



Future Executive Sr. Sales Director Amy Zietlow

Amy's Achievers



NOVEMBER RESULTS & RECOGNITION « DECEMBER, 2022



Share the Beauty of Confidence!

Celebrate all things beauty this month as you earn this beautiful bracelet.



WHOLESALE COURT

Sonia Pineda

\$969.00

Beth Berger

\$891.50

Karen Radue

\$714.50

SHARING COURT

Positions Available!!

Be Golden!

Top 10 Traits of Highly Successful People that YOU can learn!

SHARED BY SENIOR NSD LISA MADSON

1. **They work HARD.** They expect performance from others, but they demand extraordinary performance from themselves.
2. **They are eager to learn.** They study, ask questions and read constantly. Always eager to learn and apply something new.
3. **They network.** They value people and take care to build relationships. They take care to be a good friend.
4. **They work on themselves and never quit.** They know they're a work in progress and keep striving to better themselves.
5. **They are creative.** They look for new ways of doing things, efficient solutions to problems, new opportunities and challenges.
6. **They are self-reliant and take responsibility.** They don't blame or criticize. They make decisions and move on.
7. **They keep their balance and their perspective.** They don't get caught up in drama. They're patient and tolerant of others.
8. **They live in the present moment.** They don't procrastinate or waste time—they use it! They know "Now" is all we can control.
9. **They "Look over the horizon".** They anticipate what-ifs and seldom get caught unprepared.
10. **They respond quickly.** When they see an opportunity, they jump on it. When something isn't working, they change.

I know success is in your future!

Amy



Spotlight On Team Builders!

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

Elite Team Leaders

Recruiter: Anne E. DeNoyer
 Dawn A. Burgstiner
 Karen DeNoyer
 Heidi Goelzer
 Janice L. Jensen
 Brittni Carran
 Beth J. Gabb
 * Leisa J. Reed

Recruiter: Cheryl L. Ryno
 Linda Adam
 Kimberly Hardt
 Deborah L. Oleneack

Recruiter: Janet M. Cunningham
 Luanne M. Robertson

Recruiter: Diane S. Satkoski
 Susan C. Wandel
 Gidget M. Kretchman
 Alison Martin

Recruiter: Cindy E. Hudson
 Patti Rumfelt
 Donna R. Vargas
 * Kristi Peel
 * Vera L. Rivera

Star Team Builders

Recruiter: Karen DeNoyer
 Karen A. Radue
 Larissa C. Wagner
 Kristen L. Biesterfeld
 * Debbie Cali
 * Jennifer A. Gawronski

Senior Consultants

Recruiter: Debra Archambeau
 Rhonda J. Ritschke
 Kelly N. Archambeau
 * Susan Roe

Recruiter: Rebecca A. Ihli
 Yvonne L. Ihli
 * Rachel E. Bolles
 * Gina Ihli

Recruiter: Kristen L. Biesterfeld
 Jenny L. Thatcher

Recruiter: Sarah Magnuson
 Barbara Vanderbilt

Recruiter: Donna M. Pershall
 Shari R. Kime

Recruiter: Stephanie Swanson
 Tamie Gundrum

* 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!



1 Senior Consultant

(1-2 active team members)

4% Commission

Eligible for \$50 Bonus (new)

2 Star Team Builder RED JACKET (3+ actives)

Sr. Consultant benefits plus
Red Jacket Rebate

4-8% Commission

Eligible for \$50 Bonuses

3 Team Leader

(5+ actives)

All the previous benefits plus
9-13% Commission

Team Leader pin

4 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

5 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.

Holding Virtual Parties

What is a Virtual Party?

A virtual party is simply holding a skin care, color or pampering party through a digital platform like Zoom or Facebook. Virtual parties are great ways to expand your business and enhance your in-person business with more ways to connect with your customers.

Below you will find resources specially created to help you work your business virtually so you can share everything you love about Mary Kay with your customers, no matter where they are or how busy their schedules may be! Whether you are a new Independent Beauty Consultant or new to holding virtual parties, these resources were thoughtfully created to help you hold your best parties.

There are three virtual flip charts with dialogues to choose from for your parties. They each include:

- Guest Pages: Designed to share with your guests while holding your virtual party. These customer-focused pages include dynamic product images,

exciting and informative videos and so much more.

- Dialogues: Include new and updated downloadable dialogues and tips to help you present Mary Kay® products and to help guide you while holding your virtual party. Essentially, these dialogues are what you can read from your screen while your guests see the Guest Pages referenced above.

The virtual party Flip Charts are:

1. Virtual Skin Care Party Flip Chart: The Virtual Skin Care Party Flip Chart was created so guests can learn about the incredible Mary Kay® products that can help them discover healthy and radiant skin.
2. Virtual Color Party Flip Chart: The Virtual Color Party Flip Chart was created so guests can have fun with Mary Kay® color products and to show them how to create a glam look or a great 5-minute look.
3. Virtual Pampering Party Flip Chart: The Virtual Pampering Party Flip Chart was created so guests can relax and have

fun with Mary Kay® skin care and pampering products and learn how to treat themselves to luxury.

TIP: Reference the Virtual Skin Care Party Instructions document to learn how to download, print, share and view these Virtual Skin Care Party Flip Chart – Guest Pages and Dialogues during your parties.

Holding virtual parties in addition to in-person parties is a great way to maximize your business. Another way to boost your business is by holding hybrid Mary Kay® parties. A hybrid party is simply holding a Mary Kay® party with BOTH in-person and virtual guests at the same time. You could be in person with a few guests while also hosting virtual guests via Zoom, FaceTime or Facebook Live. Or you could be presenting from your house to a gathered group of friends in another area. Download the Hybrid Party How-To Guide for tips on how to host a hybrid selling party.

**If you are wanting to reference the digital copy of the In-Person Skin Care Party Flip Chart, you can find it under Mary Kay InTouch® > Business Tools > Party Central > Party Supporting Materials.*

Thank You from Mary Kay

"Love Check" Commissions for Personal Team Building



9% Recruiter Commission Level

Anne DeNoyer

\$84.39

6% Recruiter Commission Level

Karen DeNoyer

\$59.55

4% Recruiter Commission Level

Cheryl Ryno

\$26.78

Rebecca Ihli

\$17.30

Diane Satkoski

\$11.54

Debra Archambeau

\$9.44

Cindy Hudson

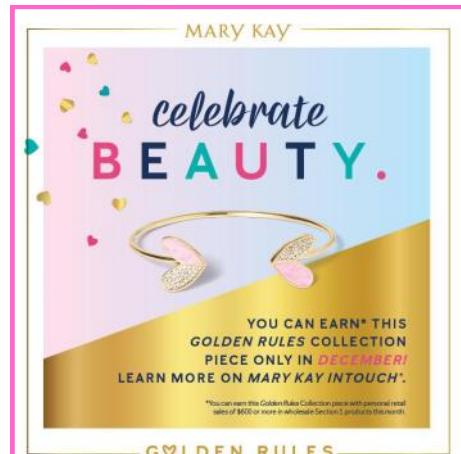
\$9.40

Kristen Biesterfeld

\$9.40

Stephanie Swanson

\$9.14



The December collection piece celebrates the beauty of Mary Kay® products and the confidence they can impart. This stylish golden open bangle bracelet features the collection's signature pink hearts. Its subtle sophistication makes it perfect for wearing with other Golden Rules Collection pieces you may have earned.

Each month during the 2022–2023 Seminar year that you have personal retail sales of \$600 or more in wholesale Section 1 products, you can earn a monthly piece from the exclusive Golden Rules Collection.

Do-cember!

For ALL Independent Sales Force Members

- ♦ NEW! Star Consultant Program Double Team-Building Credit
- ♦ *Golden Rules* Challenge - stunning open bangle bracelet!

For NEW Independent Beauty Consultants

- ♦ \$600 Business Debut Assortment
- ♦ *Business Debut Wish It to Win!* Contest
- ♦ New Independent Beauty Consultant Welcome Video

Get ready to unleash your PINK POWER and accelerate sales into overdrive with **Winter 2022 products** launching Holiday parties going on now! The Holiday season is the

largest selling opportunity of the year, so be sure you and your unit members get a piece of that sales potential.



And as you share the Mary Kay opportunity this month you can double up with the new **Star Consultant Program Double Team-Building Credit!**

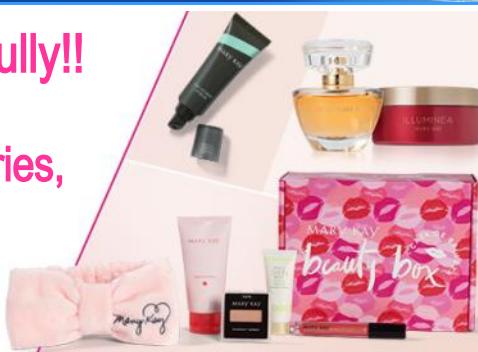
Remember, women are looking for what you offer - an opportunity for a little extra income, fun and flexibility, a community that values what matters most and a way forward during challenging times. All backed by a Company with a lasting legacy.

Now's the time to turn your December info **DO-CEMBER!**

WINTER 2022 NEW PRODUCTS!

Indulge Beautifully!!

Find beauty luxuries,
perfect for the
winter season.



- ♦ NEW! Limited-Edition Mary Kay® Hint of Mint Lip Balm
- ♦ NEW! Limited-Edition Mary Kay Illuminea™ Bundle
- ♦ NEW! Limited-Edition Mary Kay® Beauty Box



ORDER ASAP!
Limited Edition items
WILL BE OUT OF STOCK
SOON!

Visit www.MaryKayInTouch.com for more information.

We Invested in Product Last Month!

<i>Sonia Pineda</i>	\$969.00	<i>Debra Archambeau</i>	\$271.80	<i>Mary Ellen Howell</i>	\$231.50
<i>Beth Berger</i>	\$891.50	<i>Cheryl Ryno</i>	\$271.50	<i>Tamie Gundrum</i>	\$228.50
<i>Karen Radue</i>	\$714.50	<i>Kimberly Hardt</i>	\$267.00	<i>Susan Wandel</i>	\$227.50
<i>Diane Satkoski</i>	\$699.00	<i>Kathy Cantarelli</i>	\$259.00	<i>Mary Erny</i>	\$207.00
<i>Holly Russell</i>	\$444.40	<i>Beth Jones</i>	\$253.00	<i>Renee Pigman</i>	\$186.75
<i>Cindy Krause</i>	\$435.00	<i>Karen DeNoyer</i>	\$248.50	<i>Debra Euculano</i>	\$162.50
<i>Yvonne Ihli</i>	\$432.50	<i>Anne DeNoyer</i>	\$248.00	<i>Linda Bradley</i>	\$120.00
<i>Beth Lewis</i>	\$406.00	<i>Shirley Allen</i>	\$243.00	<i>Linda Hepp</i>	\$100.50
<i>Linda Adam</i>	\$402.50	<i>Dawn Burgstiner</i>	\$243.00	<i>Kristen Biesterfeld</i>	\$43.00
<i>Tami Brozovich</i>	\$383.00	<i>Katrina Johnson</i>	\$239.40	<i>Sarah Magnuson</i>	\$14.00
<i>Cheryl Brecko</i>	\$377.00	<i>Donna Pershall</i>	\$239.00		
<i>Tami Genovese</i>	\$361.50	<i>Rhonda Ritschke</i>	\$236.00		
<i>Monica Osinski</i>	\$349.50	<i>Patti Rumfelt</i>	\$235.00		
<i>Christine Vernon</i>	\$303.50	<i>Jenny Thatcher</i>	\$235.00		
<i>Carol Rasmussen</i>	\$284.00	<i>Larissa Wagner</i>	\$235.00		



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, 2022—June 30, 2023



Queen's Court of Sharing!
24 New Team Members
July 1, 2022—June 30, 2023

Consultant	YTD Retail	YTD Add'l Credit	YTD Total
1 Diane Satkoski	\$4,065.00	\$1,200.00	\$5,265.00
2 Sonia Pineda	\$4,069.00	\$822.00	\$4,891.00
3 Mary Ellen Howell	\$2,966.00	\$1,066.00	\$4,032.00
4 Julie Waldock	\$1,684.00	\$1,684.00	\$3,368.00
5 Sarah Magnuson	\$2,663.00	\$517.00	\$3,180.00
6 Karen Radue	\$2,589.00	\$387.00	\$2,976.00
7 Patti Rumfelt	\$2,123.00	\$793.00	\$2,916.00
8 Vickie Lee	\$1,448.00	\$1,448.00	\$2,896.00
9 Karen DeNoyer	\$2,318.00	\$531.00	\$2,849.00
10 Barbara Vanderbilt	\$1,380.00	\$1,380.00	\$2,760.00

TOPS IN TEAM BUILDING



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





Aim for the Stars!



ON-TARGET \$STAR CONSULTANTS!

SEPTEMBER 16 - DECEMBER 15, 2022



**Shoot for
Star!!**

**Achieve
out of this
world
rewards!**

**Stars
Drive
Cars!!**

**COME
ALONG
FOR THE
RIDE OF
YOUR LIFE!**

Consultant Name	Current Wholesale Production	Sapphire \$1,800	Ruby \$2,400	Diamond \$3,000	Emerald \$3,600	Pearl \$4,800
Sonia Pineda	\$ 1,380.00	\$ 420.00	\$1,020.00	\$1,620.00	\$2,220.00	\$3,420.00
Diane Satkoski	\$ 1,299.00	\$ 501.00	\$1,101.00	\$1,701.00	\$2,301.00	\$3,501.00
Mary Ellen Howell	\$ 1,077.50	\$ 722.50	\$1,322.50	\$1,922.50	\$2,522.50	\$3,722.50
Karen Radue	\$ 908.00	\$ 892.00	\$1,492.00	\$2,092.00	\$2,692.00	\$3,892.00
Sarah Magnuson	\$ 906.00	\$ 894.00	\$1,494.00	\$2,094.00	\$2,694.00	\$3,894.00
Beth Berger	\$ 891.50	\$ 908.50	\$1,508.50	\$2,108.50	\$2,708.50	\$3,908.50
Sherri Kenny	\$ 854.40	\$ 945.60	\$1,545.60	\$2,145.60	\$2,745.60	\$3,945.60
Julie Waldock	\$ 842.00	\$ 958.00	\$1,558.00	\$2,158.00	\$2,758.00	\$3,958.00
Vickie Lee	\$ 724.00	\$1,076.00	\$1,676.00	\$2,276.00	\$2,876.00	\$4,076.00
Barbara Vanderbilt	\$ 690.00	\$1,110.00	\$1,710.00	\$2,310.00	\$2,910.00	\$4,110.00
Gina Nagle	\$ 685.30	\$1,114.70	\$1,714.70	\$2,314.70	\$2,914.70	\$4,114.70
Karen DeNoyer	\$ 684.10	\$1,115.90	\$1,715.90	\$2,315.90	\$2,915.90	\$4,115.90
Andrea Savoie	\$ 661.50	\$1,138.50	\$1,738.50	\$2,338.50	\$2,938.50	\$4,138.50
Patti Rumfelt	\$ 631.50	\$1,168.50	\$1,768.50	\$2,368.50	\$2,968.50	\$4,168.50
Rhonda Ritschke	\$ 605.00	\$1,195.00	\$1,795.00	\$2,395.00	\$2,995.00	\$4,195.00
Patricia Lefebvre	\$ 604.00	\$1,196.00	\$1,796.00	\$2,396.00	\$2,996.00	\$4,196.00
Janet Cunningham	\$ 570.30	\$1,229.70	\$1,829.70	\$2,429.70	\$3,029.70	\$4,229.70
Teresa DeBruyn	\$ 545.25	\$1,254.75	\$1,854.75	\$2,454.75	\$3,054.75	\$4,254.75
Anne DeNoyer	\$ 530.50	\$1,269.50	\$1,869.50	\$2,469.50	\$3,069.50	\$4,269.50
Monica Osinski	\$ 520.50	\$1,279.50	\$1,879.50	\$2,479.50	\$3,079.50	\$4,279.50
Pamela Hartman	\$ 513.00	\$1,287.00	\$1,887.00	\$2,487.00	\$3,087.00	\$4,287.00
Luanne Robertson	\$ 498.30	\$1,301.70	\$1,901.70	\$2,501.70	\$3,101.70	\$4,301.70
Cindy Krause	\$ 491.00	\$1,309.00	\$1,909.00	\$2,509.00	\$3,109.00	\$4,309.00
Donna Pershall	\$ 484.00	\$1,316.00	\$1,916.00	\$2,516.00	\$3,116.00	\$4,316.00
Christine Vernon	\$ 472.00	\$1,328.00	\$1,928.00	\$2,528.00	\$3,128.00	\$4,328.00
Linda Hepp	\$ 471.00	\$1,329.00	\$1,929.00	\$2,529.00	\$3,129.00	\$4,329.00
Cindy Hudson	\$ 456.80	\$1,343.20	\$1,943.20	\$2,543.20	\$3,143.20	\$4,343.20
Vera Rivera	\$ 456.50	\$1,343.50	\$1,943.50	\$2,543.50	\$3,143.50	\$4,343.50
Holly Russell	\$ 444.40	\$1,355.60	\$1,955.60	\$2,555.60	\$3,155.60	\$4,355.60
Yvonne Ihli	\$ 432.50	\$1,367.50	\$1,967.50	\$2,567.50	\$3,167.50	\$4,367.50
Renee Pigman	\$ 431.75	\$1,368.25	\$1,968.25	\$2,568.25	\$3,168.25	\$4,368.25
Beth Lewis	\$ 406.00	\$1,394.00	\$1,994.00	\$2,594.00	\$3,194.00	\$4,394.00
Linda Adam	\$ 402.50	\$1,397.50	\$1,997.50	\$2,597.50	\$3,197.50	\$4,397.50

January 2023



Sun

Mon

Tue

Wed

Thu

Fri

Sat

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All Company & Branch
Offices Closed.
Postal Holiday.

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Martin Luther King Jr
Day. Postal holiday.

17

Last day to enroll
online for Spring
PCP mailing of
The Look.

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Midnight CST cutoff for Cons to
place phone orders.

Last working day of the month.
Cons submit online orders until
9 pm CST. Online Agreements
accepted until midnight.



Birthdays

Karen DeNoyer
Larissa Wagner
Gina Nagle
Brittni Carran
Valerie Dines
Sheila Zehr
Kim Eicher
Monica Osinski
Stacy Roberts

Day

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Anniversaries

Cheryl Ryno
Susan Faverty
Jo Bowman
Mary Gail Kell
Beth Bruggink
Jennifer Gawronski
Chelsi Drabek
Tami Genovese
Tammie Fischer
Brittni Carran
Melissa Roberts
Janice Jensen

Years

32
25
25
21
19
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4
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Amy's Achievers

Amy Zietlow

Future Executive Sr. Sales Director
1660 N Prospect Ave. Unit 1710
Milwaukee, WI 53202

Email: amyzielbow@charter.net
Phone: 608-779-5866
Website: www.amyzielbow.com
(password: achiever)

To the Brilliant...

Highlights this Month:

NOVEMBER RESULTS, DECEMBER, 2022

- ◆ Quarter 3 Star Consultant Quarterly Contest (December 16, 2022 - March 15, 2023)
- ◆ Star Consultant Program Double Team Building Credit (November 1 - December 15, 2022)
- ◆ Golden Rules Challenge (July 1, 2022 – June 30, 2023)
- ◆ Do-cember (December 1-31, 2022)

Words of Wisdom

“We do have a mission ~ to share our lives and our energies, our hopes, our dreams, our superior products and our beautiful, abundant way of life.”



mary Kay



You heard from Vice President of Event Planning and Production, Candie Rodriguez about an exciting virtual event we have planned for spring! Spring Into the 60th will be the motivational boost you're looking for as we spring toward our big celebration at Seminar!

1. The Spring Into the 60th virtual event for all Mary Kay independent sales force members premieres on **March 24, 2023**. It's absolutely **FREE** and will include great educational content and motivational moments. You'll hear from top independent sales force leaders, along with important business updates from Mary Kay Team U.S. Leaders.
2. **All Independent Beauty Consultants** on target for Seminar Awards 2023 at the end of March 2023 will earn an invite to an **exclusive virtual class in April**, led by a top Independent Sales Director that will help them finish the Seminar year strong.
3. Independent Sales Directors who debuted an offspring Independent Sales Director December 2022 – April 2023, you and your offspring can earn special access to a **virtual class in April**, led by an Independent National Sales Director, targeted to help you maximize your leadership goals.

Watch for more details coming soon!