

THE COSMEGRAM IS GOING GREEN!

April 2016

Volume 46 | Issue 4

Dinner Hour

Symmetry! Consumer Trends In Personal Care & Nutrition and What They Mean For Your Next Formulation



Mark Miller

Accomplished Business Executive &
 Commercial Leader

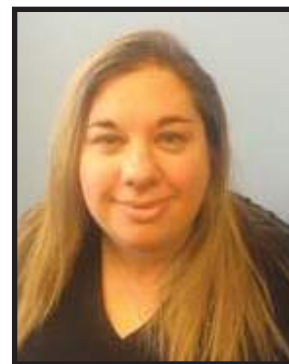
Free from....Clean Label....Organic....Ingredients of Concern. These Consumer Trends underpin the formulating challenges you encounter when creating the next, innovative Personal Care products, right? Actually, these highlighted Trends are from the Nutrition & Food segments, believe it or not!

Former Industry Executive Mark Miller, with leadership in the Personal Care, Nutrition and Home Care market segments, will examine the symmetry

...continued on page 3

Educational Hour

Exploring Silicone Benefits to Hair Anti-aging Claims



Susan Sperring

North America Marketing Manager
 Momentive

The concept of "hair anti-aging" will be explored drawing some parallels between skin care and hair care. Consumers are concerned by both genetics driven intrinsic aging as well as extrinsic aging caused by environmental factors (ie sun, pollutions etc). Hair anti-aging products need to provide "actives" which are perceived as a remedy of the aging process. Since consumer's perception is related to sensorial and visual changes, hair anti-aging products also need to provide instant correction of the signs of aging.

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Meeting Details:

Date: **Tuesday - April 26, 2016**
 Location: **Manhattan Beach Marriott**
 Menu: **Pork Tenderloin or Sea Bass**

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 714-521-5222 x141 to reserve

Reservation Deadline: 12:00 p.m. (noon) Monday-Apr. 25
 If you reserve and do not attend, you are responsible for meeting charges.
 You will be billed accordingly.

Meeting Reservations are strongly encouraged no later than April 20th

Dinner meeting price will increase with reservations made after April 22nd

Inside this issue:

Calendar...2 Message from the Chair...5 Regulatory Column...7 Job Opportunities...11 Feature Article...23

Meeting Details

Location

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

Costs

- \$20.00 Members with reservations **through April 22nd** and first-time only guests with a member-sponsored reservation. *Non-member pricing in effect after first meeting.*
- \$65.00 Members without reservations **or** reservations made **after April 22nd**
- \$55.00 Non-members with reservations
- \$70.00 Non-members without reservations

Menu

Dry Rub Pork Tenderloin with Sweet Potato Hash, Grilled Peaches and Blistered Brussel Sprouts, Cherry Cabernet Sauce **or** Pistachio Crusted Sea Bass, Stir Fry Quinoa, Sautéed Spinach, Fennel and Lemon Cream Sauce **or**
Vegetarian: Stuffed Eggplant with Moroccan Cous Cous, on Top of White Bean Casserole

Reservations

Please register and pay online at www.caliscc.org; Sara Benoit: **714-521-5222 x141**. 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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Company Website:

www.MPIpersonalcare.com

David Gittleman
Global Sales Director
dgittleman@micropowders.com



Society of Cosmetic Chemists - California Chapter

2016 Calendar of Events

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*

October

13 California Chapter Scientific Technical Seminar *Marriott, Marina Del Rey*

Dinner Hour

between Personal Care and Nutrition Trends and highlight insights and learnings that are pertinent to your creation and marketing of beauty products.

About Our Speaker

Mark Miller is an Accomplished Business Leader with over twenty years of experience in the ingredients market segments for Personal & Home Care, Nutrition and Pharma. A 17 year member of the SCC, Mark has worked closely with his colleagues in R&D and Marketing to deliver efficacious solutions to Consumer Goods companies in pursuit of market demands.

His career includes the commercial launch of HallStar with Craig Bonda, building McIntyre Group into a relevant SME, leading the NA Care Chemicals

...continued from page 1

business of Cognis/BASF and, most recently, bringing together the disparate businesses of Personal Care, Nutrition and Hygiene to form LONZA Consumer Care. Mark holds undergrad and graduate business degrees, as well as a law degree, but he asks that you don't hold that against him!

When he's not strolling down the aisles of grocery or drug stores looking at ingredient decks on bottles or meeting with valued Customers, he enjoys time at home in Chicago with his wife Stacey and three teenage boys.

Educational Hour

Silicone polymers are the candidates of choice in this market because of their versatility to formulate actives and their ability to improve instantly hair properties. The hair properties will be examined in the context of anti-aging claims.

About Our Speaker

Susan Sperring has been with Momentive Performance Materials for 4 years and is currently the North American Marketing Manager for Personal Care and Home Care. Prior to Momentive, she spent 12 years at Avon products where she was a chemist for Global Skin Care where she formulated over 100 products under Avon's Anew, Bronze and beComing lines including the Anew Ultimate 7S line and the award winning Anew Reversals' Eye System.

...continued from page 1

Susan has a bachelor's degree in chemistry from State University of New York - College at Oneonta and a Masters in Cosmetic Science from Fairleigh Dickinson University.



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Natural Vegetable Lipid Oils (to
replace mineral oils), Microcrystalline
Waxes, Synthetic Bees Wax,
Carnauba Wax, and Candelilla Wax,
USP Petrolatums, Paraffin Waxes,
ISO Polymers

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Phosphate, Triethyl Citrate

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Cali SCC is in Full Swing for Spring!

Valerie George
eSalon

What a beautiful Moonlight Serenade we got to experience this month. If you have the opportunity, please thank Rose Bourassa, Tiffany Jones, and Sandi Luna for the wonderful job they did planning this year's event. The Society of Cosmetic Chemists is a volunteer-run organization and I am appreciative of all of their efforts. Of course, this event could not have been done without our generous sponsors, who we have thanked on a following page in this month's *Cosmegram*.

April is known around the world for "April Showers," but this month is actually the calm before the storm for Cali SCC. The only remaining event on the calendar is our monthly meeting in Manhattan Beach.

After this month, we'll have a whirl of events, including Duke's in Malibu, our June meeting in San Francisco, the golf tournament, and the Summer Event. Whew!

I hope you can attend one of the meetings. Remember, our chapter is here to serve you and the cosmetics industry. Please let me know any suggestions you may have, or if you'd like to get involved.

See you soon!



Valerie George
2016 Chair, California Chapter
Society of Cosmetic Chemists



**Southwest Society of
Cosmetic Chemists**
SCC

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California, Land of Regulations

Angela Diesch, Esq.
Gilbert, Kelly, Crowley & Jennett
Guest Regulatory Expert

In recent years California has proven to be a challenging environment for cosmetic companies. Numerous class action lawsuits have challenged companies' use of marketing claims such as "natural," "organic," "unscented," and "hypoallergenic" to name just a few. Just as California has its own way of regulating "organic" claims on cosmetics, it also has its own particular way of regulating, and allowing enforcement of, "Made in the USA" claims. And, unfortunately for out-of-state companies looking to sell products in California, it varies significantly enough from the Federal Trade Commission's (FTC) "Made in USA" standard to cause companies potential legal risks in California.

Under U.S. law, cosmetics products are not required to identify the country of origin beyond the place of business statement which must bear the name and address of the manufacturer or distributor. If a company opts to make an origin claim, then, under the federal standard, "all or virtually all" content must be of U.S. origin. "All or virtually all" means that all significant parts and processing that go into the product must be of U.S. origin. That is, the product should contain no — or negligible — foreign content. For more information about the federal standard take a look at the FTC's "[Complying with the Made in USA Standard](#)" for some helpful examples.

How does California differ? Prior to January 1, 2016, under California law it was unlawful for any person, firm, corporation or association to sell or offer for sale in this State any merchandise on which merchandise or on its container the words "Made in U.S.A." "Made in America," "U. S.A.," or similar words when the merchandise or any article, unit, or part thereof, has been entirely or substantially made, manufactured, or produced outside of the United States." In other words, if "**any article, unit, or part**" of the finished product was "made, manufactured, or produced outside the" U.S., then the finished product arguably would not comply with the California standard. Thus, while the Federal Trade Commission Act allows for use of a "Made in the USA" label even if the product includes or contains material from a foreign country, California law does not.

A handful of California courts have described what constitutes a violation under the California. For example, in *Kwikset v. Superior Court*, the trial court found a violation for using the "Made in the USA" mark for products that either contained screws or pins made in Taiwan or a latch subassembly performed in Mexico. In another case, *Paz v.*



Ag Adriano Goldschmeid, the plaintiff alleged he was deceived by the "Made in the USA" claim on jeans he purchased at a Nordstrom store because the jeans "actually contain[] component parts made outside the United States." Specifically, he alleged the fabric, thread, buttons, rivets, and certain other subcomponents of the zipper are manufactured outside the U.S. The court stated, "The Court agrees that these types of products California law prohibits the use of a 'Made in the USA' label whereas federal law does not." The court, however, did not think compliance with the two standards to be in conflict.

As of January 1, 2016, California's law became slightly more aligned with the federal standard. Specifically, during the 2015 legislative session, SB 633 was enacted and, as a result, products may now be legally sold in California labeled with a "Made in USA" claim as long as certain conditions are met (discussed below). Unfortunately, however, over the last 6 months, class action plaintiffs' attorneys have sent hundreds of food and cosmetics companies letters threatening class action lawsuits unless the companies agree to hefty settlements. And unfortunately, for many of the companies being threatened, it does not seem to matter whether the companies are manufacturing their products in California (or other U.S. states), sourcing their components from U.S. distributors, and otherwise seem to be in compliance with new law...or even the old.

Under the new law, Business and Professions Code section 17533.7 permits a portion of a product to be obtained from outside the U.S. as long as certain conditions are met. For example, if an article, unit, or part of the product is not available from a U.S. source, and the manufacturer cannot make the article itself, then up to 10% of the final wholesale value of the finished product may consist of the non-U.S.-available article(s). If, however, an article, unit, or part of a product is available from U.S. sources, but the manufacture still obtains the article from a non-U.S. source, up to 5% of the final wholesale value of the finished product may consist of this non-U.S. available articles. Notably, under the non-U.S. available determination, cost of the article cannot be considered in the assessment of whether the article is or is not available from a U.S. source. Also, as to California manufacturers selling or offering for sale merchandise outside

(cont'd on page 20)



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- **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.
- **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.
- **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.
- **R&D MANAGER (#1601-08).** Physicians Formula, an innovative cosmetic manufacturer in City of Industry, CA, is seeking an R&D Manager to coordinate laboratory work, delegate assignments to chemists and supervise the R&D team. Will also develop new formulas for color cosmetics and skin care, assure adherence to GMPs and FDA requirements, transfer new/modified formulas from laboratory to production and supervise stability and compatibility tests on new formulas. Will create ingredient lists according to FDA and INCI guidelines, write manufacturing procedures and set specifications. Requires Bachelor's in Chemistry; 3 years supervisory experience; ten years color cosmetics formulation experience. Microsoft Office. Email resume to human.resources@physiciansformula.com.
- **R&D REGULATORY AFFAIRS SPECIALIST (#1601-09).** This position is the day-to-day liaison between customers and our R&D team to support the development of compliant and safe formulations. Responsible for managing, communicating and allocating time based resources for all of our customers' regulatory projects. Follows, interprets and reports on developing Global and Regional Personal Care/Cosmetic Regulations, including but not limited to: US FDA, IFRA, Health Canada, EU Cosmetic Regulation. Keeps R&D Team apprised of changing regulations and develop formulation guidelines. Creates plan options to smoothly phase through necessary changes. Requirements: BA or BS Degree in Science related field. Regulatory Compliance experience with 3-5 years in equivalent position. EU Cosmetic Regulation experience required. PCPC, INCI names, Cosmetic Labeling Requirements experience preferred. Please send resume to cosmeticlabs@hotmail.com. www.cla-cosmeticlabs.com.
- **INNOVATION CHEMIST (#1601-10).** A leading manufacturer of haircare/skincare consumer goods is seeking a full-time Innovation Chemist to join our team in the Greater Los Angeles area. This vital support role is responsible for executing a wide range of day-to-day formulations, QA, and stability testing procedures for the haircare/skincare/beauty products development and production. A strong knowledge of haircare/skin care/beauty formulations and ingredients is necessary. This position reports to the R&D Innovation Manager and Divisional Quality Manager. Minimum Education Requirements: University Degree in Chemistry, or related science. Minimum 5 years' experience in Personal Care products formulation. Minimum 5 years' experience in Analytical Chemistry. Please visit our website for more information.

(cont'd on page 12)

POSITIONS AVAILABLE

- **CHEMIST FORMULATOR (#1601-11).** Advanced Cosmetic Labs Looking for Chemist Formulator. Responsibilities include: formulation of all types of Skin Care and Sun Care products including creams, lotions, balms, sprayable lotions and surfactant based systems, formulation of all OTC products including acne lotions, sunscreens, and antibacterial, determining product specifications and expiration dates, originating process manufacturing procedures, monitoring and releasing first time manufacturing batches, developing new products to meet marketing and sales department needs. Qualifications: BS in Chemistry, Biology, or related field, Knowledge of industry trends, cosmetic/personal care raw materials, functionality, and interactions, Creative thinking, technical writing and organizational skills, At least 6 years and more industry experience on the bench formulating, Understanding of emulsion and surfactant technology as well as general formulation techniques, Must be familiar with FDA OTC monographs. Please email humanresources@advancedcosmeticlabs.com for more information.
- **R&D MANAGER FOR COSMETICS (#1601-14).** A color cosmetic manufacturing company located in the San Fernando Valley has an immediate opening for a Color chemist who has formulation, Color matching experience and is motivated to work in the laboratory developing new products. Duties including making lab batches, color matching, maintaining documentation and assisting with QC testing of batches. Familiarity with general manufacturing equipment used in cosmetics and working in a laboratory environment requested. Bachelor's in science with course work in chemistry is preferable. Bachelor's can be waived with experience. We encourage you to apply for this position via email – Danushka10@gmail.com.
- **FORMULATION CHEMIST (#1601-19).** Rodan + Fields is seeking a creative and innovative skin care product formulation chemist to work at our R&D laboratory (located in Berkeley) to support the development of OTC and non-OTC skin care products. Position is for an individual for who enjoys lab work on the bench in a fast-paced formulation product development environment. Responsibilities include developing new formulations, maintaining records and testing product stability. Minimum of 3-5 years in cosmetic/skin care formulation is required. Minimum BA or BS degree in chemistry, chemical engineering or an equivalent science is required. Send resumes to jclausen@rodanandfields.com.
- **FORMULATOR CHEMIST (#1601-20).** A leading manufacturer of skincare/hair care consumer goods is seeking a full-time Innovation Chemist to join our team in Chatsworth. Qualifications: BS in Chemistry. Knowledge of industry trends, cosmetic/personal care raw materials, functionality, and interactions. Creative thinking, technical writing and organizational skills. At least 4 years and more industry experience on the bench & innovations formulations. Must be familiar with FDA OTC monographs. Send Resumes to cynthiac@neutraderm.com.
- **COSMETIC CHEMIST (#1602-01).** Can organize a laboratory to work efficiently, including the floor plan and logging chemicals according to category for ease of locating. This includes a system of alert so that we can reorder before we run out. Is astute at mandatory paperwork, including formulation spreadsheets, CEF's CFR's, COA's, and MSDS's. Can manage a lab, including an assistant. Has at least 5 years experience in the health and beauty (skin care) formulation industry, and 2 years of management. Has Pharmaceutical experience. Has an impeccable reputation for loyalty, integrity and successful formulations. Easily teachable. Great retention. Critical thinker. Additional requirements: Bachelors degree, Chemistry major, Expert in excel calculations. If there's experience in Cannabidiol, this would be a plus. Please send resumes to Stompkins@visageprousa.com.
- **LABORATORY TECHNICIAN (#1602-02).** Skinn Cosmetics, Torrance, CA, specializing in skin and hair care products is seeking a laboratory technician to assist in laboratory benchwork, and maintain/file laboratory technical files and documentation in support of customer and regulatory requirements. Must possess strong organizational and communication skills. Proficiency in Microsoft Office programs (Outlook, Word, Excel) is required. Interested candidates may send resume to jocelyn@skinncdl.com.
- **SALES ACCOUNT MANAGER (#1602-05).** Chemicals, Sales Account Manager, Personal Care - Southern California. Nexeo Solutions is the largest global chemical and plastics distributor with a centralized business model. With operations worldwide, Nexeo offers over 26,000 products used in a broad cross-section of industries, including chemicals manufacturing, oil and gas, paints and coatings, automotive, healthcare and personal care. We are currently recruiting for a technical Sales Account Manager with Bachelor level degree in Chemistry or other related technical degree with a combination of formulation and bench experience preferred. Candidates must have technical sales experience in the Personal Care / Cosmetic ingredients market space including Hair, Sun and Skin Care, Color Cosmetics, Surfactants, Preservatives, Vitamins, Silicones, Emulsifiers, Emollients and Resins. Please apply by emailing your resume directly to Michael Gruen at Nexeo Solutions using mgruen@nexeosolutions.com or by following the link, creating a profile and applying to the position.
- **LAB TECHNICIAN (#1602-06).** A rewarding opportunity exists at our fast growing hair care manufacturing company in Corona. DeveloPlus, Inc is seeking a talented high-energy / results oriented laboratory technician to join our dynamic team! Position will provide you with an opportunity to shape our ISO/ GMP journey and impact all parts of our organization. Lab technician at DeveloPlus, Inc is responsible for testing all hair color/hair care product lines and maintaining and recording analysis into ERP/MRP software. Candidates must have bachelor's degree and a minimum 1 year previous "hands on" lab experience. DeveloPlus, Inc is an Equal Opportunity Employer, if you are looking for a company that is growth oriented, submit resume and salary requirements to: Laura@developlus.com.

(cont'd on page 13)

POSITIONS AVAILABLE

- **BENCH CHEMIST (#1602-07).** Bench chemist to assist in formula development, compatibility testing, and QC for skin, body, and hair care products developed to natural and organic standards. Familiarity with Ecocert and NSF standards is a huge plus. Location in Marin County, California. Please send resumes to hr@primaflleur.com.
- **FORMULATION CHEMIST (#1602-09).** A full service Research and Development Lab in Petaluma, CA seeks an individual for Formulation Chemist position within growing Formulation Department. The main responsibility of the position is to lead or assist formulation and process development of topical pharmaceutical products. This individual is expected to lead (or assist) and perform laboratory and manufacturing activities; prepare (or support) protocols/reports/data summaries; facilitate laboratory organization and equipment maintenance; work independently and collaboratively across functional groups in accomplishing project goals and objectives. A college or graduate degree in a scientific field with a minimum of 2 years experience in formulation development in a cGMP/FDA regulated environment is required. Formulation experience in semi-solids is preferred but not necessary. This individual must have excellent interpersonal, verbal and written communication skills, be comfortable in a fast-paced small company environment and be able to adjust workload based upon changing priorities. This is a permanent full-time position offering a competitive salary and benefits package. Please send Resumes to jkidd@symbioresearch.com.
- **QUALITY CONTROL LINE INSPECTOR (#1603-01).** Manufacturer in the Fullerton/Anaheim area seeks a QC Line Inspector to perform daily in-process control support functions including but not limited to sampling and analysis of incoming components and labels, production inspection audit control, establishment of standards, resolution of production component issues, and special projects as assigned by supervisor or manager. Contributes to improvements by reporting issues of non-conformance and making suggestions for corrections. Please send resumes to mgonzalez@McKennaLabs.com.
- **SALES ACCOUNT EXECUTIVE (#1603-02).** CAPSUM, a France based innovator seeks a driven, dynamic Sales Executive to manage the West Coast region selling its technologies and manufacturing services to cosmetic brands and contract manufacturers. CAPSUM is highly recognized innovator introducing Micro-Fluidic Technologies applied to cosmetics and skin care. Posting +40% annual growth and rapidly establishing its U.S footprint. Experience within cosmetics industry is essential, along with strong sales and product development acumen required. L.A based position, provides attractive base salary, bonus, full benefits, and car allowance. Please contact: rpdconsultingservices@gmail.com.
- **REGULATORY COMPLIANCE MANAGER (#1603-03).** A San Fernando valley based contract manufacturer is looking for an individual to; Prepare project organization and communication charts to ensure the continuity from formula approval to first production. Track the progress and quality of work being done that includes BOM, Stability, Compatibility, PET, RIPT (if needed), Process Validation, Pricing, etc. Able to generate or issue, List of Ingredients, Q&Q, Product Specification, COAs, MSDS, Raw Material COAs, Raw Material MSDS and any export documents such as Certificate of Free Sale. Review approved raw material for non-GMO, non-animal testing, carcinogens, nano materials, vegan (non-anima derived), kosher. Review and pre-screen a new raw material for local and international regulatory compliance that includes USA FDA, CA Prop 65 CA Air Resource Board, EPA, EU, Canada, Japan, REACH, CITES, Organic prior to use in product development. Please send resumes to surfside66@aol.com.
- **SR. MANAGER QC LABORATORY SERVICES (#1603-04).** The Sr. Manager QC Laboratory Services reports to the Senior Director, Quality. The incumbent will manage, plan and direct the Quality Control, Analytical and Microbiology Laboratories and Stability Program to ensure lab operations provide the highest quality testing support in compliance with FDA and GLI specifications, protocols, cGMP and safety regulations. The Sr. Manager directs the development, implementation and enforcement of Quality Control systems and programs to enable the company to consistently satisfy its current/future product quality requirements. In addition, the Sr. Manager directs the establishment of and improvement in Quality Control activities within the laboratory and assists the company's efforts to meet client and cross-functional department requests or requirements. Please send resumes to Connie.rivas@gordonlabsinc.com.
- **CHEMIST (#1603-05).** Market leader, John Paul Mitchell Systems, is seeking a full-time Chemist to join our innovation team in Santa Clarita, CA. This role will develop innovative and consumer-relevant technology and formulas for global distribution. Experiment on the bench with raw materials, emulsification systems, processing techniques, and formulations in traditional and non-traditional approaches; Create product specs for new, modified or existing formulae; Explore and pursue innovation to integrate into new products. BS in Chemistry or equivalent years of relative experience required; 3-5+ years hands on formulation experience in the cosmetics industry, strong focus on hair color preferred. Interested? Send your resume to kristinf@jpms.com.

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POSITIONS AVAILABLE

- **DOCUMENT ANALYST (#1603-06).** The Document Control Analyst will assist in processing changes to new and/or existing documents using an electronic documentation system. Document Control Analyst will be responsible for maintaining company documents while also ensuring their accuracy, availability, quality, and integrity. Document Control Analyst supports adherence to record retention policies, safeguard information and retrieve data effectively and efficiently. **ESSENTIAL DUTIES AND RESPONSIBILITIES** include but are not limited to the following: Adheres to and understands the good documentation practices and cGMP in regulated industry. Ensure that the Document Control processes meet quality requirements and regulatory requirements. Assist with organization and coordination of controlled documentation within the company. Establish single point of contact to provide data management of new releases, Bill of Materials, artwork, labels, filling assemblies, raw material, bulk, and finished good CofAs. Monitor and review document control compliance to ensure revisions in use are correct and compliant. Responsible for version control, resolutions of conflicting changes, and working closely with the document owners to assure all needs are met. Maintain a controlled document master index of released controlled documents. Administer controlled documents archive and ensures easy retrieval of documents. Please send resumes to Connie.rivas@gordonlabsinc.com.
- **PRODUCT DEVELOPMENT SENIOR MANAGER (#1603-07).** Product Development Coordinator: Juice Beauty is looking for a PD coordinator to join its operations team. This role will support in all aspects of the product development timeline with a focus on ingredients, product improvements and product testing. 1-2 years experience in the cosmetic industry with laboratory experience in color cosmetics is preferred. Position is in San Rafael, CA with no relocation assistance. For consideration, please email your resume to mimi@juicebeauty.com.
- **MARKETING COORDINATOR (#1603-08).** Active Concepts is looking for a Marketing Coordinator that will directly support the President/Chief Visionary Officer with email correspondence, travel arrangements, and scheduling. The ideal candidate will excel in prioritizing and executing tasks, and utilize their science background to support the technical marketing team. Keep office & affairs organized; Assist in assimilating documents, presentations, etc; Research trends. Location: Lincolnton, NC Resumes to ghawn@activeconceptsllc.com.
- **QUALITY-COMPLIANCE MANAGER (#1603-09).** The Quality-Compliance Manager position at Vivion, Inc., in Vernon, CA, requires duties in quality, regulatory compliance, and technical industry knowledge. Duties include, but are not limited to, reviewing/approving product documentation, completing product/facility questionnaires and audits, incoming/outgoing inspections, and providing technical knowledge to customers and staff. This position also requires management of direct reports, working closely with document control staff, sales staff, and, at times, directly with customers. Industry and regulatory related knowledge, such as OSHA/GHS, FDA/FSMA, USP/FCC, etc. is also required. In addition to excellent written and verbal communication skills, a background in chemistry/biology (or related field) is needed for this position. Please send resumes to: vivionhiresgreatpeople@vivioninc.com.
- **REGULATORY AFFAIRS MANAGER (#1603-10).** Responsibilities-Provide knowledge of current and future regulations with regard to cosmetic ingredients, raw materials, packaging, labeling, claims, and other related areas of compliance. Develop and maintain regulatory standards and protocols to ensure compliance with various international regulations. Represent the Regulatory Affairs Department on various cross functional teams in an effort to launch and maintain compliant cosmetic products in the US and international markets. Establish and foster interaction with regional colleagues and regulatory authorities with regard to strategic/complex matters associated with international projects and/or product registrations. Develop and maintain procedures to ensure regulatory requirements are completed within established product development timelines. Requirements-Experience in planning, coordinating, and executing multiple projects simultaneously. Bachelor's Degree required. Related scientific discipline preferred. This position requires a minimum of 5+ years regulatory experience in the cosmetic, personal care, or related industry. Please Apply Online <http://career.loreal.com/careers/JobDetail?jobId=19225>, <http://career.loreal.com/careers/JobDetail?jobId=19224>.
- **TEMPORARY LAB TECHNICIAN (#1603-11).** Prepare lab batches, Perform and record results of all testing on database (Stability), Fill orders for raw materials for NY lab. Keep accurate laboratory records. May perform other functions as needed. Assist Chemist as directed with projects. Excellent computer skill - Microsoft Excel, Word. Please submit resumes to ellen.delisle@hain.com.

(cont'd on page 15)

POSITIONS AVAILABLE

- **MASTER SCHEDULER (#1603-12).** The Master Scheduler will lead the team in the analysis and generation of the compounding and filling schedule to support manufacturing execution. The Scheduler will be responsible for ensuring available capacity, short and long-term, and material flow from supply base to support production of both new and existing items. The Master Scheduler will work with internal business partners, including Customer Account Teams, Manufacturing, Compounding, Quality, and R & D to develop production plans which meet service objectives, optimize inventory investment, and facilitate efficient utilization of resources. Essential Duties and Responsibilities - Generate and provide an executable Production Schedule for compounding and filling. Facilitate daily meetings with key stakeholders to review the execution of the compounding and filling schedules. Lead, on a weekly basis, schedule turnover meetings with the manufacturing and compounding teams. Conduct RCCP (Rough Cut Capacity Planning) for compounding and filling to ensure capacity is available to support upcoming customer sales order requirements. Set and maintain production parameters, i.e. standards, to support the development of an executable schedule. Isolate and drive the resolution of work order quantity variances and material remnants. Please send resumes to Connie.Rivas@gordonlabsinc.com.
- **BUYER (#1603-13).** Negotiating contracts, placing Purchase Orders with Vendors, tracking order receipts and other tasks related to purchasing raw materials as needed. Maintain chemical stock at all warehouses, purchasing in normal re-order cycle. Review historical requirements and MRP, place orders, track releases and receipts. Strive to minimize warehouse stock by developing Just-In-Time delivery plans. Review market prices and maintain current cost information in MAS90. Negotiate best price on all purchases and, when logical to do so, obtain a minimum of 3 competitive bids to obtain the best pricing, without sacrificing service and quality. Resource chemicals and components as needed for new projects. Submit new products or alternate products, new vendors, etc. to Q.C. lab for evaluation and approval when needed. Facilitate changes in item maintenance for chemicals and components as needed in MAS90. Place Purchase Orders by best method: phone, e-mail, etc. Obtain order confirmations. Distribute PO information to Accounting, Compounding and Receiving and Open PO File. Maintain Delivery Calendar and follow-up. Support the Planner with updated production planning processes with open and closed work orders and updating them on the delivery status of raw materials and components that are needed for production. Handle MRP Generation for raw materials and components and evaluate the quantities needed for production. Develop and report key performance indicators, metrics, and scorecards for suppliers, manufacturing, distribution, and warehousing. Please send resumes to Connie.Rivas@gordonlabsinc.com.
- **SENIOR R&D CHEMIST (#1603-14).** A leading manufacturer of skincare, hair-care and toiletries. BS in Chemistry or related sciences. Extensive knowledge in trends related to skin and hair care products. Knowledge of scale-ups, process transfer and raw materials. At least 5 years and more industry experience on the bench. Master Degree in Cosmetic Science a plus. Please send resumes to SHarripersad@bocchilabs.com.
- **COMPOUNDERS (#1603-15).** Minimum of two (2) years experience in Compounding. Compounding experience in a cosmetic company preferred. Please send resumes to SHarripersad@bocchilabs.com.
- **PRODUCT DEVELOPMENT ASSOCIATE, BEAUTY (#1603-17).** The Product Development Associate, Beauty will manage projects, product development and application testing at The Honest Company with an emphasis on Color Cosmetics. The Product Development Associate, Beauty will need to understand key ingredient strategies, project timelines and goals, production with formulators, batchers and raw material suppliers. Please see full job description at <https://www.honest.com/careers/job/159705>. Please send resumes to oweger@thehonestcompany.com.
- **PRODUCT DEVELOPMENT ASSOCIATE, HAIRCARE (#1603-18).** The Product Development Associate, Haircare will manage projects, product development and application testing at The Honest Company with an emphasis on Haircare. The Product Development Associate, Haircare will need to understand key ingredient strategies, project timelines and goals, production with formulators, batchers and raw material suppliers. Please see full job description at <https://www.honest.com/careers/job/159711>. Please send resumes to oweger@thehonestcompany.com.
- **PRODUCT DEVELOPMENT COORDINATOR (#1603-19).** HATCHBEAUTY is looking for an energetic, highly motivated professional to serve as a Product Development Coordinator supporting the Senior Product Development team. The Product Development Coordinator will work closely with the Project Managers in such a way to provide day-to-day support for the development of products for their projects that are under the direction of the Senior Product Development team. This includes but not limited to setting up meetings, assist in formula development. Please send resumes to rmerle@hatchbeauty.com.
- **COLOR CHEMIST (#1603-20).** A leading manufacturer of Color Cosmetics is looking for a color chemist or color matcher with a minimum of 3-5 years' experience. However, all will be considered. Looking for formulation, color matching and reverse engineering experience. Please send resumes to Amezgova@cosmeticgroupusa.com.

(cont'd on page 16)

POSITIONS AVAILABLE

- **MANAGER OF PRODUCT DEVELOPMENT (#1603-21).** The Manager, Product Development will be responsible for delivering and managing a portfolio of products from concept to delivery. The role will perform product development functions, managing cross-functional collaboration across Product Development, R&D, Marketing, Quality, Regulatory, and Operations to ensure the delivery of safe, efficacious, and quality products on time. Position is based in San Francisco, Ca. Please send resumes to joffenberger@rodanandfields.com.
- **REGULATORY AFFAIRS COORDINATOR (#1604-01).** Assist regulatory department with documentations, preparation of SDS, IL's, formulation and product information file. Collect data from the vendors, prepare Certificate of Free Sales, Cof A's and track product formulation. Responsible for regulatory documents loading on their respective folders. Familiar with WERCS & HC notifications but not necessary. 2 + years in quality & regulatory exp. Bi- lingual is a plus but not required. Send resume to mgraham@jordanacosmetics.com.

POSITIONS WANTED

- **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.
- **QC / R & D CHEMIST (#1601-15).** 11 Years of Experience in Personal Care Manufacturing - For more details, Please, Visit My Profile in Linked In. Contact Information: Name: George Ibrahim - Emails: OMELNOOR1@YAHOO.COM; geynib439642@roadrunner.com.
- **PHD CHEMIST (#1601-21).** Hi, I will be graduating from Princeton with a PhD in Physical Chemistry and Materials in June and am looking to relocate to the West Coast (preferably LA or SF area) for a warmer climate. I have been passionate about cosmetics and am looking to for a way to enter the industry. My ideal position would allow me to work both in a lab setting with a variety of color cosmetics products while also getting experience with business management and product development in the cosmetics industry. However, I am open to any position that seems like a good entry opportunity. Please let me know if you know of any opportunities and feel free to connect with me on LinkedIn at <https://www.linkedin.com/in/estherfrederick> or email at efrederi@princeton.edu.
- **REGULATORY COMPLIANCE (#1603-16).** 16 years of Global Regulatory Compliance experience in Personal Care, Color Cosmetics, Nail Care, OTC and Dietary Supplement. Prefer location around South Bay, Los Angeles area. BS Degree. Open for consultant position. Email: surawati_tirta@yahoo.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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California, as long as the label conforms to the law of the forum state or country within which the merchandise is sold or offered for sale, the product shall not be deemed mislabeled.

Unfortunately, there still remains some significant ambiguities in the new law. What if a raw material is grown elsewhere (say corn), shipped into the U.S. and then processed to become a finished good which is then used as an ingredient in a cosmetic formulation (e.g., distilled to become alcohol)? Is the alcohol a U.S. sourced ingredient? Under general country of origin analysis it would be because of the "substantial transformation" of the corn into alcohol.

But also, cosmetics seem different than say jeans or deadbolts in determining the break down of the merchandise for assessing the percent of the "components" -- or article, units, or parts -- of the final merchandise. For example, consider a glass jar of eye cream sold in an outer package. Are the components the (1) the glass jar, (2) the label on the glass jar, (3) the cream inside the jar, and (4) the cardboard outer package? Or alternatively, are the components the (1) the glass jar, (2) the label on the glass jar, (3) the cardboard outer package, (4) ingredient-1, (5) ingredient-2, (6) ingredient-3, (7) ingredient-4, (8) ingredient-5,(15) ingredient-12? Plaintiffs' attorneys would prefer the latter.

Why does this breakdown matter? Under the first part of Section 17533.7, as well as the prior version of the section, it is unlawful to sell or offer for sale merchandise with a "Made in USA" claim if:

...the merchandise or any article, unit, or part thereof, has been entirely or substantially made, manufactured, or produced outside of the United States.

If the component breakdown is taken all the way down to the individual ingredients in a cosmetic's formulation, then a single ingredient made, manufactured, or produced outside the U.S. would arguably cause the "Made in USA" claim to be non-compliant. However, if the formulation is considered one part of the finished merchandise, then as long as the formulation is "substantially made, manufactured, or produced" in the U.S. the claim would be permissible (assuming the other parts of the product were also likewise from the U.S.). Moreover, considering the formulation's country of origin as the U.S., as a single part of the product, is also consistent with the substantial transformation analysis when made or manufactured in the U.S.

As for other ambiguities, what if a company stopped using an unqualified "Made in USA" claim prior to January 1, 2016,--but would have none the less been in compliance under the new law? Should plaintiffs' attorneys be allowed to extort significant attorneys' fees-- with little remuneration to actual consumers-- for rather minor technical non-compliance issues that arise from these

ambiguities? Shouldn't U.S. based companies, employing U.S. workers, following U.S. labor laws, and sourcing all their ingredients from U.S. based distributors be given an opportunity to correct minor violations-- particularly when they believed they were following the law in the first place?

As seems to often be the case, plaintiffs' attorneys are taking advantage of the ambiguities and have filed numerous suits in state and federal court, and many other companies are being threatened with litigation if they do not agree to pay significant settlement costs. In an effort to battle such frivolous suits, Assembly Member Marc Levine has introduced AB 2827 to provide companies with a right to cure period, including agreeing to make prospective changes to allegedly offending labels.

As the introduction to AB 2827 explains, existing law prohibits the sale or offering of sale in the state of any merchandise on which the merchandise or on its container appears the words "Made in U.S.A.," "Made in America," "U.S.A.," or similar words when the merchandise or any article, unit, or part thereof, has been entirely or substantially made, manufactured, or produced outside of the United States.

Also, under the Made in California Program within the Governor's Office of Business and Economic Development, to be eligible to represent that a product is made in California, a company is required to, among other things, establish that the finished product could lawfully use the "Made in U.S.A." label under Section 17533.7 of the Business and Professions Code.

Where a company is alleged to have violated the California "Made in USA" law, the Consumers Legal Remedies Act, permits an action for damages upon 30 days written notice to the offending company. If enacted, AB 2827 would prohibit a civil action unless written notice of the alleged violations is provided and the person or business has not cured the alleged violation within 33 days of receiving the notice. Most importantly, AB 2827 provides that agreeing to prospectively change or remove the "Made in USA" claim, would be sufficient to cure the alleged violation and would therefore preclude the filing of a lawsuit.

AB 2827 has won the support of the Personal Care Products Counsel, the California Chamber of Commerce, and many California based cosmetics companies. To see it pass, however, it is going to need more support. What can companies do? Contact your California representatives and ask them to support AB 2827. The Assembly Committee on Judiciary will be holding a hearing on AB 2827 on Tuesday, April 26, 2016, at 9:00 am in the State Capitol, Room 447. Send your letters of support prior to that date to help ensure the bill gets out of Committee.

If you would like additional information, contact Angela Diesch, Esq. at adiesch@gilbertkelly.com.

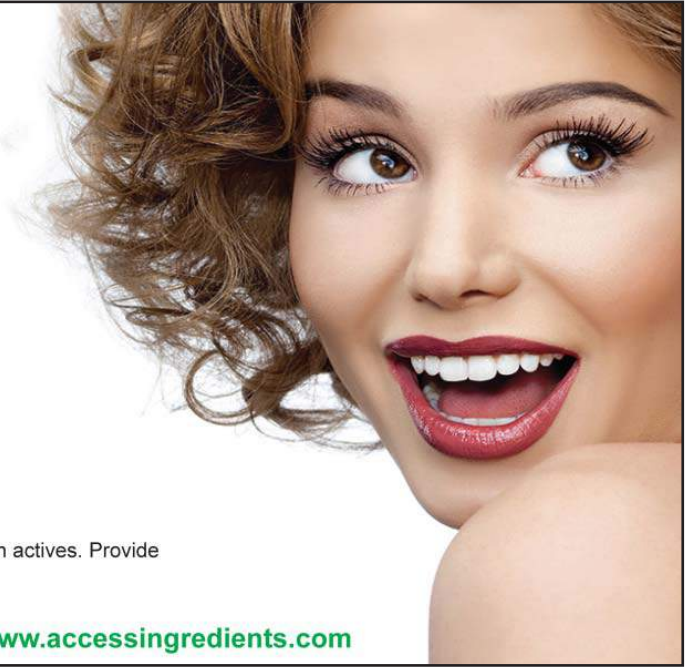


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Tips for Organic and Natural Formulators

Part 1 – “Organic” Ingredients and Formulation

The USDA-NOP (National Organic Program) is an agricultural labeling law that defines (in 7 CFR Part 205) the requirements for getting certified organic. All agricultural materials MUST be certified to that regulation, to a formulating chemist this means oils, sugar, essential oils, and alcohol – anything purely from a plant. The US and the EU have reciprocity for certified organic agricultural materials.

This is a law and there are consequences for fraud – so pay attention. They sent a cheating olive oil producer in San Diego to jail for a week a few years ago for labeling non-organic olive oil as organic and fined him a stiff penalty.

“Organic” cosmetics are defined in a number of private Standards – notice the use of the word “private” – these are from non-profits who have, in cooperation with stakeholders, written private standard for “organic cosmetics”. These include the COSMOS Standard (which is a harmonized version of the EcoCert Green Life Standard, the Soil Association Health and Beauty Standard), the NaTrue Standard, the NSF 305 “Contains Organic Ingredients” Standard here in the US and a few others. No jail time here but these can be complicated standards to understand and sometimes the reaction of consumers is worse than of regulators.

Fundamentally these Standards allow the use of:

- Certified Organic materials
- Natural agriculturally derived (non-petrochemically processed) ingredients
- “Allowed” (listed) non-organic materials
- Ingredients made from non-organic inputs that use “allowed” processes .

This last one is the kicker – it is easy to get a certificate if something is organic but if you want to use an emulsifier or a surfactant or any other synthesized ingredient you need to gather all of the information about how it is made: production flow chart, inputs, etc., to prove that it meets the limits defined in the standard. These standards prohibit the use of any chemical that is made in a manner that is considered environmentally problematic downstream – in other words, they use “Green Chemistry”*.

All of these Cosmetic Standards are very similar in the basic requirements.

Finally, preservatives: there is a list of allowed preservatives listed in each standard but you can also use the path described above to “prove” that a preservative meets the limits of synthesized chemicals.

A few final tips:

- 1 – NEVER design a product in a non-organic form and then decide you want to make an “organic” version – learn the rules and then formulate.
- 2 – Check your certifications: does the certificate state the Standard or Regulation that the ingredient is certified to? You need to know this The US and the EU have reciprocity for certified organic agricultural materials.
- 3 – Do you know the “organic content” of the ingredient for calculation in the finished formula? Your supplier should be able to give you this on a letter from their certifier – no other method of verification is accepted.
- 4 – If you are using exotic oils, are they sufficiently available? Is there room for the brand to grow? Ask this of your supplier. You are a scientist – get facts!
- 5 – Be honest with your client. One of the reasons that we see a lot of law suits is because formulators try so hard to make people happy that they sometimes use materials that are not allowed – and they do things like tell their clients “Polysorbate 60 is a sorbitol (sugar alcohol) based ester of natural origin.” Which may be true, but it is also an ethoxylate that contains residual 1, 4 Dioxane: the “organic” consumer frowns on ethoxylates, they are known carcinogens.

In Part 2 I’ll talk about the slippery slope of “natural” formulation and claims.

*<https://www.epa.gov/greenchemistry/basics-green-chemistry>

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Instructors:

REBECCA GADBERRY, F.S.C.C., Cosmetic Bioevangelist. A dynamic, highly acclaimed educator and journalist who is valued as one of the U.S. skin care industry's preeminent ingredient authorities, Rebecca has been the Senior Instructor for UCLA Extension's highly acclaimed Cosmetic Sciences program since 1986. She is the first Marketing Fellow of the Society of Cosmetic Chemists, a recipient of the Henry Maso award in 2014, past chair of the SCC's California Chapter and the former CEO of YG Laboratories, manufacturers of high performance skin care for niche and professional brands worldwide. After publishing more than 600 articles, developing over 1300 cosmetic products and educating thousands of beauty professionals during the past 40 years, Rebecca is now dedicating her career to creating awareness of disruptive biosciences entering the cosmetic industry, including technologies in microbiomics, epigenetics and synthetic biology. She hosts two Facebook communities: Trends in Cosmetic Science and Skin Care Ingredient Experts - an open platform where cosmetic chemists, product developers, estheticians, beauty mavens and other industry professionals interact and share data about skin, ingredients, regulations, myths, and hot topics in the media.

RANDALL WICKETT, PH.D. Emeritus Professor of Pharmaceutics and Cosmetic Science, The James L. Winkle College of Pharmacy, University of Cincinnati. Dr. Wickett obtained his Ph.D. in Biophysics from Oregon State University in 1973 and was a Post-Doctoral Fellow at the University of Minnesota from 1972 to 1974. He worked at Procter and Gamble's Miami Valley Laboratories in Cincinnati, Ohio from 1974 to 1985, and the SC Johnson Company from 1985 to 1991, performing clinical and biophysical research for skin and hair care products. In 1991 he joined the University of Cincinnati and is now Emeritus Professor of Pharmaceutics and Cosmetic Science in the James L. Winkle College of Pharmacy. Dr. Wickett has received numerous technical awards from the SCC, including the Maison G. de Navarre Medal Award, the SCC's highest honor for technical achievement. He was editor of the Journal of the Society of Cosmetic Chemists from 1991 to 1997, chairman of the International Society for Bioengineering and the Skin from 2000-2005, and President of the SCC in 2011. Dr. Wickett has more than 80 scientific publications and has given more than 75 invited presentations or workshops on skin bioengineering, skin physiology and evaluation of skin care products at national and international scientific meetings.

NAVA DAYAN, PH.D. PHARM. Dr. Dayan earned her Ph.D. in Pharmaceutics from the Hebrew University in Jerusalem specializing in skin delivery. She has more than 25 years' experience in the skin care segment, and has yielded more than 150 publication credits in numerous industry-respected journals and four books. She has been awarded the In-Cosmetics Gold Award for innovation with commensurate recognition from the NYSCC and the CRS for excellence. Dr. Dayan is the owner of Dr. Nava Dayan L.L.C., a skin science and research consultancy serving the pharmaceutical, cosmetic, and personal care, dermal and transdermal industries. Her field of expertise includes product feasibility in skin care; composition of R&D plans covering efficacy and toxicology; planning, execution and data interpretation into claims, formulations, delivery for improved efficacy and attenuated toxicity; drug-skin interaction; bio-markers (genomics and proteomics); skin/age related sensitivities, inflammatory skin disorders, innate immunity and biota.


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6. The epidermis
7. The dermal-epidermal junction
8. Stratum corneum (sc) | Biochemistry
9. Non-invasive measurements of skin function
10. Skin color & pigmentation
11. Skin penetration
12. Surfactants & skin
13. Skin aging & inflammation
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16. Innate proteins & peptides
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DANIELLE BARKER FERNANDES

John Luna

Deveraux Specialties

After 15 years, Miss Dani has finally granted me an interview! If you have not had the pleasure of meeting her, you are in for quite a treat. Not only is Dani one of the most knowledgeable people in our industry regarding regulatory affairs, she is also one of the kindest most considerate persons in our industry. Let's meet Miss Dani.

JL: Dani, thank you for granting this interview.

DBF: You wore me out!

JL: I wore you out??

DBF: Asking me once a month for 15 years, I just figured it was better to say yes and get it over with.

JL: A wise decision!!

JL: Also let me say congratulations, you just got married!

DBF: Yes, I married Lane Fernandes last September, we are so happy.

JL: Where did you meet Lane?

DBF: Actually I bumped into him on a dairy farm.

JL: A dairy farm??

DBF: Yes, his family owns quite a large dairy farm in Chino and as I was taking a walk through it, I met him.

JL: Do you normally take walks through dairy farms?

DBF: Oh yes, it relaxes me after a very difficult and stressful day. The green grass, the lovely scent of the cows, I just love everything about dairies!

JL: You have known Lane for a number of years?

DBF: Yes, but it didn't start off so great. As I was taking my walk amongst the cows, he yelled at me to get off his property but as he approached me his mood changed. He said it was love at first sight. He couldn't believe how beautiful I was and well, the rest is history.

JL: I'm sorry, I have to ask. What did you two do on your first date?

DBF: Cow tipping of course!! It's not as easy as it looks, you have to get between the front legs and the udders.

JL: Then what do you do?

DBF: You push them over!

JL: Of course!

JL: So tell me about your first job in our illustrious

industry.

DBF: I had just moved into the area and was looking for employment. I happened to be in a supermarket when I noticed a posting saying: Wanted: Girl Friday. I quickly called the number and the next day had an interview at Free Radical Technology.

JL: And that's when you first met Mr. Fabulous, John Garruto.

DBF: Yes, we just clicked. It was a great group and I was quickly promoted to VP of Operations.

JL: You worked there for quite a while.

DBF: Yes for 11 years and then it was time for a change. It was time to try my hand in sales.

JL: Sales? So you went over to the dark side.

DBF: I did, but only for about a year with Solabia. Good company but sales was just not for me!

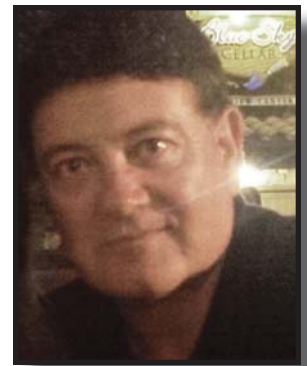
JL: And that's when you teamed up again with Mr. Fabulous at Skin Medica.

DBF: They needed a regulatory person so I was hired as the senior manager of regulatory affairs.

JL: Mr. Fabulous had basically put together his Free Radical gang at Skin Medica. He brought in Tina Wilson Fleck and Bethany McCarver as well.

JL: There is also a story that you saved Tina Wilson Fleck from a very bad situation back in the Free Radical days. Tell us a bit about that.

DBF: Well I don't wanna make too much out of this but I basically saved her life. She was working across the street from us at Shroeder and Tremayne by herself in a one room unit with no air conditioning, no heat and bathroom that rarely worked properly. They made her work 10 hour days with a 15 minute break for lunch. From my vantage point at Free Radical, I could see her from the front window. Sometimes we would wave to each other. She looked so alone, so sad, I just felt sorry for her. I asked John Garruto if he needed a chemist and we took her in! We gave her lunch, she couldn't believe we would all get a whole hour for lunch!!



(cont'd on page 31)



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JL: Wow that is quite a story! I had no idea!! And now she is the Principal Formulator, Senior Manager of Research and Development at Allergan doing extremely well.

DBF: It is amazing what three square meals and a properly working bathroom will do for you!!

JL: This is all because of you.

DBF: Yes I saved her life.

JL: So when Skin Medica was bought by Allergan, you decided not to stay.

DBF: It was time to move on, so I joined Colorscience as the Senior Manager for regulatory affairs and Senior Manager technical affairs. I joined them in 2014.

JL: So tell me a little bit about Lane Fernandes besides his cow tipping abilities.

DBF: Oh he is so dreamy!!!! We have such a good time together. So far the only fight we have had was where to hold our wedding. He wanted it at his dairy farm and I wanted it in Iceland.

JL: Ok two places I probably wouldn't have picked but that's just me. Of course you won and your wedding was in Iceland. How was that?

DBF: Amazing! The Icelandic people are very warm and kind.

JL: I don't think they are called that. I think the term is Icelanders.

DBF: Oh really? Huh, didn't know. We had the wedding in a 1,200 year old Viking church made of wood. My parents were there along with Mr. Fabulous and Tina Wilson Fleck.

JL: That must have been quite a time. Funny how I did not receive an invitation.

DBF: Would you have gone?

JL: No

JL: Dani I just wanted to thank you, first for inviting me into your beautiful house boat. I only know one person who lives on a house boat, Bill Dowdy.

DBF: He does?

JL: Yes, the boat he lives on is a classic and was actually given to him by President Millard Fillmore in 1850.

DBF: Millard Fillmore, the 13th president of the United States?

JL: Bill looks very good for his age, he's 178 years old now.

DBF: Wow he does not look his age!!

JL: Yup, he's been collecting social security for about 116 years now, I think that's a record.

On that note I left Danielle as her dashing husband Lane was walking up carrying several milk bottles under each arm. You rarely meet someone genuinely as nice as Danielle. I have teased her incessantly over the years. She has a great sense of humor and is a good sport. In an industry where a good regulatory person is crucial, she rates up there with some of the best and we have some good ones! Thank you Miss Dani, we all wish you continued success!

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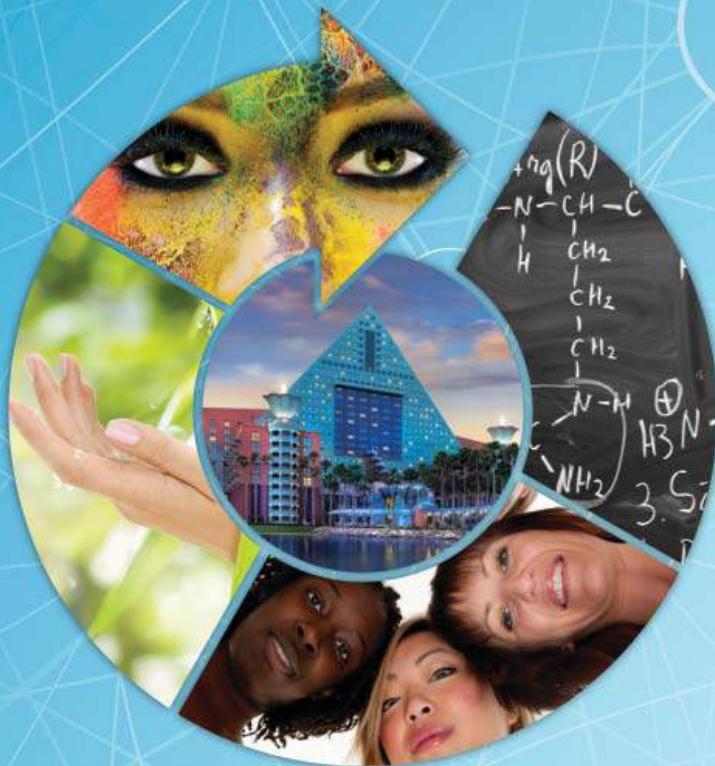
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Cost: The cost to sponsor a SCC chapter meeting is \$350.

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

- April meetings
Manhattan Beach Marriott, Manhattan Beach
- 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:

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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.



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Deadline for the May Cosmogram is **April 20**

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