ProStart Competitions are just around the corner and WE NEED JUDGES for every competition! Whether it’s culinary or management, you provide the information and expertise that can turn a State Champion into a National Champion – this year or down the road. Set aside some time to help build the future of the Nebraska Hospitality Industry. To volunteer contact Fhamouz1@unl.edu.

Regionals
- February 12: Central Community College, Hastings
- February 18: Scottsbluff High School
- February 22: Metro Community College

State Culinary
- February 28: Metro Community College

State Management
- March 1: Southeast Community College

Final Three Culinary
- March 8: Metro Community College

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With Nebraska’s unemployment rate of 2.8%, it’s sometimes hard to find employees. In the last issue of ‘Hospitality News’ I discussed the tight labor market, the effect it has on the restaurant industry, and the potential benefits associated with comprehensive immigration reform. It’s also worth noting that legislation at the state level and regulatory reform in our communities is helpful in providing a more open and attractive environment for potential employees.

Our mission, which we share with the National Restaurant Association, is to “Represent, Educate and Promote” the restaurant industry. In this issue I’ll discuss how we as an association go about representing your interests to influence legislation and regulation and create a more supportive business environment. We are not alone in this effort but work as a team with other organizations that share our interests and objectives.

At the national level the leader of our team is the National Restaurant Association and their Political Action Committee. They define policy, prioritize issues and contribute funds to candidates supportive of our issues. We support the strategy and policies of the national association through direct contact with our congressional delegation by participating in the National Restaurant Public Affairs Day and follow up meetings and correspondence regarding issues of importance to you. We also coordinate our immigration related activities with the National Immigration Forum and Immigration Works USA. We address a broad range of issues at the federal level including health care, taxes, food safety, immigration reform, employee regulations and the environment.

At the state level we are members of the Nebraska Chamber of Commerce and Industry and work with them to ensure that restaurant issues are included in their policies and lobbying efforts. On specific legislative issues before the Unicameral we share common issues and work as part of a very formidable team with the Nebraska Retail Federation and the Nebraska Grocery Industry Association. Some of the issues we have addressed over the years include environmental fees associated with storm water runoff, workers compensation reform, mandatory use of E-Verify, gift card escheatment, mandatory sick leave and minimum wage. We also contributed to the
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Turnover is high, retention is low? Well do something!!!

It is no secret that the restaurant world is stressful and demanding. This fall, I asked my advanced food and beverage students to identify and research various issues in the food service industry. The goal of this project was to create awareness among students and to address the various issues which have been swept under the rug for ages. Interestingly, most of the issues which they identified were related to employees and their predicaments and very few fell into the category of foodservice operational issues.

Following is a list of employee related issues identified by my students: tight schedules among food service employees; underpaid employees; under-appreciated by the management and customers; overworked employees; having little or no control over the work; lack of team-work in the restaurant; a job that is monotonous, repetitive or boring; lack of communication with coworkers, supervisors and management; constantly trying to please everyone; not having a job description or expectations clearly defined; stressful interactions with customers; a work environment that is hostile or unpleasant; being assigned job responsibilities without receiving proper training, support and guidance; internal theft and sweet-hearting among employees; no sense of balance between work and home life; constantly broke and living paycheck to paycheck; drama with/within coworkers; drug/alcohol abuse; mental illness and lack of benefits; sexual abuse; attention deficient disorder and relationship issues.

After a point, the class felt like a therapy session instead of a food and beverage management class. Addressing these issues is more crucial than ignoring them. Most food service establishments who went out of business didn’t address and ignored most of the issues in some form. Tragically, some didn’t even know that these issues existed.

The overarching message from the class presentations made one thing clear, “if you want to retain them, invest in them.” It is true that food service operations are like a well-oiled machine. Once the system is set in place, taking care of employees is what keeps the machine going. In order to address these issues and take care of employees, the management (manager/owner) needs to wear multiple hats: trainer, mentor, friend, colleague, boss, therapist, cheerleader etc. Investing in continuous improvement and constant training is the key to retention. Making work fun is the responsibility of everyone and at the same time educating the employees about the business is absolutely necessary these days - it makes them feel empowered and ultimately more responsible toward meeting the goals of the establishment. Appreciating your employees doesn’t cost a thing! Celebrating their accomplishments/achievements goes a long way.

Want to retain them?
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successful passing of legislation allowing the talented cohort of DACA youth to have access to drivers licenses and professional licenses in Nebraska so that they can become gainfully employed and contribute to our economy. We coordinate with the Nebraska Department of Agriculture to periodically review the FDA Food Code and incorporate appropriate sections into the Nebraska Food Code. This is a time consuming but important task for us.

At the local level in Lancaster County we are a permanent member of the Food Advisory Committee and meet regularly to review and discuss regulatory issues impacting you. We meet with representatives from the Douglas County/Omaha Health Department periodically to discuss issues and share concerns. Most of the rest of the state is under the jurisdiction of the Nebraska Department of Agriculture and we are in frequent contact with that organization regarding food safety and regulatory issues.

Employee laws and regulations, environmental fees and taxes, workers compensation, minimum wage and labor laws, food safety, tax law and depreciation and any number of yet to arise issues can impact your bottom line. We continue to track legislation and regulatory issues across all levels of government to minimize the negative impact of legislation and regulation and support those that will have a positive impact on your business.
Federal issues

Health care and the Affordable Care act will continue to be debated and discussed until our congressional leaders can agree on a way forward. Sensible immigration legislation is held hostage to the border wall and the reluctance of either party to take a stand on this. We don’t see progress anytime soon on that issue. There are two issues where some progress may be possible: revising the Americans with Disabilities Act (ADA) to minimize the opportunity for frivolous lawsuits; and restaurant depreciation. The last revision of the tax code inadvertently left out the 15-year restaurant depreciation clause so it reverted to the standard 39 year depreciation for restaurant improvements. Leaders in both parties agree that this needs to be re-instated and legislation is in the works to do this. The concern is that time is running out. We have sent letters to our congressional delegation to ensure that they are aware of how important this legislation is to the restaurant industry and we continue to work with the National Restaurant Association to track progress on this issue.

What to expect in the Unicameral this year

The 106th Nebraska Unicameral Legislature commenced on January 9, 2019. The November 2018 election slightly moderated the officially non-partisan Legislature with Democrats picking up a few urban seats and rural seats remaining heavily Republican. For the past several sessions, rancor and acrimony among members of the body has increased and we expect this to continue as it promises to be a difficult session. The University, state colleges, cities, and counties are all pushing for more funding. Prisons are overcrowded. Recently passed Medicaid expansion must be funded. At the same time the agriculture sector is demanding property tax relief, businesses want a lower income tax rate and a lower corporate tax rate, and the cash reserve fund is already lower than some are comfortable with. In short, Senators face momentous budget challenges. To bring in more revenue, there is talk of eliminating some existing sales tax exemptions, making more services subject to sales tax, and possibly an effort to raise the overall sales tax rate.

As of this writing, bill introduction has not been completed but we expect past issues to be back. They include:

Mandatory paid sick leave for full and part time employees. The recent unsuccessful effort included requiring one hour of paid sick time for every thirty hours worked. This included part time employees and impacted 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.

Mandatory Use of the Federal E-Verify program. The recent unsuccessful effort 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. With the continued immigration reform concerns, there could be several immigration bills on the state level this session.

Increase Minimum Tip Wage. The recent unsuccessful effort would have eventually raised the minimum tip wage from $2.13/hour to at $4.50/hour.

Expansion of Cottage Food. We expect a bill to allow cottage food sales beyond farmers markets.

Liquor. We are always concerned about the impact of liquor legislation on our membership.

Stay tuned. It won’t be boring!
A recent change from the Department of Labor (DOL) may reduce the administrative headache of training tipped employees to monitor and account for their hourly activities spent on various duties. The Wage and Hour Division (WHD) of the DOL has reissued a 2009 opinion letter, effectively withdrawing enforcement guidance that made the tip credit under the Fair Labor Standards Act (FLSA) unavailable for tipped employees who spend more than 20% of their time performing allegedly non-tip-generating duties.

This “20%” Rule (also called the “80/20” Rule) had fueled numerous lawsuits. Employers, particularly those in the restaurant and hospitality industries, were forced to recreate, minute by minute, the daily activities of their tipped employees and separate them into “tip-generating” duties, “related, but non-tip-generating” duties, and “unrelated” duties, with little guidance on what activities fell into which bucket and how to capture such time. On November 8, 2018, the DOL abandoned that rule.

The DOL’s 2009 Opinion Letter states, contrary to the 20% Rule, “We do not intend to place a limitation on the amount of duties related to a tip-producing occupation that may be performed, so long as they are performed contemporaneously with direct customer-service duties and all other requirements of the Act are met.” The Opinion Letter also provides guidance regarding which duties are related to tipped work and which are not, stating, “We also believe that guidance is necessary for an employer to determine on the front end which duties are related and unrelated to a tip-producing occupation so that it can take necessary steps to comply with the Act.”

To that end, the Opinion Letter explains that the “duties listed as core or supplemental for the appropriate tip-producing occupation in the Tasks section of the Details report in the Occupational Information Network (O*NET), … shall be considered directly related to the tip-producing duties of that occupation… as long as they are performed contemporaneously with the duties involving direct service to customers or for a reasonable time immediately before or after performing such direct-service duties.” Conversely, employers may not take a tip credit for any duties not listed in the relevant O*NET task list. Now employers have guidance regarding what work its tipped workers may perform without losing the tip credit.
Using a payroll expert is always recommended

You wouldn’t use a hot plate to roast a turkey… why would you use a payroll generalist when you need an expert?

With labor laws, compliance, HR issues, and tax codes, payroll can be both complicated and time-consuming. There are nearly 75,000 pages in the IRS tax code and about 4,000 annual changes to federal, state, and local tax codes. The result? Nearly 40 to 45 percent of all small businesses incur tax penalties each year.

Whether it’s dealing with minimum wage, shortfalls, tips, or tax and HR compliance, here are the top reasons it might be nice to have an expert take those payroll challenges and issues off your administrative plate.

**Tax Compliance.** One out of every three employers pay a payroll-related tax penalty each year. Those companies, on average, had six penalties during the year. Companies that process in-house are three times more likely to receive a penalty notice than those that outsource.

**HR Compliance.** Staying on top of labor laws and managing compliance is challenging. The Affordable Care Act, minimum wage, federal forms, required postings, OSHA and other HR regulations are constantly evolving. Filing new hire information and handling garnishments must be routinely administered and maintenance of job descriptions and company handbooks are vital for protection against lawsuits.

**Tipped Employees.** If you are processing payroll in-house, you must maintain a record of tip declarations for all tipped employees and they must be collected at least monthly—typically on a per-payroll basis. Paid and unpaid tips should be recorded as separate earning types in the payroll system. Unpaid tips must be paid out as part of the payroll process. Separating cash from credit card tips, and direct from indirect tips, may be important based on policy. Minimum Wage. Tipped employees may be paid an hourly rate that is below minimum wage. Most states require that a tipped employee’s total earnings (hourly rate + tipped income) meet or exceed minimum wage. Minimum wage requirements should be routinely measured each pay period.

**Shortfall Management.** Tipped employees who receive substantial tips paid out at the end of a shift can often end up with a “net zero” check when they don’t have enough earnings to offset all taxes and/or deductions. These shortfalls must be tracked and managed to avoid issues of noncompliance. Tax shortfalls, particularly with FICA taxes, must be tracked and repaid on a future check, if possible. If not, FICA shortages must be reported on a W-2. Employers must also account for voluntary deductions.

**FICA Tip Credit.** The IRS allows businesses to take a tax credit based on the FICA taxes paid on tipped income. Restaurants can see hundreds or thousands of dollars in tax credits per tipped employee per year. It’s estimated 70 to 75 percent of restaurants don’t take advantage of the FICA Tip Credit program. FICA Tip Credits would far exceed payroll service fees on an annual basis.

Larissa Codr
Division Manager
Heartland Payment Systems

For more information, contact
Larissa Codr
larissa.codr@e-hps.com
402-540-3185
Join Us at the Taste of Nebraska!

“A Celebration of the 75th Anniversary of the Nebraska Restaurant Association”

This year’s event will be held at the Lincoln Scottish Rite Temple, a location with a history of its own! It was constructed in 1916 by Berlinghof and Davis and “represents a distinctive architectural style or innovation”. It’s one of Lincoln’s best and most ornate Neo-Classical Revival structures.
We will be recognizing and honoring all past winners of Restaurateur of the Year as well as reflecting on the history of the Nebraska Restaurant Association. We’ve lost track of some of these people and we need to know - where are they now? If you know the whereabouts of any of these past award winners, please contact Brandy at bnielson@windstream.net or 402-488-3999 ext. 2.

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<th>Year</th>
<th>Name</th>
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<td>Gerold K. Eulberg</td>
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<td>2017</td>
<td>Doug and Michelle Daize</td>
<td>The Eatery</td>
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Employees: How to find them. How to keep them.

So how do you keep those great employees?

First, hire the right ones.
1. Keep your eye open for people that would be a good fit for your restaurant and its culture and brand – all the time. Never stop looking. Make a list of pre-screened ready-to-hire people.
2. Simplify your job application process. If it’s online and complicated and lengthy, you’ll lose a prospective employee.
3. Do you have great employees? Ask them for referrals – and reward the employees when they bring in that “right person”.
4. Build relationships with ProStart Educators (and hire ProStart students), high schools, and colleges to get a first chance at recent graduates.
5. Do background checks. Ask for references and follow up with those references.
6. Screen each prospective employee carefully for customer service skills and behaviors and the ability to handle the fast pace of a restaurant and use valid, standardized job-related tests.
7. Show them the future. Is there upward mobility in your organization? Today’s cashier could be your next franchise owner.
8. Give them feedback daily rather than in a quarterly review.
9. Then, if your new hire is a bad hire - then fire. One “bad apple” can demoralize your whole staff and ruin your business.

In Nebraska, with a 2.8% unemployment rate, restaurants are competing with other industries for employees so retaining a staff of loyal, well trained, and engaged employees can be the difference between success and failure.
Second, value the ones you hire.

1. Offer competitive salaries – and benefits. Your National Restaurant Association offers a valuable healthcare program available to members only and a good retirement plan can help ensure a stable full-time employee base. But it’s not always about money. Consider paid vacation days, paid vacation days, longer than average breaks (especially for students), and meals.

2. Offer ongoing learning and growing opportunities. Give new hires thorough training, not just about the skills and processes needed for the job and customer service, but what is expected of them (including their job description and “title”) and its value, and the details of your organization and its mission, vision, and values (your brand).

3. Be flexible about scheduling.

4. Help them to be successful as soon as possible.

5. After the training period, give them some authority. Let them make low level decisions like adjusting a bill.

6. After training (and instead of or in addition to employee reviews) have a “Stay Interview” to build trust. Get to know your employee and listen to what they say. Ask them if you’re meeting their expectations, how this job compares with previous ones, and what you can do for them. Later, ask questions about what work interests them, what would they like to learn more about in the business, what motivates them, and what activities they do or do not want to be involved in.

7. Recognize their achievements and successes on and off the job.

8. Have team-building exercises to encourage friendship, cooperation, and collaboration. Give them a chance to “make things better” through creativity and innovation and offer opportunities outside the business – experienced employees might volunteer for ProStart, and others might start their own fundraising activities for organizations that “fit” your brand.

9. Ensure that all new managers learn how to be “coaches” not bosses. Managers account for 70% of the variance in employee engagement.


Besides building a successful business and a staff of professional, well-trained and engaged employees, there are additional financial benefits to employee retention. One of which is the federal Work Opportunity Tax Credit (WOTC) which gives businesses incentives to hire and keep workers from certain groups, such as military veterans, food stamps recipients, and others with significant barriers to employment.

14 million people work in food service in the U.S. – there will be 16.3 million by 2027. The NRA adds the turnover rate is “a startling 66.3%”

-National Restaurant Association
CONGRATULATIONS!

Congratulations to Aaron Offutt, newly elected Nebraska Restaurant Association Hospitality Education Foundation Secretary. Aaron joins Michelle Daize, President; Joel Priest, Vice President; and John Coffey, Past President, in providing leadership for the foundation and in implementing the recently approved Five Year Strategic Plan.

2018-19 PROSTART SCHOOLS

Twenty-two Nebraska Schools were recently certified as ProStart schools by the National Restaurant Association National Educational Foundation for 2018-2019. Schools spanning the state from west to east include Alliance, Beatrice, Crete, Elkhorn, Fremont, Grand Island Northwest, Grand Island Senior High School, Hemingford, Kearney, Lincoln East, Lincoln High, Lincoln Northeast, Lincoln North Star, Lincoln Southeast, Lincoln Southwest, Milford, North Platte, Papillion LaVista High, Papillion LaVista South, Plattsmouth, Scottsbluff, and Lincoln’s Career Academy. New ProStart Educators include Monique Jensen, Alliance; Laura Feller, Elkhorn; Tamara Nelson, Grand Island Northwest; Diane McCray, Grand Island Senior High School and Audrey Jarvis, Papillion LaVista.

Over 800 students in these ProStart programs are eligible for national scholarships and are eligible to compete in state and national culinary and management ProStart competitions. Additional information about scholarships, competitions, and educator resources can be found at www.chooserestaurants.org.

LOOKING FORWARD….

It will soon be competition time and in 2019 we’re making changes to the Nebraska ProStart Competition. Management and culinary competitions will be held separately. This year, there will be a “Final Three” culinary competition. The competition starts with three regionals to be held in Scottsbluff, Hastings, and Omaha. Top teams from regionals will travel to Omaha’s Metro Community College for the state competition. Then, on March 8, the state competition’s top three teams will compete in the “Final Three” and the chance to represent Nebraska at the National ProStart Invitational which will be held in Washington, D.C., May 8 – 10.

Nebraska ProStart management teams will submit their business plans electronically in late February for review by the judges before the competition. Teams will present their plans at the Management State Competition which will be held March 1 at Southeast Community College. The winner will represent Nebraska at the National ProStart Invitational. Last year, “MoodFood”, the management team from Papillion LaVista South High School, took a commanding 6th place finish at Nationals.

THANK YOU!

Thank you to Chefs Brian O’Malley and Cathy Curtis for the excellent “Preparing Your Team for Competition” Educator Forum held at The Institute for The Culinary Arts on November 30. Activity packed sessions included ‘Understanding Competition Rules’, ‘Organizing the Plate Presentation Station’, and ‘Writing Standard Recipes’. My benchmark for a successful day is five new learning experiences. I was at eight and counting! Thanks again to the Metro faculty.

HEF Happenings

Over 800 students in these ProStart programs are eligible for national scholarships
Do you have an employee pursuing a career in Culinary or Hospitality?
The Nebraska Restaurant Association Hospitality Education Foundation is pleased to provide scholarship opportunities for qualified students that plan to pursue, or are currently enrolled in, higher education within the state of Nebraska in the fields of culinary or hospitality.

Scholarship(s) will be awarded, at the discretion of the committee, of up to $4,000.00 in 2019. The deadline to apply is March 1st.

Please help us to promote and attract qualified individuals to apply for our scholarship program! Visit http://www.nebraska-dining.org/scholarships/ for the application and other scholarship opportunities.

Questions? Contact Brandy Nielson, bnielson@windstream.net

Promote your restaurant at StarCity BaconFest!
Reserve your vendor booth at StarCity BaconFest at the Cornhusker Marriott Hotel on Sunday, April 7. We are looking for the first 25 restaurants to participate in this year’s event. Money raised from the StarCity BaconFest goes to support the Hospitality Education Foundation and Nebraska Prostart.

What’s in it for you? I’m so glad you asked!
- Two complimentary admission tickets.
- Exposure and opportunity to hand out marketing materials and to showcase your culinary talent to over 600 StarCity BaconFest attendees.
- Logo and website link for your restaurant included on all StarCity BaconFest marketing materials and on the website: www.starcitybaconfest.com
- Social media coverage by StarCity BaconFest, Nebraska Restaurant Association and Nebraska Pork Producers.
- Pre-event press release mention and shout out to all participating vendors in Strictly Business Magazine, Lincoln Journal Star, Neighborhood Extra, and on Channels 8 and 10.
- Radio press coverage from Alpha Media.
- Logoed aprons for all vendors.

National Restaurant Association Show Celebrates Centennial Year in 2019
The 100th year of the NRA Show in Chicago will take center stage May 18-21st at McCormick Place. Members of the Nebraska Restaurant Association can register for one free admission ticket and should make plans to attend.
- Experience the energy
- Get Inspired
- Learn Something New
- Connect with Your Peers
- See the latest tools, equipment and technology
HELP WANTED!

WHO: Restaurant Industry Experts (Owners, management, staff)

WHAT: To visit ProStart classrooms and share your industry experience or serve as a mentor to ProStart culinary and management competition teams.

WHY: You are the “Best Advertisement” for why a career in hospitality is a great idea. Help build a successful future for our industry. Add your name to the HEF Board list of experts volunteering in ProStart classes across the state.

WHERE: ProStart classes in your community! There are 22 Nebraska High Schools and Career Academies statewide and there are opportunities in Beatrice, Scottsbluff, Milford, Crete, Papillion, Kearney, Hemingford, North Platte, Grand Island, Alliance, Lincoln, Elkhorn, Plattsmouth, and Fremont.

WHEN: Flexible scheduling and hours. Host field trips, do a one-time presentation, or make a longer-term commitment to help develop a winning team!

APPLY TO: bnielson@windstream.net

GRAB SOME REFRESHMENT

PROUD SUPPORTER OF THE NEBRASKA RESTAURANT ASSOCIATION
Welcome Dr. Ajai Ammachathram!

Dr. Ajai Ammachathram is a new volunteer for HEF and will be working closely with Fayrene and the Board on program activities. He is a hospitality leader and educator who has been associated with food and beverage management for over 20 years. Dr. Ammachathram is currently an Assistant Professor at the Hospitality, Restaurant and Tourism Management program at the University of Nebraska – Lincoln. He is a Certified Hospitality Educator (CHE) from American Hotel and Lodging Association Educational Institute, holds a doctoral degree in leadership (higher education) from Eastern Michigan University and has three degrees in hospitality management from University of Madras, India (Bachelor’s), Southern New Hampshire University (Bachelor’s), and Eastern Michigan University (Master’s).

Dr. Ammachathram currently serves on the Board of the Central Federation of the International Council of Hotel, Restaurant, Institutional Education (ICHRIE) as the Director of Education. He brings a wealth of industry management experience from various sectors of the hospitality industry, more specifically from:

- Food and beverage management serving airline passengers
- Students in college dining services
- Restaurant guests at The Ritz Carlton
- Day-to-day customers in various retail industries, and
- Healthcare patients for a 600 bed hospital in Southwestern Ontario.

He taught various courses in hospitality for the Hotel and Restaurant Management Program at Eastern Michigan University before joining UNL. He strongly believes in a collaborative/hands on approach to education and adores being a “guide on the side” in the classroom rather than a “sage on the stage.” He considers his passion and love for the hospitality industry as his key asset which he always brings to the classroom based on his extensive qualifications and years of experience.
### CALENDAR OF EVENTS

Find updates online at www.nebraska-dining.org

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

#### February 12
**ProStart Regional Competition**
Central Community College, Hastings

#### February 18
**ProStart Regional Competition**
Scottsbluff Senior High School, Scottsbluff

#### February 22
**ProStart Regional Competition**
Metro Community College, Omaha

#### February 28
**Nebraska State Culinary Competition**
Metro Community College, Omaha

#### March 1
**Nebraska State Management Competition**
Southeast Community College, Lincoln

#### March 8
**‘Final Three’ Culinary Competition**
Metro Community College, Omaha

#### April 7
**StarCity BaconFest**
Cornhusker Marriott Hotel, Lincoln

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

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

#### May 17-19
**National Restaurant Association Show**
McCormack Place, Chicago

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

#### September 9th
**NRA Fall Golf Classic**
Hillcrest Country Club, Lincoln

### LINCOLN SERVSAFE DATES

To register for ServSafe classes, contact Gary Hosek 402.416.4432 or email gary.hosek@gmail.com.

**Classes will be held**

- **January 16**
- **February 20**
- **March 20**
- **April 17**

**Need a ServSafe exam proctored?**

If your staff is unable to attend classes, have the exam proctored by Brandy Nielson at the Nebraska Restaurant Association office. Contact Brandy Nielson to schedule an appointment. Call 402.488.3999 x 2 or email bnielson@windstream.net.
WELCOME NEW MEMBERS

Find updates online at www.nebraska-dining.org

**Cactus Modern Mexican Cuisine**
Scott Ritter & Jeff Barclay
5500 S 56th St Ste 1
Lincoln, NE 68516
531-500-4444
www.cactusmmc.com

**Stur22**
Charles Brewer
2110 Winthrop Rd.
Lincoln, NE 68502
402-416-6688
info@stur22lounge.com
www.stur22lounge.com

**Admirals Cove Resort**
Rene Weber
PO Box 238
Lemoyne, NE 69146
308-355-2102
admiralscove@lakemac.net
www.admiralscoveresort.com

**Mary Lanning Healthcare**
Gary Wilmer
715 N. Saint Joseph Avenue
Hastings, NE 68901
402-461-5296

**Culver’s of Millard**
Scott McCarthy
15255 Weir Plaza
Omaha, NE 68137
402-894-2858
culvers183@gmail.com
www.culvers.com

**Schleisman Onken & Associates, PC**
Ryan Weathers
5330 F Street
Omaha, NE 68117
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