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SCC Ontario Chapter Meeting

***“Finding Career Certainty
 During Disruption”***

- Marguerite O’Neal

THURSDAY NOVEMBER 7th, 2019

PRE-REGISTER TO SAVE MONEY

If you prefer you can reserve a spot by email. Send us a note that you will be there. We will confirm receipt of your reservation. You can then either bring the payment with you or put it in the mail. Please make your reservation before the Monday prior to the meeting.

Please note:

**Should you register and not attend you will be
 invoiced the meeting fee.**

Students must have their payment in by Monday prior to the meeting. To make your reservation today contact **Rob** at:

rob.castillo@univarsolutions.com or by fax at (416) 740-2227 OR on-line at:
<http://sccevent.coffeecup.com/forms/sccregistration/>

SCC Ontario Chapter Meeting

“Finding Career Certainty During Disruption”

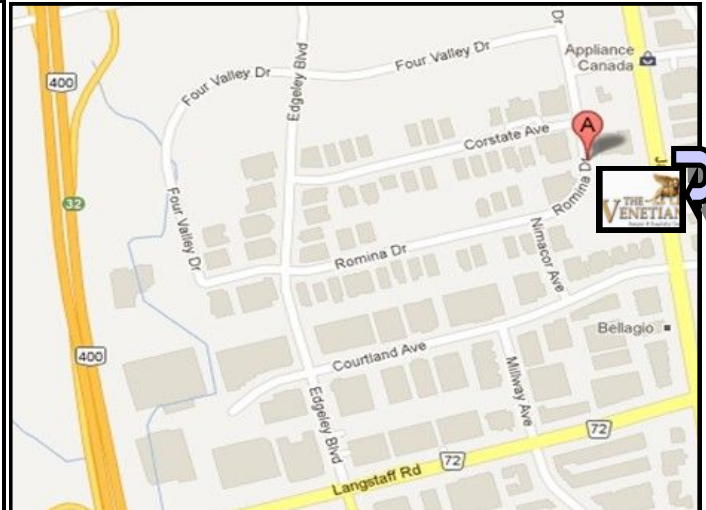
- Marguerite O’Neal

THURSDAY NOVEMBER 7th, 2019

Location: The Venetian Banquet & Hospitality Centre 219 Romina Drive, City of Vaughan, ON, L4K 4V3 (tel: 905-264-9960)

Time: 5:00 Cocktails
6:00 Dinner
7:00 Presentation
8:00 Adjournment

Fees: \$45 pre-paid SCC member
\$55 pre-paid non-member
\$10 pre-paid student
\$60 at the door



Abstract : Finding Career Certainty During Disruption

Marguerite developed *Creative Disruption* as a methodology to challenge and overcome conventional, status quo thinking that is pervasive in the pharma, cosmetics and other OTC industries. The resulting openness to new ideas and growth stimulates innovation and creates value within teams and across organizations. Through Creative Disruption, attendees will learn to embrace what’s coming, create order from chaos and profit from the career possibilities that emerge.

“Leaders that accurately predict the future and adjust their strategy will leave a positive legacy to serve generations to come.” - Marguerite O’Neal

Using a case study of a Disruptor (for example, Amazon), Marguerite will bring to the SCC event a powerful mix of industry know-how and engaging, practical stories from experience.

The host and producer of the popular *Creative Disruption* podcast, Marguerite speaks on change, disruption, leading through change, mentorship of talent and more, and has participated on various panels.

Recent Appearance: **Revolution of Work** at Ryerson University in Ontario, Moderator

Attendee feedback:

-“This for me has been an interesting conversation... An agile workforce requires a massive culture change. ... Leadership is dead.... It has been democratized.... Leadership has changed to empowering you to bring your best to work.” (Fortune 100 Business Leader)

-“You’ve disrupted my thinking. Technology facility and people skills are equally important.” (HR Practitioner)

Bio: A recent student of Harvard Business School’s Clayton Christensen, the world’s foremost authority on disruptive innovation, Marguerite integrates disruptive innovation strategy with advanced neuroscience, behavioral economics and neuroeconomics theory. Marguerite is a CTI® certified coach, with Results Coaching System™ Certification from the NeuroLeadership Institute™, and Licensed, Specialty-Certification as a New Life Story® Wellness Coach. She holds an MA (Leadership) from the University of Guelph and is a graduate of Change Leadership and Executive HR Leadership programs at Toronto’s Rotman School of Management. Marguerite has extensive experience in and a deep understanding of the corporate environment. A former pharmaceutical company executive and business consultant, through her company **Marguerite O’Neal Consulting Inc**, Marguerite applies Creative Disruption in her work to support leaders at every level in industries ranging from pharmaceutical and financial services to manufacturing, IT, and entertainment.

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HOLIDAY DINNER DANCE

On November 29th, 2019, the SCC Ontario Chapter will be holding its 23rd Annual Holiday Dinner Dance at The Venetian Banquet & Hospitality Centre, 219 Romina Drive, City of Vaughan, ON, L4K 4V3 (tel: 905-264-9960)

Start the evening at 6:00 p.m. by enjoying the specialties from the antipasto table. Dinner will follow at 7:15 p.m. SHARP. The dance floor will be open until 1:00 a.m. and you can enjoy a sweets table at 10:30 p.m.

Our “**Toy Mountain**” toy drive is back this year after another HUGE success last year. See details on page 7

Also back by popular demand the music and entertainment of “Matt Dean Productions”!!! www.mattdean.com

The price is \$120 per person*. Corporate tables of 8 at \$960 or 10 at \$1200 are available. Single table of eight minimum. (*Late registration fee applies this year. See page 6)

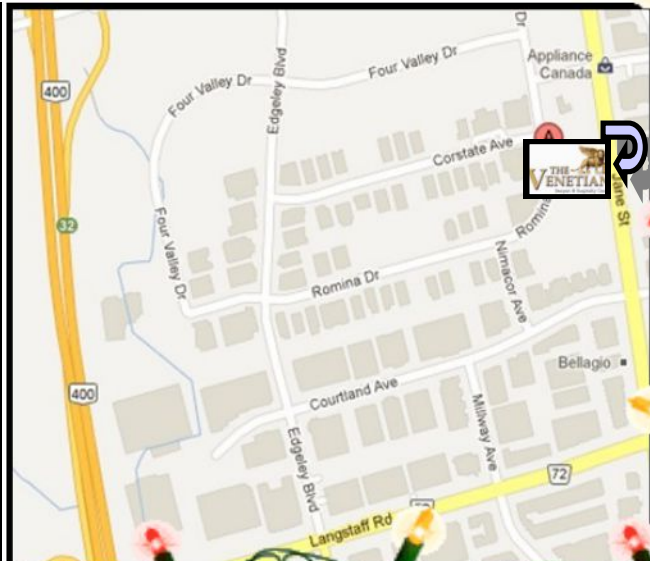
Please RSVP to **Dorothy Maraprossians** by email dorothy.maraprossians@azelisamericas.ca or call 905-601-8766 by November 15th.

Our Holiday Dinner Dance is always a huge success as it gives us all the opportunity to gather together for an informal evening. Mark your calendars now and R.S.V.P. soon.

PLEASE NOTE...this is a first come first serve event!
Attendance has grown each year and space is limited so please book your tables soon!

MENU

Venetian Antipasto Station
Zuppa di Funghi
Cucumber Wrapped Salad
Risotto with Asparagus
Veal Parmiggiana & Scallop
& Shrimp Embrace
Green Beans Red & Yellow Peppers
Roasted Mini New Skinned Potato
Chocolate Tartufo with
wafer in Martini Glass





Holiday Dinner Dance

R. S. V. P.

Friday, November 29th, 2019

*Please reply to Dorothy Maraprossians at 905-601-8766
or email dorothy.maraprossians@azelisamericas.ca
by November 15th, 2019. I/We will be attending,*

Name: _____

Number of Persons: _____

_____ table (s) of 8 at \$960 per table*

or

_____ table (s) of 10 at \$1200 per table*

_____ number vegetarian meals required

Total amount enclosed: \$ _____

Limited Space
REGISTER
Early

*After
November 4th
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**Please make cheque payable to: "SCC Ontario Chapter".
Mail to: 64 Arrow Rd. Weston ON, M9M 2L9**

If confirmation is not received by November 15th, 2019, please contact
Dorothy Maraprossians at 905-601-8766

Please forward confirmation to:

Name: _____

Company: _____

Address: _____

Email: _____

Phone: _____



**Helping to Build
Toy Mountain to
Greater Heights**

*Holiday Dinner Dance
Friday, November 29, 2019
Attention Party Goers*

In anticipation of the upcoming Season, the Ontario Chapter of the Society of Cosmetic Chemists is excited to assist local disadvantaged children and teens have a happier Holiday Season.

We would like to encourage all who are intending to join us at the upcoming Holiday Dinner Dance to bring a new and unwrapped toy of a \$10.00 minimum value to the event.

The toys will be donated to "Toy Mountain", which has been spreading holiday cheer to children for 24 years ! A raffle ticket will be provided to all who donate, which will enter you into a draw for our "Grand Cash Prize"!

Happy Holidays to All from the SCC Ontario Chapter Board Members.





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SCC Membership Dues Renewal

Renewal notices for 2020 were mailed out recently. Final notices will be sent at the end of November. Dues fees are US\$150.00.

Please note you can now
renew **ON-LINE!** Go to www.SCCOnline.org

As a member your login is your email address on file and your password is your two initials in CAPS followed by your membership number.

Members who do not renew by
December 31st will be made
inactive.



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Education Day 2019 Recap



We had an excellent turn out for Education Day 2019 with this years speaker and presenter for the day **Mr. Joe Dallal** from Ashland Specialty Ingredients. The theme and presentation for the day was “*Skin & Hair Cosmetic Science: from basics to cutting edge*”. As most of you know Joe brings with him many years of experience in both the haircare and skincare fields.

Joe started the day with an overview of Hair Chemistry and Physics. He delved into what are its functions and properties and especially what do consumers do to it and with it? As we know this includes many things... cleanse, cleanse & deposit, condition — rinse-off and leave-on; style, hair spray, strengthen, color, bleach, hot Iron, etc. His love of hair and his salon experience was very evident as he went into great detail on styling chassis, hair spray, treatments, leave-ons etc.

After the lunch break Joe started into the “Skin” side of his talk beginning with morphology, then body/face/hand wash, cremes & lotions— soap and nonionic emulsions. He went on to discuss lamellar gels, moisturization, and Rheology as well as building barrier strategies, and measurements related to consumer organoleptics.

Finally, the day ended with preservation of products. Where do contaminants come from, before the product gets into the jar/container? How important is a PET? Why does pH and available water make such a difference...and much more.

It was a great day and well received by all who attended whether you were a brand owner, marketing person, stylists, chemists, biologists, project leader, sales person or somewhere in between!

Joe’s industry experience has involved developing Hair Care formulations, processes, and evaluation/claims at such companies as Redken, Zotos, and then **Ashland Specialty Ingredients** where he continues the art and science of formulation, presentations of new technology, claim substantiation methods, Brainstorming and Innovation with clients around the world, INDIEs to MNCs.



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SURVEY SAYS...

Please keep an eye out for our “**post meeting**” opinion surveys following our Chapter meetings and special events. Each year the **Ontario Chapter** is privileged to host many fine speakers and we would like to recognize them for their efforts. Following each meeting attendees will receive a **very short survey** asking to rate the speaker. Responding gives you a chance to win a \$25 gift card!

At the end of the year we will tally the results and present one of them with an award as “**Speaker of the Year**”.

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Throughout the year many of our members change jobs or relocate and forget to notify the National Office. Without notification, these members may not receive important mailings and eventually are made inactive. If you know of someone who has moved, please ask them if they have contacted the National Office regarding their address change.



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JOB SEARCH

WHO WE ARE

Our Brands: The Estée Lauder Companies Inc. is one of the world's leading manufacturers and marketers of quality skin care, makeup, fragrance and hair care products. The company's products are sold in approximately 150 countries and territories under brand names including: Estée Lauder, Aramis, Clinique, Prescriptives, Lab Series, Origins, Tommy Hilfiger, M·A·C, Kiton, La Mer, Bobbi Brown, Donna Karan New York, DKNY, Aveda, Jo Malone London, Bumble and bumble, Michael Kors, Darphin, Tom Ford, Smashbox, Ermenegildo Zegna, AERIN, Tory Burch, RODIN olio lusso, Le Labo, Editions de Parfums Frédéric Malle, GLAMGLOW, By Kilian, BECCA, and Too Faced. For fiscal 2019, net sales were \$14.86 billion and operating income was \$2.31 billion.

Our Heritage: Since Estée Lauder founded our Company in 1946 with four cosmetics products and unlimited dreams, we have grown virtually every year on the key principles she established: creativity, innovation and entrepreneurship. The Estée Lauder Companies are committed to building world-class brands by developing talented people. We champion a professional organization that emphasizes excellences at every level. Our people are our greatest asset and the success of our company is the result of the talent, passion, and vision of our creative and highly dedicated employees, who set a global standard for innovation, service and quality. The Canadian Supply Chain and Canadian Innovation Centre is at the core of that innovative spirit. (<http://www.elcompanies.com/who-we-are/the-lauder-family>)

Our Culture & Values: Our culture is often described as a rare mix of family values with a high-performing public company with a mission of "Bringing the best to everyone we touch and being the best in everything we do. This unique mix translates into a caring, collaborative and compassionate workplace that is also demanding – with a competitive spirit that is a powerful source of motivation. Above all else, there is a focus on long-term, sustainable growth which engenders loyalty and commitment from internal and external stakeholders. We are a values-driven organization. Our actions are rooted in the Lauder Family values of respect for the individual, uncompromising ethics and integrity, generosity of spirit and fearless persistence. Building on these core values we also abide by the following principles: <http://www.elcompanies.com/who-we-are/culture-and-values>.

To learn more about our unique corporate culture in Canada, please visit LinkedIn.

POSITION SUMMARY

The Manager of Global Regulatory Affairs will be responsible for the management of the Canadian Regulatory Department to meet business objectives regarding new product and market launches, department resources, liaison with other internal departments, and planning resources for future activities.

Key areas of oversight include:

- Global Product Registration
- Health Canada Site/Product Registration Requirements
- Regulatory Reviews/Ingredient Label Development
- R&D Collaboration
- Employee Management, Coaching and Development

BASIC QUALIFICATIONS:

- Bachelors or Masters Science degree in a relevant scientific field (e.g. chemistry, biology, etc.)
- Post-graduate certification in Pharmaceutical Regulatory or Cosmetic Science an asset
- 10+ years' experience in Canadian Regulatory Affairs, including a thorough understanding of the Canadian *Food & Drugs Act* (experience with cosmetics, OTCs and/or NHPs preferred)
- Working knowledge of Health Canada Site and Establishment Licensing processes and API requirements an asset

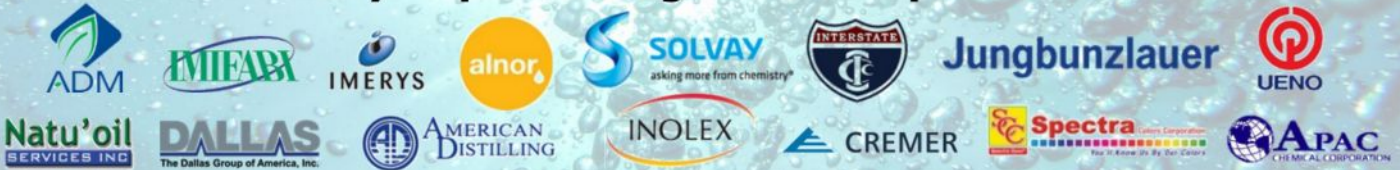
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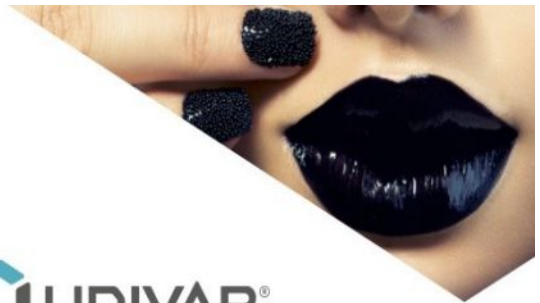
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Interested in receiving periodic emails to keep you up to date on your SCC Ontario Chapter, including newsletter notifications? If so please visit the following link to register your email address;

Register Now!

Click Here 

Please note your email information will be used for SCC information purposes ONLY!

Programs and Privileges

Journal - Membership includes subscription to the Journal of Cosmetic Science, the Official Journal of the Society of Cosmetic Chemists. The Journal contains technical papers on topics of interest to cosmetic scientists and is distributed six times per year.

Meetings & Seminars - The Society holds its Annual Scientific Meeting each December and its Annual Scientific Seminar each May. The Meetings and Seminars provide a forum for an exchange of current findings and technology on topics of global interest in cosmetic science.



Continuing Education Programs - Our CEP Programs are short courses taught by practicing cosmetic scientists and perfumers, all acknowledged experts in their disciplines.

Chapters - Each member is assigned to one of seventeen Chapters throughout the United States and Canada, according to his or her geographic location. Chapters hold local scientific meetings throughout the year, and many publish their own newsletters.

I.F.S.C.C. - The Society of Cosmetic Chemists is one of 42 member organizations within the International Federation of Societies of Cosmetic Chemists.

The Challenges of formulating natural cosmetics

by Perry Romanowski

Clean Beauty is all the rage these days and it can be directly related to the difficulties in formulating natural cosmetics. Although there are not actually any cosmetics that I would consider natural (there is no lipstick bush) some things are seen as more natural than others. Ingredients that are obtained from plants or chemically modified from plants or chemically identical to plant ingredients are considered by some people "natural."



The problems with formulating natural

However, there are some significant challenges to formulating natural. It was these problems that led to the creation of this new niche called Clean Beauty. Some of the problems are as follows.

There aren't many natural ingredients

First, when you commit to formulating natural you've significantly reduced your formulation options. The INCI dictionary lists about 22,000 different chemicals that can be used in cosmetics. Maybe 10% of those would be considered natural. Now, most natural standards groups and retailers solve that problem by just making exceptions and letting formulators use synthetic ingredients that seem natural so it expands the actual ingredient pallet. However, if you're being a natural purist there aren't many things you can use.

The natural options don't work as well

Another problem with natural formulating is that the ingredients you are restricted to are not the best functional ingredients. As an example, if you wanted a truly natural, from the planet cleansing surfactant, you're only real choice is a saponin from the berries of a soapnut tree. These are not nearly as effective as synthetic surfactants and they're hard to work with. And consider colorants. There are very few truly natural colorants that have been approved by the FDA. I saw a blog post where they went through and listed all these extracts and the different colors you can get from them. But you know what? In the US it is illegal to use most of them for the purpose of coloring your product. There are less options and they don't work as well.

The supply is inconsistent

And even if you find a natural ingredient that works great, you can't necessarily count on always being able to get that ingredient. I know in the recent past there was a significant problem with the yearly jojoba crop and getting jojoba oil was a challenge for many brands. If you are a smaller brand and there is a problem with any crop, you could be out of luck for getting a supply. Or you might get an ingredient that worked one way one year but the growing conditions made it such that you got an ingredient with the same name that didn't work the same way.

Natural ingredients are harder to work with

When you formulate natural your limited in what you can formulate with and it is particularly difficult in terms of preservation. Natural ingredients are more prone to contamination than synthetic ingredients. That's what happens when you leave something outside and exposed to the natural environment. And there are just not many options when it comes to formulating using only natural preservatives. Sometimes you just can't get a preservative that is effective enough.

Continued on page 19

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Natural fallacy

Natural marketing is based primarily on fear and the natural fallacy. Marketers of these products want people to believe that things that are natural are safer for you. They want people to believe that things that are natural work better. Unfortunately, or fortunately depending on your perspective, neither of these things are necessarily true.

Natural is not more safe

It certainly isn't true that natural things are safer for you. Safety of an ingredient has nothing to do with whether it is natural or not. Certainly there are safe natural ingredients. But there are also unsafe natural ingredients. Who wants to take a blob of poison if extract and rub it on their skin? In fact, if you look at the ingredients that cause the most skin reactions, they are normally natural or naturally derived ingredients.

Natural lacks performance

It is also not true that natural products work better. And this is probably the number one reason for the rise of Clean beauty. While people can be fooled into believing that their naturally derived ingredients are safer for them. Safety is not something you can actually see or experience in any immediate way. Performance, on the other hand is something you notice right away. It's easy for consumers to tell when a product isn't working as well as they expect. Consumers can tell when a product feels bad on their hair or it feels more irritating on skin. When it comes right down to it, consumers want products that work. They might say they want "natural" and environmentally friendly products, but what they really want are products that are effective and fun to use.

Natural has no legal definition

Another problem with the marketing term natural is that the regulators in the US have added to the confusion. The term natural has no legal definition. In the US, pretty much anyone can call anything they want "natural." At least according to the FDA.

FDA on Natural

This is taken from the FDA website in regards to the question of natural.

"FDA has not defined the term "natural" and has not established a regulatory definition for this term in cosmetic labeling. FDA also does not have regulations for the term "organic" for cosmetics. The U.S. Department of Agriculture (USDA) regulates the use of the term "organic" for agricultural products under the National Organic Program (NOP)."

So if you're marketing is good enough you'll be able to find consumers who want the product. Brands that use standard technologies can legally claim that they are natural. And I suppose that since there isn't any proof of something "supernatural" they might have a point.

But things have changed a little bit recently due to actions by the FTC, which is the Federal Trade Commission. In 2016, they filed suit against 5 cosmetic companies for making misleading claims about their natural cosmetics.

FTC Action

The FTC said they still don't have a definition for natural however, if you are going to make the claim "100% natural" or "All natural" then you can't have synthetic chemicals in your products. They made it clear that marketers who made those specific claims should not use synthetic chemicals.

The wording of the claims matters a lot. I would recommend you avoid claims like "all natural" and "100% natural" until the FTC clarifies what those terms mean.

Just so you know, in the US you don't only risk government action. You also risk being sued by any consumer or lawyer who thinks that your natural product isn't natural enough. The brand Tresemmé was sued for their natural product because it contained synthetic chemicals. They ended up settling the case for \$3.2 million and have stopped selling the naturals line. This is a real risk for brands trying to claim natural. You really need a rationale for why your product is natural.

And if you use the term "organic" in your product, watch out for lawyers from California. In that state they have a rule governing the term organic and a number of beauty brands have been sued or fined because they used the term "organic" in their marketing. Brands like Babyganics, JASON, Avalon Organics, and Organix have all had lawsuits brought against them. Some have settled while others have changed their marketing. Unless you get certified, don't use the term "organic" in your marketing.

Now with these murky regulatory rules and since performance of natural cosmetics was a problem, marketers needed a new way to talk about this space. It is still pretty easy to convince consumers that natural things are more safe, so some clever marketers got the idea to create this new category of Clean Beauty. Clean beauty embraces all the fear motivating natural beauty without the performance deficits or the worrisome government regulations. We'll cover what that means in a future blog post.

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Value In Every Drop

Your Pet Cat May Be a Bit More Dangerous Than You Think

Did You Know?

Cat scratch disease (CSD) is an infection resulting from a scratch or bite of a cat (or, in rarer cases, dogs or other animals). It is not the same thing as Cat Scratch Fever, an album by Ted Nugent, although CSD can cause a fever, as well as swollen lymph nodes, lethargy, [neurorretinitis](#) and headaches.

CSD is the result of an infection by *Bartonella henselae*, a bacterium commonly transmitted to cats via the [cat flea](#) (yes, cats and dogs usually have different fleas). Rarely, ticks and [spiders](#) can also carry the bacterium, and transmit it directly to humans.

Kittens are more likely to carry *Bartonella henselae* than adult cats due to their underdeveloped immune systems, and are much more likely to bite or scratch their owners while learning how to play gently. But anyone who is exposed to cats of any age should take care to clean any wounds well to avoid risk. *Bartonella henselae* can also be transmitted to humans via [cats' saliva](#), so as sweet as it may seem that Fluffy is licking your wounds for you, probably best to wash it and wear a Band-Aid.

For veterinarians, CSD is actually considered an occupational hazard. Vets are frequently in close proximity to many cats, oftentimes cats that are acting aggressively and are more likely to bite or scratch. [One study](#) found *Bartonella* DNA in 32 of the 114 veterinarian patients they tested.

CSD is diagnosed via [blood test](#), or simply by considering the symptoms of the patient, the most obvious of which is a swollen blister or sore and red area surrounding the infected bite or cut. Those who are [immunocompromised](#) (such as patients with HIV), very young or very old are more likely to be infected, and rates of infection generally increase during spring in North America, likely due to the birth of many new kittens.

So while they may be as cute as anything, cats do still pose a risk to their owners, and not only because they may destroy your favourite furniture.

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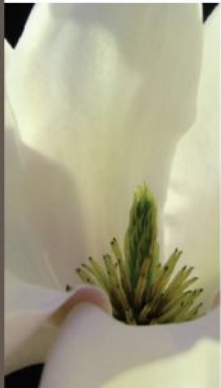
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NEWSLETTER POSTING DATES FOR 2019

Here are the dates for 2019 that the Northern Highlights Staff plan to post the 5 newsletters for the year;

- ◆ January 21st
- ◆ February 19th
- ◆ May 2nd
- ◆ August 22nd
- ◆ October 10th



(or as close as we can get)

Should posting dates change throughout the year the most up to date list can be found at;

<http://www.ontarioscc.org/newsletters.htm>



Presenters Welcome!!!



The SCC Ontario Chapter board is currently accepting submissions for presentations! Interested parties can submit a presentation abstract and a biography. Your talk may be accepted for either a Chapter meeting or Education Day.

Please send all enquiries to Andy Halasz (speaker coordinator) at

bhalasz39@gmail.com

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The SCC Ontario Chapter would like to take this opportunity to thank all of our sponsors for the 2019 Newsletters. Now is the time to request advertising for the year 2020. We will be maintaining our rates for 2020. The rates as listed will include a minimum of 5 issues of our newsletter.

All fees will be due by December 31, 2019 and must be received in order to be included in our January 2020 issue.

Since the newsletter is offered in an electronic Adobe format, we prefer colour versions of your ads as they will translate much better and stand out to the reading public.

If you are a new company looking to advertise with us, please submit the registration form found below. Currently we have a waiting list for new advertisers and preference will be given to those currently on the list. When spaces open up you will be notified and given the option to submit your ad.

If throughout the year you would like to replace your ad with a more recent version this can be done at any time. The ad will be changed in the next issue of the newsletter. Newsletter posting dates can be viewed at;

<http://www.ontarioscc.org/newsletters.htm>

Please make all payments to the "SCC Ontario Chapter" and send your ad to Vera Matovina.

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UPCOMING EVENTS

November 7th, 2019 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— “Finding Career Certainty During Disruption.” - Marguerite O'Neil
November 29th, 2019 The Venetian, Vaughan ON	Holiday Dinner Dance
February 6th, 2020 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— TBA
March 10th, 2020 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— TBA
April 8th, 2020 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— TBA
May 28th, 2020 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— TBA
September 24th, 2020 The Venetian, Vaughan ON	Education Day
November 5th, 2020 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— TBA
November 27th, 2020 The Venetian, Vaughan ON	Annual Holiday Dinner Dance
February 4th, 2021 The Venetian, Vaughan ON	SCC Ontario Chapter Meeting— TBA



ONTARIO CHAPTER SCHOLARSHIP PROGRAM SOCIETY FOR COSMETIC CHEMISTS

The support of Cosmetic Science Education and Research are central to the goals of the Society of Cosmetic Chemists (SCC). The Ontario Chapter has developed a Scholarship Program available to students planning to complete cosmetic science research in Canada. In the past, the \$1000.00 award has been presented to students from Seneca College, University of Toronto, University of Waterloo, University of Guelph and McMaster University. The program began in 2003 and over 20 students have received awards.

Interested students are invited to submit a brief one page outline to Dennis Zuccolin, Director of Scholarships at dzuccoli@estec.ca. The scholarship applications will be reviewed by the SCC Ontario Chapter Board members. Students awarded a scholarship can also apply for additional support (up to \$1000.00) to cover research and development costs, training and conference expenses.

The Ontario Chapter has supported the Seneca College Cosmetic Science Program and students by providing several scholarships. Students of the Seneca School of Biological Science and Applied Chemistry will also be supported with a new award starting in the current school year.

Successful scholarship and award candidates are encouraged to attend SCC meetings, volunteer at events, collaborate with members, prepare a poster presentation, write an article for the newsletter and make an oral presentation on their research at a chapter meeting.

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MEMBERSHIP

For those who would like to become members, yearly fees are \$150 US. Applications are available from your Executive Committee or on-line at;
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