



NORTHERN HIGHLIGHTS

The SCC Ontario Chapter's Newsletter



April 2022

Volume CIII

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IN THIS ISSUE...

- SCC ONTARIO CHAPTER MEETING..... page 1,2
- SENECA CAPSTONE PROJECTS AND WINNERS 2022..... page 5,6
- REGULATORY DAY RECAP..... page 9
- "Naturally Derived Rheology Modifiers and Emulsion Stabilizers"...page 12
- MEMBER SPOTLIGHT..... page 13
- DID YOU KNOW?..... page 18
- UPCOMING EVENTS..... page 22

SCC Ontario Chapter Meeting

"Upcycled actives that go beyond sustainability and provide great efficacy"

- Léo Lienard

THURSDAY MAY 26th, 2022

PRE-REGISTER FOR THIS CHAPTER MEETING

As this meeting is an "in person" event simply click on the button below which will take you to our registration page. You can then either bring the payment with you or request a PayPal link from rob.castillo@univarsolutions.com Please make your reservation before the Monday prior to the meeting.

**Click Here
To Register**

SCC Ontario Chapter Meeting



“Upcycled actives that go beyond sustainability and provide great efficacy”

- Léo Lienard

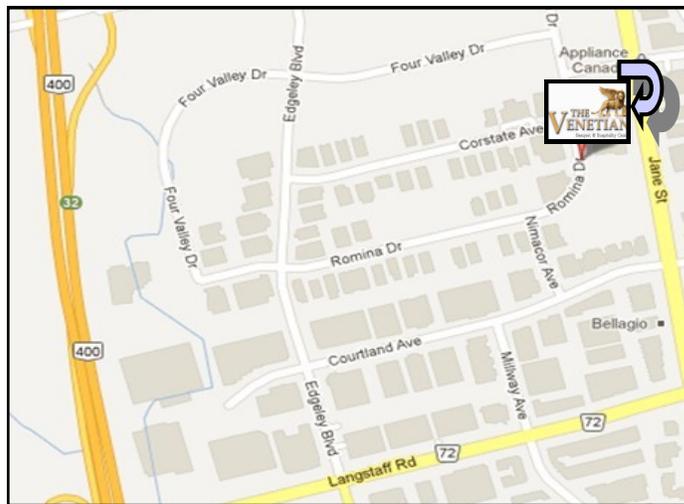


THURSDAY MAY 26th, 2022

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: \$60 pre-paid SCC member
\$70 pre-paid non-member
\$30 pre-paid student
\$75 at the door



Abstract

Upcycled actives that go beyond sustainability and provide great efficacy

Earth Overshoot Day marks the date when humanity’s demand for ecological resources and services in a given year exceeds what Earth can regenerate in that year. In 2021, it fell on July 29. Sustainability has been a hot and important topic in personal care. Consumers are increasingly demanding products which care for the environment and/or society as well as satisfying personal care needs, and retailers and governments are applying pressure on brands and manufacturers to act. These trends and needs have prompted the personal care industry to develop more sustainable solutions while keeping the same level of biological and clinical performance. Upcycling is one of the solutions for sustainability and we can capitalize on our experience with common sources, such as Avocados, to continue growing a new sustainable supply chain around more exotic plant species, such as passionfruit, maca and lupine. We are harvesting the known traditional benefits of these botanicals to produce high performing actives for skin and scalp. Join us for an in-depth discussion surrounding Upcycled actives that go beyond sustainability and provide great efficacy in Cosmetic chemistry.

Bio Léo Lienard

Léo is a Product Manager for Nutraceuticals, as well as an Area Manager for APAC and North America at Laboratoires Expanscience. He graduated in 2017 with a double Master of Science degree at the ENSCP (National Chemical Engineering Institute in Paris, France) as well as at the Royal Institute of Technology in Stockholm, Sweden. He started at Laboratoires Expanscience as a Product Manager intern in 2016, then went on a mission in 2019 as a Product Manager and Inside sales for the North American Market in NYC for a year and a half.



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Membership 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. 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 nineteen 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.



Seneca Capstone Projects 2022

2022 had a new normal for students and staff at Seneca. We could meet in person but had to be fully vaccinated and wear masks. This was also the first year that 7 students failed to return for their last semester. We also had 2 students that were still working at their work placement and had non-compete rules.

For the Capstone projects, we had 3 small companies and a Seneca project. The teams varied in size but all managed to blow the judges away with their abilities to create a product and do all the support work in 13 weeks!

This year's projects were a Rinse Free Shampoo for Beaut, a Moisturizing Shampoo for Blumseed, a Corrective Complex Serum for Plushura and a Hydrating Lotion for Seneca. Two teams were allowed in the lab at their appointed time. The company teams held regular meetings with their company contact. With smaller teams they still managed to overcome challenges and amaze the judges!

We were again supported by our distributors with samples, Ellis Packaging with cartons and Stickerbeat with labels. A very large thank you to the companies that sponsored this year's awards!



The judges had a very difficult time choosing a winning team this year as two teams were equally amazing in their minds. The Winning Teams this year were Beaut and Seneca.

The Beaut Team was: Rita Veseli - Project Manager, Leah Gamble – Marketing, Nazafarin Asadollahnejad – Formulation, Tracy Luc – Packaging, Erika Laura Hao – Regulatory, Hind Al-Shamali – Quality.



The Seneca Team was: Samirah Ajward –Formulation and Packaging, Shazmin Issani – Marketing and Quality, they shared duties for Project Manager and Regulatory.

Thank you again to all the companies that generously support the Seneca Cosmetic Science Certificate program. You generously send samples and give of your time with lectures, webinars and guiding the students. We greatly appreciate everything you do!

Seneca is looking for companies to partner with for Capstone projects in 2023! We will be running 2 Capstone project sessions, one from January to April and the second from May to September. If you are interested or know someone that would be interested, please contact: Sharon Robertson at Sharon.robertson@senecacollege.ca

continued on next page

Seneca Capstone 2022 Winners and Sponsors

Capstone Projects 2022 Awards

- Project Manager - Eugene Maninang, Sponsor: IMCD
- Marketing – Leah Gamble, Sponsor: Quadra
- Formulation – Nazafarin Asadollahnejad, Sponsor: Dempsey
- Packaging – Samirah Ajward, Sponsor: Vivachem
- Regulatory – Erika Laura Hao, Sponsor: IMCD
- Quality – Shazmin Issani, Sponsor: Essential Ingredients
- Team – Beaut and Seneca, Sponsors: Azelis and Seneca



Seneca



Watch Video

SCC/Seneca Capstone and

Applied Research Presentation

Thursday April 21 from 4 p.m. – 5 p.m.

Learn how Seneca is providing hands on experience for their students while supporting small and medium size companies in the cosmetic industry.

SENeca APPLIED RESEARCH

Goal: To provide innovative solutions to a specific real-world challenge posed by an industry or community partner

- Helps refine or enhance existing products, processes or services
- Uses scientific methods and an iterative approach to solve challenges
- Actionable, commercially relevant deliverable
- Opportunity for student research assistants to work on collaborative research projects

Seneca INNOVATION

Applied Research Summary 2020-2021

- 53 APPLIED RESEARCH PROJECTS
- 49 FACULTY INVESTIGATORS
- 100 STUDENT RESEARCH ASSISTANTS
- \$2,477,017 RESEARCH FUNDING

Seneca

Seneca

SCC/Seneca Capstone and Applied Research Presentation

April 21, 2022

SENeca CENTRE FOR INNOVATION IN LIFE SCIENCES

Seneca INNOVATION

What is SCILS?

- Life Sciences – Diagnostics and Cosmetic Science
- Dedicated funding for collaborative research
- New projects can start quickly with no additional grant applications
- R&D solutions for industry partner challenges
- 3:1 grant leveraging

What we do?

- Product formulation
- Assay development and validation
- Method development and process optimization
- Product stability enhancement and testing
- Quality controls and regulatory affairs

Seneca

PLUSHURA: About Us

- Plushura is an independent, Toronto-born brand, certified in making holistic and conscious crafted skincare products that are vegan, paraben-free and most importantly cruelty-free.
- The company is rooted in self-care, a passion for mindfulness and a commitment to natural skin health.
- Plushura collaborated with Seneca Capstone's group to formulate a corrective complex serum that contains vitamin C, adaptogenic herbs and natural ingredients. This serum will help reducing the appearance of dark blemishes and dark spots, while also even out the skin complexion.

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Seneca

Blumseed

We believe that black, brown and all shades in between women have uniquely beautiful scalp and hair deserving of indulgent beauty and the experience of beauty.

Welcome back to hair love!

Seneca

PLUSHURA

- **Product Name:** C-10001 Corrective Brightening Serum
- **Key Ingredients:**
 - Aloe botanical and adaptogenic herbs
 - Vitamin C (two forms)
- **Claims:**
 - Helps fade, treat and prevent blemishes
 - Vegan
 - Reduces the appearance of dark spots, pores and evens out skin tone
- **Target:**
 - Upper Middle-class women
 - Older Gen Z and younger Millennials
 - Active on social media
- **Cost:**
 - \$201 CAD
 - \$5.99 CAD
 - \$44 CAD

Seneca



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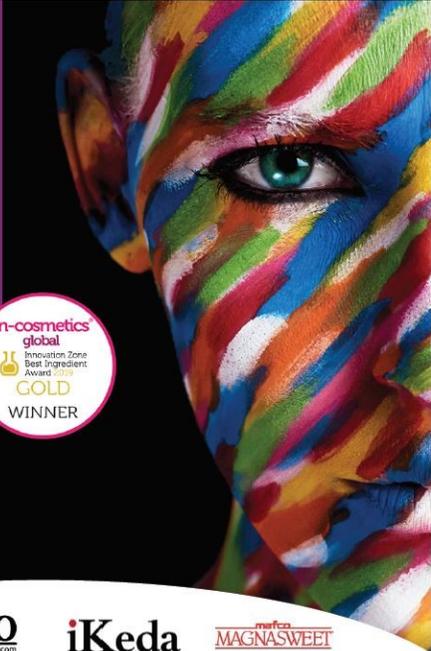
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March 10th Regulatory Meeting Recap



The SCC Ontario Chapter was happy to host another Regulatory Update Meeting again this year as we are seeing an ever increasing need to have more frequent meetings to inform members of the ever changing regulatory landscape. We were very pleased to have as our moderator for the nearly 4 hour session Mr. Beta Montemayor who masterfully presided over the days varied topics and presentations. We greatly appreciate and thank Beta for his involvement as he definitely contributed to the success of the event.

As noted the topics were varied, relevant and very detailed. The presentations were as follows;

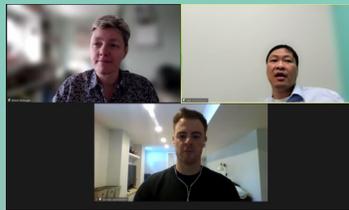
- **Updates on Self Care Framework (SCF) – Natural and Non-Prescription Health Products Directorate (NNHPD), Health Canada**—Matthew Bown (Senior Policy Analyst, Consumer Health Products Modernisation Team)
- **Update on Revised – In Commerce List (R-ICL) and Nanomaterials Risk Assessment Framework and TiO2/ZnO Survey Activities – Safe Environments Directorate, Health Canada** -Alison McLaughlin (Manager, CEPA New Substances Assessment Division) and Djordje Vladisavljevic (Section Head, Nanotechnology Section) [Nano Updates]
- **Environmental Updates – Risk Management Activities (VOCs, Triclosan and Microplastics) – Industrial Sectors and Chemicals Directorate, Environment and Climate Change Canada**—Mary Ellen Perkin (Manager, Consumer and Cleaning Products)
- **Cosmetic Ingredient Hotlist Updates – Consumer and Hazardous Products Safety Directorate, Health Canada**—Nicholas Shipley (Manager, Risk Management Strategies Division) and Antonia De Jong (Regulatory Policy and Risk Management Officer, Cosmetics Unit, HECS)
- **Zinc Oxide – A Balanced Approach to Coral Reef Safety**— John Gormley, Director of Regulatory Affairs at Grant Industries, Inc



Download the presentation

R-ICL Priorities for the remaining 2091 R-ICL substances:

Goal	Strategic Activities
Complete future 571 surveys to determine which substances are in commerce	Commercial status, use and volume are unknown for many substances on R-ICL, hence surveys are needed
Conduct Research and Risk Assessment	To support risk assessment of substance found to be in commerce, there will be a continuing effort to scan public literature and research that supports scientific risk assessments
Leverage Existing Substances Assessments	The results of existing substances assessments that included R-ICL substances will inform next steps
Inform Stakeholders	Stakeholders who might be impacted by updates to R-ICL, including the removal of substances from the R-ICL, will be notified in advance through notices in the Canada Gazette or through direct communications from the program
Clarify Regulatory Status	Removing substances from the R-ICL clarifies their regulatory status, and is efficient and cost-effective for government. Elimination of the R-ICL is the ultimate objective.



Update on Nanomaterial Assessment under CEPA
 March 10th 2022
 Society of Cosmetic Chemists (SCC) – ON Chapter –
 Regulatory Update Meeting

Djordje Vladisavljevic
 New Substances Assessment and Control Bureau
 Health Canada



**ENVIRONMENTAL UPDATES :
 RISK MANAGEMENT ACTIVITIES
 UNDER CEPA**

Society of Cosmetic Chemists
 March 10, 2022
 Products Division
 Environmental Protection Branch

Ingredient 1

Name (required)

May Contain

Range Code
 Select Range Code

Lower Concentration % (number between 0 and 100, format: 99 or 99.999999) (required)

Upper Concentration % (number between 0 and 100, format: 99 or 99.999999) (required)



Healthy Coral

Coral polyp is an Animal that hosts Algae

Symbiosis makes a coral reef unique

Reef building corals contain photosynthetic algae that live in their tissues.

Coral provides the algae with a protected environment and compounds they need for photosynthesis. Algae produce oxygen and help the coral to remove wastes. Algae supply the coral with sugars and amino-acids, from photosynthesis. The coral uses them to make proteins, fats, and carbohydrates, and produce calcium carbonate.

They together recycle nutrients in nutrient-poor tropical waters. Up to 90 percent of the organic material photosynthetically produced by the Algae is transferred to the host coral.

Symbiosis is the driving force behind the growth of coral reefs.

Zinc is an essential nutrient to both species.



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Naturally derived rheology modifiers and emulsion stabilizers

Modern-day formulators relied on polymers to stabilize o/w emulsions much more than surfactants. The introduction of polyacrylic acid-derived polymers many years ago enabled formulators to develop stable emulsions with minimal effort. In reality, formulators used polymers as their primary stabilizers, and they selected the surfactant and esters to tailor the texture and sensorial properties of emulsions. In fact, polyacrylic acid-based polymers enabled steric stabilization of emulsions due to their anionic charge and contributed to the entropic stabilization due to their ability to bind water very efficiently. The art of formulation using the concepts of Hydrophilic Lipophilic Balance (HLB) was almost extinct and was replaced by the fast-paced polymeric stabilization.

In recent years, consumers have been driving the trend of naturality demanding manufacturers to formulate their products with naturally-derived ingredients rather than fossil-based ones. This push towards naturality is forcing formulators to remove their fossil-derived polymers and replace them with naturally-derived counterparts. At the same time, formulators are also replacing their efficient polyoxyethylene-based (POE) surfactants with polyglyceryl based ones, as POE is no longer in vogue with some consumer groups. One can say that formulators who have been spoiled for many years with ease of formulation and guaranteed stability outcome are faced with one of their biggest challenge in recent memory.

The search for an identical, naturally-derived replacement of polyacrylic acid-based polymer has created a frenzy among finished-goods companies and raw material suppliers to try to fill the gap. The first instinct was for formulators to go back and rely on the good old stand-by, xanthan gum. Xanthan is produced by fermentation, so it is considered naturally-derived. It is used in relatively low concentrations and has good yield value. Although xanthan gum has many good attributes, it still has several draw backs. First, its impact on viscosity is minimal and does not build it efficiently. Second, it adds a negative slip and tack to formulations that is quite undesirable. Third, its effect on stability is positive but not quite as good as polyacrylic-based polymers. Formulators need to make several trials before achieving good stability with xanthan gum.

Another stand-by ingredient is starch. Starches have been used to thicken and generate yield in emulsions for many years. An example of a commonly used starch is hydroxypropyl starch phosphate. Starches typically work through a wide pH range (3-9) and have good salt tolerance. However, starches are not efficient thickeners as they have to be used between 1 and 4% w/w in the emulsion to impart stability. When a high level of polymer is used in emulsions it not only reduces the available water for the surfactant to behave properly but it also imparts a certain texture to the formulation which might not be very desirable.

Recently, several companies introduced a variety of gums to stabilize emulsions. Most recently Diutan gum was introduced. Diutan is a high molecular weight polysaccharide (5 MM Dalton) with a relatively low charge density on the backbone. The backbone is made up of four-sugars, namely glucose, glucuronate, glucose and rhamnose and a two-sugar side chain of rhamnose. Diutan seems to be electrolyte tolerant and builds higher viscosities than xanthan gum when combined with a low level of electrolytes. However, it does not build enough viscosity on its own based on literature.

Continued on page 15

MEMBER *spotlight*

Enquire Now

The SCC Ontario Chapter has many members with diverse backgrounds so we think its time we featured some of those members! If you would like to be interviewed and featured on the SCC National website please contact us. Click below to see the types of questions and current featured members.

<https://www.sconline.org/About/In-the-News/Member-Spotlight>



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Several manufacturers tried combining several natural gums to achieve good emulsion esthetics and stability. One manufacturer combined xanthan gum, with sclerotium gum, and pullulan. Other manufacturers are combining acacia and gellan gum, xanthan and guar gum, as well as acacia and xanthan gum. Such combinations could be good options, but finished-goods formulators tend to lean more towards single ingredient substitutes as they do not crowd the ingredient label and offer greater flexibility in formulation. In addition, many of these combinations have similar esthetics and do not offer a robust stability profile.

More recently, a new grade of cellulose gum was launched. This type of cellulose can suspend and has a yield value which separates it from common cellulose gums. This readily biodegradable polymer was used in stabilizing O/W emulsions made with organic sunscreens as well as inorganic sunscreens. In one example, formulators were able to develop an O/W inorganic sunscreen formulation containing 20% w/w zinc oxide. The polymer showed great synergies with currently available, naturally derived polymers like xanthan gum and hydrophobically modified hydroxyethylcellulose. In addition, the polymer appeared to yield viscosities similar to the one achieved by polyacrylic acid when used alone or in combination with other naturally-derived thickeners.

As a formulator, I am still hopeful in finding an exact replica of a polyacrylic acid type polymer that is naturally derived, biodegradable, efficient, low cost and with good esthetics. At one point reality will sink in, and will realize that such polymer will not exist. The mere fact is that the chemical make-up of the backbone of the polymer will be different, and unlike polyacrylic-acid based polymers, the natural ones will not be crosslinked. Instead, many of the naturally-derived ones are linear polymers with some branching. In this fast-paced environment, formulators will have to adapt and sharpen their formulation skills. They will use their creativity and I am sure will create amazing textures with the toolbox they currently have until new technology is introduced or new market trends appear.

About the author

Dr. Fares started his career in personal care studying the effect of solvents on sunscreen chemicals. His interest in skin drug delivery especially from polymeric matrices grew during his graduate work at Rutgers, where he received his Ph. D.

Dr. Fares worked at Block Drug and GlaxoSmithKline where he held positions in research and development in the areas of skincare and oral care. After that, he joined L'Oréal where he held several positions of increasing responsibility leading to AVP of skincare. He is currently the Senior Director of skincare and oral care at Ashland Specialty Ingredients. Dr. Fares is the author of many publications, and patents and made many presentations in national and international meetings in the areas of sun care, skincare, and oral care. Dr Fares chairs the NYSCC scientific committee and has won multiple awards in the areas of sun care and polymer chemistry.

Article compliments of <https://nyscc.org/blog-gallery/>

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Strongly disagree

Attendance and Survey draw!!

Each year the **Ontario Chapter** is privileged to host many fine speakers and we would like to recognize them for their efforts. Immediately following each virtual meeting attendees will receive a **very short survey** asking to rate the speaker. Attending the meeting enters you in our draw and responding to the survey doubles your chances of winning 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**".

Congratulations! To Dennis Zuccolin who is our latest winner!



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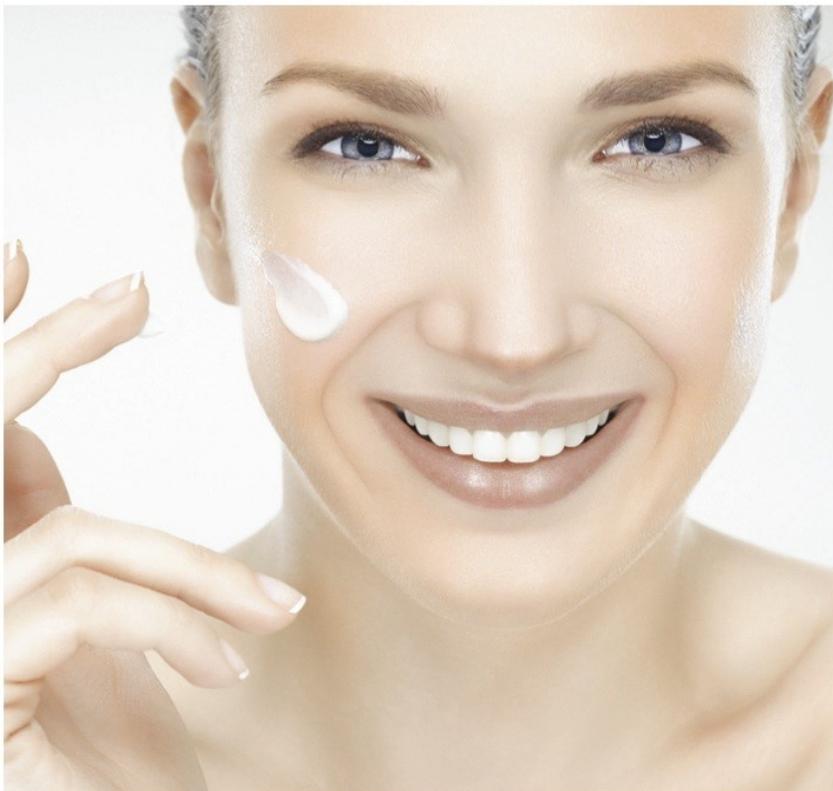
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Goldfinger's first name was "Auric" based on the Latin "aurum" for gold

"AU" is also the chemical symbol for the element. "Aurora" was the Roman goddess of the dawn and her name became associated with gold because of the colour of the sky at dawn. Ian Fleming named his gold-infatuated villain after his neighbour, architect Erno Goldfinger, with whom he apparently was not on the best of terms. In the movie, Goldfinger was played by the German actor Gert Frobe who spoke no English and all his lines were dubbed by Michael Collins. Although Goldfinger was supposed to be English, for some bizarre reason Collins added a German accent. The movie was filmed entirely at Pinewood Studios in England including all the U.S. scenes. A mock-up of Fort Knox was actually constructed. On the set. The iconic opening shot of the movie in which 007 emerges from the sea wearing a dry suit that is shed to reveal an immaculately ironed, spotless, dry tuxedo, including a fresh rose in the buttonhole, was inspired by a real-life event. Dutch resistance fighter Peter Tazelaar pulled off such a stunt when the Allies were investigating ways of getting spies into Nazi-occupied Holland. In 1941 Tazelaar made his way ashore in a special suit that he stripped off once he got to the beach and now dressed in a tuxedo infiltrated a party for Nazi officers at a nearby hotel. Unlike James Bond, Tazelaar did not wear a hat with a fake duck as he was swimming ashore.

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HISTORY OF OUR SOCIETY

Building a community and expanding knowledge for 75 years.

1945

Comprised of nearly 6,000 members, the Society of Cosmetic Chemists was founded in 1945 to promote high standards of practice in the cosmetic sciences. We serve as a focus and provide the proper forums for the exchange of ideas and new

developments in cosmetic research and technology. Our leadership includes a long list of [past SCC Presidents](#) who have served the organization well over the years.



1948

Since 1948 Chapters have been the lifeblood of the Society of Cosmetic Chemists. We now have 19 Chapters throughout the United States and Canada, which conduct monthly meetings, educational seminars, suppliers' days and publish monthly newsletters. These Chapters are run by dedicated volunteers who lend their time and expertise to the smooth and efficient operation of each Chapter.

1999

At the turn of the century, our Society launched their first website with a mission to reach a larger audience while extending enhanced services to our membership. By digitizing our historic journals, we have an inventory of our evolutionary progress in developing new products based on sound standards.



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



Did You Know?

SCC Ontario Chapter
Has a Group Presence on

Linked in

and invites you to
join the Group
As a Member of the
SCC Ontario LinkedIn
Information Source.

Take A Look
Linked in



NEWSLETTER POSTING DATES FOR 2022

Here are the dates for 2022 that the Northern Highlights Staff plan to post the 5 newsletters for the year;

- ◆ January 11th
- ◆ February 10th
- ◆ April 28th
- ◆ August 25th
- ◆ October 6th



(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>

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UPCOMING EVENTS

May 26th, 2022 The Venetian, Vaughan Ontario	SCC Ontario Chapter Meeting— <i>“Upcycled actives that go beyond sustainability and provide great efficacy”</i> —Léo Lienard
July 2022 Caledon Woods Golf Club	TBA
October 6, 2022 The Venetian, Vaughan Ontario	SCC Ontario Education Day— TBA
November 3rd, 2022 The Venetian, Vaughan Ontario	SCC Ontario Chapter Meeting— TBA
December 2nd, 2022 The Venetian, Vaughan Ontario	Annual Holiday Dinner Dance
February 9th, 2023 The Venetian, Vaughan Ontario	SCC Ontario Chapter Meeting— TBA
March 9th, 2023 The Venetian, Vaughan Ontario	SCC Ontario Regulatory Meeting
May 25th, 2023 The Venetian, Vaughan Ontario	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@estee.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.

NORTHERN HIGHLIGHTS STAFF

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MEMBERSHIP

For those who would like to become members, yearly fees are \$165US. Applications are available from your Executive Committee or on-line at;

<http://www.sconline.org/membership/>

Please return the completed form at your convenience and reap the benefits of the SCC. For renewal memberships, please send payments directly to the SCC National Office. For your convenience, National will accept payment by **VISA, Mastercard or AMEX**. Please contact National for details.

Presentation Library

Peruse our wide selection of presentations from previous meetings

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

ATTENTION MEMBERS

Unemployed and Emeritus members may continue to attend monthly meetings free of charge.

Please contact the registration booth upon arrival.

Unemployed membership is free of charge by submitting the renewal form with unemployment details.



Change of Address

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.