



# Salada's Soaring Eagles

Lisa Salada, Sales Director



January 2026, December 2025 Results

## Congratulations Monthly Achievers!



Queen of Sales  
Ambry Vela



#2 Sales  
Londa Hebert



#3 Sales  
Christina Weiss



Queen of Sharing  
Christine Christy

**POWER UP & GROW**

Order \$600 or more in wholesale Section 1 products\* in both months: November and December 2025 to earn 800 star credits.

**MARY KAY**  
**star consultant**  
*Program*

**800**  
star credits

## Welcome New Consultants!

New Consultant	From	Recruiter
Lauren Edwards	Abilene, TX	Christine Christy
Josephine Sanchez	Litchfield Park, AZ	Lisa Salada

## Power-Up Winners

These consultants earned the 800 star credits with their \$600+ wholesale orders in Nov. and Dec.

Ambry Vela  
Londa Hebert



# HAPPY New Year



## Planning for 2026

- Plan to work by marking in your date book the SPECIFIC dates & times you will work your business.
- Schedule and over schedule for those time slots. (Plan to schedule three appointments to have one hold. If you play the numbers you won't be disappointed!)
- Decide what you want—"Why am I doing this?" What is your personal why? What is your professional why? In what way do you want to add value to others through your business?
- Set your goals by determining what you want personally and what you would need to accomplish in your business to make that happen.
- Identify what systems/support you would need to put in place to create the time to work your business to make your goals happen. Write it down!
- Make a NEW visual/goal poster about your goals, color copy it and post it in 5 places where you are daily!
- Register for Career Conference in late January!
- Plan your Valentine's Day & Super Bowl promos & sales NOW!



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**PLAN YOUR WORK! YOU CAN'T HIT  
A TARGET UNLESS YOU IDENTIFY WHAT THE TARGET IS!!!**

*THE BEST WAY TO GET FROM POINT A TO POINT B IS A STRAIGHT LINE!*

POINT A — TODAY. It's where you are right now!

POINT B (June 30, 2026) — DETERMINE & **WRITE DOWN** WHAT YOU WILL ACCOMPLISH BY POINT B

**BREAK IT DOWN MONTH BY MONTH!**

- What must be done/accomplished in January?
- What must be done/accomplished in February?
- What must be done/accomplished in March?
- What must be done/accomplished in April?
- What must be done/accomplished in May?
- What must be done/accomplished in June?

POINT B — the end point: JUNE 30, 2026 —

- What does Point B look like?
- Feel like?
- WRITE IT DOWN NOW!
- SEE IT HAPPENING IN YOUR MIND'S EYE AS YOU WORK THROUGH BREAKING IT DOWN JAN-JUNE!

# Sparkling Stars

3rd Quarter 2026 Star Consultant Tracking: Dec. 16, 2025 — March 15, 2026

Star level currently achieved and amount needed for next star

Name	Current Wholesale	Sapphire \$1,800	Ruby \$2,400	Diamond \$3,000	Emerald \$3,600	Pearl \$4,800
Deborah Keebler	\$451.00	\$1,349.00	\$1,949.00	\$2,549.00	\$3,149.00	\$4,349.00
Jodi Fry	\$361.00	\$1,439.00	\$2,039.00	\$2,639.00	\$3,239.00	\$4,439.00
Christina Weiss	\$338.00	\$1,462.00	\$2,062.00	\$2,662.00	\$3,262.00	\$4,462.00
Lorna Hawley	\$328.00	\$1,472.00	\$2,072.00	\$2,672.00	\$3,272.00	\$4,472.00
Brandi Underwood	\$326.00	\$1,474.00	\$2,074.00	\$2,674.00	\$3,274.00	\$4,474.00
Lisa Losse	\$290.00	\$1,510.00	\$2,110.00	\$2,710.00	\$3,310.00	\$4,510.00
Diana Hood	\$268.00	\$1,532.00	\$2,132.00	\$2,732.00	\$3,332.00	\$4,532.00
Carrie Hendrix	\$267.00	\$1,533.00	\$2,133.00	\$2,733.00	\$3,333.00	\$4,533.00
Stacie Solis	\$243.00	\$1,557.00	\$2,157.00	\$2,757.00	\$3,357.00	\$4,557.00
Rebekah Griffin	\$226.00	\$1,574.00	\$2,174.00	\$2,774.00	\$3,374.00	\$4,574.00
Misty Fry	\$184.50	\$1,615.50	\$2,215.50	\$2,815.50	\$3,415.50	\$4,615.50
Trisha Hamilton	\$167.00	\$1,633.00	\$2,233.00	\$2,833.00	\$3,433.00	\$4,633.00
Lisa Salada	\$104.00	\$1,696.00	\$2,296.00	\$2,896.00	\$3,496.00	\$4,696.00
Cindra Ray Salisbury	\$85.00	\$1,715.00	\$2,315.00	\$2,915.00	\$3,515.00	\$4,715.00
Londa Hebert	\$32.00	\$1,768.00	\$2,368.00	\$2,968.00	\$3,568.00	\$4,768.00
Ambry Vela	\$30.00	\$1,770.00	\$2,370.00	\$2,970.00	\$3,570.00	\$4,770.00
Allyson Sapp	\$10.00	\$1,790.00	\$2,390.00	\$2,990.00	\$3,590.00	\$4,790.00

## 2<sup>ND</sup> QUARTER STARS

Ruby



Lisa Salada

Sapphire



Londa Hebert

Sapphire



Cindy Ray Salisbury

# Stand up and Shine!

SEMINAR  
AWARDS 2026  
DARE TO  
BE BOLD AND  
BRILLIANT!

## Queen's Court of Sales

Queen's Court of Sales qualification: \$45,000 in retail sales.

Achievers can earn a choice of one: Radiant Amethyst Ring or \$500 cash reward.

#	Name	YTD Total	National Queen's Court of Sales: \$45,000 Retail	Princess' Court of Sales: \$20,000 Retail	Unit Court of Sales: \$10,000 Retail
1	Lisa Losse	\$4,786.00	\$40,214.00	\$15,214.00	\$5,214.00
2	Londa Hebert	\$4,755.00	\$40,245.00	\$15,245.00	\$5,245.00
3	Cindra Ray Salisbury	\$4,660.00	\$40,340.00	\$15,340.00	\$5,340.00
4	Ambry Vela	\$4,560.00	\$40,440.00	\$15,440.00	\$5,440.00
5	Christina Weiss	\$4,278.00	\$40,722.00	\$15,722.00	\$5,722.00
6	Deborah Keebler	\$3,370.00	\$41,630.00	\$16,630.00	\$6,630.00
7	Allyson Sapp	\$3,262.00	\$41,738.00	\$16,738.00	\$6,738.00
8	Jodi Fry	\$3,168.00	\$41,832.00	\$16,832.00	\$6,832.00
9	Veronica Nino	\$3,102.00	\$41,898.00	\$16,898.00	\$6,898.00
10	Sueann Petersen	\$2,558.00	\$42,442.00	\$17,442.00	\$7,442.00
11	Janet Yelding	\$2,430.00	\$42,570.00	\$17,570.00	\$7,570.00
12	Carrie Hendrix	\$2,148.00	\$42,852.00	\$17,852.00	\$7,852.00
13	Angelica Martinez	\$2,007.00	\$42,993.00	\$17,993.00	\$7,993.00
14	Amy Murphy	\$1,994.00	\$43,006.00	\$18,006.00	\$8,006.00
15	Barbara Rollins	\$1,964.00	\$43,036.00	\$18,036.00	\$8,036.00
16	Trisha Hamilton	\$1,930.00	\$43,070.00	\$18,070.00	\$8,070.00
17	Lisa Hill	\$1,862.00	\$43,138.00	\$18,138.00	\$8,138.00
18	Stephanie VanDerKooi	\$1,758.00	\$43,242.00	\$18,242.00	\$8,242.00
19	Debra Lowry	\$1,695.00	\$43,305.00	\$18,305.00	\$8,305.00
20	Kristin Householder	\$1,660.00	\$43,340.00	\$18,340.00	\$8,340.00



Queen's Courts of Personal Sales Ring



Queens and Runners-Up of the Courts and Unit Sales

## Queen's Court of Sharing

Queen's Court of Sharing Requirement: 24 Qualified Personal Team Members.

Achievers can earn a choice of one: Bee Fabulous Diamond Bee Pin or \$525 cash reward.

Name	Sem Qual Team Member	Sem Recruiter Comm Earned
Lisa Salada	1	\$184.00



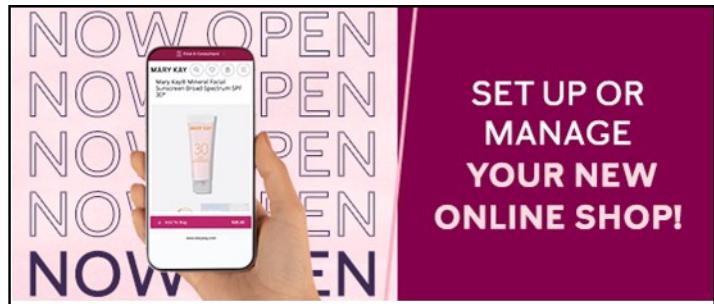
# Build Your Business

## Wholesale Investments

Name	Amount
Ambry Vela	\$906.50
Londa Hebert	\$621.00
Christina Weiss	\$543.00
Deborah Keebler	\$451.00
Barbara Rollins	\$416.00
Melanie Lerman	\$392.50
Veronica Nino	\$343.00
Lisa Losse	\$326.00
Allyson Sapp	\$304.50
Trisha Hamilton	\$287.00
Cindra Ray Salisbury	\$276.00
Carrie Hendrix	\$267.00
Jennifer Rachels	\$248.00
Lisa Hill	\$230.00
Christine Christy	\$225.00
Janet Yelding	\$225.00
Misty Fry	\$184.50
Kristin Householder	\$172.00
Debra Lowry	\$153.50
Angelica Martinez	\$153.00
Jodi Fry	\$79.00
Rebekah Griffin	\$13.00
Lisa Salada	\$535.00

## Team Building

Name	Recruits
Christine Christy	1
Lisa Salada	1



SET UP OR  
MANAGE  
YOUR NEW  
ONLINE SHOP!

### Your Online Business Just Got an Upgrade!

It's a New Year and a time for new beginnings! Last month, the new eCommerce experience was launched, featuring a beautifully revamped My Shop platform and [marykay.com](http://marykay.com), a more powerful Consultant Connector, the new tiered discount structure and more!

### Promote Your Online Shop Like A Pro!

Check out the new "Promoting Your Online Shop" and "Golden Rule Customer Service" MKConfident™ modules.

Visit the new My Shop/Virtual Background section of Digital Image Library for the latest assets to promote your Shop on social media and help your customers navigate the platform.

## MARY KAY CAREER CONFERENCE 2026

### **NEW! CAREER CONFERENCE 2026 REGISTRATION CHALLENGE**

Get ready to stand UP and shine! We're coming to nine cities across the U.S.! Registration opens on Feb. 6, 2026, at 8:30 a.m. CT for all sales force members! More registration, fees and deadline details will be available later this month on Mary Kay InTouch®.

**Recognition:** Career Conference 2026 Sales Director Reds Challenge

You and your Director could earn onstage recognition and a fabulous MK-branded makeup bag at Career Conference 2026.

**Career Conference 2026 My Shop Challenge:** Set up your online Shop, including a Mary Kay Stripe account, by Feb. 28, 2026, and register and attend Career Conference 2026 in person to receive a special My Shop lanyard.

See the Career Conference 2026 Recognition webpage for all qualifications and deadlines.

# Mary Kay Career Path

Team Leaders	Senior Consultants	Senior Consultants
<p>Jodi D. Fry  Carrie G. Hendrix  Lisa K. Hill  Jennifer A. Rachels  Misty Fry  Angelica A. Martinez  Kim New  Debra Schroeder  *Susan Hamilton  *Nancy N. Hulit  *Lisa L. Dabney  *Shannon Gannaway  *Andrea B. Hufford  #Trinity H. Ward  #Kate Woehl</p>	<p>Londa Hebert  Christine Christy  -Narisha Cooley  Diana R. Hood  Jodi D. Fry  Deborah K. Keebler  Janet M. Yelding  Sueann Petersen  Angelica A. Martinez  Dora Silvas</p>	<p>Cindra S. Ray Salisbury  Rebekah Griffin  Allyson H. Sapp  Cindra S. Ray Salisbury  Ambry Vela  Debra Lowry  Christina R. Weiss  Lisa M. Losse</p>

\* Indicates Inactive Status, # Indicates T Status, - Indicates New Consultants.  
Place a \$225 order to reactivate and regain your 50% discount!

## Follow the Career Path to Success

<b>SENIOR CONSULTANT</b> <ul style="list-style-type: none"> <li>1+ Active Consultants</li> <li>4% Commissions</li> <li>\$50 bonuses</li> </ul> 	<b>STAR TEAM BUILDER</b> <ul style="list-style-type: none"> <li>3+ Active consultants</li> <li>Wear <b>The Red Jacket</b></li> <li>4% 6% or 8% commissions</li> <li>\$50 bonuses</li> </ul>  	<b>TEAM LEADER</b> <ul style="list-style-type: none"> <li>5+ Active consultants</li> <li>9-13% Commissions</li> <li>\$50 bonuses</li> </ul>  	<b>ELITE TEAM LEADER</b> (OR, STEP UP TO DIQ) <ul style="list-style-type: none"> <li>8+ Active consultants</li> <li>9-13% team commissions</li> <li>\$50 team-building bonus</li> </ul>  	<b>NEW SALES DIRECTOR</b> See intouch for all of the perks!   
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# Mark Your Calendar

JANUARY COMPANY DATES:	
1	<ul style="list-style-type: none"><li>• New Year's Day. All Company offices closed. Postal holiday.</li><li>• DIQ Commitment Forms available online 12:01 a.m. CT</li></ul>
6	<u>11:59 p.m. deadline:</u> DIQ Commitment Form online
17	Leadership Conference begins for all Seminar affiliations and Canada in Nashville, Tenn.
19	Martin Luther King Jr. Day. Postal holiday.
30	<u>6 p.m. Deadline:</u> Consultants' phone orders.
31	<u>11:59 p.m. CT deadline:</u> Consultants' online orders and Consultant Agreements



## Celebrate in February!

### Birthdays

Name	Day
Amanda Williams	3
Andrea Hufford	5
Marta Castro	8
Ebba Furlong	8
Jamie Deen	16
Colette Krueger	21
Lealonne Flores	23
Diana Hood	27

### Anniversaries

Name	Years
Allyson Sapp	24
Stephanie VanDerKooi	23
Deborah Keebler	22
Jennifer Rachels	2
Tracy Kelley	2
Debra Lowry	2
Cassandra Barber	2
Cheridan Roberts	1
Jovonna Duncan	1



**Lisa Salada**  
**Sales Director**  
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**MARY KAY**  
**CAREER**  
**CONFERENCE**  
**2026**

**March 20-21, 2026**

- Anaheim, Calif.
- Atlantic City, N.J.
- St. Charles, Mo.

**Event Details**  
**March 13-14, 2026**

- Denver, Colo.
- Milwaukee, Wis.
- Pittsburgh, Pa.

**March 27-28, 2026**

- Allen, Texas
- Chattanooga, Tenn.
- Orlando, Fla.

# To the Brilliant:

  
**RISE +  
RADIATE**

Achieve this challenge when you order \$600 or more in wholesale Section 1\* products each month for four, five or six months during the January - June 2026 time frame. Orders to support the monthly amount of \$600 or more do not need to be consecutive to be considered an achiever.



## BEAUTY CONSULTANT SELLING CHALLENGE

### 4 MONTHS ACHIEVED

Standing Recognition at Seminar 2026.

### 5 MONTHS ACHIEVED

Earn a *Rise & Celebrate* Sash in your fifth Qualifying order. Wear the sash as recognition in your unit meetings or bring it along for the standing recognition at Seminar 2026

### 6 MONTHS ACHIEVED

Earn a Mary Kay-branded quilted cross-body in your sixth qualifying order. You will also earn a special Six-Month Achiever *Rise & Radiate* sash to be picked up at the Reward Roundup at Seminar 2026. You can wear this sash proudly during your on-stage recognition for your consistency!

**JAN. 1<sup>ST</sup> - JUNE 30<sup>TH</sup> 2026**

\*Wholesale Section 1 product orders must be tied to legitimate consumer demand. The order(s) can be a single order or cumulative orders of \$600 or more, as long as they occur during a single month. My Shop, Guest and Customer Delivery Service order amounts count toward your order(s) of \$600 or more in wholesale Section 1 products.



**Shari's**  
Epic Legacy Team  
CREATE • COMPASSION • DESIGN • INNOVATE

**MARY KAY**  
**Bingo**   
**CHALLENGE**

**January 1 - February 28, 2026**



Go to  
[www.mk.marykayintouch.com](http://www.mk.marykayintouch.com)  
to download your Bingo  
card and get all the  
contest details!

Are you ready to Pink Out with engaging, business-building activities? Mary Kay is hosting a pinktastic global bingo challenge on social media — Mary Kay style! You will be given two tasks per week for eight weeks, totaling 16 tasks.

Complete all of the fun tasks such as hosting a skin care party, getting a new customer, sharing your favorite Mary Kay quote and more. If you Pink Out your card by completing all 16 tasks, you can party with us and maybe earn some sweet rewards!