

COSMEGRAM

california

October 2014

Volume 44 | Issue 7

Dinner Hour

Natural Aromatics for Personal Care and Household Products

Ed Matson

Vice President of Sales and Marketing
Carrubba Aromatics & Botanical Extracts



Increasing consumer demand for alternatives to synthetic fragrances has driven the demand for natural aromatics in personal care and household products.

This talk begins with a brief introduction to, and definition of natural aromatics. An overview of some relevant regulatory issues and misconceptions concerning natural aromatics comes next. The relative strengths and weaknesses of natural aromatics vs. synthetic fragrances are explored. Then, the various types of natural aromatics: certified organic essential oils, natural essential oils, natural aromatic extracts, and natural fragrances are discussed, including the pros and cons of each.

...continued on page 3

Educational Hour

Claims and Labels and Labels and Claims

Natural • Organic • Non-GMO • Green

Gay C. Timmons

Director of Technical Services
Oh, Oh Organic, Inc.



In the past few years, we have all seen multiple articles about the double-digit growth in Organic and Natural cosmetic branding.

Customers are asking for "Organic" or "100% Natural" and everything in-between. The Standards are not always clear and the lawsuits that have been brought against brands in the past 10 years have left us with a minefield of questions and concerns to navigate.

It is difficult to find a clear meaning for Natural, Non-GMO, Organic and other claims.

This education hour will cover compliance tips for

...continued on page 3

Meeting Details:

Date: **Tuesday - October 28, 2014**

Location: **Manhattan Beach Marriott**

Menu: **Braised Beef, 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-Oct. 24

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

Meeting reservations are strongly encouraged!

Inside this issue.

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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

8-hour Braised Beef Cheek with Horseradish Potato Puree, Market Vegetables, Sauce of Refined Braising Jus **OR**
Pan Seared White Fish with Savory Goat Cheese and Chive Grits, Buttered Baby Vegetables, Crustacean Sauce **OR**
Vegetarian Penne Pasta Primavera

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.

Meeting Sponsor

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Contact:

Robert G. Patnode
Regional Sales Manager
(949) 528-5637
rpatnode@Acme-Hardesty.com

Company Website: www.acme-hardesty.com

Society of Cosmetic Chemists - California Chapter

2014 Calendar of Events

October

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*

December

11-12 69th Annual Scientific Meeting & Technology Showcase *New York Hilton Hotel & Towers
New York City*

Dinner Hour

...continued from page 1

About Our Speaker

Ed Matson is a 1976 Magna Cum Laude graduate of Western Connecticut State University. He received his MBA from the University of Connecticut in 1984 with concentrations in Marketing and Management.

After a seventeen-year career in the aerospace field, Ed joined Carrubba in 1994, where he is Vice President of Sales and Marketing. As such, he is

active in the development of new market leading fragrance, flavor, and botanical products.

Mr. Matson was instrumental in Carrubba's obtaining its USDA National Organic Program (NOP) certification in February 2003, and in its becoming a Fair Trade USA licensee in 2009. He has spoken many times at industry functions in the U.S. and U.K., having twice won SCC annual Chapter Speaker awards.

Educational Hour

...continued from page 1

formulation, manufacturing & labeling using and discuss:

- Natural & Organic Standards & the Whole Foods Premium Standard
 - NSF-305 – NOP – NPA – EcoCert – Cosmos
- The current state of federal and state laws
- Lawsuit outcomes regarding "natural" & "organic" label claims
- Consultants, lawyers and other necessary evils

About Our Speaker

Gay Timmons owns and operates Oh, Oh Organic, Inc., an organic and specialty ingredient distribution company founded in 2000. Oh, Oh is committed to the development and delivery of sustainable agricultural ingredients for the cosmetic and personal care industries. Over the past 15 years she has supported the development and compliance needs of hundreds of organic and natural cosmetic brands and ingredient companies.

Her first career was as the first American woman to manage vessel operations, loading and unloading

cargo on the Oakland and San Francisco docks, and international traffic management. This segued into sales of California agricultural products.

Since 1991, she has worked as a producer and marketer of organic ingredients and an advocate for regulatory clarity for organic and natural producers and consumers. Her introduction to the field began as a ten-year job co-managing an organic farm and production facility. She also supports ASCO (a USDA Accredited Certifier) and the California Department of Food and Agriculture as their internal ISO compliance consultant.

She served as the Chair of the California Organic Products Advisory Committee, serving on that committee for eleven years and served as Secretary on the CCOF Board of Directors and Chair of the Processor Chapter for twelve years. She currently serves as the Chair of the Oregon Tilth Member Advisory Committee in service to the Board of Directors.

Gay graduated from UC Davis, has an MS in Physiology and lives in Point Richmond with an organic recording engineer and entrepreneur. She has two organic daughters in college.



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Cosmetic Grade Silicones

DSM-AGI

Acrylated Oligomers, Acrylic Solid
Beads, Monomers, Photo Initiators

DYMAX

Specialty UV Oligomers

FENCHEM

Natural Colors (Beta One Carotene/
Orange, Paprika/Red, Lutein/Yellow,
Lycopene/Red), Natural Vitamin
E, Ginko Biloba, Gingseng Green
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DL-Panthenol, CellMotive CoQ10

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Carnauba Wax, and Candelilla
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Waxes, ISO Polymers

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The Specialty Chemical Specialists

Happy Halloween

Karen Chun
Barnet Products

It was great to see everyone back from the summer break at the September monthly meeting! We had two great speakers to kick the second half of the year off. Dr. Howard Epstein was the Educational Hour speaker and gave a very informative talk on "Future Development of Ethnic Skin and Hair Care Products". Jenelle Kim gave a dynamic talk about "Healing and Beautifying Properties of East Asian Herbs in Topical Formulations" as the Dinner Hour speaker. We saw many new faces that not only joined us at this meeting, but are also new members to our chapter. It was wonderful to report that our membership base continues to grow every month with a total of 629 members now. We just need to get all 629 of you to our monthly meetings! :)

Our chapter elections will be running from October 10-31st. Please remember to vote! Keep your eyes open for the email link to the electronic ballot. It only takes 5 minutes of your time to take part in one of the benefits of being a member of SCC. Don't forget, only General Members, Emeritus Members, and Retired Members are qualified to vote.

We are noticing an increasing number of members not showing up after registering for the monthly meetings. Please keep in mind that we still have to pay the difference between the actual cost of the meals and the \$20 that is paid by the members, which comes out to an average of \$40 that we are taking a loss for each meal. If this continues to be a problem, the Board may be forced to not approve the discounted meeting fees for future meetings. Additionally, walk-ins are welcome but are not guaranteed a space. Please remember to pre-register for the meetings before 12:00 noon on the Friday before each meeting. Anyone that emails us to attend the meeting after that deadline will have to pay the higher cost. We cannot make exceptions to this. Please help us to make life easier for all the people that help to organize these meetings/events. But we do understand when unpredictable life events happen sometimes, so we just ask for you to try your best. Your cooperation is much appreciated! :)

October 31st is Halloween. Just like any holiday, the history of Halloween can be traced back many centuries and have many dates and facts of how it came about. The name Halloween is a shorter version of All Hallows' Evening, or can also be referred to as Hallowe'en and All Hallows' Eve. Halloween has always been popular here in the US, but it has also gained a huge following

globally, especially in the UK. I've heard one report say that retail sales for Halloween has exceeded all other holidays, including Christmas. Many of us love Halloween because we have kids and we partake in the fun activities like dressing up in elaborate costumes, trick-or-treating, visiting haunted houses, and carving jack-o-lanterns for their sake. But there are some of us adults, I won't name any names, Debbie Pierce and Amy Sorensen, that loves a magical Halloween more than a 2-year old! I guess they are just kids at heart. Have a wonderful Halloween this year and be safe.



I look forward to seeing you at the monthly meeting on October 28th!

Warm Regards,

Karen Chun
2014 Chair, California Chapter
Society of Cosmetic Chemists

CALIFORNIA VOCS - AGAIN?

Janet Winter Blaschke

International Cosmetics & Regulatory Specialists, LLC (USA)
REACH Chemical Consulting, Ltd. (UK)



Those of us who were around in the early 1990s remember the discourse (read: bloodshed) around the initial California Volatile Organic Compounds (VOC) Consumer Products regulations, primarily focused initially on Hairsprays. As everyone suspected, the new VOC regulations changed our hairspray formulas in the US forever. Hairsprays were calculated to contribute a significant amount to air pollution by use of traditional propellants and alcohol, which all fit the definition of a VOC. Other categories affected initially included Air Fresheners, Adhesives, Automotive Fluids, Bathroom cleaners, among others.

The next generation brought more regulations on Antiperspirants/Deodorants and Hair Styling products in our niche of the Consumer Products industry. Other industries were once again included.

California is now preparing to restrict VOCs in other product categories, and increase requirements on existing categories. At this point they are readying to issue a mandatory "survey". Completing this survey is a legal obligation for companies selling products in California in any of the survey categories. The categories required by this new survey are:

- 1> **Antiperspirants and Deodorants:** traditional products as well as foot deodorant, feminine Hygiene and "other" APs and deos;
- 2> **Body, Hand and Face Cleaners:** antimicrobial hand wash, antimicrobial hand/body cleaner/soap, Aromatherapy Bath or shower products, Medicated and non-medicated astringents and toners, Bath oils/beads/capsules, Body wash/mouse/gel/soap/foam/scrub, Body wipes/hand wipes/towelettes, chemical peels, Exfoliants/peels/polishes, Eye makeup remover, Face wipes/towelettes, Facial cleansers/soaps, Facial Masque/Masks, General use hand or body cleaners or soaps, Hand wipes/Towelettes, Heavy-Duty Hand Cleaners or soaps (all forms), Other face soaps/cleaners/scrubs/hand cleaners, sanitizers and soaps;
- 3> **Facial and Body Treatments:** Aromatherapy/Mist products, body or baby powder, Depilatory, Hand and Body Conditioners/Creams/Lotions, Moisturizers, Self -tanners, Skin Colorants (including body paint), Skin Lighteners, Skin Protectants/Lubricants/Humectants, Spray-on Stocking, Sunless Tanning Products (aerosol), Sunscreens (hair or body), Suntan Oils and Lotions, Other facial and body treatments;
- 4> **Fragrance Products:** Deodorant Body Sprays, Personal Fragrance Products (separated into 20% or less fragrance, and more than 20% fragrance categories), and other fragrance products;
- 5> **Hair Care Products** - Bleach and Lightener, Conditioner without styling claims, Hair Dyes (permanent, semi-permanent, temporary), Hair Finishing Spray, Hair Mousse, Hair Shine (aerosol and non-aerosol), Hair Styling Product (aerosol and pump spray, and other forms), Hair Tonic/Hair restorer, No Rinse Shampoo, Permanent Wave Treatment, Shampoo, Temporary Hair Color (aerosol), Thermal Protectant, and other hair care products;
- 6> **Make-up Cosmetics** (we usually call them color cosmetics): Eyebrow Pencil/Powder, Eyeliner, Eye Shadow, Lipstick/Lip Gloss, Makeup Base, Foundation or Fixative, Mascara, Rouge or Blush, "other" make-up cosmetics;
- 7> **Nail Care Products:** Artificial Nail Extension/Elongation Product, Artificial Nail, Wrap, or Nail Glue Remover, Base Coat/Unde5rcoat, Cuticle Treatment Product, Nail Glue or Adhesive, Nail Polish/Lacquer/paint, Nail Polish Remover, Nail Polish Thinner, Nail Product Drying Enhancer, Nail Treatment product, Top Coat, Other nail care products;
- 8> **Oral Care Products:** Canker Sore/Oral Irritation Products, Denture Adhesive, Fluoride Rinse, Gum Rejuvenator, Liquid Breath Freshener/Spray, Mouthwash/Rinse, Plaque and Tartar Removal Products, Toothpaste/Gel/Polish and Powder, Tooth Sensitivity Product;
- 9> **Shaving Products:** After Shave Products, Electric Shaver Cleaning or Lubricating Product, Pre- shave Products, Shaving Cream (Aerosol/Non-aerosol), Shaving Gel (Aerosol/Non-aerosol), Shaving Soap, Other Shaving Products.

...and not to worry, Automobile emissions are continually subject to new restrictions. They are handled outside of the Consumer Product category.

It is important to note that **any company selling products in California** in these categories will be required to complete the survey. Products manufactured outside of California are not exempt.

The last comprehensive survey such as this was done in 2003. This new survey is unique in several ways.

- 1) The information requirements are much more detailed, and in most cases require almost the entire formula to be divulged.
- 2) Companies must specifically note not just "fragrance" as an ingredient, but the fragrance supplier and the item number and fragrance name must be listed.
- 3) There is no minimum level of sales per product, so technically if only 5 bottles of product were sold, that is still reportable.
- 4) Every individual SKU must be submitted, including for example, sample sizes, gift with purchase items, and multiple sizes of the same formula.
- 5) Each product and each size registered must be identified by a number as shown as a UPC on the package. If the product does not have a UPC for some reason, other readily available identifying information must be used, per product, per size.
- 6) It is now clear that the brand owner is responsible for the survey for their products. The Contract Manufacturer or downstream distributor is not responsible for the filings. As a general rule, the name of the company on the product indicates the responsible party.

As we all know, some of what is now required is highly sensitive information. However, completing the survey is required by law for any/all of the above categories of products. It can be labeled as confidential business information (CBI) however the information that is required will have to be available within the supply chain (for instance, a contract manufacturer will have to make the formula available for submission).

If past history repeats itself, the California Air Resources Board (CARB) will be very diligent in their follow up with companies obligated to complete the survey. My advice follows.

- 1) If you receive notification of the survey, complete it as required. If you do not, CARB will continue to follow up with you, sending out new surveys if necessary.
- 2) If you know you have products in any of these categories and don't receive notification of the survey from CARB, contact them. You are still under obligation to fulfill this responsibility, and fines can result from non-compliance.
- 3) If you do not have any products in these categories, you must be in another industry!

But don't feel too badly - there are a number of other industries that have products on the draft Survey. A sampling:

- Flying and Crawling Bug insecticides
- Caulking compounds
- Disinfectants
- Air Fresheners
- All manner of cleaners
- Dish Detergents
- Spot Removers
- Aerosol Cooking Sprays

CARB also performs random testing on products off the retail shelves, as some companies in our industry already know. Between the testing and results of the surveys, new VOC limits will be created for at least some of the categories listed above.

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2014 SCIFTS & SCC



GOLF TOURNAMENT

VENUE: BLACK GOLD GOLF CLUB

**ADDRESS: ONE BLACK GOLD DRIVE
YORBA LINDA, CA 92886**

DATE: Monday, November 3rd, 2014

FOR ADDITIONAL INFORMATION CONTACT: WWW.BLACKGOLDGOLF.COM
SCIFTS: Chris Quevedo 949.400.6283 OR CQUEVEDO@FARBEST.COM
SCC: Richard Hersey 562.457.9395 OR Rhersey@rossorg.com
Kevin Johnson 949.466.3958 OR kjohnson@coastsouthwest.com

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ALL PAYMENTS MUST BE RECEIVED PRIOR TO EVENT – NO REFUNDS

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HOSTED BY:

SCIFTS Co-Sports Chairs: Chris Quevedo & Angelo Barriga

SCC Co-Sports Chairs: Richard Hersey & Kevin Johnson

REGISTRATION 10:00 AM – 11:00 AM

PUTTING CONTEST 11:00 AM

LUNCH: 11:00 AM

SHOTGUN START: 1:00 PM

DINNER 5:00 PM

COST: \$150 SINGLE PLAYER, \$600 FOURSOME
\$50 DINNER ONLY

SPONSORS PLEASE CONTACT RICHARD HERSEY

Job Opportunities

POSITIONS AVAILABLE

- **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@aibeauty.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@aibeauty.com.
- **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 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.

Job Opportunities

POSITIONS AVAILABLE

- **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 lmeyar@columbiacosmetics.com for further information/submit a resume.
- **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 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.

Job Opportunities

POSITIONS AVAILABLE

- **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.
- **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 the 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, please visit: www.rivertop.com.
- **SENIOR MANAGER OF RESEARCH AND DEVELOPMENT (#1409-09).** Senior Manager of Research and 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. This person must clearly understand their role in project timelines and work within specified cost constraints. You 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.

Job Opportunities

POSITIONS AVAILABLE

- **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.
- **ACCOUNT MANAGER (#1410-01).** Account Manager for Southern California with 20% travel out of state. We are looking for 0-5 years of experience in sales of cosmetic ingredients. If you have a background in cosmetic formulation, customer service, or regulatory and would like to try cosmetic ingredient sales we are happy to train you. The ideal candidate is disciplined enough to work from a home office and motivated enough to make sales calls 4 days a week. A bachelor degree is preferred but not required. If you have an interest to learn about cosmetic ingredients, work independently, and travel please forward your resume to georgem@roninc.com.
- **COSMETIC CHEMIST (#1410-02).** Responsible for R&D, ensuring formulas meet expected performance, safety and Regulatory requirements so that they can be produced in manufacturing. This position reports directly to the Laboratory Manager. Experienced candidate for hair and skin care. Responsible for developing innovative formulas from concept to finish, trouble-shooting formulations, duplicating formulas, understand ingredient functions, production on scale-up, meeting with customers, vendors, internal sales and operations. Must be: highly organized, have the ability to effectively assess issues and resolutions, knowledgeable about the latest ingredients and application, enthusiastic, team player, face paced, self-starter, independent thinker, quick learner, have bench experience, and computer knowledge. Bachelors degree in chemistry or a related field is a plus. 5+ years laboratory experience and possess good verbal and written skills. Send resume & salary requirement - Paul.Dembow@aznat.com.
- **CLINICAL RESEARCH MANAGER (#1410-03).** Tarrytown, NY: The Clinical Research Manager leads a team of four scientists conducting in vivo clinical and consumer testing to support ingredient claims. He/she: Identifies new and innovative clinical product claims, develops in vivo test methodologies to support those claims. Continually assesses instrumental techniques used in industry and proposes new instruments to add to our research center. Works with clinical team to document SOPs and improve clinical research techniques and quality. Is key member of biological actives development team and work intensively with our teams in France and Germany. For additional information, please visit: <http://jobs.basf.us>, keyword 1403051.
- **CLINICAL RESEARCH ASSOCIATE (#1410-04).** Tarrytown, NY: If you are passionate about clinical research, please read on! The Clinical Research Associate carries out hands-on in vivo clinical research on active ingredients and product formulations in the field of home and personal care, with a focus on biological actives for skin care products; organizes and analyzes clinical data based on a solid knowledge of test statistics; develops and improves clinical standard operating procedures and test methods based on industry and BASF standards; and presents technical information to the scientific community and to customers. For additional information, please visit: <http://jobs.basf.us>, keyword 1403052.
- **R & D MANAGER – FORMULATIONS (#1410-05).** Naturals Products Group is looking for a superstar R & D Manager. Come supervise the formulation team for new product development! This role interfaces with sales, marketing and regulatory teams to coordinate projects and optimize flow within the lab efficiently. Requirements: 3+ years supervisory experience with an R & D formulation team, 5+ years working in skin, hair and oral care, including sun and acne care products, must have experience working directly with Marketing and/or Private Label clients to develop products and experience in natural/organic materials. Email resume to Sonja Kehnt at skehnt@arbonne.com.
- **ACCOUNT MANAGER/PROJECT MANAGER (#1410-07).** Weckerle Cosmetics is seeking an Account Manager/Project Manager for our Carson, CA facility. This position will organize, coordinate, and control projects from the first inquiry to the launch. Will interact and partner internally with other departments to ensure deadlines, project commitments, and quality requirements are being met. Participates in client and team meetings providing up-to-date information; some travel required. Build accounts through excellent customer service to existing and new customers. Experience: at least 2+ years of experience in the field or in a related area. Degree: BA/ BS degree in Project Management, or related fields. Contact: veronica.guzman@weckerle.com or fax: 310-564-1930.
- **PERSONAL SKINCARE SCIENTIST (#1410-08).** The Clorox Company has a Personal Skincare Scientist (Associate Research Fellow) open within our Advanced Technology division in Pleasanton, California. Advanced degree in Cosmetic Science, Chemistry, Biochemistry, Chemical Engineering, Molecular Biology, or related field. 10+ years' experience in skincare products and technology. Knowledge of skin biology and biochemistry including the effects of aging and senescence, skin health and the use of therapeutic agents. Track record of using structure - function relationships between ingredients and skin biology to design and formulate products that deliver a variety of benefits for cleaning and care of skin. Please email resumes to tiffany.matthews@clorox.com.

Job Opportunities

POSITIONS AVAILABLE

- **TECHNICAL SALES REPRESENTATIVE (#1410-09).** Nexeo Solutions seeks a Technical Sales Representative in the Los Angeles California area for their Personal Care business segment to develop relationships with chemists and formulators, to develop growth opportunities by introducing products and solutions to help customers meet their objectives. The ideal candidate for this role will have a Chemistry based Bachelor level degree with 5 to 7 years of formulation experience, effective technical support experience, and experience selling specialty chemicals at a technical level. Please apply by emailing your resume to mgruen@nexeosolutions.com. For a full position description – please follow this link http://nexeo.taleo.net/careersection/jobdetail.ftl?job=11212&lang=en&sns_id=mailto#.VCHMrZIA4Dg.mailto
- **PRODUCT DEVELOPMENT SPECIALIST / ASSISTANT (#1410-10).** Responsible for supporting the development of long-term product pipeline by researching, collaborating and proposing cutting-edge product innovations that support brand strategy, fill need gaps and meet financial objectives. Works closely with labs to understand new trends, technologies and ingredients in order to develop products that are first to market, differentiated, and iconic.
- **LABORATORY DOCUMENT SPECIALIST (#1410-11).** Ensures federal and international regulatory compliance by maintaining documentation for formulas, SDS, Technical Data Sheets, certificates of analysis, etc., in support of customer requirements and as required by such regulatory agencies like OSHA. Performs laboratory documentation audits, and SOP/SOW revisions. Individual must possess excellent communication skills both verbal & written.
- **TEMPORARY TECHNICAL SALES SUPPORT (#1410-12).** Lipscomb Chemical is a custom technical sales company looking for a full-time temporary Technical Sales Support at our Long Beach office, facilitating the flow of technical and regulatory information among customers, suppliers and sales reps for the personal care, food and nutraceutical industries. Individual must be self-motivated, hold strong communication and organization skills and have the ability to multi-task while maintaining priorities. Please submit resume to lhoang@lipscombchemical.com.
- **CHEMIST/COMPOUNDING MANAGER (#1410-13).** A growing cosmetic manufacturer located in Chatsworth, CA is looking for an experienced chemist who can oversee our compounding department and help with R&D. Company does OTC products in addition to non-OTC. Responsible for all paperwork (batch cards, work orders, etc.) and supervision of production batches, including making adjustments, providing instruction to compounders, and addressing technical assurance issues. Must be able to scale up prototype formulas to full scale production batch sizes. Must have BA/BS in chemistry and 3-5 years of experience. Base Salary plus bonuses, health insurance. Send resume to lm@dermae.net or fax 805 582 2730
- **R&D COLOR MANAGER (#1410-14).** Merle Norman Cosmetics is currently seeking a Manager, R&D Color who will be responsible for guiding the color lab in evaluating new technologies and for executing approved projects per the specifications of the new product briefing documents. This individual is also responsible for making sure each product is commercially viable for manufacturing and is able to secure the smooth and successful transition from lab to scale-up. This position is based out of our Corporate Headquarters located near the L.A.X. Airport and will require reporting in to this location on a daily basis. Mncresum9@merlenorman.com.
- **JR. CHEMIST (#1410-15).** YG Laboratories, a private label/contract manufacturer celebrating 40 years of business in Fountain Valley seeks Jr. Chemist to assist with formulations of skin care products. Candidates will assist in developing formulations, sample preparation, generating preliminary ingredient lists, stability and microbiological testing. Candidates must possess an AA degree or 3 + years lab experience and knowledge of personal care formulations through product development experience on the bench. Must be a team player, have excellent problem solving skills, the ability to interpret experimental results, be neat, organized, detail oriented, clearly communicate results and have strong Microsoft computer skills. Please send your resumé and salary history to diahnep@yglabs.com

POSITIONS WANTED

- **LABORATORY TECHNICIAN (#1407-01).** I am a recent graduate from the University of Illinois at Urbana-Champaign with a degree in molecular and cellular biology. I am interested in a full time position as a laboratory technician to learn the processes and techniques that are behind cosmetic chemistry. I have experience in laboratory settings, both chemical and biological, and am a fast learner with keen attention to detail. Please feel free to contact me at k.christinahan@gmail.com
- **PERSONAL CARE CHEMIST (#1407-07).** Personal Care Chemist is looking for a Job Opportunity. Salary is negotiable. Please, contact: George (Residing in Southern California) Phone No. Home: 818-892-9269 Cell: 248-705-2217 E-mail: omelnoor1@yahoo.com

Job Opportunities

POSITIONS WANTED

- **COSMETIC RESEARCH AND DEVELOPMENT CHEMIST (#1408-05).** I have 7.5 years of experience working as a Senior Researcher in a hospital in Boston, MA doing various clinical research work. I also have Bachelor's and Master's degree in Biotechnology. I have been a member of Society of Cosmetic Chemist for two years now. I am very interested in entering this industry using all the technical and research skills I have developed through my education and work experience. I am a recent graduate from Harvard University Extension School with a degree in Biotechnology. I am interested in a full time position as a Cosmetic Research and Development Chemist. to learn the processes behind cosmetic industry. Please feel free to contact me at sujeeta.silwal@gmail.com, cell: 617-435-8981
- **RESEARCH AND DEVELOPMENT CHEMIST/LABORATORY MANAGER- (#1411-01).** 20+ years of cosmetic experience in Research & Development, Management, Consulting, Production/Manufacturing within the cosmetic areas of Skin, Hair, Color/Make up, Lipstick, Nails, Baby and Children, OTC's, H&I, Aerosols. Background in Laboratory, Production, Manufacturing, and Contact Packaging. Please feel free to contact me at cwhbisme@gmail.com, Cell: 909-561-0928.

*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.*







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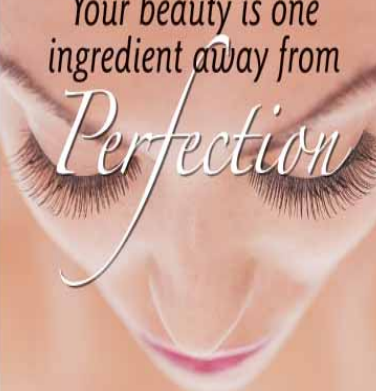
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Deadline for the November
Cosmogram is **October 28**

Please forward all content to
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