Challenges of finding future employees

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Serving Those Who Feed the Nation.
There are many challenges affecting the restaurant and hospitality industry but in my conversations with our members the one mentioned most is the availability of employees.

In order to frame this issue within the context of the broader Nebraska economy some statistics from the Nebraska Department of Labor are useful. Nebraska has one of the lowest unemployment rates in the nation at 2.8%. Health care employs 15% of the workforce, 11% are in retail, 10% in manufacturing, 7.9% in restaurants and hospitality, 6% in manufacturing, 5% in construction and 1.4% in agriculture. There are approximately 4080 restaurants in Nebraska employing about 50,000 people. It’s reasonable to assume that retail, restaurants and some sectors of health care are competing for the same shrinking cohort of eligible employees.

The National Restaurant Association and your Nebraska Restaurant Association cooperate in initiatives and support programs designed to improve the professional image and increase awareness of the opportunities for successful rewarding careers in the restaurant industry. These include awards for community service and support for culinary and hospitality academic programs at universities and community colleges. We also provide scholarships for students pursuing culinary academic programs. The ProStart Program introduces secondary school students to the culinary arts and provides an understanding of the management, marketing and financial challenges that successful restaurateurs cope with on a daily basis.

As valuable as these initiatives are they are not sufficient to address the labor shortage in the industry. It is clear that we need more people in the labor pool. These people are needed to support a growing economy and industry but there is more than economic growth underlying this requirement. Our existing labor pool is not just static, it’s shrinking. because we have an aging population moving out of active employment into retired status in significant numbers. So let’s take a look at what the 2010 Census reports for our state. We experienced a 5% growth in population distributed among the following ethnic groups:

- White non-Hispanic .12%
- Latino 59%
- Blacks 10%
- American Indian 4.8%
- Asian 22%
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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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dineout@nebraska-dining.org
www.nebraska-dining.org

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Putting Gen Z to work in restaurants

Original research released today from the National Restaurant Association Educational Foundation (NRAEF) and the Center for Generational Kinetics unveiled the prevailing attitudes, perceptions and trends that Gen Z has towards working in the restaurant industry. With job openings in restaurants at a record high, and millions of Gen Zers slated to enter the US workforce, the study was designed to explore the relationship between younger generations and the industry, in order to see if and where the desires of these younger generations overlap with what the industry has to offer.

Attracting and retaining Gen Z is critical to the success of the $800 billion restaurant and foodservice industry. What Gen Zs want in a job or career is strikingly different from previous generations, including Millennials. They are more pragmatic, prefer face-to-face discussions and seek financial security. On the job, Gen Zs thrive in workplaces with a positive culture, want diverse management and crave flexibility.

Key findings from the study include:

The Restaurant Industry Is Training – And Keeping – Gen Z
82 percent of Gen Z got their first paid work experience in a restaurant, and that experience is overwhelmingly positive. Gen Z workers were satisfied with their restaurant work experience by a 64% to 20% margin. Around one-third of them aspire to become restaurant owners, managers, and operators.

Restaurants Provide Gen Z With 21st Century Skills
Gen Z makes clear that restaurants teach the practical, transferable skills required for success in our rapidly evolving workforce: flexibility, teamwork, multi-tasking, dependability, industriousness, customer service, and more.

Mentorship Matters
Over 40 percent of Gen Z stated mentors are advantageous to building their confidence and professional skills necessary to advance their careers. 58 percent who have a mentor were in more senior positions compared to 29 percent of those who had never had a mentor.

Culture Is King
Gen Z has a strong desire to be part of an active, creative, collaborative and flexible work environment. The top cultural traits found to be important for a Gen Zer’s ideal job include recognition, flexibility and a team atmosphere. Over half of Gen Z expect to make more money in the first three months and receive a promotion within the first year.

Reputation Matters
Gen Z wants to be part of a restaurant or business that has high ethics, appreciates diversity, and a positive reputation in the community. Respondents expect a safe work environment where everyone is respected and treated fairly.

How Gen Z Finds Jobs
Good old fashioned word of mouth from family and friends is still highly effective in determining where Gen Z applies to work, with social media being an additional important resource. With so many jobs to choose from and companies aggressively recruiting Gen Z, they also expect an application process that is seamless, easy and positive.

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Kat Johnson
Grey Public Relations
404-683-2333
kat.johnson@grey.com
The Hospitality Associations Alliance, a strategic alliance platform created by the National Restaurant Association and UnitedHealth Group, offers exclusive solutions that benefit Nebraska Restaurant Association members and their employees. The Alliance provides guidance and solutions to help members navigate state and federal compliance areas, and features special offerings from industry-leading organizations such as UnitedHealthcare®, Optum® and DigiPro Media.

The Hospitality Associations Alliance program:

- **Provides access to more affordable health care solutions with members-only pricing.**
  - Exclusive discounts on medical and specialty benefits from UnitedHealthcare.
  - Exclusive Association Health Plan option for small employers in the hospitality industry (insured and serviced by UnitedHealthcare).

- **Promotes and supports health and wellness in the hospitality industry.**
  - Free National Restaurant Association Pharmacy Discount Card program for prescription savings (not insurance).
  - Discounted Health Savings Account (HSA) from Optum.

- **Helps members mitigate the risk of Americans with Disabilities Act (ADA) website accessibility lawsuits.**
  - Exclusive discounts on website accessibility solutions from DigiPro Media.

For more information on the Hospitality Associations Alliance program, contact Alliah Sheta at alliah.sheta@optum.com.
## EXCLUSIVE SOLUTIONS FOR NEBRASKA RESTAURANT ASSOCIATION MEMBERS

<table>
<thead>
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<th>Solution</th>
<th>Details</th>
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| **Exclusive Health Care Discounts**      | • **Up to a 5% discount on manual medical rates** for fully insured groups with 51 or more eligible employees.  
• **An annual invoice credit of up to 5%** on administrative fees for new ASO medical products for self-funded groups with 100 or more eligible employees.  
• **Up to a 5% discount on specialty benefits** (dental, vision, life, disability, accident and critical illness) for fully insured groups – in addition to all other discounts including bundling benefits programs.                                                                                     |
| **Association Health Plan**              | • **Available to small restaurant and lodging member employers with 2-99 eligible employees.**  
• The Restaurant & Hospitality Association Benefit Trust offers small businesses some of the same **product selection and pricing flexibility advantages** formerly available only to large employers.  
• Features a product portfolio with **more than 120 health plan designs.**  
• Insured and serviced by UnitedHealthcare.                                                                                                                                                                                                                                                                                                                     |
| **Free Pharmacy Discount Card**          | • Helps employees **save up to 75%** (average savings of about 40%) on all FDA-approved prescription medications.  
• Accepted at more than **62,000 pharmacies** nationwide.  
• Cards are pre-activated and easy to use; privacy is protected.  
• Each time a Card is used, the **Nebraska Restaurant Association Hospitality Education Foundation** receives a portion of the proceeds.  
• There are **no costs** for ordering or using this Card.  
• Administered through OptumRx®. This discount card program is **not insurance.**                                                                                                                                                                                                                   |
| **Discounted Health Savings Account (HSA)** | • Available to all eligible members with a qualifying high-deductible health plan **regardless of insurance carrier.**  
• Provides a **tax-advantaged** way for employees to pay for qualified medical expenses now and in the future.  
• The Optum Bank HSA solution offers a **20% discount on the Monthly Maintenance Fee** for members and their employees.  
• Optum leverages holistic integrated health care and financial data to deliver various **consumer engagement strategies** that help drive savings.  
• Administered through OptumBank®, Member FDIC, with nearly 3.5 million HSA accounts and $9.4 billion in HSA assets under management.**
| **Website Accessibility Solutions**      | • **Significant member discounts** from DigiPro Media, a website services provider specializing in web accessibility related to the Americans with Disabilities Act (ADA).  
• **The ADA is the law of the land,** making discrimination against people with disabilities illegal. ADA website accessibility is a recent “hot button” legal issue for hospitality business owners.  
• DigiPro Media’s immediate solution, **Adot Pro,** can provide an initial website accessibility plan as the first line of protection for member businesses at a **33% discount** off the standard subscription.  
• DigiPro Media offers members **additional web solutions** to build a new, fully accessible website at a **25% discount** off the monthly DigiPaas Hosting/Platform access.                                                                                                                                                                                                                                                   |

*Some restrictions and exclusions apply. Discounts are available only to members of the National Restaurant Association and its state restaurant association partners; and may vary by location and group size.  
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Legislative issues

Hispanics/Latinos make up 8.3% of Nebraska’s population

Based on this information, our choices are clear:

1. We can increase the white non-Hispanic birth rate.
2. Encourage White non-Hispanic immigration from neighbor states
3. Welcome immigrants into our communities
4. Do nothing and, over time, learn to accept the limited economic potential of the status quo

Option 1 comes with an eighteen year lead time and, combined with option 2 has produced the .12% growth listed previously. There is no reason to anticipate any changes from either of those options.

Option 3 has been successful in several Nebraska communities including Crete and Lexington and there are many reasons to assume that it will have a positive effect in any community.

Option 4 is clearly unacceptable to most people for a variety of reasons.

Option 3 is the subject of much debate and misleading information promulgated via social media so let’s discuss what most proponents of this option actually believe is an appropriate solution.

1. Open borders is not one of them, I haven’t heard that recommendation from any proponent of immigration reform.

2. We do encourage comprehensive reform of our immigration laws recognizing that immigrant labor is and has been throughout our history necessary for economic growth.
3. Agree that we should define an appropriate level of immigration to meet employment requirements.
4. Establish adequate border sites, staffing and procedures to process immigrants in an efficient and timely manner.
5. Provide each immigrant a fraud proof form of identification that employers can rely on as proof of legal entry and qualification for
employment.
6. Merit based immigration is appropriate providing that the criteria for determining merit is based on actual labor requirements in the United States. Under certain circumstances roofers may be more valuable than PhD’s.

One very important aspect of immigration reform involves the eleven million or so undocumented immigrants presently in our country. The net migration across the southern border has been around zero for a few years so we can assume that most of the undocumented in the country now have been here for some time, are settled in communities and probably living in homes with families in which the children and one spouse are documented but one family member is not. They are most likely employed, paying taxes and well established in the community. Any reasonable immigration reform legislation will need to address this issue in a fair and compassionate manner.

Immigration has historically provided the foundation for economic growth and prosperity for our country and state. Recognizing this, we will continue to work with the Nebraska Coalition for immigration Reform, National Immigration Forum, Immigration Works USA and other organizations to advance the cause of comprehensive immigration reform.

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New ServSafe instructor in the Lincoln area

The Nebraska Restaurant Association would like to introduce Gary Hosek who is available to teach ServSafe classes in the Lincoln area.

Gary earned his Masters of Public Administration from the University of Nebraska, Omaha and has over 41 years experience in public health with special skills in program development, health inspections and audits, HACCP training and ServSafe training. Gary earned the University of Nebraska Extension Team Award for ServSafe, as well as the Distinguished Service Award from the National Institute for the Foodservice Industry.

Gary will teach ServSafe twice per month in Lincoln, and can be contacted for other private group ServSafe classes as needed. Classes are held at daVinci’s on 11th and G Street from 8am-6pm. Gary is also available to proctor online ServSafe exams. Gary offers a discount for any Nebraska Restaurant Association member who takes the class through him.

Preregistration is required.
Gary can be reached at 402-416-4432 or by email at gary.hosek@gmail.com.
Now confirmed by the Senate to serve as the next United States Supreme Court Justice, the Honorable Brett M. Kavanaugh brings more than a dozen years of judicial experience to the position. While it is always difficult to predict, a review of a Judge Kavanaugh’s key labor and employment decisions provides a glimpse into what his time on the bench may hold.

**Discrimination in the Workplace**

Several of Judge Kavanaugh’s decisions suggest he construes anti-discrimination statutes in a manner that may be considered plaintiff-friendly, though there is not a sufficient sample from which to draw a definitive conclusion on this issue. In several cases, Judge Kavanaugh argued in favor of making it easier for plaintiffs to establish a prima facie case of employment discrimination. In both decisions, Judge Kavanaugh wrote a concursuing opinion arguing in favor of expanding the definition of adverse employment action to include discriminatory refusal to grant requests for lateral transfers.

**Immigration**

Judge Kavanaugh’s immigration decisions indicate a tendency to interpret the law to protect U.S. workers rather than employers who want to hire foreign nationals. For example, his dissent in Fogo de Chao (Holdings) Inc. v. U.S. Department of Homeland Security, 769 F.3d 1127 (D.C. Cir. 2014), offers a glimpse into his approach to immigration law. Fogo de Chao, a Brazilian steakhouse restaurant chain, claimed that a critical component of its success included employing genuine gaucho chefs, churrasqueiros, who “have been raised and trained in the particular culinary and festive traditions of traditional barbecues in the Rio Grande do Sul area of Southern Brazil.”
Managing your customer’s experience – how to handle a bad social media review

Last weekend my family decided to have lunch at a restaurant near our cabin in Wisconsin. We had eaten there in previous years, and I remember them having a great salad bar. This little place is right on Main Street in a heavily visited tourist town and has automatic exposure and business due to the prime location. We were looking forward to a good lunch. Since the weather was nice, we decided to sit outside on the patio. My kids immediately plunked down at a wet table and my 5-year-old noticed there was a “bowl of gross cigarettes” sitting on the table. This was the first red flag. The nook where the salad bar used to be was empty, and there was a crackly sound coming from a small stereo trying to connect to satellite radio. Later, we heard our waitress telling another table that their WIFI doesn’t reach the patio.

For a moment we contemplated leaving, but we were here, our kids were hungry, and I’m sure this first impression was just a fluke. We looked over the underwhelming menu and I decided that I still wanted salad. Their “famous” chili sounded good, so I ordered it along with a side salad which I couldn’t find on the menu. My husband ordered a cheeseburger that came with chips and he added a side salad. We played a game of “I Spy” and listened to the white noise of the radio while we waited for our food which arrived within normal wait time. My chili looked suspicious, but it tasted good. My side salad was very disappointing. Iceberg lettuce with black olives and onions. I thought it was an odd combination, but I supposed the Kraft Ranch dressing would make it ok. We finished our food and got our bill. We were shocked to see that it was $43! Our waitress had dropped the check and never returned. After about 5 minutes we went inside to pay. I noticed that our two side salads were rung in as $15.98 so I mentioned to the lady we were paying that there must have been a mistake…but nope! Side salads are $7.99. She said, “Oh, yea, I’m really sorry, your waitress should have told you that.” We never did see our waitress again, so we just paid our bill and left, only to leave disappointed, and all agreed that we wouldn’t ever come back.

I started to feel sorry for all the unsuspecting tourists who would also wander in here with hopes of a good lunch, only to leave with disappointment. I wanted to help them. I thought about putting a review on Google or Yelp, but I have seen scathing reviews in the past and it makes me feel bad for the restaurateur. Instead, I decided I will reach out to the owners and give them an opportunity for some private feedback. The only thing you, as an owner or manager, can do, is damage control and respond to these emails or social media reviews. Unfortunately, this takes time, if you even do it at all.

How do you handle this in the world of social media? Heartland has a platform to manage all of these social media reviews in one dashboard. I encourage you to find a similar platform that you can take care of your responses and reach out to your customers on a regular basis. As a consumer, if I see that a restaurant is publicly making an effort to correct problems, that gives me a sense of ease. If you don’t have the time or capacity to do this yourself, pay one of your millennials a “pay per reply” to handle these for you…an inexpensive way to handle what could potentially be permanent damage to your reputation and overall success.
Nebraska Restaurant Association Fall Golf Classic at Hillcrest Country Club

Thank you to our sponsors and golfers who helped raise over $10,000 for the NRA and ProStart®

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Nebraska Legislative review and forecast

The 2018 session of the Nebraska Unicameral adjourned on April 18. We monitor numerous bills each session that could have an impact on our membership and determine whether to support, oppose, or take a neutral position. Here are some of the important areas addressed in the 2018 Session:

**Mandatory paid sick leave for full and part time employees**
We successfully opposed legislation that would have required one hour of paid sick time for every thirty hours worked. This included part time employees and applied to employers with four or more employees. Also, an employer couldn’t require an employee to search for or find a replacement worker to cover the hours during which the employee is on paid sick time. We testified in opposition to this bill and it did not advance.

**Mandatory Use of the Federal E-Verify program**
We successfully opposed legislation that would have required mandatory use of the federal E-Verify program and an additional license, renewable on an annual basis, for all Nebraska business units with more than twenty-five employees. We testified and worked in opposition. The bill did not advance.

**Increase Minimum Tip Wage**
We successfully opposed legislation to increase the minimum hourly tip wage. This has been an issue in the past several sessions. It would have eventually raised the minimum tip wage from $2.13/hour to $4.50/hour. We testified against the bill at the committee hearing. Despite our active opposition, it was advanced by the committee to General File and was discussed by the entire body on the floor of the Legislature in the 2018 session. We worked to inform Senators and were confident that there were not enough votes to pass the bill. Time ran out before it came to a vote and it did not advance in the 2019 session.

**Music Licensing**
We successfully supported the Music Licensing Agency Act which provides protections for those entities that are being aggressively contacted by agencies claiming to hold the copyrights to the music being performed and demanding a licensing fee. It was passed by the body in the 2018 session.

**Clarify Employees of Franchisees are not Employees of Franchisors**
There have been efforts nationally to blur the fact that employees of franchisees are not employees of franchisors. To clarify this in Nebraska law, legislation was introduced at our request to clarify that persons who work for a franchisee are employees of only the franchisee and not the franchisor. The legislation did not advance in the 2018 session.

**Credit card fees on Sales Tax**
The cost to restaurants to collect sales tax is significant - especially...
on credit card sales as the restaurant is forced to pay the credit card swipe fee on the sales tax portion of the charge. Bills have been introduced at our request in past sessions to increase the amount Nebraska’s restaurants receive for collecting and remitting sales tax, but we have not been able to overcome the amount the millions this would cost the State of Nebraska. To address the problem without costing the State any money, legislation was introduced at our request to prohibit payment card networks from imposing interchange or swipe fees on the sales tax portion of a purchase made using a debit or credit card. It did not advance in the 2018 session.

**FORECAST**
While any legislation that did not advance is officially dead and will have to be reintroduced in the 2019 session to be considered, we fully expect to see many of the issues back. We are almost certain that increasing the minimum tip wage will be reintroduced. With the continued immigration reform concerns, there could be several immigration bills on the state level. We fully expect the cottage food industry to push for allowable sales beyond farmers markets. Food safety is still the primary concern for allowing this expansion of products produced in unregulated kitchens. We are always concerned about the impact of liquor legislation on our membership and will be watching that closely.

For the past several sessions, rancor and acrimony among members of the body has increased and we expect this to continue. While there are several factors contributing to this trend, a major dynamic is the clash between income tax reform and property tax reform. Urban business interests believe income tax reform is necessary to lure more businesses to Nebraska and help existing businesses thrive and increase employment. The rural sector wants property tax reform. Agriculture is a huge part of Nebraska’s economy and Nebraska is a high property tax state. Agricultural land owners feel they are shouldering an unfair portion of the tax burden.

The Nebraska Farm Bureau and other Ag organizations started a petition drive earlier this year to take property tax reduction to a vote of the people. The petition as drafted would have severely cut property taxes with no balancing increase in other revenue and created a huge budget shortfall. Fortunately, sponsors have since announced that they have put the petition effort on hold for 2018, however they have taken the first step toward launching a new property tax petition drive. The new drive would aim for the 2020 general election ballot. While this provides a temporary breather, the conflict between property tax relief and income tax relief promises to dominate the 2019 session. With current budget projections it will be very difficult to achieve either without higher sales taxes and the elimination of many sales tax exemptions. We will be closely watching the tax reform issue for potential impact on the restaurant industry in Nebraska.

“Urban business interests believe income tax reform is necessary to lure more businesses to Nebraska and help existing businesses thrive and increase employment.”
Is your restaurant one of the 90% of restaurants doing charitable work in their community? Have you achieved the American Dream? Tell us how your restaurant gives back or share your story of success, and you could win one of the National Restaurant Association Educational Foundation’s prestigious 2019 Restaurant Industry Awards. These awards honor those members of the restaurant industry that best represent its commitment to diversity and charitable giving. Winners receive an all-expense paid trip to Washington, DC for the Gala Awards celebration. Apply today at ChooseRestaurants.org/awards
ProStart students need real-world experience

Back to school means looking forward to new opportunities and ventures for students and educators. One new ProStart program, Grand Island Northwest, and four first time ProStart educators are working toward the overall goal of building student futures. They are joined by fifteen returning ProStart educators that continue with the Hospitality Education Foundation’s overall goal of building the future of a professional restaurant industry workforce.

The NRA Hospitality Education Foundation also begins the school year with a new Five-Year Strategic Plan. Committees are actively involved in Fund Development, Education and Competition Planning and School Support. ProStart staff and the Education Foundation will also be working with Career and Technical Education Staff from the Nebraska Department of Education in expanding learning experiences for the ProStart students. On the outside, it looks like we have everything covered. But do we?

The industry voice is missing—busy, involved restaurant owners, managers and staff. These important voices provide the missing ingredients of the ProStart curriculum. The heart of the ProStart program is support from the industry. My daughter always tells me—Mom, you don’t live in the real world—meaning that I was too involved in the classroom, not in the industry. You can help by providing the real-world experience.

Help us help students make the connection between the classroom and the restaurant. Give the ProStart students the opportunity to develop their skills and talents to shape their futures. Hire a ProStart student, support the teachers by hosting field trips, visit the classroom to demonstrate a culinary skill or mentor a ProStart Culinary or Management competition team. Eager students from Scottsbluff to Kearney to Omaha to Norfolk to Beatrice are looking forward to hearing from you. Contact Brandy at bnielson@windstream.net or Fayrene at neprostart@windstream.net for additional ProStart program information. We look forward to your support.

Hire a ProStart Student.

Article by:
Fayrene Hamouz
ProStart Coordinator
neprostart@windstream.net
In 1991 Jim Trebbien took an idea to the incoming President of the Omaha Restaurant Association (ORA) President Ron Samuelson and outgoing president Linda Anania to start a Hall of Fame for the people in the industry that had worked so hard their entire lives to make and serve people good food.

Harold Norman, Executive director of the ORA, as well as Golden Toque Chef Paul Goebel, joined them at the first meeting. Policies, criteria, and bylaws were established over the next 2 years. The organizations supporting the Hall of Fame were the ORA, the college and the local chapter of the American Culinary Federation.

It was decided that all ‘profits’ from the dinners would be used for the benefit of culinary education in the Omaha area. In 1993 the first dinner and induction was held on the campus of Metropolitan Community College where the first people were inducted into the OHHOF.

**Congratulations to the 2018 Omaha Hospitality Hall of Fame Inductee class.**
SMART marketing &
customer inGagement

First, let’s cover the obvious…a spelling error in the title of the article? Nope – not in our book. Engagement truly is the investment IN one’s customers. So, by spelling it this way, we are reinforcing this focus. In this day and age of multiple marketing channels reaching out to your customer, how do you truly InGage your customer at the point of sale, and capture information about them? How do you not waste dollar after dollar, trying to reach a customer that may or may not connect, and may or may not come through your restaurant door? You as an owner or manager need to become smarter in your marketing tactics, making your marketing dollars work more effectively for your restaurant or business. Using smart marketing plans, helps you collect data to analyze customer habits, to ultimately better InGage with them. So, what is “SMART Marketing”, and how can it relate to increased growth for your establishment?

SMART Marketing can be both passive (capturing customer information) and active (InGaging your customer at the restaurant level). There are several different ways a restaurant can incorporate a SMART Marketing Program ™ into their marketing plans.

SMART Marketing is the ability to be able to InGage your customer via customized marketing in house, out of house, online and offline. To help convert those customer impulses, to point of sale purchases via coordinated customized digital screens, with the help of call to actions which incorporate movement and graphics to capture the customer’s attention. Knowing who your customer is, and being able to analyze their movements and habits, allows you to understand how to market to them for increased sales. When you can understand your customer, you can better grow your customer’s average ticket and positively impact your bottom line. Just as many thought when the Internet, email, and social media began, that it would simply never last, it was a fad, and would not become a part of our marketing practices. SMART Marketing is here to stay. The more we understand how to effectively use it within our establishments, the more we begin to truly understand our customer base and how to capture their spendable income.

For further information, contact Profit Source Restaurant Consultants, a division of the Profit Source Group at Info@ProfitSourceGroup.com. Profit Source provides full service menu design and engineering, along with digital menu boards, general business consulting, marketing services, cost management, food photography, videography, web site & digital marketing services. With 50+ years of combined experience, Profit Source is your select partner, to Serve Up More Profit. www.ProfitSourceGroup.com.
CALENDAR OF EVENTS
Find updates online at www.nebraska-dining.org

**January 28th**
Annual Meeting
Lazlo’s Haymarket, Lincoln

**April 11th**
Taste of Nebraska
Scottish Rite Ballroom, Lincoln

**April 14th**
StarCity BaconFest
Cornhusker Marriott Hotel, Lincoln

**May 17-19th**
NRA Show
McCormack Place, Chicago

**June 17th**
HEF Golf Outing
Oak Hills Country Club, Omaha

**September 9th**
NRA Fall Golf Classic
Hillcrest Country Club, Lincoln
WELCOME NEW MEMBERS

Find updates online at www.nebraska-dining.org

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**October 17th**
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**December 19th**

To register, contact Gary Hosek 402.416.4432 or email at gary.hosek@gmail.com

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