



News Release

For Immediate Release

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CHEMISTRY COUNCIL OF NEW JERSEY BOARD OF TRUSTEES APPOINTS TWO NEW MEMBERS FROM IFF AND CRODA

TRENTON, NJ - (August 6, 2025) – The Chemistry Council of New Jersey (CCNJ) is pleased to announce the appointment of **Hayden Demos**, U.S. Government and Public Affairs Manager for **International Flavors & Fragrances (IFF)**, and **Charles Gzemski**, Global Product Safety and Regulatory Affairs Manager at **Croda Inc.**, to its Board of Trustees. The appointments were approved unanimously at a recent meeting of the Board.

"We are excited to welcome Hayden and Charles to the CCNJ Board of Trustees," said **Grant Hutchings of Infineum USA L.P.**, Chair of the CCNJ Board of Trustees. "Both bring unique expertise and diverse industry experience that will strengthen our governance and strategic direction as we continue to advocate for the chemical and manufacturing sectors in New Jersey."

Hayden Demos supports IFF's business interests through U.S. state and federal advocacy, external affairs, and stakeholder engagement. He previously served as a federal lobbyist for Gap Inc., representing the company's corporate and trade policy priorities in Washington, D.C. He has also managed international public affairs campaigns for global energy and manufacturing clients and began his government affairs career with the National Turkey Federation, supporting agricultural advocacy and helping coordinate Presidential Turkey Pardons at the White House. A proud Ohio native, Hayden is originally from Canton and attended Miami University (Ohio).

Charles (Chuck) Gzemski serves as the Global Product Safety and Regulatory Affairs Manager for the Home Care business at Croda Inc., where he has led regulatory compliance efforts since 2015. With over 25 years of experience in product stewardship, chemical management, and regulatory affairs, Charles brings expertise in product registrations, product safety, hazard communication, and numerous industry specific regulations. Prior to his current role, he held positions at Benjamin Moore & Co. and National Starch and Chemical Company, where he managed compliance programs under TSCA, FDA, and other key regulatory frameworks. He has been instrumental in designing corporate compliance procedures, overseeing hazard communication programs, and leading due diligence for product acquisitions. He is recognized for his strategic leadership in navigating complex regulatory landscapes across the home care, personal care, pharmaceutical excipient, coatings, adhesives, and oil & gas industries.

"We're proud to have professionals of such high caliber join our Board," said **Dennis Hart**, CCNJ Executive Director and Board Secretary. "Hayden's public affairs experience and Charles's depth in product safety and regulatory compliance reflect the Council's growing influence and diversity. Their contributions will be invaluable as we support our members and confront evolving legislative and regulatory challenges in New Jersey."

With these new appointments, the CCNJ Board continues to represent the breadth and depth of New Jersey's dynamic chemical and allied industries.

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The Chemistry Council of New Jersey (CCNJ), founded in 1955, is the trade and advocacy organization representing the interests of more than 65 New Jersey manufacturers and 46 firms in the business of chemistry. Our membership consists of large and small companies that are part of New Jersey's chemical, pharmaceutical, consumer packaged goods, petroleum, flavor & fragrances, and precious metals industries. The CCNJ is committed to a better quality of life through science.

NEW BOARD MEMBER



Hayden Demos

U.S. Government and Public Affairs Manager



NEW BOARD MEMBER



Charles Gzinski

Global Product Safety & Regulatory Affairs Manager

CRODA

