



Society of Flavor Chemists Business Meeting (#473) Minutes April 10, 2025

The General Business Meeting (#473) of the Society of Flavor Chemists was held at the Oasis Conference Center in Loveland, OH and virtually on the ZOOM platform. The meeting was called to order by President Justin Kozlowski @ 1:10 p.m. Eastern time.

Quorum was satisfied.

I. Approval of meeting minutes – Justin Kozlowski

1. Approval of the minutes of the February 10, 2025 General Business Meeting

- a. A motion was made to accept the minutes of the February 10, 2025 Business Meeting as submitted. Motion seconded and minutes approved.

II. Presentation of Candidates for voting - Membership Committee

- a. 6 candidates were being presented for membership.
- b. Chelsea Ickes – Synergy, Upgrade to Certified
 - i. Jacque Finner and Mary Svoboda spoke on their behalf.
- c. Mateo Lopez Villamil – Silesia, Direct to Certified
 - i. Mary Svoboda spoke on their behalf.
- d. John Willman – Flavor Materials International, Direct to Certified
 - i. Gary Raab spoke on their behalf.
- e. Maria Belen Meza – T. Hasegawa USA, Apprentice

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



- i. Lauren Mayberry (via Teams) spoke on their behalf.
- f. James Chronley – Tastepoint by IFF, Upgrade to Certified
 - i. Jay Harris spoke on their behalf.
- g. Joshua Jackson – Sensient, Upgrade to Certified
 - i. Terry Miesle read a note from Suzy Sadarol on their behalf.
- h. Vote was tallied and all 6 candidates voted in.

III. Board of Directors Reports

1. Secretary: Jennifer Tartaglia

- a. The Society will be upgrading its computer this summer and will be reaching out to create a small special project to review our software subscriptions and the best way to move forward.

2. Treasurer: Marissa Pasky

- a. Financial Details Report - February 1 through March 31
 - \$ 299,529.23 Starting checking balance
 - \$ 13,057.39 Savings
 - \$ 32,643.52 PayPal
 - TOTAL STARTING BALANCE = \$ 345,230.14
 - TOTAL INCOME: \$ 18,032.08
 - TOTAL NET INCOME: (\$ 4,990.59)
 - TOTAL EXPENSES \$ 23,022.67
 - CLOSING FINAL TOTAL = \$ 340,239.55

3. Vice President: Scott Michaluk

- a. Scott announced meeting dates for the next year's calendar. September 25th in Chicago, October 29th in New Jersey, and January 15th on the West Coast are confirmed. We are currently working on the rest of the schedule.

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



4. President: *Justin Kozlowski*

- a. The committees are working on survey to ask what members would really like to hear about at upcoming meetings. Please look out for the survey and let us know your thoughts and ideas.
- b. We are always looking for ideas for the meetings.

5. Chairman: *Bill Aslanides*

- a. No Report

IV. Committee Reports

1. Arrangements Committee: *Chris Williams*

- a. No Report

2. Audit Committee: *Paul Ricciardi*

- a. No Report

3. By-Laws Committee: *Mariano Gascon (not in attendance)*

- a. No Report

4. History Committee: *Sharon Tortola (via Zoom)*

- a. No Report

5. Library Committee: *Sam Tharpe*

- a. No Report

6. Media Committee: *Alison Freedman (not in attendance)*

- a. No Report

7. Meeting Committees

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



The Society of Flavor Chemists, Inc.®

3301 Route 66, Suite 205 Bldg C
Neptune, NJ 07753
(732) 922-3393 p
(732) 922-3590 f
www.flavorchemists.com

- a. **Chicago Program:** *Lauren Hammerschmidt & Greg Griffin (not in attendance)*
 - i. First meeting will be in Chicago on September 25th.
- b. **Midwest Program:** *Katie Crowley*
 - i. Thank you for coming. We have over 85 attendees today
- c. **East Coast Program:** *Kim Bendickson (Zoom) & Tara Strober (not in attendance)*
 - i. Next meeting will be the SFC dinner after the CSA roundtable on May 8th. Program will include anniversary award winners, Golden Blotter award winner and Jogue Scholarship award winner.
 - ii. The October 29th date is in New Jersey. Stay tuned for some Halloween surprise.
- d. **West Coast Program:** *Alex Scott (Zoom)*
 - i. Will be hosted at Chapman University again on January 15th.

8. Membership Committee: *Aparna Oak & Ashley Rizzo & Jacque Finner*

- a. Membership shared an update on the testing process.
- b. The slides presented are attached in Appendix 1.
- c. Testing process is outlined on Slide 2. Candidates strength and weakness are documented on the evaluation form as well as the topics covered.
- d. The change being make to the testing protocol is documented on the syllabus. This will be online shortly.
- e. Summary of the changes is that membership will try to stick the guidelines of 80 or 90% to decide if a candidate will move on to the interview process. We are looking to give everyone a fair opportunity.

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

chair@flavorchemist.org

president@flavorchemist.org

vice-president@flavorchemist.org

secretary@flavorchemist.org

treasurer@flavorchemist.org



- f. The committee took comments, concerns or questions.
- g. Question was raised that the 80/90% requirement should be reiterated on survey monkey test at the beginning of the test. Additional question asked about how many questions is 10% and is this enough room. The committee has determined that if they do not feel that they will be able to cover the incorrect answers in the oral exam that is when they will consider not moving the candidate forward to the interview.
- h. Another question asked about the rubric for the oral portion of the exam. There is an evaluation form but the evaluation is more lenient for the apprentice.
- i. How many panelists do we currently have trained? There is a very large pool of 40-50 panelists but we see that the same peoples are volunteering repeatedly. The committee would like to offer a smaller scale training for common panelists.
- j. Another point made by Terry Miesle is that we highly encourage signing up for the panels as a way to understand the current format of the test.
- k. Cathianne Leonardi wants to reinforce that it is different to study content verses to prepare for the interview portion. The time parameter should be part of the training.
- l. If you would like to sign up as a panelist, please email the Membership committee. You must be a certified member for 3 years. New panelists will observe panels and train for a few before you are left alone. There is a need for panelists in all regions.
- m. Mary Svoboda made an appeal that mentors please make sure that your candidate is ready before they go sit for the exam. When they are not ready, it is not only uncomfortable for the candidate but for the panelists also. This is particularly important for the certified exam.

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



9. Nominating Committee: *Bill Aslanides*

- a. Bill Aslanides announced the next slate of officers for the next year. The incoming treasurer will be Terry Miesle serving the two year treasury term.

10. Sponsorship Committee: *Justin Kozlowski for Alpa Roman (Zoom)*

- a. Regular meetings will be scheduled.
- b. The Friends of the Society will be opening again soon.

11. Recognition Committee: *Justin Kozlowski for Mary Robertson (not in attendance)*

- a. 25 and 50 year pins have been ordered.

12. Scholarship Committee: *Katie Beaver (not in attendance)*

- a. No Report

13. Symposium Committee: OPEN *(to be filled next year)*

14. Website Committee: *Elsa Howerth*

- a. Currently, there are 17 members who have not paid yet. Unpaid members will receive a personalized note from Elsa. Unpaid members will be dropped from the member directory. Your name will be restored to the directory when dues are paid. If dues remain unpaid, you will be dropped from Membership.
- b. Three reminders to pay dues are required before a member is dropped.

V. Unfinished Business – Justin Kozlowski

VI. New Business – Justin Kozlowski

- a. None

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



VII. Adjournment

- a. President Justin Kozlowski thanked everyone for coming and adjourned the meeting at 2:09 P.M. EST

Respectfully submitted,

Jennifer Tartaglia
SFC Secretary 2024 – 2026

UNOFFICIAL

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



VIII. Appendix I

Membership Testing Protocol Update

- Overview of the interview process
- Update to the syllabus' testing protocol
- Discussion



UNNOT

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

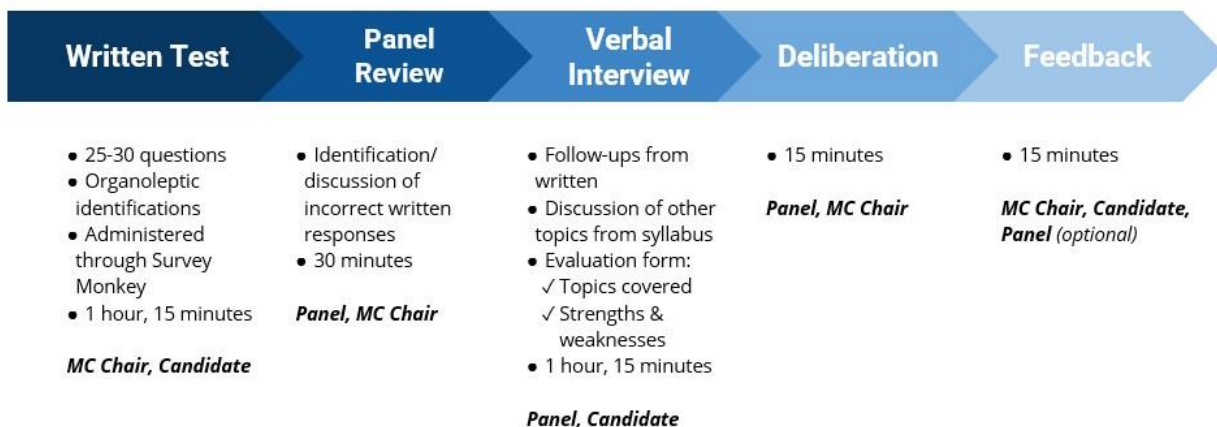
secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



Interview Process



Testing Protocol Update

5. The SFCMC shall determine if the candidate should be recommended for the level of membership to which the candidate had applied.
- For the written test:
 - Apprentice candidates shall be allowed no more than 20% incorrect or incomplete responses
 - Certified candidates shall be allowed no more than 10% incorrect or incomplete responses
 - If the number of incorrect responses exceeds the allowed percentage, the SFCMC reserves the right to not proceed to the verbal interview. Candidates who fail to pass the written exam will be notified by the Membership Chair of the "no pass" result.
 - Candidates recommended for membership shall be presented to the SFC membership for a vote at the first possible business meeting following the candidate's interview
 - If the SFCMC recommends a "no pass", the options shall be privately discussed with the candidate. The candidate's name shall remain confidential
 - Should the candidate have already earned Apprentice membership, and is in good standing with the by-laws, they will retain the level of Apprentice until they either time out or upgrade successfully.



BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org



The Society of Flavor Chemists, Inc.®

3301 Route 66, Suite 205 Bldg C
Neptune, NJ 07753
(732) 922-3393 p
(732) 922-3590 f
www.flavorchemists.com

UNOFFICIAL

BOARD OF DIRECTORS

Chairperson
BILL ASLANIDES
Synergy Flavors
1500 Synergy Drive
Wauconda, IL 60084
(847) 857-8314

chair@flavorchemist.org

President
JUSTIN KOZLOWSKI
Bell Flavors & Fragrances
500 Academy Drive
Northbrook, IL 60062
(312)-969-2022

president@flavorchemist.org

Vice President
SCOTT MICHALUK
Coca Cola Co.
One Coca-Cola Plaza NW
Atlanta, GA 30313
(973) 433-6335

vice-president@flavorchemist.org

Secretary
Jennifer Tartaglia
Pepsi.
700 Anderson Hill Rd,
Purchase, NY 10577
(xxx) XXX-xxxx

secretary@flavorchemist.org

Treasurer
MARISSA PASKY
Givaudan
1199 Edison Drive
Cincinnati, OH 45216
(908) 328-5859

treasurer@flavorchemist.org