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Cosmeogram

Dinner Hour

The Roles of Marketing and R&D: A Step-by-Step Approach

John Garruto
 President
 Free Radical Technology

The alliance of marketing and R&D can certainly be thought of as a dance, albeit sometimes as awkward as those first movements at a high school prom. The marketing and R&D functions of any company are distinctly unique to each other, yet considerably reliant as well. Furthermore, the efforts of each team are essential in bringing a new product to a successful launch in the marketplace. Nevertheless, while the Utopian may see their roles as symbiotic, the pragmatist will often characterize their relationship as frequently adversarial. Often times, the best that can be said is that this is the true paradigm of a "love-hate" relationship. The reality, of course, is that this "collaboration" is crucial to the development and introduction of a safe, stable and efficacious product. Consequently, while the rewards are abundant, the process is designed to test the patience, communication and organizational skills of all participants. John will demonstrate the importance of establishing a critical path to help ease the pain of this very important process.

(cont'd on pg. 3)

Educational Hour

A Neurocosmetic Approach to Improvement in Sensitive Skin Protection

Doug S. De Blasi
 Vice President of Sales and Technology
 Biosil Technologies, Inc.

Epidemiologic studies reveal that a high proportion (50%) of women consider their skin as sensitive and more intolerant than the general population even if sensitive skin remains an imprecise phenomenon. Indeed, facial skin contains an elaborate network of sensitive nerves that can easily turn cosmetic-induced subjective feelings into a skin discomfort for sensitive skin. This has led researchers in Monaco to focus on new active ingredients that improve sensitive skin, taking into consideration that particularly sensitive parts of the skin are highly innervated. The effect of a neuroactive ingredient that was previously reported as neurotrophic and neuroprotective in vitro was tested on hypersensitive skin in vivo at Exsymol S.A.M. The results demonstrate a significant improvement of the sensitive skin with a global benefit due to the neuroactive on the cutaneous sensibility. More particularly, this in vivo study demonstrates an improved efficiency of the active for three criteria:

- Desquamation
- Stinging
- Tight feeling

The use of neuroprotective substances improves hypersensitive skin in many criteria and these substances are viable in a new approach to avoid "cosmetic intolerance syndrome."

(cont'd on pg. 3)

April 2007
 Volume 37 Issue 4

Website: <http://www.caliscc.org>

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MONTHLY MEETING

Details on Page 2

Tuesday, April 24, 2007

Educational Hour	5:00 pm
Social Hour	6:00 pm
Dinner	7:00 pm
Speaker	8:00 pm

Reservations:

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FRIDAY, April 20th

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Meeting Details Inside
 (Page 2)

COSMEGRAM – Official newsletter of the California Chapter – Society of Cosmetic Chemists. Published as a service to its members. Website address: <http://www.caliscc.org>.

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Society of Cosmetic Chemists
National Office
120 Wall Street - Suite 2400
New York, NY 10005-408

Deadline for the **May** CosmeGram is **April 25th**. All information is to be sent to Karen Garruto at Croda Inc.

MONTHLY MEETING DETAILS:

PLEASE NOTE LOCATION

Proud Bird
11022 Aviation Blvd.
Los Angeles, CA 90045
(310) 670-3815

Cost:

\$40 All members with reservations **AND** first time guests with a member-sponsored reservation. **(Member must also have a reservation!!!) THIS IS FIRST TIME ONLY!** After that, non-member prices will be charged.

\$48 Members without reservations
\$48 Non-members w/reservations
\$58 Non-members w/o reservations

Menu:

Menu Selection is Not Required

Buffet Style

2007 SCC CALENDAR OF EVENTS

APRIL

24 California Chapter SCC Monthly Meeting *Proud Bird, Los Angeles*

MAY

10-11 SCC Annual Scientific Seminar *Anaheim Marriott, Anaheim*
22 California Chapter SCC Monthly Meeting *Dukes, Malibu*

Hospitality Corner

The California Chapter of the SCC would like to welcome the following new members to our Chapter:

Kimberly Thornton - *Ross Organic Specialty Sales, Inc.*

Please greet our new members at upcoming meetings and events. Do you know a new member? Contact Tina-Marie Lesko at tlesko@presperse.com so we can include them in the Hospitality Corner for future CosmeGrams.

Announcements

SAVE THE DATE

7he SCC Annual Scientific Seminar will be held at the Anaheim Marriott in Anaheim, CA on May 10-11, 2007. Let's show our spirit by spreading the word and making this a well attended meeting. For further information, please go to www.sconline.org.

CONTACT INFORMATION CHANGES

7f you are a member of our chapter and your information (ie. name, address, company, phone numbers, email address) has changed, please make sure you contact us with the new information so we can update our database. If changes are not sent to us, you may not be getting your newsletter, meeting notices, course registrations, etc. Please contact Tina-Marie Lesko at tlesko@presperse.com with any changes.



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Dinner Hour

ABOUT OUR SPEAKER

John Garruto is the founder and president of Free Radical Technology, a technical consulting firm in Oceanside, CA. John holds a B.S. Degree in Chemistry and has worked as a chemist and technical consultant to the personal care industry for over 32 years. John holds multiple patents in the area of personal care and related science. He has been a member of the California Chapter of the Society of Cosmetic Chemists since 1981 where he has chaired many committees and served as Chapter Chairperson in 2000. John was also the recipient of the Chapter Merit Award in 2002. John has published articles in various trade publications and is frequently consulted by beauty publications and the media for his perspective on technical subjects in the cosmetic industry. John is a past instructor in Cosmetic Science and related courses for the UCLA Extension and a frequent lecturer to the beauty.



Educational Hour

ABOUT OUR SPEAKER

Doug S. De Blasi began his career in Synthetic Organic Research and for ten years was a Scientist for Sun Chemical Corporation, followed by ten years as a Senior Research Associate for BASF Corporation, Graphic Arts Division. In 1990 Doug moved into purchasing and sales in the personal care industry. He has held executive sales and marketing positions at Shamrock Technologies in Newark, New Jersey and MGP Ingredients in Kansas City, Kansas.



Doug is currently Vice President of Sales and Technology, for Biosil Technologies, Inc., in Paterson, New Jersey. Doug holds a MS in Organic Polymer Chemistry and a MBA in Finance, both from Rutgers University.

Message From The Chair

Dear SCC Members,

Spring is here, indicating new birth, (not necessarily a child, as in my case)... a feeling of inspiration to create new. It is a time for us to assess what we have, eliminate what we don't need, and bring on what we determine is necessary for further success. This can apply to your home, your product line, or your responsibilities at work. What transformations are you pondering?



By being a member of the SCC, we are introduced to fresh ideas, in multiple aspects of business. Our Dinner Meetings, Scientific Seminars, and Social Events bring us together to propel information into ideas, action, and ultimately, a new product in the hands of the consumers. This is what excites me about our work and the opportunity to serve as a board member of the California Chapter!

Special recognition for the time and effort put into the recent Dinner Dance in Los Angeles is due. The SCC Dinner Dance committee, volunteers, and vendors generously donate time and monies to make this a special event for our industry.

We are looking forward to the National Scientific Seminar hosted locally this year in Anaheim May 10-11th! See our website, www.CaliSCC.org, for more information on this and other upcoming events.

Happy reading! Hope to see many of you at our meeting in April!

...Heather Naef-Owen
 California Chapter Chair 2007
 (714) 389-4174

California Chapter Awards

CHAPTER MERIT AWARD 2006

Don Orth, Ph.D. was selected by the Officers and Board of Directors to be the recipient of the 2006 National Chapter Merit Award for outstanding contributions, achievements and service to our chapter. Don has always been there when we've asked for help and we appreciate it. For more on Don see the March issue of our great Cosmeogram.




CHAPTER BEST PAPER AWARD 2006

David Steinberg is the recipient of the Best Paper presented to the Chapter in September of 2006, "The California Safe Cosmetic Act of 2006: What has God Wrought?" David is a well-known featured speaker on regulatory matters concerning the cosmetic industry at national and international meetings. He has served both as treasurer and president of the S.C.C. Check his bimonthly column in Cosmetic and Toiletries magazine on cosmetic regulations.

Special thanks to our Best Paper Committee: Jessica Dynda, Richard Hersey, Bret Katz, Guy Langer, Heather Naef.

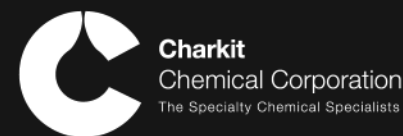
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Advice to the Lab Lorn

"Advice to the Lab Lorn" is intended to offer advice, or maybe just solace, for confusing, challenging or downright murderous issues facing SCC members in their labs. Send us your questions at lablorn@caliscc.org and we'll track down an authority or two and get back to you in the Cosmegram. You can include your name if you wish, but we won't publish it for all to see! Your secrets are safe with us.

John Garruto



Advice to the Lab Lorn will return next month.



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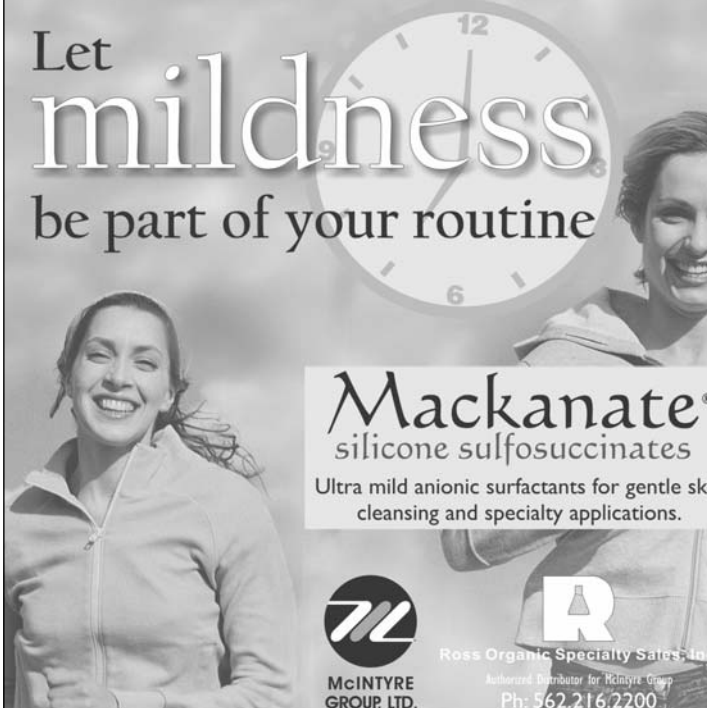
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Job Opportunities

(cont'd from pg. 7)

- **R&D Positions (0704-01).** Would you like to be part of a new state-of-the-art R&D facility opening in the Torrance area where you will be given the freedom and the flexibility to do what you do best – develop specialty products? Sunrider, a dynamic global herbal foods and cosmetics mfr is totally revamping its R&D Dept. We have openings for both Senior level (4-8 yrs of exp req'd) and Junior level (1-3 yrs of exp req'd) Chemists. Must have at least a BS/BA degree in Chemistry, exp in the development or testing of food, dietary supplements, personal care, or color cosmetic products and proficiency in technical writing skills. Familiarity with scale-up and QC procedures are a plus. If interested in one of these exciting positions, please forward your resume to: Sunrider 320 S. 6th Ave. City of Industry, CA 91746 E-mail: Leslie.Espiritu@Sunrider.com; Fax: 626-961-1172; Phone: 626-934-6642.
- **Account Manager (0704-02).** West Coast: Induchem, a rapidly growing Swiss manufacturer of actives, delivery systems, exfoliants and preservatives, is looking to expand its West Coast sales office. Candidate must have technical degree, MBA a plus. Salary/Bonus/Car/Benefits. Excellent promotion opportunities in New York headquarters. Please e-mail resumes to: cynthia.klein@induchem.com.
- **Director of Product Development (0704-03).** Develop, evaluate and present new beauty and health technologies. Lead collaborative efforts among internal departments to ensure project development. Analyze client portfolios, sales. Conduct annual review. Requirements: MA (or equivalent) in Marketing/Management, 2 years experience required. We are an expanding organization with an impressive history of achievement in the highly competitive skin care industry. Please Mail Resumes to: Human Resources Dept., Thibiant International Inc., 20320 Prairie St. Chatsworth, CA 91311.
- **Product Development/Regulatory Compliance Director (0704-04).** We are seeking a Director of Product Development and Regulatory Compliance to manage the development and quality control of all our products including product ideation, interacting and negotiating with vendors, project and timeline management, quality assurance, regulatory compliance, sample library maintenance, packaging stability and compatibility, and panel testing. Candidate will also: Develop products/promotional concepts. Create sales, work with Marketing, Brand Awareness, Packaging Engineer, and Manufacturing & Operations. Understand global cosmetics. Product briefs and benchmarks. Assure quality for all new products via sensory, panel and clinical testing. Product development planning and strategy. Stability testing and claim substantiation. Understand domestic and international cosmetic regulations including cGLPs, cGMPs, CTFA, FDA, EPA, and COLIPA guidelines. BA-chemistry focus. Minimum of 7 years of product development in cosmetic/beauty industry, experience developing formulas. Project Management experience is required. Knowledge of Skin/Body Care.

This monthly listing is a free service to all members of the SCC. To place a technical job listing in the Cosmegram, a maximum of 100 words, please e-mail your job listing to **John Garruto, Employment Chair** at jgarruto@radicaltechnology.com or **Danielle Barker** at dbarker@radicaltechnology.com. Please limit to technical positions only. When the position is filled, please notify Danielle Barker to have the listing deleted. If we do not hear from you, it will be removed after two months. To place an ad in the next issue, information must be received by **March 23rd**. **Please note:** We do not knowingly publish listings that have been placed with a search firm and are not responsible for duplicate listings. We also do not release the names of job seekers unless directed to do so by the job seeker.



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Join us as we explore sun, anti-aging, and skin care innovations for the future. World wide industry experts will be discussing new and innovative ways to meet today's challenges in sun and skin care. Global suppliers will be showcasing the latest in raw materials and products needed to achieve goals demanded by current and future consumers.

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September 6th - 9th, 2007
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Authors are invited to submit titles and abstracts of no more than 150 words for original papers to be presented in podium format. All topics related to Sun and Skin Care Science will be considered for presentation. Topics of particular interest for submission of abstracts are:

- * Formulations of Sunscreens
- * Innovative Technologies for Sun and Skin Care
- * Anti-Aging and Sunscreens
- * Cancer prevention using Sunscreens

DEADLINE: March 1, 2007

Abstract Cover Sheets can be obtained by contacting the Florida SCC at s.ashoor@lipochemicals.com. Abstracts should be submitted on a separate sheet along with the Abstract Cover Sheet via email. After acceptance of abstracts by the Committee, **all presenters will be required to submit preprints 8 weeks prior to presentation. Final presentations will be due at least three weeks prior to the Symposium.**

Presenter Information
Presenter's Name:
Title: (Prof., Dr., Mr., Mrs., Ms.)
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Company Name:
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Abstract Title:

Abstracts should be single spaced and typed on a separate sheet (150-200 words). Complete Generic names as well as the INCI nomenclature are requested for all ingredients. Abstracts should be informative, containing:

- (a) a sentence statement of the study's specific objective
- (b) brief statement of methods, if pertinent
- (c) summary of results obtained
- (d) statement of conclusions.

Specify equipment required for presentation:
 2" x 2" 35 mm Slide Projector
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 LCD Projector for PowerPoint

Job Opportunities

POSITIONS AVAILABLE

- **Research & Development Chemist (#0703-01).** High end Orange County-based skin care/cosmeceutical manufacturer seeks a talented, self-motivated Formulating Chemist with at least 3-5 years experience. Candidates must have extensive knowledge of the art and science of formulation, including raw materials, manufacturing processes and regulatory compliance. Additional requirements: BS/BA in Chemistry or Biology, working knowledge of relevant equipment and software, and great communication and collaboration skills. Experience formulating color cosmetics desired. We offer an attractive compensation/benefits package and the opportunity for advancement within a fast-growing industry pioneer. Submit resume and salary history to jsun@dermacia.com.
- **R&D Chemist (#0703-03).** Noveon Surfactants is currently accepting applications for the position of R & D Chemist at our Paso Robles, CA facility. E-mail resume and salary requirements to Shannon.Butz@Noveon.com. As part of the surfactants technical team, assist in the development of new surfactants and blends. Provide technical support to sales and marketing functions through application development efforts and customer-directed research programs. REQUIRED: Minimum BS in chemistry or related field with a minimum of 2 years of formulating experience in personal care with a focus on surfactant based products. Ability to manage projects effectively, including appropriate follow-up and attention to detail. Ability to effectively interface with management, customers and support groups.
- **Technical Manager (#0703-04).** Visual Changes is an established skin care company located in Fresno, CA. We are looking for a talented and resourceful technical manager to set up, manage, and supervise the manufacturing division of company. Responsibilities will include but are not limited to the following: Create GMPs; comply with OSHA, federal, state and local requirements; prepare materials and tools necessary for start up; research to improve existing formulas; develop new products; maintain company's proprietary raw material database; provide quality control for raw materials, packaging, batches, and finished products; and train assistants. You must have 2+ years of laboratory experience in cosmetic chemistry. Bachelor's Degree in Chemistry or related field is desirable. Visual Changes offers salary plus benefits, paid vacations, and bonuses. We consider our TEAM our number one asset, which shows in the happiness of our employees. Please email your resume and salary history to lori@visualchanges.com.
- **R&D Chemist (#0703-05).** The R&D Chemist is a part of the R&D team that is responsible for formulating new products and fulfilling customer requirements with the end goal of increasing formula capabilities and developing innovative products. Responsible for independently identifying and developing innovative and consumer-relevant technology and formulas,*Experiment on the bench with raw materials, emulsification systems, processing techniques, and formulation in traditional and/or non-conventional creative approaches,*Explore and pursue innovation to integrate into new products,*Anticipate and identify scale-up and commercialization issues for new products and formulations,*Work in a team environment,*Make critical observations, solve problems, and proactively make decisions in pursuing the direction of projects,*Recognize patentable technology and develop patent strategy accordingly,* 4+ years formulation experience,*BS in Chemistry. Please e-mail resumes to Nydia.Quintero@spatzlabs.com.
- **QA Manager (#0703-06).** Los Angeles based consumer products manufacturer needs QA manager. Duties include but not limited to: Setting specifications for all raw materials; Monitoring and inspection of incoming materials and analysis approvals; Managing production and testing retains; Managing product standards for manufacturing; Managing production and testing retains; Development and execution of production spec sheets; Assisting in defining procedures to improve productivity and margins; Liaison with client R & D departments; Assist with testing protocol and testing samples; Implementation and maintenance of GMP requirements and standards for any FDA regulated products; Reviewing and maintaining all MSDS for raw materials; Execution of testing, reports and cataloging for access and communication. E-mail resume to avgail.vizconde@latitudesintl.com.
- **R & D Chemist (#0703-07).** Custom Contract Mfr expanding R&D Team and inviting creative, self-motivated Team Player to join the Team. Great opportunity to use good communication skills and interact with Customers and Sales Mgmt. Formulating of OTC, skin care and hair care products. Must possess Regulatory experience and be detail oriented. 5-7 yrs experience and BS/BA degree in chemistry required. Salary BOE, benefits. Resumes to jbecerra@cosmedxscience.com.
- **QC/QA Process Chemist (#0703-08).** Custom Contract Mfr expanding QC/QA Team and inviting hands-on, detail oriented, self-motivated Team Player to join the very busy Team. Regulatory knowledge, Technical writing skills and experience with process adjustments a must. 5-7 years experience in an OTC environment required. Salary BOE, benefits. Resumes to jbecerra@cosmedxscience.com.
- **QC/QA Technician (# 0703-09).** Custom Contract Mfr expanding QC/QA Team and inviting detail oriented, hands-on Team Player to join this busy Team. Knowledge of lab equipment, final batch approval, incoming inspections, line inspections a must. 3-5 years experience in an OTC or Cosmetic mfg. environment required. Salary BOE, benefits. Resumes to jbecerra@cosmedxscience.com.
- **R & D Color Chemist (#0703-10).** Private Manufacturer of Professional Skincare and Makeup located in Southern California is currently looking for a Research & Development Chemist. Candidates must have extensive knowledge of the art and science of formulations, including raw materials, manufacturing, processes and regulatory compliance, packaging stability and compatibility, and panel testing. Must have strong knowledge of color matching- strong color line cosmetics experience is preferred. Please contact Angela Kalish at 818-504-3200 x13 or via email at: angela@spadesoleil.com. All resumes should be sent via email or faxed to: 818-504-3202.
- **Technical Sales Representatives (#0703-11).** Personal Care/Cosmetics Sales People Wanted - International Sourcing, a distributor of unique ingredients for the cosmetic, personal care and pharmaceutical industries, is looking for highly motivated salespeople. Candidate should ideally have a working understanding of general chemistry and an advanced degree, also prior sales/marketing background in at least one of our industry sectors. Responsibilities will include developing customer relationships within a designated geographical area, identifying and understanding market trends and ultimately generating new business. We offer an attractive starting salary, benefits and opportunity for advancement within an expanding, dynamic business. Submit resume via e-mail: isi@insourcenj.com; or fax to 201-560-1156.
- **QA Manager (#0703-12).** Luxury Skin Care Company in San Fernando is seeking a qualified candidate with at least 1 year experience as a QA Manager. Duties include ensuring proper compliance and quality of all products. Must be familiar with Standard Operating Procedures, CGMP's set forth by the FDA and the 21 Code of Federal Regulations in regards to Cosmetic Manufacturing. If interested please email resume and cover letter to humanresources@sonyadakar.com.
- **Product Development Chemist (#0703-13).** A major manufacturer of Personal Care and Nutritional Drinks has an opening for a Product Development Chemist. The position is located in greater Los Angeles, California area. Minimum qualifications are, B.S. in Chemistry or Bio Chemistry with two years of product development experience, in creams, lotion, sun care, and hair care products. The candidate must be a detail oriented self-starter individual. Good knowledge of Microsoft Office a plus. Please fax your resume, with salary history to 562-942-8891 or e-mail to selma@cobechem.com.
- **Director of Quality Assurance (#0703-14).** Objective: Growing color cosmetics company is looking for a proven, hands-on Director of Quality Assurance who can bring experience, knowledge and leadership to a growing company that requires repeatable and sustainable processes in all areas related to quality. Responsibilities include: Management: Manage staff of approximately (10) QA and QC resources to ensure overall company objectives are met. GMP System: Leader for all customer and regulator GMP audits. Client Interface: Provide excellent customer service and develop strong client relationships with customer's QA department personnel. Production: Support production with incoming, in process, and outgoing specs. Please e-mail your resume to Nydia.Quintero@spatzlabs.com.

(cont'd on pg. 18)

California Chapter SCC Meeting, March 27



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The Society of Cosmetic Chemists California Chapter

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We would like to express our sincere appreciation to the following companies for their generous donations and support

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Regulatory Affairs

Janet Winter Blaschke

International Cosmetics and Regulatory Specialists, L.L.C.

Please provide your feedback and suggestions for future Regulatory Columns to Janet Blaschke [janet@intlcosmetics.com].

Regulatory Affairs will return next month.



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