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April 2012

Volume 42 | Issue 4

Dinner Hour

The Latest Update on US Sunscreen Regulations

David C. Steinberg
Steinberg & Associates, Inc.



In June of 2011, the Food & Drug Administration (FDA) issued new regulations regarding the labeling and testing of sunscreens. This presentation will review these new changes and the comments submitted to the FDA in response to these new changes. It will also present the FDA's additional request for comments. Finally, Drug Facts labeling for sunscreens will be also be reviewed

About Our Speaker

BS Chemistry Drexel University
MBA Management Pace University

In 1995 founded Steinberg & Associates, Inc., a consulting company that specializes in cosmetic regulations, labeling, preservation and sunscreens. He has over 40 years experience in the cosmetic industry. He founded the Masters Degree program in Cosmetic Sciences at Fairleigh Dickinson University and taught there from 1982 to 2000. He is a member of the American Chemical Society, Society of Cosmetic Scientists, Institute of Food Technologists, Regulatory Affairs Professional

...continued on page 3

Educational Hour

Sulfate Free Formulation: Market Trends, Overcoming Hurdles and Maximizing Product Performance



Jon Kiplinger
Market Customer Support
Rhodia Inc. - A Solvay Company

Sulfate free PC products first appeared in the US shampoo market in 2004, and appeared to be a trend by 2007 where shampoo launches appeared primarily in the high end "professional" or "salon" market. Although this trend first appeared in shampoos by 2008, ~1/3 of new sulfate free product launches in the US were shower gels and body washes. Sulfate free is often associated with other claims such as natural, green, plant derived, moisturizing, mild, etc. and retailers such as Target have started "Naturals" sections in their PC product line further driving the sulfate free trend.

The trend of formulating sulfate free products is driven by negative press (such as SLS and SLES toxicity), and real performance improvements such as hair color preservation for dyed hair. Growth in the sulfate free shampoo market peaked in 2009 and has been basically flat since, however there continues to be a lot of interest in formulating

...continued on page 3

Meeting Details:

Date: Tuesday - April 24, 2012
Location: Renaissance LAX
Menu: Chicken or Vegetarian

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

Meeting reservations are strongly encouraged!

Reserve Today!

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

Reservation Deadline: 12:00 p.m. (noon) Friday-March 23
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 Dinner Dance...6 Golf Tournament...7 Job Opportunities...8 Summer Event...14

Meeting Details

Location

Renaissance LAX
9620 Airport Blvd.
Los Angeles, CA 90045
(310) 337-2800

Costs

- \$40.00 Members with reservations and first-time only guests with a member-sponsored reservation. *Non-member pricing in effect after first meeting.*
- \$65.00 Members without reservations
- \$55.00 Non-members with reservations
- \$70.00 Non-members without reservations

Menu

Chicken or Vegetarian

Reservations

Please register and pay online at www.caliscc.org; ROSS Organic: **562-236-5700**
Call-in registrations must be guaranteed with credit card and will be charged for no-show. Reservations will be accepted no later than 12:00 p.m. the Friday before SCC Meetings. If you call in after 12:00 p.m., your spot cannot be guaranteed and you will be required to pay the walk-in rate. Limited space – register today! Walk-ins may be turned away.

Meeting Sponsor

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For further information, please visit our website at www.bioorg.com or contact us at info@bioorg.com.



Announcements

Save The Date

The SCC California Chapter Summer Event will be on Saturday July 28, 2012: Drinks and Dinner at Tivoli Terrace followed by Pageant of the Masters, Laguna Beach!

The SCC Golf outing will be held on June 11th at the Black Gold Golf Club. More details to come.

Happenings

Aware Products, LLC is proud to announce the addition of Carol J. Collins as Director of Research and Development. Carol brings extensive product development experience across skin care, hair care, and color cosmetics. Her career has included work for such industry giants as Neutrogena, Redken, and Merle Norman.

Carol will collaborate with Aware's marketing department to conceptualize and produce innovative concepts designed to keep you, Aware's customer, at the forefront of the industry.



SCC 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.

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

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Tina-Marie Lesko
(714) 389-6284
tmlesko@presperse.com

PHOTOGRAPHER

Jose Gonzalez
(818) 781-2584
jgonzalez@fragrancewest.com

PUBLIC AWARENESS

Doug Schoon
(949) 493-3380
dschoon@schoonscientific.com

REGISTRATION

Richard Hersey
(562) 236-5700
richard@rossorg.com

REGULATORY AFFAIRS

Janet Blaschke
(310) 545-3223
janet@intlcosmetics.com

SCIENTIFIC SEMINAR

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(951) 867-0291
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(800) 999-4569
rebecca@yglabs.com

WEBSITE

Ilbra Khenansho
(818) 635-1353
lkhenansho@ethorn.com

The *Cosmogram* is the official newsletter of the Society of Cosmetic Chemists - California Chapter. This newsletter is published as a service to our members. <http://www.caliscc.org>.

Serina Tran -- Editor
Aware Products
9250 Mason Avenue
Chatsworth, CA 91311
Phone: (818) 206-6772
stran@awareproducts.com

Please direct all advertising inquiries to:

Brian Kolevar -- Business Manager
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FAX: (714) 524-8362
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Please direct all address changes and subscription inquiries to:

Tina-Marie Lesko
Presperse, Inc.
12935 Crawford Drive
Tustin, CA 92782
Phone: (714) 389-6284
Fax: (714) 389-6285
tmlesko@presperse.com

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National Office
120 Wall Street - Suite 2400
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Deadline for the April Cosmogram is **April 28**

Please forward all content to
[Serina Tran \(stran@awareproducts.com\)](mailto:SerinaTran@awareproducts.com)

Society of Cosmetic Chemists - California Chapter

2012 Calendar of Events

April

24 California Chapter Monthly Meeting *Renaissance LAX*

May

22 California Chapter Monthly Meeting *Dukes*
30 2012 Scientific Seminar *Charleston, SC*

June

2 California Chapter Dinner Dance *Hyatt Regency Huntington Beach*
11 California Chapter Golf Outing *Black Gold Golf Club, Yorba Linda*

July

28 California Chapter Summer Event *Pageant of the Masters, Laguna Beach*

OFFICERS

CHAIR

Debbie Dorsch
(951) 258-3621
debbie.dorsch@lubrizol.com

CHAIR-ELECT

Liz Streland
(310) 756-5055
liz.streland@croda.com

SECRETARY

Karen Chun
(714) 469-2595
karen.chun@croda.com

TREASURER

Michelle Carrillo
(818) 644-7043
michelle.carrillo@induchem.com

TREASURER-ELECT

Marieme Sane Haynes
(323) 541-2399
mhaynes@JKHingredientscorp.com

PAST CHAIR

Rebecca James Gadberry
(800) 999-4569 x239
rebecca@yglabs.com

AREA III DIRECTORS

Lisa Jones
(817) 313-5361
ljones@coastsouthwest.com

Marc Ward
(801) 673-0403
mward@wasatchlabs.net

COMMITTEE CHAIRS

ADVANCED SUNSCREEN SEMINAR

Bret Katz
(818) 349-4149
bkatz@ddchemco.com

AWARDS

Stephanie Ross Leshney
(562) 236-5700
stephanie@rossorg.com

BY-LAWS

Don Katz
(818) 349-4149
dkatz@ddchemco.com

COSMEGRAM EDITOR

Serina Tran
(818) 206-6700
stran@awareproducts.com

COSMEGRAM BUSINESS MANAGER

Brian Kolevar
(714) 904-6047
bkolevar@coastsouthwest.com

DINNER DANCE 2012

Richard Hersey
(562) 236-5700
richard@rossorg.com

EDUCATIONAL HOUR

Guy Langer
(818) 606-7060
guylander@aol.com

ELECTIONS & SUMMER EVENT

Liz Streland
(310) 756-5055
liz.streland@croda.com

EMPLOYMENT

John Garruto
(760) 940-2626
jgarruto@radicaltechnology.com

GOLF

Oscar Arce
(602) 350-4792
oscar.arce@evonik.com

HISTORIAN

John Luna
(818) 212-1451
john@deverauxspecialties.com

HOSPITALITY

Jill Manning
(310) 259-7775
jmanning@glenncorp.com

HOUSE

Chris Lesko
(714) 604-6968
clesko@glenncorp.com

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.

Yi Hsin Chang
Sponsorship Chair
yihsin2003@yahoo.com

Guy Langer
Sponsorship Co-Chair
guylander@aol.com
(818) 606-7060



Dinner Hour

Society, and is a Fellow member of the Society of Cosmetic Chemists. In 1991 he was the President of the US Society of Cosmetic Chemists. From 1992-1995 he served on the Presidium of the International Federation of Societies of Cosmetic Chemists.

In 2009, he was named as a Fellow in the Regulatory Affairs Professional Society. He is the first person who specializes in cosmetics and topical drugs regulations to be so honored.

In 2006, he founded the Cosmetic Preservative Council and is the Executive Director.

Educational Hour

sulfate free on the West Coast of the US.

Formulating sulfate free is much more challenging than making products with conventional sulfates. There are several challenges for the formulator including thickening, foam quantity and quality, polymer incorporation, and easy rinse off. Some techniques to address these challenges will be presented. Different types of surfactants are presented with their relative advantages and disadvantages for sulfate free formulating. To conclude the presentation, several different formulations will be presented and the role of the various key components will be discussed.

About Our Speaker

Current Position:

Rhodia Novecare HPC Business - Market Customer Support

- Support customers, distributors, and sales force as required by phone, e mail and technical sales calls.
- Provide product line training to distribution.
- Perform lab studies to support new product launches and existing products.
- Develop formulations to support product line.

Previous Positions:

Rhodia Novecare - Scientist in Synthesis and Process Group

Rhodia Novecare - Scientist in Polymer Systems and Specialties Group

Education:

B.S. in Chemistry from The College of New Jersey

...continued from page 1

In 2008, he established Report Reaction, LLC to assist companies in complying with new adverse effect reporting rules.

He has written 5 books including Preservatives for Cosmetics, The Guide to the European Cosmetic Regulations, and has authored many papers and chapters in books. He has lectured worldwide on how to preserve cosmetic products, regulations and many other topics. Since 1995, he has written a regular column on Cosmetic Regulations for Cosmetics & Toiletries magazine.

...continued from page 1

Patents:

Use of polyoxypropylene/polyoxyethylene terpene compounds in emulsion polymerization.

Patent # WO 2006060612, US 2006135683

Method for controlling the stability of emulsions using block copolymers and stabilized emulsions. Patent # WO 2003068827, US 2003181574

Polymerizable surfactants for emulsion polymerization.

Patent # WO 2001074909, US 2002123588

Polymer dispersions made in the presence of fatty acid-amine reaction products.

Patent # WO 9901522, US 6465556

Publications:

Phosphate Polymerizable Adhesion Promoters JCT CoatingsTech (2005), 2(13), 44-52

Phosphate Monomers as Adhesion Promoters and Latex Stabilizers Proceedings of the Annual Meeting Technical Program of the FSCT (2000), 78th 313-326

New Polymerizable Surfactant for Emulsion Polymerization Proceedings of the International Waterborne, High Solids, and Powder Coatings Symposium (2001), 28th 313-327

Awards:

Recipient of Rhodia Internal Research Award for "Phosphate Monomer Development" Project in 2001

New Members

Hospitality Corner

The California Chapter of the Society of Cosmetic Chemists would like to welcome the following new member to our Chapter:

Mike Vo – Miss Professional Nail

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

COCKTAILS, FOOD, & FISH

2012 Scientific Seminar Social Event

South Carolina Aquarium - Charleston, SC

May 30th, 2012, 7-10pm

Sponsorship opportunities available,
higher sponsorship levels include event tickets.

Ticket Price: \$100 if purchased by 5/1/2012

For more information visit www.carolinasc.org,
click on 2012 Scientific Seminar Social.

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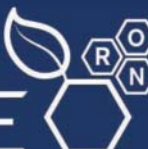
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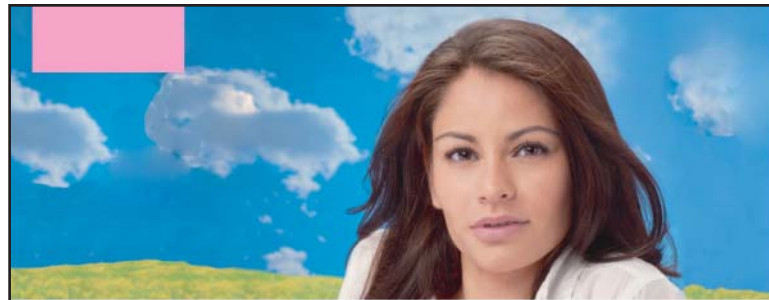


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(843) 720-1990



2012 Scientific Seminar Social Event
South Carolina Aquarium - Charleston, SC

May 30th, 7-10pm

Hosted by Area IV (Carolina, Florida, Mid Atlantic, Southeast Chapter)

Reservation Form

Please note: Reservations for the social event are separate from the SCC Midyear Scientific Seminar.
All Reservations due by May 1st, 2012.

We are pleased to offer 5 sponsorship levels for this event. The higher sponsorship levels include tickets to the event. You can download both the Corporate Pledge form and the Social Event Registration form via www.carolinasc.org. Simply click on the registration and info button located within the 2012 Scientific Seminar Social Event Tab listed in the middle of the home page.

Reservations may be made via www.carolinasc.org with payment via PayPal. If registering and paying by check, please send this form along with payment to Mike Licciardello c/o Grace Management Group, 951 South Pine Street, Spartanburg, SC 29302.

Number of tickets _____ @\$100 = _____ Total

Note ticket price after May 1st is \$120 per person

Contact Name _____

Contact Company _____

Contact Phone _____

Contact Email _____

Please note: No tickets will be issued prior to the event. Please check in at the entrance to the SC Aquarium to receive your tickets.

Public Parking: Park in parking garage just 100ft in front of the SC Aquarium, on the corner of Calhoun and Concord Street. Parking is included in your ticket price, but you must inform the parking attendant that you are with the SCC.

Questions: Please contact either Michelle Linscott at michelle@xytrus.com, 704-661-2305 or Mike Licciardello at mlicciardello@gracemg.com or 864- 316-2366.

SAVE THE DATE



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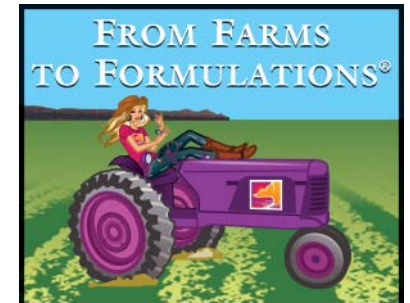
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- **CLINICAL COORDINATOR (#1202-03)** - Plans, develops and manages the safety and efficacy of research studies under the supervision of the Principal Investigator. Supervises Research Assistants, and other support staff in carrying out research studies according to protocol. Works closely with Principal Investigators to ensure the research studies are conducted under company SOP's and to Good Clinical Practice guidelines. Minimum BS, plus two years of clinical industry experience. Excellent written and verbal communications skills. Experience at supervising/managing subordinates. Detail oriented, flexible, multi-task oriented. Proficient with Microsoft Office software suite. Exceptional Interpersonal skills. Proficiency in interpreting clinical data. Familiarity with basic laboratory/arithmetic calculations. www.biscreen.com; jobs@bioscreen.com.
- **COSMETIC CHEMIST R&D FORMULATION (#1202-04)** - (2 positions: color & skin care) Northern CA (Bay Area) skin-care manufacturer hiring now! Candidate must have 3-5 years of experience of R&D in skin care including OTC cosmetics, hair care and color cosmetics. Must be knowledgeable of FDA/COLIPA/ICH regulations and must be able to perform daily basis bench work formulations. Must have sound knowledge of raw materials being used in cosmetic and personal care products and must be able to work with enthusiastic, result-oriented, and highly motivated persona under a stressful environment. Salary TBD; offering 401k; medical benefits. Contact: Sarah@allurelabs.com for further info.
- **QC MANAGER (#1202-05)** - Levlad, LLC in Chatsworth, CA is seeking a QC Manager who will be responsible for the Analytical and Microbiology Lab areas. Minimum of 5 to 8 years of analytical experience in drug actives testing of cosmetic products as well as 3-5 yrs managing a lab staff, deadlines, and budgets. Must have solid knowledge of and training in GLP, GMP, and USP regulations. Bachelor of Science or Master of Science in Chemistry or Biochemistry or related scientific study is required. To review full job description and submit resume please visit: <http://jobview.monster.com/Quality-Control-Manager-Job-Chatsworth-CA-102442585.aspx?fwr=true>.
- **QUALITY ASSURANCE SUPERVISOR (#1202-07)** - Thibiant International, Inc. has an opening for a Quality Assurance Supervisor. Candidate must possess a Bachelor's Degree in Chemical, Mechanical, or Industrial Engineering plus a minimum of 3 years supervisory and 5 years manufacturing and/or QA experience. Must have a working knowledge of FDA regulations pertaining to OTC drug manufacture, testing, validation, and documentation. Be experienced in QA systems in the areas of auditing, training, implementation and remediation. Possess excellent analytical skills and communication skills and problem solving ability. Thibiant offers an attractive salary and benefits package. Send resume and salary history to nschussman@thibiant.com.
- **SALES ACCOUNT MANAGER (#1202-08)** - West Coast Region. ALBAN MULLER INTERNATIONAL USA, The "Natural Product designer": seeks an experienced/ qualified candidate for the position of Sales Account Manager - West Coast Region. Responsibilities include: Develop/ implement account specific sales strategies to meet/exceed budget. Call on Key Accounts to understand their needs. Present/ promote new and alternative ingredients/ technology. Obtain/ evaluate feedback on samples and technologies. Prepare forecasts and reports. Interface with product management, customer service, procurement and technical teams. Participate in trade shows/ sales conferences/sales meetings. Awareness of market trends, new technology, pricing, and customer projects. Requirements include: BS/BA, Chemistry or Biology. 5+ years sales experience in the chemical/ personal care industry. Please forward resumes to evelyne.bismuth@albanmuller.com.
- **DIRECTOR OF MATERIALS MANAGEMENT AND LOGISTICS (#1202-09)** - The Director of Materials Management and Logistics is responsible for developing and implementing new initiatives that will reduce costs and improve efficiency. The main focus is innovation and continuous improvement that will reduce cost of goods, meet or exceed both the company's manufacturing needs and the customer's experience. The Director will lead the development, planning and implementation of multiple strategic initiatives for the company, including purchasing of packaging, materials and inventory management, finished goods manufacturing and QA, logistics, and product development. Location. Carlsbad, San Diego County. Email cover letter and resume to sc@lifelineskinicare.com.
- **LABORATORY TECHNICIAN (#1203-01)** - Formulation/Product research and development laboratory is looking for a Lab Tech with 1-3 years experience in the cosmetics and personal care field. Candidates will assist in developing formulations, new product applications, and assessment of stability technology used in a variety of personal care applications. Ideal candidates should possess a Bachelor's degree in chemistry, chemical engineering or related field and knowledge of personal care formulations through product development experience on the bench. Must have excellent decision making and problem solving skills and the ability to interpret and translate experimental results. Salary negotiable DOE. employment@aboverinaldilabs.com.

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POSITIONS AVAILABLE

- **COLOR CHEMIST/FORMULATOR (#1203-02)** – Weckerle Cosmetics seeks an experienced/qualified Color Chemist/Formulator. Responsible for new product development, and continued improvement on existing products. Development of methods/procedures for new product formulations. Carry out innovative research to add products to cosmetic library. Partners internally w/other departments for flawless transition of projects from development stage to manufacturing. Reverse engineering of existing market products. Create product specification for new products. Prepare ingredient list, finished good MSDS and other regulatory documents for customers. Monitor and approves pilot and first production batches. Perform root cause analysis and troubleshoot production batches. Coordinate w/external labs for clinical and other product testing. Please send resumes to jobsus@weckerle.com.
- **TECHNICAL SALES REPRESENTATIVE (#1203-03)** - Coast Southwest is seeking a Technical sales representative to cover the Northern California sales territory and the Pacific Northwest. The candidate will be domiciled in or close to the San Francisco Bay Area. The ideal candidate will have a minimum of 5 years of sales experience in the Chemical and /or Specialty Ingredients industry with a proven track record of profitable sales growth and territory management. The successful candidate will be expected to be able to work independently yet be an excellent team player. She/He will also have excellent communication skills--both oral and written, and possess an undergraduate degree from an accredited institution of higher learning. Proficiency with MS Office is a must. Our ideal candidate must drive the attainment of profitable top line sales growth with the highest levels of customer satisfaction. Other responsibilities include providing management with accurate and timely market intelligence. Other major expectations include obtaining and providing product usage data to various Coast personnel to meet and exceed customers' expectations as well as establishing and maintaining an active, robust, yet realistic pipeline and target account program for any and all assigned territories. This position may require 25% travel. Please forward resumes to careers@coastsouthwest.com.
- **ASSOCIATE PRINCIPAL SCIENTIST (#1203-04)** - Product Safety (Nutritionals) Dallas, TX. Responsibilities: Lead, design and execute projects that evaluate the safety of Mary Kay Inc. products and/or ingredients prior to consumer use, including projects related to nutritional supplements. Oversees in vitro safety testing. May oversee or conduct clinical safety testing. Analyzes and interprets safety study results. Qualifications: MS/PhD diploma/degree in a Biological Science or equivalent applicable experience, plus. 3-5 years of product safety experience with a focus on nutritionals. Must have ability to apply standard scientific principles, concepts and techniques to design and execute projects to evaluate the safety of ingredients, products and other items. Experience in the interpretation of toxicological studies is necessary. Must have knowledge and experience to conduct product safety assessments of nutritional supplements. Forward resumes to andrea.downey@mkcorp.com.
- **CHEMIST FORMULATOR (#1203-06)** - Responsibilities: Formulation of all types of Skin Care and Sun Care products including but not limited to creams, lotions, balms, sprayable lotions and surfactant based systems. Formulation of all OTC products including but not limited to acne lotions, sunscreens, and antibacterial products. Determining product specifications and expiration dates. Originating process manufacturing procedures. Monitoring and releasing first time manufacturing batches. Developing new products to meet marketing and sales department needs. Qualifications: BS in Chemistry, Biology, or related field. Knowledge of industry trends. Creative thinking, technical writing and organizational skills. At least 6 years and more industry experience on the bench formulating. Knowledge of cosmetic/personal care raw materials, functionality, and interactions. Understanding of emulsion and surfactant technology as well as general formulation techniques. Must be familiar with FDA OTC monographs. Please send resumes to arda@advancedcosmeticlabs.com.
- **R&D CHEMIST (#1203-07)** - Merle Norman Cosmetics, a major cosmetics manufacturer seeks a Chemist to work in the Research and Development Department. The Corporate Headquarters is located near the L.A.X. airport. This position reports directly to the Manager of Research & Development. This is an excellent opportunity for a 3 yr.+ experienced Product Development Chemist. Qualified candidate must have a strong bench background in Skin care and/or Color products. Will be responsible for new product development, testing, pilot batch processing and improvement of current product line. **MUST HAVE:** Bachelor's Degree in Chemistry or related Field, 3 yr+ years related experience. Proven track record in the Cosmetic industry. Please send resumes to Monica Daigle, Mncresume4@merlenorman.com.
- **LAB TECHNICIAN (#1203-08)** – Azusa manufacture is looking for a Lab Tech with 1-3 years experience in topical OTC and personal care products. Candidates will perform raw material and product testing. Ideal candidates should possess an Associate or Bachelor degree in chemistry or related field and knowledge of personal care lab testing with OC laboratory equipment. Candidates must have excellent decision making and problem solving skills and the ability to conduct wet-web analysis with minimum supervision. Salary negotiable DOE. Please send resumes to scollins@westwoodlabs.com.

POSITIONS AVAILABLE

- **QC LINE INSPECTOR (#1203-09)** - Cosmetic/OTC drug manufacturing facility located in Chatsworth, CA has an immediate full-time opening for a QC Line Inspector. Individual will perform Production Line Inspection, set-up and clearance check, incoming components check, outgoing finished goods check, pre-weigh and compounding check, daily bulk product and raw material testing. Perform other tasks based on department needs. Candidate must have a bachelors of Science degree with 2 years experience in a manufacturing set-up. Fresh graduates/entry level are welcome. Highly trainable. Ability to effectively read, write and understand the English language. Must be able to multitask and work fast under pressure at minimum supervision. Submit your resume to: ellahd@neutraderm.com.
- **LAB TECHNICIAN (#1203-10)** - 1-3 years experience in the cosmetics and personal care field. Fresh graduates/entry level are welcome. Candidates will assist in developing formulations, new product applications, conduct of stability studies, checking R&D samples specifications, computer and documentation works. Ideal candidates should possess a Bachelor's degree in chemistry, chemical engineering or related field. Must have excellent decision making and problem solving skills and ability to interpret and translate experimental results. MS Office literate. Must be able to multitask and work fast under pressure at minimum supervision. Please submit your resume to: ellahd@neutraderm.com.
- **R&D CHEMIST (#1203-11)** - Responsible for new product development, and continued improvement on existing products, reverse engineering of existing market products. Technically equipped to do innovative research on raw materials and products. Ability to scale up R&D projects from development stage to manufacturing. Create product specification for new products. Must be able to multi task and work fast under pressure at minimum supervision. 3-5 years experience as a formulator in a personal care manufacturing set-up. Should have a Bachelor's degree in Chemistry or Chemical Engineering or related field. Must have excellent decision making and problem solving skills and the ability to interpret and translate experimental results. Please submit your resume to: ellahd@neturaderm.com.
- **DOCUMENTATION CONTROL ADMINISTRATOR (#1203-12)** - A manufacturer of Topical OTC and personnel care products is currently seeking a Documentation Control Administrator. The candidate of choice will be responsible for prepare documents from master templates, distribute/route manufacturing and/or laboratory documents, maintain good record keeping practice, coordinate sampling and documentation tracking for raw materials, packaging component, and stability samples. The candidate must have good computer skill in Word, Excel and Power point. The successful candidate will possess the following traits, attributes and experiences: 1-3 years of experience in the personal care, OTC pharmaceuticals, and/or the cosmetics, experience in fast pace company. Compensation: \$11 - \$14 per hour. Qualified candidates please forward cover letter, resume and current compensation parameters to scollins@westwoodlabs.com.
- **QUALITY CONTROL TECHNICIAN (#1204-01)** - Erbaviva (Chatsworth, CA) A certified organic cosmetic manufacturing facility is looking for a dynamic & experienced QC Technician. Responsibilities include: overseeing, developing & updating SOP's & records. Directly lead, schedule QC lab activities and training of personnel. Maintenance of production equipment & calibration, production lines, micro testing, releasing, holding and rejecting raw materials. Good knowledge & training in GLP, GMP and USP regulations. Graduate of BS Chemistry/Biochemistry with 5-8 years experience. Please submit resumes to careers@erbaviva.com.
- **PROJECT LEAD, INTERNATIONAL PRODUCT STRATEGY (#1204-02)** - Santa Monica, CA. This position is responsible for the project management organization on all key projects assigned to the team. The Project Lead will direct project timelines to support on time and on budget product strategy including all aspects of packaging, regulatory, testing, and R&D for international markets. S/he will provide leadership and direct involvement in the delivery and success for complex and large projects for the International Product Strategy team as well as manage, monitor and track all project-related tasks and costs and other relevant activities performed by team managers. This role will also support the lifetime organization and management of development plans for long-term strategic and tactical international product marketing plans and orchestrate meetings with key cross functional teams in the international and domestic team to ensure cohesion with company objectives and adherence to project timelines and budgets while defining and maintaining project management processes and standards to support international product launches and guidelines within the organization. He/She must create sources of documentation, guidance and metrics for all project management and execution. Requirements for this position are excellent organization, communication, persuasive, and presentation skills; must be detailed oriented with excellent follow-through abilities and have the ability to work in fast pace environment and efficiently work with cross functional and multi-regional divisions. The ideal candidate should also possess highly critical thinking skills, analytical ability, project management skills, and strong work ethic. Candidate should also be a strong negotiator, motivator and decision-maker. A BA/BS in Business or related field as well as 3-5 years of project management with understanding of product development are also required. R&D and product development expertise is a plus. Please submit resume with salary history and include the job title in the subject line to: jobs@guthy-renker.com.

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Job Opportunities

- SPECIALIST, INTERNATIONAL PRODUCT DEVELOPMENT-R&D (#1204-03)** – Santa Monica, CA. This position is responsible for the realization and management of all new product launches, as well as line extension and maintenance of all G|R lines distributed internationally. The Specialist of International Product Development will essentially manage R&D product development and maintenance for key international markets, liaise regularly with international and US cross functional teams to ensure alignment to brand goals, and participate in a set 3- year product strategy revolving calendar. S/he will also act as a liaison with external R&D facilities on matters relating to the procurement of new technology, identify outside opportunities leveraging R&D vendors process capabilities to recommend product innovations and review and manage all R&D documentation with the regulatory group to ensure 100% accuracy. In addition s/he must communicate clearly (verbally and in writing) with raw material suppliers to obtain capability, pricing, lead times, specifications, and samples for approvals, testing and various needs and must also identify enhancements to current products and or develop new cutting edge technologies. In addition, this individual will be responsible for initiating, designing and managing clinical trials for specific markets and providing support for claims, as well as safety and efficacy testing in compliance with international requirements. S/he must also comply with and keep a pulse on regulatory requirements and maintaining formula process management system and follow G|R processes. In conjunction with the marketing team, s/he must also manage the development of product positioning, oversee costing of formulas to ensure competitive pricing, and keep a close finger on the pulse of technology trends and competitive environment for each international market. The ideal candidate must have excellent interpersonal, communication, and presentation skills and critical thinking skills, analytical ability, project management skills, and strong work ethic. Candidate should also have an established network in the raw material, R&D, and contract manufacturer industry and be a strong negotiator and decision-maker. BA/BS in Science/chemistry- Business degree a plus along with 3-5 years of global R&D product development experience and R&D and product development expertise are required. Please submit resume with salary history and include the job title in the subject line to: jobs@guthy-renker.com.
- CHEMIST R&D ASSISTANT (#1204-04)** - VS Labs located in Gardena, CA has an immediate full-time opening for a chemist R&D assistant. Candidate must have experience on developing formulations, new product applications, checking R&D samples specifications, computer and documentation. Demonstrate a knowledge and understanding of the chemistry of formulations, ingredients and basic industry regulations and requirement. At least 2 years and more industry experience on the formulating. Knowledge of emulsion and surfactant technology as well as general formulation techniques. Knowledge of Word, Excel. Please submit both your Resume and Salary History sales@hollywoodstyleusa.com.
- SALES ACCOUNT MANAGER (#1204-05)** - TRI-K seeks an experienced/qualified candidate for the position of Sales Account Manager - West Coast/South Region. Responsibilities include: Develop/ implement account specific sales strategies to meet/exceed budget. Call on Key Accounts to understand their needs. Present/ promote new and alternative ingredients/ technology. Obtain/ evaluate feedback on samples and technologies. Participate in trade shows/sales conferences/sales meetings. Awareness of market trends, new technology, pricing, and customer projects. Requirements include: BS/BA, Chemistry. 5+ years sales experience in the chemical/ personal care industry. Travel with some overnight stays. Please forward resumes to PeopleEnergy@tri-k.com, indicate "Sales Account Manager – WC/S" in the subject line.
- COSMETIC CHEMIST R&D FORMULATION (#1204-06)** – Hand & Nail Harmony: nail & skin care in Orange County CA, nail & skin care manufacturer hiring now! Candidate must have 3-5 years of experience of R&D in hair, nail, or skin care including OTC cosmetics, hair care and nail color cosmetics. Must be knowledgeable of FDA/COLIPA/REACH regulations. Must have sound knowledge of raw materials being used in cosmetic and personal care products and must be able to work with enthusiastic, result-oriented, and highly motivated CEO and Creative Director to create the highest quality nail & skin care products. Salary TBD; Contact: Garidawn@NailHarmony.com for further info.
- QA CHEMIST (#1204-07)** - QA Chemist Needed! Northern CA (Bay Area) Skincare manufacturer hiring now! Candidate must have 3+ years of experience in Biotech or chemistry background. Sound knowledge of cGMP, product disposition practices FDA/COPLIPA/ICH regulations and knowledge of HPLC. Salary TBD; offering 401k after 1 year; medical benefits after 90 days. Contact: Sarah@allurelabs.com for further info.
- EXECUTIVE, INTERNATIONAL PRODUCT STRATEGY (#1204-08)** - Santa Monica, CA - This position is responsible for the overall execution and direction of all new product launches, as well as line extension and maintenance of all international lines. Primary Duties and Responsibilities: Initiate the development of long-term strategic and tactical international product marketing plans. Lead meetings with key cross functional teams in the international and domestic team to ensure exchange of vital information, strong communication and adherence to project timelines and budgets. Initiate strategic enhancements to current products based on new cutting edge technologies. Responsible for directing all safety, clinical and efficacy testing in compliance with international requirements. Requirements :Excellent interpersonal, communication, and presentation skills. Ability to self-start and work in fast pace environment and efficiently prioritize workload. Critical thinking skills, analytical ability, project management skills, and strong work ethic. Strong background in new product development preferably in the cosmetic, skin care or fashion industry. Education/Experience: Education –MBA in business/marketing- Chemistry/science degree a plus. Experience – Required: 10+ years of global product development experience, preferably in skincare. Please submit resume with salary history and include the job title in the subject line to: jobs@guthy-renker.com.

Job Opportunities

- **CLINICAL RESEARCH (#1204-09)** - "A prestigious skin care company in South Los Angeles, CA is seeking a Clinical Research individual that will be responsible for writing protocols and designing studies to validate specific claims. Must be knowledgeable about the latest ingredient and test method research to make practical recommendations for formulas to achieve desired claims/benefits. Must have ability to recruit significant number of subjects for Acne, Anti-Aging and general health studies and oversee the studies to completion and be able to manage and train study coordinators on study protocols and test methods. Ability to write and publish articles based on the final reports of the tests would be a plus." Please submit resumes to jyniguez@aerotek.com.
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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@skinmedica.com or **Bethany McCarver** at bmccarver@skinmedica.com. Please limit to technical positions only. When the position is filled, please notify Bethany McCarver 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 the 20th of each month. Please note: We do not knowingly publish listings that have been placed with a search firm and are not responsible for duplicate listings. We also do not release the names of job seekers unless directed to do so by the job seeker.

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FROM LATVIA WITH LOVE

John Luna

The SCC Brat Pack! That's what we used to call ourselves back in the late eighties. John Garruto, Carol Collins, Melanie Cummings, Debbie Pierce, Bret Katz, Kristen Nadolsky, Susan Goldsberry and a host of others. Back then we had so much energy and most of us weren't missing any teeth, we had a full head of hair and no need for an afternoon nap. Yes time does march on so I thought it might be interesting to interview some of our younger members of the SCC, the New Brat Pack if you will. I solicited the help of my daughter, Saundra Luna who two years ago at the young age of 21 joined the SCC fresh out of Loyola Marymount University. At first she was quite hesitant to help me, but I am her dad as well as her boss so she really didn't have any choice. We traveled to a restaurant in the South Bay to meet 3 of the up and coming members of the SCC: Heidi Elrahib, Maily Tran, and Krystal Taylor.



you are from Egypt. She also tells me you and your family trekked across the Sinai desert and wondered aimlessly for several years? Is that true?

Heidi Elrahib: Uh no, I was born in the United States. My dad was born in Egypt and my mom in Nicaragua. I have never been to Egypt.

JL: So you didn't wonder aimlessly through the desert?

Heidi: No, I think I would have remembered wondering aimlessly.

Sandi: hahahahahahaha

JL: Very funny Sandi!! You taught you to lie like that??

SL: You did!

JL: So you were born in America.

Heidi: Yes but I speak three languages, Arabic, English, and Spanish. I went to the University of Santa Barbara where I obtained my BS degree in Chemistry.

JL: How did you end up at University Medical?

Heidi: Our family friend, Melanie Cummings had just landed a job there as R&D Director. She was given the task of starting up an R&D facility for University Medical. She hired me as her chemist.

JL: Oh sort of her side kick?

Heidi: You mean like Robin is to Batman? Or Andy Richter is to Conan?

JL: Yes, you got it!!

Heidi: No

JL: Sandi tells me you think I'm funny.

Heidi: Yes! I think you are very funny. Sometimes I laugh even before you start to speak because I anticipate you will say something funny.

JL: I can see why you and Sandi get along.

JL: Ok let's move on to you Krystal. Please state your full name.

Krystal Taylor: My name is Krystal...

JL: uh please speak into the microphone

Krystal: What microphone.

JL: There isn't one. Hahaha

Sandi: Dad! Stop!!!!

JL: So Krystal you were born in southern California?

Sandi Luna: Dad! This car, this dumb car. Where did you get it??

John Luna: It's the SCC official electric car, totally green!!

SL: Ewe it looks creepy, can we take our car?

JL: Sandi, we are a green industry and we have to promote the image.

SL: Well can we promote it some other time? What if someone sees me in this little clown car?

JL: Nobody will see us so don't worry.

SL: Why are we going 18 mph on the freeway? Can you go a little faster, like 50 miles per hour faster??

JL: Nope, that's the top speed, you'll get used to it.

SL: Ok can you drop me off a block from the restaurant and I'll just walk the rest of the way.

JL: Do you remember what we used to play when you were a kid and you were talking too much?

SL: You mean "Quiet Time".

JL: Yes! It's quiet time now!

SL: Lame!

SL: Do we have enough power to get back home?

JL: It depends on so many factors, such as....

SL: Stop! Dad you're ridiculous!!!

JL: Quiet time!!

JL: Hello ladies and thank you so much for meeting with us. Let's get on with it.

JL: Heidi, we'll start with you. Sandi tells me

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Krystal: Yes, born and raised here, just 5 minutes from Disneyland in fact. I went to Cal Poly San Luis Obispo where I received my BS in Chemistry. I then went on to Cal Lutheran where I completed my MBA in Business. My first job out of college was at Jafra. I started as a lab tech and now I am in product development as an associate chemist.

JL: Why are you smiling?

Krystal: Oh I always smile. I love to smile all day. Some have told me I smile when I am sleeping. Smiling is my number one favorite thing to do!

JL: Ok I can also see why you are Sandi's friend.

JL: Do you think I am funny too?

Krystal: I guess so. Tell me a joke.

JL: Ok here is a joke for all you chemists: A neutron walks into a bar and says Bartender, how much for a drink? The Bartender says for you, NO CHARGE!!!! Hahahahahaha. Get it, he is a Neutron and

SL: Dad! Quiet Time!!!

JL: And this brings us to you Maily. Sandi tells me you are quite a character.

Maily Tran: Yes I have been called that because I am peppy, love my job and dance while formulating.

JL: And where do you work?

Maily: I am the main Formulator for Skinn Cosmetics and I reside in Torrance, Ca.

JL: Do you know what city is next to Torrance?

Maily: Sure, Hawthorne.

JL: And do you know which famous American Band came from Hawthorne?

Maily: I don't have a clue.

JL: The Beach Boys!

Maily: Oh yeah, they play Indie music.

JL: What?

Maily: You know Indie music, like Phoenix, The Civil Wars, Jet and the DEEEP!

JL: Ok I don't even know what you said.

JL: You dance while formulating?

Maily: Hey it's better than going to jail.

SL: That's true.

JL: What? I don't understand the correlation.

Maily: I will say it again, dancing at work is better than going to jail.

JL: No I heard you the first time but I just don't understand....well let's move along. You came from the food industry?

Maily: Yes I was a QC chemist at Frito Lay in Buena Park. Did you know if a packaged bag of chips falls on the floor it has to be thrown away?

JL: No I didn't know that.

Maily: Well it's true! One time I picked up a bag and repacked it after it had dropped on the floor. See I could have gone to jail.

JL: I don't think it would have been that drastic.

Maily: I don't like jail!!

JL: You have been in jail??

Maily: No but I am sure I wouldn't like it.

JL: Well ladies this has been quite interesting to say the least. Besides shopping at Forever 21, I can see you have a lot in common. All of you are degreed chemists or biologist and have very nice jobs with good companies. You are in a very stable industry and the future looks quite promising. Young chemist are truly the wave of the future, the New Brat Pack. And what has happened to the Brat Pack of the 1980's? They are R&D Directors, Consultants, and Owners of companies. There are so many opportunities in our industry, stick with it!

SL: Dad, Heidi's going to give me a ride home!

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