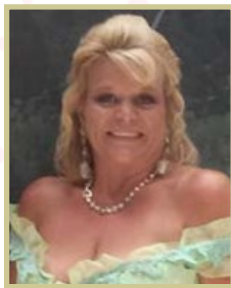




Russo's Risers

DECEMBER NEWSLETTER WITH NOVEMBER RESULTS

QUEEN OF WHOLESALE

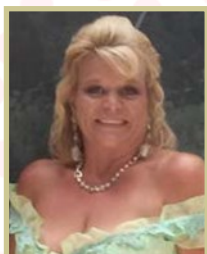


Carol Scarbro



SOAR

November Achievers



Carol Scarbro



Angela Yancey



Kathleen Moran



Sharon Albarano



Rhonda Wallace



Juanita Zeigler



Donna Parker



Connie Russo



This could be YOU!

PROUD REDS



Donna Parker



Luree Hendrick



Deborah Hipp



Kathleen Moran



Judy Snyder

Achievers!

★ Quarter 2 On-Target Stars ★



Name	Whls \$ + TB*	Sapphire	Ruby	Diamond	Emerald	Pearl
Sharon Albarano	\$ 3,686.70	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$1,113.30
Carol Scarbro	\$ 2,822.05	\$ 0.00	\$ 0.00	\$ 177.95	\$ 777.95	\$1,977.95
Kathleen Moran	\$ 2,474.75	\$ 0.00	\$ 0.00	\$ 525.25	\$1,125.25	\$2,325.25
Juanita Zeigler	\$ 1,652.50	\$ 147.50	\$ 747.50	\$1,347.50	\$1,947.50	\$3,147.50
Mary Jane Loy	\$ 1,210.50	\$ 589.50	\$1,189.50	\$1,789.50	\$2,389.50	\$3,589.50
Angela Yancey	\$ 1,201.00	\$ 599.00	\$1,199.00	\$1,799.00	\$2,399.00	\$3,599.00
Donna Parker	\$ 1,059.30	\$ 740.70	\$1,340.70	\$1,940.70	\$2,540.70	\$3,740.70
Luree Hendrick	\$ 808.50	\$ 991.50	\$1,591.50	\$2,191.50	\$2,791.50	\$3,991.50
Danielle Taylor	\$ 744.50	\$1,055.50	\$1,655.50	\$2,255.50	\$2,855.50	\$4,055.50
Judy Snyder	\$ 690.00	\$1,110.00	\$1,710.00	\$2,310.00	\$2,910.00	\$4,110.00
Lorie McCuller	\$ 687.00	\$1,113.00	\$1,713.00	\$2,313.00	\$2,913.00	\$4,113.00
Hilary Pogasic	\$ 687.00	\$1,113.00	\$1,713.00	\$2,313.00	\$2,913.00	\$4,113.00
Rhonda Wallace	\$ 671.50	\$1,128.50	\$1,728.50	\$2,328.50	\$2,928.50	\$4,128.50
Adana Hooten	\$ 632.40	\$1,167.60	\$1,767.60	\$2,367.60	\$2,967.60	\$4,167.60
Sandra Clark	\$ 589.00	\$1,211.00	\$1,811.00	\$2,411.00	\$3,011.00	\$4,211.00
Bonita Beasley	\$ 573.00	\$1,227.00	\$1,827.00	\$2,427.00	\$3,027.00	\$4,227.00
Deborah Hipp	\$ 564.40	\$1,235.60	\$1,835.60	\$2,435.60	\$3,035.60	\$4,235.60
Tara Hartley	\$ 561.50	\$1,238.50	\$1,838.50	\$2,438.50	\$3,038.50	\$4,238.50
April Weiss	\$ 540.00	\$1,260.00	\$1,860.00	\$2,460.00	\$3,060.00	\$4,260.00
Leah Gillespie	\$ 519.00	\$1,281.00	\$1,881.00	\$2,481.00	\$3,081.00	\$4,281.00
Carol Rosenberger	\$ 518.00	\$1,282.00	\$1,882.00	\$2,482.00	\$3,082.00	\$4,282.00
Annie Rupp	\$ 505.00	\$1,295.00	\$1,895.00	\$2,495.00	\$3,095.00	\$4,295.00



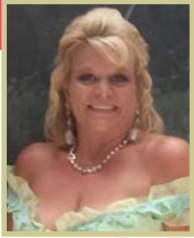
DIQ'S INVITED - 8 ACTIVE

Fantastic news for our aspiring DIQs - the invitation is open, and guess what? You've still got time! The magic number? 8 active team members by December 31st.

Whether you're just a step away or starting from scratch, rest assured, it's never too late. If the dream of leadership is burning within you, reach out to me today. Together, we'll craft a personalized strategy that aligns perfectly with your Mary Kay business. Success is not a distant goal - it's just around the corner!

Reaching for the Ring

TOP IN SALES COMPANY COURT OF SALES



Carol
Scarbro



Sharon
Albarano



Kathleen
Moran



Donna
Parker



Juanita
Zeigler

CONSULTANT

Carol Scarbro
Sharon Albarano
Kathleen Moran
Donna Parker
Juanita Zeigler
Annie Rupp
Angela Yancey
Mary Jane Loy
Hilary Pogasic
Deborah Hipp

YTD RETAIL

\$11,736.00
\$10,057.00
\$ 9,081.00
\$ 5,097.00
\$ 3,305.00
\$ 3,030.00
\$ 2,887.00
\$ 2,794.00
\$ 2,793.00
\$ 2,508.00

TOP IN SHARING COMPANY COURT OF SHARING



Deborah Hipp



Sharon Albarano



This could be YOU!

RECRUITER

Deborah Hipp
Sharon Albarano

NEW TEAM MBERS

1
1

YTD COMMISION

\$ 96.00
\$ 48.00

National COURT OF SALES



NATIONAL

\$40,000 rs/ \$20,000 whsl

AREA

\$20,000 rs/ \$10,000 whsl

UNIT

\$10,000 rs/ \$5,000 whsl

National COURT OF SHARING



NATIONAL

24 Team Members

AREA

12 Team Members

UNIT

6 Team Members

Celebrating You!

JANUARY BIRTHDAYS

CONSULTANT	DATE	CONSULTANT	DATE
Mary Lynn Carnovale	2	Mary Ann Demuling	19
Ellen Kelly	5	Patricia Czulewicz	24
Joanna Cordova	7	Lisa Guiser	24
Angie Freeman	8	Michele Link	24
Lucinda Updyke	15	Stephanie Owens	27
Nicole Smith	17		

MK ANNIVERSARIES

CONSULTANT	YEARS	CONSULTANT	YEARS
Kelly Perfect	27	Carol Scarbro	19
Jewell Guyer	27	Amy Brunner	18
Deborah Keith	23	Lucinda Updyke	18
Rachel Vogel	22	Heather Guisewhite	17
Letitia Neuder	22	Linda Walter	16
Lori Rimbeck	21	Sandra Clark	15
Stacy Huntzinger	21	Rhonda Myers	15
Virginia Caramana	21	Bethany Reed	14
Joanna Cordova	20	Rosemary Weigman	1

LOOK WHO INVESTED

Carol Scarbro	\$ 1,282.55	Letitia Neuder	\$ 294.00	Nicole Smith	\$ 227.50
Angela Yancey	\$ 1,201.00	Catherine Marshall	\$ 286.00	Carol Bores	\$ 226.50
Kathleen Moran	\$ 1,174.50	Joanna Cordova	\$ 279.00	Mary Jo Fiore	\$ 225.00
Sharon Albarano	\$ 875.90	Lisa Tomiczek	\$ 277.50	Leah Gillespie	\$ 214.00
Rhonda Wallace	\$ 671.50	Erin Eckhard	\$ 268.50	Deborah Flanagan	\$ 191.20
Juanita Zeigler	\$ 627.50	Carol Rosenberger	\$ 259.50	Shelly Vaughan	\$ 157.20
Donna Parker	\$ 618.80	Carol Staebler	\$ 255.50	Sandra Clark	\$ 143.00
Adana Hooten	\$ 529.40	Lisa Bates	\$ 254.00	Ellen Kelly	\$ 141.40
Paula Nedock	\$ 432.00	Kate Griffey	\$ 254.00	Donna Crawford	\$ 131.40
Heather Guisewhite	\$ 415.00	Deborah Hipp	\$ 253.40	Judy Coutts	\$ 115.00
Hilary Pogasic	\$ 406.00	Rachel Vogel	\$ 251.00	Dawn Steinbugl	\$ 113.00
Lori Rimbeck	\$ 393.00	Susan Pillot	\$ 240.50	Judy Snyder	\$ 106.00
Pam Harrison	\$ 371.00	Stephanie Williams	\$ 232.50	April Weiss	\$ 97.00
Gail Nevitt	\$ 364.00	Rosemary Weigman	\$ 232.20	Faith Palumbo	\$ 89.00
Bonita Beasley	\$ 345.00	Susan Sunvold	\$ 232.00	Debbie Seib	\$ 37.50
Annie Rupp	\$ 322.50	Sandra Black	\$ 231.50	Luree Hendrick	\$ 33.00
Barb Feltenberger	\$ 311.00	Lorie McCuller	\$ 231.00	ON-TARGET for Year Long Consistency	
Shari Repoff	\$ 300.00	Kelly Perfect	\$ 231.00		

LOVE CHECKS

Luree Hendrick	\$209.96	8%	Kathleen Moran	\$ 64.55	4%	Carol Scarbro	\$ 9.26	4%
Judy Snyder	\$178.46	8%	Donna Parker	\$ 53.24	8%	Mary Jo Fiore	\$ 8.56	4%
Deborah Hipp	\$125.40	8%	Kate Griffey	\$ 9.30	8%	Connie Russo	\$710.11	13%
Sharon Albarano	\$ 52.56	4%						

Does not include Unit Commissions and Bonuses



Steppin' Up The Ladder



SENIOR CONSULTANT

1-2 Active Team Members
4% Commissions
Earn \$50 Team Building Bonuses

Sharon Albarano
Genie Bilko
Mary Jo Fiore
Kate Griffey
Bethany Reed
Carol Scarbro



STAR TEAM BUILDER

3-4 Active Team Members
4, 6 or 8% Commissions
50% Discount on Red Jacket
\$50 Team Building Bonuses



Luree Hendrick
Deborah Hipp
Kathleen Moran
Judy Snyder



TEAM LEADER/ ELITE TEAM LEADER/DIQ

5+ Active Team Members
9 or 13% Commissions
\$50 Team Building Bonuses
Earn use of Career Car/ Cash Compensation
5% Second -Tier Team Commission (Elite/DIQ)



Donna Parker

DIRECTOR

4, 9, or 13% Personal Commissions
9, 13 or 23% Unit Commissions
\$100 Team Building Bonuses
Unit Bonuses
Earn use of Career Car/
Cash Compensation



Connie Russo

2024 NEW YEAR, NEW YOU PARTY

Give your skin the attention it deserves. Add more color to your look. I can help you achieve all of your skin care resolutions in 2024!

01 January
S M T W T F S
1 2 3 4 5 6
7 8 9 10 11 12 13
14 15 16 17 18 19 20
21 22 23 24 25 26 27
28 29 30 31

New Year New You
2024

Contact me today
Learn new beauty secrets

Download

As we get ready to step into a brand new year, it's the perfect time to inspire and empower your customers with a "New Year, New You" beauty experience!

Why Host a New Year, New You Party?

1. Fresh Start: Everyone loves a fresh start, especially when it comes to their beauty routine.
2. Self-Care Celebration: Show them how Mary Kay products can be a part of their daily self-care routine.
3. Expert Tips & Tricks: Share your expertise! Offer personalized beauty tips and tricks to help them achieve their beauty goals in the coming year.
4. Exclusive Offers: Create exclusive New Year bundles or discounts to motivate your customers to kick off the year with a Mary Kay makeover.

Make this New Year, New You party a celebration of beauty, empowerment, and a fabulous start to 2024!

A BEAUTY BRIEFING WITH Connie

If your actions
inspire others to
dream more, *learn* more,
do more and *become* more,
you **ARE** a leader.

~ John Quincy Adams



Ready to enhance your customers' beauty experience? Enroll them in the Spring Preferred Customer Program starting on 12/19! They'll receive their exclusive Spring Look Book, and you'll enjoy early ordering privileges - saving both time and money!



WELCOME
NEW
CONSULTANTS

Shari Repoff

From ERIE PA

Sponsored by Donna Parker

The holiday season is well underway, Quarter 2 is coming to a close, and we are nearly halfway through our Soar Like Never Before challenge! This month our theme is "Glow with Gratitude", what a perfect time to embrace your Pink Passion and let your light shine!

A few ideas to embrace your pink passion this month:

Try a new product - Have you had a chance to try the reimaged Miracle Set, the improved formula Oil-Free Makeup Remover, new Waterproof eyeliners, or one of our sensational Limited-Edition products?

Showcase your favorites - With so many best sellers and Good Housekeeping Seal of Approval winners, be sure to share YOUR favorites. Share your favorites at parties, one on one facials, product demos or on social media. Your customers want to hear from YOU!

Shop from your own store - A great way to support your business is to shop your business. Who would you like to celebrate this month with a gift of wonderful skincare or top-notch beauty products?

Share the opportunity - One of the best ways to honor Mary Kay is to share your passion and dream with others. Maybe your pink passion is full-time, part-time, or somewhere in between, give someone else the opportunity to dream with their vision by sharing how Mary Kay "Just Fits".

And of course, as you are winding down 2023, keep looking ahead to the New Year, spend time with family and friends, indulge in well-deserved self-care and marvel at the magic of the season.

I truly appreciate you and look forward as we SOAR into the new year together!

Love and belief,

Connie

MK SITES UNAVAILABLE FOR MAINTENANCE



Heads up! Please note that all Mary Kay websites will be temporarily unavailable on the following dates:

- December 16th to December 17th
- December 24th to December 25th


During these brief periods, MK online platforms will be undergoing changes and maintenance to enhance your overall experience. Be sure to plan your online activities around these dates and finalize any transactions or checkouts before the maintenance window begins.

Details

CELEBRATE. AMAZE. SPARKLE.

DECEMBER

- Continue to hold virtual or in-person beauty experiences, skin care parties and open houses.
- Sell through your giftables and holiday products. Carry products with you throughout the month; you may be surprised at how many people you can sell to as you are out and about.
- Offer holiday-themed beauty experiences and skin care parties. For example: You could offer your customers a holiday makeover party where they can invite some of their friends and get ready together before a festive night out.
- Review your customers' holiday wish lists, and connect with those buying gifts for them.
- Book New Year, New You! makeovers for January to keep your holiday momentum going into the new year.
- As always, thank everyone who purchased from you this holiday season by sending them a thank-you message. This is a great way to follow up with your customers and ask if there is anything else you can help them with. You can also include a link to the *Mary Kay*® Interactive Catalog in your thank-you message to see if there are any more holiday products that catch their eyes.
- This is also a good time to ask them if starting a Mary Kay business can fit into their lives. Consider sharing one of the *Why It Just Fits* videos with potential team members.



“Behind every achievement, large or small, lies a plan. If you really want to get things done, the sooner you learn how to plan, the better.”

– Mary Kay Ash



9 Great Reasons

to start a MK Business
This Holiday Season

Pink
SUCCESS



Get your gifts
for friends and family
(and yourself!)
at 50% off



Earn extra spending
money for your
holiday shopping - debt
free holiday!



You could earn prizes just
for running your business -
who doesn't love extra
presents?



MK products are
consumable, meaning
with every holiday sale,
you are building a
reorder business for the
rest of the year!



You can sell in a variety
of ways - online, in
person, with Look Books,
on social media, and
via text.



You can have a
temporary holiday
business, or continue on
through the year - it's up
to you!



MK has products for
everyone - skincare,
cosmetics, fragrance, &
men's products, so you
can sell to anyone!



You make your own
schedule, fit it in where
you can and balance
with family!



You're in business for
yourself - but not by
yourself. Your sales
director can help you
build a holiday sales plan
to meet your goals!

50% off



One Item of Your Choice for Every \$50 Purchase

(\$200 purchase = 4 1/2 price specials)



TimeWise Repair Volu-Firm The Go Set



~~\$38~~ \$19

Take along this travel-sized Go Set, and you'll go for the beautiful results! The set is your advanced age-fighting ingredient powerhouse.

TimeWise Miracle Go Set



~~\$28~~ \$14

Take your TimeWise® Miracle Set® to go, and never leave home without its age-defying benefits. It defends, delays and delivers for younger-looking skin. Available in Normal/Dry or Combo/Oily formula.

ClearProof Go Set



Clinically shown to provide clearer skin in 7 days!

~~\$24~~ \$12

Vintage Look

A complete neutral look perfect for the month including 4 eyeshadows & petite palette.



~~\$42~~ \$21

Naturally Moisturizing Stick

Get immediate relief from dryness in a totable, targeted balm. Skin feels nourished, soothed and softer after use. Can use on face, lips, elbows, heels!



~~\$30~~ \$15

Makeup Finishing Spray

Avoid makeup meltdown. Staying power up to 16 hours.



~~\$20~~ \$10

Satin Body Whipped Body Cream

Rich, luxurious indulgence will keep skin moisturized for 24 hours. (White Tea & Citrus Fragrance)



~~\$24~~ \$12

All Over Eye Shadow Brush

Fits naturally into the eyelid's delicate contours for easy blending.



~~\$12~~ \$6

Thinking of You Eau de Parfum



Turn a moment into a memory with a scent that captures the emotions that connect us all and makes the perfect gift.

~~\$36~~ \$18

Domain Cologne Spray

Its scent is like "a breath of fresh air." It is in the fresh fougère fragrance family & features a contemporary blend of outdoor notes.



~~\$42~~ \$21

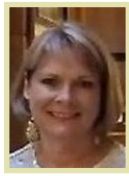
Supreme Hydrating Lipstick

Immediate hydration and shades for all skin tones.



~~\$18~~ \$9

Russo's Risers



Connie Russo

107 Quince Court
Hollidaysburg, PA 16648
814.312.2106

important dates

Sunday Night Zooms

Unit calls with Julie Crusciel—8pm
Zoom ID: 814 886 3975

Dec 15 - Quarter 2 Ends

Dec 16 - Quarter 3 Begins

Dec 16, 17 - No Access to Mary Kay systems*

Dec 18 - Mary Kay systems available

Dec 19 - Spring PCP Begins

Dec 24, 25 - No Access to Mary Kay systems*

Dec 25 - Merry Christmas

Dec 26 - Mary Kay systems available

Dec 29 - Last day to place telephone orders

Dec 31 - Last day to place on-line orders

Jan 1 - New Year's Day

Jan 6 - Dawn Dunn January Jumpstart

Call Connie for Information

Jan 30 - Last day to place telephone orders

Jan 31 - Last day to place on-line orders

*No access to Mary Kay InTouch, Online
Ordering Mary Kay Personal Web Site,
marykay.com and all apps that integrate with
Mary Kay systems.



When you order \$600+ whsl in
DECEMBER, you will receive this pink
JEWELRY CASE
from the *Soar Like Never Before* Collection.



Earn the Year Long Consistency Challenge
MOTHER OF PEARL FACE WATCH
when you achieve the *Soar Like Never Before*
Challenges each month,
July 2023 through June 2024.