,300.00</td>
</tr>
<tr>
<td>Emily Squires</td>
<td>2,337.55</td>
</tr>
<tr>
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</tr>
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<tr>
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<td>2,475.75</td>
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<tr>
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<td>2,403.25</td>
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<tr>
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July 2016 Recognition • Reconnaissances juillet 2016

Stars Consultants on the Ladder of Success
Conseillères étoiles sur l’Échelle du succès

Congratulations to the following outstanding achievers for earning their Pearl ($4,800+), Emerald ($3,600), Ruby ($2,400) and Sapphire ($1,800) Stars in just one month! Félicitations à ces championnes qui ont obtenu leur Étoile Perle ($4,800+), Émeraude ($3,600), Rubis ($2,400) et Saphir ($1,800) en un mois!

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La première source de profit des membres de l’effet des ventes indépendants repose pour la majeure partie sur la vente de produits. De plus, toutes les conseillères en soins de beauté indépendantes Mary Kay peuvent tirer un revenu des commissions qui sont transférées aux clients. Pour avoir droit aux commissions, les conseillères en soins de beauté indépendantes doivent elles-mêmes être actives et avoir au moins une recrue active pendant la période visée. Les membres de l’effet des ventes indépendants sont considérés actifs pendant un mois donné et pour les besoins suivants ils sont considérés comme membres actifs pendant le même mois. En 2014, l’effet des ventes indépendants des cosmétiques Mary Kay LTÉE au Canada comptait plus de 33 500 membres. Parmi les 3 886 membres qui ont fait partie de l’effet des ventes indépendants pendant au moins un an et qui ont reçu des commissions, 43,7 % ont touché des commissions supérieures à 100 $. Parmi les 491 directrices des ventes indépendantes Mary Kay, celles faisant partie des meilleures 50 % ont reçu pendant l’année des commissions allant de 19 832 $ à plus de 100 000 $. Parmi les 10 directrices nationales des ventes indépendantes Mary Kay, 63 % d’entre elles ont reçu pendant l’année des commissions supérieures à 100 000 $.
Congratulations to all achievers! Félicitations à toutes les championnes!

Top 5 NSD Year-To-Date Commissions Commissions des 5 meilleures DNV pour l’année à ce jour

Seminar year-to-date independent National Sales Director gross commissions as of August 31st, 2016. Includes all first-, second- and third-line offspring units. / Les commissions brutes touchées au cours de l’année Séminaire à ce jour au 31 août 2016 par les Directrices nationales des ventes indépendantes comprennent toutes les primes de leurs groupes de première, deuxième et de troisième lignées, ainsi que les commissions mondiales/ primes de DNV.

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

Seminar year-to-date unaffiliated Independent National Sales Director area retail production as of August 31st, 2016. Includes unit retail production from all offspring lines not affiliated with another independent National Sales Director. / Production au détail de la Famille nationale des Directrices nationales des ventes indépendantes non affiliées pour l’année Séminaire en date du 31 août 2016. Comprend la production de groupe au détail de toutes les Directrices de ligne non affiliées à une autre Directrice nationale des ventes indépendante.

Monthly NSD Commissions (above $10,000) Commissions DNV mensuelles (plus de 10 000 $)

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 National 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 1re, 2e et 3e lignées; commissions touchées par les Directrices nationales des ventes indépendantes sur leurs groupes personnels de premier, deuxième et troisième lignées; 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 1re lignée. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l’étranger en juillet.

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, DIVESTAING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTING THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR 48 MONTH PERIOD FOR THE TWO MONTHS AFTER WHEN THEY PLACE AT LEAST $225.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2014, THERE WERE OVER 33,500 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS, LTD IN CANADA. OF THE 3,649 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR WHO EARNED COMMISSIONS, 47.1% EARNED COMMISSIONS IN EXCESS OF $100; 41.4% OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $50,000. OF THE 19 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 61% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.
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.

Scoreboard
Table du 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 au sein des unités au détail estimées de 20 000 $ ou plus, d'après leurs commandes en gros.

Robin Cueny-Robin $54,549.00
Catherine Lavoie 51,964.50
Marie-Pier Potvin 50,198.00
Shannon Tobin 45,899.00
Fiona Corby 45,808.00
Angela Hargraves 43,247.50
Susan Barretier 41,631.00
Tawana Swiftie 40,270.00
Cassandra Lay 40,056.50
Amelie Norose 38,910.50
Evelyn Ramanuskas 37,956.50
Angela Dean 37,847.50
Guyaine Dutour 36,728.50
Kathy Handzuk 36,716.50
Clio Gilbert 36,559.50

Tracy Lynn Craig $38,336.00
Yasmin Manamperi 35,600.50
Sarah Brinon 35,053.00
Lauren Whitburn 34,433.00
Carol Thompson 33,863.00
Stephane Belanger-Belanger 32,368.50
Kathy Whitley 32,241.50
Louise Fortin 31,403.00
Lorrie Henke 31,213.50
Susan Richhont 30,101.50
Wanda Greneway 29,829.00
Valerie Jett 29,775.50
Michelle Currie 29,758.50
Alexandra Beaulieu 29,725.00

Guyaine Comeau $29,617.00
Genevieve Boudhier 29,507.00
Jennifer Levers 29,334.50
Liz Wodham 28,481.50
Dorothée Desmeules 28,029.00
Heather Cook 28,000.50
Gladye Machin 27,698.50
Marie Rosellie 27,403.00
Joannie Duduit 27,281.50
Marie Soleil Lassard 26,937.00
Jill Ashmore 26,807.00
Lucie Beaucage 26,703.50
Mychelle Guimond 26,491.50
Louise Boulanger 26,253.00
Patricia Roy-Pegé 26,243.50

Mary Davies $26,128.50
Monica Pedlar 26,010.50
Sonja Janell 24,814.50
Sheri Lynn Poulton 24,672.00
Angie Fedoruck 24,450.50
Audrey Thait 24,314.00
Marley Tresour 23,277.50
Suzette Rice 22,951.00
Nadia MacDonald 22,645.50
Amelie Dufresne 22,166.00
Jessica Tremblay 21,087.00
Deb Pichaud 20,122.00
Anick Croiset 20,078.50
Stephanie Bonval 20,059.00
Monica Moroney 20,040.00

Heidi McLoughlin 21,884.50
Nathalie Decelles 21,860.00
Nathalie Dufour 21,817.00
Bertrand Girard 21,668.50
Ginette Desforges 21,660.00
Veronique Gagnon 21,646.40
Doris Boivin-Larouche 21,643.50
Martine Richard 21,641.50
Krystal Duval 21,641.00
Kristen McBride 21,591.50
Kim Sherifker 21,457.00
Elaine Socotte 21,263.50
Candice Leppky 21,161.50
Brenda Cappage 21,029.50
Shirley Foquet 20,856.50
Cheryl Neuman 20,827.50
Kari Denyski 20,720.00
Joelene Jean-Claude 20,713.50
Carolyn Boit 20,672.00
Lyson Fortin 20,643.50
Louise McCann 20,527.00
Maurice Lucente 20,457.00
Carine Larouche 20,433.00
Donna Izen 20,345.00
George Anderson 20,071.50
Colleen Hendrickson 20,050.00
Carol Heath 20,047.00
Congratulations to all achievers! Félicitations à toutes les championnes!

Directors, the top 50% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay Independent National Sales Directors, 63% earned commissions during the year in excess of $100,000.

Top Recruiting Units
Meilleurs groupes en recrutement

New Team Leaders
Nouveaux chefs d’équipe

New Star Team Builders
Nouvelles Bâtisseuses d’équipe Étoile
Congratulations to all achievers! Félicitations à toutes les championnes!

Directors, the top 50% earned commissions during the year of $19,832 to in excess of $100,000. Of the 19 of those who were Mary Kay Independent National Sales Directors, 63% earned commissions during the year in excess of $100,000.

Cosmetics, Ltd in Canada. Of the 3,886 who were in the Independent Sales Force for at least one year and who earned commissions, 47.17% earned commissions in excess of $100. Of the 491 of those who were Mary Kay Independent Sales Directors in August 2016, 51.7% earned commissions in excess of $100,000.

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose 12% club cheque exceeded $250 for the month of August. / Directrices des ventes indépendantes et Conseilléres en soins de beauté indépendantes dont le chèque de 12 % a dépassé 250 $ en août.

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

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose four per cent cheque exceeded $75 for the month of August. / Conseilléres en soins de beauté indépendantes dont le chèque de 4 % a dépassé 75 $ en août.

August 2016 Recognition • Reconnaissances août 2016

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose 12% club cheque exceeded $250 for the month of August. / Directrices des ventes indépendantes et Conseilléres en soins de beauté indépendantes dont le chèque de 12 % a dépassé 250 $ en août.

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Congratulations to all achievers! Félicitations à toutes les championnes!

DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $100,000. OF THE 19 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 63% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.

COSMETICS, LTD IN CANADA. OF THE 3,886 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.17% EARNED COMMISSIONS IN EXCESS OF $100. OF THE 491 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, 39.44% EARNED COMMISSIONS IN EXCESS OF $100.

MONTH (AND FOR THE TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST $225.00 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2014, THERE WERE OVER 33,500 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY WHO WERE 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 IF THEY PLACE ORDERS IN ANY TIME DURING THAT MONTH PLUS THE MONTH FOLLOWING. Members whose sales commissions earned exceed $2,500 in a particular month will receive a personal gift from the company.

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. / Conseilléres en soins de beauté et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en août.

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. / Conseilléres en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en août.

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. / Conseilléres en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en août.
Congratulations to all achievers! Félicitations à toutes les championnes!

DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF $19,832 TO IN EXCESS OF $100,000. OF THE 19 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 63% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF $100,000.

COSMETICS, LTD IN CANADA. OF THE 3,886 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 47.17% EARNED COMMISSIONS IN EXCESS OF $100. OF THE 491 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, 55.67% EARNED COMMISSIONS IN EXCESS OF $100,000.

Congratulations to the following outstanding achievers for earning their Pearl ($4,800+), Emerald ($3,600), Ruby ($2,400) and Sapphire ($1,800) Stars in just one month! / Félicitations à ces championnes qui ont obtenu leur Étoile Perle ($4,800+), Émeraude ($3,600), Rubis ($2,400) et Saphir ($1,800) en un mois!

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.

Stars Consultants on the Ladder of Success Conséillères étoilées sur l’Échelle du succés

Listed below are the top achievers during the month of August. / Énumérons ci-dessous les plus grands réalisateurs de l’année.

August 2016 Recognition • Reconnaissances août 2016


La première source de profit des membres de l’effectif des ventes repose pour la majeure part sur la vente de produits. De plus, toutes les conseillères en soins de beauté indépendantes Mary Kay peuvent tirer un revenu supplémentaire de la vente de cosmétiques qui sont des produits de base et des produits cosmétiques destinés à la rétention pendant le même mois. En 2014, l’impact des ventes indépendants de cosmétiques Mary Kay AITE au Canada comptait plus de 33 500 membres. Parmi les 3 886 membres qui ont fait partie de l’effectif des ventes indépendants pendant au moins un an qui ont reçu des commissions, 47 % ont tout dépassé les commissions supérieures à 100 $. Parmi les 19 directrices des ventes indépendantes Mary Kay, celles faisant partie des mieux payées, 56 % ont reçu pendant l’année des commissions allant de 18 932 $ à plus de 60 000 $, parmi les 15 directrices nationales des ventes indépendantes Mary Kay, 80 % d’entre elles ont reçu pendant l’année des commissions supérieures à 100 000 $.
MARY KAY®
Mary Kay Cosmetics Ltd.
2020 Meadowvale Blvd.
Mississauga, Ontario
L5N 6Y2
marykay.ca

“"I can"" 
be someone’s hero.