



Warfield National Area Red Jacket Newsletter

Executive National Sales Director, Cheryl Warfield

Results as of Jan. 2014

WARFIELD CLASS OF 2014!!



CONGRATULATIONS BRAND NEW SALES DIRECTOR!

CASANDRA WEBB

Casandra and her Senior Director, Dana Gattis will each receive a fabulous **Badgley Mischka handbag** and **Class of 2014 Ring!**

PLUS...Casandra will receive **FREE Registration to Seminar 2014** where she will be awarded with a name badge ribbon and standing recognition. PLUS, PLUS...a special invitation to the **Ice Cream Social** where Casandra will pick up her gorgeous royal blue **Crystal-studded bracelets**

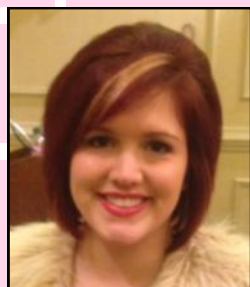


CASANDRA
WEBB

DIQs-Directors-In-Qualification



Jamie Boylan
Jodi Bland



Emily Kohler
Laura Poling



Stephanie Lelo
Lisa Woodke



Teresa Lennon
Penny Jackson



Cindy Watkins
Brandy Nusbaum

Join us on our
Mary Kay
GOLD MEDAL
Cruise!



With 25
National
Sales
Directors!
see flier
on page 11



Future Directors



Consultant
Director Unit

8 Active Team Members | 9% or 13% Personal Team Commission | \$50 Team Building Bonus



Nancy Bigley
Jennifer Converse



Karen Evans
Renee Brooks



Julie Gerdeman
Laura Poling



Randi Ginder
Cheryl Warfield



Cheri Howard
Linda Rowsey



Lisa Lute
Joyce Bruder



Victoria Peasley
Penny Jackson



Marie Quick
Cheryl Warfield



Linda Stawski
Joyce Bruder



6 Ways to Win ENSD Cheryl Warfield at your New Director Debut!

1. Have 3 Red Jackets at the end of DIQ.
2. Have 50 Unit Members at the end of DIQ.
3. Earn your Premiere Club Car during DIQ.
4. Be On-Target Cadillac during DIQ.
5. Be the first Warfield Director in your state.
6. Be a 'One Month Normal'! (Finish DIQ in 1 month.)



Power Class News >>>

Through the **Power Class program**, you can learn about timely topics through live chats with esteemed faculty as well as feeds on "Let's Talk," plus exclusive videos specifically for Power Class participants.

Previous Power Classes are also available on demand
24/7 on www.marykayintouch.com
under the Education tab / Consultant Education



February 2014—Guest Speaker
Senior National Sales Director,
Alicia Lindley-Adkins speaks about
"First Things First"

Building Wall to Wall Leaders in 2014

Are you **READY**
to build **YOUR** future?

MK **BLING**



The Rewards Are Crystal Clear!

Becoming a Wall to Wall Leader just got bling-ier!
Debut as an Independent Sales Director between
Aug. 1, 2013 and July 1, 2014 and build your future!!

Building
WALL
to**WALL**
Leaders

Wear The Suit

Runway Ready. The 2014-2015 apparel collection is edgy, electrifying, business savvy and ohhhh-so chic!

Class of 2014 Rewards

A beautiful **Class Ring**, a stunning **Badgley Mischka Handbag**, and **Free Registration to Seminar 2014** (debuts between Feb 1 and July 1, 2014) are yours when you debut as a New Independent Sales Director.

Your Name on the Wall

From Sept. 1, 2013, to Sept. 1, 2014, every Mary Kay Independent Beauty Consultant who debuts as an Independent Sales Director will earn her name on the Wall of Leaders at the Mary Kay world headquarters in Dallas.

Wrap up Directorship in 2014

Independent Sales Directors who achieve the Building Wall to Wall Leaders Challenge will receive an **invitation to the ice cream social** at the Prize Party at Seminar 2014 where they will pick up their gorgeous royal blue **Crystal-studded bracelets**



Your Name



Team Leaders



Consultant
Director Unit

5-7 Active Team Members | 9% or 13% Personal Team Commission | \$50 Team Building Bonus



Judy Allen
Jean Batts



Gina Barfield
Julie Draulans



Barbara Bloom
Penny Jackson



Jeanne Bordelon
Penny Jackson



Linda Burtzner
Cheryl Warfield



Barbara Crosley
Shannon Kadlec



Gabriella D'Elia
Penny Jackson



Carolyn Faircloth
Linda Rowsey



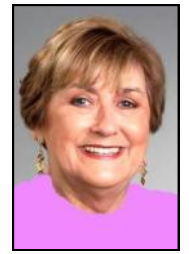
Nora Fowles
Renee Brooks



M. Kathryn Harris
Lana Gaydon



Rhonda Jenkins
Joyce Bruder



Ruth Kato
Rhonda Valley



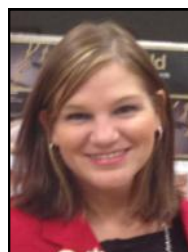
Tami Klingenberg
Rhonda Valley



Sydney Laxton
Lillian Yocum



Tretta McNeill
Lana Gaydon



Elizabeth Miller
Brandy Nusbaum



Latasha Patterson
Nadine Marino



Lynnette Perez
Snowe Saxman



Amy Postma
Epsie Elmer



Darcy Richardson
Epsie Elmer



Dana Rollins
Debra Bishop



Janet Sairs
Joyce Bruder



Elizabeth Sevier
Penny Jackson



Valerie Simpson
Debra Bishop



Anne Spry
Jenan Wood



Teresa Taylor
Kathy McGinnis



Joanne Tysor
Lana Gaydon



Darlene Underwood
Jenan Wood



Stephanie Vanasco
Penny Jackson

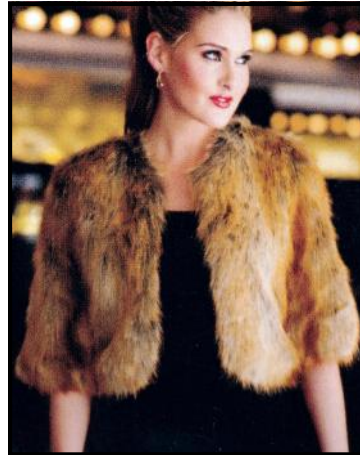


Barbara Vaughn
Lillian Yocum

WARFIELD AREA

Color & Size based on availability

New Director & Sr. Director CONTEST



Golden Fox



Black Feather Fox



Ebony Fox - Teal Fox - Magenta Fox

Become a New Director

Debut by June 30th

AND

Complete *On The Move*

By September 30th

**& You will WIN your
Choice of one of these
Fabulous Faux Fur Shrugs!**

Current New Directors who
complete their New Director
Challenge & their Senior Director
can win too!

Elizabeth Webb—Honors Society WINNER!
Barbara Drabek—On The Move WINNER!
Meme Johnson—On The Move by 2/28
Heather Dawson—Fabulous 50s by 3/31
Jennifer Converse—Honors Society by 4/30

**Both the
New Director
& Senior Director**

WIN
your choice from
Cheryl!

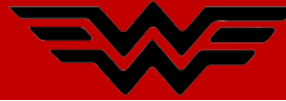
Sizes XS—XL



Tipped Fox

You will LOVE wearing this at Awards Night at Seminar—The Arena is always so cold!
Then, later you can wear it with jeans =)

Star Team Builder



Consultant
Director Unit

3-4 Active Team Members | 4% Personal Team Commission | Red Jacket Rebate | \$50 Team Building Bonus



Susan Blake
Denise Crosby



Katherine Bowers
Epsie Elmer



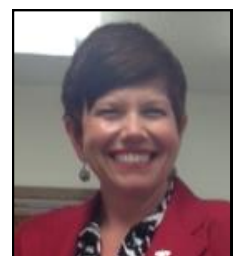
Traci Bowers
Laura Poling



Betty Brooks
Lana Gaydon



Bernice Bush
Epsie Elmer



Sue Campana
Jennifer Converse



Heather Cearbaugh
Brandy Nusbaum



Valerie Corder
Myra
Leslie-Johnson



Sherri Dickens
Jenan Wood



Chellie Dietsch
Jodi Bland



Jennifer Edmond
Myra
Leslie-Johnson



Shawnta Fleming
Denise Crosby



Cleyone Fowler
Jenan Wood



Tiffany Frisch
Shannon Kadlec



Tabatha Gaskill
Laura Poling



Nancy Gettinger
Jenan Wood



June Grundy
Nadine Marino



Karen Hillstead
Penny Jackson



Diana Kessler
Wendy Johnsen



Elena Knollinger
Debra Bishop



Angie Kuhn
Renee Brooks



Reba Lay
Linda Rowsey



Marcia LeBlanc
Geralene Champion



Eleanor Leech
Jenan Wood



Angela Little
Elizabeth Webb



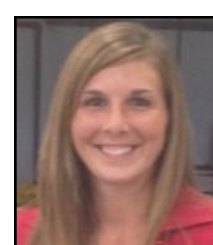
Lee Anne Loek
Joyce Bruder



Francine McLoughlin
Margaret Quilty



Theresa Moore
Irish Dickerson



Jessica Olds
Brandy Nusbaum



Tina Parker
Wendy Johnsen

Star Team Builder continued



Consultant
Director Unit

3-4 Active Team Members | 4% Personal Team Commission | Red Jacket Rebate | \$50 Team Building Bonus



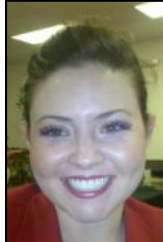
Jaci Prance
Denise Crosby



Kristine Pruitt
Laura Poling



Regina Raney
Denise Crosby



Hannah Rardain
Snowe Saxman



Barbara Ribelin
Irish Dickerson



Jennifer Riegelsberger
Jenan Wood



Kat Roedell
Linda Horne



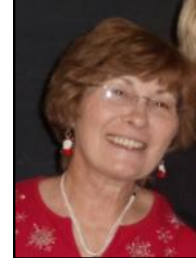
Mary Sanderson
Laura Poling



Kelley Sillaway
Epsie Elmer



Helen Simmons
Lana Gaydon



Linda Spodick
Linda Rowsey



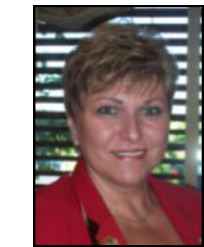
Nancy Strand
Denise Crosby



Sarah Stuckey-Diaw
Jodi Bland



Cheryl Sturmer
Tonya Sorrell



Christine Tarchala
Denise Crosby



Lisa Taylor
Denise Crosby



Judy Thomas
Jenan Wood



Betty Thompson
Lana Gaydon



Barbara Tsagaris
Penny Jackson



Katie Van Hammen
Wendy Johnsen



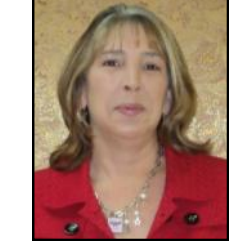
Erin Vance Brown
Melissa Smyre



Nancy Walker
Penny Jackson



Nicole Wellington
Jenan Wood



Penelope Wesselhoff
Lillian Yocum



Eddie Wiggs
Debra Bishop

Selling Yourself: A Professional Image

Sales Director Joyce Banks used to teach us that if you were in a restaurant and a stranger came in, they should be able to look over the crowd and KNOW who was the MK Consultant when they walked in the building. If you want success, you have to be SHARP.



CAREER CONFERENCE|14



Career Conference Dates:

Week 1: March 21-22 and March 23-24, 2014

Week 2: March 28-29 and March 30-31, 2014



Career Conference 2014 will be here before you know it and now is the time to start focusing on moving up the career ladder. Plus, when you do, there is recognition in store for you at Career Conference 2014!

Cheryl is a Host NSD at Mobile, AL March 21-22, and a Guest NSD at Indianapolis, IN March 28-29

FRONT ROW SEAT CONTEST!! Mobile & Indianapolis CC
Since Cheryl is a Host NSD at Mobile & Guest NSD at Indianapolis, she has been given 14 seats, so we will be running a contest *from Jan 1–Feb 28, 2014* for Warfield Family Consultants & Directors to earn these seats!

The Top 14 in personal wholesale (amount of Section 1 product ordered from the company) **combined with their new recruit's** (Jan & Feb) personal wholesale, will determine who sits in **these amazing seats. Good luck ladies!**

We have 147 Warfield Area Directors and Consultants Already Registered in 14 States!!!!

Colleen O'Neill
Makenzie Dickerhoof
Melisa Fahey
Lucille Reeves
Cindy Mills
Michelle Haws
Emily Worsham
Angela Little
Jessica Olds
Marie Thompson
Jessica Lennon
Betty Pasqualino
Amy Cox
Christine Walsh
Sue Campana
Stephanie Lelo
Rebecca McDougal
Rachel Schneider
Deborah Trent
Myra Leslie-Johnson
Kimberly Gauldin
Francine McLoughlin
Shirley Talley
Sharon Hawkins
Diane Darling
Susan Beatty
Luann Hill
Jaci Prance
Wendy DeMark
Amelia Belden
Rosalyann Alexander

Jazmin Shelton
Barbara Norris
Tonya Palmer
Rachael Potter
Debi Clulow
Rebecca Kaiser
Amanda D'Onofrio
Mary Weaver
Jovita Johnson
Trishelle Smith
Suzette Clifton
Kat Roedell
Suzanne Kelliher
Shaun Collins
Joereka McCrea
Juneau Colleur
Sarah Cerilli
Sara Hable
Debby Bassell
Cindy Watkins
Christa Manz
Julian Hamilton Forbes
Essence Nesbit
Cynthia Simmons
Karen Gehringer
Rebecca Saenz
Virginia Donaldson
Silvia Dietz
Stevie Norris
Micki-Jo Morrill
Lisa Taylor

Joanne Schulte
Deidrah Prior
Angelica White
Heather Dawson
Katherine Mitchell
Virginia Warren
Vanessa Hatcherian
Rebekah Thacker
Lynn Smith
Sandra Hankins
Kendra Leslie
Lisa Woodke
Cherlyn Anderson
Joyce Bruder
Linda Rowsey
Denise Crosby
Geraldene Champion
Irish Dickerson
Barb Drabek
Julie Draulans
Toni Diaco
Stacey Price
Epsie Elmer
Chellie Dietsch
Gina Barfield
Lana Gaydon
Debra Bishop
Betty Brooks
Sally Gandiaga
Linda Horne
Linda Hayes

Lisa Kerkhof
Shannon Kadlec
Diane Kessler
Penny Jackson
Christina Lofthus
Tretta McNeill
Barbara Miner
Kathy McGinnis
Susan Miller
Nadine Marino
Teresa Lennon
Donna Doyle
Diane Munao
Connie Naiman
Pamela Moulton
Latanya Hairiston
Jennifer Converse
Melissa Cox
Stephanie Mitas
Theresa Potter
Joanne Tysor
Margaret Quilty
Elizabeth Webb
Lorna Quinn
Rhonda Valley
Kim Ransom
Norma Reeser
Tonya Sorrell
Valerie Simpson
Casandra Webb
Laura Poling

Misty Stroh
Leah Gibson
Kelley Sillaway
Brandy Nusbaum
Clarissa Rossin
Katie Van Hammen
Geri Reed-Spangler
Elizabeth Shafer
Dana Gattis
Michelle Webster
Nicole Wellington
Vicki Schwarz
Lillian Yocum
Cheryl Barnett
Carolyn Potoczek
Carrie Lero
Jodi Bland
Janet Youtzy
Gretchen Saunders
Snowe Saxman
Cheryl Warfield

**There is still time for
YOU to register
and join us for the
exciting event!**

**Registration
deadline is
Feb 28, 2014**

CAREER CONFERENCE | 14

Lets get excited!



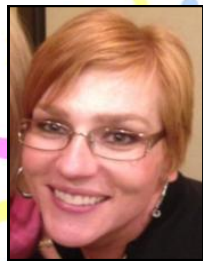
Career Conference Special Luncheon WINNERS (to date)

- Independent Beauty Consultants who from Dec. 1, 2013, through Feb. 28, 2014, **add two qualified* new personal team members** will be invited to this special luncheon held in their honor.
- Qualified* new Independent Beauty Consultants who **add one new qualified* team member** from Dec. 1, 2013, through Feb. 28, 2014, also will be invited to attend the luncheon.



Movin' on Up Challenge!

Independent Beauty Consultants who from Nov. 30, 2013— Feb. 28, 2014, achieve and maintain a new step on the career path of **Star Team Builder, Team Leader, Future Sales Director or Director-in-Qualification** will receive a name badge ribbon and onstage recognition.



Stephanie Lelo
Lisa Woodke



Keisha Ware
Melissa Smyre



Sharon Hawkins
Laura Poling



Barbara Young
Christina Loftus



Jessica Lennon
Penny Jackson



Teresa Lennon
Penny Jackson



Leslie Little
Denise Crosby



Lisa Taylor
Denise Crosby

Additional Recognition at Career Conference!

Celebrating the First Year in My Mary Kay Business Independent Beauty Consultants who submit their Independent Beauty Consultant Agreements from March 1, 2013, through Feb. 28, 2014, will receive a name badge ribbon and standing recognition.

I'm a Star! Independent Beauty Consultants who achieve Star Consultant status from Dec. 16, 2013, to Feb. 28, 2014, will receive a name badge ribbon.

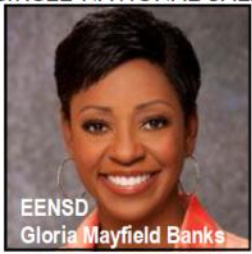
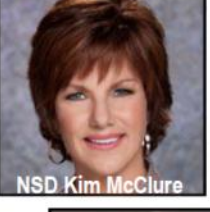
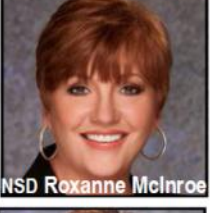
On-Target All-Star Consistency Challenge Independent Beauty Consultants and Independent Sales Directors who achieve three quarters of consistent Star Consultant status from June 16, 2013, through Feb. 28, 2014, will receive a name badge ribbon and standing recognition.

On-Target Seminar 2014 Courts & Double Star Achievement

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

- At least \$24,000 in estimated personal retail production from July 1, 2013, through Feb. 28, 2014, will receive a name badge ribbon and onstage recognition.
- At least 16 new personal team members from July 1, 2013, through Feb. 28, 2014, will receive a name badge ribbon and onstage recognition. *New team members need not be qualified at this time.*

THREE INNER CIRCLE NATIONAL SALES DIRECTORS



COME ABOARD OUR GOLD MEDAL CRUISE!

For Consultants & Directors

Contest dates to earn Gold Medals:
January 2014 - June 2014

- **Be a Gold Medal Winner and you get to join us on the Mary Kay GOLD MEDAL cruise!**
- **Get 2 Gold Medals and you can bring your family & spouse/spice!**
- **Get 3 Gold Medals and you can join the NSDs for a special luncheon on the cruise!**
- **Get 4 Gold Medals and you get to have a special dinner at the Captain's Table!**



Featuring 25 NSDs!

September 5-8, 2014

Prices of Cruise & Details are on back of flier





*Royal Caribbean's
Enchantment of the Seas*

Among some of the standout innovations brought on board are an expanded pool deck that juts out over the ocean, 151 additional staterooms, four bungee trampolines, two suspension bridges topped by awe-inspiring arches, and an incredible interactive Splash Deck for kids. Ship updated in 2005



Don't forget-you will need your Passport!

There are 61 shore excursions to choose from in Nassau, CocoCay (Royal Caribbean's private island) and Port Canaveral. Please remember you have up to 4 days prior to your sail date to purchase your Royal Caribbean International **Shore Excursions** online. If you are within the 4 days, you will then need to purchase your Shore Excursions on board; land excursions would need to be purchased directly through your tour director on the land portion of your Cruise Tour. Also, be sure to sign up for the **Crown & Anchor Society** through their website. Membership entitles you to many exclusive benefits - from special savings on cruise vacations to exciting onboard offers on spa services, casino visits, and much more. Our members get extra amenities, cruise planning benefits and onboard events. Plus, the more you cruise, the more benefits you'll receive.



September 5-8, 2014

From Port Canaveral, FL to Nassau & Cococay, Bahamas!

4 Days—3 Nights

**Consultants & Directors may attend with a
Personal Gold Medal Jan—June 2014**

<u>Room Category</u> <i>(based on double occupancy)</i>	<u>Group Fare</u> <i>(per person- includes Taxes & Port Fees)</i>	<u>Gratuities</u>	<u>Insurance</u> <i>(optional)</i>	<u>Total per person</u>
Junior Suite	\$622.63	\$36	\$59	\$717.63
OV Balcony (D2)	\$452.63	\$36	\$29	\$517.63
Ocean View (H)	\$382.63	\$36	\$29	\$447.63
Interior	\$372.63	\$36	\$29	\$437.63



Register for the Gold Medal Cruise through:

Gloucester Travel & Cruise

Bob Booth is our Travel Agent

856-742-8010

www.gloucestertravel.com/groups

Look for Mary Kay—Gold Medal Cruise

MY WEEKLY PLAN/IPA SHEET

4 HOUR IPA (INCOME PRODUCING ACTIVITIES) = 4 HOURS/DAY (5 DAYS/WEEK)
 SCHEDULE 30 MINUTES TO HOUR TIME SLOTS THAT WORK FOR YOU & FILL IN WHAT YOU
 ARE WILLING TO DO FOR YOUR BUSINESS & CAN COMMIT TO FOR THE WEEK:

WEEK OF: _____
 _____ BOOKING _____ COACHING _____ CUST. SERV _____ SHARING THE OPPORTUNITY

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
5:00AM							
6:00AM							
7:00AM							
8:00AM							
9:00AM							
10:00AM							
11:00AM							
12:00PM							
1:00PM							
2:00PM							
3:00PM							
4:00PM							
5:00PM							
6:00PM							
7:00PM							
8:00PM							
YOUR RESULTS ENTER NUMBERS	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____	BOOKINGS _____ COACHED APPTS. _____ SALES (NEW & REORDER) _____ \$ _____

MY WEEK INCLUDES:

COLOR IN YOUR WEEKLY PLAN SHEET WITH THE COORDINATING COLORS TO PLAN YOUR WEEK!

BLUE: QUIET/FAITH/EXERCISE TIME
YELLOW: FAMILY TIME
RED: DATE NIGHT
GREY: OTHER JOB
GREEN: BOOKING APPTS CALLS
GREEN: FACIAL(S)/ PARTY/ SHOWS
GREEN: COACHING (HOSTESS/GUESTS/UP-COMING APPTS.)
GREEN: CUSTOMER SERVICE CALLS/SALES/REORDERS
GREEN: SHARING APPOINTMENTS (BOOKING & SHARING TIME)
PINK: SUCCESS MEETING (LOCAL MEETING OR VIA OOVOO)

WEEKLY SALES:

SALES GOAL: \$ _____
 TOTAL SALES: \$ _____

MY STAR:

ORDERS PLACED THIS WEEK:
 \$ _____ WHOLESALE ORDER
 DATE PLACED: _____
 \$ _____ WHOLESALE ORDER
 DATE PLACED: _____
 STAR TOTAL TO DATE: \$ _____

TEAM BUILDING:

SHARING APPTS. HELD: _____
 NEW TEAM MEMBERS: _____

BOOKINGS SCHEDULED FOR

NEXT WEEK: _____

To Recruit 5 this Month and Earn a **GOLD MEDAL**, Do ALL These Things ALL Month Long

1. Commit, verbally and on paper:

- To your unit.... Announce to your friends & team members that you will earn a Gold Medal this month. Does anyone want to run with you?
- To your Family.....Tell your family you are working very focused on a goal and are counting on their support and help by telling you often, "**YOU CAN DO IT!**"

Write memos all over your house and in your car: "Gold medal in March!" "5 recruits in March!"

2. Know why you are doing it. How will it benefit your business, your confidence, your progress? Where are you going?

4. Existing customers are perfect; they like the product, like you, and know what you do.

- "I am now becoming a.....with Mary Kay and am hand-picking the women I want to come with me. I have chosen YOU! I think you will be wonderful. Let's get together and at least talk about it. There is a free lipstick in it for you."
- "Judy, we have a special program at meeting this week that I know you would love. Please come. You may even see how much fun we have and want to be part of our Company. I think you'd be great! I will pick you up."



Earn A **GOLD MEDAL**

Business Tips and Recruiting IPA's

By: SNSD Jeanne Rowland

3. The best prospects are those whom you have facialed.

- Every day, book at least 2 new sharp women. "My National or Director is challenging me to facial 10 sharp women this month, and you are perfect! I would love to offer you a complimentary facial; would you like that?" Say this until you have recruited 5!
- Before you start her facial, tell her that she is so sharp, you would love to work with her. "Watch what I do, and see if you might enjoy having your own business." Interview and sign her right at the facial.

5. Work with numbers.

- Interview 20 to sign 5. Your expertise grows with your experience.
- Bring guests to everything. Ask 10 to bring 1. Four will say yes, and by 5 PM of the day, you will be down to 1. (Normal stuff!) Pick her up!

6. Have a long prospect list.

Add to it. Work on many at once. Star every recruit 'til you get to 5.

7. Have a sense of urgency.

What's in it for her to come in now? Figure 3 reasons for each prospect and tell her.

- Most possible recruits want to be convinced. They are afraid and want you to tell them it will be OK to spend \$100 to try something new and different.
- Do not take NO personally. Go on with a smile and a sense of destiny. **THIS WILL GET DONE!**

Be a duck who swims gracefully around with a smile, even when it rains. Under the water she is paddling like crazy! You are the most positive, committed person in Mary Kay!

Enjoy the great feeling of accomplishment on the last day of the month when you will say,

"I DID IT! I earned my GOLD MEDAL!"

15 Interviews to Your Red Jacket!

Color in the numbered areas and write down names as you interview!



Which jacket will you choose?



Name/Number

Name/Number

Name/Number

1.

6.

11.

2.

7.

12.

3.

8.

13.

4.

9.

14.

5.

10.

15.

DO YOU WANT A DRIVE FREE OR MOVE UP??

MEMORIZE THESE SCRIPTS! *Thanks to NSD Gloria Mayfield Banks*

So often we tend to complicate the team-building process by using too much material and information, when in fact, all the information we really need is a clear analysis of our prospect's life and HER needs so that we can give her customized information about Mary Kay –ONLY what she needs in order to make a YES decision. You can do this in 5 easy steps! But the key is, you must be a good listener, and you must ask logical questions based on her responses!! A good interviewer develops good questions that invite information, and a good interviewer LISTENS! As easy as 1,2,3,(4,5)

#1 GATHER INFORMATION!

- "Tell me about yourself."
- "What do you like most about your life/job? What do you like least?"
- "What do you value most in your life right now?"
- "What do you NEED most in your life right now?" (LISTEN!!! THIS IS HER HOT BUTTON AND THE PLACE THAT MARY KAY MIGHT BE ABLE TO FILL!!!)
- "If I can show you how to keep what you value and get what you need, is there any reason why you wouldn't consider Mary Kay as a part-time business for yourself?"



#4 OVERCOME OBJECTIONS

- Be prepared to overcome at least 3 and probably 4 objections. If you don't get this many and you don't have an agreement, you did not get the real objection yet.... so persist!
- Be professional by getting to the bottom of what she is saying so you can support her to get the needs in her life met by our Mary Kay opportunity.

The process to overcoming objections is as follows:

- REPEAT what she says (after listening carefully). "So what you're saying is _____."
- RELATE ("I know how you feel..." felt, found...)
-

#2 EXPLORE!!

- "TELL me what you know about Mary Kay, the products, and the people." Validate what is correct.
- Ask permission to add or alter areas she has mentioned that need more clarification.
- "What would you need to know about Mary Kay in order to make a YES decision?"
- Stick to her issues ONLY!!! We are interested in answering her questions, not our own!!
- After each question, "What else?" (would you need to know...or what other questions would you need to have answered?)
- CREATE A FOCUS ON HER MOST POSITIVE THOUGHT WITH, "If in your wildest dreams you decided to do this, what would you enjoy the most?"
- "What would you need to know in order to get to a 10?"



#3 ESTABLISH INTEREST LEVEL

"On a scale from 1-10, 1 being you would never do this, 10 being you are ready to order your starter kit now, 5 is for chickens, so it's out, where are you right now?"



#5 CLOSE IT!

Memorize this question:
"Great, _____! Is there any reason we couldn't get your starter kit ordered?
How would you like to take care of it? M/C, VISA, or check?"
WAIT FOR HER TO RESPOND BEFORE YOU SAY A WORD!!





Booking at Classes

Each selling appointment introduces you to new customers and potential hostesses who can invite more new customers to your next class. Throughout your presentation, consider referring to a second appointment. During your individual consultation, you may want to encourage your customers to book future appointments. At the end of a class, you can always show the TimeWise® Microdermabrasion Set and give out samplers with the sampler cards. You can allow customers to try the samplers at home, then follow up to see how they enjoyed experiencing “instant gratification” in skin care. One more thing: Remember, you can find a printable color consultation outline for the second appointment and helpful Media Source CDs!

“When it comes to booking at classes, I do it right at the beginning, during the orientation. Explain that each woman is guaranteed at least two complimentary appointments: skin care and color. She may also choose to add other parties (spa or manicure/pedicure) if she would like to earn even more product. Then I keep the momentum going throughout the class by passing a free product item around the table.

Every time I say the word “party,” the women pass the item to their neighbors, and whoever ends up with the product takes it home!”
– Amie Gamboian, National Sales Director, Omaha, Neb.

Booking From Referrals

Booking from referrals can be a major source of appointments. You may want to ask both your hostess and the guests for referrals. Also, consider asking for referrals when you call to follow up with your customers.

“Remember to ask potential customers if they are current Mary Kay customers. If you run into someone who already has an Independent Beauty Consultant, thank her for being so supportive of the product line and encourage her to contact her Beauty Consultant to see the latest products.”

– Amie Gamboian, National Sales Director Omaha, Neb.

“Have a gift for them in the name of the person who referred them to you. Of course, they have to get together with you to receive the gift.” – Margi Eno, Independent Sales Director, San Diego, Calif.

Booking From Warm Chatter

A sincere smile, eye contact and repeating a potential customer’s name throughout the conversation will let her know you’re focused on her.

“What I am booking for right now is a “One Woman Can” portfolio of faces. What an honor to be asked to be in that! I am including businesswomen, community leaders, heads of charitable foundations, women who are active in their churches, stay-at-home moms, etc. I believe women make an impact no matter what they have chosen as their ‘careers,’ so this is a fun way to honor them and to get lots and lots of bookings!”
– Amie Gamboian, National Sales Director, Omaha, Neb.

“I work to turn a contact with someone into more contacts. When I meet someone, I ask if I can send a brochure with them to work. Or when I sell sets to a guy, I tell him if he sends me five buddies who place orders, I’ll give him a thank-you gift. Then I repeat the process with each of the five buddies! Also remember, when you’re fun, people want to be around you!”
– Margi Eno, Independent Sales Director, San Diego, Calif.

“Know your script! Instead of constantly changing what you are going to say, choose a script and stick with it. Consistency gives you confidence. Remember, the script is only ‘old’ to you; you are talking to new people all the time. You’ll be amazed how much more confidence you have when you know your scripts.”

– Pam Robbins Kelly, Independent Future Executive Senior Sales Director, Bakersfield, Calif.



Mary Kay once said, “Bookings are the lifeline of your business.

Literally, if you’re out of bookings, you’re out of business.” Plus booking is a big part of your 3+3+3 formula for success (three skin care classes, \$300 in new retail sales and three team-building appointments each week).

So what can you do to keep that lifeline going? Here’s what top Directors across the nation had to say.

Booking Friends, Family and Acquaintances

Let’s take a look at this simple, easy to-use recommendation for booking friends, family and acquaintances.

1. Create positive interaction.

“Hi, (customer’s name), I’m so glad I caught you at home!”

2. Work to develop rapport. “How are things going? Great! I won’t take up much of your time, but I did want to let you know I’m now a Mary Kay Independent Beauty Consultant.”

3. Express the purpose of your call.

Suggest a fun get-together with her girlfriends, a 10-minute appointment or a time to drop off a few samplers and the latest issue of The Look.

4. Confirm your appointment. “See you next Tuesday at 5:45. And remember, (customer’s name), we can always schedule a skin care class so you could earn free products.”

5. Communicate next steps.

“I’m looking forward to seeing you. I’m eager to hear your opinion of the samples!”

The "CLASS"y Way to Succeed in Mary Kay!

You can have anything you want if you are willing to pay the



	<u>Classes</u>	<u>Interviews</u>	<u>Team Members</u>
Sr. Consultant	4	8	= 1-2
Red Jacket	6	12	= 3-4
Team Leader	10	20	= 5
DIQ	20	40	= 10
Grand Achiever	28	56	= 14
Director	48	96	= 24





Perfect Start **Power Start**

5 Classes **10 Classes**

in 2 Weeks **in 30 Days**



Senior Consultant

4 CLASSES

1-2 Active Team Members

Red Jacket
(Star Team Builder)




6 CLASSES

3-4 Active Team Members

Team Leader




10 CLASSES

5 Active Team Members

DIQ



20 CLASSES

10 Active Team Members


Grand Achiever



28 CLASSES

14 Active Team Members

Director



26 CLASSES

24 Active Team Members

Once you have completed 20 classes and entered DIQ, you and your team members hold 26 total classes to finish.
10 Team Members + Yourself = 11
26 ÷ 11 = 2 classes each + 4 additional classes for YOU = 24 Total Team Members!

The means to EVERY end in Mary Kay is contained within the Skin Care "Class"!!!

Gift with Purchase
\$40 (excluding tax) or more
in Mary Kay® products.

**Mini Lash Love® Mascara
& Mini Oil-Free Eye
Makeup Remover**

\$20



\$18

Mary Kay®
Gel Eyeliner and Brush



~Hello~ Spring!

Mary Kay Spring Collection
~2014~



\$5

**\$16
EACH**

Purchase-With-Purchase Offer

Your customers can get the limited-edition Mary Kay® Hello, Sunshine Wristlet for only \$5 with the purchase of at least \$40.

Mary Kay

**CC Cream Sunscreen Broad
Spectrum SPF 15**

Available in:

Very Light, Light-to-Medium, Medium-to-Deep,
and Deep.

Limited-Edition Mary Kay
Hello, Sunshine Collection

Springy Eye Duo:

Stonewashed, & Summer Sunset

Creamy Lip Color:

Carefree Coral, & Retro Red

Lip Gel:

Cherry Twist

Nail Lacquer:

Lemon Parfait, & Carefree Coral

**\$9.50
EACH**



Mary Kay

At PLAY - NEW Shades

Eye Crayon:

Teal Me More, & Over the Taupe

Baked Eye Trio:

Electric Spring, & Sunset Beach

Lip Crayon:

Purple Punch, & Coral Me Crazy

Jelly Lip Gloss:

Violet Vixen, & Poppy Love



**\$10
EACH**

**\$18
EACH**

Mary Kay

Bronzing Powder

Available in:

Light-Medium & Medium-Dark.



**\$20
EACH**

Limited-Edition Mary Kay

Lemon Parfait Pedicure Collection

Includes:

Lemon Parfait Foot Gel, Pumice Stone,
Emery Board, Toe Separators and
Lemon Parfait Foot Fizzies in a Gift Bag.

\$28



Mary Kay Spring 2014 "Hello, Sunshine" Collection

Lemon Parfait Pedicure Collection \$28

Like It _____ Gotta Have It! _____



Nail Lacquers - \$9.50

Carefree Coral _____ Lemon Parfait _____



Springy Eye Duos - \$16

Stonewashed _____ Summer Sunset _____



Creamy Lip Colors - \$16

Retro Rose _____ Carefree Coral _____



Lip Gel - \$16

Cherry Twist _____



New Regular Line CC Cream with SPF 15, 4 shades - \$20

Very Light _____ Light-Medium _____ Medium-Deep _____ Deep _____



Hello, Sunshine! Wristlet \$5*

Like It _____ Gotta Have It! _____



Mini Mascara & OFE GWP

Like It _____ Gotta Have It! _____



Gel Liner - \$18

Jet Black _____



Bronzing Powders - \$18

Light-Medium _____ Medium-Dark _____

Baked Eye Trios - \$10

Electric Spring _____ Sunset Beach _____



Eye Crayons - \$10

Over the Taupe _____ Teal Me More _____



Jelly Lip Glosses - \$10

Poppy Love _____ Violet Vixen _____



Lip Crayons - \$10

Purple Punch _____ Coral Me Crazy _____





Marketing Call Script By Krystal Crockett

Hello and thank you so much for taking the time to give me your opinion! Time is valuable and I appreciate you spending the next few minutes with me.

Mary Kay Ash began this wonderful business 50 years ago to empower women to reach their dreams! We are founded on the principles of God first, Family second and Career third!

As an Independent Beauty Consultant you create your own schedule-after all, it is your business! You can work 2 hours to 20 hours-it is totally up to you! We have no territories so, you can work anywhere you want and we have no glass ceiling so you can make as much as you are willing to work for!

We get to teach women about great skincare and color techniques! If you are like me, I didn't know much about either but that's ok! As long as you are coachable and trainable, you can have anything you want in this business!

You make 50% of everything you sell from the very first customer! That includes all of your own skincare and color products! What a way to shop-HALF PRICE!

If you decide you want to promote yourself by sharing this opportunity with your family and friends, the company will pay you 4-36% commission! That is in addition to the 50% profit you make from your sales.

You can also earn the use of a Mary Kay Career Car! If you decide you just love your car, you can take \$375 CASH every month!

You also get the great tax benefits of having your own business! So now you can write off a portion of your every day expenses like your mortgage, cell phone bill and utilities! You have to pay these anyway but know you get to write them off!

The best part of Mary Kay is the friends you will make. I have worked this business in every season of my life and it has been my MK friends that have helped me get through them. I am thankful God gave Mary Kay this vision and that someone shared it with me!

Getting started in Mary Kay is a \$100 decision. If you are like me, I can go to Target for toilet paper, spend \$100, forget the toilet paper and have nothing to show for it! This decision can be the shift your family needs to start making your dreams come true! You get over \$400 in products with your \$100 investment so you have nothing to lose.

Know that you have heard about the business opportunity, I need you to give me an A, B or C. A-I would absolutely love the opportunity to change my future. B-buy me a coffee. I have a few questions. C-I would love to remain a customer paying 100% for my products. (Repeat)

Please leave me your name, phone number and your A,B or C!

Thanks again for giving me your opinion! God bless you and I hope you have a fabulous day!



We Value Your Opinion!

Which of the following benefits would you appreciate most out of a complexion correction cream?

- SPF Protection
- Brightening
- Correction of Imperfections
- Defense against free radicals
- Minimizing Redness
- Concealer
- Hydration
- Reduce Signs of Aging

Join us to celebrate **International Women's Day** on March 8, 2014 at our **MARY KAY Makeover Day**, with a solo pampering session or party with your friends. You will have the opportunity to experience our newest products and provide your honest feedback.

- Count me in, I love giving my two cents!
- I know someone who would love to join me!
- Not this time, I look fabulous already!



Name: _____

Best Phone: _____

Email: _____



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Which of the following benefits would you appreciate most out of a complexion correction cream?

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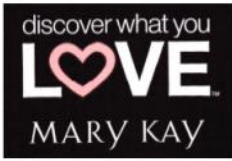
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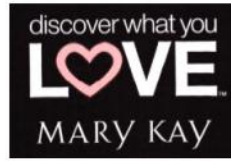
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- Count me in, I love giving my two cents!
- I know someone who would love to join me!
- Not this time, I look fabulous already!



Name: _____

Best Phone: _____

Email: _____

You're In The Money! *

As an Independent Sales Director in Mary Kay, you have a lot of ways to make money! By ENSD Cheryl Warfield



	6000 wh	8000 wh	10,000 wh	12,000 wh	14,000 wh	16,000 wh
Unit wh Production						
13% Director Commission	13% = \$780	13% = \$1,040	13% = \$1,300	13% = \$1,560	13% = \$1,820	13% = \$2,080
10% Production Bonus	10% = \$600	10% = \$800	10% = \$1,000	10% = \$1,200	10% = \$1,400	10% = \$1,600
\$600/wk sales	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit
Personal Team x 13%	PT 4000 = \$520	PT 4000 = \$520	PT 6000 = \$780	PT 8000 = \$1040	PT 8000 = \$1040	PT 8000 = \$1040
Personal Recruiting	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300
Unit Recruiting	3 Unit Qual Rec = \$300	3 Unit Qual Rec = \$300	3 Unit Qual Rec = \$300	3 Unit Qual Rec = \$300	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500
Car Compensation	\$375	\$375	\$500	\$500	\$500	\$900
per month	\$4,075	\$4,535	\$5,380	\$6,100	\$6,760	\$7,620
x 12 months	\$48,900	\$54,420	\$64,560	\$73,200	\$81,120	\$91,440

	18,000 wh	20,000 wh	22,000 wh	24,000 wh	26,000 wh	28,000 wh	30,000 wh
Unit wh Production							
13% Director Commission	13% = \$2,340	13% = \$2,600	13% = \$2,860	13% = \$3,120	13% = \$3,380	13% = \$3,640	13% = \$3,900
10% Production Bonus	10% = \$1,800	10% = \$2,000	10% = \$2,200	10% = \$2,400	10% = \$2,600	10% = \$2,800	10% = \$3,000
\$600/week sales	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit	\$1,200 profit
Personal Team x 13%	PT 8000 = \$1040	PT 8000 = \$1040	PT 8000 = \$1040	PT 8000 = \$1040	PT 8000 = \$1040	PT 8000 = \$1040	PT 8000 = \$1040
Personal Recruiting	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300	3 Qual. Per. Rec. = \$300
Unit Recruiting	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500	5 Unit Qual Rec = \$500
Car Compensation	\$900	\$900	\$900	\$900	\$900	\$900	\$900
per month	\$8,080	\$8,540	\$9,000	\$9,460	\$9,920	\$10,380	\$10,840
x 12 months	\$96,960	\$102,480	\$108,000	\$113,520	\$119,040	\$124,560	\$130,080

*This chart does not include: New Director Bonuses, Quarterly Star Consultant Bonuses, Annual Wellness Bonus, or Senior Director Commissions.

60 here, 40 here: *reinvesting makes “cents.”*

When you reinvest your earnings into your business, you'll have more product on hand to service your customers. Here's how to work Mary Kay Ash's 60/40 method of money management.

60/40 works

Mary Kay Ash herself taught this method of money management: 60 percent of your weekly earnings should be reinvested into your business; the remaining 40 percent is your profit. National Sales Director Connie Kittson calls these the pink and green accounts: **pink for product** and **green for profit, less expenses**.

“This is a great way to always make sure you replace the products you've sold,” Connie shares.

“To accomplish this method, I think it is good to have two accounts. You could have two checking accounts or a savings and a checking account.”

Pink accounts

The 60 percent account, or pink account, is then used to purchase product inventory for your reorder business, limited-edition items for seasonal sales and to replenish or build your inventory as needed. Independent Senior National Sales Director SuzAnne Brothers suggests using your pink account to cover your Preferred Customer Program investment.



green accounts

“Then, your goal is to keep as much of your green account as possible,” Connie says. “However, you may have some additional expenses that you might want to pay for from your green account before you take a profit.”

For example, these could be:

- *Hostess gifts*
- *Office supplies*
- *Investments for your future*
- *Special events registration and travel*

If you want to save money to attend Mary Kay special events, you can estimate the cost of hotel, registration and transportation. Then divide that figure by the number of months before the event to determine what you'll want to consider saving every month. And with Career Conference 2014 coming soon, you may want to hold a few extra skin care classes specifically for this purpose —setting

aside profits from these classes to cover your expenses. So what happens if your green account needs are greater than 40 percent, less expenses? “Isn't it great to know that as an independent businesswoman you have control over this?” SuzAnne asks. “You'll likely want to evaluate your expenses carefully to make sure you are spending wisely. You also can decide what you need to achieve in retail product sales every week and keep track of that every day. What you track and what you measure gets done.”

If you haven't earned your *Advanced Color Consultant* designation yet, we've got a deadline for you – and if you meet it, you'll earn a little extra recognition!

Pass the four brief quizzes that make up the Color Confident program by Feb. 28, and you'll receive this Advanced Color Consultant ribbon to add to your Career Conference attire!

The Advanced Color Consultant designation is a fantastic draw for potential customers searching for an Independent Beauty Consultant through the Consultant Locator. This special designation shows that you've put in the extra effort to increase your knowledge of color products and can help your customers choose the shades that make them look absolutely stunning! (Oh – and its free!)

Feb. 28 will be here before you know it, so get Color Confident today!



\$100 FREE

To Party With Me!



\$20

Hold party on originally Scheduled date and time!



Have 5 guests present who are over 18 and do not currently have a consultant!

\$20

\$20

\$200 or more in total party sales!



\$100 or more in outside sales (friends who can not attend!)

\$20

\$20

2 Future Parties booked from your Party.



BONUS: Hold your party within the next two weeks and receive a bonus gift from me!

MARY KAY® MAKEOVER DAY

March 8, 2014

Mary Kay® Makeover Day is a prime opportunity for bookings! From parties to individual appointments, start planning now to make March 8 a day of beauty and business success. Here are some ideas to consider:

Fashion Forward Party

Spring is almost here along with new trends and fashions for the season! Pretty pastels rock the spring runway, so give your customers a fashion preview. Then reveal the newest Mary Kay® makeup trends that complement the looks. The Spring/Summer 2014 Mary Kay® Trend Report, recent issues of People StyleWatch® magazine and the February 2014 issue of *The Look* are your go-to resources for showing your customers how to pair Mary Kay® makeup with spring fashions.



Discover What You Love™ Party

Help party guests discover a great new look for spring! Use the Mary Kay® Makeover Day face diagrams as a starting point by encouraging each guest to choose her favorite of the two looks – Pretty Pastels or Delicate Details. Then walk guests through the easy application steps. Or use the "blank" face diagram to demonstrate any of the trend looks featured in the February 2014 issue of *The Look* or on marykay.com.

Customer Appreciation Open House

Say "thank you with love" to your customers by holding an open house on March 8. Invite new and existing customers to see the newest Mary Kay® products featured in the February 2014 issue of *The Look* and to try the two makeover looks being demonstrated live from Dallas on Mary Kay® Makeover Day.

Find all the tools you need for a successful event on Intouch

Delicate Details

Face

- Mary Kay® Foundation Primer Sunscreen Broad Spectrum SPF-15*
- TimeWise® Luminous-Wear® Liquid Foundation
- Mary Kay® Bronzing Powder
- Mary Kay® Facial Highlighting Pen
- Mary Kay® Translucent Loose Powder
- Mary Kay® Minerals® Cheek Color in Shy Blush
- Mary Kay® Makeup Finishing Spray by Skindinavia

Eyes

- Mary Kay® Mineral Eye Color in Hazelnut, Moonstone, Sparkling White
- Mary Kay® Lash Lovers® Lengthening™ Mascara in I ♥ Black
- Mary Kay® Eyeliner in Deep Brown

Brows

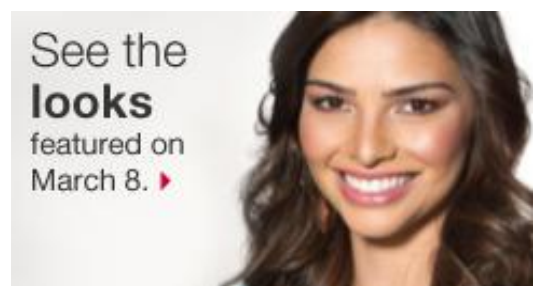
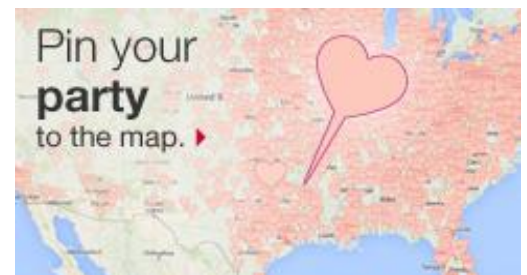
- Mary Kay® Mineral Eye Color in Espresso or Mary Kay® Brow Definer Pencil in Brunette

Lips

- Mary Kay® Creme Lipstick in Red



*Over-the-counter drug product



Building Wall to Wall Leaders!

Join the Movement!

From Sept. 1, 2013, to Sept. 1, 2014, every Mary Kay Independent Beauty Consultant who debuts as an Independent Sales Director will earn her name on the Wall of Leaders at the Mary Kay world headquarters in Dallas.

Monthly Team Production

Month #1 _____

Month #2 _____

Month #3 _____

Month #4 _____

24 Active Team Members
(10 of 24 Active must have minimum \$600 cumulative)

\$18,000 Total cumulative wholesale in 1-4 months
(min \$1,800 personal)
\$4,000 minimum each month

You must be Active

Team Member	Active \$200 w/s	Qual. \$600 w/s
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
Contact your Director about submitting your DIQ commitment card		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		



Log on to InTouch for complete contest information



WARFIELD FAMILY NSDs

Cheryl Warfield
Executive Senior
National Sales
Director



**Sylvia
Kalicak**
National Sales
Director



**Glinda
McGuire**
Senior
National Sales
Director



**Beth
Piland**
National Sales
Director



**Cathy
Littlejohn**
National Sales
Director



**Kristin
Myers**
National Sales
Director



Warfield Area Executive Senior Directors

Warfield Area Future Executive Senior Directors



Renee Brooks
5

Joyce Bruder
5



Denise Crosby
4

Penny Jackson
3

Donna Doyle
3

Lana Gaydon
3

Warfield Area Senior Sales Directors



**Epsie
Elmer** 2

**Wendy
Johnsen** 2

**Gerri 2
Champion**

**Debra
Bishop** 2

**Gloria
Leek** 1

**Laura
Poling** 1

Jodi Bland
1

**Lilly
Yocum** 1

**Linda
Rowsey** 1



**Leticia
Velasco** 1

**Irish
Dickerson** 1

**Brandy
Nusbaum** 1

**Sandy
Forsyth** 1

**Julie
Draulans** 1

**Shirley
Talley** 1

Dana Gattis
1

Earn Priority Registration to Seminar!



Sapphire Star Consultants with at least \$1,800 or more in personal wholesale Section 1 orders Dec. 16, 2013- March 15, 2014.

Be on-target for the Queen's Court of Personal Sales:
\$24,000 in estimated personal retail production from July 1, 2013—Feb. 28, 2014

Be on-target for the Queen's Court of Sharing:
16 total new personal team members from July 1, 2013, through Feb. 28, 2014.
(New team members do not need to be qualified at that time.)

Be an Independent Sales Director (including March 1, 2014, debuts). Independent Sales Directors who debut in April, May, June or July are qualified to attend Seminar on a first-come, first-served basis.



**Consultant
Court of Sales**
TOP YTD 7/01/13—6/30/14

**#1 Kristine
Pruitt**



**Area
Court of Sharing**
TOP YTD 7/01/13—6/30/14

**#1 Angeles
Vilchis**

Name	Unit	YTD Retail
1 Kristine Pruitt	Laura Poling Unit	\$20,611.50
2 Stephanie Lelo	Lisa Woodke Unit	\$19,290.00
3 Casandra Webb	Dana Gattis Unit	\$18,829.00
4 Tami Johnson	Epsie Elmer Unit	\$15,898.00
5 Marie Witer	Laura Poling Unit	\$15,847.50
6 Suzanne Kelliher	Tonya Sorrell Unit	\$15,683.50
7 Karen Gehringer	Jennifer Converse Unit	\$15,408.00
8 Marie Quick	Cheryl Warfield Unit	\$14,687.50
9 Sue Campana	Jennifer Converse Unit	\$13,798.00
10 Linda Hayes	Donna Doyle Unit	\$13,343.00
11 Heather Cearbaugh	Brandy Nusbaum Unit	\$13,216.50
12 Shelly Mortorff	Brandy Nusbaum Unit	\$13,196.50
13 Cindy Loomis	Denise Crosby Unit	\$12,984.00
14 Barbara Tsagaris	Penny Jackson Unit	\$12,746.50
15 Cindy Watkins	Brandy Nusbaum Unit	\$12,695.00
16 Sara Hable	Sandra Forsyth Unit	\$12,361.00
17 Tretta McNeill	Lana Gaydon Unit	\$12,248.00
18 Anne Hammond-Parisoe	Linda Rowsey Unit	\$12,021.50
19 Diane Darling	Debra Bishop Unit	\$11,730.00
20 Shannon Christiansen	Tonya Sorrell Unit	\$11,697.00
21 Nancy Bigley	Jennifer Converse Unit	\$11,348.00
22 Kim Ransom	Epsie Elmer Unit	\$11,339.00
23 Desiree Wagner	Brandy Nusbaum Unit	\$11,202.50
24 Teresa Lennon	Penny Jackson Unit	\$11,201.50
25 Tara Stopinski	Melanie White Unit	\$11,069.50

Name	Unit	Sem Comm	Qual Rcrts
1 Angeles Vilchis**	Unit Director	\$1,502.07	23
2 Connie Diest**	Unit Director	\$801.68	17
3 Casandra Webb*	Dana Gattis Unit	\$1,390.40	9
4 Barb Drabek*	Unit Director	\$926.56	9
5 Myra Leslie-Johnson*	Unit Director	\$737.75	7
6 Emily Kohler*	Laura Poling Unit	\$906.38	6
7 Shirley Talley	Unit Director	\$594.61	5
8 Lisa Taylor	Denise Crosby Unit	\$186.42	5
9 Jessica Olds	Brandy Nusbaum Unit	\$987.56	4
10 Toni Cook	Laura Poling Unit	\$968.40	4
11 Tonya Sorrell	Unit Director	\$751.85	4
12 Dawn Durocher	Unit Director	\$633.61	4
13 Nancy Bigley	Jennifer Converse Unit	\$437.02	4
14 Snowe Saxman	Unit Director	\$429.79	4
15 Stacey Price	Unit Director	\$374.23	4
16 Sharron Tevanian	Tonya Sorrell Unit	\$290.83	4
17 Sandra Forsyth	Unit Director	\$272.82	4
18 Jennifer Converse	Unit Director	\$166.39	4
19 Brandy Nusbaum	Unit Director	\$726.61	3
20 Melanie White	Unit Director	\$520.00	3
21 Elizabeth Miller	Brandy Nusbaum Unit	\$437.81	3
22 Elizabeth Webb	Unit Director	\$436.54	3
23 Barbara Tsagaris	Penny Jackson Unit	\$432.65	3
24 Stephanie Lelo	Lisa Woodke Unit	\$385.28	3
25 Teresa Lennon	Penny Jackson Unit	\$342.90	3

Retail Sales Courts:

\$36,000 Retail Sales = Company Award
\$18,000 Retail Sales = Warfield Area Award
\$9,000 Retail Sales = Unit Court Award



Sharing Courts:

***24 Qual. TM = Company Award
**12 Qual. TM = Warfield Area Award
* 6 Qua. TM = Unit Court Award

