

Dinner Hour

The Role of the Human Epigenome in Health & Disease With a Look Towards the Future of Cosmetics

Dr. Daniel Weisenberger
Project Manager
Epigenome Center - University of Southern California



At the heart of [epigenetics] is a simple but contentious idea — that genes have a “memory.” That the lives of your grandparents — the air they breathed, the food they ate, even the things they saw — can directly affect you, decades later, despite your never experiencing these things yourself.

- BBC, *Ghost in Your Genes*

The rapidly evolving science of epigenetics – the scientific study of the molecular software that turn genes on and off – is changing our understanding of heredity, identity, and disease. Research now shows this software, known collectively as the “epigenome”, dynamically responds to our environment throughout our lifetimes. In fact, epigenetic expression is proving to be one of the primary links between cancer and environmental toxins, diet, stress – and perhaps – cosmetic ingredients. In addition, discoveries in longevity science are now making a direct connection between an individual’s epigenome and the way we age. Wrinkle development, stem cell expression, grey hair, baldness and acne are all potential areas of epigenetic investigation.

...continued on page 3

Educational Hour

Guidelines to Skin Absorption Studies of Cosmetic Ingredients and Formulations

Nava Dayan, Ph.D.
Lipo Chemicals Inc.



Performing skin absorption testing is part of recommended regulatory guidelines in the USA and of global interest to assess safety of exposure to chemicals when applied topically. The Personal Care Council (formally CTFA), the OECD (Organization for Economic Co-Operation and Development), WHO (World Health Organization) and SCCP (Scientific Committee of Consumer Products), have all issued guidelines to address absorption of compounds from cosmetic formulations. The objective of these guidelines is to obtain quantitative and/or qualitative information on the amounts of chemicals that may penetrate the skin transdermally into the blood circulatory system during “real time” use. The absorption of a substance into and through the skin is critical for the assessment of the need to further conduct full pharmacokinetics profile studies. The chemicals tested are not necessarily “actives” but also possible contaminants and excipients such as preservatives, fragrance components and other possible sensitizers.

...continued on page 3

Meeting Details:

Date: **Tuesday - May 25, 2010**
Location: **Duke’s Malibu**
Menu: **Buffet**

Educational Hour - 5:30 p.m. Social Hour - 6:30 p.m.
Dinner Hour - 7:15 p.m. Speaker - 8:00 p.m.

More Meeting Details on Page 2

Reserve Today!

Pay online at www.caliscc.org
or
Call (562) 236-5700 to reserve

Reservation Deadline: 3:00 p.m. Friday - May 21
If you reserve and do not attend, you are responsible for meeting charges. You will be billed accordingly.

Inside this issue:

Calendar of Events...2 Meeting Sponsor...2 Job Opportunities...10 Regulatory Affairs...15

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Brian Kolevar
505 South Melrose Street
Placentia, CA 92870

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Meeting Details

Location

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

Costs

- \$40.00 Members with reservations and first-time only guests with a member-sponsored reservation. *Non-member pricing in effect after first meeting.*
- \$48.00 Members without reservations
- \$48.00 Non-members with reservations
- \$58.00 Non-members without reservations

Menu

Menu Choice
Buffet

Reservations

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Meeting Sponsor

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Society of Cosmetic Chemists

2010 Calendar of Events

May

15	California Chapter Dinner Dance	Hyatt Regency Century Plaza
24	California Chapter Golf Outing	Meadowlark Golf Club - Huntington Beach
25	California Chapter Monthly Meeting	Duke's Malibu

June

18	California Chapter Summer Event	The Huntington Library
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August

19	CEP Course: Advanced Sunscreens	Hilton LAX
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September

28	California Chapter Monthly Meeting	Renaissance LAX
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October

7	California Chapter Scientific Seminar	Marina Del Rey Marriott
26	California Chapter Monthly Meeting	Renaissance LAX

Announcements

SWSCC Suppliers' Day

Southwest Chapter will be hosting their 7th Supplier's Day Exhibit on August 10, 2010 at the Gaylord Texan Resort and Convention Center on Lake Grapevine. Go to www.swscc.org for further details and registration form.

National SCC Contact Information Changes

As you know many SCC Members change jobs, relocate, etc. each year. Many do not know who to call or how to go about making an address change. The National Society of Cosmetic Chemists has created a form that is now available on the SCC website which allows members to make changes to their information and it is sent to us here at National. For right now, Members can access the change form under the Contacts Tab on the website. The actual link address is as follows: http://69.36.162.213/SCC_Address_Change_Request.htm

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 with any changes.

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Deadline for the September Cosmegram is **August 25**

Please forward all content to
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Be the Next SCC Monthly Meeting Sponsor!

The SCC California Chapter is opening sponsorship opportunities to anyone interested in introducing their company during our monthly meetings.

The benefits of sponsorship are to provide you and your company with the following:

- **Approximately three to five minutes to introduce your company and employees, products, capabilities and/or services.**
- **The exclusive right to distribute literature and samples at the monthly meeting.**
- **Optional table adjacent to the registration table to distribute literature and samples by one or two employees.**
- **Your company name will appear on our Sponsor board at the meeting.**
- **Your company name and location will be included in all meeting announcements, including our monthly newsletter (Cosmegram) and all email announcements and reminders.**
- **Your company name will appear for one month on the SCC website as "This Month's Sponsor", which will include a link to your company website.**
- **Your donation to sponsor a meeting is tax deductible with our non-profit status.**

Cost: The cost to sponsor a SCC chapter meeting is \$350.

Please contact Yi Hsin Chang or Guy Langer if you are interested or have any questions.

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Dinner Hour

Dr. Daniel Weisenberger, Research Assistant Professor in the Department of Biochemistry and Molecular Biology at University of Southern California and project manager at the USC Epigenome Center, will join us in May to discuss the role of epigenetics in human health and disease, and its relevance to the future of the cosmetic industry. Elements of his talk include:

- An overview of basic cellular biology and epigenetics
- The diversification of the human epigenome over different individuals and tissue types
- How epigenetics is altered in human diseases, such as cancer

As Dan notes, "The human epigenome is altered as a function of aging, and there are additional widespread epigenomic changes in human melanomas (skin cancer)." These findings may provide important clues to the cosmetic industry

Educational Hour

The 7th amendment to the EU directive, which bans animal studies on cosmetic ingredients and finished formulations, stimulated the adoption of the OECD skin absorption guidelines as the validated method for this important end point.

Since in vitro studies have been demonstrated to provide reliable, reproducible data, for topically applied formulations when the skin is the target of action it is imperative that an understanding of penetration patterns be developed in order to allow for better product development as well as conservation of both resources and time in the process of product design.

My presentation will describe the importance of evaluating skin absorption of compounds from topically applied formulations. This description is an essential context for safety assessment, mechanistic studies and fundamental to conducting clinical studies. It will also review key parameters in the guidelines and provide tools for further research.

About Our Speaker

Dr. Dayan earned her Ph.D. in Pharmaceutics from the Hebrew University in Jerusalem specializing in skin delivery. She is currently an Associate Adjunct Professor in the Ernest Mario School of Pharmacy at Rutgers University, and the R&D Director at Lipo Chemicals Inc. During her 23 years of experience she has specialized in a variety of areas related to skin treatment:

- The research and understanding of the interaction between topically applied compounds and the skin.

...continued from page 1

with regards to skin care products and the reversal of signs of aging.

About Our Speaker

Daniel J. Weisenberger holds two Bachelor's of Science degrees in Chemistry and Cellular and Molecular Biology from the University of Michigan, and a Ph.D. in Biological Chemistry from Wayne State University. His work has focused on the reactivity of chemical carcinogens with DNA, human cancer epigenetics and technology development. Dan currently has the title of Research Assistant Professor in the Department of Biochemistry and Molecular Biology at USC, and has additional duties in project management for Dr. Peter W. Laird at the USC Epigenome Center. Dan is an expert in DNA methylation and cancer epigenetics and has co-authored more than 30 peer-reviewed publications since arriving at USC in 2000.

...continued from page 1

- Findings in skin biochemistry and especially the upper layer of the skin- the stratum corneum
- Delivery of active compounds into and through the skin and the development of delivery systems to facilitate transport, improve bio-availability and reduce toxicity
- Design and development of topically applied formulations
- Design of clinical studies to substantiate market claims and to assure safety.
- Academic teaching and lecturing
- Industrial experience in both development of active compounds, delivery systems and finished formulations
- Skin absorption studies in vivo and in vitro for safety/efficacy assessment
- In vitro methodologies for safety assessment of topically applied compounds

Dr. Dayan has received numerous awards of excellence for various papers she has authored. She is the author and co-author more than 100 publications including book chapters and was granted 7 patents. She is also the editor of the "Skin Aging Hand Book" published by Elsevier. Dr. Dayan is a member of the Dermatopharmaceutics Focus Group, and the Abstract Review Committee for the American Association of Pharmaceutical Scientists (AAPS). She serves as the Educational Chair of the NYSCC Chapter and on the Scientific Advisory Board of Health Beauty America Expo. Dr. Dayan teaches at Rutgers University and is the Director of a variety of courses at the Center for Professional Advancement.

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Skin Care Ingredients Series at UCLA Extension

If you want an overview of skin care ingredients, including the biology of skin and regulations effecting skin care claims, *Skin Care Ingredients for Cosmetic Professionals* is for you. **In cooperation with** the California Chapter of the Society of Cosmetic Chemists and Beauty Industry West, the course is offered over two long-weekends during the day.

Topics are designed to offer a foundation from which all skin care professionals – regardless of scientific background – can understand current and future advances in skin care ingredient technologies. If you are a product developer, marketing manager, trainer, sales representative, raw material supplier, esthetician, physician, nurse or are otherwise involved in the development and promotion of skin care products, you should find the material highly applicable and appropriate to your interests.

Part I, offered June 18 thru 21, begins with a discussion of natural, chemical, synthetic and inorganic ingredients then segues into an overview of basic skin care ingredients (alcohols, acids, esters, emulsifiers, surfactants, preservatives), addressing common ingredient myths along the way. Cosmetic and drug regulations, organic claims and greenwashing are then discussed. The final section of the course begins the topic of skin-specific ingredients, starting with a summary of skin anatomy and physiology and cell biology. The material then branches into the areas of barrier damage and repair, skin hydration, free radicals, reactive oxygen species, antioxidants, inflammation, sunscreens and skin brighteners.

Part II, offered October 1 thru 4, begins with a review of the inflammation process then evolves into the skin's immune system, the wound healing cascade and inflammation's role in a variety of skin conditions, including aging, sensitive and stressed skin, rosacea, acne and cellulite. A special segment addressing the compatibility of today's electrical modalities – including LED, microcurrent, oxygen, lasers, ultrasonic and ultrasound – with hydrating, firming, antioxidant, brightening, wrinkle minimizing and soothing ingredients is also offered.

Both courses are taught by the team of Rebecca James Gadberry, lead instructor, and Irena Brown, assistant instructor. Gadberry is Cali-SCC's 2010 chair-elect who has led the Cosmetic Sciences program at UCLA Extension since 1986 and is considered the professional skin care industry's leading ingredient authority. Brown is a popular industry lecturer and product development consultant specializing in skin care.

While the courses can be taken independently, Part I or the approval of the assistant instructor, Irena Brown, is required to take Part II. Irena can be reached at irenab@yglabs.com.

To register, call 310.825.9971

Skin Care Ingredients for Cosmetic Professionals, Part I
June 18-21, Friday-Monday, 9 am-5:00 pm
REG# V6862
\$495

Skin Care Ingredients for Cosmetic Professionals, Part II
October 1-4, Friday-Monday, 9 am-5:00 pm
REG# V6875
\$495



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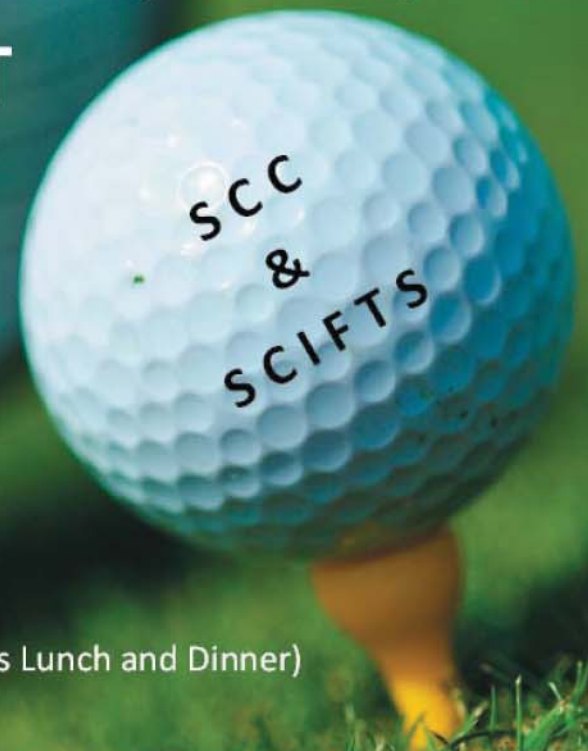
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GOLF TOURNAMENT

May 24, 2010
Meadowlark Golf Club
16782 Graham Street
Huntington Beach, CA 92649
714.846.1364



REGISTRATION: 11:00 am – 12:30 pm
PUTTING CONTEST: 11:30 am
BBQ LUNCH: 11:30 am
SHOTGUN START: 1:00 pm
DINNER: 5:30 pm
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All payments must be received prior to event – No refunds

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Join the CALIFORNIA CHAPTER of the SCC for

Summer Event

Tea & Tour of The Huntington Library

When: June 26, 2010 (Saturday)
Arrive by 8:45 AM

Where: The Huntington Library, Art Collections, and Botanical Gardens
1151 Oxford Road
San Marino, CA 91108
626-405-2100
www.huntington.org

Cost: \$60/person, \$45/children under 6
Limited to 50 guests, so register early!
No refunds after June 1st



The Huntington is one of the world's great cultural, research, and educational centers. A private, nonprofit institution, The Huntington was founded in 1919 by Henry E. Huntington, an exceptional businessman who built a financial empire that included railroad companies, utilities, and real estate holdings in Southern California. Huntington was also a man of vision – with a special interest in books, art, and gardens. During his lifetime, he amassed the core of one of the finest research libraries in the world, established a splendid art collection, and created an array of botanical gardens with plants from a geographic range spanning the globe.

Event includes: 90 minute docent-led outdoor tour, luncheon at the Rose Garden Tea Room, free access to wander over the grounds (art galleries, library exhibition hall) until 4:30 PM

HOW TO REGISTER:

- 1.) Go to www.caliscc.org and pay with credit card. Make sure you complete this form as well and send it back to Joanna Santos at YG Laboratories even though you're paying with credit card.
- 2.) Send check (payable to California Chapter SCC) and completed form to Joanna Santos at YG Laboratories.

RSVP by June 1st to Joanna Santos, YG Laboratories
PH: (714) 891-3966, FAX: (714) 891-0736
15165 Triton Lane
Huntington Beach, CA 92649

Registrant	Company	E-mail	Phone

California Chapter of the SCC presents:
Annual Scientific Seminar

“Cosmetic Formulation, Trends and Testing: What the Future May Hold”

When: October 7, 2010

Where: Marina del Rey Marriott
4100 Admiralty Way
Marina del Rey, CA 90292
(310) 301-3000

Cost: \$65 Members / \$130 Non-members
(\$65 Non-members discounted rate with new SCC membership sign-up, what a deal!)

Register today...this event will sell out!

Deadline to register is September 30th

How to Register:

- 1) Go to www.caliscc.org and pay with credit card. Make sure you complete this form as well and send it back to Danielle Barker at FRT even though you're paying with credit card.
- 2) Send check (payable to California Chapter SCC) and completed form to Danielle Barker at FRT.

Mail check and registration form to:

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From Grass to Soil – Let Microbes Toil!

What do you think happens to grass clippings after they are cut and fall onto the ground? Let's see what we can find out!

You will need:

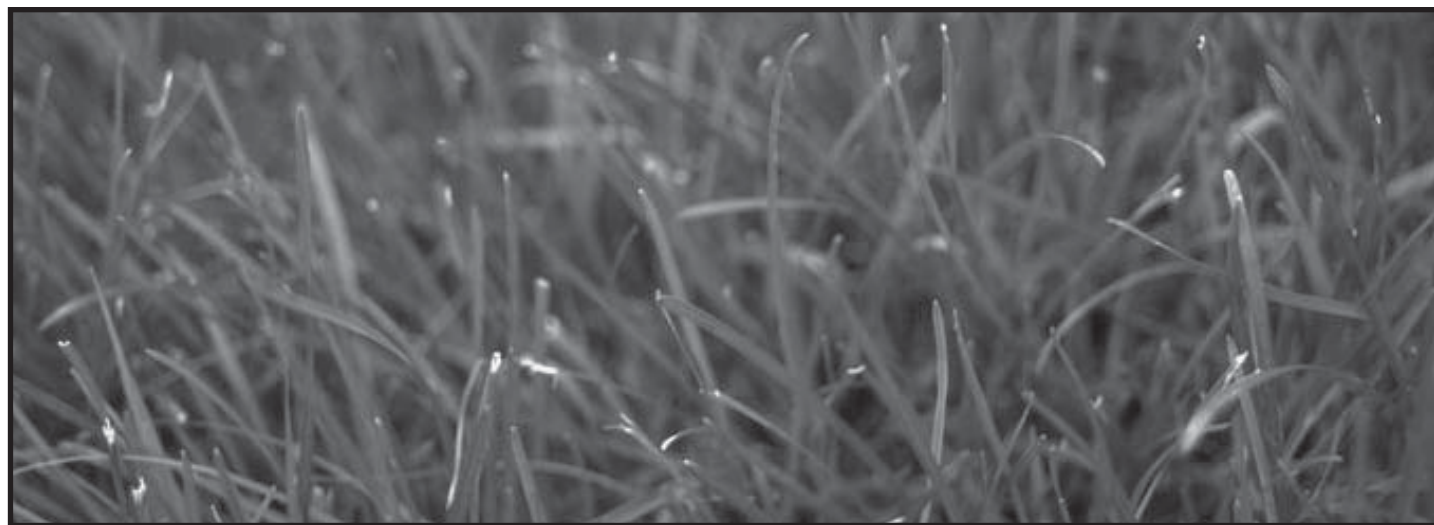
- 2 handfuls of grass clippings
- 1 cup of potting soil
- 2 zip-closing plastic bags
- a sharp pencil
- teaspoon

1. Place one handful of grass clippings in each of two plastic bags.
2. In one bag, add a cup of fresh potting soil and mix well. In the other, leave the clippings as they are. Seal both bags.
3. With a pencil, carefully poke 5-10 air holes in each side of the plastic bags. Be careful not to poke yourself.
4. Place the bags in a dark place. Once each week, open the bags and add a teaspoon of water. After one week open the bags and look inside. Look closely at the grass. Aside from being dirty in the soil bag, does the grass in either bag look like it has changed from when you put it in?

Think about what happens out in the woods. What happens to all the leaves that fall year after year? Do the leaves on the ground just keep getting deeper and deeper?

5. After another week, look closely again at the grass in the two bags. What has happened to the grass that was in the soil? What happened to the grass without soil? Describe what you see. Continue observing for the next few weeks. Explain what you think is happening to the grass.

Have you heard of a compost pile? You have just made some compost. In a compost pile, dead plant material and soil are combined and kept moist. Tiny organisms (microorganisms) in the soil begin to eat the plant material, causing it to break down or decompose. The decomposed plant material and the wastes the microorganisms give off all add nutrients to the soil. In fact, gardeners often use compost as a natural fertilizer for growing plants.



JL: Oh no, I would never do that.

DS: Yes you will, you are a salesman, you lie naturally, it is just in your nature.

JL: I prefer to call it a God given gift.

DS: You would.

JL: Alright, moving along, who has been the biggest influence in your life thus far?

DS: Well in all seriousness, I would have to say you. John, you have been a good friend to me and Steve in good times and in bad and for that I really appreciate it.

JL: Really?

DS: Ah No!

DS: Actually John, I have a question for you. Do you think you will get fired again as Historian? I know this is your second time around. People are taking bets!

JL: Well I shouldn't have been fired the first time.

DS: Oh Please! Your articles were even more ridiculous than they are now. You called Debbie Pierce a white witch, you claimed John Garruto shot Bret Katz's mom, Judy with a champagne cork at a dinner dance, and in one of your off the wall stories, a witch doctor shrunk Brad Rope. Hey I hear he got pretty upset.

JL: Yeah he was not too happy but besides the Brad Rope story, the rest of that stuff was true!! Like John Garruto says, there is always a kernel of truth in all my columns.

JL: Well Deanna, thank you so much for this interview. I think after reading this your peers in the cosmetic industry will know just a little bit more about you.

DS: Sorry John I didn't hear a word you said, Rich Hersey is on the phone. I have to go now. You can let yourself out? "Hi Rich how are you?" "Ugh I just got out of the most boring interview..."

Message from the Chair

Invitation to Our Open Discussion

"Tolerance," one definition between many from the Merriam-Webster Dictionary is "the allowable deviation from the standard." In our industry and especially in California we deal everyday as scientists or technical sales representatives with many entrepreneurs, marketing people and product developers who bring large variety of ideas and concepts for new technologies and products; also, many times we react with expressions like ...is crazy, insane, nuts, out of this world, etc.

In the other hand, I would like to ask to the members of our chapter how crazy, nuts or insane can be those ideas or concepts? Will be possible that those crazy and insane entrepreneurs, marketing people and product developers are just thinking out-of-the-box? Are our scientific and business minds tolerant when we deal with those things clearly deviated from the standard? Is tolerance good or bad for innovation and creativity? Is tolerance good or bad for our scientific community?

I would like to hear your comments and take 5 to 10 minutes in our next meeting for an open discussion; please send your comments and opinions to my e-mail mauriciocstr@yahoo.com or e-mail our Public Relations Chair, Peter Frantz at Peter.Frantz@airliquid.com.



I'll see you all on the next meeting in May 25 at Duke's Malibu.

Sincerely,
Mauricio Castro - Chair

Deanna Simon: A Very Personal Interview

John Luna

There is nothing more special to me than interviewing cosmetic chemists that have become close friends. Unfortunately Deanna Simon does not consider me a close friend, but nevertheless I sat down with her in the Cosway lunchroom for this one-to-one interview.

JL: So Deanna, we have known each other for the good part of 15 years and you still do not consider me a close friend. Why?

DS: I don't know, I just don't.

JL: That's not really a reason.

DS: It could be your hair, it kind of irritates me. I do consider you a friend, just not a close friend. Now I do consider Richard Hersey a close friend.

JL: Rich Hersey?? It's always about Rich Hersey!!! Anyway, you happen to have a very interesting family story of how they arrived in America, would you like to share it?

DS: Well my grandparents came to America after the 1967 Six Day War. They had lived in Jerusalem for all their lives and they wanted a change. They moved to the Bronx in New York and opened up a corner market in a Jewish-Italian neighborhood. I was born there but my family moved to Riverside, California when I was 5 years old.

JL: What college did you attend?

DS: I graduated from Cal Poly Pomona with a BS in Chemistry. In fact that is where I met Valerie Roach, who was Valerie Perez at the time. We roomed together our last two years in college and even back then she was an Osmond Brothers fanatic. Osmond this, Osmond that! After two years I was all Osmond out!

JL: What did you do after college?

DS: I quickly secured a job at Blockbuster Video as the check out girl but then I landed a job at Dep in beautiful downtown Wilmington.

JL: Wilmington! I remember when Lions Drag Strip was there, I used to go as a kid.

DS: Wow you're older than dirt.

JL: You worked for George Andrassy? Did he ever tell you how I taught him how to trap gophers in his backyard. We both lived in

Walnut and back then there was a significant gopher problem.

DS: Gee I love that story! Now that is why I like Rich Hersey better than you, he does not bore me with such dribble.

JL: What did you do at Dep?

DS: I started out as a lab technician in QC and to my surprise I was trained by my college pal, Valerie Roach. That was a fun time, we used to sit outside in the lunch patio making fun of the people passing by.

JL: That doesn't sound very nice.

DS: Whatever.

JL: From lab technician you moved over to R&D?

DS: Yes, QC was unfulfilling, I needed to expand my wings, my creativity, I needed to blossom.

JL: Oh brother!

DS: I was a bench chemist working under Karen Hohenstein and then I was promoted to a senior chemist. I was there for 14 years until 2005 when I felt it was time for another change, so I moved over to Cosway where I have been since.

JL: You are now one of the lab managers?

DS: Yes, working very closely with R&D Director, Virginia Kickertz.

JL: So how about your personal life?

DS: Well, I am married to Steve Simon and I have a son Adam who is 12 and a daughter Kyla who is six. Once in a while, when invited, I take the kids over to Monique Bottene's mansion in Hermosa Beach so our kids can play together. While her maid serves us tea, Monique shows me her new purses, it's quite exciting!!!

JL: Yeah sounds like fun! I have always wanted to ask you, what was your maiden name? I have always known you as Deanna Simon.

DS: You think I am going to tell you that?

JL: Yeah, why not?

DS: Because you will make fun of it.



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- **QC Chemist/Supervisor (#1004-02)** - Must have minimum 3 years of food, drug or cosmetic lab experience, and good knowledge of GMPs; be able to set up test methods and direct testing by technicians, in a fast paced environment. Minimum of one full year lab supervisory experience required, in a manufacturing company. Four technicians report to this position. Great opportunity for strong supervisor and self-starter who can manage multiple tasks. Benefits.Cosmedx Science, Inc., Inland Empire area. Must send resume and salary history to: lab.opportunity1@yahoo.com.
- **Senior Scientist Personal Care Product Development (#1004-04)** - Shaklee Corporation is looking for a Personal Care Senior Scientist for our Hayward R&D facility to provide leadership in the research, development and commercialization of new Shaklee personal care products, maintain and improve existing products and processes and to achieve cost savings through alternate and substitute raw materials and processes. Position requires a B.S., M.S., or Ph.D. degree with 5-10 years experience in personal care product development. Experience in developing successful natural, organic and environmentally sustainable personal care products is highly desirable. Must maintain a broad network of industry connections, such as vendors, consultants, contract manufacturers and testing laboratories. Please apply to: <http://tbe.taleo.net/NA2/ats/careers/jobSearch.jsp?org=SHAKLEE&cws=1>
- **Senior Scientist Household Product Development (#1004-05)** - Shaklee Corporation is looking for a Senior Scientist-Household Product Development for our Hayward R&D facility to provide technical leadership in idea generation, development, testing and commercialization of new, environmentally green, non-toxic, sustainable household products, as well as for maintaining and improving existing products (Get Clean). Position requires a B.S., M.S., or Ph.D. degree with 5-10 years experience. Must have demonstrated experience & knowledge of natural products, sustainable product development & green chemistry as evidenced by successful product launches in this category. Must maintain a broad network of industry connections, such as vendors, consultants, contract manufacturers and testing laboratories. Please apply to: <http://tbe.taleo.net/NA2/ats/careers/jobSearch.jsp?org=SHAKLEE&cws=1>
- **R&D Chemist Formulator (#1004-07)** - A cosmetic manufacturer located in Chatsworth CA, looking for a formulating/R&D Chemist. We are specifically looking for someone who can take projects from concept to full production process. Our Company is a registered California Cosmetic Manufacturer and approved FDA facility. Requirements included but not limited to: Degree in chemistry. Minimum of 5 years experience working in the Cosmetic Industry – Formulating Hair Care, Skin Care, Personal Care and OTC Products. Development of new cosmetic products and reformulation of existing formulas. Team Player. Skills: Must have excellent decision-making and problem solving skills, be a self-starter, multi-tasker, have critical thinking skills, and roll up your sleeves “can do” attitude. Please email resume to Arda@advancedcosmeticlabs.com.
- **Sales Manager (#1004-09)** - Needed for up and coming cosmetic company. Owner is a celebrity dermatologist in Los Angeles. Excellent opportunity for motivated sales professional. Must have at least 5 years sales experience. Must be independent. Salary commensurate with experience. Contact info to apply: Linage Dermatology Institute, Attention: Catherine Flores. email: catherine@drmichaellin.com.
- **Principal Scientist (#1005-01)** - Neutrogena in Los Angeles, CA is currently recruiting for a Principal Scientist. Develop novel skin care product formulations to meet specified market/consumer needs. Develop and exchange leading edge technologies across J&J. Supervise/guide scientists and technicians. Possess expertise in skin and sun care product development in order to design/develop new product formulations. Coordinate all technical and market qualification activities of new product launches to meet timelines. Evaluate and champion new ingredients/technologies that provide superior consumer benefits. Assist marketing in creating and assessing concepts and evolving claims opportunities based on technical learning and ingredient function. Contact mquinnka@its.jnj.com for more details.

Phil Chapoulie - Account Manager



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Remembering Stephen Ng

On February 28, 2010, we lost a close friend and colleague of ours, Stephen Ng. Stephen is survived by his wife Lisa, and his two sons Bert and Ernest. For the past year, Stephen worked as a private consultant to many successful companies in our industry offering extensive knowledge in GMP compliance, Quality Control, Quality Assurance, Regulatory Affairs, and Process Development. But many of you will remember Stephen more for the 8 years he spent at Thibiant International, starting as QA Manager in 2001 and then promoted to QA Director in 2003 and Director of Technical Services and New Technologies in 2005 and Senior Director of QA and Technical Services in 2008. Prior to this, Stephen worked at Jafra Cosmetics from 1984 to 1999.

Stephen impacted people in a special way wherever he went, whether it was in his personal or professional life. Nina Schussman, HR Director at Thibiant, had this to say about Stephen: Stephen was a guru in the field of chemistry. He had an unquenchable thirst for technology and eagerly kept up with the latest innovations and methodologies in the industry. He was an aggressive, results oriented, technically savvy leader who always met his commitments. He worked tirelessly to achieve the highest standards of quality, efficiency, innovation and customer satisfaction. Even though Stephen had a vast technical knowledge base, he was adept in sharing this knowledge in layman terms so as to inspire and empower his peers and subordinates.

Moe Witwit, VP of R&D at Thibiant, worked with Stephen for many years and remembered these things about him:

1. *He had a great sense of humor; the guy was funny and made everyone laugh.*
2. *He had an answer to every technical issue or he believed the answer was easy to find.*
3. *He always told you to be patient and it will be ok.*
4. *He loved his family even though he spent all his life working. He was a proud man of his family and his roots.*
5. *He loved sushi and he made sure you had a great experience if you went with him.*

6. *He knew every single beer out there and had a lot of knowledge about them.*
7. *He loved classical music.*
8. *He truly loved his work and was passionate about it. He worked hard and was very generous with his knowledge.*
9. *His favorite line was "Come on, give me a break."*
10. *He always told us to take time for our families. "The kids grow up too fast man," he would say.*
11. *He gets angry fast but he cools off even faster.*
12. *He always listened to me for some reason whenever he hit a road block.*
13. *He loved people around him and would never hurt anyone.*
14. *People knew him as the sweet, happy guy.*
15. *He was intelligent and one-of-a-kind.*

I went on a few business trips with Stephen. The one I can remember the most was the Las Vegas trip for the SCC May meeting. Stephen wanted to try something different, so we ate at a French restaurant. The menu was fixed with a five course meal. Once the food started to arrive, we proceeded to eat. They kept bringing us each course but the plates had very little food on them. Needless to say we were both still hungry after we finished. I decided to go to sleep but Stephen was still looking for food. I found out the next day that this skinny guy went and ordered Chinese food from one of the fast food restaurants at the hotel. He said to me, "Come on, give me a break. I was still hungry".

I'm going to miss the man, the voice, the laughs, and the pure person that we all know as Stephen Ng.

- Special thanks to Moe Witwit and Nina Schussman for contributing to this Remembrance of Stephen Ng

POSITIONS AVAILABLE

- **Formula Process Engineering Manager (#1005-02)** - Color Cosmetics, Southern CA – Successful candidate will have experience working in a fast paced cosmetic manufacturing environment, transitioning formulas from R&D to manufacturing. Must be able to create manufacturing standard work for all processes incorporating takt time, quality, safety, and cGMP for Formula Production Department. Will drive rapid continuous improvement by reducing cycle times and improving quality. Ability to understand, communicate and train on existing and new technology in cosmetic bulk manufacturing a must. Highly motivated team oriented individuals with proven ability to lead should send resumes to spatzemployment@spatzlabs.com.
- **Technical Director (#1005-03)** - Smith & Vandiver www.SVnaturally.com formulates and sustainably manufactures bath, body, skin and hair care for our proprietary brands and private label customers in our Monterey Bay area facility. This hands-on, team leader position is responsible for all activities in the Lab including R&D, scale up, Regulatory Affairs and Quality Assurance. Familiarity with NPA and NOP certification a plus, FDA-OTC experience required. For consideration, please forward your resume and salary history to Alida@S-Vcorp.com.
- **Entry Level Sales Representative (#1005-04)** - Needed to sell cosmetic specialty ingredients in the west coast territory. Individual must be self motivated, highly organized and capable of operating from a home office. The ideal candidate should have 1-3 years experience in the cosmetic industry coming from formulation R&D, customer service or sales. A 4-year college degree is preferred but not required. Good communication skills are essential and the individual will be expected to make sales calls 4 days a week. We prefer that the individual resides in the southern California area as many accounts are located in the greater Los Angeles area. Out-of-state travel can be expected 35% of the time. Please submit your resume to gmajewski@roninc.com.
- **Cosmetic Formulator (#1005-05)** - A contract manufacturer of personal care products in the San Fernando Valley area is seeking an innovative Color Cosmetic Formulator specializing in powder products. Qualified candidate must possess a BS in Chemistry with 3+ years experience in formulation/product development in the cosmetic industry, Ability to formulate products based on customer's specification from concept to full production process; Manage a staff of 2 Lab Technicians and hold strong communication and organizational skills. Please fax your resume to Human Resources at (818) 773-6607 or e-mail to jobposting@classiccocosmetics.com.
- **Senior Scientist Personal Care Product Development (#1004-04)** - Shaklee Corporation is looking for a Personal Care Senior Scientist for our Hayward R&D facility to provide leadership in the research, development and commercialization of new Shaklee personal care products, maintain and improve existing products and processes and to achieve cost savings through alternate and substitute raw materials and processes. Position requires a B.S., degree with 5-10 years experience in personal care product development. Experience in developing successful natural, organic and environmentally sustainable personal care products is highly desirable. Must maintain a broad network of industry connections, such as vendors, consultants, contract manufacturers and testing laboratories. Please apply to: <http://tbe.taleo.net/NA2/ats/careers/jobSearch.jsp?org=SHAKLEE&cws=1>

POSITIONS WANTED

- **Position Wanted - Inside Sales, Customer Service, Sales Administrator, Project Manager or Executive Assistant (#1004-03)** - Over 20 years experience in the health & beauty industry and would be an asset to your company. Highly qualified and motivated self-starter. Key strengths include strong organizational skills, attention to detail, excellent communicator, and the ability to multiple task while maintaining priorities. Impeccable personal references. Email: jaynew426@yahoo.com; phone: (818) 904-1040.
- **Position Wanted - Technical/Laboratory Manager (#1004-08)** - Seeking a Management position utilizing my experience of 21 years in Personal Care Product Development and Manufacturing. Background in areas of: Research and Development, Technical Consulting, Skin /Hair Care, Aerosols, Color, OTC, Client/Contractor Liaison, Baby/Child Products, H&I, and Pet Care. Problem solving and technical interaction with R&D, Production, Quality Control, Marketing, Purchasing, Packaging and Regulatory at all levels. Please Contact at CWHBISME@Gmail.com or (909) 561-0928.

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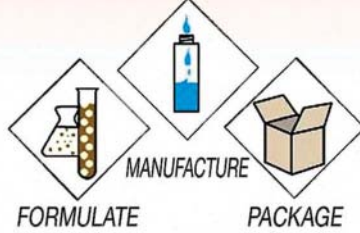
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The California Safe Cosmetics Act: Alive and Kicking

Janet Winter Blaschke

International Cosmetics & Regulatory Specialists, LLC



Remember SB484? Also known as the **California Safe Cosmetics Act**, this regulation entered into law some time ago. The Act requires Cosmetic companies to report products to the State that contain certain ingredients, including those on the Proposition 65 list. The list includes some ingredients commonly used in a variety of cosmetic products.

Current Status

The compliance with the Act is overseen by the **California Department of Public Health (DPH)**, and the software reporting system is, and has been, in place. It is perceived that the State's financial problems eliminate Industry's requirement to comply, however this could not be further from the truth.

The **California Attorney General's office** has sent letters to approximately 7,000 cosmetic companies (worldwide). The letter requests information on company's reporting status. If the company has not reported and is not in compliance, the State offers a two-month amnesty period to comply. We have actually had clients outside of the U.S. receive the letters as early as the third week of April.

My colleague, Georgia Boehm, made numerous trips to Sacramento to help DPH in their understanding of the industry and its ingredients. As she predicted, Titanium Dioxide is by far the ingredient contained in products with the greatest frequency of listings. There are other ingredients that require reporting, such as caffeine.

The Personal Care Products Council (PCPC) is maintaining open lines of communication with DPH to help industry understand continuing requirements of the law.

No Safe Harbor

It is important to note that products are required to be reported if they contain any amount of the listed ingredients. This requirement applies to 1) any ingredient listed on the product, and 2)

any ingredient contained in a product's fragrance, regardless of its presence on the ingredient list. There is no minimum level that is considered to be outside the reporting level, or "safe harbor" as with Proposition 65 law.

Compliance is Challenging and Penalties Can Result

Failure to report products can result in penalties being assessed. The most difficult part of compliance involves the requirement to report products containing the listed ingredients even as a fragrance component. Understandably, fragrance companies are not anxious to divulge this confidential information. However that in no way alleviates a finished product company's responsibility to report under the law.

Public Availability of Data

Also provided in the legislation is the public availability of the reported data. The California DPH is legally bound to provide the data to the public, as is planned in a database format. According to PCPC, the DPH is thought to have filled two requests under the Public Records Act for this data. These two requests came from NGOs, or Non-governmental Organizations, the most likely possibilities being the two organizations that are most vocal in addressing our industry—the Environmental Working Group (EWG) and the Campaign for Safe Cosmetics. Both groups were involved in the legislation prior to passing the California legislature.

Next Steps

Given the legal requirement of reporting the data and the visibility of the information via public request, it is imperative that companies keep a close watch on their compliance responsibilities, and maintain contact with trade organizations that are working closely with DPH, such as PCPC.



Guy Langer with Educational Hour Speakers, Bradford Rope and Krishna Kallury from BioScreen



Mauricio Castro with Dinner Hour Speaker, Robert Holtz BioInnovation Laboratories

