



Senior Sales Director Mary Richardson

MIRACLE MAKING OVERCOMERS



November Results & Recognition ««« December, 2020

SEMINAR 2021 UNIT GOALS

- ◆ \$400,000 Circle of Achievement
- ◆ 2 New Offspring Directors
- ◆ 4 New Car Drivers
- ◆ 10 Red Jackets
- ◆ 40 Star Consultants
- ◆ 100 Unit Members

JANUARY 2021 GOALS

- ◆ \$12,000 Unit Wholesale
- ◆ 10 New Unit Recruits
- ◆ 2 New Red Jackets
- ◆ 5 Completing 30 Faces Challenge

#1 RETAIL SALES



Laura Fiudo

#1 WHOLESALE



Laura Fiudo

#1 SHARING



Position Available!!

Happy December Miracle Making Overcomers!!

Congratulations — Earning the beautiful earrings in November Spark a Chain Reaction Contest **Laura Fiudo, Maureen Fiudo, CJ Reed, & Lou Weiss!!** It's only \$600 WS in a month to win — we can do it!! AND there is a Consistency Challenge July—December!!

Congratulations to **Laura Fiudo, Maureen Fiudo, CJ Reed, Lou Weiss, Pat Meyer, Sonya Schulte, Kathy Hidalgo, Cynthia Martinets, Charmaine Carney, and Linda Lamusga** earning prizes in our November You Spark a Chain Reaction Contest! Check out the one for December— you can be a winner!!

Don't you love this time in our business — what an easy time of year for sales!! This is the time of year to talk with men — tell them you can make them a hero with your 12 Days of Christmas gift or ask him if he has gotten her the pillow gift yet!! Offer gift certificates to everyone, whenever you see people ask "have you finished your Christmas shopping?" — if the answer is no — tell them you have some great gift ideas and you can wrap and deliver!! AND of course do your own shopping with yourself!!! Give amazing gifts and you get to pay wholesale!

I have been blessed to be a part of Mary Kay for 40 years and the longer I am with Mary Kay Cosmetics the more I realize what an incredible company we represent. This company has integrity, compassion, and a vision for the future. Know that you are with an amazing company and YOU are an important part of keeping it on top in the cosmetic world!!

Today look forward to the New Year with hope, vision, and promise — set your goals, hold tight to your dream, make the choice to put forth the effort daily to meet that goal, work with a singleness of purpose and never look back!!

Have a Blessed Holiday and Healthy, Abundant New Year!!

Love & belief, Mary



SPOTLIGHT ON TEAM BUILDERS!

Standings are updated as of November 30th — this will not reflect December orders or new team members.

Team Leaders

Recruiter: C.J. Reed
 Annette R. Canarr
 Linda R. Lamusga
 Suzanne Maes-Toay
 Patricia S. Meyer
 Lynda M. Paulson
 Lou Weiss
 * Jane F. Hauptert
 * April L. Peloquin
 # Emily R. Andringa
 # Ludmila Maretski
 # Syvilla Ogunniran

Senior Consultants

Recruiter: Laura D. Fiudo
 Maureen Fiudo

Recruiter: Maureen Fiudo
 Linda G. Lock
 Donna J. Webb
 * Katie M. Brady
 * Barbara Hastings
 # Rebecca L. Evans
 # Danielle Rush

Recruiter: Linda R. Lamusga
 Kathryn A. Morgan
 Margaret Riess
 * Debra R. Heggernes

Recruiter: Cynthia C. Martinets
 Beth Fortner
 Traci M. Perdue

Recruiter: Patricia Meyer
 Laura D. Fiudo



**Are you
 ready to
 move up?**

* Inactive Member (N1,N2,N3,I1,I2,I3) #Terminated Member
 To become ACTIVE you must place a \$225 wholesale order.

FOLLOW THE STEPS TO SUCCESS!



Senior Consultant

(1-2 active team members)

4% Commission

Eligible for \$50 Bonus (new)

Star Team Builder

RED JACKET
 (3+ actives)

Sr. Consultant benefits plus Red Jacket Rebate

4-8% Commission

Eligible for \$50 Bonuses

Team Leader

(5+ actives)

All the previous benefits plus
 9-13% Commission

Team Leader pin

On-Target for Car!

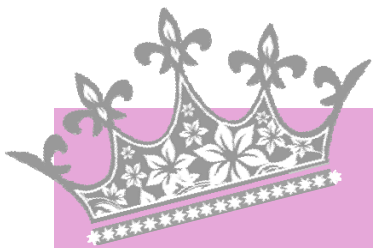
(5+ actives and \$5,000 wholesale growing to 16 actives and \$23,000 in 4 months or less)

Eligible to earn use of Career Car or \$425 cash monthly for 2 years PLUS all Benefits of previous levels

Director in Qualification

(10+ actives growing to 30, \$4,000 unit whls prod/ mo growing to 13,500 whls/ DIQ contributes \$3,000.)

Production during DIQ counts towards car!
 Eligible to become Director and earn Unit Commission and Unit bonuses—Eligible to wear the exclusive Director Suit.



Here we grow again!

Welcome New Business Owners!

(These new unit members signed Consultant agreements November 1-30.)



Say hello to your daily megabooost of vitamins for skin that's brighter, firmer and glowing: Introducing TimeWise Replenishing Serum C+E™



Who will our new team members be next month?!

Welcome to Mary's Miracle Making Overcomers! Together we are building our futures, winning cars, becoming stars, and we are building our teams with reliable, enthusiastic, positive, faith-filled, hardworking, women of integrity just like YOU!! I challenge you to earn your Pearls of Sharing Earrings, Bracelet, and Necklace set this month!

Thank YOU from Mary Kay

"Love Check" Commissions for Personal Team Building



9% Recruiter Commission Level

<i>C.J. Reed</i>	<i>\$161.87</i>
<i>Mary Richardson</i>	<i>\$136.96</i>

4% Recruiter Commission Level

<i>Patricia Meyer</i>	<i>\$42.20</i>
<i>Laura Fiudo</i>	<i>\$39.90</i>
<i>Linda Lamusga</i>	<i>\$15.10</i>
<i>Cynthia Martinets</i>	<i>\$13.32</i>

SPARK A CHAIN REACTION!

Challenge

July 1, 2020 – June 30, 2021

Each month during the 2020 – 2021 Seminar year that an Independent Beauty Consultant places a cumulative \$600 or more wholesale Section 1 order, she can earn an ultramodern monthly jewelry piece from the *Spark a Chain Reaction!* Challenge Collection.



The December jewelry piece is a mixed metal link necklace that is perfect worn alone and complements many of the Spark a Chain Reaction! jewelry pieces you have earned or could earn in the future!

"You may not control all the events that happen to you, but you can decide not to be reduced by them." – Maya Angelou

It's beginning to look a lot like Christmas!



- ★ Color the star when you're a star or move up a level by Dec 15
 - 📦 Color a present for each \$100 wholesale ordered
 - 🎄 Color each ornament you complete
 - 👉 CAN count each more than once!!!
- Example: If you add 3 teamies you count that as 3 ornaments!

Submit by January 3
Ornaments and presents colored must be reflected with corresponding wholesale order

EVERY 10 ORNAMENTS = THE MORE YOU COLOR, EARN MORE PRIZES OR BIGGER NICER PRIZE!

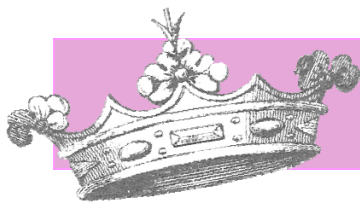


We invested in Product Last month!

Laura Fiudo	\$1,055.00	Suzanne Maes-Toay	\$156.50
Maureen Fiudo	\$997.50	Annette Canarr	\$151.00
C.J. Reed	\$645.20	Kathryn Morgan	\$148.50
Lou Weiss	\$603.10	Traci Perdue	\$106.00
Patricia Meyer	\$586.50	Donna Webb	\$103.50
Sonya Schulte	\$364.00	Vicki Thompson	\$94.50
Katherine Hidalgo	\$358.00	Kristen Laine	\$71.50
Cynthia Martinets	\$351.50	Cindy Tran	\$65.50
Charmaine Carney	\$343.10	Susan Wiegrefe	\$20.50
Linda Lamusga	\$301.50	Jasmine Thompson	\$18.00
Margaret Riess	\$228.90	Mary Richardson	\$776.00
Beth Fortner	\$227.00		



The NEW MaryKay Illuminea Extrait de Parfum is elegance in a bottle! The warm, fruity, woody scent was created for women who make a lasting impact - like you!



SHOOTING FOR THE COURTS!

Top 10 in Retail Sales

(Based on verified wholesale orders placed to the company as of prior month-end)



Queen's Court of Sales!

\$40,000 retail

July 1, 2020 — June 30, 2021

	Consultant	YTD Retail	Bonus & PCP	Total
1	C.J. Reed	\$7,814.00	\$4,956.00	\$12,770.00
2	Laura Fiudo	\$7,919.00	\$3,958.00	\$11,877.00
3	Rebecca Parker	\$3,824.00	\$3,957.00	\$7,782.00
4	Maureen Fiudo	\$4,971.00	\$2,218.00	\$7,189.00
5	Cynthia Martinets	\$3,958.00	\$2,408.00	\$6,366.00
6	Patricia Meyer	\$4,644.00	\$1,113.00	\$5,757.00
7	Lou Weiss	\$3,981.00	\$1,148.00	\$5,129.00
8	Cindy Tran	\$1,171.00	\$1,507.00	\$2,678.00
9	April Peloquin	\$1,823.00	\$437.00	\$2,260.00
10	Vicki Thompson	\$1,489.00	\$531.00	\$2,020.00

Tops in Team Building



Who will be in the Court of Sharing next year?!



Queen's Court of Sharing!

24 New Team Members

July 1, 2020 — June 30, 2021

Enhanced Options to Start a Mary Kay Business!

New Beauty Consultant Sample Pack, Two Ways to Start Begins Dec. 1.

We all know women like choices, right? We're giving new Independent Beauty Consultants the flexibility to choose how they start their Mary Kay businesses to fit their lifestyles right now...and then some!

We've also learned, especially this year, the importance of being **nimble to change** as the business environment around us does the same.

The new **Beauty Consultant Sample Pack** comes with enough product samples to start sharing with her first 30 faces, along with printed materials to help her start strong. The Beauty Consultant Sample Pack and startup options begin Dec. 1 and are planned through June 30, 2021.

Mary Kay closely tracks what is working for new Beauty Consultants as well as watches trends relating to the business so we can offer the most relevant and replicable experience. Our objective? KISS — Keep It Simple Sweetie while allowing start-up options to appropriately evolve and flex with those needs.

New Beauty Consultant Sample Pack*

It's \$45 and can be added at initial selection of *Mary Kay*® eStart or Starter Kit.

BEAUTY CONSULTANT SAMPLE PACK, \$45 Includes:

5 pk/3 (15) TW3D Miracle Set Normal/Dry Section 2 samples (scent optimized)
5 pk/3 (15) TW3D Miracle Set Combo/Oily Section 2 samples (scent optimized)
3 pk/6 (18) Charcoal Mask Section 2 samples
3 pk/6 (18) Microdermabrasion Plus Section 2 samples
15 Hydrogel Eye Patch Section 2 samples
Great Start: Ready Set Sell! Brochure
Bring Your Besties bilingual flier
Start Something Beautiful® Magazine
I Chose Mary Kay Sign
The Look catalogs (10)
Love What You Do team-building flier
Miracles Happen book

**Independent Beauty Consultant Sample Pack only available to new Independent Beauty Consultants during the sign-up process.*

TWO OPTIONS:

1. *Mary Kay*® eStart, \$30 - Same option that launched for a limited time earlier this year.

- One-year subscription to a *Mary Kay*® Personal Web Site.
- One-year subscription to ProPay®.
- Access to *Mary Kay InTouch*®.
- Access to free *Mary Kay*® Apps.

2. **Starter Kit, \$130** - Same option that launched for a limited time earlier this year.

- *Mary Kay*® eStart, plus:
- Skin care party supplies and printed materials to help her start strong as well as full-size products she can use to demo at parties. (Same contents as the current \$100 Starter Kit*.)

THINK ABOUT IT! Offering the Sample Pack is like giving her four options:

- \$30 *Mary Kay*® eStart **OR** \$75 w/ add-on \$45 Sample Pack
- \$130 Starter Kit **OR** \$175 w/ add-on \$45 Sample Pack

All online resources for new Independent Beauty Consultants are updated with these offerings, including welcome emails, marykay.com, team-building fliers and more.

Throughout our Company's rich history, the focus has always been to set our independent sales force up for success, helping you share the products and unparalleled opportunity. We have our finger on the pulse of what it takes to help move women to success, and that will never change! Check the FAQs.

**\$100 Starter Kit option suspended due to significantly slower appeal as compared to other options.*





aim FOR the stars!



On-Target \$tar Consultants!

September 16 - December 15, 2020



**CONGRATS
1st quarter
STARS!**

**RUBY
C.J. Reed**

**SAPPHIRE
Laura Fiudo
Mary
Richardson
Maureen Fiudo**

**Shoot for
STAR this
Quarter!!**

**YOU Can
Do It!!**

Consultant Name	Current Wholesale Production	Sapphire \$1,800	—Wholesale Production Needed for Star—			
			Ruby \$2,400	Diamond \$3,000	Emerald \$3,600	Pearl \$4,800
Laura Fiudo	\$2,914.00	STAR	STAR	\$86.00	\$686.00	\$1,886.00
C.J. Reed	\$2,196.30	STAR	\$203.70	\$803.70	\$1,403.70	\$2,603.70
Rebecca Parker	\$1,590.25	\$209.75	\$809.75	\$1,409.75	\$2,009.75	\$3,209.75
Maureen Fiudo	\$1,463.50	\$336.50	\$936.50	\$1,536.50	\$2,136.50	\$3,336.50
Cynthia Martinets	\$1,189.00	\$611.00	\$1,211.00	\$1,811.00	\$2,411.00	\$3,611.00
Patricia Meyer	\$1,183.50	\$616.50	\$1,216.50	\$1,816.50	\$2,416.50	\$3,616.50
Lou Weiss	\$1,035.60	\$764.40	\$1,364.40	\$1,964.40	\$2,564.40	\$3,764.40
Cindy Tran	\$745.00	\$1,055.00	\$1,655.00	\$2,255.00	\$2,855.00	\$4,055.00
Lynda Paulson	\$725.50	\$1,074.50	\$1,674.50	\$2,274.50	\$2,874.50	\$4,074.50
Annette Canarr	\$668.00	\$1,132.00	\$1,732.00	\$2,332.00	\$2,932.00	\$4,132.00
Susan Wiegrefe	\$494.00	\$1,306.00	\$1,906.00	\$2,506.00	\$3,106.00	\$4,306.00
Vicki Thompson	\$426.50	\$1,373.50	\$1,973.50	\$2,573.50	\$3,173.50	\$4,373.50
Sonya Schulte	\$409.00	\$1,391.00	\$1,991.00	\$2,591.00	\$3,191.00	\$4,391.00
Suzanne Maes-Toay	\$407.00	\$1,393.00	\$1,993.00	\$2,593.00	\$3,193.00	\$4,393.00
Traci Perdue	\$369.50	\$1,430.50	\$2,030.50	\$2,630.50	\$3,230.50	\$4,430.50
Katherine Hidalgo	\$358.00	\$1,442.00	\$2,042.00	\$2,642.00	\$3,242.00	\$4,442.00
Donna Webb	\$352.80	\$1,447.20	\$2,047.20	\$2,647.20	\$3,247.20	\$4,447.20
Linda Lock	\$352.50	\$1,447.50	\$2,047.50	\$2,647.50	\$3,247.50	\$4,447.50
Charmaine Carney	\$351.60	\$1,448.40	\$2,048.40	\$2,648.40	\$3,248.40	\$4,448.40
Kristen Laine	\$320.50	\$1,479.50	\$2,079.50	\$2,679.50	\$3,279.50	\$4,479.50
Sandy Mangrum	\$309.70	\$1,490.30	\$2,090.30	\$2,690.30	\$3,290.30	\$4,490.30
Linda Lamusga	\$301.50	\$1,498.50	\$2,098.50	\$2,698.50	\$3,298.50	\$4,498.50

Perfect Stocking Stuffer is Back!!

Limited-Edition Lash Love Fanorama™
Mascara is here to boost excitement and let you
offer a fan favorite as you wrap up December.



Working With accountability!



Sensational Sales

Laura Fiudo	\$1641
CJ Reed	\$1077
Pat Meyer	\$691
Cindy Tran	\$489
Lou Weiss	\$338
Vicki Thompson	\$252

Remarkable Reorders

Lou Weiss	\$338
Vicki Thompson	\$207
CJ Reed	\$66
Cindy Tran	\$54

Wonderful Website Orders

Cindy Tran	\$204
CJ Reed	\$90
Pat Meyer	\$54
Vicki Thompson	\$45
Laura Fiudo	\$15

Amazing On The Go Sales

Laura Fiudo	\$634
Pat Meyer	\$191
CJ Reed	\$183

Parties with a Purpose

CJ Reed	\$253
CJ Reed	\$164
CJ Reed	\$121
Laura Fiudo	\$116
CJ Reed	\$112
Laura Fiudo	\$78

Sensational Shows

Laura Fiudo	\$537
Pat Meyer	\$297
Laura Fiudo	\$261
Pat Meyer	\$149
CJ Reed	\$88

New Bookings

CJ Reed	10
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Sets Sold

CJ Reed	2
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Interviews

CJ Reed	2
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WOW Weeks

Laura Fiudo	\$537
Laura Fiudo	\$470
Cindy Tran	\$435
Laura Fiudo	\$360
Pat Meyer	\$351
CJ Reed	\$328
CJ Reed	\$311
Lou Weiss	\$310
Pat Meyer	\$300

WAS Turned In

Laura Fiudo
Pat Meyer
CJ Reed
Vicki Thompson
Cindy Tran
Lou Weiss

Thank you for being accountable with your weekly accomplishment sheets!!



Congratulations to our November Spark A Chain Reaction Winners!



GIFTS FOR EVERY GIRL

Step up your gift-giving with a present that is based on her needs!

FOR THE BEAUTY BUFF

The perfect holiday red lip
Mary Kay® Gel Semi-Matte Lipstick in Red Stiletto

FOR THE TRAVEL LOVER

Travel-friendly skin care regimen
TimeWise Miracle Set 3D The Go Set®

FOR THE BOSS BABE

Soothe and nourish their tired eyes
Mary Kay® Hydrogel Eye Patches

FOR EVERYONE

Keep yourself and others safe
Fragrance-Free Satin Hands® Shea Hand Sanitizer

MARY KAY

January 2021



Sun Mon Tue Wed Thu Fri Sat

ZOOM MEETING DETAILS:

MONDAYS: <https://zoom.us/j/949285394?pwd=dTVldDVLQ1FSeHp2blhhdEVibXVNdz09>
Meeting ID: 949 285 394 Password: 512828

TUESDAYS: <https://us02web.zoom.us/j/81503190484?pwd=RFJyeXdpaDI4VHdVZjva1ZR5U9Ndz09>
Meeting ID: 815 0319 0484 Password: 749516



1 All Company & Branch
Offices Closed.
Postal Holiday. 2

3 4 5 6 7 8 9
7:00 pm Video
Conference Call:
Join Zoom Meeting
(details above)

10 11 12 13 14 15 16
7 pm Girls Night
In: Join Zoom
Meeting
(details above)

17 Last day to enroll
online for Spring PCP
mailing of *The Look*. 18 Martin Luther King Jr.
Day. Postal holiday. 19 20 21 22 23
7:00 pm Video
Conference Call:
Join Zoom Meeting
(details above)

24 25 26 27 28 Midnight CST cutoff
for Consultants to
place phone orders. 29 Last working day of
the month. Cons
submit online orders
until 9 pm CST. 30
31 7 pm Girls Night
In: Join Zoom
Meeting
(details above)



Birthdays	Day	Anniversaries	Years
Cindy Tran	3	Kathryn Morgan	9
Jasmine Thompson	6	Lynette Harens	6
Kristen Laine	11	Lisa Moyer	3
Cyrena McGee	13	Suzanne Maes-Toay	2
Linda Lock	21		
Heather Ruffcorn	27		
Carla Mandrell	29		
Susan Wiegrefe	30		



Miracle Making Overcomers

Mary Richardson

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TO the Brilliant...

Highlights this Month:

November Results, December, 2020

- ◆ Quarter 3 Star Consultant Quarterly Contest (Dec. 16, 2020 - March 15, 2021)
- ◆ Seminar Awards 2021 Unit-Building Challenge (July 1, 2020 – June 30, 2021)
- ◆ Spark A Chain Reaction! Challenge (July 1, 2020 - June 30, 2021)
- ◆ Spark A Chain Reaction! Fall Consistency Challenge (July 1 - Dec. 31, 2020)
- ◆ \$100 Red Jacket Bonus (Thru June 30, 2021)
- ◆ Bring Your Besties Starter Kit Discount (Thru June 30, 2021)
- ◆ Red Jacket Team-Building Bonus (Thru June 30, 2021)
- ◆ Raising Reds DIQ Bonus (November, 2020 - June, 2021)

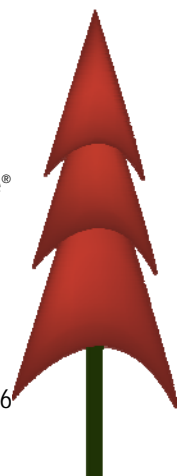
WORDS OF WISDOM

Women need praise, and Mary Kay Cosmetics is known for "praising people to success." We think this is so important, we base our entire marketing plan on it. From the moment a new recruit becomes a Beauty Consultant, we teach her to praise her customers. She learns that a woman who looks prettier on the outside becomes prettier on the inside, too.



~Mary Kay Ash

Stocking Stuffers



- WhiteTea & Citrus Satin Lips® SET, \$22
- Indulge® SOOTHING EYE GEL WITH Calming Influence® BOTANICAL BLEND, \$16
- Mary Kay® GEL SEMI-SHINE LIPSTICK, \$18
- Mary Kay® Ultimate Mascara™, \$15
- Mary Kay® LASH PRIMER, \$15
- Mary Kay® VOLUMIZING BROW TINT, \$14
- Mary Kay® PRECISION BROW LINER, \$14
- Mary Kay® WATERPROOF LIQUID EYELINER PEN, \$16
- Mary Kay® OIL-FREE EYE MAKEUP REMOVER, \$17
- Mary Kay® LIQUID EYE SHADOW, \$14