

Russo's Risers

DECEMBER NEWSLETTER WITH NOVEMBER RESULTS



Queen of Wholesale



Kathleen
Moran



Golden Rule November Achievers



Kathleen
Moran



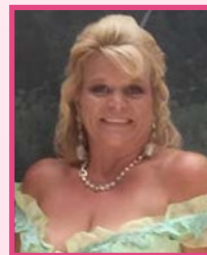
Sharon
Albarano



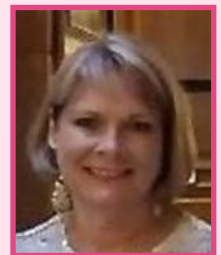
Pamela
DeVore



Angie
Freeman



Carol
Scarbro



Connie
Russo

Proud Reds



Genie
Bilko



Luree
Hendrick



Deb
Hipp



Kathy
Moran



Donna
Parker

Quarter 2 On-Target Stars

Name	Whls + TB	Sapphire	Ruby	Diamond	Emerald	Pearl
Kathleen Moran	\$4,482.20	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 317.80
Carol Scarbro	\$3,603.60	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$1,196.40
Sharon Albarano	\$2,417.20	\$ 0.00	\$ 0.00	\$ 582.80	\$1,182.80	\$2,382.80
Donna Parker	\$1,293.00	\$ 507.00	\$1,107.00	\$1,707.00	\$2,307.00	\$3,507.00
Deborah Hipp	\$1,161.50	\$ 638.50	\$1,238.50	\$1,838.50	\$2,438.50	\$3,638.50
Pamela DeVore	\$1,018.60	\$ 781.40	\$1,381.40	\$1,981.40	\$2,581.40	\$3,781.40
Jessie Collura	\$1,015.50	\$ 784.50	\$1,384.50	\$1,984.50	\$2,584.50	\$3,784.50
Danielle Taylor	\$ 833.75	\$ 966.25	\$1,566.25	\$2,166.25	\$2,766.25	\$3,966.25
Ellen Kelly	\$ 806.10	\$ 993.90	\$1,593.90	\$2,193.90	\$2,793.90	\$3,993.90
April Weiss	\$ 737.50	\$1,062.50	\$1,662.50	\$2,262.50	\$2,862.50	\$4,062.50
Shelly Vaughan	\$ 730.10	\$1,069.90	\$1,669.90	\$2,269.90	\$2,869.90	\$4,069.90
Nancy Glass	\$ 722.50	\$1,077.50	\$1,677.50	\$2,277.50	\$2,877.50	\$4,077.50
Hilary Pogasic	\$ 703.00	\$1,097.00	\$1,697.00	\$2,297.00	\$2,897.00	\$4,097.00
Annie Rupp	\$ 692.60	\$1,107.40	\$1,707.40	\$2,307.40	\$2,907.40	\$4,107.40
Paula Nedock	\$ 688.20	\$1,111.80	\$1,711.80	\$2,311.80	\$2,911.80	\$4,111.80
Jaclyn Madden	\$ 687.50	\$1,112.50	\$1,712.50	\$2,312.50	\$2,912.50	\$4,112.50
Angie Freeman	\$ 659.00	\$1,141.00	\$1,741.00	\$2,341.00	\$2,941.00	\$4,141.00
Mary Lynn Carnovale	\$ 654.50	\$1,145.50	\$1,745.50	\$2,345.50	\$2,945.50	\$4,145.50
Stacy Huntzinger	\$ 653.80	\$1,146.20	\$1,746.20	\$2,346.20	\$2,946.20	\$4,146.20
Lisa Bates	\$ 604.00	\$1,196.00	\$1,796.00	\$2,396.00	\$2,996.00	\$4,196.00
Rhonda Wallace	\$ 587.50	\$1,212.50	\$1,812.50	\$2,412.50	\$3,012.50	\$4,212.50
Luree Hendrick	\$ 581.50	\$1,218.50	\$1,818.50	\$2,418.50	\$3,018.50	\$4,218.50
Faith Palumbo	\$ 578.00	\$1,222.00	\$1,822.00	\$2,422.00	\$3,022.00	\$4,222.00
Melissa Hetrick	\$ 553.50	\$1,246.50	\$1,846.50	\$2,446.50	\$3,046.50	\$4,246.50
Sandra Clark	\$ 523.00	\$1,277.00	\$1,877.00	\$2,477.00	\$3,077.00	\$4,277.00
Kate Griffey	\$ 522.40	\$1,277.60	\$1,877.60	\$2,477.60	\$3,077.60	\$4,277.60
Naisha Silvey	\$ 507.50	\$1,292.50	\$1,892.50	\$2,492.50	\$3,092.50	\$4,292.50
Lorie McCuller	\$ 505.40	\$1,294.60	\$1,894.60	\$2,494.60	\$3,094.60	\$4,294.60
Judy Snyder	\$ 505.00	\$1,295.00	\$1,895.00	\$2,495.00	\$3,095.00	\$4,295.00
Connie Russo	\$3,844.90	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 955.10

it just fits!

YouTube Premiere

Thursday, Dec. 15, 2022 | 7 p.m. CT

Featuring:



LisaAnne Harmon
Independent
Sales Director



Mia Mason Porter
Independent
National Sales Director

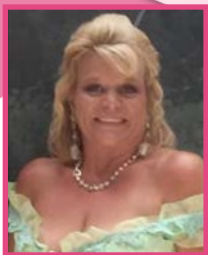
It Just Fits - December 15 @ 7pm est

You've got a life brimming with plans, people and possibilities. Your dreams come in all shapes and sizes, and they're perfect for you. What you've likely discovered is that a Mary Kay business can fit your life, with small steps or big leaps, and everything in between. You can share what you love about your Mary Kay business and how it fits your life with potential team members!

Register Now

Shooting for the STARS!

Top in Sales
Company Court of Sales



**Carol
Scarbro**



**Kathleen
Moran**



**Sharon
Albarano**



**Donna
Parker**



**Juanita
Zeigler**

Consultant

Carol Scarbro
Kathleen Moran
Sharon Albarano
Donna Parker
Juanita Zeigler
Jessie Collura
Luree Hendrick
Jaclyn Madden
Ellen Kelly
Sandra Clark
Pamela DeVore
Annie Rupp
Shelly Vaughan
Linda Walter
Rhonda Wallace
Nancy Glass
Hilary Pogasic
Melissa Hetrick
Deborah Hipp
Heather Guisewhite

YTD Retail

\$15,314.00
\$14,665.00
\$11,526.00
\$ 4,755.00
\$ 3,343.00
\$ 3,141.00
\$ 2,810.00
\$ 2,750.00
\$ 2,652.00
\$ 2,630.00
\$ 2,561.00
\$ 2,530.00
\$ 2,497.00
\$ 2,382.00
\$ 2,350.00
\$ 2,258.00
\$ 2,237.00
\$ 2,214.00
\$ 2,162.00
\$ 2,074.00

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

We are looking for women to be in the
Unit Court of Sharing!

Share our amazing Career Opportunity with
everyone at your appointments!

January Celebrations

Happy Birthday!

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

Happy Anniversary!

Kelly Perfect	26	Carol Scarbro	18
Jewell Guyer	26	Amy Brunner	17
Sally Miller	25	Lucinda Updyke	17
Deborah Keith	22	Heather Guisewhite	16
Rachel Vogel	21	Linda Walter	15
Letitia Neuder	21	Sandra Clark	14
Lori Rimbeck	20	Rhonda Myers	14
Stacy Huntzinger	20	Bethany Reed	13
Virginia Caramana	20	Aleya Albarano	3
Joanna Cordova	19		



Look Who Invested



ON-TARGET for Year Long Consistency

Kathleen Moran	\$1,378.00	Karen Bilchak	\$ 283.75	Rachel Vogel	\$ 228.00
Sharon Albarano	\$1,252.00	Lisa Dey	\$ 279.50	Natalya Vartanova	\$ 227.00
Pamela DeVore	\$ 741.00	Maureen Gilbert	\$ 277.00	Susan Pillot	\$ 226.00
Angie Freeman	\$ 659.00	April Weiss	\$ 266.00	Janice Thompson	\$ 225.75
Carol Scarbro	\$ 608.40	Stacy Huntzinger	\$ 249.00	Judy Coutts	\$ 225.50
Jessie Collura	\$ 568.50	Juanita Zeigler	\$ 245.00	Marianne Mortensen	\$ 225.50
Naisha Silvey	\$ 507.50	Heather Guisewhite	\$ 235.00	Mary Kirby	\$ 225.00
Tarissa Nelson	\$ 498.50	Nancy Lundy	\$ 233.50	Deborah Flanagan	\$ 167.50
Diane Kos	\$ 481.00	Sandra Clark	\$ 231.00	Shelly Vaughan	\$ 161.00
Paula Nedock	\$ 461.00	Pam Harrison	\$ 231.00	Ellen Kelly	\$ 140.00
Danielle Taylor	\$ 450.75	Lisa Jefferson	\$ 231.00	Amy Brunner	\$ 95.50
Judy Snyder	\$ 442.00	Faith Palumbo	\$ 231.00	Luree Hendrick	\$ 57.00
Hilary Pogasic	\$ 427.00	Betty Ratray	\$ 231.00	Stephanie Peachey	\$ 52.00
Christine Johnston	\$ 345.50	Bridget Behe	\$ 230.50	Debbie Seib	\$ 49.00
Donna Parker	\$ 343.00	Bonita Beasley	\$ 230.00	Connie Russo	\$1,087.80
Tara Hartley	\$ 341.00	Genie Bilko	\$ 228.00		
Beth Neitz	\$ 324.25	Beverly Heberlein	\$ 228.00		



Welcome New Consultant

New Consultant
Betsy Forsythe

From
Spring Mills, PA

Recruiter
Connie Russo

The most important mile in our business walk is the "extra mile," the one called service. It sometimes takes the time we don't think we have. But we always do. It sometimes means going out of our way. But helping someone else along the way, helps us on our journey to the top. (A Dream Come True)



steppin' up the Ladder



Senior

Consultant

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

Sharon Albarano
Mary Jo Fiore
Kate Griffey
Mary Kirby
Bethany Reed
Judy Snyder



Star

Team Builder

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



Genie Bilko
Luree Hendrick
Deborah Hipp
Kathleen Moran
Donna Parker



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



Director

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



Connie Russo

New Year, New You Booking Idea

Thank you for your business in 2022!

Here is a gift from me to you, to show how much your business means to me. Please redeem this gift certificate by January 31, 2023.

NEW YEAR NEW YOU

2023

Bring this coupon and at least 2 friends for a 'New Year New You' makeover and receive an additional \$50 FREE in hostess credit!

**\$10 OFF YOUR
FIRST ORDER OF
THE NEW YEAR!**

Paula

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 2023!

NEW YEAR NEW YOU

2023

Contact me today to schedule a consultation. Learn new beauty trends and techniques.

Paula

New Year's is almost here! Don't forget to book "New Year, New You" appointments in January!

This is a great time to refresh your look, take better care of your skin, or just winterize and focus on moisture. You can use this handy image below to post in your FB Groups, text or email! Offer great customer service and reach out to help!

Click each image to download, there is a coupon and non-coupon version.

a note from

Connie

Welcome to December! What a magical time of year to take stock of your accomplishments and to CELEBRATE BEAUTY.

As you are making lists and checking them twice, remember your very own store is the perfect place to shop for stocking stuffers, hostess gifts, teachers, nurses, admin—anyone who has helped you throughout the year—and last minute surprise guests! When you shop from your store you are supporting your goals as well as advertising your business.

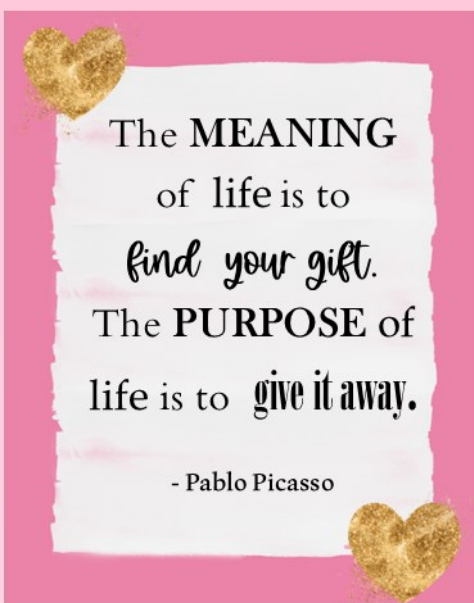
Spend time with family and friends enjoying those traditions that are meaningful to you. Take some time this month to spend with your business too—organizing and planning for the new year. Take a look at your January calendar. What are your business goals leading into the last half of the seminar year? Make a plan and put the actions in place so you can step into a fresh new year with confidence and vigor!

May your new year be filled with excitement, wonder and joy! I am looking forward to working with you next year and beyond.

By trying to live Christmas 12 months a year, we CAN make this world a better place to live—for others and for ourselves. -Mary Kay Ash

Love & Belief,

Connie



Spring PCP Enrollment



Spring PCP enrollment deadline is January 17. Give your business a boost. See your sales increase when you enroll your customers. Plus, you have the privilege of ordering spring products before everyone else.

Enroll Now

January 17- Deadline

Make the most out of this Magical Month

December can be a tricky month as Holiday plans gets busier! Watch Independent Elite Executive Senior Sales Director Tracey Hedrick share her strategy for the Holiday season specific to the month of December and closing out the year with strong sales and strong team.



Click here to Watch

MERRY HOLIDAY Sales

Russo's Risers

Count your products sold in December & win Pink Vouchers or a Special Gift!

1.	26.	51.	76.
2.	27.	52.	77.
3.	28.	53.	78.
4.	29.	54.	79.
5.	30.	55.	80.
6.	31.	56.	81.
7.	32.	57.	82.
8.	33.	58.	83.
9.	34.	59.	84.
10.	35.	60.	85.
11.	36.	61.	86.
12.	37.	62.	87.
13.	38.	63.	88.
14.	39.	64.	89.
15.	40.	65.	90.
16.	41.	66.	91.
17.	42.	67.	92.
18.	43.	68.	93.
19.	44.	69.	94.
20.	45.	70.	95.
21.	46.	71.	96.
22.	47.	72.	97.
23.	48.	73.	98.
24.	49.	74.	99.
25.	50.	75.	100.

YOU WIN (check one)

- ☐ 25 Vouchers
☐ A Special Prize

YOU WIN (check one)

- ☐ 25 More Vouchers
☐ A Special Prize

YOU WIN (check one)

- ☐ 25 More Vouchers
☐ A Special Prize

YOU WIN (check one)

- ☐ 25 More Vouchers
☐ A Special Prize



Goal Setting



"DON'T LIMIT YOURSELF. MANY PEOPLE LIMIT THEMSELVES TO WHAT THEY THINK THEY CAN DO. YOU CAN GO AS FAR AS YOUR MIND LETS YOU. WHAT YOU BELIEVE. REMEMBER, YOU CAN ACHIEVE."

- MARY KAY ASH.

Why Set Goals?

- When goals are set, things happen!
- Goals make you feel good about yourself and provide attitude adjustments.
- Goals establish self-discipline, motivation, good habits and patterns to follow.
- Goals give you direction and purpose, and take you where you want to go.
- A goal will stop others from controlling your life.

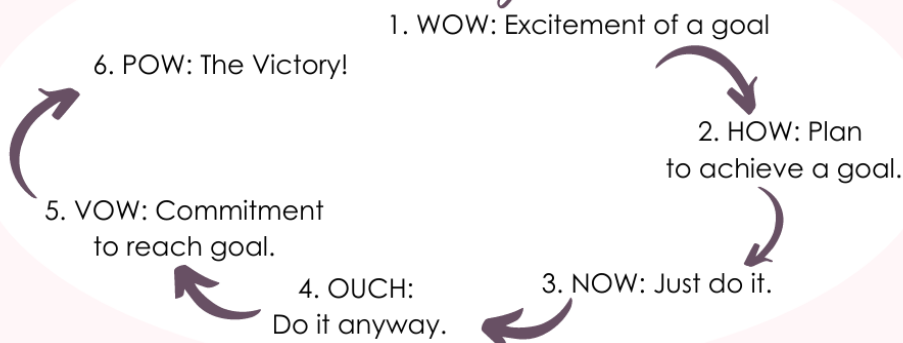
Setting a goal:

1. Decide exactly what you want - be very specific.
2. Aim high - you should have "butterflies." Stretch your limits.
3. Create visuals. The subconscious mind accepts all information as fact & cannot distinguish between what is real and what is imagined & believed.
4. Involve family members. Find out what's in it for them.
5. Pick someone to emulate.
6. Define where you are and where you need to be.
7. Determine what you are capable of in a day, a week, a month & year.
8. Write your goals in detail & talk about them with appropriate people.
9. Focus on your goal daily. If a goal is not focused on for three days, it's as if it never existed.
10. See goals as if they had already happened.
11. Keep your FOCUS. (Follow One Course Until Successful.)
12. Quitting is not an option.
13. Set another goal immediately upon reaching a goal.

Goals Can Be Negative if:

1. They are too big.
2. They are out of your sphere of interest.
3. You believe luck is necessary to achieve it.
4. You set your goal by comparing yourself with others' accomplishments.
5. You are doing it for someone else.

The Goal Cycle:



Reasons Most People Do Not Set Goals:

1. They are not sold on the benefits.
2. They feel it's safer not to.
3. They fear commitment, failure or success.
4. They have a poor attitude or focus.
5. They don't want to work.

Golden Rules Challenge

Complete December calendar with your daily activity:

CELEBRATE BEAUTY.
DECEMBER 2022

See Faces

Share the Opportunity

MARY KAY
60
YEARS
THEN. NOW. ALWAYS.

GOLDEN
Rules



#Faces
(virtual or in person)
































































































Sell Product



Your Name: _____

#Interview/sharing
appointments

December

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				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   



December Unit Challenge!



Faces

	Date	Name	Basic Sold?
1			Y / N
2			Y / N
3			Y / N
4			Y / N
5			Y / N
6			Y / N
7			Y / N
8			Y / N
9			Y / N
10			Y / N
11			Y / N
12			Y / N
13			Y / N
14			Y / N
15			Y / N
16			Y / N
17			Y / N
18			Y / N
19			Y / N
20			Y / N
21			Y / N
22			Y / N
23			Y / N
24			Y / N
25			Y / N
26			Y / N
27			Y / N
28			Y / N
29			Y / N
30			Y / N

Sharing

	Date	Name	Phone#	Y / N
1				Y / N
2				Y / N
3				Y / N
4				Y / N
5				Y / N

\$225-\$399 = Pick ONE Prize

\$400-\$599 = Pick TWO Prizes

\$600-\$799 = Pick THREE Prizes

\$800-\$999 = Pick FOUR Prizes

Prizes you can earn for your wholesale orders:



Beautiful Add-A-Bead



10 Product Samples

20 Victory Vouchers

TOTALS:

#Faces=_____ x5=_____ # Vouchers

\$Amount Sold _____ /5=_____ #VV

#Shares _____ x10=_____ #VV

Wholesale Orders Placed: \$ _____

#New Team Members x 25=_____ #VV

TOTAL # VOUCHERS

Total# Vouchers earned:

Turn in challenge for extra vouchers!

Check your email for PDF document for tracking!

December's SPECIAL DEALS

One Item of Your Choice

50% off

for every \$50 purchase

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

While Supplies Last



Essential Brush Collection

5 high-quality, precisely shaped brushes which are ideal for creating a range of looks, packed in a stylish, portable clutch.

Includes: All-Over Powder Brush, Cheek Brush, All-Over Eye Shadow Brush, Eye Crease Brush, & Eye Smudger Brush

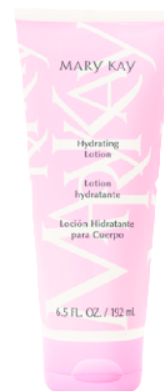
~~\$56~~ \$28



Color Travel Bag

Ultimate ride-along for your color essentials. You won't believe how much fits inside!

~~\$16~~ \$8



Hydrating Lotion

Provides lasting hydration for body up to 24 hours. Leaves skin feeling soft and smooth. Great fresh scent.

~~\$16~~ \$8

TimeWise Repair Volu-Firm The Go Set



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

~~\$38~~ \$19



Instant Puffiness Reducer

Clinically shown to instantly reduce the look of puffiness under the eyes.

~~\$35~~ \$17.50



Fragrance Free Satin Hands Shea Hand Soap

Wash up without drying out! Treat your hands with moisturizing, nourishing shea butter.

~~\$10~~ \$5

TimeWise Miracle Set 3D The Go Set



Never leave home without your antioxidant-rich skin care. This Go Set defends, delays and delivers for younger-looking skin. Available in Normal/Dry or Combo/Oily formula

~~\$28~~ \$14

Supreme Hydrating Lipstick

Immediate hydration and shades for all skin tones.



~~\$18~~ \$9

Waterproof Liquid Eyeliner Pen

Create any eye look with confidence. Draw on intricate details with a pen-style tip for ultimate control..

~~\$18~~ \$9

ClearProof Go Set



Clinically shown to provide clearer skin in 7 days!

~~\$24~~ \$12

Pink Tractor designs

Russo's Riser's Unit calendar

- Dec 12** Zoom Call with Julie at 8:30 Zoom ID: 83235281511
- Dec 19** Christmas Party at Connie's House 6:30pm (see flyer)
107 Quince Court, Hollidaysburg
- Dec 25** Merry Christmas!
- Jan 1** Happy New Year!
- Jan 7** Saturday Consultant January Jumpstart Workshop with Dawn Dunn in Greencastle PAmore details tba
- Jan 9** Success Event at Connie's 107 Quince Court, Hollidaysburg– 6:30pm
New Year ideas and goal planning....Makeovers for guests.
Zoom Call with Julie at 8:30 Zoom ID: 83235281511
- Jan 14** Star Consultant Luncheon at Bedform Springs Omni...see flyer for details.
- Jan 16** New Year/New Your Makeovers at Connie's 6:30 ... Invite Guests/
Bring Supplies. Zoom Call with Julie at 8:30 Zoom ID: 83235281511
- Jan 17-
Jan 23** Directors in Nashville for Leadership Conference!
- Jan 23** Zoom Call with Julie at 8:30. This will be a Leadership re-cap. This is great for out-of-town AND local consultants. Zoom ID:83235281511
- Jan 30** Success Event at Connie's 107 Quince Court, Hollidaysburg–
Makeovers for guests—6:30pm



Independent Executive Sr. Sales Director Leslie Jackson talks about the importance of Gold Medaling and staying motivated to achieve your seminar year end goals!



Click here to
WATCH



Russo's Risers



Connie Russo

107 Quince Court
Hollidaysburg, PA 16648
814.312.2106

important dates

Dec 15 - Quarter 2 Star Contest Ends

Dec 16 - Quarter 3 Star Contest Begins

Dec 16 - Spring PCP Enrollment Begins

Dec 25 - Merry Christmas

Dec 29 - Last day to place telephone orders

Dec 31 - Last day to place online orders

Jan 1 - New Year's Day - Postal Holiday

Jan 17 - Spring PCP Enrollment Ends

Jan 30 - Last day to place telephone orders for January

Jan 31 - Last day to place on-line orders

GOLDEN
Rules

CELEBRATE BEAUTY.



When you order \$600+ whsl in
December, you will receive this beautiful
BRACELET
from the *Golden Rules* Collection.

GOLDEN
Rules
Golden



Earn the Year Long Consistency Challenge
EARRINGS and BRACELET
when you achieve the Golden Rules Challenge
each month, July 2022 through June 2023.