

COSMEGRAM

california

January 2016

Volume 46 | Issue 1

Dinner Hour

Driving Change: Sustainable Sourcing of Palm Oil

Denise Petersen
Global Sustainability
Manager
BASF



"Driving Change: Sustainable Sourcing of Palm Oil". What's the problem? Why does it matter to our industry? What can we do about it?

This month, come learn all about the complex palm topic, retailer requirements and available solutions. Get a retailer's perspective and discover why this topic is so important to your business

About Our Speaker

Denise Petersen is the Global Sustainability Manager for the Care Chemicals Division at BASF,

...continued on page 3

Educational Hour

Corneotherapy: A Multifaceted Approach for Optimizing the Function and Appearance of the Skin's Clothing, the Stratum Corneum



Herve Offredo
Chief Scientific Officer and
Sr. VP of Sales and Marketing
Barnet Products Corp.

The skin is the body's largest organ and the stratum corneum is the portion which is visible to all and has special needs and issues apart from the epidermis and dermis. Either from intrinsic aging, UV or other environmental factors or pathologies, occasionally the stratum corneum fails to do its job. When weakened, viruses and bacteria can penetrate

...continued on page 3

Meeting Details:

Date: **Tuesday - January 26, 2016**
Location: **Manhattan Beach Marriott**
Menu: **Shrimp Crusted Sea Bass or Chicken Breast**

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-Jan. 22
If you reserve and do not attend, you are responsible for meeting charges.
You will be billed accordingly.

Hosted Cocktail Hour!!

In honor of Don Katz receiving the Lifetime Service Award, we invite you to join us for a hosted cocktail hour starting at 6:00 pm

Meeting Reservations are strongly encouraged no later than January 20th

Inside this issue:

Calendar...2 Message from the Chair...5 Job Opportunities...11 NEW Online Learning Column...27

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

Shrimp Crusted Sea Bass with Warm Cous Cous and Olive Salad Roasted Vegetables and Saffron Caper Sauce **or**
Lemon Garlic Marinated Chicken Breast with Fingerling Potato Gratin Roasted Seasonal Vegetables and Citrus Demi **or**
Grilled Eggplant and Portabella Napoleon with Chick Pea and Spinach Cassoulet
Dessert: Chocolate Nutella Trifle Served in Mason Jar

Reservations

Please register and pay online at **www.caliscc.org**; Sara Benoit: **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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Society of Cosmetic Chemists - California Chapter

2016 Calendar of Events

January

26 California Chapter Monthly Meeting Manhattan Beach Marriott

February

16 Formulating Natural Cosmetics Day Conference Ayers Hotel, Manhattan Beach

23 California Chapter Monthly Meeting - Valley Location Universal Sheraton

March

22 California Chapter Monthly Meeting Manhattan Beach Marriott

April

2 California Chapter Dinner Dance Pacific Palms Resort, City of Industry

26 California Chapter Monthly Meeting Manhattan Beach Marriott

May

24 California Chapter Monthly Meeting Duke's Malibu

June

14 California Chapter Monthly Meeting
New N. California Meeting San Francisco Union Square Marriott Marquis

Dinner Hour

the largest chemical company in the world and a leading supplier in the Personal Care industries.

She is a member of the Natural Products Association Steering committee, the ACC VCOG Committee and has been participating in industry

...continued from page 1

initiatives like the BPC forum. She leads a global team in addition to her North American responsibilities.

Educational Hour

the skin, water escapes at a faster rate and irritants can cause additional immune responses and have unwanted visual consequences.

Corneotherapy aims at healing and recovering the stratum corneum to improve the skin's barrier, immune system and overall homeostasis (balance). Whereas the goal of the past two decades or so has been to chemically exfoliate the surface of the skin to make its appearance more youthful and healthy, Corneotherapy strategies can improve corneocyte adhesion, restore lipids and repair the barrier, increase water retention, reduce both grey and yellow color of the skin, boost differentiation/immunity and decrease pore size and generally optimize skin function.

Mr Offredo will review various methods to make the skin look its best and most youthful utilizing a variety of novel approaches.

About Our Speaker

Herve Offredo is currently the Chief Scientific Officer and Senior Vice President of Sales and Marketing for Barnet Products Corp, suppliers of innovative specialty ingredients for the cosmetic, personal care and pharmaceutical industries. Mr. Offredo holds a Master's Degree in Biochemistry and Industrial Microbiology and an Engineering Degree in Applied Industrial Microbiology from the University of Marseilles. He also holds an MBA in Human Resources and Finance from Nancy

University in France.

Mr. Offredo was born and raised in Bretagne, West of France. He began his career at Abbott Diagnostic and moved to Transia, as a Biotech company expert in food diagnostics. He then applied his wide background to the cosmetic business at Solabia where he spent a long period in Asia and built an international distribution network. Upon completion of this work he left France and moved to Barnet in the US, 19 years ago. At Barnet, Mr. Offredo is the Chief scientist but also supervises the Sales Organization while spearheading Marketing Innovation. **Additionally, in 2011, he was named Ambassador for Economic Development by the Board of Locarn, a circle of Brittany entrepreneurs whose goal is to expand the reach of Brittany products in the US.**

In the past two years he has written various technical articles in European cosmetic magazines such as Expression Cosmetique. Subjects covered include Epigenetics and Allosterism. Mr. Offredo is also the author of two chapters in the forthcoming 9th Edition which comprehensively cover the growing cosmetic categories of Skin Whitening and Marine Derived Biochemicals. In the past few years, Herve has spoken at Beauty Industry West (BIW) and at California SCC, and has been a panelist at the HBA 2013.

...continued from page 1



EVENT DATE CHANGE

In October 2016, the Society of Cosmetic Chemists will host the 29th Congress of the International Federation of Societies of Cosmetic Chemists.

The date of this prestigious event has changed. It will now be held October 30 – November 02, 2016 at the Walt Disney World Resort's Dolphin Hotel in Lake Buena Vista, Florida.

Cosmetic Scientists presently representing the 47 Member Societies comprising the IFSCC will gather to discuss and advance the science and technology of our industry.

The theme for the Congress is "Beyond Dreams into New Frontiers: Inspire, Imagine, Innovate". The 29th IFSCC Congress will provide the US industry an opportunity to exchange scientific knowledge on a global basis.

For more information, please visit www.sconline.org.



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Happy New Year to Everyone!

Valerie George
eSalon

I would like to extend a sincere thank you to Angie Inouye, outgoing 2015 Chair. Angie was a tremendous pillar of support and guidance, not just for me, but for the whole board. I would also like to welcome our new officers - Stephanie Leshney (Chair-Elect), Kelly Stone (Secretary), Jennifer Hurtikant (Treasurer) and Heidi Elrahib (Treasurer-Elect). If you thought 2015 was a busy year for our chapter, you better buckle up! The schedule for 2016 is jam packed.

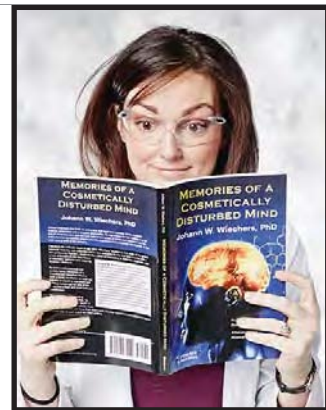
Education is a continual theme; in addition to our regular monthly meetings, we've added a June meeting in San Francisco, a second Valley meeting in October, and a virtual meeting with our fellow Area III chapters in December. Rich Hersey is bringing us back to the basics for our Continuing Education Course in February. Lee Paler and Adriana Mezgova are busy putting together a fantastic agenda for the October 2016 Scientific Seminar. We'll also be working on the second year of our Mentorship Program for newer members in the industry. Whew!

One of the great things I love about our chapter is our ability to get together and have fun. Rose Bourassa, Sandi Luna, and Tiffany Jones have been

busy with the Moonlight Serenade to be held April 02. We have our fantastic Sports Committee working on our annual golf tournament in June, and Stephanie Leshney is planning a summer event you can't miss. I promise this one will be rain-free!

Last, but not least, the national office is delighted to officially announce they will host the 29th Congress of the IFSCC in October/November 2016. The program will provide the latest breakthroughs in cosmetic science as we go "Beyond Dreams into New Frontiers." I am honored to say that our chapter will be supporting this event.

I look forward to seeing everyone at an event this year!



Valerie George
2016 Chair, California Chapter
Society of Cosmetic Chemists

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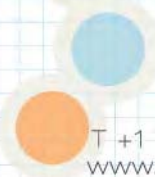
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*Society of Cosmetic Chemists
Moonlight Serenade*

Date: April 2, 2016

Tickets: \$150

Deadline to Register: March 14th 2016

*The event is taking place at:
Pacific Palm Resort • City of Industry, Ca.*

*Join us for a memorable evening of dancing, music, prizes, entertainment
and more!*

Contact Information

Rose Bourassa • roseb@vegekurl.com

Sandi Luna • Sandi@deverauxspecialties.com

Tiffany Jones • Tjones@bocchilabs.com

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POSITIONS AVAILABLE

- **PRODUCT DEVELOPMENT ENGINEER (#1512-02).** Rodan + Fields is seeking a scientist with a strong technical understanding of the skincare category (both cosmetic and OTC) to play a pivotal role in the development and manufacturing of the company's products. The Engineer will be responsible for moving product from the development stage into pilot and full-scale manufacturing and through product life-cycle manufacturing. Responsibilities include implementation of formula changes, CMO technical management and with the quality group, implementation of corrective actions, finalizing specification parameters and developing various testing protocols. Requirements include degree in Chemistry (or related science) and 7+ years relevant experience. Please send resumes to jclausen@rodanandfields.com.
- **TECHNICAL SALES REPRESENTATIVE (#1512-03).** Vivion, Inc., West Coast supplier of ingredients to personal care, nutrition, food and industrial industries, seeks Team Member to provide technical / scientific expertise about our products to customers and be a resource to internal staff; to collaborate with customer R & D teams promoting use of our ingredients in their new or existing products; to develop NEW markets & industries. Our Technical Rep must have exceptional communication (verbal & written), organizational and collaborative skills. Qualified candidates should have college degree(s) in chemistry, biology, biochemistry or chemical engineering plus 2-4 years in technical sales. Please send resumes to: vivionhiresgreatpeople@vivioninc.com.
- **MANUFACTURING ENGINEER (#1512-05).** Rodan + Fields is seeking a Manufacturing Engineer with a strong technical understanding of our product category to join the Supply Chain team. The Manufacturing Engineer will participate in the evaluation, monitoring & in some instances qualification of Rodan +Fields contract manufacturers that produce our products. The position supports Operations, Product Marketing, Product Development and Quality in the identification of supplier capabilities, implementation of improvement programs and working with supplier partners to establish high quality standards. This position reports to the Director of Supply Chain and is based in San Francisco. Apply here: <https://app.jobvite.com/j?cj=ouCx1fwo&s=LinkedIn>.
- **COLOR COSMETIC CHEMIST/FORMULATOR (#1512-06).** Spatz Laboratories is seeking a Color Cosmetic Formulator/Chemist to Identify and develop innovative and consumer-relevant technology and formulas for global cosmetics brand; Experiment on the bench with raw materials, emulsification systems, processing techniques, and formulation in traditional and/or non-conventional creative approaches; Create product specs for new, modified or existing formulae; Explore and pursue innovation to integrate into new products; Conduct root cause analysis to determine formula parameters and solve stability issues. Experience/Qualifications - BS in Chemistry or equivalent years of relative experience; 4+ years hands on formulation experience in the cosmetics industry, strong focus on color preferred; Experience working with and an understanding of regulatory restrictions for CTFA, EU and Japan. Interested parties should send their resume to lisa@elev8hr.com.
- **ASSOCIATE RESEARCH CHEMIST (#1512-07).** Westwood Laboratories, a contract manufacturer of topical cosmetic and drug products located in Azusa, California, is seeking a talented individual to join the R&D team as Associate Research Chemist, reporting directly to the Chief Scientific Officer. Applicants will need 3-5 years formulating experience in skin and hair care products. Responsibilities will include formulation of personal and pet care products, both OTC and cosmetic. The applicant must be familiar with FDA OTC monographs and have a good working knowledge of current raw materials. The chemist will be proficient in Excel, Word and Power Point. Qualifications: BS in Chemistry, Biology or related field. This is a full time position with benefits. Interested candidates may tour our website at www.westwoodlabs.com, then submit resume and cover letter to Paul Schirmer pschirmer@westwoodlabs.com.
- **QUALITY CONTROL SUPERVISOR (#1601-01).** Dermalogica is looking for a Quality Control Supervisor. As our supervisor, you will establish quality assurance systems and oversees all aspects of inspection to ensure the level of quality and product integrity is maintained in the finished products at all times. Evaluates quality issues reported by consumers and provide timely resolutions to correct these issues. Additional responsibilities include maintaining and updating product and packaging componentry bench standards and overseeing inspections of incoming packaging components, in process work orders and finished goods. Please visit our website at www.dermalogica.com to apply. (No relocation).
- **RESEARCH AND DEVELOPMENT CHEMIST (#1601-03).** The primary duty of the Research and Development Chemist is to formulate new products, reformulate existing products, act as liaison to vendors and maintain quality standards. Job Requirements: A strong knowledge of skin care formulations and ingredients. 5+ years of skin care product experience. Experience working in medical skin care area (SkinMedica, Obagi, etc.) Should have at least an undergraduate degree in Chemistry or related science. Work well with others in Marketing, Sales and product development. We thank all applicants for their interest; however only those selected for an interview will be contacted. Edge Systems is committed to creating a diverse environment and is proud to be an equal opportunity employer. Please send resume to mbernal@edgeforlife.com.

(cont'd on page 12)


POSITIONS AVAILABLE

- **R&D CHEMIST (#1601-04).** R&D Chemist 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, gels, SPF, color cosmetics etc. OTC experience preferred. 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.
- **HAIR COLOR CHEMIST CONSULTANT (#1601-05).** Chemist consultant needed to formulate semi-permanent hair color. Project based consulting, not full-time. Knowledge of hair formulations and related raw materials. Please call 818-913-4108 or send your resumes to hovik@dinair.com.
- **R&D TECH, FORMULATION (#1601-06).** The R&D Technician will work in R&D lab supporting all activities but not limited to formulation and bench scale up testing. The R&D Technician will primarily be responsible for producing bench scale up batches and preparation of additional samples for product evaluation. This individual will also be working closely with Technical Operation Team to investigate root cause of bench scale up and stability batch issues and optimize MWI (manufacturing work instructions) and specifications. B.S. in chemistry or related science and 3+ years as QC or R&D chemist in personal care or related industry. Please send resumes to dmooregipson@arbonne.com.

POSITIONS WANTED

- **SR. ACCOUNT MANAGER (#1512-01).** District account manager with a proven track record of success in expanding the sales volume of existing accounts as well as developing new accounts through targeted prospecting and direct marketing. Currently seeking a position managing accounts for a company specializing in the cosmetics industry offering growth opportunities earned through on the job performance. I may be reached at 323-522-4986 or email at 1davidbvazquez@gmail.com.
- **FORMULATION CHEMIST (#1601-02).** Position wanted in the Los Angeles area for a formulation chemist. 3 years experience in personal care and household cleaning products. Raw materials experience, BS degree . Email: mickie.ewer@gmail.com.

*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 Ledian Dergrigorian, Employment Chair, ldergrigorian@cosmeticgroupusa.com.** Please limit to technical positions only. When the position is filled, please notify Ledian Dergrigorian to have the listing deleted. If she does not hear from you, it will be removed after two months. To place an ad in the next issue, information must be received by the 20th of each month. Please note: We do not knowingly publish listings that have been placed with a search firm and are not responsible for duplicate listings. We also do not release the names of job seekers unless directed to do so by the job seeker.*



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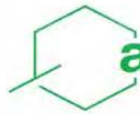

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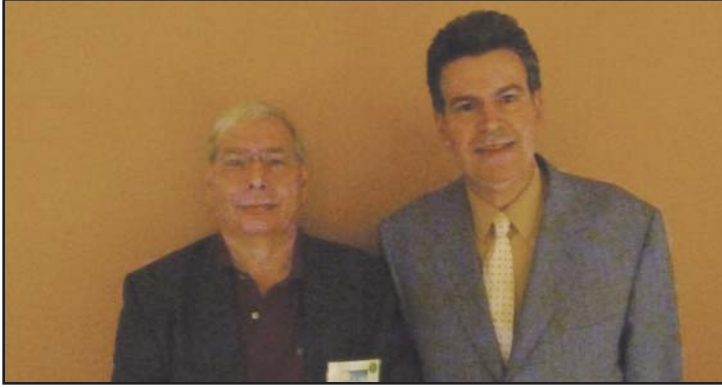


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Coming to UCLA Extension:

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For the first time, a new 4-day course sharing the latest findings about skin's anatomy and physiology, testing methodologies and the biochemistry of moisturization, skin penetration, aging, inflammation, wound healing, proteins and proteomics is being offered for cosmetic scientists May 20-23 in Los Angeles.

Part of the Cosmetic Sciences program at UCLA Extension, the course is titled *Introduction to Skin & Biochemistry for Cosmetic Science*. Instructors include Nava Dayan, Ph.D., skin science and research consultant serving the pharmaceutical, cosmetic, and personal care industries; R. Randall Wickett, Ph.D., Professor Emeritus of Pharmaceutics and Cosmetic Science at the University of Cincinnati College of Pharmacy; and Rebecca Gadberry, Senior Instructor and Program Director, Cosmetic Sciences, Department of Sciences and Humanities, UCLA Extension.

More details regarding the course will be announced in future issues of the *Cosmegram*. Since it is anticipated registration for this course will close early, those wishing to register now can visit uclaextension.edu and enter '263187' in the keyword search box located at the top right of the webpage. The course fee is \$635 prior to April 20th, \$695 afterwards.

A Certificate of Completion from UCLA Extension will be awarded to students finishing the course.

DETAILS:

Date:	May 20-23, 2016
Location:	UCLA Extension, Los Angeles, CA
Costs:	Prior to April 20th: \$635/person After April 20th: \$695/person
Registration:	visit www.uclaextension.edu Enter '263187' in the "Keyword" Search Box at top right

Industry Headlines

Microbead Ban Legislation Passes U.S. House

In a unanimous voice vote, the U.S. House of Representatives has approved a bill that would prohibit plastic microbeads nationwide beginning on January 1, 2018.

According to the bill, H.R. 3121, "the term 'plastic microbead' means any solid plastic particle that is less than five millimeters in size and is intended to be used to exfoliate or cleanse the human body or any part thereof;" and "(B) the term 'rinse-off cosmetic' includes toothpaste."

(Source: originally printed in Cosmetics & Toiletries by Nicole Urbanowicz)

Wegmans removes all products containing microbeads from shelves

US grocery chain Wegmans has become the first major retailer in the nation to remove all products containing plastic microbeads from its shelves.

The retailer has pledged that all such products will be removed from store shelves across the US by mid-February 2016, ahead of a mooted Federal ban.

(Source: originally printed on Cosmeticsdesign.com by Simon Pitman)

Anti-aging pill to undergo more testing in US

In laboratory testing, an FDA-approved diabetes drug has been shown to extend life and prevent wrinkles; upcoming clinical trials will look explicitly at the pill's potential to stave off the effects of aging in humans.

(Source: originally printed on Cosmeticsdesign.com by Deanna Utroske)

Trading Up: Today's shampoos and conditioners feature indulgent ingredients

Consumers crave shampoos and conditioners that perform and do what they promise; ultimately, they want help putting an end to bad hair days once and for all! According to Donna Barson, senior associate, Kline, Parsippany, NJ, hair health is in, as volume has replaced flat hair as a "super trend" and consumers are looking for products that can add volume and texture, and provide outstanding performance and shine all day long.

(Source: originally printed in HAPPI by Melissa Meisel)



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Congratulations Are In Order!!

This past December at the NYSCC's 70th Annual Scientific Meeting and Technology Showcase, Don Katz was honored for his numerous and invaluable contributions to the SCC when he received the 2015 Robert A. Kramer Lifetime Service Award!

Congratulations, Don, and THANK YOU for all that you have done and continue to do for our industry!

In Don's honor, our Chapter will be hosting the cocktail hour at the upcoming January meeting on the 26th. Please join us for the celebration!



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Inaugural Column - An Online Course for Alternatives to Microbeads

Rebecca Gadberry, FSCC
UCLA Courses Chair
rebgad@ucla.edu

Staying on top of the latest science and technologies affecting our industry – or simply expanding your lab skills, chemistry knowledge and ingredient awareness – is critical to your success as a cosmetic scientist. Yet getting away from work is a challenge most of us share. That's why we're introducing a new monthly column in the *Cosmogram*, *Online Learning for the Cosmetic Scientist*. Each month we'll share an online course, webinar, podcast, You Tube channel or other site on the Internet designed to help you strengthen your career development. If you have any favorites you'd like to share, please send them to the column's editor, Rebecca Gadberry, FSCC, at rebgad@ucla.edu.

In light of the recent federal ban on plastic microbeads that begins phasing-in during the middle of next year, our first recommendation is the online 90-minute course, *Exfoliating Agents: Alternatives to Polymer Microbeads* (<http://bit.ly/1Z9XtUS>) on February 16th at 7:00 am California time. This webinar is just one of about 130 live, on-demand or video tutorials found on the SpecialChem website (<http://cosmetics.specialchem.com/online-courses>). Now in its thirteenth year, these e-training courses are developed and taught by independent industry experts to help you achieve technical excellence and stay at the forefront of industry advances.

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- Science behind formulation (physical chemistry, etc)
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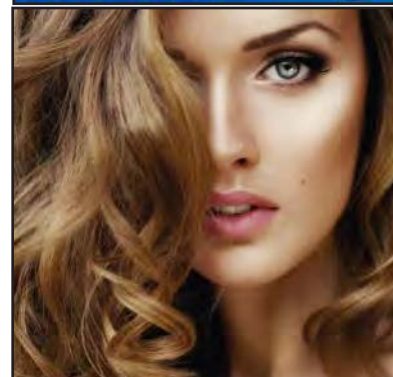
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Become A Sponsor!

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

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

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

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

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

Yi Hsin Chang
Sponsorship Chair
ychang@ingsolutions.com

Announcements

Meeting Locations for 2016

- March, April meetings:
Manhattan Beach Marriott, Manhattan Beach
- February meeting: **VALLEY LOCATION**
Sheraton Universal Studios, Universal City
Starview Room (Top Floor Room)
- May meeting:
Dukes - Malibu
- **NEW June meeting: San Francisco Location**
The San Francisco Union Square Marriott Marquis
780 Mission Street, San Francisco, CA 94103

Room Reservations:

Contact Marriott for discounted rate:
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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 tinamarie.lesko@mibellegroup.com with any changes.

New Member Spotlight

Happy New Year CA SCC Members!!

Another year welcomes to our Chapter new members and for this month's Spotlight we have Spring Villarrial. Spring is currently working as an R&D Chemist at Benev Company in Mission Viejo (spring@benev.com). Here is a little more about Spring:

- 1) Where were you born?**
 - a. Thousand Oaks, CA
- 2) As a child, what did you want to be when you grew up?**
 - a. Growing up I wanted to be a chef.
- 3) On the weekend, you will most likely be found...?**
 - a. You'll mostly likely find me either at the beach or at a fitness event/training of some sort on the weekend.
- 4) If you could have a super-power what would it be?**
 - a. My super power would be to be able to fly so I could travel the world.
- 5) What is the most adventurous thing you've ever done?**
 - a. The most adventurous thing I've ever done is either white water rafting on class 4 Rapids or gone on all of the rides on top of the Stratosphere in Las Vegas.

Thanks again for joining our Chapter, Spring! We can't wait to see you at Monthly Meetings.

Are you interested in becoming a member of the SCC as well? Apply online today at www.sconline.org, or contact Tina-Marie Lesko, Membership Chair, at tinamarie.lesko@mibellegroup.com. Don't miss out on the many benefits of being a member of this national, educational organization.



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Deadline for the February Cosmeogram is **January 27**

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