

Dinner Hour

Intellectual Property Protection in the Field of Cosmetics and Personal Care Products



Catherine Holland
 Partner
 Knobbe Martens



Mark Benedict, Ph.D.
 Partner
 Knobbe Martens

There are intellectual property issues that are specific to the personal care industry in the U.S. and abroad. Protection of a company's intellectual property may include trademark protection for brands, design patent and trademark protection for containers, trade secrets and patent protection for formulations and methods. Navigating the potential maze of existing patents to avoid getting sued for infringement can also be an issue in the development of personal care products.

...continued on page 3

Educational Hour

Truth, Fiction, and a Path to Functionality – Novel Stem Cell Technology



Durant Scholz
 President
 Active Concepts, LLC

SECTIONS OF THE PRESENTATION

1. The Stem Cell Trend
2. What are Stem Cells?
3. Current Technologies in the Market
4. A New Approach to provide brand differentiation and potent cosmetic benefits

...continued on page 3

Meeting Details:

Date: **Tuesday - March 26, 2013**
 Location: **Los Angeles Airport Marriott Hotel**
 Menu: **Salmon or Vegetarian**

Educational Hour - 5:00-6:00 p.m. Cocktail Hour - 5:30-6:30 p.m.
 Dinner Hour - 6:30 p.m. Speaker - 7:00 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 22
 If you reserve and do not attend, you are responsible for meeting charges.
 You will be billed accordingly.



Inside this issue:

Meeting Details

Location

Los Angeles Airport Marriott Hotel
5855 W. Century Blvd.
Los Angeles, CA 90045
(310) 641-5700

Costs

- \$20.00 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

Salmon 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

Thank You to Our Meeting Sponsor

Active Concepts, LLC was founded in 2000 with the intention of providing the Cosmetic and Personal Care Industries with innovative ingredients. We thrive in today's rapidly evolving marketing environment by harnessing the latest technological advances to create novel products useful for brand differentiation.

Our product development is based on our different platforms of technology, which include delivery systems, bio-actives, biofermentation, extraction, protein chemistry and functional ingredients. Aside from offering an abundance of standard products we also welcome the opportunity to develop raw materials specifically tailored to our customers' needs. Always conscious of environmental and ethical concerns Active Concepts focuses on the development of sustainable, natural and eco-friendly raw materials.

Society of Cosmetic Chemists - California Chapter

2013 Calendar of Events

March

26 California Chapter Monthly Meeting Los Angeles Airport Marriott Hotel

April

6 California Chapter Dinner Dance Huntington Beach Hyatt Regency

23 California Chapter Monthly Meeting Los Angeles Airport Marriott Hotel

May

20 California Chapter Golf Outing Black Gold Golf Club

28 California Chapter Monthly Meeting Dukes, Malibu

Dinner Hour

...continued from page 1

In an industry where many major players are based abroad, there are special considerations and strategies for developing and securing intellectual property rights.

About Our Speakers

Catherine J. Holland is a partner at Knobbe Martens law firm. Ms. Holland joined the firm in 1987 and became a partner in 1991. She specializes in all aspects of domestic and international trademark, unfair competition and copyright matters. Her practice includes domestic and foreign trademark selection and clearance, trademark procurement and prosecution, inter partes proceedings before the Trademark Trial and Appeal Board, trademark audits, intellectual property licensing, domain name disputes, counterfeit goods and customs, copyrights, entertainment law, rights of publicity, and trademark and copyright enforcement and litigation.

Ms. Holland represents clients in a wide range of industries, including the software, hardware, motor vehicle, medical device, skincare and aesthetic, apparel, publishing, entertainment, music, financial, restaurant, and food and beverage industries. Representative clients include Nutrishop, Paris Blues, Fairtrade Organization, Hockey Monkey, Teacher Created Materials, Jean d'Arcel and Robert Lamy. For many years she has represented an international manufacturer of motor vehicles.

In surveys conducted in 2012 and 2006 by EuroMoney's Legal Media Group of 4,000 practitioners in 70 countries, Ms. Holland was named one of the "World's Leading Trademark Practitioners." In 2004, and 2007–2013, Ms. Holland was awarded the title "Super Lawyer" in surveys of her peers conducted by Los Angeles Magazine and Super Lawyers magazine. This recognition is limited to only five percent of lawyers in Southern California. In 2009 she was named one of Orange County's Top Lawyers by O.C. Metro magazine.

Ms. Holland received a B.A. in English from University of Notre Dame in 1983 and a J.D. from University of San Francisco School of Law in 1987.

Mark R. Benedict is a partner at Knobbe Martens law firm. Dr. Benedict joined the firm in 1997 and became a partner in 2003. He specializes in patent prosecution and strategic intellectual property portfolio management for pharmaceutical, biotechnology and life science clients.

Dr. Benedict's practice includes patent prosecution, counseling on patent infringement, validity and licensing issues, management of patent and other intellectual property assets, intellectual property due diligence studies and related counseling for investors. He currently represents clients in a wide range of technological areas, including pharmaceuticals, biotechnology, life sciences and medical devices. He also represents a number of foreign associates in procuring U.S. patent protection for their clients in the pharmaceutical and biotechnology areas.

Prior to joining the firm, Dr. Benedict worked as a Research Assistant Professor of Pediatrics at the State University of New York, Upstate Medical Center, where he conducted basic and clinical research, under grants from the NIH and the American Heart Association, on the molecular and biochemical mechanisms of hormone and growth factor regulation of vascular smooth muscle cell proliferation, differentiation and aging. Prior to joining the faculty, he worked at the SUNY medical school as a post-doctoral research fellow in Pediatric Endocrinology. During his tenure at SUNY, Dr. Benedict published and spoke extensively in the areas of endocrinology and aging.

Dr. Benedict received a B.S. in Biology from Drexel University in 1977, a Ph.D. in Biology from Syracuse University in 1984, and a J.D. from Syracuse University College of Law in 1997.

Educational Hour

...continued from page 1

About Our Speaker

Durant Scholz, President and founder of Active Concepts, LLC, has a degree in Biochemistry from the University of Massachusetts at Amherst. He began his career as a chemist at Fabergé. Following his tenure in the Clinique Skin Care department at Estée Lauder, Durant became the Director of Technical Marketing at Brooks Industries. There he managed both domestic and international marketing, as well as sales and product development.

In 2000, Durant founded Active Concepts, which has become a multinational company with facilities in Lincolnton, North Carolina as well as Milan, Italy and Dongguan City in the Guangdong Province of China.

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Great Ideas Come from Somewhere...

Liz Streland

Croda

OK, admit it. You've come across something—a product, a concept, a business, etc. — and thought to yourself, “Why didn't I think of that?” Some ideas are so big that they are considered life altering. How about the fast food drive-through? Before the fast food drive-through, people actually had to get out of the car and walk all the way inside! Imagine! How about the gourmet coffee place (aka Starbucks™)—how did we ever manage without a coffee shop on every corner? How many of you remember the mood ring? We really didn't need those, but everyone in the 70's seemed to want one. I wonder whatever happened to mood ring inventors Josh Reynolds & Maris Ambats anyway? Did they sail off into the sunset laughing all the way to the bank? I digress...

Some ideas are not dramatic or life altering. Sometimes it's simply a matter of taking something that already exists, like a Hershey Kiss® and expanding into different flavors. (I like mint.) Yes, for our younger members, we used to have just one flavor (chocolate) and it was wrapped in silver foil. And I didn't know I needed “broccoflower,” and I am still not sure I do, but who thought of that? Personally, I think it's a cool idea even if you don't like broccoli or cauliflower.

Even in our very own personal care industry, we can site a ton of different examples of successful and creative ideas, some with greater impacts than others: Pert Plus® the 2-in-1 shampoo, peptides, and the 10-minute hair dye, to name a few.

I have to confess, a couple of weeks ago I came up with an idea I thought was a good one and I would like to share it with you...here it comes...wait for it.....PEANUTELLAS! What is a peanutella you ask? Take two Ritz®-like crackers, apply peanut butter to one side and Nutella® to the other, put them together and voila, you have a peanutella! Seriously, you must try it.

Now you might be wondering how all this relates to the SCC? Well, all of the aforementioned ideas came from somewhere and with the many wonderful educational opportunities that membership in the SCC offers, it's quite possible that the impetus for the next great idea is waiting for you at one of our great SCC events or in one of our outstanding publications. From our monthly California Chapter meetings which include an Educational Hour Speaker and a Dinner Speaker, to the Journal of Cosmetic Science, to our monthly Chapter newsletter the Cosmegram, to the Annual Scientific Seminar in St. Louis in June, to our West Coast Supplier's Day



in September, to the 2013 Annual Scientific Meeting & Technology Showcase in December in New York, the educational opportunities are endless.

And, starting with our February meeting, we have made it even easier for members to attend our monthly California Chapter meetings by lowering the “Members with Reservations” cost to a mere twenty (\$20) dollars. To top it off, our November 2013 California Chapter meeting will be FREE for Members with Reservations!

I hope you will take advantage of these many wonderful opportunities and, if you haven't done so yet, by joining the Society of Cosmetic Chemists today and participating in our many events and opportunities for idea generation. For now, I am going to stop writing so I can go to the kitchen to have a Peanutella. (PS. In case you are wondering, I'll save you the internet search, I was a bit late with my Peanutella idea—there's even a Peanutella gelato! I'm sorry, but Peanutella gelato sounds gross...)

Take care,

Liz Streland

*2013 Chair, California Chapter
Society of Cosmetic Chemists*

The logo for TRI-K, featuring a stylized green and blue square icon to the left of the text "TRI-K" in a bold, blue, sans-serif font.

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A close-up photograph of a young woman with long, straight blonde hair, smiling warmly at the camera. She is wearing a light-colored top.

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POSITIONS AVAILABLE

- **REGULATORY SPECIALIST (#1301-01)** The Color Factory seeks Regulatory Specialist to join our growing team. Candidate should have a BS degree in Biology or Chemistry or related fields, and must have 2-5 years experience in the cosmetic industry (Regulatory experience preferred). Excellent communication skills, strong knowledge of FDA guidelines, and a working knowledge of cosmetic formulation/raw materials are also strongly preferred. Candidate will manage product/facility (FDA, CA, ATF, CARB) registrations, provide regulatory/technical support to Sales & R&D for new product concepts, product claims and issue documentation to meet regulatory & customer requirements. The Color Factory offers a competitive salary and benefits package. Send resume and salary history to jobs@colorfactoryla.com.
- **SENIOR CHEMIST – NEW PRODUCT DEVELOPMENT AND LAB MANAGEMENT (#1301-02)** Creates and develops new Color Cosmetics products, innovative ideas, processes, protocols, techniques, and systems. Manages technical aspects of projects; leads and manages lab technician team. Uses project management planning techniques to drive multiple concurrent new technology opportunities to sound proof of principle and final development stage. Identifies and/or evaluates materials or technologies to assess technical performance. Uses experimental designs, researches, analyzes and interprets data to determine feasibility/efficacy of proposed solutions. Proactively scans and researches new concepts, materials, technical opportunities and partnerships. Provides, interprets, and communicates practical technical information using standard formats and archiving methods. Please send resume and salary history to jobs@colorfactoryla.com.
- **MECHANIC (#1301-03)** McKenna Labs is looking for an experienced Mechanic to join our team in Anaheim. The ideal candidate will have a minimum of 5 years working in a similar environment, the ability to set up and maintain bottle filling equipment, tube fillers, conveyors, labelers, ink coders, etc. The job responsibilities will include setting up and breaking down filling lines, following a robust PM program, building maintenance, etc. This is a full-time position that reports directly to the Mechanic Supervisor. McKenna offers paid vacation, health insurance, and a 401(k) plan to our employees. Send resumes to careers@mckennalabs.com.
- **PRODUCTION PLANNER (#1301-04)** McKenna Labs is looking for an experienced Production Planner to join our team in Anaheim. The ideal candidate will have a minimum of 3 years planning experience, will require strong computer analytical skills, and the ability to go above and beyond the standard definition of multitasking. The job responsibilities will include, but certainly not be limited too, identifying issues that may delay production and recommending appropriate actions to resolve the delay, running MRP on a regular basis to identify raw material requirements, and coordinating with Purchasing and Operations to assure JIT delivery. This is a full-time position that reports directly to the Director of Operations. McKenna offers paid vacation, health insurance, and a 401(k) plan to our employees. Send resumes to careers@mckennalabs.com.
- **R&D LAB TECHNICIAN/COMPOUNDER (#1301-05)** Entry level position with R&D formulation lab located in Chatsworth CA. Candidates will assist in Compounding/Batching formulas provided by senior R&D staff, scale up production, maintaining laboratory equipment, filing and other duties as required by Scientific Director. Requirements: 6-12 months lab experience, Must possess strong organizational, interpersonal and communication skills. Please send resume and salary requirements to employment@aboverinaldilabs.com.
- **COMPOUNDER SUPERVISOR (#1301-06)** Burbank area cosmetic manufacturing company is looking for an experienced individual with skills including Compounding of Cosmetics and Body Care Products, thorough understanding of manufacturing, scheduling, understanding of cosmetic formulating, and familiarity with cosmetic ingredients. This is a full time salaried position in management with vacation, sick and health benefits available. Bi-lingual (Spanish). Qualified applicants only may send resume attention: HR Manager at Sylvan04443@gmail.com.
- **INDEPENDENT SALES REP (#1301-07)** Stem Cell based skin care company looking for independent sales reps in Southern California. Candidates must have successful, outside sales experience and contacts in the "physician channel", primarily with plastic surgeons, dermatologists and medical spas. Experience in the pharmaceutical field is a plus. Good "people skills" with abilities to build relationships is an important quality. The company is looking for knowledgeable individuals that can work independently with a passion for medical or cosmeceutical product sales. Candidates can be independently representing other vendors as well. This is a very generous, competitively compensated, commission-only position. Please submit resumes to Linda Nelson at lnelson@lifelineskinicare.com.
- **QUALITY CONTROL CHEMIST (#1301-08)** Seeking a QC Chemist for successful, well-established natural skin care company. Responsibilities include execution of wet lab tests and instrumental analysis to ensure cosmetic & drug products meet criteria of identity, quality, purity, strength, and physical characteristics they're purported to possess. Minimum of 2 yrs of bench-level chemistry in pharmaceutical, food, or cosmetic industry is required along with a Bachelor's degree in Chemistry or Biology. To review full job description - please visit: <http://www.californiababy.com/help-wanted.html>. Please submit your resume & salary history by email to albert@californiababy.com.

Job Opportunities

POSITIONS AVAILABLE

- **JUNIOR ACCOUNT MANAGER WEST COAST (#1301-09)** With value of independence, excellence and quality, SILAB is a leading manufacturer of innovative natural active ingredients for the cosmetic industry. Following constant growth in USA and linked to the West coast sales manager, SILAB INC. is seeking a junior account manager based in our office in Long beach. Animated of a strong spirit of conquest, the selected candidate will have the ability to build and maintain effective relationships and loyalty with customers, decision-makers and influencers. Requirements include Engineer/ BS/BA in Biology, Biochemistry, pharmacy. 1 to 3 years of successful sales experience in personal care. Please send your resume to silab@silab.fr.
- **COSMETIC CHEMIST (#1301-10)** Orange Lab, a cosmetics manufacturer, located in Orange County, California, is looking to hire a chemist with approximately 5 yrs experience in the cosmetics industry. Please send your resumes to info@orangelabusa.com.
- **REGULATORY AFFAIRS SR. SPECIALIST (#1301-11)** The Regulatory Affairs Senior Specialist is responsible for establishing, supporting, and maintaining procedures in the Regulatory Affairs Department to ensure compliance of all cosmetic products which are developed and distributed by Bare Escentuals. Requirements include: significant knowledge of global cosmetic and cosmetic/drug product regulations including; The Food Drug and Cosmetic Act (FD&C), The Fair Packaging and Labeling Act (FPLA), Good Manufacturing Practices (GMP's), Federal EPA and US state environmental regulations, as well as EU, Canada and Asia international cosmetic regulations. This position requires a minimum of 5 years regulatory experience in the cosmetic, personal care, or related industry. At least two years of demonstrated experience as a team lead and/or project management. Please email your resume to gchicoine@bareescentuals.com.
- **TECHNICAL SALES REPRESENTATIVE (#1302-01)** - NuSil Silicone Technology is looking to hire a Technical Sales Representative for the Western US. The candidate must have 3+ years of personal care experience with an emphasis on skin care. The candidate must demonstrate the ability to interact with customers regarding early ingredient specification in formulations, provide continuous technical support, and implement strategic sales plans to support corporate growth. Heavy focus on prospecting new customers and frequent travel throughout the Western US. BA or BS degree from a four-year college required. A self-starter working independently from home office; must reside in or near the Los Angeles, CA area, \$65k-\$75k year/ DOE. Apply online at www.nusil.com.
- **SALES REPRESENTATIVE (#1302-02)** - Major color cosmetic manufacturing company in Chatsworth is seeking experience sales representative to join our staff. Qualified candidate must be with pleasant and outgoing personality, Customers service orientated. Must be committed, positive, and hard working. MS Excel and PowerPoint experience is required, minimum of 2-5years sales experience will be an advantage preferably in personal care products. Good track record in corporate sales. Able to work under pressure. Excellent interpersonal and communication skills in both written and spoken. Ability to develop and deliver presentations. Strong interpersonal and communication skills. Please send your resume and salary history to HR@prishacosmetic.com or prishacosmetics@sbcglobal.net.
- **BUYER (#1302-03)** - Buyer needed for manufacturer & distributor of beauty/personal care products. Purchase commodity products, chemicals, & supplies. Obtain the best quality, service, value for products and services through effective bidding, negotiation, & supplier management. Involvement in identification of manufacturing needs, supplier selection, contract negotiation, and delivery arrangement. Must be familiar with consumer packaging, importing and understands MRP. Purchasing certification a plus. Minimum of 7 years of purchasing experience within a manufacturing environment. Proven track record in cost reduction and development of strategic sourcing strategies. Chemical purchasing experience a must. To apply, submit resume with salary history to jobs@aibeauty.com.
- **SENIOR CHEMIST (#1302-04)** - Senior Chemist needed for a manufacturer/distributor of beauty/skincare/ personal care products. Formulate novel UV-curable coatings and work with technical leadership to support marketing efforts to aggressively grow sales for Nail Group division. Contribute to the R&D team to drive innovation, and stay current with patent and chemical literature. B.S. Chemistry, 7 years experience or MS Chemistry, 5 years experience in the areas of acrylic polymer/monomer chemistry. Understanding of pigments, dispersions and dispersion techniques. Minimum of 5 years of hands on bench experience. Experience with formulating UV Nail coating a plus. Send resume w/ salary history to jobs@aibeauty.com.
- **ACCOUNT MANAGER (#1302-05)** - Lipotec, a subsidiary of Lubrizol, is hiring an Account Manager for the western US. Someone with experience in selling high tech active ingredients for cosmetics would be great for this role! Lipotec is one of the leading suppliers of cosmetic active ingredients in the world. Quality research and innovation are our priority. This philosophy combined with a dynamic and experienced team of professionals who constantly work with a service-oriented mentality make us possible to satisfy our customer's needs with a wide range of cosmetic active ingredients. (Req # 1202445) – Click on this link to apply - <https://lubrizol.taleo.net/careersection/eu2/jobdetail.ftl?lang=en&job=1202445>.

Job Opportunities

POSITIONS AVAILABLE

- **QA INSPECTOR (#1302-06)** - Los Angeles based cosmetic brand is looking for a QA Inspector. Responsibilities: Inspect incoming materials, generate reports for inspection, NCR and CAPA. Test packaging and formulas as necessary. Color matching experience a plus. Commute from Corporate office to warehouse and suppliers as needed. Must have a valid CA driver's license. Send resume to: charissa@anastasia.net or luca@anastasia.net.
- **TECHNICAL SALES SUPPORT (#1302-07)** - Coptis the leading Formulation & Regulatory software company to the Personal Care market seeks a self-starter to join their team in Harrison NY. The ideal candidate will have a good understanding of the R&D Process in Personal Care or related industries with strong customer relation and computer skills. Responsibilities include but not limited to: Provide support to Coptis Lab software's users. Follow up with of customer requests and installations. Test new versions of Coptis Lab software. Write procedures and users manuals. Coordinate tasks with customers/sales and development team. Occasionally conduct customer training on location. Qualifications: Strong computer skills – Company will provide training. Minimum Bachelor Degree in Science, Chemistry or Biochemistry. Organized, rigorous, self-starter. Spanish bilingual a plus. To Apply: If you are interested in this dynamic position, please send resume and salary requirements to: jobs@coptis.com.
- **PURCHASING ASSISTANT (#1302-08)** - McKenna Labs is looking for an experienced Purchasing Assistant to join our team in Anaheim. The ideal candidate will have a minimum of 2 years purchasing experience, with an emphasis on the chemical side. This is a full-time position that reports directly to the Purchasing Director. McKenna offers paid vacation, health insurance, and a 401(k) plan to our employees. Send resumes to careers@mckennalabs.com.
- **PROCESS ENGINEER (#1302-10)** - Arbonne International/Levlad, has an opportunity for a Process Engineer at its Chatsworth, CA location. This position reports to the Director of Quality Assurance and Quality Control with primary responsibility to drive on-going process improvements and develop, review, revise, and maintain batch sheets, standard operating conditions, and SOPs for all current production processes. A Bachelor's degree in Chemistry or Chemical Engineering discipline with 3-5 years hands-on process engineering. Experience in OTC cosmetics or pharmaceuticals with direct involvement in validations, GMP, batch processing and liquid filling operation preferred. Please submit your resume to cmasotto@arbonne.com.
- **COMPOUNDER SUPERVISOR (#1303-01)** - Natural personal care manufacturer is looking for an experienced individual to head our cosmetic compounding department. Must have a minimum of 3 years experience in compounding personal care products and have strong leadership skills. Should have a good understanding of GMP compliance and logistics. Full time position in the Hayward, CA area with great benefits. Send Resumes to info@sundeeppinc.com.
- **COMPOUNDER (#1303-02)** - McKenna Labs is looking for experienced Compounders to join our team in Anaheim. The ideal candidates will have a minimum of 2 years' experience working in a similar environment. The job responsibilities will include weighing and adding ingredients into process tanks, operating mixers, cooling and heating systems, pulling in-process samples, making required batch adjustments, and accurately recording each step in the batch records. Candidate must have necessary English, math and writing skills to perform job requirements, as well as experience operating forklifts and other material handling equipment. This is a full-time position that reports directly to the Compounding Supervisor. McKenna offers paid vacation, health insurance, and a 401(k) plan to our employees. Send resumes to careers@mckennalabs.com.
- **QUALITY ASSURANCE (#1303-03)** - G.S. Cosmeceutical USA, Inc. is looking for a candidate with experience in Cosmetic and /or Pharmaceutical manufacturing with a strong Quality background. Experience in QA and QC would be preferred with an Analytical Chemistry background. Please submit your resumes to Shaheen@gscos.com or HR@gscos.com . We are looking for candidates with 3-7 years' experience in the industry and candidates with Regulatory background should apply as well.
- **QUALITY ASSURANCE SUPERVISOR (#1303-04)** - NYX Cosmetics is currently looking to hire a Quality Assurance Supervisor to assist in the implementation of our Quality Management System, and assist in our mission to produce safe, quality cosmetics. The QA Supervisor will direct and supervisor staff in the Quality department and develop and implement SOPs and new programs across Quality Management Systems. Qualified candidates must possess a bachelor's degree in chemistry or related field and a minimum of 4-5 years of experience in cosmetics quality. For consideration, please email resume and salary history to naz@nyxcosmetics.com or contact by phone 323-837-4637.
- **R&D CHEMIST (#1303-05)** - Benefit Cosmetics is seeking a Chemist to join our R&D department in San Francisco. Reporting to the R&D Manager, will work closely with the Research and Development Manager and Product Marketing to direct all formula development from concept to an approved scaled up formula. BS in chemistry/related field or AA degree with minimum 4+ years of experience in cosmetics industry. Knowledge of cosmetics formulation/raw materials required. Experience with cosmetic product formulations including color matching required. Please apply online <http://ch.tbe.taleo.net/CH14/ats/careers/requisition.jsp?org=BENEFITCOSMETICS&cws=1&rid=1109>.

Job Opportunities

POSITIONS AVAILABLE

- **2nd SHIFT R&D LAB TECHNICIAN/COMPOUNDER (#1303-06)**- Entry level position with R&D formulation lab located in Chatsworth CA. Candidates will assist in Compounding/Batching formulas provided by senior R&D staff, scale up production, maintaining laboratory equipment, filing and other duties as required by Scientific Director. Requirements: 6-12 months lab experience, Must possess strong organizational, interpersonal and communication skills. Please send resume to employment@aboverinaldilabs.com.

POSITIONS WANTED

- **INTERNSHIP WANTED (#1302-09)** - My name is Whitney Duarte and I'm a sophomore at the University of Nebraska-Lincoln where I'm working towards a B.S. in Chemical Engineering and a minor in Spanish. While I'm a chemical engineering major my real aspiration is to work in the cosmetic chemistry field. I'm interested in obtaining a summer internship in any area of cosmetic science in order to better familiarize myself with the industry. I am also interested in job shadowing. If you have any information that would be beneficial in my search, I can be reached at wmjduarte@hotmail.com. I am also on LinkedIn. Thank you.

*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 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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DECEMBER 12-13, 2013

NEW YORK HILTON HOTEL, NEW YORK CITY

Authors are invited to submit titles and abstracts of no more than 150 words for original papers to be presented in podium format. All topics related to cosmetic science will be considered for presentation. Topics of particular interest for submission of abstracts are:

- **Recent Advances in Processing & Scale Up Technology**
- **Nanotechnology: Ongoing Controversies**
- **Evolving Regulatory Issues for Cosmetics**
- **Beauty – How to Achieve, Create and Accomplish it**
- **New Technologies for Claims Support/Measurements**
- **Anti-Aging: Formulating for Perceivable Benefits**

SUBMISSION DEADLINE: MAY 1, 2013

NEW for 2013: All abstracts must be entered online at our website www.scconline.org.

After acceptance of abstracts by the Committee, all presenters will be required to submit preprints 12 weeks prior to presentation (minimum of 600 words, maximum of 2 pages, including figures). All presenters will be eligible for the Shaw Mudge Award sponsored by BASF Corporation, which is given for the Best Paper presented at the Society's Annual Meeting. The honorarium for this award is \$2,500. **Presenters are required to register for the Meeting.**

* The Call for Participation for Abstracts for the 2013 Technology Showcase (Poster Session) will start in July 2013 with a September 15th deadline.



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IntegriGEL O/W EHS	Sodium polyacrylate (and) Ethylhexyl Stearate (and) Trideceth-6	
IntegriGEL O/W MO 2-11pH	Sodium Acrylate / Sodium Acryloyldimethyl Taurate Copolymer (and) Mineral Oil (paraffinum Liquidum) (and) Trideceth-6	
IntegriGEL O/W SP	Sodium Polyacrylate	
IntegriGEL O/W 2-11pH PWDR	Sodium Acrylate / Sodium Acryloyldimethyl Taurate Copolymer (ATBS)	Cationic
IntegriGEL P37 - PG	Polyquaternium 37 (and) Propylene Glycol Dicaprylate Dicaprate (and) PPG-1 Trideceth-6	
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Skin Care Ingredient Series for Cosmetic Professionals

Offered in cooperation with the **California Chapter of the Society of Cosmetic Chemists** and **Beauty Industry West**.

Spring & Fall 2013 at UCLA Extension

Part I | March 22-25, Friday-Monday, 9:00 am-5:00 pm

Part II | Nov. 1-4, Friday-Monday, 9:00 am-5:00 pm



This series offers a foundation from which all skin care professionals – regardless of scientific background – can understand current and future advances in skin care ingredient technologies. Starting with a basic review of ingredients used in product systems, students will become acquainted with regulatory issues, product claims and many of the myths pervasive in the world of skin care before moving into a high level overview of performance ingredients from the skin's point of view. Each section of the skin – from skin cells to dermal tissue – is examined throughout this two-part course, with popular ingredients designed to target specific skin sectors and conditions highlighted during the presentations. Suggested reading, blogs, websites and tutorials will be provided in each course for students interested in continuing the learning process.

Students are encouraged to bring skincare products with ingredient lists to discuss with the class. Tape recorders are also allowed.

WHO SHOULD ATTEND: Product developers, marketing managers, educators, sales representatives, raw material suppliers, estheticians, physicians, nurses or those otherwise involved in the development and promotion of skin care products should find the material highly applicable and appropriate to their level of specialty.

INSTRUCTORS: Both courses are taught by the team of **Rebecca James Gadberry**, lead instructor of the cosmetic sciences program at UCLA Extension since 1986, and **Irena Brown**, assistant instructor since 2008. Ms. Gadberry is the Chairman | CEO of YG Laboratories, past chairman of the California Chapter of the Society of Cosmetic Chemists, an award-winning journalist, educator and product developer, and is considered one of the skin care industry's leading ingredient authorities. Ms. Brown is a popular lecturer in the global skin care industry, former professor of esthetics at Seneca College in Toronto, Canada, and is a 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. Ms. Brown can be reached at irenab@yglabs.com

Part I | INTRODUCTION TO SKIN CARE SCIENCE: VEHICLE INGREDIENTS, CLAIMS & REGULATIONS, THE EPIDERMIS & SKIN CONDITIONS

Part I of this program begins with a discussion of today's U.S. and global skin care markets as defined by size, key product and ingredient trends. Topics then move to guidelines for evaluating ingredient data; cosmetic and drug claims and regulations; organic claims and how to identify greenwashing. Common skin care myths are addressed during the discussions of natural, chemical, synthetic, organic and inorganic ingredients and an overview of basic skin care ingredients (alcohols, acids, esters, emulsifiers, surfactants, preservatives). The remainder of the course focuses on the epidermis, including skin-specific ingredients as they relate to barrier damage and repair, skin hydration, sensitive and stressed skin, rosacea and acne.

Part II | UPSTREAM TO DOWNSTREAM AGING

Part II of this program begins with a review of the skin's anatomy and physiology, including cell types and the skin's immune activity, then evolves into the inflammation cascade, free radical families, antioxidants, and sunscreens. Key skin conditions include upstream to downstream aging, hyperpigmentation, and the wound healing cascade. Cosmetic ingredients for each condition will be discussed. An overview of cell biology and cosmetic ingredients – with a tutorial on the human genome and epigenome designed specifically for cosmetic professionals – will also be

Introduction to Skin Care Science, Part I
Chemistry 802.5 REG# Y7189
March 22-25 Friday-Monday, 9am-5pm
Westwood: 204 Extension Lindbrook Center
Before Feb. 22: \$589/ After Feb. 22: \$645

Upstream to Downstream Aging, Part II
Chemistry 802.7 REG# Y7190
November 1-4, Friday-Monday, 9am-5pm
Westwood: 204 Extension Lindbrook Center
Before October 1: \$589 / After October 1: \$645

To register, call (310) 825-9971 or go to:
<https://www.uclaextension.edu/cosmeticchemistry>

For an outline of scheduled topics please see **reverse**.

OVER ►

SCHEDULED TOPICS FOR PART I INCLUDE:

- The Skin Care Market & Trends
- Simplified Guidelines for Evaluating Scientific & Media Reports
- Regulatory Issues
 - Cosmetics & Drugs
 - Skin care claims
 - Regulatory agencies
 - New regulations affecting skin care
- Greenwashing in the Cosmetic Industry
- Definitions of Natural, Chemical, Organic, Inorganic and Synthetic
- Identifying Ingredient Sources
 - Recognizing Petrochemicals
- Ingredient Basics | How to identify sources and functions of:
 - Alcohols
 - Acids
 - Esters
 - Polymers
 - Surfactants
 - Emulsifiers
- Preservatives
 - Roles of Preservatives in Skin Care
 - Alternatives to Traditional Preservative Systems
- Skin Anatomy & Physiology
 - Epidermis
 - Major Skin Cells
- The Stratum Corneum
 - Barrier Damage & Repair
 - *Skin Penetration*: how to increase or inhibit absorption
 - Humectants & Hydration
 - Aquaporins
 - Delivery vehicles
- Epidermal Aging
- Exfoliants
 - AHAs, Salicylic Acid, Enzymes & Non-Acid Resurfacers
- Sensitive Skin
 - Recognizing Sensitive Skin
 - Allergic Skin
 - Common skin allergens
 - Fragrance allergens
 - The Physiology of Sensitive Skin
 - Ingredients Sensitive Skin Should Avoid
 - Ingredients to Calm & Control Skin Sensitivity
- Stressed Skin
 - Recognizing Stressed Skin vs. Sensitive Skin
 - The Biochemistry of Stress
 - Skin Effects of Stress Hormones
 - Ingredients to Control Signs of Stress
- Acne
 - The Biochemistry of Acne
 - 8 Pathogenic Factors of Acne
 - Ingredients Acneic Skin Should Avoid
 - Ingredients to Control Signs of Acne
 - Comedogenicity & Common Pore-Blocking Ingredients
- Rosacea
 - Acne & Rosacea Comparison
 - Recognizing Rosacea and the Four Subtype
 - The Biochemistry of Rosacea
 - Rosacea Causes & Triggers
 - Ingredients Rosacea Skin Should Avoid
 - Ingredients to Control Signs of Rosacea
 - Guidelines for Practitioners & Clients

SCHEDULED TOPICS FOR PART II INCLUDE:

- Review of Skin's Anatomy & Physiology
 - Epidermis
 - Epidermal/Dermal Junction
 - Dermis
- Cell Biology
 - Cell Types in the Skin
 - Nucleus | Chromosomes, Telomeres, DNA, Genome, Genes & Epigenome
 - Protein Synthesis and Functions
 - Mitochondria & Energy Production
 - Cell Membrane & Transport
 - Receptor Proteins & Cell Signaling
 - Chirality
 - External & Internal Cell Communication
- Skin's Immune System & Function
- Upstream Aging | Cellular Aging
 - Gene Expression & Aging
 - CLOCK Genes
 - DNA and DNA-Repair
 - Heat Shock Proteins
 - Stem Cells
 - Sirtuins, Telomeres & Cell Senescence
 - Mitochondria, Oxygen & Cell Energizing
- Free Radicals & the Reactive Oxygen Species
 - Direct & Indirect Antioxidants
 - Phase II Enzymes
 - Reactive Nitrogen Species, Reactive Carbonyl Species
- Environmental Damage:
 - UV & Its Effects on Skin
 - Sunscreens: what the non-chemist needs to know
 - The Effects of Smoke & Smog and Ingredient Protection
- Skin Inflammation
 - The inflammation cascade
 - Cosmetic "anti-inflammatories"
- Pigmentation & Hyperpigmentation
 - Skin Lightening & Brightening: Upstream vs. Downstream Inhibition
 - Proteosomes & Lipofuscin
- Downstream Aging | Tissue Aging & "Anti-Aging" Ingredients
 - Aging in the:
 - Epidermal/Dermal Junction
 - Dermis
- The Wound Healing Cascade
 - Cosmetic Ingredients that Support the Wound Healing Process



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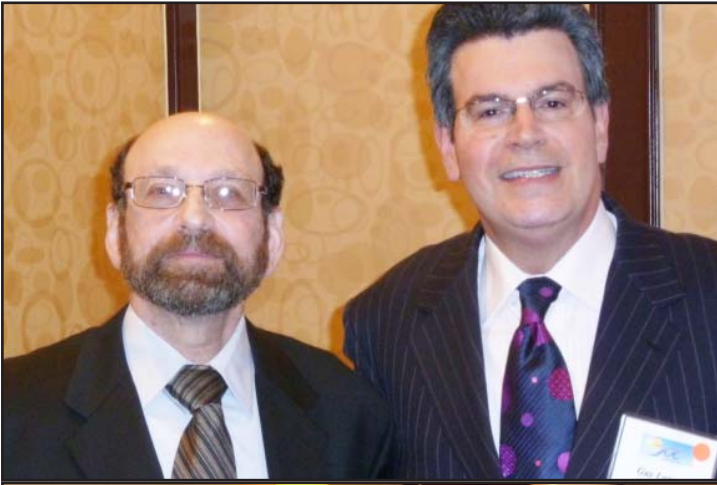
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For Further Information Contact:

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Society of Cosmetic Chemists - California Chapter - February Meeting

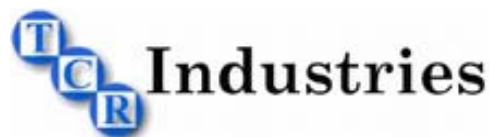


Society of Cosmetic Chemists - California Chapter - February Meeting





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California Chapter
SUPPLIERS' DAY

September 24-25, 2013

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LONG BEACH CALIFORNIA



2013 OFFICERS

January 16th 2013

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RE: Dinner Dance Bag Donations

The Society of Cosmetic Chemists is proud to hold this year's annual Dinner Dance Gala & Casino Night on April 6th, 2013 at the Hyatt Huntington Beach.

As this has been the custom each year, gift bags will be presented to all guests. This year, we are working with great companies to fill our bags so they will be better than ever! We would like to count you as one of these companies.

Please advise if you would be willing to contribute 900 units of a product which you feel best represents the value and quality of your company. Feel free to donate as many different products as you would like. If you are unable to contribute 900 units, we will gladly accept 450 units. All contributors will be acknowledged in the Souvenir Program and on the SCC website and newsletter.

You may ship the products to the address indicated below, or we would be happy to arrange for a pick-up.

Please ship donations to arrive to: Integrity Ingredients Corporation
Attn: SCC Dinner Dance
2255 Jefferson St.
Torrance, CA 90501
Direct line: 619-504-6000

(For Tax purposes, the SCC EIN #22-2720622)

If you would like to participate, please provide the information requested below and fax the information to Maria Reighard at 310-782-0283 or email to mreighard@integrityingredientscorp.com. Thank you for your support and generosity!

Company Name:	
Company Contact and Phone Number:	
Product/s Description:	
Number of Pieces:	<input type="checkbox"/> 450 pieces <input type="checkbox"/> 900 pieces
Delivery Options:	<input type="checkbox"/> We will ship <input type="checkbox"/> Please pick up

We would like to begin our bag packing no later than March 28th 2013, so any contributions made at your earliest convenience would be greatly appreciated.

Best regards,

Maria Reighard

Maria Reighard
2013 SCC Dinner Dance Co-Chair



CONTRIBUTION FORM
2013 Society of Cosmetic Chemists Dinner Dance Gala

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The California Chapter of the SCC is pleased to announce that its annual Dinner Dance Gala and Casino Night will be held on April 6th, 2013 at the Hyatt Huntington Beach. We look forward to a fun filled evening!

Donors to the event will receive preferred seating and recognition in the souvenir program. Their names will also be prominently displayed during the event and in the SCC newsletter.

The participation of our members and suppliers is greatly needed to ensure the success of this event. Your generous contribution would be most appreciated.

If you would like to support the 2013 SCC Dinner Dance Gala, please complete the form below.

Contribution level	<input type="checkbox"/> \$1000 Recognition in Event Program w/ Logo and Best seating Recognition in SCC Newsletter and website <input type="checkbox"/> \$750 Recognition in Event Program w/ Logo and Preferred seating Recognition in SCC Newsletter and website <input type="checkbox"/> \$400 Recognition in Event Program Recognition in SCC Newsletter and website <input type="checkbox"/> Other Recognition in Event Program, SCC Newsletter and website
Do you wish to be acknowledged in the program and at the event?	<input type="checkbox"/> Yes <input type="checkbox"/> No Company Name:

Please send high resolution Logo for those contributing in the top two levels to Maria Reighard at mreighard@integrityingredientscorp.com

Please make check payable to: **California SCC**

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P.O. Box 5040
Playa del Rey, CA 90296

Or you may make your contribution through: www.CaliSCC.org

Best regards,
 Tiffany Jones 2013 SCC Dinner Dance Coordinator

Fluid Viscosity for the Formulation Chemist

Kelly Dobos

I remember the first time I learned about rheology, or the study of how materials deform and flow, at my grade school science fair. One of my classmates had a poster on the thixotropy of ketchup. My project was cryogenics, I was clearly born to be a scientist but that's a story for some other time. It wasn't until I started my career as a formulation chemist that I became reacquainted with the topic.

You'll be hard pressed to find a cosmetic formulation that doesn't involve some understanding of rheology. Single point measurements are often used on specifications for release of products and raw materials in manufacturing, toothpastes need to flow when squeezed from the tube but not drip off a toothbrush, and body washes that contain beads need yield value to prevent them from settling out.

COSMETIC VISCOSITY SCIENCE

Viscosity is a measure of a fluid's internal friction (resistance to flow) when one layer of fluid is forced to move in over another layer. A fluid may be made up of molecules that vary in size, shape, and cohesiveness or a single type of molecule. As these molecules are forced to move or flow past each other, the molecular properties will determine just how much force is required to move them past each other. The force required to cause movement is referred to as shear. Just a few examples of shear forces in cosmetics: spraying hair products, pumping products into packaging during manufacture, spreading of lotion on the skin, and pouring shampoo from a bottle.

Viscosity is typically measured with a device like a Brookfield Viscometer. This instrument has a rotating spindle attached to a force measuring meter. When the spindle is submerged in the sample, it gives a viscosity reading based on the force required to maintain a specific rotating speed.

TYPES OF FLOW BEHAVIOR

For Newtonian fluids viscosity is constant at varying shear rates. Water and thin oils are examples of Newtonian liquids. This type of fluid is easiest to measure, but fairly uncommon, as you will encounter far more complex fluid behaviors in cosmetics.

There are many types of non-Newtonian behavior, and the term basically defines any fluid that exhibits changes in viscosity with variations in shear rate.

Shear Thinning – Most cosmetic products like emulsions and suspension are shear thinning, meaning that viscosity decreases with increasing shear rate. This behavior is also referred to as pseudoplastic and is the result of structural breakdown within the fluid.

Dilatant flow – This is just the opposite. Viscosity increases with increasing shear. This type of flow behavior is pretty rare but examples include quicksand and slurries of cornstarch.

Thixotropic materials – These products thin with constant shear rate but recover their structure and thus increase in viscosity over time once the shear force is removed. Occasionally sheer thinning behavior is misinterpreted as thixotropy, so it is important to remember the distinction for thixotropy is that thinning occurs at a constant shear rate over time as opposed to thinning at an increasing shear rate in sheer thinning behavior. Viscosity can also increase with shear forces like shaking or mixing and then lower to the original value in what's described as rheopectic behavior, but this type of behavior is also rare. Both thixotropy and rheopecty can occur in with other types of flow behavior and the initial viscosity may not be fully recovered.

YIELD POINT

Another important rheological value is the yield point. Some fluids behave like solids at rest but flow like liquid and decrease in viscosity once the yield value or yield point is exceeded. Fluids with high yield points can easily suspend particles like mica or pigments in cosmetic preparations.

By taking into consideration these types of fluid behavior the cosmetic formulator can select for the rheological properties of cosmetic formulations through choice of ingredients and processing conditions, as well as learning to trouble shoot product failures.

And by the way, ketchup is not thixotropic. See if you can reason why.

For more articles like this, please visit www.chemistscorner.com

What's Wrong With This Formula?

SPF 30 LOTION (VERY WATER RESISTANT)

By Ken Klein

PHASE	INGREDIENT	%W/W
A	WATER	
A	PROPYLENE GLYCOL	10.00
A	CETYL ALCOHOL	0.02
A	DISODIUM EDTA	0.50
A	OCTINOXATE	8.00
A	CARBOMER	0.25
B	STEARIC ACID	4.00
B	OXYBENZONE	4.00
B	PEG-40 STEARATE	2.50
B	AVOBENZONE	3.50
B	ZINC OXIDE	6.00
B	PROPYLPARABEN	0.30
B	C12-15 ALKYL BENZOATE	10.00
C	TRIETHANOLAMINE	1.50
D	FRAGRANCE	0.50

ERRORS:

1. PROPYLENE GLYCOL LEVEL TOO HIGH
2. CETYL ALCOHOL LEVEL TOO LOW
3. CETYL ALCOHOL SHOULD BE PLACED INTO OIL PHASE
4. DISODIUM EDTA LEVEL TOO HIGH
5. OCTINOXATE LEVEL TOO HIGH (MAXIMUM USE LEVEL IN US IS 7.5%)
6. OCTINOXATE SHOULD BE IN OIL PHASE
7. AVOBENZONE LEVEL TOO HIGH (MAXIMUM USE LEVEL IN US IS 3.0%)
8. ZINC OXIDE IS NOT PERMITTED TO BE USED WITH AVOBENZONE
9. CARBOMER IS NOT COMPATIBLE WITH ZINC OXIDE
10. STEARIC ACID, WHEN NEUTRALIZED, WILL NOT BE COMPATIBLE WITH ZINC OXIDE
11. STEARIC ACID, WHEN NEUTRALIZED, ALONG WITH THE PEG-40 STEARATE, WILL PROMOTE WASHOFF OF THIS FORMULA
12. PROPYLPARABEN LEVEL IS TOO HIGH AND IT SHOULD NOT BE PLACED INTO THE OIL PHASE
13. THIS FORMULA IS NOT ADEQUATELY PRESERVED
14. FRAGRANCE LEVEL IS TOO HIGH

THE IRREPRESSIBLE LADIES OF AWARE

John Luna

Deveraux Specialties

Not often am I granted free access to a formulation laboratory but Carol Collins, Vice President of R&D at Aware Products exercised rather poor judgment by inviting this historian into her lab to conduct an interview with several of her chemists, Serina Tran, Tisha Bennett, Suzy Ponchukyan, and R&D Hair Care Director, Karen Hohenstein. Aware Products located in Chatsworth, California is a contract filler for the personal care industry. I entered their busy lab to see a bevy of formulators at work. Serina, Tisha, Suzy and Karen took me into their conference room where the interview took place.

JL: Thank you ladies for the opportunity to conduct this interview in your beautiful spacious conference room. Tisha, let's start with you. Can you tell me a little bit about yourself?

Tisha Bennett: Well I grew up traveling the world... well at least the U.S. and Japan.

JL: Well that's probably most of the world anyway.

TB: My father was in the Air Force so I grew up in Tokyo. I spent my teenage years clubbing in Shinjuku and Harajuku where me and my friends would dress up as Manga Characters.

JL: Oh wow, I used to dress up as a Manga character along with Lee Paler!!

Suzy Ponchukyan: Yeah like you know what that is

JL: I most certainly do!

SP: Ok what is it?

JL: Well it's a.....I don't have to tell you.

SP: huh, told you!

TB: Anyway, we eventually came back to the States where I graduated from SCU Sacramento. During my college break I was a cocktail waitress at the Silver Legacy Casino in Reno and the Monte Carlo in Vegas.

JL: You're kidding, you were a cocktail waitress?

TB: No I'm not kidding.

JL: It's just you seem so quiet and refined, I never would have guessed.

TB: Ask anybody here, I'm the wild one of the bunch!! In fact I came very close to making cocktail waitressing my profession. I loved Los Vegas; I even caught George Clooney staring at me on several occasions!!

JL: Impressive!

TB: I then moved to LA and got into the night scene! I was a real estate agent for a few years but due to my acumen of the real estate market I knew it was going to drop soon so I switched professions. I was hired by Deanna Simon as an

R&D chemist at Cosway in 2007. I really enjoyed working there, but switched to Aware in 2012. It is a great place to work; I hope Carol will allow me to dress up as a Manga character!!

JL: I hope so too! Maybe you, me and Lee Paler can dress up as Manga characters together, would you like that?

TB: Not so much.

SP: Hahahahahahahaha. He has no idea what that is!!

JL: Ok Serina, editor of the cosmegram, tell me a little about yourself.

Serina Tran: I was born in Saigon during the last part of the Viet Nam war. My parents and I boarded a boat to get away and ended up stranded on an island off of Hong Kong but we were rescued by a fisherman a few days later.

JL: You know people are going to think I am making this up.

ST: That's because you lie a lot.

ST: I then became a movie film extra and made a hit movie with Chow Yun Fat!

JL: Wait, Chow Yun Fat? Not to be confused with the great Hawaii Five-O villain Wo Fat but the famous Chinese actor who has starred in many films with Jackie Chan and Jet Li and who also won the Chinese Academy Award 3 times!!

ST: You are correct! Have you heard of him?

JL: No.

JL: No but seriously I met him one year at a Chinese film festival, I went with Karen Chun.

ST: Really?

JL: No, that's a lie too. I have no idea who he is.

ST: Why do I always believe you!! My family then came to the United States where I graduated early from High School, got my BS in Biochemistry from UCLA in 2001 and will be completing my MS in Biochemistry in June from St. Josephs. I worked as an R&D chemist at Cosway for six years and then I went to Markwins as an R&D color chemist before I joined Aware in 2008.

JL: So what do you do for fun?

ST: What don't I do? I snow board, bungee jump, kayak, and I have traveled to 35 countries and counting!

JL: That's nothing, Tisha has seen the world!! Ok the



United States and Japan but that's most of it!

ST: I am also engaged to be married in June!!!

JL: Congratulations! Is he in the industry?

ST: Nope!

JL: Hey look there's Carolita!

Carol Collins: That's Madam Vice President Carolita!

JL: Oh sorry!

CC: As you were. Everybody please sit, I just wanted to see how the interview was going?

SP: Boring, he hasn't gotten to me yet

CC: John you have about another 10 minutes.

JL: Oh, ok no problem. You have another meeting?

CC: No, I just get nervous you being here this long.

JL: Ok let's move on to Karen!

SP: Oh geez!!!!

Karen Hohenstein: Well let's see, I was born in New Orleans but not in the French Quarter!!! I did grow up next to the street car line and as a child would sneak on it to take a ride.

JL: So you are a Southern Bell!!

KH: Oh I don't know about that

JL: Did you just bat your eyes?

KH: I did not!

JL: You did! I saw you!!

KH: You must be mistaken, I did not!!

TB: Yeah I think I saw you too.

KH: Tisha!!!!

TB: Uh sorry, I saw nothing!

KH: If I can continue?

JL: Yes please!

KH: We then moved to Atlanta where I graduated with a BS degree in chemistry from Georgia Tech.

JL: Oh so you are a Yellow Jacket.

SP: Hahahahahaha what the heck is that?

JL: The school mascot Suzy

SP: That's lame

KH: My first job was at an ethnic hair care manufacture called M&M and then in 1984 I met one of the managers of Redken, Maurice Hevey. I moved to LA and worked for Redken for a few years, I then moved to Neutrogena and then to Dep. I just loved working at Dep and met some really great people like Bob Berglass, David Berglass, George Andrassy, Janet Blaschke and of course Deanna Simon who was fresh out of college.

JL: Yes I remember, that was quite a lab!

KH: I started at Aware Products in 2009 as R&D Hair Care Director. This is a great place to work and I am so fortunate to be surrounded but such nice people.

JL: Ok now for Suzy.

SP: Well it's about time!!!!!! Ok let me start, I can talk for hours!!!! I was born in Los Angeles and we are first generation American-Armenians.

JL: No that's not true

SP: What do you mean, it is true.

JL: No you said you were born in Los Angeles and unless that is also a city in Armenia, that makes you 2nd generation Armenian.

SP: You know Carol is right; you really can't be here more than 15 minutes. I graduated from Bravo Medical High School and received my BS degree in biology from Cal State LA. I worked for lawyer Robert Kardashian from 2000-2002 so I know the real story about the OJ case.

JL: Ok we will save that for another article.

SP: I am prepared to tell all!!!! I am thinking of writing a book called: "OJ and the Aware Girls"!!!

JL: What does.....oh never mind. So what are your hobbies?

SP: I have a question for you, is your band really called Unstable Emulsion?

JL: Yes it is.

SP: What a ridiculous name, why did you call it that?

JL: Well if you ever heard us, you wouldn't have to ask. Getting back to you?

SP: My first job out of college was at Cosway, I worked there for 4 years as a formulating chemist. I joined my buddies here at Aware last June; we are a big happy family. I also enjoy wearing shoes.

JL: What do you mean?

SP: I love wearing shoes, trying them on, buying them, looking at them, and putting them in my closet in rows of 20.

JL: How many pairs of shoes do you currently own?

SP: 5,347 pairs.

JL: Really?

SP: No.....ha, got you!!

JL: Lame!

SP: I just started to learn how to cook too!

JL: Are you pretty good?

SP: Well I am a better cook than you are a drummer, hahahaha

JL: Ha, doubt it. Ok on that note we will end this interview. Thank you ladies!

JL: Thank you Carolita for letting me come in and interview the group. By the way can I ask you a question privately, what is a Manga character?

Carol Collins: A what????

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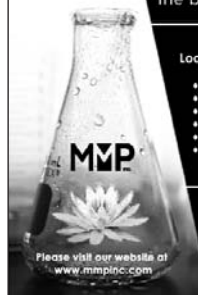
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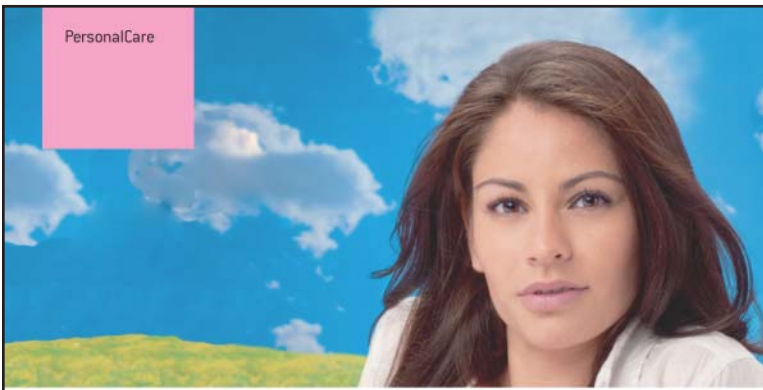
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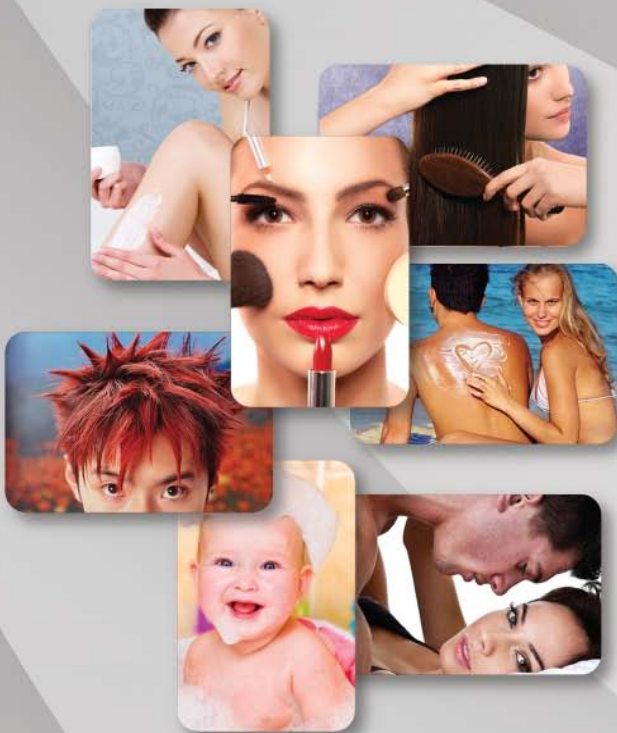
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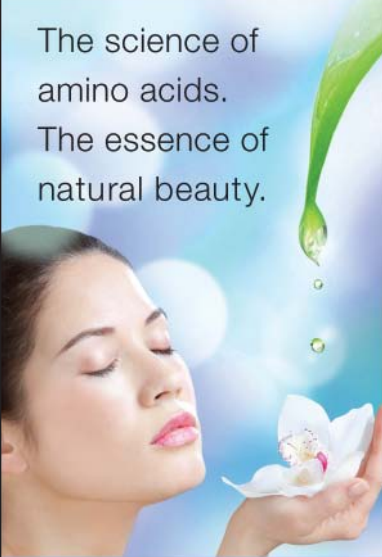
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Be the Next SCC Monthly Meeting Sponsor!

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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Announcements

New Cosmegram Banner Contest

We are looking to update our banner for the Cosmegram. Please submit all entries to stran@awareproducts.com. The deadline will be April 1st. We will select a winner from all the entries and they will receive a \$200 gift certificate. Your participation is strongly encouraged!

Annual Scientific Seminar

The 2013 Annual Scientific Seminar will be hosted by Area II on June 6-7, 2013. The location will be the St. Louis Union Station Hotel. The best of the best in our industry will be presenting some outstanding talks on the most up-to-date advances. Please plan to attend.

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.

Discounted Meeting Price For Members!

SCC members will receive a discount of 50% off the pre-registration fee for monthly meetings. That means members with reservations will only pay \$20 to attend our monthly chapter meetings. What you would save on the cost of a few meetings would more than make up for the cost of membership. So if you aren't a member, sign up today!

Free November Meeting for Members!

In addition to offering our members half off the cost of meetings for this year, the board has decided to make this November meeting free to all members with a reservation. It's now a better time than ever to become a member or to renew your membership. Please talk to Tina-Marie Lesko for more information about how to become a member.

Thank you for Content

The editor would like to extend their thanks to Ken Klein for his contribution to content for the Cosmegram with his articles, What's Wrong with this Formula, and chemistry jokes. Also a big thank you to Guy Langer for forwarding along that content. If you have something you'd like to see printed in the cosmegram, feel free to send any content to stran@awareproducts.com.

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The *Cosmegram* 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>.

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