

Preserve & Protect
Schülke Challenge Testing

EY Entrepreneur of the
Year® Semi-Finalists

Restorative Botanical
Night Mask

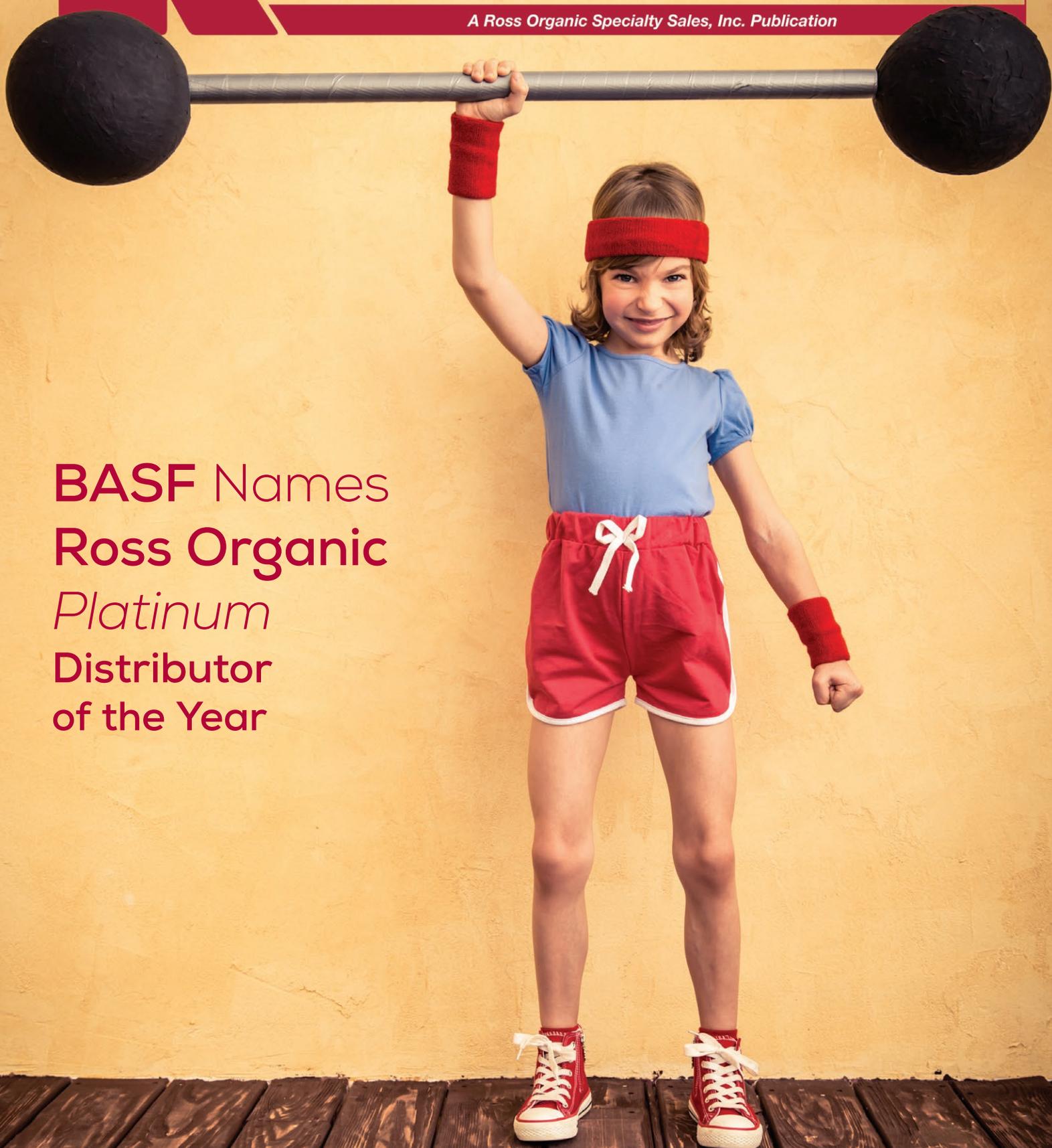
Ross Welcomes
Cosphatec

Spring 2016

R the Source

A Ross Organic Specialty Sales, Inc. Publication

**BASF Names
Ross Organic
Platinum
Distributor
of the Year**



BASF Names Ross Organic Platinum Distributor of the Year



BASF held their annual Care Council meeting at their Florham Park headquarters the first week of March. During the dinner reception for the North American network, it was announced that Ross Organic was the recipient of the Platinum Partner of the Year award. In attendance from Ross Organic was Jesse Kreider, VP of Sales & Strategy, Darrell Zehner, Director of Sales and Stephanie Leshney, President.



"I'm extremely proud of our team for winning this award, especially because the partnership with BASF is still so new" said Stephanie Leshney, President Ross Organic. 2015 represented the first full year of the Ross Organic and BASF relationship. The partnership started in January 2014.

Leshney & Coulter Recognized as EY Entrepreneur of the Year® Semi-Finalists

The spirit of entrepreneurship is alive and kicking in Los Angeles – and we couldn't be happier to be a part of all the action! Stephanie Ross Leshney, President & CEO and Erin Coulter, COO of Ross Organic, were recently announced as semifinalists in the EY Entrepreneur Of The Year 2016 Greater Los Angeles Awards program. As the world's most prestigious business award for entrepreneurs, EY Entrepreneur Of The Year® has been at the forefront of identifying gamechanging business leaders for the past 30 years. The program has honored the inspirational leadership of such entrepreneurs as Howard Schultz of Starbucks Coffee Company, John Mackey of Whole Foods Market Inc., Pierre Omidyar of eBay, Inc., Reid Hoffman and Jeff Weiner of LinkedIn Corporation and Mindy Grossman of HSN, Inc. We're honored to have Stephanie and Erin recognized among so many other notable business luminaries in Greater LA.



Product Highlight: Cetiol Ultimate

Cetiol Ultimate is an innovative, ultra-light, non-polar, natural-based emollient from BASF that is quite possibly the best alternative to volatile silicone! With Ecocert, Cosmos and NPA approvals, create the most elegant textures. Request a sample or further information by emailing info@rossorg.com.



Join us on Twitter, Facebook & LinkedIn



In addition to our website which is updated regularly with new product launches and company happenings, you can also find a convenient way to stay informed via our social media pages. Please follow us on Twitter: [@rossorganic](https://twitter.com/rossorganic), Facebook: [facebook/rossorganic](https://facebook.com/rossorganic) & LinkedIn: company/ross-organic-specialty-sales-inc. for all the latest news.



Use our Tool to Calculate Cost Contribution



Restorative Botanical Night Mask by Ross Organic

Formulation #RO-004-8-A

	Trade Name	INCI Name	%	Supplier
A	Water	water	QS	-
	Sensiva PA 30	propanediol, phenethyl alcohol, undecyl alcohol, tocopherol	2.00	SCHÜLKE
	NatrIquest E30	trisodium ethylenediamine disuccinate	0.60	INNOSPEC
	Citric Acid (50% w/w)	citric acid, water	0.15	-
	Dermatein Power Powder II - All Around	maltodextrin, sodium hyaluronate, beta glucan, panthenol, hydrolyzed vegetable protein, allantoin, aloe barbadensis leaf extract	1.00	BIOORGANIC CONCEPTS
	Glycerin	glycerin	1.50	-
	Cosphaderm Propanediol natural	propanediol	4.00	COSPHATEC
	Keltrol CG-SFT	xanthan gum	0.50	CP KELCO
	Avicel PC 611	microcrystalline cellulose, cellulose gum	0.50	FMC BIOPOLYMER
B	Cetiol RLF	caprylyl-caprylate/caprate	5.00	BASF
	L22	jojoba oil/macadamia seed oil esters, squalene, phytosteryl macadamiate, phytosterols, tocopherol	2.50	FLORATECH
	Lanette O	cetearyl alcohol	1.00	BASF
	Oliwax LC	cetyl palmitate, sorbitan palmitate, sorbitan olivate	1.00	HALLSTAR
	Cetiol Sensoft	propylheptyl caprylate	5.00	BASF
	Sensolene Care DD	dodecyl olivate	1.00	HALLSTAR
	Olivem 1000	cetearyl olivate, sorbitan olivate	3.00	HALLSTAR
	Campo South Pacific True Monoi Oil	plumeria acutifolia flower extract	1.00	BIOORGANIC CONCEPTS
	Rain Forest Cupuacu Butter Refined	theobroma grandiflorum seed butter	1.00	BERACA
	Cetiol MM	myristyl myristate	1.00	BASF
	Eumulgin SG	sodium stearoyl glutamate	0.50	BASF
	Floralipids Moringa Oil	moringa oleifera seed oil	1.00	FLORATECH
	C	CP Oat Beta Glucan Liquid	avena sativa (oat) bran extract, water, sodium benzoate, potassium sorbate	1.00
EuroL BT		olea europaea (olive) leaf extract, water	0.10	HALLSTAR
Beracare ARS Body		passiflora edulis seed oil, oryza sativa (rice) bran oil, euterpe oleracea fruit oil, orbignya oleifera seed oil	1.00	BERACA
Purify Aloe Vera (S-Gly)		glycerin, aloe barbadensis leaf cell extract	1.00	NAOLYS
Natural Gardenia Fragrance (N13288)		fragrance	1.90	CARRUBBA

Procedure:

- 1) Add Phase A under mixing. Heat to 80-85C.
- 2) Add Phase B in a separate beaker. Heat to 80-85C.
- 3) Add B to A. Homogenize for 3-5 minutes.
- 4) Cool to 35-40C and add Phase C.

Specifications:

pH: 6.0 - 7.0

viscosity_o: 16,500 – 20,600 cPs
(Brookfield LVT, T-C, 1.5rpm)

viscosity_{o+24hrs}: 95,500 – 117,000 cPs
(Brookfield LVT, T-F, 1.5rpm)

appearance: opaque, viscous cream

color: off-white

odor: characteristic/floral

Ross Organic Signs Agreement to Represent Cosphatec

We are pleased to announce a new supplier to the Ross Organic portfolio - Cosphatec. The Cosphaderm® product line is mainly comprised of lecithin based emulsifiers and preservative alternatives. Alternative preservatives for the natural cosmetics sector have been the primary focus ever since the founding of the company. "Ross Organic has a notable track record in growing both natural emulsifiers and alternative preservatives. We're confident our technical sales team will do the same with these products," said Jesse Kreider, VP Sales & Strategy, Ross Organic.



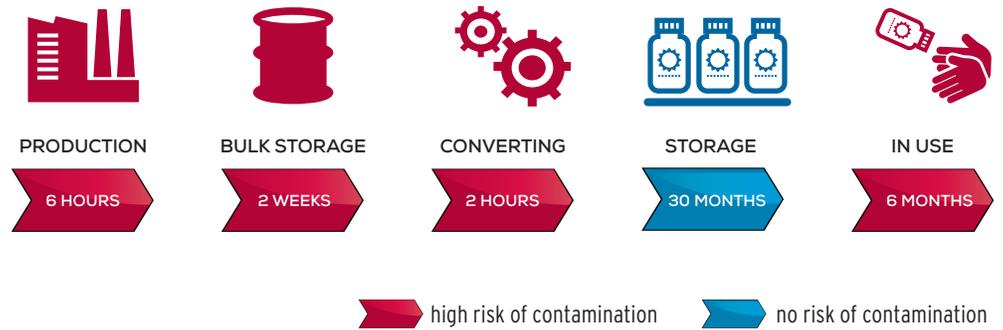
One of the product highlights is the Cosphaderm Propanediol Natural, a naturally derived 1,3-Propanediol. With both Ecocert and Cosmos approvals, the product is sure to be of interest in the natural sector.

Cosphatec was founded in 2005 in Hamburg, Germany by Mr. Frank Brauns, who formerly held key positions within Lucas Meyer and Dr. Straetman's. In the ten years since inception the company has enjoyed rapid growth globally and is well positioned to enter the US market. "We're happy to be aligned with a research-focused company like Cosphatec and we look forward to growing with them," said Stephanie Leshney, President, Ross Organic

It cannot be stressed enough how important it is that cosmetic and personal care products are properly preserved. Whether you use traditional preservatives or alternative options, take the necessary time to make sure you are using the best preservative for your products. Keep in mind you are preserving for the entire life cycle of the product. All it takes is one misstep to lose an entire batch or worse, to have a recall.

Schülke is the leading global preservative supplier and they offer challenge testing services to customers. If you are interested, please reach out to us at info@rossorg.com.

Life Cycle of a Cosmetic Product



Welcome to Our New Team Members

Ryan Taylor

Technical Sales Representative

We are pleased to announce Ryan Taylor as the newest addition to our team at Ross Organic. He will join the sales team as a Technical Sales Representative for the Intermountain West region. Ryan brings 10 years of sales experience in Idaho and Arizona to Ross. The last 5 years he was at Melaleuca, most recently in the role of Director of Sales.

Ryan earned a bachelor's degree in Biology from the University of Wyoming. He grew up playing basketball and is a huge sports fan - so you can imagine what March Madness was like the Taylor household! Ryan is a family man, married with 3 young children.

"We're excited to have Ryan Taylor join the team and I know that once our customers have the opportunity to meet him, they too will share in the enthusiasm. The future is bright in the Intermountain states with Ryan on the team!" said Darrell Zehner, Director of Sales.



Carol Nguyen

Technical Manager

We are pleased to welcome Carol Nguyen to the Ross Organic team as our new Technical Manager. Carol comes to Ross Organic after an impressive 15+ years of experience in Regulatory Affairs. Her career started out at Advanced Research Labs (now Henkel) where she was an instrumental part of the team that launched the Got2B, Thicker Fuller Hair and Citre Shine brands. Since then, she spent seven years as Regulatory Affairs Manager at Diversapack (now PakLab) and was most recently at NYX Cosmetics (L'Oreal) as their Regulatory Affairs Compliance Manager.

Carol's experience working for three companies that have all experienced remarkable growth will put her in a great position to help take Ross Organic's Technical and Regulatory department to the next level. "Carol has an impressive background and will become an instant asset to the ROSS team, and I know to our customers as well" said Ali Witwit, Vice President-Technology



Lyssa Lamas

A/R Specialist

On February 1st, Lyssa Lamas joined the Finance group as our A/R Specialist. Lyssa comes to ROSS with both A/R and A/P experience covering wheel manufacturing for auto industry, to trucking and most recently the healthcare industry. She lives in nearby Whittier so she also has one of the best commutes of anyone in the company. "We're happy to have Lyssa on the team with her 'can do' attitude and her ability to jump into her role drawing on knowledge gained from past roles." said Jim Harrington, Chief Financial Officer.



Out and About

The 2016 Annual SCC Gala, held April 2nd, was a fantastic evening for the 800+ in attendance. Congratulations to Rose Bourassa, Event Chair, for putting together such a fabulous evening.



Out of 800+ people, our very own Scott Tinker won the painting!



Team ROSS having a ball (L-R Carol Nguyen, Jennifer Hurtikant, Stephanie Leshney, Jesse Kreider)



The handsome "Industry couple" Jennifer Hurtikant, ROSS & Don Hurtikant, Essex Testing



Cynthia Klein, BASF and Stephanie Leshney strike a pose.



Janet Ross, Elsa Harrington, Bill Ross, Carrie Tinker and Scott Tinker enjoying the evening.

Find the ROSS Ladybug

Can you find the ROSS Ladybug? It is hiding here somewhere in The Source. Email your answer to info@rossorg.com with subject line "ROSS Newsletter Contest" and you will be eligible to win a special prize (over \$50 value).





Ross Organic
 9770 Bell Ranch Drive
 Santa Fe Springs, California
 90670

Create Fashionable, Fresh, Cutting-edge Formulas



Surfactants, Emulsifiers,
 Polymers, Emollients, Actives,
 Effect Pigments & UV filters



Natural Butters, Oils, Exfoliators,
 Bio-Actives



100% Natural Surfactants



Natural Active Ingredients



B&T Olive Oil based ingredients,
 BioChemica Butters & Oils &
 Photostabilizers



Botanically-derived Ingredients



Natural Emulsifier and
 Delivery Systems



Silicone & Silane Specialties



Sarcosinate Surfactants for
 Enhanced Performance



GEM® Technology



Active Ingredients &
 Innovative Esters



Active Plant Cells



Bio-Active oils, Extracts, Butters,
 Scrubs & Actives from the Amazon



Alternative Preservation
 and Multi-functionals



Global Preservative Blends &
 Alternative Preservatives



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