



# Salada's Soaring Eagles

Lisa Salada, Sales Director

*January 2026, December 2025 Results*

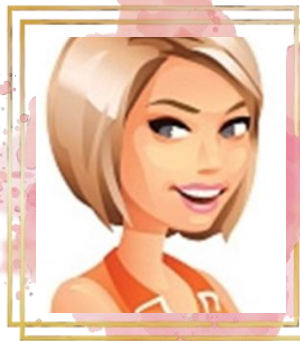
## Congratulations Monthly Achievers!



**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**

Lauren Edwards  
Josephine Sanchez

**From**

Abilene, TX  
Litchfield Park, AZ

**Recruiter**

Christine Christy  
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



## 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.



Queen's Courts of  
Personal Sales Ring



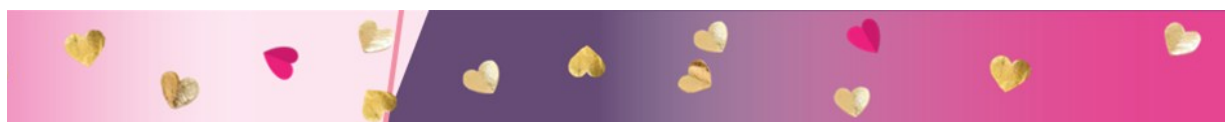
Queens and Runners-Up  
of the Courts  
and Unit Sales

| #  | Name                 | YTD Total  | National Queen's<br>Court of Sales:<br>\$45,000 Retail | Princess' Court of<br>Sales: \$20,000<br>Retail | Unit Court of<br>Sales: \$10,000<br>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 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                  |



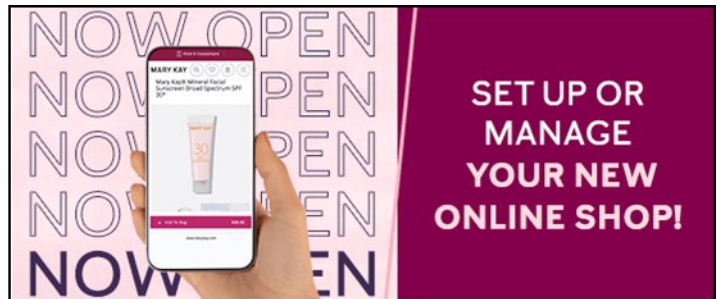
# Build Your Business

## 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        |



### 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, 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.



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

**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

## Senior Consultants

**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

## Senior Consultants

**Cindra S. Ray Salisbury**  
 Rebekah Griffin  
  
**Allyson H. Sapp**  
 Cindra S. Ray Salisbury  
**Ambry Vela**  
 Debra Lowry  
  
**Christina R. Weiss**  
 Lisa M. Losse

\* 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><br>(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> <p>See intouch for all of the perks!</p>  |
|--|---|---|--|--|

# Mark Your Calendar

## JANUARY COMPANY DATES:

|           |  |
|-----------|--|
| <b>1</b>  | <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> |
| <b>6</b>  | <u>11:59 p.m. deadline:</u> DIQ Commitment Form online   |
| <b>17</b> | Leadership Conference begins for all Seminar affiliations and Canada in Nashville, Tenn.   |
| <b>19</b> | Martin Luther King Jr. Day. Postal holiday.  |
| <b>30</b> | <u>6 p.m. Deadline:</u> Consultants' phone orders.   |
| <b>31</b> | <u>11:59 p.m. CT deadline:</u> Consultants' online orders and Consultant Agreements  |



## Celebrate in February!

### Birthdays

### Anniversaries

#### Name

Amanda Williams  
Andrea Hufford  
Marta Castro  
Ebba Furlong  
Jamie Deen  
Colette Krueger  
Lealonnie Flores  
Diana Hood

#### Day

3  
5  
8  
8  
16  
21  
23  
27

#### Name

Allyson Sapp  
Stephanie VanDerKooi  
Deborah Keebler  
Jennifer Rachels  
Tracy Kelley  
Debra Lowry  
Cassandra Barber  
Cheridan Roberts  
Jovonna Duncan

#### Years

24  
23  
22  
2  
2  
2  
2  
1  
1





**Lisa Salada**  
**Sales Director**  
133 Sawbuck Trl  
Abilene, TX 80016  
(850) 240-5545  
lsaladainmarykay@gmail.com

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:



### BEAUTY CONSULTANT SELLING CHALLENGE

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.

#### 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.

*Join the*  
**Epic Legacy Team**  
OWN • COMPARE • INSPIRE • GROW

### 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!