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Society of Cosmetic Chemists



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Society of Cosmetic Chemists  
*California*

# Cosmeagram

## Dinner Hour

### Rembrandts in the Attic and Polishing the Crystal Ball: Old Bioactives with New Tricks and Novel Bioactives for Innovations

Anthony L. Almada  
Founder  
IMAGINutrition, Inc.

**P**ersonal care items are cluttered with ingredient lists that are highly similar and rarely contain pioneering or even exclusive ingredients. Initially novel bioactives commonly enter the products landscape with fireworks in their first year, only to fizzle out into a yawn in years two and beyond. Much of the innovation that is performed in personal care products is capitalized by the ingredient manufacturer, NOT by the finished goods marketer. What enters into commerce is often YEARS after the bioactive enters into the community of science and patents. Think coenzyme Q10, creatine, ascorbic acid, melatonin, grape seed extract, lipoic acid, green tea extract. Long before these entered into commercial compositions their utility was known and accessible—if one looked in the right, rarefied spot.

This presentation will explore “old” natural bioactive agents that have very recently described novel functionality, and novel natural bioactives that you haven’t heard or read about—yet—with intriguing and promising, consumer-relevant functionality. The type that stirs discussion at SCC beachside dinners and at cocktail parties among consumers looking for the next Blingier than Botox® product. Hear and see what may become a category creator or disrupter...perhaps one that can be exploited by attendees at this month’s meeting.

(cont'd on page 3)

## Educational Hour

### Demystifying INCI Nomenclature

Mindy S. Goldstein, Ph.D.  
Editor  
Journal of Cosmetic Science

**e**osmetic labeling laws require that the ingredients in a preparation must be displayed clearly on the label. The accepted ingredient names are those that are monographed in the PCPC’s dictionary of cosmetic ingredients, under the guidelines for International Nomenclature of Cosmetic Ingredients (INCI). There are about 14,000 distinct INCI names in the 2006 11th edition of the Cosmetic Ingredient Dictionary. It is desirable for raw material suppliers to obtain an INCI name for each new cosmetic raw material as an integral part of commercialization.

This mini-seminar will explain the rules of INCI nomenclature and the processes that are followed in assigning INCI names. We will describe the application procedure, typical topics of INCI committee deliberation, the assignment of an INCI name, and the stages that lead to publication of the ingredient monograph. We will address frequently asked questions, myths and common errors that are made in applying for INCI names.

(cont'd on page 3)

May 2008

Volume 38 Issue 5

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

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## MONTHLY MEETING

Details on Page 2

**Tuesday-May 27, 2008**

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

### Reservations:

Call D-D Chemco  
**818-349-4149**

Reservations a **MUST**  
by **3:00 p.m.**  
**FRIDAY, May 23rd**  
**No shows**  
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**No menu pre-selection**  
**required.**

Pay online at:  
**[www.caliscc.org](http://www.caliscc.org)**

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.calisc.org>.

Editor: Karen Garruto  
Croda Inc.  
95845 Santa Anita Avenue  
Rancho Cucamonga, CA 91730  
Phone: 909-980-2510  
Fax: 909-476-7304  
k.garruto@crodausa.com

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FAX: 714-524-8362  
bkolevar@coastchemical.com

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12935 Crawford Drive  
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National Office  
120 Wall Street - Suite 2400  
New York, NY 10005-408

**Deadline** for the **September** Cosmegram is **August 22nd**. All information is to be sent to Karen Garruto at Croda Inc.

## MONTHLY MEETING DETAILS:

### PLEASE NOTE LOCATION

Duke's Malibu  
21150 Pacific Coast Hwy  
Malibu, CA 90265-5219  
(310) 317-0777

## 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*

## 2008 SCC CALENDAR OF EVENTS

### MAY

**3 SCC Dinner Dance** *Quiet Cannon, Montebello, CA*  
**27 SCC Monthly Meeting** *Duke's, Malibu*

### JUNE

**5-6 SCC Annual Scientific Seminar** *Florida*  
**8 Summer Event** *Griffith Park*  
**9 SCC Golf Tournament** *Meadowlark Golf Club*

### JULY

**13-15 Cosmoprof North America** *Las Vegas, NV*

## Hospitality Corner

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

Carolina Yulek - *Innovative Cosmetic Labs*

Amro Amer - *Vons*

Tiffanie E. Arsenis - *Student Member*

Susana E. Baeza - *Jafra Cosmetics*

Tisha Bennett - *Cosway Company*

Jessica Bibbo

Anne-Sophie Brillouet - *Neutrogena*

Jasmina Jankicevic - *Murad, Inc.*

Ralf Metz - *Beauty Hair Trading, Hairdreams*

Matthew L. Papania - *Oils of Aloha*

David R. Dean - *BPI Labs*

Mayank Bansal - *McKenna Labs*

Please greet our new members at upcoming meetings and events. Do you know a new member? Contact Tina-Marie Lesko at [tmlesko@presperse.com](mailto:tmlesko@presperse.com) so we can include them in the Hospitality Corner for future Cosmegrams.

## Announcements

### SAVE THE DATE

**7** The next California Chapter Suppliers' Day will be at the Long Beach Convention from October 22-23, 2009. Please mark your calendars for our biannual event next year.

### AREA III DIRECTOR'S ANNOUNCEMENT

Debbie Pierce and Lee Paler will be running for the position of Area III Director, which is a 3-year service. Please support our candidates by voting in the next National SCC elections. For details, please contact our current Area III Director, Guy Langer.

### CONTACT INFORMATION CHANGES

If 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 [tmlesko@presperse.com](mailto:tmlesko@presperse.com) with any changes.

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## Job Opportunities

### POSITION AVAILABLE

(cont'd from page 23)

- **Quality Assurance/Quality Control Inspector Skin Care Product Development (#0805-05)** - Van Nuys, CA. Orly International, Inc. is currently accepting resumes for a QA/QC Inspector. Job Description includes: Properly handle and control documents for inspection, perform detailed dimensional, visual and functional inspection of various plastic, glass, liquid and printed items, maintain and document inspection reports; provide feedback to Operations, read and understand standards and inspection plans, utilize calipers, micrometers and other testing equipment. A qualified candidate has drive, strong verbal, written, communication, and organizational skills, at least 3yrs experience in Health and Beauty or Cosmetic Industry, detail oriented, MS Office skills. Send Resumes to Dmichael@orlybeauty.com.
- **Lab Technician(#0806-01)** - Are you dynamic and passionate about cosmetics? Then McKenna Labs, a contract manufacturer, has an immediate opening for a candidate with good communication, written and computer skills, who can work as a team member. The qualified candidate will work closely with R&D team to coordinate samples, maintain daily documentation and prepare ingredients listings. Accept entry level. Experience with cosmetic raw materials is a plus. Our company offers excellent benefits package including medical/dental/vision insurance and 401K Plan. Please submit resume to ssok@mckennalabs.com
- **QC Technician (#0806-02)** - Immediate opening for QC Technician in skin care manufacturing company to perform products and raw material testing. Ideal candidate must understand and implement all GMP and other lab related requirements. Qualifications: 2-3 years experience in cosmetic/OTC manufacturing. Excellent written, verbal and interpersonal skills. Strong organizational skill, ability to multi task, strong computer skills. Work with minimal supervision. You may e-mail your resume at www.spamfgdirect@yahoo.com or fax it to the following (818)504-3202, Attn: Human Resources.

### POSITION WANTED

- **Sales Administrator/Executive Assistant (#0804-09)** - Highly qualified and motivated self-starter. Key strengths: strong organizational skills, attention to detail, compatible with all levels within the organization, excellent communicator, the ability to effectively complete multiple tasks while maintaining priorities. As assistant to the President I formulated, implemented and managed strategies and tactics for key accounts. Strong customer service skills, assist sales force on special projects, visit strategic accounts with account executives, coordinate marketing materials for customers, coordinate sales meetings, run sales reports, assist perfumery with fragrance evaluation, coordinate travel arrangements, special events. Call: Jayne Weiss (818) 904-1040; email: jaynew426@yahoo.com.

This monthly listing is a free service to all members of the SCC. To place a technical job listing in the Cosmogram, 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 **August 20th. 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.

## Historian's Column

(cont'd from page 13)

"Okay ladies, time to say goodbye", said the suave salesman, as he pushed a hidden button releasing a trap door that quickly swallowed up Miss Vicki and the Mandarin Menace. It appeared that Dr. M would once again foil the gallant attempt from the ladies of Merle Norman to apprehend him. But wait, something was wrong. Only two went through the trap door. Where was the Mistress of Moscow Dr. M wondered? "Natalia, I know you are here, please show yourself", Dr. M inquired. At that moment, the Mistress from Moscow came out of the shadows. "I am here, M", said Natalia in her native Russian accent. "But before you do away with me, there is something I've always wanted to do" she said. "And what is that", asked M. "Give you one last kiss", answered Natalia. "A kiss you will remember for the rest of your life".

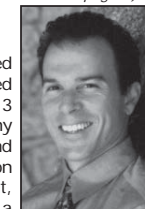
It was a request Dr. M could not pass up. He knew after this kiss, he had to kill her and her two cohorts once and for all. The Mistress put her arms around the debonair salesman and kissed him with tremendous passion. "Well", said M, "That truly was a kiss I will never forget, but now I must bid farewell to you". M pulled out his silencer but suddenly stopped. "What's wrong", asked Natalia. "I don't know", responded Dr. M, "I feel a little light headed". Dr. M hit the floor with a tremendous thump. The poisonous lipstick had done its job. Natalia quickly unlatched the trap door and pulled her friends to safety, as they had done to her so many times before.

The precious Diamond of Madagascar was returned to the museum to finish out its tour. The Trio had finally won the battle with Dr. M or did they? It seems Dr. M had mysteriously disappeared as there was no trace of him found anywhere. When the ladies of Merle Norman were informed of this they just looked at each other with a smile, put on their lab coats and went to work formulating products as usual. So when you see them at an SCC meeting or at the Merle Norman facilities in Los Angeles, just give them a nod in a show of appreciation for keeping our Society of Cosmetic Chemists safe.

## Dinner Hour ABOUT OUR SPEAKER

(cont'd from page 1)

**A**nthony L. Almada has worked within the natural products industry since 1975. He performed his graduate research at Berkeley in antioxidant and exercise biochemistry. In 1992 he co-founded EAS and led a university research program that completed over 15 clinical studies in the first 3 years of the company's history, and yielded 2 patents. He then co-founded a medical food company focused on the prevention of HIV-associated wasting. He has collaborated on over 95 university and private research clinical trials. He is the founder of IMAGINutrition, Inc., a think tank focusing upon intellectual properties, clinical research validation, and science-driven media in the dietary supplement, cosmeceutical, medical food, and beverage and food sectors. He is a founding partner of Zsweet™, a patent pending, all natural, non-caloric, clinical research-validated zero glycemic sweetener. He is the CEO of GENr8, Inc., marketers of an evidence-based suite of performance nutrition dietary supplements. He is also studying for the patent bar.



## Educational Hour

(cont'd from page 1)

Participants can expect to gain useful insight into the operations and conventions that must be followed to expedite the assignment of an INCI name.

## ABOUT OUR SPEAKER

**D**r. Goldstein received her B.S. with honors in Biochemistry, M.S. in Pathology and Ph.D. in Basic Medical Sciences from New York University in the area of UV and gamma radiation damage to DNA and DNA repair. She has been credited with more than eleven publications in scientific journals, and books and has been awarded patents in the area of encapsulation and controlled release. Dr. Goldstein has been an invited speaker at many scientific meetings and courses. She has been in the cosmetic industry since 1987 and is currently Executive Director, Research & Development, for The Estee Lauder Companies, Melville, NY. Her responsibilities include supplier contact for REACH activities, internal commercialization of new treatment actives for all of the Estee Lauder brands, troubleshooting formulation issues with active materials, encapsulation technology and identifying new platform technologies.

Dr. Goldstein has previously held Directors positions in R & D at Bath & Body Works, Lipo Chemicals and Collaborative Laboratories. She is an active member of the Society of Cosmetic Chemists. In 1994, she was the Chair of the Long Island Chapter of the Society, the 1998 Chair of the Committee on Scientific Affairs and the 2002 National President of the Society of Cosmetic Chemists. Dr. Goldstein is editor and serves as a reviewer for the Journal of Cosmetic Science. She is a member of numerous professional and scientific organizations including the CTFA Nomenclature Committee.



## Message From The Chair

**H**ello everyone, as we are approaching our last meeting for this semester, I am glad to see two important events coming this summer, the golf tournament on June 9th and the summer event on June 8th. Let's thank Kevin Johnson and Yi Hsin Chang for their hard work in organizing these events.

As mentioned in previous "Messages from the Chair," an important goal of our Chapter is to work in the scientific advancement of our members, but I also recognize the importance of maintaining open discussion and communication about trends taking place in our industry due to the direct effect and challenges to overcome in our regular activities as a scientist in product development and regulations, or as promoters of cosmetic ingredients; one of the most influential trend today is the claim "Green." On the other hand, in order to maintain ingredients origin and supply sustainability, there is price to pay on the impact in generation of CO2 and global warming. I would like to hear your scientific, marketing or just overall opinions about "green vs. environmental impact," "it should be an equilibrium between environmental friendly chemical ingredients and green ingredients? Please let us know your comments.

A couple of housekeeping notes...In order for Bret Katz to coordinate a successful meeting at Duke's in Malibu, it is important to have an accurate count of attendants the Friday before the meeting. Please make your reservations before Friday, May 23. Secondly, if you haven't already renewed your membership, please do it before the meeting. We will raffle between active members a full registration (\$1,200 value) at the upcoming Color Cosmetics Summit 2008 "Technical and Commercial Opportunities for Cosmetic Colorants, Effect Pigments and Additives," on June 23 and 25 in San Francisco, CA. Also, there is \$ 200.00 registration discount for active members.

I will see you at Duke's in Malibu on May 27.

...Mauricio Castro

California Chapter of the Society of Cosmetic Chemists Chair



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California Chapter of the Society of Cosmetic Chemists'

# GOLF TOURNAMENT

JUNE 9, 2008

Meadowlark Golf Club

16782 Graham Street  
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(714) 846-1364



REGISTRATION: 11:30 a.m. - 12:30 p.m.  
PUTTING CONTEST: 12:30 p.m.  
SHOTGUN START: 1:30 p.m.  
DINNER: 5:30 p.m.  
COST: \$140 per Golfer (includes lunch and dinner)  
\$40 Dinner Only

Venture to a course that is the product of its stunning coastal surroundings. A place where pristine views and gentle ocean breezes serve as the counterpoint to a course steeped in adventure. Discover the grace and beauty of one of Orange County's oldest and most esteemed courses, and deliver your game into the heart of Southern California golf.

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Reservation Form

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Company	Name of Participant	Golf & Dinner \$140	Dinner Only \$40	Tee Sponsor \$200

Subtotals: \$ \_\_\_\_\_ \$ \_\_\_\_\_ \$ \_\_\_\_\_  
TOTAL DUE: \$ \_\_\_\_\_

Sign-up Deadline: May 15, 2008  Late Registration: Additional \$30  Attach Additional Participant Info  
All payments must be received prior to the event - No refunds

Please mail check (payable to SCC) with completed Reservation Form to:  
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## California Chapter SCC April Dinner Meeting



## REACH Corner

Janet Winter Blaschke  
International Cosmetics and Regulatory Specialists, L.L.C.



REACH is the legislation now in force in the European Union, and is an acronym for the Registration, Evaluation, Authorisation, and Restriction of Chemicals, regulated by the European Chemicals Agency. This requires chemicals, and chemicals in finished products to be registered in order to be present on the E.U. market.

### REACH Testing Requirements for Chemicals

Chemical registration under REACH is delineated by what are known as “tonnage bands”. The level of testing data to be supplied is greater, depending on how much of the chemical (“substance”) will be on the EU market, either by itself or in a finished product (cosmetics included). There are three categories of information needed about the substance: Physicochemical, Toxicological and Eco-toxicological.

- 1) 1 to 10 metric tons
  - a. Physicochemical: melting, freezing, and boiling points, relative density, vapour pressure, surface tension, water solubility, partition coefficient (octanol/water), flash point, flammability, explosive properties, self-ignition temperature, oxidising properties, Granulometry
  - b. Toxicological: Skin irritation or skin corrosion, eye irritation, skin sensitization, Mutagenicity (in-vitro), Acute oral toxicity
  - c. Ecotoxicological: short term toxicity on invertebrates, growth inhibition study aquatic plants, Degredation, Biotic, Ready biodegradable testing
- 2) 10 to 100 metric tons
  - a. All of the above
  - b. Toxicological: In vivo skin irritation testing, in vivo eye irritation, Mutagenicity (in vitro), Acute inhalation toxicity, Acute dermal toxicity, repeated dose toxicity, subchronic toxicity as indicated, reproductive toxicity, toxicokinetics
  - c. Ecotoxicological: short-term fish toxicity, activated sludge respiration inhibition testing, degradation, hydrolysis as a function of pH, absorption/desorption screening
- 3) 100 to 1000 metric tons
  - a. All of 1 and 2 above
  - b. Physicochemical: Stability in organic solvents and identity of relevant degradation products, dissociation constant, viscosity
  - c. Toxicological: Short term repeated dose toxicity study, subchronic toxicity study, reproductive toxicity, prenatal developmental toxicity study, 2-generation reproductive toxicology study
  - d. Ecotoxicological: Aquatic toxicity- long term toxicology in invertebrates, long term toxicology study in fish, degradation (in appropriate media), degradation in surface water, soil simulation testing, sediment simulation testing, Identification of degradation products, bioaccumulation in aquatic species, short-term toxicology to invertebrates, effects on soil microorganisms, short term toxicology to plants
- 4) 1000+ metric tons
  - a. All of 1, 2, and 3 above
  - b. Toxicology: developmental toxicology study via route of exposure, carcinogenicity study
  - c. Ecotoxicological: Further biotic degradation studies, fate and behavior in the environment, Long term toxicological testing on invertebrates, Long term toxicological testing for sediment organisms, Long term toxicological testing for birds

The European Chemicals Agency (EChA) also has the legal right to ask for any kind of additional testing on a case-by-case basis, should they have concerns or need more information. In theory, the greater the amount of the substance on the EU market, the greater the amount of testing that needs to be submitted. Each chemical (substance) is required to be submitted individually, and the applications will be specifically reviewed.

For any company selling Cosmetics in Europe, all eligible chemicals in the products must be registered by the deadlines imposed by EChA, or the finished products cannot be legally sold.

... Janet Winter Blaschke  
REACH Chemical Consulting, Ltd. U.K.  
International Cosmetics & Regulatory Specialists (U.S.)

Society of Cosmetic Chemists  
California Chapter  
**Summer Event 2008**

# A Taste of France

June 8, 2008 (Sunday)  
11:30 am - 4:30 pm

Crystal Spring Picnic Area  
(located inside Griffith Park)  
4730 Crystal Springs Drive  
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*A Taste of France* includes gourmet food from various regions in France created by top chefs from around the world. Your ticket price also includes wine, French Beer, and a raffle ticket that could win you an Air France ticket to Paris and Tahiti! For our younger guests, there will be games, a moon-bounce, cotton candy, and much more. There will also be a French DJ, so be ready to throw your sandals off and get dancing!

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(at [www.caliscc.org](http://www.caliscc.org), at SCC monthly meetings, or via mail)

Cost: \$60/adult, \$25/young adult 12-18 years old, Free/children 11 years old and under  
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\*You will receive a picnic bag filled with surprises, contact us if you would like to be a sponsor\*

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Phone: \_\_\_\_\_ Email: \_\_\_\_\_

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Please mail check (payable to SCC California Chapter) with completed registration form to:  
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## Regulatory Affairs

Janet Winter Blaschke  
International Cosmetics and Regulatory Specialists, L.L.C.



### Want to Pay FDA Money for More Regulatory Issues?

It has finally happened. Someone finally, seriously, suggested that Food and Drug Administration impose facility registration fees on Cosmetic companies.

The proposal was drafted by House of Representatives member John Dingell, (D-Michigan) on April 17, and is referred to by some as "the FDA Reform Bill". Its formal title is the Food and Drug Administration Globalization Act of 2008. Dingell is Chairman of the House Committee on Energy and Commerce, who has oversight of the FDA as well as the Consumer Products Safety Commission.

It is seemingly a response to the public and regulators' outcry about lack of regulation of imported products. Most recently was the issue of contaminated Heparin manufactured in a factory in China, though the initial safety concern started several years ago with e.coli in spinach. The original focus of the draft bill was on the category of foods and safety, but rapidly escalated to include many of the product categories that are regulated by FDA: Cosmetics, Drugs (including Over-the-Counter Drugs) and Medical Devices.

It is readily acknowledged from all sides that FDA has had inadequate funding in recent years. The CTFA (now the Personal Care Products Council) has lobbied on behalf of the Cosmetics industry every Congressional year for increased funding for FDA. Consumer groups and corporations have also done so as well, at minimal success.

The bill would impose a \$2,000 yearly fee per facility, both inside and outside the U.S. It is conceivable that it would be easily regulated for manufacturers importing into the U.S. as their products pass through Customs. For Domestic companies and their locations, this may result in more frequent inspections, and more close follow up on compliance with annual registrations. It is conceivable, with the increase in funding that these fees would generate, that yearly registration filings would be strictly enforced. It is also possible, but not yet clear, that companies who produce both Cosmetics and OTC Drug products would be liable for \$4,000 a year in registration fees.

The \$2,000 fee per company, should the bill pass and location is estimated to bring in approximately \$600 million each year. The Bill is in Congressional hearings at this writing.

For more insight, there is a feed of Rep. Dingell questioning FDA Commissioner Andrew von Eschenbach on YouTube.

...Janet Winter Blaschke  
Regulatory Affairs Chair

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

## Job Opportunities

### POSITIONS AVAILABLE

- **Chemist/Sr. Chemist: (#0803-11)** - Leading contract manufacturer is seeking a creative individual with at least 5 years of hair care product development experience. Idea candidate should be able to formulate, reverse engineer and compound existing hair care products. Must have proven experience in the development of leading hair care brands. Candidate should have strong formulating skills, project management skills, and knowledge of proper stability testing methods. E-mail resume and salary history to Liz Sanchez [lsanchez@awareproducts.com](mailto:lsanchez@awareproducts.com).
- **Color Chemist: (#0803-12)** - Ben Nye Company Inc., a leading theatrical cosmetic manufacturer in the Los Angeles area has an immediate opening for a Cosmetic Color Chemist. This position focuses mainly on maintaining and developing new cosmetic formulations in accordance with regulatory guidelines. Requirements: A Bachelor of Science Degree in Chemistry or related field. Candidate should have a minimum of 3 years of formulation experience in both emulsions and powders, and a thorough knowledge of cosmetic pigments, raw materials and suppliers. A basic knowledge of cosmetic manufacturing and equipment is necessary. Please submit resume with salary history to [hr@bennyemakeup.com](mailto:hr@bennyemakeup.com).
- **QC Technician (#0804-01)** - Immediate opening for QC Technician in skin care manufacturing company to perform products and raw material testing. Ideal candidate must understand and implement all cGMP and other lab related requirements. Knowledge, Skills, and Abilities: 2 - 3 years experience in Cosmetic/OTC manufacturing. Excellent written, verbal, and interpersonal skills. Strong organizational skills, ability to multi-task, strong computer skills. Work with minimal supervision. Our company offers excellent benefits package including: Medical/dental/vision insurance. 401K plan. Flexible spending account. Paid time off. Please submit resume and cover letter to [careers@mckennalabs.com](mailto:careers@mckennalabs.com). No phone calls.
- **Technical Director (#0804-02)** - Aerosol contract manufacturer in the Inland Empire is seeking individual with 15 + yrs lab experience in a variety of product categories. Responsibilities include product development, customer interface, quality assurance, quality process management, cGMP compliance and regulatory monitoring. E-mail resume to [employment-ops@hotmail.com](mailto:employment-ops@hotmail.com).
- **Senior Manager, New Beauty Purchasing (#0804-03)** - Guthy-Renker. For complete job description & consideration, email [mprice@dhrinternational.com](mailto:mprice@dhrinternational.com). Please do not contact the company directly. Candidate must be familiar with beauty packaging & filling purchasing & manufacturing processes, FDA regulations related to beauty OTC and pharmaceutical grade products, industry standard purchasing & materials requirement planning system. Minimum of 5 years in beauty industry purchasing with supervisory experience, team building experience & business degree required. Ability to utilize Advanced Supply Chain model forecasts for communication of raw materials requirements to filling vendors and perform purchasing and planning functions on a global basis.
- **Application Development Specialist – Personal Care. New PhD Graduate (#0804-04)** - Dow Chemical Company has an exciting and challenging opportunity in Research and Development for new PhD student or graduate! Dow's Amerchol R&D group in New Jersey is seeking a talented individual to fill the role of an Application Development Specialist. Primary focus of this position will be to develop and apply fundamental knowledge of polymer science and polymer/surfactant interactions in hair and skin care products (shampoos, conditioners, styling gels, creams, lotions, sun care, etc.) to effectively deliver beneficial active ingredients to hair and skin, improve and promote our current polymer products, work with customers to identify and shape projects resulting in new polymer offerings and accurately assess our technology vis-à-vis the competition. Ph.D. in Cosmetic Science, Chemistry, Polymer Science or related discipline required. Academic working knowledge of personal care ingredients, formulation and testing methodologies desired. Travel would be less than 20%. Read full job description and/or apply on-line, visit [www.careersatdow.com](http://www.careersatdow.com), click on North America from left tool bar, search using job number 0800606.
- **Senior Application Development Specialist – Personal Care. Experienced Hire (#0804-05)** - The Dow Chemical Company has an exciting opportunity for an experienced and talented individual to fill the role of a Senior Application Development Specialist. The primary focus of this position will be to develop and apply fundamental knowledge of polymer science and polymer/surfactant interactions in hair and skin care products (shampoos, conditioners, styling gels, creams, lotions, sun care, etc.) to effectively deliver beneficial active ingredients to the hair and skin, improve and promote our current polymer products, work with customers to identify and shape projects resulting in new polymer offerings and accurately assess our technology vis-à-vis the competition. A Masters Degree in Cosmetic Science, Chemistry, Polymer Science or related discipline is required, a PhD in a related discipline is preferred. Working knowledge of personal care ingredients, formulation and testing methodologies, with a minimum of 3-10 years industrial experience is required. A history of success in commercializing novel, personal care formulations is critical and the candidate should have a strong technical background in conditioning polymer/surfactant interactions, including how they affect the deposition of beneficial actives to the hair and skin. To read the full job description and/or apply on-line, please visit [www.careersatdow.com](http://www.careersatdow.com) and click on North America from the left tool bar, search for this position using job number 0800605.
- **Sr. Raw Material Buyer (#0804-08)** - Thibiant International, Inc., a leading contract manufacturer in the personal care industry, is seeking a dynamic Sr. Raw Material Buyer. Ideal candidate must have a strong purchasing background in the consumer industry, a demonstrated ability to negotiate successfully, ability to prioritize to meet deadlines while juggling multiple critical tasks, must be detail oriented, a strategic thinker, and work well in a team environment. Thibiant offers a competitive compensation and benefits package. Please submit your resume and salary history to: [HR@thibiant.com](mailto:HR@thibiant.com).
- **HR Manager (#0804-10)** - San Diego. Must be team and service oriented; self-driven. Potential responsibilities: Department related planning, implementation, problem resolution, inter-company and vendor communication, and plan analysis for benefits. Manage Workers' Compensation program. Coach employee relations, performance; problem resolution. Evaluate & administer training needs for the company. Recruiting, interviews, offer processes. Bi-weekly payroll, manage time-off, garnishments, and employee communication regarding wages, taxes, leave and deductions. Quarterly payroll tax and 401K summaries. Resource for employees regarding all work related inquiries. Implements company policies; annual revision of employee handbook. Compliance with Federal and State laws. Establish high performance standards; provides feedback and training. Plans programs and events that build employee morale. Qualifications: Organized with problem solving skills. Excellent verbal, writing, and typing. Some advanced computer skills required. 4-year related degree. Bi-lingual in Spanish & advanced degree and PHR or SPHR preferred. 5+ years experience. Please send resume to [howen@mckennalabs.com](mailto:howen@mckennalabs.com).

(cont'd on page 23)



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[www.TCRIndustries.com/FineChemicals](http://www.TCRIndustries.com/FineChemicals)

## Job Opportunities

### POSITIONS AVAILABLE

(cont'd from page 8)

- **Lab Technician, Skin Care Product Development (#0804-11)** - Van Nuys, CA. Orly International, Inc. currently accepting resumes for Lab Technician. Job Description: Prepare personal care & cosmetic formulations following batch sheets. Maintain detailed daily formulation records & raw material sampling records. Manage/record/monitor stability tests of prepared products. Support QC/QA duties (compatibility tests, draw-downs, data-entry, record-keeping, etc.). Maintain /up-keeping of the laboratory raw materials & equipment. Issue supporting documentations (VOC, non-BSE statement, etc.) for foreign registration purposes. Perform ship tests. Other duties as assigned. Should have 1-2 years of bench experience. Basic knowledge of and experience with cosmetic raw materials. Qualified candidate is flexible, motivated, has good communication skills and is able to work as a team member. Computer skills, Strong Microsoft EXCEL. Send resumes to DMichael@orlybeauty.com.
- **Personal Care Formulation Director "Green Chef" (#0804-12)** - Method Products develops environmentally smart products. Method is located in downtown San Francisco. Looking for Personal Care Formulation Director who can immediately jump in to drive superior naturally derived, environmentally responsible, and safe personal care products that delight our fans. Requirements are: Strong personal care formulation experience, proven track record launching on a fast cycle and juggling multiple projects, strong passion for environmentally smart formulations, passionate, collaborative/candid, awesome project management skills & attention to detail and great communication & planning skills. See Methodhome.com. If qualified and interested, please contact: Kaj Johnson Kaj@Methodhome.com; 415-568-4603.
- **Operations Planner (#0804-13)** - The Planner works with the Sales and Operations departments to forecast production requirements and determine adequate inventory of components to meet demand. Planner acts as the logistical point of contact with QVC. And in conjunction, follows up with the vendors to make certain all timelines are met. Planner will schedule the timely supply of components, semi-finished goods and finished good inventory to meet production goals set by the master production schedule. Planner optimizes production activities, material flow, inventory levels and delivery dates by overseeing the scheduling of various vendors to meet the on-time delivery requirements and fill rate expectations. Send resume to [employment@ibinc.com](mailto:employment@ibinc.com).
- **Manufacturers' Representative (#0804-14)** - Are you a good sales person? Entrepreneurial personality with some chemical background? Then a Manufacturers' Representative is what you should be. We are a chemical specialties company selling to cosmetics - toiletry - soap - household and industrial chemical product companies. Presently over 50 different industries use our products. Customer list furnished - excellent commissions. Semi-retired to retired invited to join us. Contact [Kathleen@hoganff.com](mailto:Kathleen@hoganff.com).
- **Principal Chemist/Formulator, Laundry & Cleaning Products (#0804-15)** - Huish Detergents, a high quality developer and manufacturer of household cleaning products, located in Salt Lake City, seeking principal chemist to help lead and support home care products division. Will be responsible for developing new formulas, mindful of performance and costing considerations, from concept to launch; conducting and/or managing performance and analytical testing using established methods for all types of laundry and cleaning products; and providing support to Manufacturing, Purchasing, Sales, Marketing, QA, and Engineering Departments. Requirements include Bachelors or graduate degree in Chemistry, Chemical Engineering or related field, 10+ years formulation experience (5+ of those years in the household consumer products industry), knowledge of computer programs (Excel, Word or equivalent), excellent communication, leadership, and team skills. Knowledge of advanced experimental design methods and applicable government regulations for the Industry is a plus. Must be able to work on numerous simultaneous projects to meet established timelines, with minimal supervision. Remit resume with cover letter (including salary requirements) to [HR@huish.com](mailto:HR@huish.com). Equal Opportunity Employer F/M/V/D.
- **Account General Manager (#0805-01)** - Growing Cosmetics Manufacturer is seeking dynamic individual who is passionate about fashion and cosmetics that will be responsible for increasing sales by fostering both existing and potentially new customer relationships. As the "face" of our company this person must value customer service. Candidate must have effectively managed sales plans and created brand specific sales strategies to meet the objectives of the business; managed customer projects from concept through hand off to manufacturing. Candidate will work/manage cross functionally. If this sounds like a fit for you please forward your resume to [spatzemployment@spatzlabs.com](mailto:spatzemployment@spatzlabs.com).
- **Formulator/Chemist (#0805-02)** - Be a part of an innovative R&D team that is responsible for formulating new products and fulfilling customer requirements. This position is responsible for identifying and developing innovative, 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. Participate and identify scale-up and commercialization issues for new products and formulations. Collaborate with both Sales and Mfg. This individual must be able to solve problems and proactively make decisions while pursuing the direction of projects. Come Join Our Team in sunny California, [spatzemployment@spatzlabs.com](mailto:spatzemployment@spatzlabs.com).
- **Lab Technician: (#0805-03)** - Be a part of an innovative R&D team, within a growing company, that is responsible for formulating new products and fulfilling customer requirements. This position will work closely with the formulators to ensure that the department meets both the customer and business objectives. Candidate should be familiar with bulk manufacturing, GMP's and SOP's. The position is responsible for color matching, stability and formula testing as well as daily/weekly documentation. We are looking for a dynamic candidate who is passionate about cosmetics to join the team, [spatzemployment@spatzlabs.com](mailto:spatzemployment@spatzlabs.com).
- **QC Technician: (#0805-04)** - Growing cosmetics manufacturer is looking for an experienced candidate. This position is responsible for the quality control of all injection molded and incoming components by the development, application and maintenance of quality standards. The position is responsible for molded and purchased or customer supplied components visual/written standards and/or methods for inspection testing and evaluation of components and will maintain calibration system. The qualified candidate will have expertise in process improvement, analysis, and problem solving; as well as, experience in injection molding. Take your first step toward joining our team by sending your resume to [spatzemployment@spatzlabs.com](mailto:spatzemployment@spatzlabs.com).

(cont'd on page 30)

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## SCC 2008 Dinner Dance - Thank You!

After a mere 16 months of planning, the big day has finally arrived. It seemed so long ago when we first got started, but the date raced towards us faster than an Amtrak train.

It is said that "many hands make for light work". Never has it been so true before. Thank you Evelyn, Beth and Liz for being there...it's been a heck of a ride and surprisingly—we're still friends! Thanks to Jessica and Andy for listening and sharing their advice and experience as past party planners.

Thank you, Roger and Jack, for "volunteering" our use of the E.T. Horn warehouse.

To Sandy, thank you for agreeing to be "volunteered" to handle everything for the incoming goodies for the gift bags. To the great warehouse crew for putting everything together to make a wonderful assembly line, and then sticking around to help pack the bags and put the warehouse back in shape.

Thank you Mike and Hans for making those pick-ups at a moments notice. To Melody, Lee, Christina and Jamie for jumping in and adding to the swag. Thanks to all the volunteers who came out and assembled the bags in record time, and then helped clean up the mess. Let's not forget the men at Classic Distributing, thank you for transporting the finished bags where they needed to go and getting them to the right place.

And to the many friends not part of the SCC, thank you also for your help. Marie, Jackie, Cynthia, Lauren, Eric and Emily for all your help with the favor bags. To Peter, thank you for all the other daytime running around. To the bag distribution team: Valerie, Mike, Peter, Emily, Lyrea, Wilma, Mary, Linda, Michelle, Cheryl, Lydia, Angela, Nick and anyone else I conned, excuse me, "got to volunteer", to hand out bags and surprises. And also to Cheryl and Karen for "fixing my stuff".

Thank you to Eric and Joe for being supportive and allowing me time away from my desk when needed to organize this event.

I believe that covers all but two people. Michael, thank you for not shaking your head and asking me "What did you volunteer for this time?" and for just leaving me space to have my fun. And what fun I had. Just when you think you know almost everyone, new friends appear. One person left to say "thank you" to—Mrs. Anonymous... without you and your telephone dialing expertise...I shudder to think what might have been. You and I should get together and properly thank your husband for "volunteering" you and increasing my BFF count by one!

The biggest THANKS of all is truly to each and everyone of you who came and had a wonderful time. (Please...tell me you had a good time...the event is still a week away as I write this). Without each of you...I might have been in a very big room...all alone.

...Rose Bourassa  
Dinner Dance Chair

## Announcements

### FRESH TO PRINT

Are you new to the Cosmetic Chemist world? Are you proud of a Paper, Article, Column, or Patent that you have created and want to share it? The SCC is pleased to begin a new program: Fresh to Print. Fresh to Print will be a monthly contest where Chemists with less than five years experience in the industry can submit writings to the SCC for a chance to have them printed in the Cosmogram. Every month, one paper will be picked to be printed in the newsletter and the writer will receive a Fifty Dollar Gift Certificate. At the end of the year, a grand prize will be given to the author of the best received piece.

If you would like to submit, please send your article to:

Yi Hsin Chang  
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If you have any questions, please contact Yi Hsin Chang at (323) 904-5660 or email her at ychang@breakthroughinbeauty.com.

Thank you and good luck!

### SCC ANNUAL SCIENTIFIC SEMINAR

The SCC Annual Scientific Seminar is from June 5-6 at Disney's Grand Floridian Resort & Spa. There is a great program outlined this year. Please plan on attending! To register you can go to www.sconline.org to download the registration form.

**2008 SCC Dinner Dance - California Chapter**



**Historian's Column**

**THE LOST DIAMOND OF MADAGASCAR**

It was a brisk southern California night in February. The full moon gave the man in black enough light to easily cut through the dome of the Grand Salon. The security of the beautiful Nethercutt Museum in downtown Sylmar was breached. Antique cars surrounded the Grand Chandelier as the man in black slithered his way down the cable like a spider chasing its prey. Amongst the Packard's, Austin Martins, and Talbot Lagos, stood on display a 200 karat Marquee Diamond on loan from the Madagascar Cosmopolitan Museum. The man in black successfully avoided the infrared lasers to take the 500 million dollar gem and it would be hours before anyone would even know.

Meanwhile back at Merle Norman Cosmetics, the typical Monday morning meeting was about to commence. As usual, the V.P. of R&D, a man known as Joe Disomma was not in attendance but could be heard on the speakerphone. He had a deep loud commanding voice but no one had ever seen him. His conduit in the office was Gerry Brion, Director of R&D. It was his job to relay the assignments given by Joe to his team. What assignments you ask? Well, as you have probably already figured out yourself, this was no ordinary cosmetic group. Sure during the day they made all kinds of formulations from anti wrinkle serums to color cosmetics, but at night, they were a group to be reckoned with. Crime fighters assembled by Joe and Gerry from around the world!

In the lab assembling gadgets of all kinds to deal with the riffraff in the cosmetic industry were Professor Them Tang and Xuyen Pham. These Vietnamese wonders were able to concoct an array of super weapons to aid the group on their adventures. And what a group it was! They were led by manager and long time Merle Norman employee, Vicki Geiger, simply known by her comrades as Miss Vicki. The second lady in this group of three was Cindy Zhang, the Mandarin Menace. This young lady from China while formulating during the day was a master of martial arts during the evening. Fast and deadly with her feet, she could easily dispose of three men within seconds. The last of the female trio was Natalia Fischer, also known as the Mistress of Moscow. Her specialty was the power of seduction. Mild mannered during the day, this cosmetic formulator from Russia became a deadly vixen at night. Collectively they were known as Joe's Angels and as they were to find out that Monday morning, duty called.

They needed to find the perpetrator of this heist from the Nethercutt Museum and time was not on their side. From Gerry's office, they quickly made their way to the laboratory where Professor Them and Xuyen had assembled an arsenal of deadly weapons to help them on their mission. For Miss Vicki, a fountain pen that squirted a deadly toxin up to 60 feet away which could kill within five seconds. For the Mandarin Menace, boomerang circular blades that could decapitate a head and then return to her for another quick kill. And for the Mistress of Moscow, color stay lipstick impregnated with cyanide. This would be a quick death for any man who was lured into a sensual kiss from the deadliest woman Moscow had ever known, not to mention a very good formulator too!

At 4:00 p.m. after a long day in the lab, they took off their lab coats and made their way to Sylmar in Miss Vicki's classic 1966 Bentley. They quickly started looking for clues to the great robbery. "Look here", said Cindy, "What is it?" Miss Vicki bent down to see what it was. "It looks like some kind of goo", Natalia exclaimed as she very carefully touched it. "I think its pudding," she said. Just then Miss Vicki spotted an empty pudding cup container and spoon several feet away. Their fears were confirmed. They knew exactly who the perpetrator was and this was not the first time they had crossed paths.

He was simply known as Dr. M. A technical salesman during the day, but at night he led a life of crime and his calling card: an empty pudding cup container. In all their years of crime fighting, the Trio from Merle Norman was never able to capture Dr. M but the Angels knew exactly where to find him as they hopped into the Bentley and quickly made their way to his secluded Hollywood Hills mansion. They knew he would be there waiting, almost taunting them with his very bold crime of stealing the diamond from their beloved museum. They entered the compound and found the huge wooden doors to the mansion were wide open. The ladies moved into the palace with extreme caution. Cindy, the Mandarin Menace, slowly pulled out her boomerang blades of death. "Good evening ladies", said Dr. M, "I have been expecting you". "Don't you just love my beautiful new jewel!", he asked, as he showed them the 500 million dollar diamond. "This is your last heist, Dr. M, your days of crime are over", retorted Miss Vicki. "And who is going to stop me," he asked. "We are", said the Trio in unison! Just then, Cindy hurled the blade toward Dr. M with unbelievable force. Dr. M with the reflexes of a cat, managed to dodge the blade with a Matrix like move which missed his neck by no more than a millimeter. Miss Vicki then took out her deadly fountain pen and shot it toward the evil thief. Dr. M, an Olympic caliber swimmer, quickly somersaulted ten feet in the air to avoid the deadly liquid.

*(cont'd on page 30)*

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*38<sup>th</sup> Annual Dinner Dance  
May 3, 2008*

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