

COSMEGRAM

california

September 2014

Volume 44 | Issue 6

Dinner Hour

Healing and Beautifying Properties of East Asian Herbs in Topical Formulations

Jenelle Kim
JBK Wellness



Herbal Extracts abound in the cosmetic sphere, but what makes a proper herbal formulation and what makes a powerful extract? The master herbologists from East Asia have dedicated lifetimes to developing the proper balances between herbs, their properties, and delicate ratios to provide herbal formulas with products that are greater than the sums of their individual parts.

Ms. Kim will discuss the strength of properly formulated herbal extracts, known as "Bi-Bong" in many parts of East Asia, the ways in which they work to balance different skin conditions, and how they remain highly effective and applicable today.

...continued on page 3

Educational Hour

Future Development of Ethnic Skin and Hair Care Products

Howard Epstein, Ph.D.
Director of Technical Services
EMD Chemicals



When it comes to the health and appearance of skin a common concern of diverse ethnic groups is the lack of research specifically focused on their skin type. The post human genome era resulted in the development of new tools and techniques available to better understand the differences and similarities among all skin types.

Numerous papers identifying physical and biological markers focused on skin barrier repair, metabolism, wound healing, inflammation, skin coloration and aging for diverse skin types are increasingly being published.

This presentation will focus on specific examples of the progress being made in ethnic skin care and the application for formulating a new generation of skin care products for a diverse population.

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Meeting Details:

Date: **Tuesday - September 23, 2014**
Location: **Manhattan Beach Marriott**
Menu: **Chicken, White Fish or Vegetarian**

Educational Hour - 5:00 p.m.
Dinner Hour - 6:30 p.m.

Social Hour - 6:00 p.m.
Dinner Speaker - 6:30 p.m.

More Meeting Details on Page 2

Reserve Today!

Pay online at www.caliscc.org
or

Call (661) 388-6373 to reserve

Reservation Deadline: 12:00 p.m. (noon) Friday-Sept. 19

If you reserve and do not attend, you are responsible for meeting charges.
You will be billed accordingly.

Meeting reservations are strongly encouraged!

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Meeting Details

Location

Manhattan Beach Marriott
1400 Parkview Ave.
Manhattan Beach, CA 90266
(310) 546-7511

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

Grilled Rosemary Bone-In Chicken Breast, Cream and Butter Potato Puree, Vegetables, and Pan Demi Jus **OR**
Butter White Fish and Caper Sauce with Rice and Assorted Seasonal Vegetables **OR**
Vegetarian (tbd)

Reservations

Please register and pay online at www.caliscc.org; Christina Hernandez: **661-388-6373**
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.

California Chapter Members Participate in 'I am a Scientist Day'

For the second year in a row, members from the California Chapter of the Society of Cosmetic Chemists participated in 'I am a Scientist Day' at Robinson Elementary School in Manhattan Beach, California.

This year's event took place on Friday June 6, 2014. Approximately ninety 5th graders learned

about emulsions and got to make their own lotion which included a choice of fragrance. Also this year, first graders from Robinson made hair gel complete with pigments.

Thanks to Monique Bottene, Michelle Rappaport, Virginia Kickertz, and Liz Streland who supported this great event!



Society of Cosmetic Chemists - California Chapter

2014 Calendar of Events

September

23	California Chapter Monthly Meeting	Manhattan Beach Marriot
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October

2	California Chapter Scientific Seminar	Marina del Rey Marriott
28	California Chapter Monthly Meeting	Manhattan Beach Marriot

November

3	2014 SCIFTS & SCC Golf Tournament	Black Gold Golf Club
18	California Chapter Monthly Meeting	Manhattan Beach Marriot

Dinner Hour

...continued from page 1

About Our Speaker

Jenelle Kim, *MSTOM, L.Ac.*, is formally-trained in the practice of herbology, a subset of Traditional Oriental Medicine. Jenelle is carrying on the medical knowledge and wisdom of her family, which is rooted in the teachings of her great grandfather, an avid teacher and adherent to the great doctor, Heo Jun (1539-1615), a royal doctor of the Joseon

Dynasty of Korea.

Ms. Kim is a noted speaker, writer, and teacher on the topic of herbology with a focus on, Bi-Bong herbal formulas, which are properly-balanced herbal formulas for overall health and topical formulations.

Educational Hour

...continued from page 1

About Our Speaker

Howard Epstein is Director of Technical Services for EMD Chemicals, Philadelphia, PA., an affiliate of Merck KGaA, Darmstadt, Germany. He was a scholar in residence at the University of Cincinnati department of dermatology and received his Ph.D. in Pharmacognasy from the Union Institute & University in Cincinnati, Ohio during that time.

He has been in the cosmetics industry for many years since he began his career formulating cosmetics for Estee Lauder, Maybelline, Max Factor,

Bausch & Lomb and Kao Brands.

In addition to his interest in botanicals Howard recently served as Editor of the Journal of the Society of Cosmetic Science and is a member of the International Academy of Dermatology. He is on the editorial board of the dermatological journals Clinics in Dermatology and SKINmed representing the cosmetics industry to dermatologists. Howard has authored chapters in various cosmetic technology textbooks, holds eight patents and two patent applications

From Summers Past

We've all enjoyed the wonderful SCC Summer Events over the past years and this year was no exception. Don't believe us?! Just look at these happy faces!! Images courtesy of Alan Heller.

Share more images from past events on our Social Media pages!



Jack Lawrence speaking to Debbie Pierce and Don Katz among others; Desert Hot Springs campout, early 1980s.



River Rafting on the American River.



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LANXESS

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The Specialty Chemical Specialists

Welcome Back!

Karen Chun
Barnet Products

I can't believe summer is over! I feel like Olaf. I just want to enjoy summer all year round...but of course that's assuming year round school is included, too. I've enjoyed summer with Sofia but it's not easy keeping kids occupied. She wanted to go back to school after only two days into summer. Needless to say, she is in heaven right now being back in school. I hope everyone had a wonderful summer working and vacationing but hopefully not both at the same time. It will be nice to see all of you again at the September monthly meeting after a long three month break.

Since our last monthly meeting in May, we had two amazing events that occurred. On May 31st, we had approximately 930 of you attend the Annual Dinner Dance, Masquerade Gala, at the Beverly Hilton. On behalf of the SCC Board, I would like to thank Florence Nacino (2014 Dinner Dance Chair) and her committee for organizing a wonderful night of glitz and glamour in the heart of Beverly Hills. It is not an easy task to organize a production like the Dinner Dance but Florence and her team pulled it off.

The Summer Event was held on August 9th at the Maya Hotel in Long Beach. I would like to thank Angie Inouye (Chair-Elect) for organizing a fun afternoon under the California sun. It was an afternoon packed with activities from paddle boarding to margarita and guacamole making contest to life size Jenga and checkers to Polynesian music and dancers. The best part was being able to catch up with industry friends and colleagues.

I would like to say a special thank you to the many sponsors that have donated money and products to our events throughout the year. Without your generous donations, we would not have been able to add little special touches to each event to make it memorable. Thank you!

Second half of the year for our Chapter will be as busy as the first. Some of the events that we have to look forward to is our 1-day Scientific Seminar on October 2nd (registration is open on our website), Golf Tournament on November 3rd (registration is open on our website), elections for our Chapter Officers in October and installation of these elected officers in November, monthly meeting in September and October and November (November is a free meeting for all members!), and of course the Annual Scientific Meeting in NYC in December.

If you are interested in running for an elected position (Chair-Elect, Treasurer-Elect, or Secretary), please contact Angie Inouye. At the September monthly meeting, we will open the floor for any additional nominations for candidates for the election. This will be your last chance to add someone to the ballot. Chair-Elect nominees must have served the Chapter either as an elected officer previously or as a member of the Chapter Executive Committee for at least one of the previous three years. Treasurer-Elect and Secretary nominees do not have this requirement. To be a qualified candidate for all positions, you need to be a General Member of the SCC.

I look forward to seeing everyone on September 23rd!

Warm Regards,

Karen Chun
2014 Chair, California Chapter
Society of Cosmetic Chemists



Thank You to all of our wonderful sponsors for supporting the SCC Annual Dinner Dance – Masquerade!

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2014 Scientific Seminar

Presented by Society of Cosmetic Chemists California Chapter

“The Challenges of a Demanding Market: Where Science Meets Cosmetics”



Join us for a fabulous day of education! The all day seminar will be held once again at the incredible Marina del Rey Marriott on Thursday, October 2, 2014. We will have speakers and presentations that will cover current trends, regulatory challenges and cosmetic ingredients driving today's personal care markets. All of this while enjoying breath taking views of the Pacific Ocean and surrounding areas!

Register Today!

at

www.caliscc.org

Registration and Coffee Reception begins at 8:30 AM. Lunch will be served on the spectacular Bayview Deck. Be sure to stay for a Reception Party in the Glow Lounge afterwards.
Cost: \$70/members, \$140/non-members

Any questions, please contact Lee Paler, SCC Scientific Seminar
at (310) 483-2255 or Leepaler@icloud.com
Marina Del Rey Marriott
4100 Admiralty Way
Marina del Rey, CA 90292
(310) 301-3000



Scientific Seminar:

The Challenges of a Demanding Market – Where Science Meets Cosmetics

October 2, 2014

Marina Del Rey Marriott • Marina Del Rey, California

Agenda

8:00 – 8:45 a.m.	Coffee Reception & Registration	
8:45 – 9:45 a.m.	The Changing Regulatory Landscape: Proposition 65 and Beyond Janet Winter Blaschke (International Cosmetics & Regulatory Specialists)	
9:45 – 10:45 a.m.	Sun-care: preventing damage and fostering repair after UV Paolo Giacomoni, Ph.D (VP, Skincare World Wide R&D, Herbalife International)	
10:45 – 11:00 a.m.	Break	
11:00 – 12:00 p.m.	Contaminants of Emerging Concern (CECs) in Ambient Groundwater in Urbanized Areas Melinda L. Erickson, Ph.D (Hydrologist and Groundwater Specialist, U.S. Geological Survey Minnesota Water Science Center)	
12:00 – 1:15 p.m.	Lunch	
1:15 – 2:15 p.m.	Identifying New Growth Opportunities in Anti-aging Eric P. Vogelsberg (Sr. VP, M&A Corporate Development Practice, Kline & Co.)	
2:15 – 3:15 p.m.	Anti-aging Skin Benefits by Modulating Multiple Molecular Targets Ratan K. Chaudhuri (President & CEO, Sytheon Ltd.)	
3:15 – 3:30 p.m.	Break	
3:30 – 4:30 p.m.	Talc as a Consumer Product Ingredient: Cosmetic Applications and Regulatory Compliance Julie Pier (Analytical Lab Manager, Imerys Americas)	
4:30 p.m.	Q&A and Closing Remarks Lee Paler, 2014 Scientific Seminar Chair	
4:45 p.m.	Reception Party	

Job Opportunities

POSITIONS AVAILABLE

- **QUALITY CONTROL ASSISTANT (#1406-01).** (Santa Fe Springs CA) Quality Control Assistant needed for a Skin Care Facility. We are a FDA registered Skin Care Facility based in Santa Fe Springs CA. We manufacture sunscreens, Acne Products, Cosmetics creams etc. We are looking for an individual with minimum of 2 years of experience in Quality Control preferably in the field of cosmetic, skin care, Pharmaceutical or related industry. The Job entails taking in process samples of finish products and testing against product specifications including pH, viscosity, specific gravity, appearance, color, odor etc. Logging samples in log book and reconciling with batch records. Helping with overseeing the stability and validation protocol for R&D batches. Help in releasing incoming ingredients, labels and packaging components. Help in reviewing and accurately completing the batch records. The individual must have at least 2 years experience in a related field. Must be proficient in Microsoft Office. Bilingual in English and Spanish preferred. Attention to details. Please send cover letter with your salary expectations and why you feel you would be a good fit for this operation to neil@healthspecialty.com.
- **QUALITY ASSURANCE MANAGER (#1406-02).** HATCHBEAUTY is seeking a Quality Assurance Manager to maintain programs for documentation, technical assurance of raw material, packaging, bulk product and finished product release specifications. Responsible for investigations, CAPA and Non-Conformance Report systems, conducts studies and experiments with materials, vendors, processes, supplier services. Provides technical guidance in packaging, product development, reviews laboratory testing in accordance with internal procedures and all applicable governmental regulations. Requires college degree in chemistry or engineering, or combination of education and experience in cosmetics industry and/or cosmetics OTC industry and minimum 3+ years experience in Quality Assurance in Cosmetic and Cosmetic OTCs. Resumes to jobs@hatchbeauty.com.
- **PRODUCT DEVELOPMENT SENIOR SPECIALIST (#1406-03)** - Color: Bare Escentuals in San Francisco is looking for candidates with background/education in Chemistry; 4 years of beauty industry experience as a Product Developer and knowledge of color theory. Primary responsibility focus will be to support color development team in bringing new eye and lip products to market. Please send resumes to bblackburn@bareescentuals.com for immediate consideration.
- **PRODUCT DEVELOPMENT SPECIALIST (#1406-04).** The Product Development Specialist is responsible for supporting the development and execution of Product Development and Sales Support programs. The PDS supports development of long-term product pipeline by researching, collaborating and proposing cutting-edge product innovations, works closely with labs to understand new trends, technologies and ingredients. They also will act as brand champion to support existing products through new marketing and color ideas, as well as evaluate, design, develop and implement new and existing products for consumer products and packaging components. A BA in Marketing and intermediate level in Microsoft Office a must! Makeup artistry a plus! Email your resume to spatzemployment@spatzlabs.com.
- **R&D CHEMIST (#1406-05).** JPMS Product Innovation Center located in Santa Clarita Valley is looking for R&D Chemists to assist in bench formulations of hair care products. As a team member of New Product Development and R&D, he/she will assist with the development of new formulations/ reformulation, troubleshooting and batch scale up. BS chemistry or related science and equivalent 3-5 years in cosmetic hair and skin care formulation are desired. Please send resume to Emily.Reed@jpms.com.
- **PRODUCT MANUFACTURING MANAGER (#1406-06).** Blaine labs, a small pharmaceutical company in Santa Fe Springs (37 in house employees) is hiring a Product Manufacturing Manager. This position supervises and ensures proper execution (FDA / GMP) for many aspects of the manufacturing process of our company's products. In addition to working directly with the chemistry staff (7) this position interacts regularly with the warehouse manager, procurement, and the accounting staff. Duties include: planning weekly production , staff assignment to implement production, manage staff and material resources to meet production targets, work with lead chemist to set QA standards, monitor staff performance, prepare and maintain production reports.
- **BUYER/MATERIAL PLANNER (#1406-07).** Buyer is responsible for procuring materials in a timely manner to ensure delivery prior to scheduled production date. Buyer will be responsible for managing supply levels based on immediate demand, forecasted quantities and material lead times. Daily responsibilities will include entering and issuance of purchase orders to vendors, daily communication with suppliers to manage on-time delivery of open orders, and working directly with multiple departments (Operations, Customer Service, Receiving and Accounting). Minimum 2 years work experience in material procurement/planning in manufacturing environment. Excellent computer skills, including experience with ERP system and strong spreadsheet skills. Please send resumes to careers@mckennalabs.com.
- **REGULATORY AND QUALITY CONTROL SPECIALIST (#1406-08).** The regulatory and quality control specialist will be the first in this role at Juice Beauty and will be a leader in helping create and define new protocols, work flows and processes that will have a major impact on both Juice Beauty's international business and product development. The role will influence 3 key areas within the operations team: regulatory documentation, product certifications and quality control. A minimum of 3 years experience in the cosmetic industry with knowledge of cGMP, FDA compliance, regulatory documentation and product analytical testing methods is preferred. Position is in San Rafael, CA with no relocation assistance. For consideration, please email resume to mimi@juicebeauty.com.

Job Opportunities

POSITIONS AVAILABLE

- **PRODUCT DEVELOPMENT SPECIALIST (#1406-09).** Juice Beauty is looking for a product development specialist to join its operations team. This role will support in all aspects of the product development timeline from ideation and competitive analysis to laboratory communication and product testing. A minimum of 5 years experience in the cosmetic industry with laboratory or manufacturing experience is preferred. Position is in San Rafael, CA with no relocation assistance. For consideration, please email your resume to mimi@juicebeauty.com.
- **QA CHEMIST (#1406-10).** Advanced Cosmetic is looking for a QA Chemist. The successful candidate must have a clear understanding of quality control, manufacturing process and procedures, manufacturing equipment, DI water systems, batch processing, hygienic manufacturing practices and FDA OTC regulations. The candidate chosen for the QA lab position must have good people skills, be a team player, be proactive and take initiative. Responsibilities: Responsible for the Technical Transfer of all products manufactured and filled at the facility. Responsible of adjusting manufacturing batches to meet specifications. Responsible for adjusting colors of manufacturing batches. Responsible for scale up lab batches. Responsible for maintaining laboratory logbooks. Responsible for calibrating lab equipment. Responsible for approving and releasing raw materials. Requirements: Bachelor degree with emphasis on science and/or technology and/or engineering. Experience: 3-5 years minimum in Quality assurance, manufacturing, preferably personal care, foods, or pharmaceutical industry. Please send resume to: hrdepartment2014search@gmail.com.
- **R&D MANAGER (#1406-11).** Weckerle Cosmetics is seeking R&D Manager for our Carson, CA facility. This position will lead cost saving, reformulation and process design of cosmetic product from R&D to the manufacturing environment. Will interact and partner internally with other departments to create new and innovative paths to technical excellence and robust process for flawless execution. Experience: Manager with 5 to 8+ years as R&D cosmetic chemist. Degree: BA/ BS degree in Chemistry, Chemical Engineering, or related fields. Please visit our website: www.weckerle.com for full job description contact: veronica.guzman@weckerle.com.
- **RESEARCH & DEVELOPMENT CHEMIST (#1407-02).** McKenna Labs, is looking for a R&D Chemist to assist with lab formulations of skin care products in our Fullerton Facility. The candidate for this role will be responsible for bench formulation/reformulation, making ingredients lists, regulatory review of ingredients, troubleshooting OOS batches, and scale up. BS in chemistry or equivalent with 1-2 years of experience in cosmetic formulations is desired. Please email resume to careers@mckennalabs.com.
- **TECHNICAL REGULATORY MANAGER (#1407-03).** Rodan + Fields is seeking a Technical Regulatory Manager with a science background and a strong understanding of global regulations concerning cosmetic and OTC drug skincare formula clearance, ingredient functionality and acceptability, raw material sourcing and qualification. Responsibilities: Reviews and approves conformity of ingredients, formulas and product profiles for adherence to US Federal, state and international regulations, etc. Requirements: 7+ years of US and Global Regulatory Affairs experience in cosmetics, fragrance, vitamin supplements and over-the-counter drug regulations, etc. Location: San Francisco, California. Please visit our career site for full description at: www.rodanandfields.com.
- **DIVISION DIRECTOR (#1407-04).** The position will lead the professional salon products division of a major manufacturer of personal care items. The objective of this position is to create sustained profitable growth for the Division by leading a team of professionals in all aspects of the business to include: marketing, sales, and fulfillment. Nurture and grow existing customer base as well as develop new relationships for the division. Grow sales and grow profit simultaneously. Please contact Todd Shea, 818.206.6781, tshea@awareproducts.com.
- **QC LINE INSPECTOR (#1407-05).** QC Line Inspector needed for Manufacturer/Distributor of Personal Care products. Full-time position inspecting incoming components, inspection of product with accepted specifications or/and sample standards. Provide sample to the Lab of finished goods received from contract filling companies. Process claims to vendors of non-conforming materials. Follow up with components QC issues reported by Production. Must be detail-oriented, have good communication and interpersonal skills. Send resume with salary history to jobs@aiibeauty.com.
- **SENIOR CHEMIST (#1407-06).** 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. 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@aiibeauty.com.

Job Opportunities

POSITIONS AVAILABLE

- **LABORATORY TECHNICIAN (#1407-08).** Temp to Perm The Hain Celestial Group has an opening for a Temp to Perm Lab Technician position to work in our Culver City, CA, R&D Personal Care Lab. You will be assisting our Chemist and Microbiologist in testing and analysis of new products, production batches, stability and microbiological testing. Must be able to clearly communicate results and have computer skills. Must be able to use Microsoft Word programs (especially Excel), without difficulty. An AA degree or 3 + years lab experience in a Personal Care Laboratory is required. Please send your resume to JasonOrganic.Jobs@hain.com.
- **COMPOUNDERS (#1407-09).** Bocchi Laboratories, a growing contract manufacturing company specializing in hair and skin care products based in Santa Clarita has the following the following job opportunities: Compounders - Minimum of two (2) years experience in Compounding. Compounding experience in a cosmetic company preferred. Interested candidates can send their resumes with salary requirements to this email: jobs@bocchilabs.com.
- **MECHANICS (#1407-10).** Bocchi Laboratories, a growing contract manufacturing company specializing in hair and skin care products based in Santa Clarita has the following the following job opportunities: Mechanics - Minimum of 4 years working experience in mechanical repair desired. Working experience in a manufacturing (cosmetic/personal care) company preferred. Interested candidates can send their resumes with salary requirements to this email: jobs@bocchilabs.com.
- **R&D JUNIOR CHEMIST (#1407-11).** Bocchi Laboratories, a growing contract manufacturing company specializing in hair and skin care products based in Santa Clarita has the following the following job opportunities: R&D Junior Chemist - Graduation from an accredited college or university with a degree in Chemistry or related science. Must have a minimum of 1 year laboratory experience. Interested candidates can send their resumes with salary requirements to this email: jobs@bocchilabs.com.
- **DIRECTOR QA/REGULATORY: (#1407-12).** Ideal candidate must develop and maintain quality strategies to drive excellence throughout the company. Responsible for oversight of all quality related activities including FDA and customer audits. Direct quality programs to ensure GMP compliance and continuous quality improvement. Provide professional expertise and leadership in developing and implementing sound strategies to ensure products comply with applicable FDA, quality, safety, regulatory requirements. BS degree plus 7-10 years' experience in quality/regulatory affairs in an FDA regulated environment; experience with OTC or pharmaceutical products, and global product regulatory support, preferred. Send resume + salary history to nschussman@thibiant.com.
- **R&D CHEMIST (#1407-13).** Healthspecialty Labs , a personal care manufacturer in Santa Fe Springs CA, is looking for a R&D Chemist to assist with formulations of personal care products of Lotions, cleansers, SPF products etc. The position will be responsible for bench formulations, generating ingredient lists **and product** marketing briefs for the formulas they develop, regulatory review of ingredients, troubleshooting batches, and scale up. The ideal candidate will have a BS in chemistry, or equivalent, and 1 to 3 years of experience in cosmetic formulating. Please email resume and salary requirements to neil@healthspecialty.com.
- **ACCOUNT MANAGER (#1407-14).** How would you like to represent not just one, but two of the leading suppliers of cosmetic active ingredients in the world? Join Lubrizol and cover both the Lipotec and Active Organic product portfolios in California, Washington, Oregon, Nevada, Arizona, Utah, Idaho, British Columbia and Alberta. For more information and to apply, visit <http://bit.ly/AcctMgrActives>.
- **COLOR CHEMIST (#1408-01).** Cosmetic Group USA is looking to hire color chemist for our Sun Valley, CA location. Looking for color formulation development experience and color matching skills in shade extension. Must be detail oriented, have color matching experience and good communication skills. Please email Adriana at Amezgova@cosmeticgroupusa.com for consideration.
- **R&D CHEMIST (#1408-02).** Physicians Formula is an innovative cosmetic and skin care manufacturer in City of Industry, CA. Seeking R&D Chemist to develop new formulas for color cosmetics and skin care products; transfer new or modified formulas from laboratory to production; perform stability/compatibility tests on new formulas; maintain/improve overall product quality; create ingredient lists according to FDA/INCI guidelines; review formulas/raw materials for compliance with International Guidelines; keep current with new ingredients/technologies. BS in Chemistry or other scientific discipline; three years' experience in cosmetics formulation. Microsoft Office. Knowledge of SOPs, GMPs and FDA regulations. EOE. Email resume to human.resources@physiciansformula.com.
- **R&D COLOR CHEMIST (#1408-03).** As a leading private label and contract manufacturer we are seeking an experienced R&D Color Chemist. This position is responsible for researching & developing creative products working closely with Marketing and customers as well as overseeing a group of 2-4 R&D Chemists. The job also entails ensuring that formulas meet expected performance, safety and Regulatory requirements so that they can be produced in manufacturing. We are looking for a positive, creative and dedicated team member who is excited about making a contribution to our growing company. This position reports directly to the COO. Please contact Limei Meyar at Imeyar@columbiacosmetics.com for further information/submit a resume.

Job Opportunities

POSITIONS AVAILABLE

- **FORMULATIONS CHEMIST (#1408-04).** Modere is looking for an experienced, creative Formulations Chemist in Springville, Utah. This person will formulate laundry and home care products for domestic and international markets. Will ensure that all required testing is conducted on formulas including stability, preservative efficacy, biodegradability, performance testing, etc. Also work with Product team to identify consumer needs and target new and innovative product ideas. Responsible to work with Marketing and Regulatory to define key performance indicators and claims for new products and identify benchmarks against which to evaluate performance. Successful candidates will have Bachelor's degree in chemistry, biology or related discipline is required. 3+ years of experience developing household cleaning and laundry product formulations is preferred. Experience and knowledge of "green chemistry" to help us build effective and environmentally-friendly products. Submit your resume to jobs@m-careers.com. or apply directly on our website: <http://www.m-careers.com/Careers/Careers>.
- **PRODUCT DEVELOPMENT MANAGER (#1408-06).** Algenist is looking for a Product Development Manager to join its product development team. This role will involve completing cosmetic, skincare and personal care product development projects from ideation through R&D, development, formula approval, testing, and batching, for domestic and global markets. The right candidate will have 5+ years of product development experience in cosmetics or skincare and proven success in identifying and developing skincare products. Comprehensive knowledge in beauty, skincare and ingredient trends and innovations is a must. Email your resume to careers@solazyme.com.
- **ASSISTANT MICROBIOLOGIST (#1409-01).** Merle Norman Cosmetics seeks an Assistant Microbiologist to perform microbiological lab testing, keep laboratory stocked with supplies, provide accurate and efficient document control and data management, and any other tasks as assigned to meet company goals. Position is based at our Corporate Headquarters near the L.A.X. Airport and will require reporting in to this location on a daily basis. BS Microbiology (or related 4 year degree), 2+ years experience working in a microbiology lab in the cosmetic, pharmaceutical or food industry. Experience in cGMP work environment is an advantage. Detail oriented; ability to adapt to changes. Send resumes to mncresume6@merlenorman.com.
- **LABORATORY TECHNICIAN (#1409-02).** Chatsworth Based Formulation/Product R&D laboratory is looking for a Lab Tech with 1-2 years bench 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. Candidates must possess a Bachelor's degree in chemistry or related field AND knowledge of personal care formulations through product development experience on the bench. MUST be a team player, have excellent decision making and problem solving skills, the ability to interpret experimental results, be neat, organized, detail oriented, have the ability to adapt to changes at a minutes' notice. Salary negotiable DOE. labtech@aboverinaldilabs.com.
- **MECHANIC (#1409-03).** McKenna Labs, a contract manufacturing company specializing in personal care products is seeking a Mechanic. Description: Setup, troubleshoot, diagnose, and solve problems to minimize production downtime. Must be capable of troubleshooting a variety of equipment. Minimum of 4 years working experience in mechanical repair desired. Working experience in a manufacturing (cosmetic/personal care) company preferred. Please send resumes and salary requirements to careers@mckennalabs.com.
- **COMPOUNDER (#1409-04).** A growing Hair Care Manufacturing company located in Corona. Is looking for a Compounder with a minimum of 1 year experience with cosmetics products preferable. Candidates must have a knowledge in GMP'S standards, able to multitask and must be fast learner with communication skills. Bilingual preferable. Interested candidates send your resume along with salary requirements to paola@developlus.com.
- **R&D COORDINATOR (#1409-05).** Dermalogica is looking for a R&D Coordinator. In this position, your responsibilities will include providing assistance to the R&D and QC departments to support new product development requirements. Also, you will provide technical support with existing products in the area of evaluation, documentation, sampling and testing. We're looking for a minimum of 1 year laboratory experience, preferably in a cosmetic or pharmaceutical environment. Proficient in Microsoft Word applications. (No relocation). Please visit our website at www.dermalogica.com to apply.
- **FORMULATION CHEMIST (#1409-06).** Allure Labs, Inc, a fast-paced and exciting East Bay skin care manufacturer located in Hayward is looking for a Formulation Chemist that performs quantitative and qualitative analysis on raw materials using laboratory experimentation. Formulate raw materials to meet ingredient standards and deadlines. Follow industry standards on scientific significance, accuracy, safety and record keeping and other duties. Obtain at least an Associates degree in Chemistry, BioChemistry, Chemical Engineering, Biology or related disciplines. Must be detailed oriented, maintains reliable attendance, excellent communication and documentation skills and a team player. Please send resume to denise@allurelabs.com. Please no phone calls.

Job Opportunities

POSITIONS AVAILABLE

- **R&D CHEMIST (#1409-07).** Thibiant International, Inc., a leader in the manufacture and distribution of high-end personal care products located in Chatsworth, CA, is looking for a R&D Chemist to join our dynamic team. Candidate must have 3-5 years' experience formulating skin and hair care products, BS degree in Chemistry or related science, and preferably from a contract manufacturing environment. Candidate must possess a passion for excellence, is self-motivated, team-oriented, and able to thrive in a fast paced environment. We offer a competitive salary + benefits package. Please send resume and salary history to nschussman@thibiant.com.
- **R&D DIRECTOR - APPLICATIONS (#1409-08).** The role is newly created, and will report directly to VP R&D at Rivertop. Will be expected to grow and manage a team of scientists, supporting R&D and Commercial efforts in the technical development of Rivertop's portfolio for use in Global Detergents Market. Rivertop Renewables™ produces novel chemicals that allow our customers to unlock innovation in their product lines and create new competitive advantages. Applying inventive, green methods to traditional chemistries, Rivertop manufactures organic acids that offer unique, sustainable functionalities without compromising customers' cost position. Full profile, and to apply, visit: www.rivertop.com.
- **SENIOR MANAGER OF RESEARCH AND DEVELOPMENT (#1409-09).** Senior Manager of Research & Development is a results-driven professional responsible for R&D in a luxury cosmetic company. Responsibilities include looking for new and innovative ingredients and raw materials for inclusion in new formulas. Responsible for overseeing Product Regulatory and Claims Substantiation testing and submittal to retail accounts for legal review. Other responsibilities include evaluating new product concepts and reformulating & improving existing products. Must clearly understand their role in project timelines and work within specified cost constraints. Will also interact with outside chemists and contract manufacturers providing direction, recommendations and approvals. Send Resume: hr@katesomerville.com.
- **SENIOR COSMETIC CHEMIST (#1409-10).** Custom Research Labs a private label manufacturing company in Gardena is currently seeking a Senior Chemist with experience in formulation of skin care, hair care and OTC products. Understanding FDA regulations required. Please send resume and brief salary history via (310) 878-6959 or email to americancosmetics@hotmail.com.
- **QC/REGULATORY SPECIALIST (#1409-11).** Markwins, leading cosmetics and beauty care collection in City of Industry of California seeks QC/Regulatory Specialist on domestic and international level (Canada, EU), work with consultants to register facilities and OTC products with US-FDA and Health Canada, work with EU CPNP to notify products, complete product filings with Health Canada. CDPH, CSCA, support overseas QA department and supervise domestic quality control area, assist with raw material review and work with Marketing in artwork label review. 3 years+ of experience in regulatory affairs in cosmetic/personal care products. Please email full resume to hr@markwins.com.
- **TERRITORY SALES MANAGER (#1409-12).** Floratech, an ingredient manufacturer and supplier to the personal care products industry, based in the Phoenix, Arizona area, is seeking an experienced salesperson. The ideal candidate will have a technical background and 5+ years of professional experience in personal care as a formulator or technical sales manager of cosmetic ingredients. Extensive domestic and international travel involved. Highly motivated individual with strong organizational skills required. Please send your resume to Carol Hynes, Human Resources Manager – carol.hynes@floratech.com or fax to 480-892-3000.

*This monthly listing is a free service to all members of the SCC. To place a technical job listing in the Cosmegram, a maximum of 100 words, **please e-mail your job listing to John Garruto, Employment Chair at jgarruto@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.***

FLORENCE NACINO - A SELF-MADE WOMAN

John Luna

Deveraux Specialties

There are various superlatives that describe Florence Nacino: sagacious, tremendous business acumen, quiet yet domineering demeanor; and those are only the ones she mentioned to me during the interview!! Please take a seat and enjoy Miss Florence Nacino at her best:

John Luna: Florence let's get something out in the open at the start, it is rumored that you absolutely dislike the nickname "Flo". Is there truth to this rumor?

Florence Nacino: Actually a lady I hired at Iodent years ago called me Flo on the first day she started work. What a shame too, she would have made a good employee.

JL: Ok well that settles that. Florence it is!!

JL: So you were born and raised in the Philippines and you are quite proud of your heritage!! Did you happen to know I am also Filipino?

FN: I find that very hard to believe.

JL: Half Filipino?

FN: I don't think so

JL: Perhaps a quarter?

FN: Nope

JL: OK, I was lying.

FN: You do that a lot.

JL: I've always wanted to ask you, when you and Susan Goldsberry picked me to Emcee the Dinner Dance of 2011, was I truly your number one choice?

FN: Of course not, Guy Langer was out of town, we settled on you.

JL: It's always about Guy!!!!!!!!!!

JL: So, people say you have a photographic mind, is that true?

FN: Yes it is.

JL: Ok then what am I thinking right now?

FN: You are thinking what an absolute honor and pleasure it is for you to be in my presence with the rare opportunity to sit down and talk with Florence Nacino!!!

JL: Ok close.

JL: So, you were born in the same town as President Marcos, your father was mayor of the town?

FN: Yes that is correct, but tragically my parents died when I was very young so I was brought up by my aunt and uncle. I had a very normal childhood, entered the University of the

Philippines and majored in chemistry, top in my class.

JL: University of the Philippines? What is their mascot?

FN: huh? Mascot? What do you mean?

JL: Well, every University has a mascot. Notre Dame has the Leprechaun, UCLA has the Bruin Bear, what is the mascot for U of P?

FN: You know I don't find any of this amusing.

JL: Ok let's move on. So you came to this country to pursue the American dream!

FN: Yes that is true, I came when I was only 21 years old with a 7 month old baby and \$200! I learned to drive, sew, and cook in the US.

JL: Certainly those are at least two of the top three I hope you would have learned.

FN: I am picking up some sarcasm!!

JL: Your first job in the US was West Chemical and then you moved on to your first big break, Iodent.

FN: I started as a chemist and soon was promoted to Technical Director.

JL: Wait, you started as a chemist and then all of a sudden you were promoted to technical director??

FN: Yes, I just said that. I learn very fast and I was the best qualified.

JL: You were there for quite a while and then you moved on to Bocchi?

FN: Iodent was sold and became Bocchi labs, I developed a nice rapport with Bob Bocchi and we became friends immediately. He wanted me to duplicate many personal care products such as shampoos and conditioners and of course I had the knowledge to do it.

JL: So those were good years for you?

FN: Yes very good years, and I was able to take MBA classes at night during my tenure there. It is also when I met my very good friend, Guy Langer.

JL: Oh?? You two are good friends?

FN: The very best!

JL: Why doesn't that shock me!

FN: Why does that bother you?



...continued on page 39







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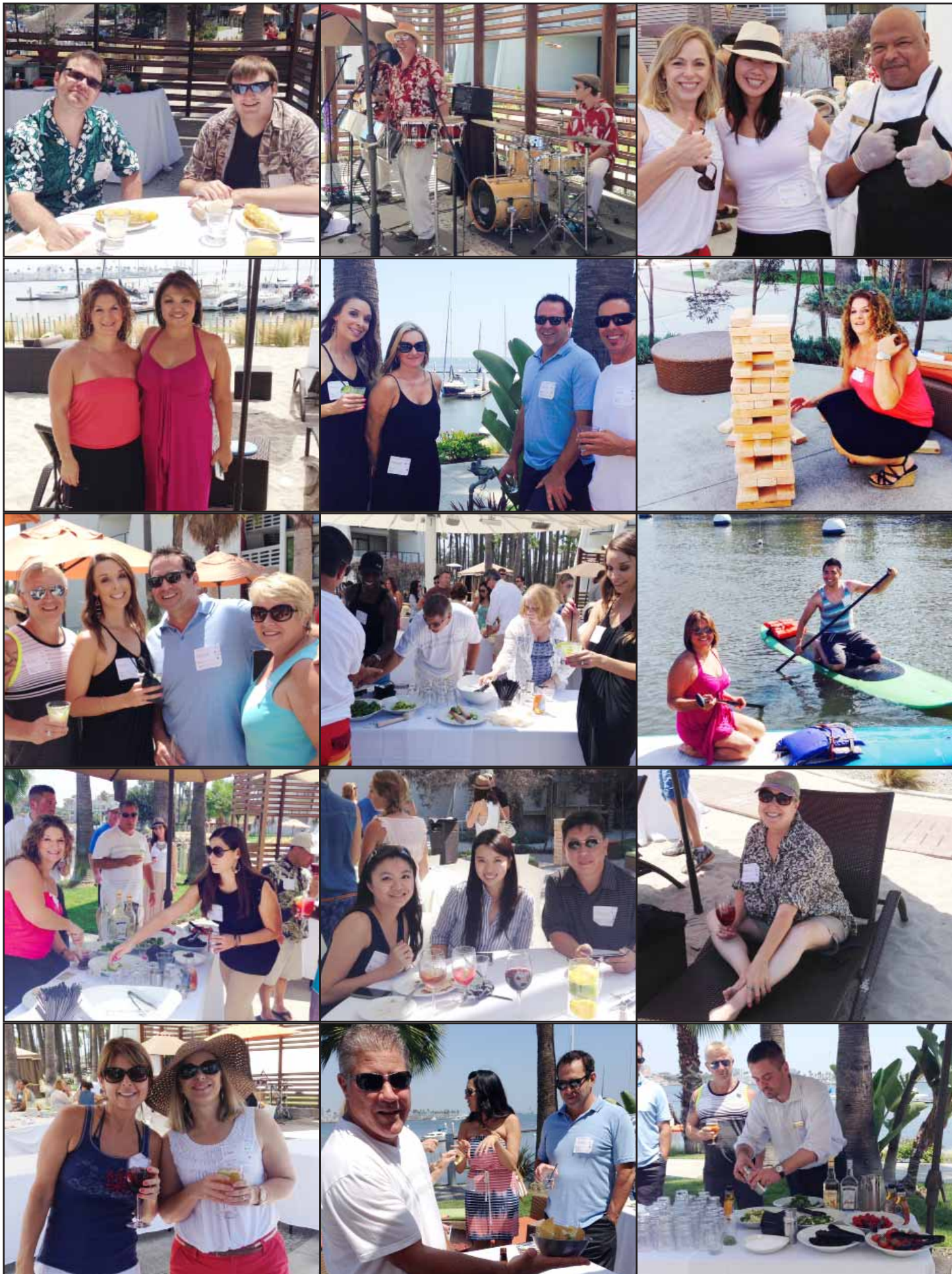
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ymelikian@nexeosolutions.com

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(949) 940-6907
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dkatz@ddchemco.com

CONTINUING EDUCATION COURSE

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(661) 298-0400
emily.reed@jpms.com

COSMEGRAM EDITOR

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(203) 450-0513
stone@centerchem.com

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john@deverauxspecialties.com

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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.

Historian's Column

- JL: It doesn't, I just wish someone said, oh John Luna? Yes we are very best friends!!
- FN: Hahahahaha, well you and I both know that is never going to happen.
- JL: So from there you went to Puretek?
- FN: Correct. I met the owner, Barry Pressman, in 1991 and I started as his Director of Research and Development. Those were great years; I was able to mentor quite a few people. I was also responsible for bringing in some huge accounts to Puretek such as Costco. I became Vice President of R&D.
- JL: You left Puretek in 2011 and consulted for Ralph Akyuz at Raffaello and Susan Goldsberry at Benchmark.
- FN: Yes, they both are very dear friends of mine. We still get together and have lunch once in a while. They are the epitome of success in our industry, I have so much respect for the both of them!
- JL: Florence, I want to thank you for taking the time and sitting down with me for this interview and I also wanted to thank you for coming to my "coming out" party. I was quite humbled by your presence after my non-compete was over. Andy Deveraux and John Garruto put on a little get together at the House of Blues in Downtown Disney and you were there!!! I have to tell you, I had no idea we were that close.
- FN: We're not, my son works there, it gave me an excuse to see him.
- JL: Of course, sorry.
- JL: So then you did some regulatory, QC, and R&D work for Bocchi in 2012?
- FN: And I consulted for Medline as well as start a new organic, natural line for babies called Earth Baby.
- JL: You are quite proud of that line, it is doing very well.
- FN: Yes I am, it was a finalist in the AAFS convention in China!

And with that, the interview came to an end. Florence now has her own manufacturing facility in Walnut, California called V Manufacturing & Logistics. Her partner is Bessie Florendo. Florence remains quite active in the SCC and was Chair of the 2014 Dinner Dance. She attends the month meetings regularly, so if you happen to see her please come up to her and say hello. Just don't call her Flo!

CALIFORNIA CHAPTER 2014 BOARD MEMBERS

PHOTOGRAPHER

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

PUBLIC RELATIONS

Maria Reighard
(619) 504-6000
mreighard@integrityingredientscorp.com

REGISTRATION

Christina Hernandez
(661) 388-6373
chernandez@activeconceptsllc.com

REGULATORY AFFAIRS

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

SCIENTIFIC SEMINAR

Lee Paler
(951) 867-0291
lpaler@integrityingredientscorp.com

SPONSORSHIP

Yi Hsin Chang
(714) 393-1082
ychang@ingsolutions.com

SPORTS

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(562) 457-9395
richard@rossorg.com

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Angie Inouye
(951) 219-1335
angie.inouye@gmail.com

SUPPLIERS' DAY 2015

Gwen Holt
(562) 483-3266
suppliersday@caliscc.org

UCLA COURSES

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

Irena James
(714) 474-2800
irenaj@yglabs.com

WEBSITE

Valerie Patton
(661) 298-0400
valerie.patton@jpms.com

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Kelly Stone -- Editor

Centerchem
Phone: (203) 450-0513
stone@centerchem.com

Please direct all advertising inquiries to:

Brian Kolevar -- Business Manager

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Society of Cosmetic Chemists
National Office
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