

Multifunctional
Face Masks

Plump it Up
with Argassential™

Schulke Wins
Patent Protection

Star Wars
Trivia Contest

Winter 2016

R the Source

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ROSS ORGANIC

EPISODE MMXVI

It is a period of slow economic growth. Rebel forces, striking from their Santa Fe Springs base, have won a major victory against the evil Galactic competitors, growing their empire over 25%. During the year-long battle, Rebel sales spies won critical pieces of new business, as the forces worked tirelessly to strengthen internal operations at their armored space station...

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We kicked off our annual company meeting with a Star Wars theme, complete with the opening crawl above and had a lot of fun with it. I even dressed as Rey, and made the rookie Jedi mistake of holding my lightsaber incorrectly. It's a miracle I can still use my right hand.

We took the time to review our 2015 results - an impressive 25%+ growth year. Our team far exceeded the budget. When things are this good, leaders do crazy things like dress in Star Wars garb and use Chewbacca noises throughout their presentation... oh wait, maybe that is just me!

We learned something very important during the economic downturn in 2009 that remains with us to this day - we are fortunate to have this business and growth isn't something to ever take for granted. With this in mind, we can't thank our customers, suppliers and team members enough for their continued support and loyalty. It is their faith and partnership that inspires us to continually do better!

With each year comes great responsibility - to provide our customers with the very best ingredients and service, deliver growth for our valued supplier partners, and foster a working environment for our team members that is engaging, challenging and fun. With our solid operating plan, I'm confident we can deliver on all three fronts. As Obi-Wan wisely said, "In my experience, there is no such thing as luck".

May the force be with all of you in 2016!

-Stephanie



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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.

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Multifunctional Face Masks

The popular Asian trend has arrived in the West

According to Euromonitor International, the Asia Pacific region is expected to make up nearly half of skin care's global sales this year, up from 44% in 2009. And one of the fastest growing product categories in skin care is facial masks. With so many of Korean and Japanese trends making their way to the USA, and the western US specifically, we believe it is only natural that we're starting to see masks as the next big thing. With that in mind, our partners at HallStar have recently launched three new ingredients with specific application in masks. The products were revealed at the InCosmetic Show in Bangkok, held in November 2015.

Please contact us at info@rossorg.com for more information, formulations or samples from HallStar



Plump it Up with Argassential™

We're pleased to introduce a new active designed specifically for lip and skin plumping. Argassential is a new ingredient sourced through BASF's Sustainable Argan Program. The hydro- and lipo-dispersible extract is rich in esterified triterpenes, obtained through supercritical extraction of the argan fruit pulp.

Argassential improves both adipogenesis and collagen I synthesis. Through multi-action stimulation, it is clinically proven to plump the skin and lips, improve firmness and elasticity, and bring back a younger appearance.

Full technical dossiers are available, complete with clinical studies. If you'd like to learn more about this active, request more data and/or samples, please contact us at info@rossorg.com.



Schulke Wins Patent Protection Proceedings

Schulke has reported that they have won a critical ruling regarding patent protection for several of their cosmetic and toiletries preservatives. Among the products protected by this ruling is euxyl® PE 9010, one of the company's core products. The ruling equally confirmed patent protection for schulke's sensiva® PA 20 and euxyl® K 900.

"This decision in favor of our company provides legal certainty for our customers and for us", said Bertrand Masselot, the company's Managing Director.

"Unfortunately, we have felt the impact of the cheaper, lower quality euxyl® PE 9010 knock-offs in our market. We are hopeful this ruling will send a powerful message in our market", said William C. Ross, Founder and Chief Technical Officer of Ross Organic. This ruling is a signal of support of schulke's quality promise and confirms the company's position as a global expert in preservation. "Customers should not take risks when it comes to preservation. It may be tempting to save a few dollars but saving an entire batch contaminated product? It simply isn't worth it".



New Year, New Websites

HallStar has launched a new website, hallstar.com, with new and updated brochures for all product lines, marketing presentations, a formulation finder feature, and an improved sample request platform.



Desert King has launched a new website, desertking.com, that features an excellent corporate video - both educational and informative and it does a great job capturing the feel of what Desert King is all about.

Out and About

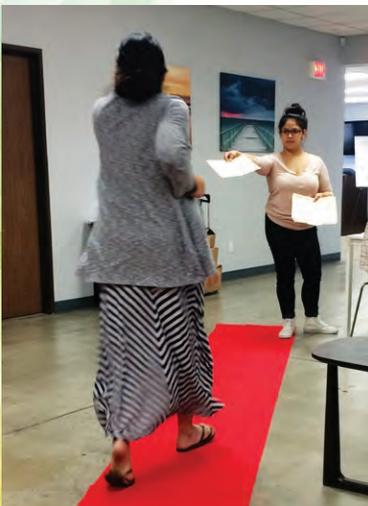
The Fall was one of the best - so many fun company and industry events!



The only time during the year that it's ok to be dressed alike - the SCC Suppliers Day in October



Halloween at the office. Arguably one of the most entertaining days of the year!



The first ever red carpet service awards in November.



Our team at the Botaneco seminar in November



Ali Witwit and Amanda Lee celebrate the sweet year at the annual Holiday party in December

Jana Holley - Technical Sales Representative

Where were you born? **Downey, CA**

What was your favorite subject in grade school? **I don't think there was anything I didn't like. Looking back, I'm wondering if I was kind of a nerd and didn't realize it.**

As a child, what did you want to be when you grew up? **After seeing the movie Space Camp, I was certain I was going to be an astronaut. Now I'm in Technical Sales, that's close, right?**

Favorite Hobbies? **Hobbies? What are those? I have 2 young kids and a career. I'll have to get back to you on that in a few years.**

Favorite Book? **Too many to choose from... The one that is coming to mind at the moment is "This is Where I Leave You." I'm a sucker for witty rhetoric.**

Do you collect anything? **Up until recently no, but as of the last 6 months I've reluctantly started collecting the teeth my daughter has lost. I'm not sure why or what I'm going to do with them, but I'm open to suggestions.**

On the weekend, you will most likely be found... **Hanging with my family.**

What is the most adventurous thing you've ever done? **Bungee jumping in foreign countries. Oh, to be young again!**

What was your last vacation? **We just returned from Denver today (that's pretty recent, right?). Had a great time in the snow, but the temperature was in the teens - brrrrr!**

The last time you laughed out loud. **Today. My youngest is a funny kid.**

If you could have a super-power what would it be? **I would be able to create, grow, and spawn a human. Oh wait, I already have that super-power.**

What is your favorite quote? **"What would you attempt to do today if you knew you could not fail?" - Unknown**

What are you most proud of? **My little family. Kyle, Reese and Avery - they're pretty awesome.**

Something most people don't know about you. **I can speak Bahasa Indonesia and it's a totally useless skill.**

What is your New Year's Resolution? **I really didn't make one. Life can get busy and is full of multi-tasking. I'm trying to do a better job of paying attention to the present and stop my mind from always racing to what needs to be done next. A little more "living in the moment" can do me some good.**



Contest: Star Wars Trivia

Do. Or do not. There is no try.

We've searched the galaxy for some challenging Star Wars trivia. Email your answers to info@rossorg.com. All correct entries will win two tickets to the movies!

1. In how many languages is C-3PO fluent?
2. What is the name of the Wookiee's homeland?
3. Is the word Ewok ever spoken in Return of the Jedi?
4. Which major cosmetic brand created a line inspired by Queen Amidala?
5. Who is older - Luke or Leia?
6. What material is a lightsaber constructed from?
7. Who wisely said "Many of the truths that we cling to depend on our point of view."?





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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



Global Preservative Blends &
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