



Future Executive Sr. Sales Director Amy Zietlow

Amy's Achievers



SEPTEMBER RESULTS & RECOGNITION « OCTOBER, 2022



Be a Little Extra Beautiful!

Go the extra mile this month, and you could earn this oh-so-chic square scarf.



WHOLESALE COURT

Marieta Klink

\$520.00

Sharon Dent

\$517.50

Pamela Hartman

\$513.00

SHARING COURT

Positions Available!!

Be Golden!

Leadership Opportunities

BY LLOYD CAMPBELL, PASTOR & MOTIVATOR

Leadership can be compared to parenting ... the training takes place predominantly on the job. In some settings you may have the luxury to grow in your leadership skills as your responsibilities grow. However, most situations will require you to get up to speed quickly. Whether you are in the leadership learning curve or not, you need to beware of some very common leadership opportunities. Here are some I've identified in my own life ... they are in no particular order.

Don't Neglect Your People (Customers or Team Members)

Your success depends on the people in your organization ... they are your most appreciable asset. Treat them that way. Continually let your team know how important they are. Most people will give the company more IF they believe they are valued.

Learn How To Handle Criticism

Many leaders get what I call the "Pope" syndrome. Before they are leaders they are human, after their ascension to the top, suddenly they become infallible. You are not immune to making wrong decisions. Be open, listen to constructive criticism and then make the changes necessary.

Learn How To Delegate Responsibilities

Train the people on your team and then trust them to take responsibility. One of the most important aspects of leadership is the ability to surround yourself with people who are more capable in areas than you are and then turning them loose. (this counts for your family too!)

Don't Act Like You Know Everything

Some of the greatest leaders the world has known weren't people of astonishing

intellect. Instead they were fairly intelligent people who were able to recruit people who were smarter than they were! A great leader understands they can't possibly know everything. That's why they try to surround themselves with the best people possible.

Don't Procrastinate

The cure for procrastination is priorities. Make a "To Do" list and work it. Stop rearranging the furniture in your office, stop reorganizing your work space ... those are stalling tactics your subconscious is using to keep you from tackling the important tasks. Learn time management and goal setting and stop your propensity to procrastinate.

Stay Focused

When you are the leader you have lots of things that demand your attention. In order to move your business forward you must determine which tasks are the most beneficial, which ones will help you achieve your goals, which ones will add the most value to you.

Don't Be Afraid To Change

Leadership and change should almost be synonymous. You can't lead if you can't change. Improvement means change. Progress means change. Innovation means change. Development means change. Holding on to old ways of doing things just because they've always been done that way is a sure way to fail.

Everybody makes mistakes. But you'll be way ahead of the learning curve if you can avoid these.

I believe you can!

Amy

Spotlight On Team Builders!

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



Elite Team Leaders

Anne E. DeNoyer

Team Leaders

Karen DeNoyer

Star Team Builders

Cindy E. Hudson

Senior Consultants

Debra Archambeau

Rebecca A. Ihli

Yvonne L. Ihli

Donna M. Pershall

Luanne M. Robertson

Cheryl L. Ryno

Diane S. Satkoski

Annette A. Welburn

are YOU
ready TO
MOVE UP?

**Inactive Member (N1,N2,N3,I1,I2,I3)*

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.

Get customers to sell for you!

by Brian Tracy, Author, Speaker, and Trainer

Why People Buy

Fully 84 percent of sales in America take place as the result of word-of-mouth advertising. Some of the most important sales promotion sales activities are those that take place between customers and prospects, between friends and colleagues, in the form of advice and recommendations on what to buy, or not buy, and who to buy from.

Join the Top 10%

The only way that you can be among the top ten percent of salespeople in your industry is by having your existing customers selling for you on every occasion. Because of the importance of mega-credibility in selling, your customers must be happy to open doors to new customers for you wherever they go.

Never Prospect Again

All top salespeople eventually reach the point where they seldom have to prospect because their customers do much of their selling for them. When you live your life consistent with your personal and business mission statements, both fitting together like pieces of a jigsaw puzzle, your sales career will soar,

as will your sales results and your earnings.

Be Clear About Who You Are

One important point with regard to vision, values and mission statements: be gentle with yourself. It has taken you your whole life to become the person you are today. If you are like everyone else, you are not perfect. You have lots of room to grow and improve. There are many changes that you can make in your character and personality in the course of becoming the excellent human being that you aspire to. But change in your personality will not come easily, and it won't come overnight. You must be patient.

Persist Until You Succeed

The reason that people grow and become better and better over the course of time, is because they persist gently in the direction of their goals and dreams. They don't expect overnight transformations. When they don't see results immediately, they don't get discouraged. They just keep on keeping on, and you must do the same.

Put Your Ideas Into Action

Once you have a clear idea of the person you want to be and the kind of life and career

you want to create, just take the first step. Read your mission statements every day as you go about your activities, think of the different ways that you could practice the virtues and qualities that you are in the process of incorporating into your own personality.

Remember, it is only your actions with regard to other people that really demonstrate the kind of person you have become, and if you persist long enough, you will eventually shape yourself into the exact person that you have imagined.

Action Exercises

First, treat every customer as if he is going to be a great source of word-of-mouth advertising for you. Remember that every person knows about 300 other people.

Second, resolve to become better and better in your dealings with others but be gentle with yourself. Behave every day in every way the best you can be and you will be sure to get results.



Thank You from Mary Kay

"Love Check" Commissions for Personal Team Building



9% Recruiter Commission Level

Amy Zietlow	\$148.48
Anne DeNoyer	\$125.62
Karen DeNoyer	\$43.65

4% Recruiter Commission Level

Debra Archambeau	\$24.12
Diane Satkoski	\$16.90
Rebecca Ihli	\$5.08
Cindy Hudson	\$1.76
Donna Pershall	\$1.08

"The key to success is for you to make a habit throughout your life of doing the things you fear." ~ Vincent Van Gogh, Dutch Painter



The **October Collection** piece celebrates the beauty of being extra. This 26 x 26 inch square scarf features an elegant gold leaf design with an extra pop of color from the pink border and from the signature of Mary Kay Ash. No matter how you choose to wear it – around your neck, on your purse, in your hair – you'll look extra stylish!

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.

MARY KAY®

Business Debut

Wish It to Win! Contest

LET THE WISHFUL THINKING BEGIN!

PRODUCTS TO WIN!

You can support Independent Beauty Consultants starting their Mary Kay businesses in October or November 2022!

It's easy and fun to shop Mary Kay your way with the Mary Kay® App! I'm so excited to start my Mary Kay business and invite you to be a part of the business Debut Wish It to Win! Contest – a fun opportunity just for my customers! Featuring the Mary Kay® App Wish List, this contest is all about saving your beauty faves to one super convenient place. When you add products to your Mary Kay® App Wish List, you'll be eligible to win a \$50 Visa gift card – no purchase necessary! So go ahead, list every item your  desires. Mary Kay is making beauty wishes come true!

HOW TO ENTER

OCT. 1 – DEC. 31, 2022

- Download the Mary Kay® App.
- Search for me, your Independent Beauty Consultant, by my name and state.
- Click shop with me, and sign in if you already have an account on my Mary Kay® Personal Web Site.
- If you have not registered with me, complete the registration process and sign in.
- Find a product you love and add it to your Wish List by tapping the  icon.
- Voilà! You are now eligible to win a \$50 Visa gift card.

MARY KAY

HOW TO WIN

At the end of the contest, 50 customers who have added at least ONE item to their Wish Lists will be randomly selected to receive a \$50 Visa gift card, which can be used for ordering products or for whatever their hearts desire.

SCAN ME

After you've registered, it's time to add items to your Wish List.

MARY KAY

I  that you're supporting my new Mary Kay business! Connect with me on the Mary Kay® App, and start your Wish List today!

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MARY KAY

Flexible OPPORTUNITY. INCREDIBLE Options.

Special Mary Kay Startup Options • Oct. 1-31, 2022

A Mary Kay business can **fit your life** and meet you where you are right now. It's fun and best of all, it's flexible. **YOU** choose how you start earning a little extra income with your Mary Kay business. And these **hard-to-pass-up startup options** can help get you started toward your goals - whatever you envision!

Oct 1-31, 2022
Any New or returning
Independent Beauty Consultant whose
Independent Beauty Consultant
Agreement is received and accepted by
the Company may choose from these
existing, **Limited-time startup options!**

MARY KAY® eStart, [†] \$20

The Mary Kay® eStart® is a great way to work your business from the comfort of home and still have the opportunity to connect virtually with your customers on a personal level. At a **special price** of only \$20, it's an opportunity worth considering!

MARY KAY® Starter Kit, [†] \$90

This Starter Kit includes everything in Mary Kay® eStart, plus retail-sized products for sampling (a more than \$400* value), **additional products** and **samples** for October only, business resources, and tips and selling techniques designed to help you empower your sales. You'll be ready to connect with your first hostesses and customers with confidence!

These startup options are a limited-time offer; the promotion is subject to change with advance notice.

HURRY! LIMITED-TIME OFFER! New Business Debut Assortment™

You can get your business off to a great start with a convenient, curated assortment* of **Mary Kay® must-haves** for only \$603 wholesale! Jump into holiday sales with easy-to-sell, much-loved products!

Additional items included for October only!

Connect with me, your Independent Beauty Consultant, before these incredible offers end!



October Double Credit

Do Business on the Double!

COURT OF SALES

max bonus \$4,000 in addition to \$13,000 cap

Personal WS	Personal Retail	Bonus	Total	THIS IS LIKE 3 MONTHS IN 1
\$6,500	\$13,000	\$4,000	\$17,000	
\$4,000	\$8,000	\$4,000	\$12,000	
\$2,000	\$4,000	\$4,000	\$8,000	←
\$1,000	\$2,000	\$2,000	\$4,000	
\$600	\$1,200	\$1,200	\$2,400	
\$400	\$800	\$800	\$1,600	
\$225	\$450	\$450	\$900	

COURT OF SHARING

max bonus 6 in addition to 13 cap

GSQ	Bonus	Total
3	3	6
6	6	12
13	6	19
15	6	19



We Invested in Product Last Month!

<i>Marieta Klink</i>	\$520.00	<i>Linda Bradley</i>	\$261.00	<i>Karen DeNoyer</i>	\$206.50
<i>Sharon Dent</i>	\$517.50	<i>Larissa Wagner</i>	\$248.00	<i>Gloria Neperud</i>	\$205.50
<i>Pamela Hartman</i>	\$513.00	<i>Beth Gabb</i>	\$247.25	<i>Amy Franklin</i>	\$187.00
<i>Mary Erny</i>	\$438.00	<i>Beth Jones</i>	\$245.50	<i>Sarah Stanton</i>	\$183.00
<i>Alison Martin</i>	\$422.50	<i>Donna Pershall</i>	\$245.00	<i>Rebecca Bonadonna</i>	\$138.00
<i>Andrea Savoie</i>	\$402.00	<i>Renee Pigman</i>	\$245.00	<i>Gina Nagle</i>	\$128.00
<i>Jo Bowman</i>	\$397.50	<i>Rebecca Ihli</i>	\$238.00	<i>Rachel Bolles</i>	\$127.00
<i>Linda Hepp</i>	\$370.50	<i>Kristen Biesterfeld</i>	\$237.00	<i>Jalena Peterson</i>	\$119.00
<i>Rhonda Ritschke</i>	\$369.00	<i>Carole Boughan</i>	\$235.00	<i>Dawn Burgstiner</i>	\$84.00
<i>Sarah Magnuson</i>	\$362.50	<i>Kelly Archambeau</i>	\$234.00	<i>Mary Ellen Howell</i>	\$58.50
<i>Jennifer Nystrand</i>	\$335.00	<i>Annette Welburn</i>	\$233.50	<i>Kelly Zirille</i>	\$54.00
<i>Diane Satkoski</i>	\$327.50	<i>Katrina Johnson</i>	\$232.50	<i>Vera Rivera</i>	\$44.00
<i>Teresa DeBruyn</i>	\$317.75	<i>Brittni Carran</i>	\$231.00	<i>Shari Kime</i>	\$27.00
<i>Cathryn Kober</i>	\$316.00	<i>Anne DeNoyer</i>	\$228.50	<i>Christine Vernon</i>	\$26.00
<i>Sue Hardy</i>	\$306.50	<i>Debra Eculano</i>	\$228.50	<i>Amy Zietlow</i>	\$227.00
<i>Linda Hulse</i>	\$280.50	<i>Cindy Mengel</i>	\$228.50		
<i>Deborah Oleneack</i>	\$266.00	<i>Joanne Rydel</i>	\$228.50		
<i>Sonia Pineda</i>	\$263.75	<i>Sandra Boyer Black</i>	\$225.00		



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

Consultant	YTD Retail	YTD Add'l Credit	YTD Total
1 <i>Sarah Magnuson</i>	\$2,118.00		\$2,118.00
2 <i>Diane Satkoski</i>	\$1,467.00		\$1,467.00
3 <i>Mary Ellen Howell</i>	\$1,437.00		\$1,437.00
4 <i>Mary Erny</i>	\$1,336.00		\$1,336.00
5 <i>Sonia Pineda</i>	\$1,309.00		\$1,309.00
6 <i>Gina Nagle</i>	\$1,294.00		\$1,294.00
7 <i>Karen DeNoyer</i>	\$1,290.00		\$1,290.00
8 <i>Annette Welburn</i>	\$1,172.00		\$1,172.00
9 <i>Marieta Klink</i>	\$1,040.00		\$1,040.00
10 <i>Sharon Dent</i>	\$1,035.00		\$1,035.00



Queen's Court of Sharing!
24 New Team Members

July 1, 2022—June 30, 2023

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

*Congrats
4th Quarter
Stars!*

RUBY

Diane
Satkoski



Consultant Name	Current Wholesale Production	Sapphire	Ruby	Diamond	Emerald	Pearl
Vickie Lee	\$ 724.00	\$1,076.00	\$1,676.00	\$2,276.00	\$2,876.00	\$4,076.00
Diane Satkoski	\$ 600.00	\$1,200.00	\$1,800.00	\$2,400.00	\$3,000.00	\$4,200.00
Julie Waldock	\$ 565.50	\$1,234.50	\$1,834.50	\$2,434.50	\$3,034.50	\$4,234.50
Patricia Lefebvre	\$ 531.00	\$1,269.00	\$1,869.00	\$2,469.00	\$3,069.00	\$4,269.00
Pamela Hartman	\$ 513.00	\$1,287.00	\$1,887.00	\$2,487.00	\$3,087.00	\$4,287.00
Andrea Savoie	\$ 402.00	\$1,398.00	\$1,998.00	\$2,598.00	\$3,198.00	\$4,398.00

A simple way to stay on track for Star Consultant:

- Sapphire** = Sell \$300 Retail per week
- Ruby** = Sell \$400 Retail per week
- Diamond** = Sell \$500 Retail per week
- Emerald** = Sell \$600 Retail per week
- Pearl** = Sell \$800 Retail per week
- Pearl** = Sell \$1,000 Retail per week
- Pearl** = Sell \$1,300 Retail per week
- Pearl** = Sell \$1,600 Retail per week

*Also remember
that you earn 600
extra "star" points for
each qualified team
member you add
during the quarter.*

Help Kick-Start Their Businesses!

New team members can get a FREE Skinvigorate Sonic™ Skin Care System **through October!!**



November 2022



Birthdays	Day		
Dawn Burgstiner	2	Bethel Zabell	31
Cheryl Bishop	5	Pamela Hartman	28
Sarah Engdahl	5	Sandra Boyer Black	28
Linda Bradley	6	Jennifer Peal	25
Melissa Moro	6	Cindy Akers	24
Shirley Allen	10	Carol Rasmussen	22
Teresa DeBruyn	11	Lori Clyde	22
Jalena Peterson	13	Yvonne Ihli	22
Kelly Zirille	13	Monica Osinski	21
Beth Lewis	14	Cindy Krause	19
Vickie Lee	15	Susan Roe	18
Jule Gast	17	Ruth Briski	14
Donna Jewell	18	Vicki Graff	11
Elizabeth Burton-Garcia	19		
Mary Slocum	19		
Sharon Dent	22		

Anniversaries **Years**



October & November 2022

October 10 - Columbus Day Observed. Postal Holiday

October 17 - Last day to enroll online for Winter PCP mailing of *The Look*.

October 30 - Midnight CST cutoff for Consultants to place phone orders.

October 31 - Last working day of the month. Consultants submit online orders until 9 pm CST. Online Agreements accepted until midnight.

November 6 - Daylight Savings Time Ends - clocks back 1 hour!

November 10 - Early ordering of the Winter 2022 promotional items begins for 1st qtr. Star Cons. & *The Look* PCP enrollees.

November 11 - Veterans Day Observed Postal Holiday.

November 15 - Ordering of the new Winter 2022 promotional items begins for all Consultants.

November 24 - Happy Thanksgiving! All Company & Branch Offices Closed. Postal Holiday.

November 25 - All Company & Branch Offices Closed.

November 29 - Midnight CST cutoff for Consultants to place phone orders.

November 30 - Last working day of the month. Consultants submit online orders until 9 pm CST. Online Agreements accepted until midnight.



Amy's Achievers

Amy Zietlow

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Website: www.amyzielbow.com
(password: achiever)

To the Excellent...

Highlights this Month:

SEPTEMBER RESULTS, OCTOBER, 2022

- ◆ Quarter 2 Star Consultant Quarterly Contest (September 16 - December 15, 2022)
- ◆ Golden Rules Challenge (July 1, 2022 – June 30, 2023)
- ◆ October Start Up Promotion (October 1-31, 2022)
- ◆ Seminar Awards 2023 Double Credit Promotion (October 1-31, 2022)
- ◆ Business Debut *Wish It To Win!* Contest (October 1 - November 30, 2022)

Words of Wisdom

What a marvelous change comes about when we go the second mile and make that 10 percent extra effort. It is well said that triumph is just a combination of 'try' and 'umph,' and that's really not so hard.



mary Kay

HOLIDAY STRATEGY TO-DOS

November:

- ◆ Let everyone know that you can help them with their holiday gift-buying.
- ◆ Sell giftables and holiday inventory. Continue to provide the **holiday wish list** to those you meet.
- ◆ Make your holiday bundles extra joyful with printable holiday gift tags.
- ◆ Offer holiday-themed beauty experiences and skin care parties as a way to connect with more people during the holiday shopping season.
- ◆ Review your customers' holiday wish lists, and connect with those buying gifts for them.

Mary Kay Pink Weekend:

- ◆ This is the perfect weekend to book new appointments and generate referrals.
- ◆ **Communication is key** – Make sure everyone knows the dates and specifics of your events. For example: Utilize postcards, emails, social media, calls and text messages to notify your customers of your sale as the date approaches and again on the day of the sale. Ensure you have an overall professional look with Mary Kay Pink Weekend™ digital assets.
- ◆ Individual follow-up with your customers, family and friends is helpful for great results!

