



THE EAGLES NEST NEWS



We're so much fun to be around, we've become the talk of the town.

February 2016 Recognition & Results



Top Love Check
Shoshana
Wright



Sharing Queen
Dana
Hammond



YTD Sharing Queen
Shoshana
Wright



YTD Retail Queen
Sharon
Matthews

Congrats Top Wholesale Orders For February



Marianela Leonard



Sharon Matthews



Diane Mclauchlin



Please Email Me Your Photo

Maria Curry



Please Email Me Your Photo

Regina McCullen

We're looking for more red jackets!
Are you ready to
move on up today?



Dear Legendary Eagles,

I am so excited about making this one of our best months ever! Because of St. Patrick's Day, people talk about luck and green a lot this month. Let's make that our focus: making our own luck by sharing the career opportunity and holding selling appointments to share our new products and put more green in our pockets! Mary Kay's offering a super cute gift with purchase this month for orders over \$450, so make sure to place your orders now and hopefully finish up your star for this quarter! Our limited-edition products have made quite an impression so far on all my customers. I hope you are out there holding classes and selling them like crazy too! By working full circle, those selling appointments turn into interviews in a snap at her follow-up-facial-turned-class! Make sure to start calling and booking as many classes as you can, since we're sure to turn up the heat when we get back from Career Conference.

I am so excited about Mary Kay's Summer of Reds Promotion. Maybe you aren't ready to fully commit to becoming a Mary Kay Sales Director. Well, this is the promotion for you! It challenges you to step on up and reach past your comfort zone to meet a production goal, but it's smaller than DIQ requirements, so it's a great start to develop new habits. In no time you'll be on your way to fulfilling your dreams and making this your best year ever. I can just see you debuting on stage at Seminar 2016! Can you see it? Choose to break your goal down into bite-sized pieces that are attainable, and achieve them. I believe you can accomplish anything you desire by just backing it up with action. You are a superstar- isn't it time you showed the world just how bright you are?

Spring brings growth, beauty and a fresh start. I know that this month will be one of our best because so many of you are ready to make a difference. We have such amazing women in our unit. When you add that to Mary Kay's motto to enrich women's lives, you have such an incredible platform for changing each woman's life you come across. It may be as simple as teaching her a new beauty technique that makes her feel good, or as powerful as sharing the career opportunity that allows her to become a million dollar sales director. I leave you with a wonderful quote by Mary Kay Ash, "We must have a theme, a goal, a purpose in our lives. If you don't know where you are aiming, you don't have a goal. My goal is to live my life in such a way that when I die, someone can say, 'She cared.'" I believe in you!

Love and Belief, Nancy

12 QUESTIONS TO PLAN MY PERSONAL BEST YEAR

1. How are you feeling about your business right now?
2. What would you need to achieve in the new seminar year to feel really good about yourself?
3. Why is this particular goal meaningful for you now?
4. What are you determined to hold weekly in personal selling and recruiting business to support this goal?
5. What potential obstacles do you foresee?
6. What will you do when you encounter those?
7. What role do you want me to play in support of you as your director? (Build confidence, personal accountability)
8. What system do you have in place to keep you focused on this goal?
9. Specifically how many selling and team building appointments are needed to stay on your date book at all times, regardless of life circumstances and how you are personally feeling?
10. What do you have now for the next 7-10 days in personal business?
11. What is your next correct step?
12. How do you plan to hold yourself accountable?



Have you made a commitment to move your business forward? You'll look so great in your new red jacket! Will you choose to climb the career path in style?

Decide on the goal. Put a date on it. Decide how many personal classes and interviews it will take to reach your goal. Book selling & sharing appointments for the next 2 weeks. Get support systems organized and ask your family for help! Make a goal poster and post it in your office. Practice your positive affirmations. Set up coaching time with me this week!

Share The Things You Love This Year! Our Top 5 Stars and Future Stars This Quarter



Please Email Me Your Photo



Deborah
Brooks
Sapphire



Marianela
Leonard
Sapphire



Diane
Mclauchlin
On-Target



Portia
Boyce
On-Target



Sharon
Matthews
On-Target

Top 20 Consultants Who Invested in Their Business in February

Marianela Leonard	\$1,842.50
Sharon Matthews	\$841.50
Diane Mclauchlin	\$762.00
Maria Curry	\$713.00
Regina McCullen	\$626.00
Cheryll Wells	\$608.50
Deborah Brooks	\$581.00
Alice Rodriguez	\$541.00
Dorothy Jackson	\$467.00
Shoshana Wright	\$463.75
Bridgette Rodgers	\$437.50
Portia Boyce	\$423.50
Dana Hammond	\$405.00
Gay Fields	\$395.50
Elizabeth Key	\$373.50
Tracy Galloway-Galpin	\$334.50
Katrena Bostwick	\$319.25
Nikki Carlile	\$317.00
Mary Choate	\$306.00
Beverly Campisi	\$293.50

Congratulations On-Target Stars:

Here's how much you need to finish your next star by 3/15/16

Star Achieved	Name	Current Wholesale	WS Needed for Next Star
Sapphire	Deborah Brooks	\$1,982	\$418
Sapphire	Marianela Leonard	\$1,843	\$557
	Diane Mclauchlin	\$1,654	\$146
	Portia Boyce	\$1,622	\$178
	Sharon Matthews	\$1,478	\$322
	Dana Hammond	\$1,146	\$654
	Maria Curry	\$1,130	\$670
	Shoshana Wright	\$1,100	\$700
	Kendra Moore	\$1,037	\$763
	Regina Hatcher	\$922	\$878
	Beverly Campisi	\$882	\$918
	Earlene Bates	\$775	\$1,025
	Tracy Galloway-Galpin	\$694	\$1,106
	Regina McCullen	\$626	\$1,174
	Elizabeth Key	\$625	\$1,175
	Cheryll Wells	\$609	\$1,191
	Kyrah Durden	\$602	\$1,198
	Alice Rodriguez	\$541	\$1,259
	Cathy Grant	\$526	\$1,274
	Margaret Houtsma	\$492	\$1,308
	Bridgette Rodgers	\$488	\$1,312
	Katherine Adams	\$488	\$1,312
	Christi Lancaster Williams	\$475	\$1,325
	Debra Pomato	\$475	\$1,325
	Dorothy Jackson	\$467	\$1,333



discover what you

LOVE

About Wearing Red!
Share the MK
opportunity today!

Recruiters and Their Teams

Star Team Builders

Cathy Grant

Dorothy Jackson
 Fran Freeland
 Marvalon Robinson

* Dorothea Bunting
 * Lawanda Kyles
 * Miranda Combs

Dana Hammond

Amariah Daniels
 Patricia Devers
 Tynikka Bowie
 * Bernadette Crawford
 * Chaneria McClain
 * Dannicia Noel
 * Karrie Mosley
 * Ki'Daja Whitmire
 * LaRhonda Carter
 * Markeisha Lee
 * Mesha Quinney
 * Michelle Henry
 * Rose Ingram
 * Roshanda McClain

Diane Mclauchlin

C. Lancaster William
 Jennifer Jones
 Mary Aaron
 Tashana Jones-Morgan
 * Cornelia Crittenden
 * Wilma Frye

Vivian Smith

Adonis Pleasant
 Darlene Beckett
 Rose Graham
 * Kathleen Middleton
 * Rhonique Randall
 * Rochelle Cottingham

Wilma Day

Frankie Rogers

Marilyn Kahn

Vickie Chambers

* Diana Kovacs

* Yolanda Arredondo

Senior Consultants

Adonis Pleasant

Amanda Hernandez
 Katherine Adams

* Alexis Alejandro

* Amber Muniz

* Bailey Cain

* Bernetta Watkins

* Colette Cofield

* Courtney Christenson

* Emily Firebaugh

* Erica Alvarez

* Laura Zinn

* Lauren Fisher

* Lupita Cruz

* Mickinzy Beck

* Samantha Edwards

* Selena Coronado

Jane Lake

Kena Hamilton

Portia Boyce

* Robin Myrick

Lenette Reese

Kendra Moore

Mary Aaron

Katrena Bostwick

Portia Boyce

Tamara Jacobs

Regina Hatcher

Yvette Reid

* Lorenzo McFarland

* Terrance Phillips

* Tynisa Grant

Robin Myrick

Lisha Blust

Akiesha George

Christina Gallo

* Gail Sawney

Beverly Campisi

Bridgette Rodgers

Evelyn Urbanosky

Dorothy Jackson

Roxie Fields

Earlene Bates

Denise Herrold

Jessica Whitley

* Patricia Strunk

* Paula Slagle

* Susan Hobbs

Shoshana Wright

Deborah Brooks

Maria Curry

* Anissa Simmons

* Carol Bankhead

* Jacyntha-Lucia Pato

Tashana Jones-Morgan

A. Arrington-Ingram

* Cynthia Rogers

* Jaquada Wilkinson

* Menzena Miller

* Shinsia Sharp

* Tanya McCallister

Tracy Galloway-Galpi

Sharon Galloway

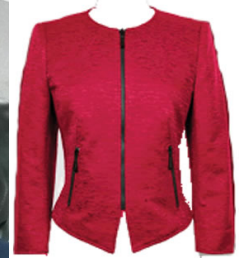
* Rachel Williams

Top Love Checks



Shoshana Wright

Dana Hammond



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Kay Mahoney

4% Recruiter Commission

Shoshana Wright
 Dana Hammond
 Kay Mahoney
 Diane Mclauchlin
 Cathy Grant
 Beverly Campisi
 Adonis Pleasant
 Mary Aaron
 Tracy Galloway-Galpin
 Portia Boyce
 Dorothy Jackson

Welcome New Consultants

Name:

Regina McCullen
 Wilma Frye
 Amariah Daniels
 LaRhonda Carter
 Tynikka Bowie
 Laura Zinn
 Mickinzy Beck

Sponsored By:

Nancy Pettaway
 Diane Mclauchlin
 Dana Hammond
 Dana Hammond
 Dana Hammond
 Adonis Pleasant
 Adonis Pleasant

Welcome Back Consultants

Vickie Chambers
 Amanda Hernandez
 Shirlene Pack

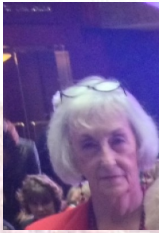


LOOK WHO'S RACING FOR RED!



Please Email Me Your Photo

Vivian Smith
Star Team Builder



Wilma Day
Star Team Builder



Cathy Grant
Star Team Builder



Dana Hammond
Star Team Builder



Diane Mclauchlin
Star Team Builder



Kena Hamilton
Senior Consultant



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Tracy Galloway-Galpi
Senior Consultant



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Lenette Reese
Senior Consultant



Adonis Pleasant
Senior Consultant



Mary Aaron
Senior Consultant



Please Email Me Your Photo

Akiesha George
Senior Consultant



Portia Boyce
Senior Consultant



Please Email Me Your Photo

Beverly Campisi
Senior Consultant



Regina Hatcher
Senior Consultant



Dorothy Jackson
Senior Consultant



Please Email Me Your Photo

Robin Myrick
Senior Consultant



Please Email Me Your Photo

Earlene Bates
Senior Consultant



Shoshana Wright
Senior Consultant



Please Email Me Your Photo

Kay Mahoney
Senior Consultant



Tashana Jones-Morgan
Senior Consultant



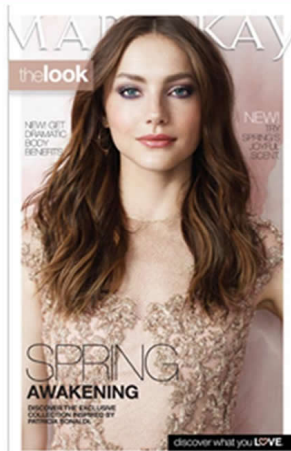
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This Could Be You



PCP Participants:

- Shoshana Wright
- Jerrie Worley
- Sheryl Sanchez
- Diane Mclauchlin
- C. Lancaster William
- Marilyn Kahn
- Dorothy Jackson
- Sandra Harwell
- Dana Hammond
- Cathy Grant
- Christina Gallo
- Portia Boyce
- Katherine Adams
- Nancy Pettaway



April Birthdays		April Anniversaries	
Janelle Hill	8	Earlene Bates	33
Jessica Whitley	3	Bridgette Rodgers	27
Denise Granados	13	Karen Williams	14
Jacqueline Campbell	13	Regina Dunlap	13
Brittney Loveless	14	Jerrie Worley	13
Maggin Morgan	18	Yolanda Arredondo	12
Debra Walton	21	Janelle Hill	8
Rochelle Duncan	23	Lawanda Kyles	6
Sandra Harwell	23	Kena Hamilton	5
Diane Mclauchlin	25	Debra Crichlow	5
Susan Stevens	27	Kathleen Middleton	4
Donann Kelley	30	Tynisa Grant	3
		Jacqueline Campbell	3
		Ernestine Palos	3
		Calandra J Eddington	3
		Gwendolyn Jones	2
		Emily Firebaugh	2
		Chrystal Murphy	2
		C. Lancaster William	2
		Carla Harris	1
		Christina J Anderson	1
		Cynthia Doe	1
		Menzena Miller	1
		Narrishia S Chandler	1
		Vilmarie Lopez	1
		Akiesha George	1

It's time to step on out and move on up! Climb the career ladder and make your way to the top today!



Spring is a time to find out where you are, who you are, and move toward where you are going.

~Penelope Trunk

discover what you **LOVE**

Which

Seminar Award

Will You Choose?



Our Top 5
YTD
Personal
Retail Court
According
to MK
Orders



Sharon
Matthews



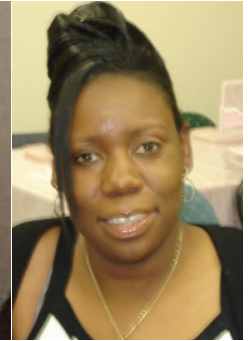
Portia
Boyce



Diane
Mclauchlin



Dorothy
Jackson



Cathy
Grant

Year to Date Retail Court

1 Sharon Matthews	\$15,071.00
2 Portia Boyce	\$13,144.00
3 Diane Mclauchlin	\$11,401.50
4 Dorothy Jackson	\$7,485.00
5 Cathy Grant	\$7,375.00
6 Alice Rodriguez	\$7,344.00
7 Dana Hammond	\$7,122.00
8 Marianela Leonard	\$7,106.00
9 C. Lancaster William	\$6,531.00
10 Shoshana Wright	\$6,196.50
11 Jerrie Worley	\$6,056.50
12 Tracy Galloway-Galpin	\$4,826.00
13 Gay Fields	\$4,751.00
14 Beverly Campisi	\$4,341.50
15 Mary Choate	\$4,304.50
16 Adonis Pleasant	\$4,071.00
17 Elizabeth Key	\$3,868.00
18 Earlene Bates	\$3,400.50
19 Deborah Brooks	\$3,200.00
20 Mary Aaron	\$3,175.00

Year to Date Sharing Court



Shoshana
Wright
2 Qualified
\$89.48



Kena
Hamilton
1 Qualified
\$170.58



Please Email Me Your Photo

Lenette
Reese
1 Qualified
\$36.42

Sharing the opportunity can take you anywhere you want to go! Be in the Queen's Court of Sharing with 24 new qualified personal team members this year!



Discover What You Love This Year by Sharing It With Others!

Summer of Reds

MARCH 1 – MAY 31, 2016

Stand out in sophisticated style!

These fabulous bracelets are yours when you:

- 1 Sell the Product.
- 2 Build Your Team.
- 3 Move Up the Mary Kay Career Path!



One Month
Crystal Bracelet

Two Months
Ruby Bracelet

Three Months
Onyx Bracelet

How It Works

		Who ▶	Star Team Builders* (3 to 4 active [†] team members)	Team Leaders* (5 to 7 active [†] team members)	Future Independent Sales Directors* (8 or more active [†] team members)
		Do This ▶	\$1,200 cumulative team production**	\$1,800 cumulative team production**	\$2,400 cumulative team production**
PERIOD March 1 – May 31	Any One Month Receive ▶	Crystal Bracelet	Crystal Bracelet	Crystal Bracelet	Crystal Bracelet
	Any Two Months Receive ▶	Ruby Bracelet	Ruby Bracelet	Ruby Bracelet	Ruby Bracelet
	All Three Months Receive ▶	Onyx Bracelet	Onyx Bracelet	Onyx Bracelet	Onyx Bracelet



Consistency Pays!

Earn this fabulous tote when you achieve all three months of the contest. It's waiting for you at Seminar 2016 at the prize party. Check *Mary Kay InTouch*® for contest prizes and details.

Independent Sales Directors: You can win too! Just have a minimum three **unit members** achieve the challenge within each month to get the same bracelet your unit member receives.

*Career path status will be determined as of the last day of the month.

†An Independent Beauty Consultant is considered active in the month a minimum \$225 wholesale Section 1 order is received and accepted by the Company and in the following two calendar months.

**Cumulative team production is the combination of your personal wholesale Section 1 production and your personal team members' wholesale Section 1 production.

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RACE FOR RED

TEAM BUILDING!

Working with Marketing Videos/DVD's as Recruiting Tools!!

1. **Set a Goal!** How many Team Members do I want to add? How many people do I want to watch the DVD or online videos or listen to the CD?
2. **Set a Time Frame.** Enthuse your prospect to watch within a 24-hour (max 48-hr.) time frame. Script: "Hi _____! I'm so excited! Do you have a quick minute? I've just started my career with Mary Kay and as a part of my training, I need to share some information about our company. My Director has asked me to select the warmest, sharpest, and most wonderful women I know to hear how we make money. (Name), with no obligation on either of our part, is there any reason why you wouldn't be willing to listen to an *entertaining DVD (OR) a CD you could listen to in your car*, and fill out a brief questionnaire? Can I count on you to help me out by just giving me your opinion?"
3. **Confirm Drop Off Time!** Drop off the CD or DVD. Provide her "free gift" (deluxe mini, lipstick, etc.) for listening within 24/48 hours. Establish "pickup" time— allow 30 minutes for practice interview.
4. Before the questionnaire, have her **go through The Look Book** to determine how much product she uses. Show benefit to "shopping" at wholesale for her personal use and her warm circle of friends and family. Go through the questionnaire. Ask the questions. Listen. Write her answers. (I will follow up on any questionnaires e-mailed or handed in to me by you). (Make copies of this handout for every interview.)
5. **Invite her to become a beauty consultant** by saying, "_____, I'd love to work with you. I'd be so proud to have you on my team and in our unit! I know you'd enjoy shopping for your cosmetics at wholesale and I know you'd love sharing them with your friends and family. Is there any reason why we couldn't go ahead and get your showcase ordered? How would you like to take care of it? MC/Visa/Discover/Personal Check?" (DON'T PAUSE UNTIL YOU FINISH.).
6. **Give her the next step...**
 - If the answer is NO, or "No, not now," shake hands and get a commitment from her that if and when she does ever come into Mary Kay, that it would be on your team. Book her for a skin care class. Ask for a referral. "_____, now that you know the qualities we're looking for in a consultant and know more about our company, who do you know who might want some free product samples who would be willing to listen to my tape this week... come to my success event... need some materials by mail if out of town?"
 - If the answer is YES, give her the next step— Success Meeting Location- (so you can pin and introduce her)- Ask her what she is most excited about. (Do not go into Inventory; go 1 step at a time)- Make sure she is on our Skin Care, Glamour & Body Products. (Sell to her at retail and/or after orientation work with her to get her order in.) Congratulations! Make sure to call me immediately after you get her signed agreement!

Do you want to join us at Seminar 2016? Do you want to be driving free in the new year? Is your goal to be a Team Leader? You can achieve whatever position you believe is possible! It's time to begin! You can begin DIQ when you return from Career Conference and finish Directorship by Seminar! There are so many great reasons to finish directorship by July! You can have it all by working consistently and beginning today!

Naturally, I believe that bringing people to Success Night is a wonderful thing to do, but for those people who you just can't pin down to a time— we've got CDs & DVDs! Listen to them all first yourself. Then select people to hear it. Review the tips listed to ensure that you make the most with your efforts! I'm eager to hear from you! I want you to have every advantage possible in building your business! I'm supporting your success!

DARE TO DREAM!



Mary Kay Dates to Remember:

- **April 1:** Online DIQ commitment form available beginning 12:01 am Central time until midnight on the 3rd.
- **April 15:** Tax Day!
- **April 18:** PCP last day to enroll online for the Summer 2016 Look, including samples.
- **April 23:** Passover begins.
- **April 25:** Seminar 2016 priority registration opens to all NSDs at 8:30 am Central time. Seminar priority registration opens to qualified Emerald independent sales force members at 8:30 am Central time.
- **April 26:** Seminar 2016 priority registration opens to all qualified Diamond independent sales force members at 8:30 am Central time.
- **April 27:** Administrative Professional's Day! Seminar 2016 priority registration opens to all qualified Ruby independent sales force members at 8:30 am Central time.
- **April 28:** Seminar 2016 priority registration opens to all qualified Sapphire independent sales force members at 8:30 am Central time. Last day of the month for consultants to place telephone orders (until 10 pm Central time).
- **April 29:** Last business day of the month. Orders and agreements submitted by mail must be received today to count towards this month's production.
- **April 30:** Last day of the month for consultants to place online orders (until 9 pm Central time). Online agreements accepted until midnight Central time.



THE RACE IS ON:
KEEP YOUR EYES
ON THE PRIZE.



Star Consultant
Program

Dec. 16, 2015 -
March 15, 2016

MARY KAY



Make your own Luck this month!

"CONFIDENCE COMES FROM KNOWLEDGE. IF YOU KNOW YOUR JOB WELL, THEN YOU'LL HAVE THE CONFIDENCE TO DO IT WELL WHEN YOU GET OUT ON THE FIELD. YOU'VE GOT TO ANTICIPATE THE POSITIVE ELEMENT ALL THE TIME, BECAUSE ONCE YOU START THINKING ABOUT THE NEGATIVE POSSIBILITIES-THAT YOU MAY MISS THE SUPER BOWL, OR YOU MAY LOSE, YOU MAY BE FIRED NEXT WEEK-SUCH NEGATIVE THINKING DRASTICALLY REDUCES YOUR CHANCES OF ACHIEVING YOUR BEST. AND SO WE TRY TO THINK POSITIVELY."

BY: TOM LANDRY



NANCY PETTAWAY
 INDEPENDENT SENIOR SALES DIRECTOR OF
 NANCY'S LEGENDARY EAGLES

577 Crossland Dr
 Killeen, TX 76543
 Phone: (254) 394-4237
 npettaway@hotmail.com

Return Service Requested



Who will help us meet our
 Seminar 2016 Unit Goals?

Unit Team Building 25 New Unit
 Members

Unit wholesale production
 \$30,000

We're Young and Diverse!

- ◆ Did you know 47% of those starting a Mary Kay business in the U. S. in 2015 were between 18 – 34?
- ◆ And as our independent sales force grows younger, it's also more diverse! 51% who started a Mary Kay business in 2015 are Latina, Asian or African-American and comprise 33% of Mary Kay's overall independent sales force.
- ◆ Latinas make up 35% of new Independent Beauty Consultants and 22% of the Company's total sales force.

"Our unparalleled business opportunity appeals to a wide range of ages and backgrounds, and Millennials bring a unique set of talents and expectations," said Sara Friedman, Vice President of U.S. Marketing.

"These young women are tech-savvy and digitally connected. They're looking for flexibility -not a 9 to 5, one-size-fits-all position. A Mary Kay business can be customized to her individual goals, and our Company's established social media presence and leading edge digital technology are attractive business-building tools."

What does this mean for you?
Approach and work with women who are different than you. The Mary Kay opportunity and its benefits are universal for all women.



Early launch! Limited-edition Mary Kay Sun Care After-Sun Replenishing Gel. This popular spring/summer product launches in March on marykay.com, and will be featured to consumers in the May issue of The Look.



Plus, when you place a wholesale order of \$450 or more, you will receive this pretty pink cosmetic bag, so order today!

THE MARY KAY FOUNDATION CELEBRATING 20 YEARS

With your help, in 2015, The Mary Kay Foundation donated almost \$5 million to its two causes — ending domestic violence and funding research for cancers affecting women. This year, the Foundation celebrates its 20th anniversary. Mary Kay Ash said, "Appreciation is the oil that makes the wheels of progress turn." Go to <http://www.marykayfoundation.org> to learn more about how the Foundation is making a difference in the lives of women and children each day.

Operation Double Challenge Deadline is March 31

We're getting close! Help us reach \$50,000 this year!

Tax receipts for donations received through product orders will be included on the order packing slip.

