Steak, Salad and Fries: the ultimate combo meal.

"Steak Frites" is a bistro classic. Scale it down, stack it on a salad, and voilà: you've got bistro chic and beef satisfaction. And best of all, the affordable new Flat iron Steak means shoestring food costs for you. For free recipes: 1-800-922-2373, or www.beefservice.com

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° JANITORIAL ° EQUIPMENT ° PAPER ° DISPOSABLES ° SUPPLIES

COMPLETE FOOD SERVICE DISTRIBUTION

PEGLER SYSCO
FOOD SERVICES COMPANY

1700 Center Park Road - Lincoln, NE 68512
1-800-366-1031
Dram Shop - This has been and continues to be an ongoing issue. The term “dram shop” refers to legislation that holds sellers and servers of alcohol liable for injury, death or damage resulting from selling to or serving an intoxicated person or a minor. In the 2007 session, Senator Lowen Kruse of Omaha introduced LB 573. As introduced, LB 573 included potential liability for selling to intoxicated persons and minors. It passed the legislature in 2007 but we were successful in removing the “intoxicated person” language by insisting that it was an arbitrary term that cannot be specifically defined. As a result, present law only applies to those who sell or serve to minors. In an attempt to put the “intoxicated person” language back into the law, Senator Kruse introduced LB 810 in the 2008 session and designated it as his personal priority bill. The bill did not pass but there seems to be a remaining desire among some senators to enact mandatory training of servers and sellers in the 2009 session. While mandatory training is a significant step back from dram shop, it would be an added responsibility to our members.

Increase Sales Tax Collection Allowance – Restaurants do the State of Nebraska a significant service by collecting and remitting sales tax. Several years ago, in lean budget times, the sales tax collection allowance that businesses are allowed was severely cut back. This is an especially sore subject for restaurants because on credit card purchases, they actually remit more sales tax than they collect after they pay the credit card processing fee on the sales tax amount. At our request in 2007, Senator Carrol Burling introduced LB 423, which would have restored the collection allowance to its previous level. The Revenue Committee did not advance the bill in 2007 so Senator Carol Hudkins (at our request) introduced a similar bill (LB 1010) in the 2008 session. Once again, the Revenue Committee killed the effort. We will continue this effort in the 2009 session.

Executive Director's Legislative Report

The 2009 Legislative Session begins January 7. We anticipate a number of new issues that we will be addressing. We would appreciate any feedback you might have on the issues that follow.

JIM PARTINGTON
Executive Director

Contact your local agent or administrative agent Ron Sladek at (402) 330-8911 to locate the participating agent nearest to you.
Common Sense Consumption / Transfat Legislation – Frivolous lawsuits are a growing concern to all business. Any business that sells food of any kind should be concerned. Food is quickly becoming the next frontier for “regulation through litigation” lawsuits, a tactic that began with tobacco litigation in the early 1990s. We are very appreciative to Senator Pat Engel of South Sioux City for introducing LB 625 last session. This bill labeled claims as “frivolous” if they result from weight gain or obesity due to the long-term consumption of food. It prohibited liability to manufacturers, retailers and providers of food if the consumer eats more than is healthy for him/her to consume. The attempts to get this done at the federal level have been unsuccessful. The bill did not advance in the 2008 session. This issue is now expanding to users of “transfats.”

Storm Water – This issue comes up each year and we have been successful in stopping it each year. In the 2008 session, Senator Dianna Schimek of Lincoln introduced LB 534. If enacted, it would have given authority to certain cities, counties and Natural Resource Districts to assess a storm water utility fee based on impervious surface. The bottom line is anyone with a roof and parking lot would pay a significant fee. Traditionally, storm water control has been funded by property tax and we believe property tax is the most efficient method. When calculated, the fee to restaurants could be more than double the potential addition to their property tax. The Natural Resources Committee killed LB 534. We will continue to fight this in the 2009 session.

Unemployment Compensation – In the recent past and with the support of the Nebraska Restaurant Association, the Nebraska Unemployment Insurance Trust Fund was revamped so that it is much fairer to restaurants. It previously gave ridiculously low rates to seasonal employers who took advantage of the system as a result. We anticipate there will be an attempt to raise unemployment payments to unemployed individuals.

Super-Minimum Wage Rates – If history is a guide, there will be an attempt to raise the Nebraska minimum wage above the federal minimum wage. We will continue to fight this issue in the Nebraska Unicameral.

Mandated Health Benefits – We will oppose legislation requiring group health insurance plans to cover specific diseases and medication that exceed ERISA requirements.

If you have questions or feedback on these issues, call the Nebraska Restaurant Association, 402.488.3999 or email dineout@windstream.net.
It is quite possibly the first time in history that today’s working population includes members from all four generations. Problem? Not if each person understands as to why the other is behaving as they do. With this being said, it is crucial that we understand that people’s behavior is often a result of the events that shape their lives.

In some cases, a sixteen year old host or hostess may have to report to a fifty-something year old general manager. In other cases, a twenty-two year old college graduate may have to manage a fifty-something year old server. Such age differences may present communication and motivation difficulties within the working environment. That is, unless there is an understanding as to why a certain generation behaves the way they do.

It is safe to say that generally a person never understands the generation that follows them. Case in point – my parents never understood why it was absolutely necessary to have text messaging included in my cell phone package, or why my obsession with the celebrity news was far more important than Fox News.

Let’s start with the oldest living generation – the GI Generation. This is a very proud and humble generation with an average age right now of about 90 years old. The GIs come from hard economic times, experiencing the Great Depression and WWII. As a result of these key milestone events, members of this generation tend to be frugal. Perhaps a way to market your product to members of this generation would be to make them see the VALUE in your product, and use the word “FREE” or “BUY AMERICAN”.

The Silent Generation is the next group and has an average age of about 70 years old. Born to struggling parents, the Silents had minimal impact on the world. The Silents were brought up in a nation of smaller families focused on rationing and conservation. Because of this, there are certain words or marketing strategies that grasp the attention of members of this generation. Emphasize that it is okay to “indulge”. Point out that “everybody’s doing it”, or that your product is the “#1 Seller”, and use very little technology and World Wide Web.

The Boomer Generation is by far the largest generation with an average age of 50 years old. Historically, the Boomer generation is the first to have disposable income at their fingertips. After all, The GI generation wealth is beginning to transfer to a lot of these members. Generally, the Boomers never worry about resources or the future. As a whole they are known as poor financial planners and expect to be catered to. Boomers grew up traveling in “mom’s old station wagon” and now they want to buy their own SUV. Consequently, they like advertisements and products that portray them as “young, vibrant, and hip”. Boomers want things that make them stand out and are customized just for them. Most important of all Boomers are the busiest people in the world – they need products and services that are convenient.

Generation X has an average age today of about 34 years old. The GenX’ers as a group are widely diverse and well educated. They grew up in a time of massive company layoffs, major downsizing, and 18% mortgage rates. Technology has impacted this group tremendously with the use of computers, email, fax machines and the World Wide Web. One might say that the GenX’ers are suspicious of marketing information because they have been marketed to so heavily their entire life. For this reason, it is important not to sugar coat or schmooze members of this generation. Get straight to the point and tell GenX’ers exactly what is in it for them. It is imperative to use multiple message mediums to communicate and market to this generation.

The youngest generation impacting society today is Generation Y. Born to Boomers, and in a post-9/11 world, this generation is culturally diverse. Communication is completely reinvented with the introduction of “blogs” and “MySpace”. GenY is born into a world where political correctness rules and being an environmentally conscious consumer is imperative. Therefore, marketing your products to members of this generation might include using patriotic themes, stressing the importance of work-life balance, and “Being Green” from an environmental standpoint.

It is easy to see how different we are as a result of the events that have impacted our lives. As healthcare improves and life expectancy grows, the workforce today is increasingly diverse with members of all four generations working together. It is very important to know and understand how to communicate to members of the 4 generations working together.

Information obtained from NSAE Seminar 9/11/08
Presented by Ron Safarik   •  ron.safarik@yahoo.com
http://www.ronsafarik.com/ Phone: (402)213-4775

GenRelations!
How to interact, communicate, and market to all ages of consumers
by Brandy Nielson, Editor

MainCourse • January/February 2009 5
Online Marketing - Should Tactics Differ Between Generations?

In short, of course! Every email you send should be personalized to your target audience, and generational differences matter! Because each email message is helping to build your consumer’s experience with your brand, each message should have a personal touch to show the reader that you aren’t a robot marketing arm sending to the masses. For example, an apology email often receives the highest open rate. The personal touch of this kind of email is widely appreciated, yet under-utilized.

StatePaper.com and its related services – LivinLincoln.com, LivinOmaha.com, DishOmaha.com, and LivinGreaterNebraska.com – can provide you with a system that makes management and personalization of email marketing easy, convenient, and cost-effective. We are the Nebraska Restaurant Association’s preferred online dining guide and source for online marketing tools, and we are here for you.

Now is an ideal time to get started with your online marketing plan. Every generation appreciates a “Thank You” for their patronage, and New Year’s emails are extremely effective in thanking customers for their loyal patronage in the past year. It is also easy to tie a reward to this message, effectively reconnecting and drawing them in for the year to come! Statepaper.com and its related services will provide you with the tools and support you need for this kind of effective online marketing.

The StatePaper.com services are provided to you by a Nebraska-based business serving Nebraska’s restaurants. We are excited to provide you a menu of wonderful services at prices you can afford. Contact us today, and we’ll get you on the road to effective and result-oriented online marketing to all generations.

Taylor L. Hahn, J.D.
Counsel & Business Development Associate
New Digital Group
Phone 402.817-4512 or email taylor@newdigitalgroup.com
www.livinlincoln.com

Quiz: Is Your Workplace Gen Y-friendly?

According to the National Restaurant Association, 53% of foodservice employees are 30 years old or younger. Attracting Gen Y to work for you can be difficult. They have high expectations when making decisions as to where they work and how long they will stay.

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
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<tr>
<td>1. We have a mentoring program.</td>
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<td>2. We have up-to-date technology and equipment.</td>
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<td>3. New hires participate in an orientation process that goes beyond the first day of work.</td>
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<td>4. We organize fun, team-building activities on a regular basis.</td>
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<td>5. We provide training through various methods (class, online, on-the-job).</td>
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<td>6. We offer flexible work arrangements.</td>
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<td>7. We have well-established, clear career paths.</td>
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<td>8. We have a competitive compensation and benefits package.</td>
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<td>9. Our company culture attracts employees easily.</td>
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<tr>
<td>10. Our employee population is diverse.</td>
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<tr>
<td>11. We offer many opportunities for employees to develop their careers or change positions within our company.</td>
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<td>12. Our employees are encouraged to ask questions and speak up.</td>
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10 or more Yes Scores: Your organization is Gen Y-friendly and will likely have success attracting members of Gen Y. Continue to build on your programs and Gen Y-friendly culture and make retaining Gen Ys a priority.

7 or more Yes Scores: While you have some attributes that will attract Gen Ys, you should consider implementing more ways to attract and retain them. You are at risk of losing Gen Y employees to other organizations with more desirable attributes.

Less than 6 Yes Scores: In order to attract and retain members of Gen Y, you will need to make some significant changes. Consider forming a Gen Y committee to come up with ideas that can be put in place quickly and for relatively low costs. Then build a longer term plan to address the larger issues affecting your ability to attract and retain Gen Ys.

Source: Kim Huggins, President of K HR Solutions, LLC based in Harleysville, PA. http://www.khrsolutions.com/quiz-geny.html

““The restaurant industry has a bright future because upcoming generations are time-limited and culinary deficient.””

~Gary Rezac, Pegler-Sysco
New Member Benefits!

When it comes to online marketing, Fishbowl has Nebraska Restaurant Association members covered now beyond email marketing. Through our new expanded partnership with Fishbowl and the National Restaurant Association, the Nebraska Restaurant Association brings you more of Fishbowl’s revenue-driving tools at an exclusive members-only discount. The expanded member benefit now includes special pricing on mobile marketing, online ordering, online reservations and other web-based services in addition to the industry-leading core email product.

From its founding, Fishbowl has worked to help restaurants with what matters most – driving repeat traffic and growing revenue. As a partner of the NRA and Nebraska Restaurant Association, Fishbowl has delivered its powerful email solution to many of our members and now with even more products and services, Nebraska Restaurant Association members can streamline and maximize marketing strategies and generate revenue with Fishbowl’s comprehensive, cutting-edge technologies.

Fishbowl’s on-demand software and professional services allow restaurants to identify your guests by providing turnkey solutions to communicate with them via email and mobile marketing to drive loyalty and increased revenue for your restaurant. In addition, Fishbowl offers online ordering, online reservations and other web-based services that optimize your communication tools. Plus, this expanded member benefit simplifies the end-to-end online marketing strategy for Nebraska Restaurant Association members by automating and integrating the hard-to-manage functions of list-building and database management with in-house design, account management and industry leading email deliverability – all under one roof. All Fishbowl products and services are designed to work together, with the ability for full and seamless integration into the email program through one single provider, allowing you to focus on the business of running a restaurant company.

With over 1,200 restaurant clients, Fishbowl is the only online marketing solutions provider that solely focuses on delivering solutions to the restaurant industry. With National Restaurant Association (NRA) and Nebraska Restaurant Association partnering with Fishbowl, we can now offer even more already affordable online marketing solutions to you.

For more information on special pricing for Nebraska Restaurant Association members, visit www.fishbowl.com or www.nebraska-dining.org or call 800.836.2818.

WHAT GENERATION ARE YOU REALLY?
(Use the key at the bottom to find out what generation you belong to.)

Do you have your own web page? (1 point)
Have you made a web page for someone else? (2 points)
Do you Instant Message your friends? (1 point)
Do you text your friends? (2 points)
Do you watch videos on YouTube? (1 point)
Do you remix video files from the Internet? (2 points)
Have you paid for and downloaded music from the Internet? (1 point)
Do you know where to download free (illegal) music from the Internet? (2 points)
Do you blog for professional reasons? (1 point)
Do you blog as a way to keep an online diary? (2 points)
Have you visited MySpace at least five times? (1 point)
Do you communicate with friends on Facebook? (2 points)
Do you use email to communicate with your parents? (1 point)
Did you text to communicate with your parents? (2 points)
Do you take photos with your phone? (1 point)
Do you share your photos from your phone with your friends? (2 points)

Score:
0-1 point – Silent Generation or Traditionalist
2-6 points – Baby Boomer Generation
6-12 points - Generation X
12 or over - Generation Y
Cheers to Upstream Brewing Company for winning a silver medal at the Great American Beer Festival held in Denver, CO. in October! The national contest judges American-made beers in 75 categories. Upstream took second place in the Belgian-Style Lambic or Sour Ale category for its Gueuze Lambic. Upstream President, Brian Magee, adds that the winning ale “drinks like a wine, with a malty sweetness and a slightly sour finish.” Congratulations to Upstream Brewing Company!

Runza Manager, Jeff Heller, of Sidney, NE. presented Library Director Doris Jensen and Children’s Librarian Eileen Nightingale a check for Runza’s “Great Books for Great Kids” fundraiser. The money will go toward purchasing new books for children ages preschool to junior high.

Matt Stamp, General Manager at V. Mertz, has passed the week-long Advanced Sommelier exam. The exam involved a written test on wine production, viticulture, wine law and geography as well as demonstrating proper opening, decanting and serving of wine and champagne. The exam also involved demonstrating the proper opening, decanting and serving of wine and Champagne. Matt was also required to correctly identify six wines in a blind test, naming the grape variety, country, region, quality level and vintage of each. A tremendous applause to Matt Stamp is now only one of a few hundred Sommeliers worldwide holding an advanced certificate. Congratulations, Matt!

Ted’s Nebraska Grill in Omaha has made significant changes toward becoming more environmentally friendly. Eco-friendly products to look for at Ted’s Nebraska Grill include: stir sticks made of wood instead of plastic, to-go cups made from cornstarch, biodegradable takeout containers, menus printed on recycled paper, eco-friendly cutlery, tables covered with recycled brown butcher paper, and griddle cooktops that lower the level of grease particulates released into the air. In addition, Ted’s Nebraska Grill strives to purchase locally whenever possible including Nebraska bison. Thanks to Ted’s for his contribution to Nebraska’s Good Life!

“It’s hard to imagine today, but we were selling specialty coffees back when no one knew anything about espressos or lattes!”, said Paulette Hammerstrom, co-founder of Omaha’s original coffee house, Crane Coffee. Started in 1991 by Paulette and her husband Steve, Crane expanded from a simple espresso cart at Brandeis to seven locations in Omaha. After Steve’s death, Paulette looked for new owners with fresh ideas, but who would always focus on the customer first. Lori and Brad Foerster met her requirements. With 40+ years in the hospitality industry, the Foersters share Paulette’s love for Crane Coffee. “We are so excited to be a part of the Crane family and, since it’s local, no one knows Omaha coffee drinkers better, “says Lori, who says they will build on its rich – and delicious - history! Welcome, Lori and Brad Foerster!

Sponsored by daVinci’s and Champions Fun Center, “Holiday Wishes Come True”, was held December 30 at Champions. Agencies that serve low income families identified eligible families, and each child who attended received free arcade tokens, a game of bowling and an adventure challenge pass including pizza and a free drink. This is the 7th year that the Knudson Family has sponsored this event, continuing to give back to the community of Lincoln. Thank you.

UNL Sophomore Awarded Scholarship

Sarah Essay, a University of Nebraska-Lincoln Sophomore, has been awarded a $1000 scholarship from the Metropolitan Hospitality Association. The scholarship is one of five scholarships awarded to employees currently working in a hospitality related business while pursuing a degree at an accredited college or University.

Sarah is from Lincoln, Nebraska and is a Hospitality, Restaurant, and Tourism Management major. Her areas of emphasis are Food and Beverage & Convention and Meeting Planning. Sarah spent the summer working as a Conference Assistant for UN-L housing. She is currently working as an Office Assistant and Showroom Host for Housing as well as a Sales Associate at American Eagle. These experiences have given her hands-on knowledge of everything involved in creating a memorable impression for each guest Sarah is also active in Chi Omega Sorority and the Nebraska Human Resources Institute.
Final Rule Issued on Employment Eligibility Verification

The Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council have agreed on a final rule amending the Federal Acquisition Regulation to require certain contractors and subcontractors to use the E-Verify system administered by the Department of Homeland Security, U.S. Citizenship and Immigration Services, as the means of verifying that certain employees are eligible to work in the United States. The effective date of this ruling shall be January 15th, 2009.

Employers using the E-Verify system first verify that the name, social security number, and date of birth are correct and, if the employee has stated that he or she is a U.S. citizen. If the system confirms identity and U.S. citizenship, and there are no other indicators that the information is not correct, the Social Security Administration (SSA) confirms employment-eligibility. USCIS also verifies through database checks that any non-U.S. citizen employee is in an employment-authorized immigration status. If the information provided by the worker matches the information in the SSA and U.S. Citizenship and Immigration Services (USCIS) records, no further action will be required. E-Verify procedures require only that the employer record on the Form I–9 the verification identification number and the result obtained from the E-Verify query or print a copy of the transaction record and retain it with the Form I–9.

If SSA is unable to verify information presented by the worker, the employer will receive an “SSA Tentative Nonconfirmation” notice. Similarly, if USCIS is unable to verify information presented by the worker, the employer will receive a “DHS Tentative Nonconfirmation” notice. Employers can receive a tentative nonconfirmation notice for a variety of reasons, including inaccurate entry of information by the employer into the E-Verify website, and changes in the worker’s name or immigration status that the worker has not updated in the SSA database searched by the E-Verify system. If the individual’s information does not match the SSA or USCIS records, the employer must provide the worker with a written notice generated by the E-Verify system, called a “Notice to Employee of Tentative Nonconfirmation”. The worker must then indicate on the notice whether he or she contests or does not contest the finding reflected in the tentative nonconfirmation that he or she appears unauthorized to work, and both the worker and the employer must sign the notice.

For complete information visit: http://federalregister.gov

NRA Endorsed Providers

Farmers Insurance Group
Business Insurance
Contact: Ron Sladek
402.330.8911

The Nebraska Restaurant Association offers Farmers Insurance Group as its endorsed insurance provider for 2008. We are confident that Farmers Insurance Group will provide more comprehensive opportunities for our members.

Advanced Insurance Services
Health Insurance
Contact: Glen Riensche
402.261.0422
877.522.0788

The Nebraska Restaurant Association Health Program covers employees and their family members with medical, prescription drug coverage, dental, disability and life insurance in one convenient plan.

Fishbowl
E-Marketing Solutions
Contact: Amy Plumley
703.836.3421 x 130

Fishbowl has proven that targeted email marketing will generate more sales and increase guest frequency. Through a partnership with the Nebraska Restaurant Association and the National Restaurant Association, Fishbowl provides savings to current members.

Beren & Tate, PC, LLO
Legal Services
Contact: Chad Richter
402.391.1991

Specializing in employment and labor laws, Berens and Tate offers members a significant discount for legal services.

Heartland Payment Systems
Credit Card / Payroll Processing
Contact: Michael McCarville
402.551.9832

Heartland Payment Systems offers a full line of payment acceptance and payroll processing options designed specifically for association members. Local representation. Flexible, one-stop solution.

Nebraska.Statepaper.com
Online Dining Guide
402.403.1176

Nebraska.Statepaper.com is the premiere online dining guide of the Nebraska Restaurant Association. In addition to a free listing, members of the Nebraska Restaurant Association may receive additional discounts with enhanced listings and websites.

Hcareers
Hospitality Job Board
www.hcareers.com
800.832.3738

Advertise job openings with the leading job board in the hospitality industry. The Nebraska Restaurant Association is pleased to present our partnership with Hcareers to assist our members with recruiting qualified candidates within the hospitality industry.
The First Annual Gingerbread House Competition was held December 13th at Southeast Community College’s Continuing Education Building. A fundraiser for ProStart, nine participants displayed their culinary creativity by designing houses made with gingerbread, gumdrops, chocolate, and other assorted “building materials”. Entries ranged from The White House to the home of the Three Little Pigs.

Winners included:

1st Place
BJ Haas, Seward, NE. – Home for the Holidays

2nd Place
Katey Tauer and Maggie Van Cleave, Papillion, NE. – The Lollipop Gang

3rd Place
Amy Simpson, Jake Sand, Devan Schmidt, Darci Shibley, Fairbury, NE. – Redneck Christmas

People’s Choice
Rachel Khank, Elkhorn, NE. – The Castle

The event raised $300 for the ProStart program. Thank you to everyone who participated, judged, and attended the competition. A special thank you to the SECC Culinary Arts, Food Service, and Hospitality Management Department for hosting the event.

And start planning now!

The Second annual Gingerbread House Competition and Tour will be November 22, 2009. The theme will be Nebraska Winter Wonderland. This creative competition is open to professionals, culinarians, post-secondary schools, secondary schools, and amateurs. Contact Beth Haas at 402.488.3999 for more information or email beth_haas@windstream.net.

SAVE THE DATE!

2009 Taste of Nebraska
Monday, May 4th, 2009
The Cornhusker, a Marriott Hotel
Lincoln, Nebraska

With entertainment by Joe Hall – Lincoln’s own Elvis impersonator as seen on “America’s Got Talent”. To see a preview of this year’s entertainment visit Joe Hall’s website at www.erasoftheking.com

We hope to see everyone there!
Who's at the end of the message?

**Make sure you are!**

_**Lincoln Poultry's New Item Expose'**_

**Wednesday, April 1**

5:30-8:30 pm

Nebraska Champions Club
707 Stadium Drive, Lincoln, NE
(across from UNL football stadium)

We specialize in one thing: bringing outstanding service to the food industry. How can we help you?
lincolnpoultry.com
800-747-9900

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**KCI Restaurant Services**

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Omaha, NE 68107

Toll Free 1-877-491-9990
Direct 402-898-4700

Providing **FREE**

Waste Cooking Oil Disposal

Modern Fleet  Dependable Service  Clean Bulk Containers  Proper Recycling
Darling International Inc. is America’s leading provider of rendering, recycling and recovery solutions to the nation’s food industry. Darling has been around for over 125 years with locations and facilities across the United States. For more information please visit: www.darlingii.com

Darling International Inc. is a national company based in Irving, TX. The company has international finished goods customers. Darling International Inc. employees approximately 2,500 people nationwide.

“Darling International Inc. (DAR) is a publicly traded company on the NYSE. Are there certain criteria that must be met for this?”

Being a publicly traded company, Darling conforms to Sarbanes-Oxley business guidelines (SOX).

“Explain a few of the services that Darling provides for its customers.”

Our restaurant service provides cooking oil removal which is safe, easy and environmentally sound. We provide used cooking oil storage with the capability of external containers to hands-free Cleanstar systems. We cover grease trap service. We also have a national service center for chain accounts that covers management, service management to both rendering and restaurant services with a 24/7 web based service records management to our customers.

“Explain the process of rendering.”

Our rendering services collects inedible by-products from the food processing chain and recycles it into fat, protein, and hide products for commercial manufacturers worldwide.

Darling was “green” even before there was the catch phrase “green”. It is our legacy.

“What are a few of the ways the recycled oil can be re-used?”

Recycled oils are transformed into everything from animal feed supplements, bio fuels, soaps, and chemical manufactures such as paint pigments, vulcanizing agents, etc.

“A growing problem across the country has been grease theft – please explain this. Has Darling implemented strategies to combat this growing problem?”

This is a very challenging issue as seen with the recent rise and fall of bio-fuel activity. We are working with law enforcement and other agencies to ensure that cooking oil removal is done legally and is environmentally correct.

“What makes Darling International, Inc. stand out from the competition?”

Having the ability to “bundle” services at both restaurant and food processing facilities, allows customers to make one call. With our national coverage Darling can provide chains with accurate and up to date service as well as accounting and record keeping. Being a responsible member of the recycling community, Darling provides safe, compliant, and reliable service.

“What is the future for Darling International, Inc.?”

Darling will continue to grow in its service to the nation’s food industry as it has continually done for the past 126 years. Darling was “green” even before there was the catch phrase “green”. It is our legacy.

“If anyone reading this has additional questions, how can they contact you?”

Call Mike Cushing or Tammy Livingston at 402.291.8800 or 800.228.9085 or email us at mcushing@darlingii.com or tlivingston@darlingii.com.
Happy New Year
Nebraska Restaurant Association Members!
Now…..it’s time to update your contact information!

Communication is essential to associations.

When we learn of potentially troublesome legislation that will affect your bottom line, you need to know immediately. When restaurants begin to report the latest scam to our offices, you need to know as soon as possible so we can help you save money. The Nebraska Restaurant Association has invested in technologies such as e-mail and fax so that we can provide you with up-to-the-moment information.

Please take a moment to inform us of your current contact information including fax number and e-mail address if you use these two means of communication.

Restaurant Member/Allied Member: ___________________________

Contact Name: ________________________________

Address: ________________________________________

City/State/Zip Code: ________________________________

Phone Number: ________________________________

Fax Number: ________________________________

E-mail Address: ________________________________

Return by fax to (402)-488-4014
Return by e-mail to bnielson@windstream.net
Outsourcing Payroll: Shopping Tips for Merchants

With the end of the year approaching, you may be thinking about tax reporting, year-end calculations or payroll planning — and the to-do lists associated with each of them. Here are tips to consider if you’re thinking about outsourcing your payroll.

1. **Do your homework.** If you’re part of a business or community organization – such as a trade association – ask other members if they use a payroll service provider and if, so, what services they receive.

2. **Determine what your business needs.** Consult your payroll manager, human resources department, accounting personnel, and IT staff to understand the functionalities they need.

3. **Evaluate features and benefits.** Meet with several service providers. Be sure they can provide all the services you need, such as worker’s compensation or 401(k)s as well as basic payroll.

4. **Compare costs.** Many processes nickel and dime you. Some charge for additions or deletion of employees, while others offer fixed rates for the length of the contract without incremental fees.

5. **Look for a payroll services provider that guarantees confidentiality and information security.** There are different payroll submission methods — such as by phone, fax, e-mail or completely electronic — so be sure you’re comfortable with how you transmit your data. You’ll want to work with payroll services provider that protects your employees’ data.

6. **Check if the payroll services provider can assume your tax filing responsibility.** The payroll service provider should prepare your company’s quarterly and annual employee tax filing and assume liability for accurate and timely submission*.

7. **Be sure the payroll products and services are user-friendly.** Make sure the program is easy to use and find out what support is available — such as helps desks or program troubleshooting. Ideally your payroll services provider should offer 24/7/365 support.

Following these tips can help you choose a payroll services provider and alleviate your payroll and tax filing burdens. Be sure to work with a company with experience in the payroll industry — such as Heartland Payment Systems — so you can run your business without worrying about your payroll.

* A payroll services provider can assume responsibility and liability based on accurate numbers and reporting information from the client/business.

Mark Strippy, Executive Director, Payroll Services — Heartland Payment Systems

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**FIRE SAFETY AND PORTABLE FIRE EXTINGUISHERS**

Bill must have walked past that portable fire extinguisher at least 10 times a day and never gave it any thought — until that day a fire started in the kitchen.

Choosing the right fire extinguisher and knowing how to use it properly can make the difference between putting out a small fire and having a major catastrophe. Extinguishers are classified and rated according to their fire-extinguishing potential which is indicated by numeral and letter designations corresponding to the four general classifications of fires:

- **Class A:** Fires in ordinary flammable material such as wood, cloth, paper, rubber, and some plastics.
- **Class B:** Fires in flammable and combustible liquids (gasoline, oils, solvents, etc.) gases and grease.
- **Class C:** Fires that involve energized electrical equipment such as panel boxes, power tools, and appliances.
- **Class D:** Fires in combustible metals, such as magnesium and titanium.

Probably the most often seen portable fire extinguisher is the 2-A: 10-B: C, commonly called a five-pound extinguisher. It is relatively lightweight, inexpensive and is effective against the three most common types of fires. High-hazard operations, such as spray finishes and commercial cooking, require more specific types of extinguishers.

As a rule of thumb one should have to travel more than 50 feet to get a fire extinguisher. They should be wall-mounted in conspicuous, accessible locations. A designated employee should inspect them monthly and a qualified fire-safety contractor should provide annual maintenance.

OSHA regulations state, “Where the employer has provided portable fire extinguishers for employees in the workplace, the employer shall also provide an educational program to familiarize employees with the general principals of fire extinguisher use and the hazards involved with insipient stage fire fighting.” Your fire-safety contractor is usually a willing source of hands-on training.

Sound the fire alarm or call the fire department BEFORE trying to extinguish the fire. Your safety and the safety of other depend upon your actions.

If you have a question about safer workplaces, contact your Farmers agent to find out about how our Loss Control resources can help you.

By Ron Sladek, Farmers Insurance Group
Calendar of Events
Find updates online at www.nebraska-dining.org

January 8th, 2009
Taste of Nebraska Planning Meeting
Brewsky’s 70th & Van Dorn – Lincoln
For more info contact Brandy Nielson at 402.488.3999 or bnielson@windstream.net

January 25th, 2009
Czech Dinner – proceeds will go to ProStart
Southeast Community College Continuing Ed Building, Lincoln, NE

January 28th, 2009
Nebraska Restaurant Association’s Annual Meeting
Governor’s Mansion

February 14th, 2009
Region 1 ProStart Competition
UNK Chartwells Dining Services, Kearney, NE

February 27th & 28th, 2009
Region 2 ProStart Competition
ICA at MCC Culinary Arts Department, Omaha, NE

March 8th, 2009
Region 3 ProStart Competition
SCC Culinary Arts and Hospitality Department, Lincoln, NE

March 25th, 2009
Food Safety Task Force Seminar
Country Inn & Suites, Lincoln, NE
For more information contact Beth Haas at 402.488.999 or beth_haas@alltel.net

March 28th, 2009
ProStart State Competition
CCC Hastings Culinary Arts Department, Hastings, NE

April 1st, 2009
Lincoln Poultry’s New Item Expose
Nebraska Champions Club, Lincoln, NE
For more information, contact Lincoln Poultry at 800.747.9900

May 4th, 2009
Taste of Nebraska
The Cornhusker, a Marriott Hotel, Lincoln, NE
For more info contact Brandy Nielson at 402.488.3999 or bnielson@windstream.net

SERVSAFE Calendar

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Contact Person</th>
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<tr>
<td>January 13</td>
<td>Lincoln</td>
<td>Beth Haas</td>
<td>402.488.3999</td>
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<td>21 &amp; 22</td>
<td>Omaha</td>
<td>Cindy Brison</td>
<td>402.444.7872</td>
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<tr>
<td>26</td>
<td>Lincoln</td>
<td>Beth Haas</td>
<td>402.488.3999</td>
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<td>27</td>
<td>Northeast</td>
<td>Ann Fenton</td>
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<td>Nebraska</td>
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<td>February 10</td>
<td>Lincoln</td>
<td>Beth Haas</td>
<td>402.488.3999</td>
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<tr>
<td>24</td>
<td>Northeast</td>
<td>Carol Larvick</td>
<td>402.987.2140</td>
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<td>25</td>
<td>Lincoln</td>
<td>Beth Haas</td>
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<td>March 10</td>
<td>Lincoln</td>
<td>Beth Haas</td>
<td>402.488.3999</td>
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<td>17 &amp; 18</td>
<td>Omaha</td>
<td>Cindy Brison</td>
<td>402.444.7872</td>
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Dual Members

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www.red9live.com

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A CHANGE TO TRADITIONAL LABOR LAW IS COMING!

Currently, only 7.4% of all private sector businesses are unionized in this country. In fact, we are at the all time low with regard to the percentage of workers that are card carrying members of a labor union. With regard to businesses in the restaurant industry, the overall number of companies that have a labor union representing their workforce is equally low. However, with the potential passage of the Employee Free Choice Act (EFCA), or some deviation over the next year, we anticipate the number of companies that have a unionized workforce to increase considerably.

As most employers are aware, EFCA is a proposed amendment to federal labor law that governs most employer-union relations. The EFCA has three main components:

• Elimination of the time-honored secret ballot election process as the method to decide whether to have union representation. Instead, EFCA provides for a simple “card check” procedure which would result in union representation if a majority of employees simply sign union cards without safeguards against coercion or allowing employers an opportunity to present an argument against unionization. It is undisputed that the “card check” procedure would make it significantly easier for unions to immediately become employee bargaining representatives.

• Further erosion of the traditional bargaining process by requiring government sponsored mandatory arbitration to establish the terms and conditions of employment if the initial contract is not agreed to within 120 days. Which means that you would have an arbitrator selecting your terms and conditions of employment (i.e. wages, benefits and the like).

• Enhanced unfair labor practice remedies and penalties.

In 2007, EFCA was passed by the House of Representatives and barely failed to overcome a Republican filibuster in the Senate. Based on Tuesday’s voting results, Democrats now control the House of Representatives, Senate and the White House. Although Republicans may still have the opportunity to filibuster this piece of legislation, there is still cause for concern. Republicans can achieve nothing without compromise. This means that Republicans must pick their fights carefully. Could some version of the EFCA be passed if it were attached to a bill that Republicans want badly? Could Republicans agree to a deviation of the current EFCA bill that would place tight restraints on employers during an organizing drive? In light of the current makeup of Congress and the fact that a Co-Sponsor of the EFCA will be sworn in as President in January, we anticipate significant changes to federal labor legislation in this country moving forward.

It is imperative for employers to take a “reality check” and be ready in the likely event that the EFCA or some deviation is passed. We recommend employers take immediate action, including:

Communication - Communicate the employer’s union-free philosophy within legal guidelines. Employers should publish a union-free statement in its handbook and other legal venues.

Employer Assessment - Assess employee satisfaction. Employers should take steps through surveys, audits, and other assessment tools to identify and address employee concerns.

Audit - Review recruitment, hiring, and orientation policies. For example, within legal parameters, new employee orientation should be used to explain why an employer is union-free and identify examples that show how current, non-union workers are treated with respect and dignity.

Education - Educate employees and supervisors on how the unionization process works, including collective bargaining, how new members are solicited, effects of card signing, legal do’s and don’ts, and how the arbitration process works.

Plan - Within legal guidelines, have in place an effective immediate response plan to employ when union activity is identified at any employer location.

It is imperative that organizations in the restaurant industry take steps now to educate and prepare for changes to federal labor law. Developing a detailed action plan for your business is key in order to be prepared if the union “comes knocking.” The attorneys at Berens & Tate have developed a detailed six-step process to prepare organizations in anticipation of “change.” This includes, among others, vulnerability audits, issue identification, training all levels of management, communication with employees regarding the tactics used by labor unions and the impact of signing an authorization card, wage and benefit surveys, and the like. Taking action now will benefit you in two ways: (1) help prevent union organizing at your facility by providing detailed education to your management team and workforce; and (2) position your organization in the best possible light in the event your employees organize and you are forced to interest arbitration.

For more information on the Employee Free Choice Act, please do not hesitate to contact the attorneys at Berens & Tate PC LLO.

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A management-side labor and employment law firm
Money on the Table
By Michael McCarville

Now more than ever, restaurant owners are focused on the bottom line. Food costs, labor cost, marketing and more. There is always room for improvement especially when business is soft. Heartland Payment Systems, in an effort to continue to provide value added products to the restaurant industry, is rolling out our Restaurant Management Systems on January 2, 2009.

In previous columns, I have talked about how we have continued to build on the foundation of credit, debit, gift and loyalty card processing. And also how our state of the art technology not only provides fast and secure transactions, but data backup through our Ghost Processor. When you need help, our Nebraska Help Desk will answer in seconds not minutes and we have 15 Heartland Teammates throughout the state to provide on-site service when needed.

Over the years, we’ve added payroll, age verification and full line back office management tools. As a result, independent restaurateurs can run their businesses just like the corporate organizations. At Heartland Payment Systems our goal is to provide financial information at your fingertips, 24/7, allowing you to make strategic decisions with all the right information.

So what’s next? Heartland’s Restaurant Management System will now include a feature rich POS System that will be available to qualified merchants on a subscription basis. That means NO PURCHASE NECESSARY. You will pay some setup costs, but NO LEASES. You just pay a weekly fee based on the size and features of the system you require. This program includes all EQUIPMENT, MAINTENANCE and UPGRADES. If you’ve been in need of and awaiting a GREAT POS SYSTEM, it has arrived! And it is AFFORDABLE!

At Heartland, we’re always here to help. We want our merchant customers to lead the way in profitability. We take great pride in educating our Sales and Service Professionals who, in turn, help you, our valued customers, fine tune your business operations. For a no obligation RMS Webinar DEMO, call or email your local Heartland Relationship Manager today. You can reach me by phone at 402-551-9832 or by email at michael.mccarville@e-hps.com. We will answer your questions and help you keep your hard earned money on your table.

Michael McCarville is a Division Manager for Heartland Payment Systems

AMA Supports Trans-fat Bans

The American Medical Association threw its weight behind legislation to ban the use of artificial trans fats in restaurants and bakeries nationwide on Monday. The group, which represents about 240,000 doctors and medical students, said it would move away from a previous, gentler position that advised people to reduce their use and move to healthier fats and oils instead.

“Trans fats have been proven to raise LDL (low density lipoprotein), the bad cholesterol, while lowering HDL (high density lipoprotein), the good cholesterol, which significantly increases the risk for heart disease,” said AMA board member Dr. Mary Anne McCaffree.

“By supporting a ban on the use of artificial trans fats in restaurants and bakeries, we can help improve the quality of the food Americans eat and may ultimately save lives.”

The group, meeting in Orlando, Florida, said replacing trans fats would prevent up to 100,000 premature deaths each year in the United States alone. Trans fats come from adding hydrogen to vegetable oil through a process called hydrogenation. It makes liquid oil more like butter and makes it less likely to go rancid -- but in the process makes it just as dangerous to arteries as butter or lard.

New York City and California banned trans fats in July.

Source: Reuters
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