Landing your dream job.

Page 16 - A chef’s journey.
Please join us for the ACF Professional Chefs and Apprentices of Nebraska 2014 Fundraising Dinner.

We will be offering a 6 course, around the world theme meal with wines for only $50.00. Table pricing: Table of 4 for $190, Table of 6 for $270 or a table of 8 for $340.

With this annual fundraising dinner we raise funds for:
- The Food Bank of Lincoln
- Student Member Scholarships
- Professional Member Scholarships
- The Chef to Child program where local chefs and culinary students volunteer at area schools to promote healthy eating and encourage children to try fresh fruits and vegetables.

We will be showcasing the talented group of chefs, culinary students and culinary enthusiasts of our chapter that have come together to bring you another fantastic dinner.

**When:** Sunday October 19th  Dinner served at 6:00PM

**Where:** The Landing at Williamsburg Village
3500 Faulkner Drive, Lincoln, NE 68516.
Doors will open at 5:45 pm.

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**Quick tease of the menu:**
- Traditional Swedish Appetizers
- West African Peanut Soup with Shrimp
- French Roasted Beet and Grapefruit Salad
- Indian Orange Ginger Spice Sorbet
- Piedmontese Beef Wellington Style Strip Loin, Red and Sweet Potato mash and Citrus Brussel Sprouts
- Mexican Kahlua Flan with Tequila laced Whipped Cream
- Breads: Portuguese Sweet Bread and Russian Rye

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RESERVE YOUR TICKETS SOON, ONLY 80 SEATS AVAILABLE.
FOR TICKETS CONTACT ROB EPPS AT:

Phone: 402-437-2526   email: repps@southeast.edu

mail: ACFPCAN at; PO BOX 5576, Lincoln, NE 68505
The past eighteen months have involved many changes in the way the Association functions. The transition of ServSafe training to the University of Nebraska Extension Service under the leadership of Dr. Julie Albrecht has worked out very well. The quality of instruction is excellent and we are able to provide this training more effectively throughout the state.

Dr. Fayrene Hamouz has brought a new level of professionalism to the ProStart program with an interesting and informative forum for educators from participating high schools and improvements to our regional, state and national competitions. Fayrene has also worked with the Hospitality Education Foundation board to expand the board of directors and provide a broader base of support for ProStart and the foundation scholarship program.

Brandy Nielson continues her excellent performance across a broad spectrum of responsibilities including event coordination, membership recruiting, advertising and support for ProStart and the Hospitality Education Foundation.

Rich Otto has joined our staff as a part time employee who will assist Brandy with membership development. He will also work with his Dad, Jim Otto, as a lobbyist.

Michael McCarville is retiring from Heartland Payment Systems and resigning his position on our Board of Directors. Michael has supported the association in many ways over the years, serving on the Taste of Nebraska Committee, helping set up several golf outings and entertaining us all as master of ceremonies for many events. He will be missed and we thank him for all the years of dedicated leadership and service.

We appreciate the outstanding support we continue to receive from our board of directors, advisors and members.

Nebraska Minimum Wage Initiative

The Nebraska Minimum Wage initiative received enough petition signatures to qualify for inclusion on the ballot for the November 4, 2014, election. If it receives voter approval it will incrementally increase the minimum wage in Nebraska from the present $7.25 to $8.00 by January 1, 2015, and $9.00 by January 1, 2016. The issue will be decided by a vote of the people. The following “talking points” provide a couple of things to consider when discussing this issue with others and before casting your vote.

Increasing minimum wage will not raise people out of poverty or contribute to economic growth.

The following information comes from the Bureau of Labor Statistics and is derived from the most recent census.

1. Only 2.9% of United States workers earn the minimum wage
2. Over half are between the ages of 16 and 24, 62% are still in school and working part time
3. They are typically not the family’s sole breadwinner
4. The rest are employed in entry level jobs or part time
5. Only 22% live at or below the poverty line
6. 66% live in families with incomes exceeding 150% of the poverty line
7. Just 4% of minimum wage workers are single parents working full time
New Century Agency
*Business Insurance*
Contact: George & Arlene Thietje
888.424.3800
New Century Agency was founded in 1993 by George & Arlene Thietje. New Century specializes in restaurant insurance and currently writes over 500 restaurants throughout the Midwest.

Fishbowl
*E-Marketing Solutions*
Contact: Joe Gabriel
703.836.3421 x 230
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.

Jackson Lewis LLP
*Legal Services*
Contact: Chad Richter
402.391.1991
Specializing in employment and labor laws, Jackson Lewis 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.

Broadcast Music Incorporated (BMI)
*Music Licensing*
Contact: Cleve Murphy
615.401.2877
Nebraska Restaurant Association members can save up to 20% thru BMI. BMI collects license fees on behalf of songwriters, composers and music publishers and distributes them as royalties to those members whose works have been performed.

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Sometimes you just can’t win for losing

You try your best, but sometimes you just can’t win for losing. “We treat our employees like they are members of the family.” “We’re just a small company.” “I never thought it would happen to me.” All of these are comments quite typically heard after a business is given notice that it is being sued for discrimination.

In 2013 there were 93,727 discrimination charges filed with the federal EEOC. Retaliation was the most frequently cited basis for charges of discrimination with 38,539 cases, followed by race discrimination (33,068), sex discrimination, including sexual harassment and pregnancy discrimination (27,687), and discrimination based on disability (25,957). The Commission had monetary recoveries of $372.1 million, a $6.7 million increase over 2012. The Nebraska Equal Opportunity Commission accepted 882 charges of employment discrimination. Here’s an example of a discrimination suit that was handled by Travelers Insurance Company showing the cost of defense and settlement.

Age discrimination — $317,500. The plaintiff alleged that the insured discriminated against him on the basis of his age and disability. He further alleged that he was terminated in retaliation for filing a workers compensation claim and for complaining about discrimination. The defendant contended that the plaintiff was not able to perform the essential functions of the job and that he was discharged for legitimate, nondiscriminatory and non-retaliatory reasons. Travelers paid $175,000 in defense fees and $142,500 in settlement costs.

Even when you’re found not guilty, you still have to pay for defense. In another Traveler’s case a bar and grill was found innocent, but defense costs were $375,000.

What constitutes discrimination and what one must do to comply with the guidelines become more and more complicated. Are you aware on July 14, 2014, the EEOC issued new enforcement guidelines on the treatment of pregnant employees under the Pregnancy Discrimination Act and the Americans with Disabilities Act? This “guidance document” by the EEOC is the first comprehensive update on the subject of pregnancy in over 30 years and is effective immediately. Do you know how to handle religious garb and grooming in the workplace? What about using arrest and conviction records in hiring and firing decisions? If you aren’t always up to speed on the latest here are some suggestions to protect yourself:

1) Employment Practices Liability (EPL) insurance.
2) Personnel policy reviews.
3) Education.

If you need information on any of the EEOC guidelines mentioned in this article, please let New Century know.
This decision is wide-ranging.

An employer violated the National Labor Relations Act (NLRA) by discharging two employees, who did not belong to a union, because of their participation in a Facebook discussion about their employer’s State income tax withholding mistakes, by threatening employees with discharge for their Facebook activity, by questioning employees about that activity, and by informing employees they were being discharged because of their Facebook activity, the NLRB has ruled.

Triple Play employees Jillian Sanzone and Victor Spinella discovered they owed more in State income taxes on their earnings at the sports bar than expected. Sanzone discussed this at work with other employees, and some employees complained to the employer about the tax problem.

“It underscores the need for employers to pause, reflect, and thoroughly investigate before taking action against employees...”
Thereafter, Sanzone, Spinella, as well as former employee Jamie LaFrance, discussed the income tax withholding issue on Facebook. The Facebook posts included a status update by LaFrance that read: “Maybe someone should do the owners of Triple Play a favor and buy it from them. They can’t even do the tax paperwork correctly!!! Now I OWE money...[expletive deleted]!!!” and subsequent comments to LaFrance’s post by Sanzone and other employees regarding the income tax issue. Spinella “liked” LaFrance’s status update.

When the employer’s co-owner learned about the Facebook discussion, he discharged Sanzone, telling her it was because of her Facebook comment. Spinella was terminated the next day, after being interrogated about the Facebook discussion, the meaning of his “Like” selection, the identity of the others in the conversation, and other issues. The other co-owner told Spinella that, because Spinella “liked” the disparaging and derogatory comments, Spinella was disloyal and it was “apparent” that Spinella wanted to work elsewhere. He told Spinella, “[Y]ou will be hearing from our lawyers.” Thereafter, the company’s attorney contacted Sanzone by letter, suggesting a possible defamation action. The lawyer also contacted LaFrance.

Sanzone and Spinella filed separate unfair labor practice charges against Triple Play, which the NLRB consolidated into one complaint. Triple Play did not dispute the employees’ Facebook activity was concerted and they had a protected right to engage in a Facebook discussion about the employer’s tax withholding calculations. Triple Play, however, contended it had not violated the NLRA because the Sanzone and Spinella had adopted LaFrance’s allegedly defamatory and disparaging comments, which were unprotected. The employer also asserted the Facebook posts were unprotected because they were made in a “public” forum, accessible to employees and customers, and they had undermined the co-owner’s authority in the workplace and adversely affected its public image. The NLRB rejected the employers’ argument and ruled that Triple Play’s actions violated the NLRA.

This decision is wide-ranging. It underscores the need for employers to pause, reflect, and thoroughly investigate before taking action against employees for alleged misconduct where they have acted together in regard to their wages, hours or working conditions, even where their language might give offense to the employer despite the fact that members of the public can view their complaints. The decision also shows the NLRB affords significant leeway to employees, even permitting public invective against business owners — at least up to a point.
Executive directors report

From the Bureau of Labor Statistics data we can draw several conclusions. Since the minimum wage increase affects only 4.3% of the work force, it will not significantly reduce the segment of our population subsisting below the poverty line and it will have a negligible effect on economic growth.

It will, however, have a serious adverse impact on those industries that are labor intensive and employ large numbers of entry level and part time workers. This includes the hospitality industry, one of our state's largest industries.

The restaurant industry has well compensated career positions in management and food preparation but it also relies on large numbers of entry level part time employees, many of them students. The turnover rate is high and the training requirements challenging. These employees are entering the work force for the first time and starting pay is typically at or slightly above minimum wage. Wait staff can supplement this significantly by earning tip income in appreciation for excellent service and can easily earn up to twice the minimum wage. Back of the house employees who perform well receive annual increases recognizing the increased productivity that comes with experience.

A National Restaurant Association survey reports that median hourly compensation, including wages and tips is $16.13 for waiters and $19.35 for bar tenders. 70% of hourly employees not earning tips reported receiving pay raises, based on performance, within the past 12 months.

The restaurant industry has a very low profit margin per employee and, as labor costs rise, will respond by delaying new hires, finding ways to increase productivity of existing staff and automating processes when feasible, and menu prices will increase. The implementation of the Affordable Care Act has recently imposed significant administrative and direct costs on restaurants and the combined effect of these government programs may lead to consolidation of the industry and potential loss of jobs.

In summary, the minimum wage increase will not raise people out of poverty or contribute to growth of the economy. It will reduce hiring of entry level employees in labor intensive industries and delay their entry into the workforce. Poverty is a complex problem and higher minimum wages do not address the main reason that poor families live below the poverty line, because most Americans don't work for the minimum wage. The problem is that many poor Americans don't have jobs and raising the minimum wage will make it harder for entry level employees to find one.

Federal Issues

Affordable Care Act

Starting Jan. 1, 2015, hundreds of thousands of employers will face possible penalties for failing to offer health plans to full-time employees. Also beginning Jan. 1, millions of employers will have to start tracking data on their employees and health-care coverage offers as they prepare to file ACA-required reports with the IRS and employees in early 2016. The ACA’s impact on premium costs for 2015 won’t be clear until later this year, and extra compliance costs associated with employer reporting are also unknown.

The National Restaurant Association has worked with federal agencies to provide some flexibility for employers in ACA regulations and has had some success in temporarily delaying some mandates, but only Congress can make changes to the law. The Association urges Congress to make changes in four key areas:

• Bring the ACA’s definition of full-time in line with typical workplace standards.
• Simplify and streamline the employer reporting requirements.
• Raise the threshold that determines
which businesses are treated as “large” under the ACA.

- Eliminate the ACA’s auto-enroll mandate that requires some companies to automatically enroll full-time employees in a company health plan.

The National Restaurant Association website Health Care Knowledge Center: www.restaurant.org, is an excellent resource for current information regarding ACA and options available to restaurateurs.

Menu Labeling
The Food and Drug Administration planned to release final regulations on menu labeling last February but that deadline has passed and the regulations are still under review. The menu-labeling regulations will require chain restaurants with 20 or more locations to list the calorie content for items on menus and menu boards, including those at drive-thru restaurants. Other nutritional information, such as fat, saturated fat, cholesterol, sodium, carbohydrates, fiber and protein, would have to be made available to customers, in writing, upon request. The FDA’s final regulations will establish a uniform standard for how chain restaurants make calorie and nutrition information available and supersede conflicting state and local menu-labeling rules. Once the final regulations are released, the industry will have at least six months to implement them.

State Issues
The next session of the Nebraska Unicameral will convene January 7, 2015. There will be 90 session days with adjournment scheduled for June 5, 2015. This will be the first session in the two year cycle. The body of 49 senators will be significantly different as the November election will determine the 17 new senators who will be replacing those forced out by term limits. All previous bills that were not advanced are now officially “dead” and will have to be introduced again to be considered. With the influx of so many new faces and new ideas, there will no doubt be new issues introduced that we can’t predict. However, here are some of the past issues we expect to see again.

Mandatory Training for Servers and Sellers of Alcohol
This issue is directly related to the “Dram Shop” issue. States that have “Dram Shop” laws in place hold sellers/servers of alcohol liable for damage, injury, or death as a result of selling or serving an intoxicated person. Nebraska is one of the few remaining “non-dram shop” states. There have been several attempts in past legislative sessions to make Nebraska a “dram shop” state. We have consistently and successfully opposed these past attempts. However, Senator Krist is very concerned about the issue and has pledged to continue pushing mandatory training for all servers and sellers of alcohol. This is an issue we will have to address. We support training with the following provisions:

- Training programs approved by the Nebraska Liquor Control Commission.
- A “train the trainer” approach that requires the Liquor Control Commission approved training course for managers and provides resources for them to train their respective staffs.
- State approved training programs preempt city training requirements.
- Training programs accessible on line and affordable.
- Training valid for three years and transferable from employer to employer.

Sales Tax Collection Fees
Nebraska restaurants collect and remit sales tax and receive practically nothing for this service. The cost to restaurants is significant - especially on credit card sales. To understand how blatantly unfair the situation is, consider this: for every dollar of sales tax collected on a credit card sale, the restaurant only receives approximately 98 cents because of the credit card swipe fee. However, the restaurant still remits one dollar to the state. When multiplied out over all credit card sales, this can amount to hundreds, if not thousands, of dollars. To address this, Senator Schumacher introduced legislation in the previous session at our request which would significantly increase sales tax collection fees retained by collectors and remitters of sales tax. The legislation was advanced by the revenue committee but we ran out of time to get it considered by the entire body. We are optimistic about the possibility for success on this issue in the 2015-16 session.
Money on the table

“You are non-compliant and NEED new equipment that can read chip cards!” Have you heard this one yet? If you haven’t, you will and it’s partially true, but it’s not urgent...yet. EMV, which stands for Euro MasterCard Visa is the proper term for chip cards, also known as IC (Interactive Chip) cards. These are debit and credit cards issued today that have traditional magnetic strips as well as a chip inside the card with encrypted cardholder data. This technology has been used all over the world for many years and the United States is one of the last ones to the ball game. There are already millions of IC cardholders in the US today. For the time being, cards issued will still have the magnetic strip but the idea is to have them phased out over the course of the next few years.

Starting in October 2015, it will be in your best interest to have the capability and equipment in place to be able to accept IC cards. If you don’t update your equipment and there is a security breach or a compromise of cardholder data after this date, the liability will shift to the merchant which can be detrimental to any small or medium sized business. Large corporations such as Target and Home Depot (currently investigating a suspected compromise) will be moving soon to technology that can accept IC cards and EMV transactions.

Other retail giants like Walmart already have the pin pads and readers in place to accept the cards. Currently, only a couple processors have actually swiped live EMV transactions on their platforms. Heartland swiped their first successful EMV transaction about a week ago. In the future, merchants will need to upgrade their credit card terminals, including Point of Sale equipment. POS systems will likely have a USB plug in accessory that will have a chip scanner, but as of yet I haven’t seen any complete POS solutions for EMV.

Merchants are still in the clear for a while, but if you happen to have equipment that goes down, request an EMV terminal from your processor should it need to be replaced, as they are currently available for as little as a couple hundred dollars. Getting an EMV terminal now will put you in line for near future requirements. Stay tuned for updates!

What’s all the hype about chip cards?

For more information, contact Larissa Codr
larissa.codr@e-hps.com
402-540-3185

We take great pride in what we have to offer and derive great satisfaction in delivering solutions that bring more money to your table!
When Jan and Roger Moore founded Amigos they did so with a strong entrepreneurial spirit. They knew they wanted to own and operate their own business. But what business? Insurance? Restaurants?

As an employee of SRI, now Gallup, Roger had helped restaurants hire management staff to understand the business and the human resource needs. The couple evaluated three different restaurant franchises before a friend and mentor suggested they come up with their own concept.

After some research and a Lincoln market study, it became apparent that there was room for growth in the Mexican food segment. They brainstormed names and came up with “Amigos”. Not only was it easy to remember, but it reflected the image they wanted for their business – a place for friends - with fresh, quality food and friendly service and atmosphere. A California architect came up with a rough sketch of the first building design.

In selecting the site for their first restaurant, they looked for a location with great traffic flow and settled on a 55th and O Street location. It was 1980 when the Moores opened their first restaurant, with service in a niche between fast food and full service where guests ordered at the counter and servers delivered the food. A second store opened in Grand Island a year later. Before long there were 29 stores in five different states and Amigos had been named one of the top growth chains in the country by Restaurants Institutions Magazine. In more recent years, they decided to operate restaurants in Nebraska only. There are currently 28 Amigos locations, with 9 of those being owned by franchisees.

Roger loved the acquisitions, selecting new locations, and developing managers. Jan loves the creativity of marketing and the development of their menu. “That’s the fun part. It’s fun to brainstorm how to combine ingredients to come up with new menu items”. On their travels they would look at trends around the country, and try new foods that customers might like. In California they found a cheese they really liked; when they brought it back to Nebraska nobody knew what it was, so they determined that regionally it wasn’t a good idea.

The couple takes advantage of their dual membership in the Nebraska and National Restaurant Associations and attends the National show in Chicago each year to keep stay current with industry trends and to find new ways to better manage operations, satisfy their customers and grow their customer base. Over the years, they have tried co-branding with different brands—some succeeded and some did not. They have had success with their own burger concept called Kings Classic. The other brands that stuck were the Winchell’s donuts and Kopeli Coffee, which have become integral parts of their breakfast daypart.

In their 35 years in business, the Moores have not been afraid to make the changes needed to respond to changes in the marketplace. “We always keep changing. Status quo is usually not a good option.”

When they started, about 35% of customers went through the drive through. Now, in a convenience focused society, 65% of the customers are driving through. Hamburger was the only meat on the menu for years; chicken was added to meet changing customer diets. Now there are five different meats to choose from, 10 if you count breakfast. They tried breakfast 15 years ago and it failed; they brought it back, heavily promoted it and now “it’s a great part of our day”.

“While we’re all competing, we’re also all in the same boat. We understand certain needs in our community and there’s value in banding together. For me, the Nebraska Restaurant Association and its members have been helpful. The lobbying for us on important issues; the value of getting to know other restaurant owners so if you have questions you can call and talk to each other. We might be fierce competitors, but we have an admiration for others in the business”.

“Coming from Rural Nebraska, to me owning a restaurant is a lot like owning a herd of milk cows. It’s there every day - demanding. Not everyone is cut out for it. It’s an exciting, rewarding business, but the work is never done. It takes a lot of passion and commitment if you want to do it long-term”.

Jan & Roger Moore

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Amigos/Kings Classic
35 years of passion and commitment

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Pat Carlson

www.nebraska-dining.org NEBRASKA HOSPITALITY NEWS 4th Quarter 2014
WELCOME NEW MEMBERS

Find updates online at www.nebraska-dining.org

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Aaron Young
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www.chefauchef.com

Flatwater Bistro
John Coffey
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Lincoln, NE 68508
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john@flatwaterbistro.com
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Greta’s Gourmet
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**NEBRASKA**

**ProStart**

National Restaurant Association Educational Foundation

ProStart® happenings and more

Classes started early this fall for eight ProStart Teachers who attended the 2014 Teacher Forum on June 25 and 26. The success of this year’s forum can be attributed to the industry professionals that presented to the teachers.

**Day 1** focused on entrepreneurial venues in Lincoln. Teachers visited Greta’s Gourmet Butcher Shop Deli and Catering, Flatwater Bistro and Single Barrel. Each owner/manager presented their unique stories.

Presenters spoke on their business concept and inspiration and the opportunities and challenges of entering the food industry. Frank in their discussions, the teachers were totally engaged in their stories. Teachers valued the presentations, explaining that the concepts learned can be used in preparing students for the ProStart Management Competitions. Of course, signature menu items were enjoyed at each location! In addition, each teacher that attended received two resources, Bankable Business Plans and Experience Economy.

**Day 2** was spent at Lincoln Sysco where Chef Lane Rosenberry demonstrated basic culinary techniques and demonstrated simple to prepare, but flavorful, recipes. Members of the marketing team discussed what’s new in produce and meat, plate presentation and purchasing economics. The day ended with a presentation of food costing concepts. Thanks to the Sysco team for their informative presentations and lunch.

The Hospitality Education Foundation was reorganized in early August. The newly appointed board of twenty enthusiastic professionals openly shared their ideas and vision for the Hospitality Education Foundation. I look forward to working with them.

If you have not viewed our e-newsletter HEF Entree, please do so. While primarily targeted to the ProStart Educator, the monthly newsletter will keep you current with HEF and ProStart activities.
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Heartland
We celebrated the 20th Anniversary of the Fall Golf Classic on Monday, September 22nd at Hillcrest Country Club! We could not have ordered a more perfect day! Significant money was raised for the Association and golfers had a wonderful time. The Lincoln Sysco team of Kim Brown, Kelly Knudson, David Warren, and Tim Peterson came home with the championship flight.

Each year the National Restaurant Association Education Foundation and the Nebraska Restaurant Association HEF award two $2,000.00 co-branded ProStart scholarships for students pursuing a career in the hospitality industry. This year’s scholarship recipients are Mitchell Roth and Wyatt Kosalka.

Mitchell Roth graduated from Milford High School and is pursuing an Associate’s degree in Food Service/Hospitality through Southeast Community College this fall. He plans to focus on Culinary Arts, Baking, and Pastry along with Hospitality Management. After graduation he plans to work in a bakery in the Lincoln area and hopes to someday own his own bakery.

Wyatt Thomas Kosalka graduated from Plattsmouth High School and is pursuing an Associate’s degree from Metropolitan Community College in Omaha. Wyatt plans to double major in Culinary Arts and Horticulture.

We are proud of both of these former ProStart students and we are excited to see what the future holds for them!

In other news around the NRA office, we are excited about our fresh new website that was designed to be more user-friendly for our members. The website was launched on October 1st in a “mobile friendly” format.

Visit www.nebraska-dining.org to take full advantage of all of the benefits your membership provides and www.restaurant.org to keep up with national trends!

Thank you for your membership to the Nebraska Restaurant Association – It’s just good business!
The new Executive Chef at Lincoln’s Venue Restaurant & Lounge has more than ten years of culinary training experience and training.

And he just turned 25.

His name is John Benton, or Chef John, and he credits landing his dream job at the Venue to what he learned in school, broad-based real world experience in restaurants, and the support he received from teachers like Lincoln Southwest ProStart teacher Sherry McCranie and hospitality industry professionals like Kim Brown of Sysco and mentor Richard Garcia, National Culinary Director- Leisure, Cultural Destinations & Unique Venues at Sodexo.

Chef John himself, however, is the steam engine that drives his success. His passion for the culinary arts is evident, starting in 9th grade when he entered and won his first Prostart competition, capturing the award for “most complicated dessert”. After that win, he was unstoppable.

After completing Southwest High School’s Level 1 ProStart Program, John, with the help of Jo Taylor, enrolled in Southeast Community College’s Culinary Arts Program. By the end of his sophomore year at Southwest High School, he was a certified Culinarian with the American Culinary Federation, which allowed him to start his professional career in Lincoln.

And he’d made a name for himself in Lincoln’s high schools. A good chef needs his own set of knives, so John wrote an action plan that he presented to the Southwest High School administration so he could bring a professional set of
knives to school – and wrote another one so he could use a chain saw to create an ice carving in the school's cafeteria. Since Southwest only offered Level 1 ProStart classes, John enrolled in Lincoln High's Level 2 classes, and ended up helping to teach those classes. He was named Lincoln High's ProStart student of the year – while still a student at Southwest!

After graduation from high school, and after making a decision that this 24/7, 365 day job was for him, Chef John enrolled at Johnson and Wales University in Providence, Rhode Island. His participation in the ProStart program and Skills USA, combined with his SECC certificate earned him credits and scholarship money. Aside from the rigorous coursework and learning that took place there, Chef John developed a rooftop organic gardening program in an effort to provide fresh vegetables, herbs, and edible flowers.

He completed his whole freshman year in one summer and his education didn’t stop there. He went to Germany for his Level 1 sommelier certification, took a foreign language, and then gained real world experience in East Coast restaurants and with Rich Garcia at Renaissance Boston Waterfront Hotel. Hands on work experience added to his knowledge base, and it’s where Chef John learned about foods, “tasting everything, smelling everything…figuring out what goes with what. During my time on the east coast I had the opportunity to work at some extraordinary restaurants that honed my skills—from farm to table cuisine, charcuterie, and fine dining.”

Chef John jumped at the opportunity to come back to Lincoln and take on the Executive Chef position at the Venue and appreciates the trust that … Jeff Barclay and Scott Ritter put in him when they offered him the position. His age did present challenges, however, and he said it’s hard to get people’s respect when you first start. "Who is this kid who looks like he’s 12 running this kitchen. But you put your head down and show them you can do it. And it becomes a complete 180. I love the team I have. We’re great teammates."

According to Chef John, “I wouldn’t be an Executive Chef in one of the nicest restaurants in Nebraska at 25 if I didn’t have ProStart”. He learned how to clean well, to take care of equipment, the eight basic cooking methods, and most importantly, organization or mise en place, which he says of all the principles, that’s the most important. Participating in ProStart competitions helped him learn to have a good attitude and cool head when something goes wrong – and something always goes wrong – and adjust. The competitions helped build self-confidence along with providing scholarship money for furthering his education.

He’s been “paying it forward” since high school, serving as a ProStart judge for Nebraska competitions. According to John, “My job is to help others grow and help mentor and develop skills. If I’m not doing that, I’m not doing my job”.

Chef John has been busy during his first year as Executive Chef and he says the first six months were “tough, long hours”. The Venue has offered wine tastings and two Chef Dinners a month which Chef John enjoys since he can “do what he wants”. He gets together with the Venue’s mixologist and they do a tasting to decide what foods will go with the beverage. John writes the plans and creates the menus for the special events. Besides outside catering and private events, among the Venue’s offerings have been a Zipline beer dinner. A “Junk Food Dinner” is on the schedule for September. As a chef, John exemplifies an industry mission. “I’m here to make others happy. I like being the reason that creates that. Food, thoughtfully presented and prepared, helps to enrich the lives of others.”
Bio-Tile™ Receives Prestigious Award

Now in its 10th year, the Kitchen Innovations Awards program recognizes cutting-edge advancements in increased energy efficiency, waste reduction, and operational improvements. The National Restaurant Association selected Bio-Tile™, a revolutionary new product from Industrial Skins, LLC, as a recipient of its 2014 Kitchen Innovations (KI) Award.

Bio-Tile is a multiple layer, recyclable ceiling tile that adheres to existing or new ceiling tiles, allowing restaurant operators to simply peel away one of the five layers when the ceiling surface needs to be cleaned. Bio-Tile eliminates the need for labor-intensive cleaning with hazardous chemicals and landfill waste that inevitably results when the ceiling tiles are too worn and discarded. Bio-Tile is the brainchild of Industrial Skins, LLC. CEO Shawn Engberg, says the product has revolutionized the process of cleaning ceilings for food and beverage industry businesses, as well as laboratories, hospitals, grocery stores, and medical manufacturing facilities. It reduces manpower maintenance costs and risk associated with cleaning vinyl-ceiling tiles, while protecting the environment.

According to the National Restaurant Association, the KI Award recipient was chosen by an independent panel of industry experts comprised of internationally recognized food facilities consultants, multi-unit restaurant executives, and design experts. Award recipients are selected based on how they address the trends and topics most important to foodservice operators today.

“The food and beverage industry as a whole works very hard and dedicates thousands of man hours maintaining their facilities to provide a clean and safe environment for patrons and staff,” says Industrial Skins’ Shawn Engberg. “However, when you factor in the price of cleaning chemicals and the labor required to remove each tile, scrub it, and replace it, the traditional cleaning process can get costly. Utilizing Bio-Tile, periodic cleanings can be accomplished in a fraction of the time, at a fraction of the cost, yielding perfect results with every peel. This makes it ideal for any business that requires a clean environment, including those in food

Bio-Tile has been recognized as the recipient of The National Restaurant Association’s 2014 Kitchen Innovations Award.
and beverage, health care, medical manufacturing, and a multitude of other industries.”

“Aside from significant financial savings, there are several operational benefits to using Bio-Tile,” says Engberg. One of those is improvement in the quality of lighting. The inherent characteristics of Bio-Tile increase luminosity up to 15% compared to standard tiles. Bio-Tile eliminates the use of hazardous chemicals in the cleaning process, which not only reduces the potential risk to employees, but mitigates the dangers of a “super bug scenario.” Finally, the use of Bio-Tile extends the life of a ceiling tile indefinitely and eliminates the landfill waste that ultimately results from replacing worn or stained ceiling tiles.

“The 2014 show marks an important milestone for the KI Awards,” says Sam Facchini, co-founder and co-owner of Metro Pizza and 2014 NRA Show® Convention Chair. “In addition to proudly celebrating our 10-year anniversary of the Awards, this year’s honorees demonstrate the continued tradition of the KI Awards in celebrating innovative companies making measurable impact on the day-to-day operations of the foodservice industry.”

Industrial Skins’ Bio-Tile was showcased in the interactive Kitchen Innovations Pavilion at the 2014 National Restaurant Association’s Restaurant, Hotel-Motel Show®, held from May 17-20 in Chicago. As the global restaurant and hospitality industry’s premier trade show, the NRA Show is the largest annual gathering of restaurant, foodservice, and lodging professionals in the world.

Shawn Engberg is owner of Alley Rose – a restaurant and long-time Nebraska Restaurant Association member in Kearney.

For more information on Bio-Tile or to see other unique products from Industrial Skins, LLC., go to www.industrialskins.com.
ServSafe® is a food safety course designed for food service managers developed by the National Restaurant Association. When managers take the course, they also take the certification examination, which, when they pass the exam, become Certified Managers. The course provides up-to-date information on foodborne illness, time and temperature control, sanitary food handling in a food establishment, proper receiving and storage of food, personal health and hygiene, housekeeping, food allergens, pest control and food safety managerial programs such as HACCP. The ServSafe® Manager book is updated biannually with the FDA Model Food Code requirements.

In Nebraska, Manager Certification is mandatory in one local regulatory jurisdiction. Many food service operations, hospitals, nursing homes, and school lunch programs either require, or highly encourage, their managers, supervisors, cooks, etc. to become a Certified Manager. University of Nebraska Extension has offered the course in numerous locations across Nebraska for more than 20 years.

The ServSafe® Food Handler is a 2-3 hour course designed for food workers. The course covers basic food safety, personal hygiene, cross-contamination, time and temperature control and cleaning and sanitation. This course does not have a certification exam. University of Nebraska Extension has provided this course for food service workers across the state. In addition, this course works well for training high school students who are considering part-time and summer work in food service.

ServSafe® is considered the industry leader for food safety training. Over 1 million managers and employees have been certified through ServSafe®.
CALENDAR OF EVENTS

Find updates online at www.nebraska-dining.org

October 19, 2014
Omaha Restaurant Association
Hall of Fame Dinner
Metropolitan Community College, Omaha

November 19-22, 2014
Government Affairs Conference
Clearwater, FL

February 7, 2015
ProStart Regional
Southeast Community College, Lincoln

February 25, 2015
ProStart Regional
Scottsbluff HS, Scottsbluff

February 27, 2015
ICA High School Culinary Invitational
Omaha

March 7, 2015
State ProStart Competition
Southeast Community College, Lincoln

Webinars are FREE for Members and offer information on a variety of topics.
Visit http://www.restaurant.org/Events-Networking/Events/Webinars for more information on the webinars available.

Make sure you bring your NRA Member # with you to receive a discount on your class.
ServSafe Classes will be held at daVinci’s, 745 South 11th Street, Lincoln, NE

All classes will start at 8 AM; Exam will begin at 4 PM. Cost $110.00 for NRA members; includes lunch.

Instructors:
Julie Albrecht, PhD is an Extension Food Specialist and Professor at University of Nebraska-Lincoln. Dr. Albrecht has taught ServSafe for over 20 years including training Nebraska Extension Educators to teach ServSafe. She has conducted applied food safety research associated with consumer and foodservice issues.

Georgia Jones, PhD is an Extension Food Specialist and Associate Professor at University of Nebraska-Lincoln. Dr. Jones worked in the food industry in quality control and production supervision. For the last 12 years, Dr. Jones teaches the Nutrition and Health Sciences food safety class for undergraduates. She works in the area of food literacy with Extension audiences.

To register for a class contact:
Ann Grasmick, 402.472.768, Email: agrasmick2@unl.edu

SERVSAFE Calendar

October 8
November 5
December 10

SERVSAFE Instructors

Beatrice  Julie Albrecht  402.472.8884, x3717
Columbus  Susan Hansen  402.352.3821
Fremont  Susan Hansen  402.352.3821
Grand Island  Cami Wells  308.385.5088
Hastings  Cami Wells  308.385.5088
Kearney  Cami Wells  308.385.5088
Nebraska City  Julie Albrecht  402.472.8884, x3717
Norfolk  Carol Lanvick  402.987.2140
Grand Island  Cami Wells  308.385.5088
Ogallala  Cami Wells  308.385.5088
Omaha  Cindy Brison  402.444.7804
O'Neil  Carol Plate  402.387.2213
Seward  Susan Hansen  402.352.3821
Sioux City  Carol Lanvick  402.987.2140
Scottsbluff  Julie Albrecht  402.472.8884, x3717
York  Amy Peterson  40.747.2321

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The National Restaurant Association (NRA) announced exclusive member discounts from UnitedHealthcare on manual medical rates for fully insured business groups with 51 or more eligible employees. Through NRA’s Health Care HQ, members can access potential savings of up to five percent on UnitedHealthcare’s standard medical product portfolio, which offers a broad range of plan designs and options through its vast care provider network. Note that some restrictions apply; and discounts may vary by location and group size.

“NRA’s Health Care HQ is the restaurant industry’s comprehensive resource for delivering up-to-date information, trusted guidance and affordable, high-quality health care products and services,” said Phil Kafarakis, Chief Innovation Officer for the National Restaurant Association. “We are excited to offer members exclusive pricing and health care solutions through our alliance with UnitedHealthcare. Our Health Care HQ takes out the guesswork and provides tremendous value for our members looking to find health care solutions that best fit their needs.”

UnitedHealthcare also offers members up to a five percent discount on specialty benefits products, including dental, vision, life and disability, for fully insured groups. UnitedHealthcare is the only endorsed health insurance carrier of the NRA and its State Restaurant Association (SRA) partners.

Through Health Care HQ, individuals and employers can find a large selection of insurance plans and rates with the option to shop and compare or buy insurance products directly. The comprehensive range of benefits includes core medical coverage, supplemental coverage and ancillary products.

NRA hosted a webinar for membership on October 1st. The webinar, titled “ACA Smart Money Compliance Strategy,” focused on health care strategy for restaurant management. Contact Brandy Nielson for the playback information on this webinar. bnielson@nebraska-dining.org
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