NRA CELEBRATES 75 YEARS

Taste of Nebraska

Page 12
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Executive director’s report

This year we are celebrating the 75th Anniversary of the Nebraska Restaurant Association and the 100th Anniversary of the National Restaurant Association. A group of forward looking restaurateurs met in 1943, in the middle of World War II, to discuss forming a state restaurant association and the Nebraska Restaurant Association was officially incorporated in 1945. Ray Matson, owner of Hilltop Inn in Omaha was elected president and, following two terms as president of the state association, was elected to serve as president of the National Restaurant Association. Our elected president this anniversary year is John Wade, Restaurants Inc., located in Omaha.

In previous issues of Hospitality News, I’ve discussed membership issues and our efforts to recruit new members. Our members are the key to our longevity and success. Active members and a growing membership base are important to associations for several reasons. The most obvious, of course, is that they provide the financial resources to support association activities. We generate financial resources through dues, social events, royalties and sponsorships contributed by our restaurant and allied members.

Looking beyond the financial contribution that dues provide, it’s clear that there is an equally valuable contribution from a growing base of members willing to contribute time as well as resources to advance the mission of the association.

Not for profit associations are formed to represent and advance the common interests for a variety of causes, philanthropic, economic or political. The mission of the Nebraska Restaurant Association is to, “represent, educate and promote the restaurant industry”. To do this effectively we need resources to compensate staff, provide support for political issues of importance to our industry and engage in a variety of promotional activities to enhance the public perception of restaurants.

Since financial resources of not for profit entities are, by definition, limited and support a small staff, volunteers are needed to serve as members of the Board of Directors, advisors and to plan, organize and assist with the various fund-raising events planned each year.

Our members’ contributions to the financial viability of the association are vital but a growing active membership base also influences our effectiveness in the political arena. Discussions with members indicate that representing their interests at the federal, state and local levels is the most important activity we engage in. The more members we have and the more politically active they are, the more effective the association will be in representing your interests.

CONTINUED ON PAGE 8
NRA ENDORSED PROVIDERS

United Health Care
Health Insurance
Contact: Amy Hathaway
amyhathaway@uhg.com
www.uhctogether.com/nera
269.792.1207
UnitedHealthcare offers health insurance plans to meet the needs of individuals and employers. They also offer dental, vision and many other insurance plans to help keep you and your family healthy.

Jackson Lewis LLP
Legal Services
Contact: Amanda Fray, Attorney
amanda.fray@jacksonlewis.com
402.391.1991
Specializing in employment and labor laws, Jackson Lewis offers members a significant discount for legal services. NRA members are offered one free 15-minute phone call for expert legal advice on employee labor law issues affecting their restaurant.

Heartland
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larissa.codr@e-hps.com
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Heartland delivers fast, secure omnichannel payment processing and business solutions to more than 400,000 business locations nationwide. Product offerings include payments, payroll, point of sale, customer engagement and lending. Heartland pioneered the Merchant Bill of Rights, a public advocacy initiative to educate merchants about fair payment processing practices. Heartland Payment Systems is a Global Payments company (NYSE: GPN).

Broadcast Music Incorporated (BMI)
Music Licensing
Contact: Jessica Frost
jfrost@bmi.com
www.bmi.com
615.401.2873
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.
National Restaurant Association celebrates 100 years

Why is this a special year for the Association?
This year, we’re celebrating the Association’s centennial anniversary. As we mark this very special occasion, we’re also examining how far we’ve come and celebrating the ways in which restaurants have become a part of the American fabric. Our centennial theme, “Setting the Table for Success,” is pointing to the future of our industry, and the actions we’re taking to keep our Association strong so we can continue advocating for our industry during the next 100 years.

How does the Association plan to accomplish that?
We’re focusing on five major areas this year. We’re working on strategic planning that will take us through the next five years, increasing the industry’s knowledge of technology, continuing to grow our partnerships with state restaurant associations, enhancing education and tools around workforce development, and communicating the value of our industry through our partnership with Winsight Media, publisher of several industry trade magazines, including Restaurant Business.

Staying ahead of technology is important to our industry’s success. How?
Technology has changed how restaurants operate, just in the last five years! Mobile ordering and third-party delivery are two examples of the changing playing field. Today, 63 percent of restaurant traffic is off-premise, changing how we think about menus, packaging and food safety – how we think about our brands. We must stay ahead of technology so we can produce the best products and create great dining experiences for all of our customers.

The Association is offering more tools and training to enhance business. Tell us about this.
Our exciting collaboration with United HealthCare allows us to offer our Association Health Plan (AHP) program to member restaurant employers. Our AHP can assist in offering affordable health-care insurance options for employees. This program provides them with benefits options that could help them build a strong workforce, especially when our labor pool is tightening. Also, in addition to our ServSafe food-safety training courses, we are offering ServSafe Workplace, which focuses on creating and sustaining a safe and appropriate work environment for all employees. And our ServSuccess initiative emphasizes employee career development.

Sum up the Association’s goals for the next year.
Everything we’re doing is offered with one major goal in mind: we want the next generation of our workforce to know what we already know — that with hard work and dedication, anyone can have a successful, rewarding future in this industry.
A lot can change in 75 years, and the restaurant industry is no exception. Celebration of the Nebraska Restaurant Association’s 75th anniversary is a good time to look back at a few milestone changes in the legal landscape and how those changes continue to impact employers today.

25 years ago – Family Medical Leave Act (FMLA)

1993. The Family and Medical Leave Act allows eligible employees to take unpaid, job-protected leave for specific family and medical reasons. Eligible employees are entitled to twelve workweeks of leave within a 12-month period for reasons such as the birth of a child, placement of an adopted child, an employee’s serious health condition, or to allow the employee to care for a spouse, child or parent with a serious health condition.

Today. While the FMLA provides unpaid leave, paid sick leave laws were a hot trend in 2018, with 10 states and more than 30 municipalities now having paid sick leave laws in place. In Nebraska, the Adopt the Healthy and Safe Families and Workplaces Act (LB305) is currently pending in the Unicameral and would allow qualifying employees to accrue a minimum of one hour of sick and safe time for every thirty hours worked.

Parental leave policies also continue to be a hot button issue for employers. Several recent cases handled by the U.S. Equal Employment Opportunity Commission (“EEOC”) focus on equal leave benefits for both male and female employees, including equal return-to-work transition programs as employees return from parental leave.

54 years ago – Title VII of the Civil Rights Act

1964. Title VII prohibits employers from discriminating on the basis of sex, race, color, national origin and religion. Title VII applies to employers with 15 or more employees and makes it an unlawful employment practice for an employer “to discriminate against any individual [with a protected characteristic] with respect to his compensation, terms, conditions, or privileges of employment.” 42 U.S.C. § 2000e-2.

Today. Sexual harassment, a form of discrimination prohibited by Title VII, continues to be an area of focus. 2018 brought the #MeToo movement and a renewed spotlight on sexual harassment in the workplace. Of the 66 lawsuits filed by the EEOC in 2018, 41 of the lawsuits involved sexual harassment. The EEOC secured approximately $70 million for sexual harassment victims, and this focus does not appear to be slowing down as we move into 2019. The hospitality industry, specifically, continues to be an area of focus with approximately 90% of

90% of women in food service have experienced some form of sexual harassment

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Need help with law related issues?
Jackson Lewis attorneys are available to assist employers with immigration enforcement issues and other workplace requirements.
women in the foodservice industry reporting that they have experienced some form of sexual harassment.

80 years ago - The Fair Labor Standard Act (FLSA)

1938. Preceding even the advent of the Nebraska Restaurant Association by a full five years, the FLSA initially set a minimum wage for covered workers at $0.25 an hour. The minimum wage rate has been raised no less than 22 times since then, currently sitting at $7.25 per hour.

Today. With the federal minimum wage unchanged since 2009, states, cities and other municipalities increasingly provide minimum wage rates in excess of the federal rate. 2018 brought the “Fight for $15” campaign, a push to establish a $15 minimum wage for workers in various industries, including the fast food industry.

The Nebraska Unicameral recently introduced LB383, setting the state minimum wage at $9 per hour until April 1, 2020, and allowing for future adjustments calculated annually and tied to the national consumer price index. LB400 applies specifically to tipped employees, setting the minimum wage rate at $2.13 until January 1, 2020, and increasing the wage rate to 50% of the state minimum wage by January 1, 2021.

2019 will require continued attention to these and a number of other developing issues and legislative updates. Jackson Lewis attorneys remain prepared to help employers navigate the continually shifting legal landscape for another successful 75 years.

Congratulations!

Louis Rotella, Jr. was inducted into the Nebraska Business Hall of Fame on February 7, 2019. He currently serves as CEO and President of Rotella’s Italian Bakery - a family owned business which opened more than 100 years ago.

Nebraska Chamber of Commerce and Industry, in cooperation with the University of Nebraska College of Business Administration, established the Business Hall of Fame to salute leaders whose contributions to Nebraska’s economy and business environment are deserving of public acclaim. Individuals recognized were nominated by members of the business community, statewide associations and academia, and were chosen by their peers.

Lou Jr. is a native Nebraskan and a graduate of Omaha University (now the University of Nebraska - Omaha) where he was a member of the National Champion Wrestling Team. He learned “the business” and art of baking while working alongside his father, Lou Rotella, Sr. Over the years and through Lou Jr.’s leadership, Rotella’s Italian Bakery has grown from a regional business to serving customers nationwide. He is an industry leader who has received numerous honors including the Omaha Golden Spike, the Distinguished Alumni Award from UNO as well as induction into the University’s Lucas Society for Business Administration.

Lou Jr. is married to Kathi and they have three children and six grandchildren. He’s passing on what he knows to his two sons, John and Lou III, who have joined the family business - and now two of his eldest grandchildren are learning the business!

Congratulations Lou! With your leadership, we’re looking forward to another 100 years of Rotella’s Italian Bakery!
Legislative update

The 106th Nebraska Unicameral Legislature is shaping up to be a very busy session for your Nebraska Restaurant Association and is not scheduled to adjourn until June 6. Efforts to increase the minimum tip wage and increase the minimum wage are both back this year. There is also a major effort by rural senators to reduce property taxes, which has resulted in several proposals to shift the tax burden. These include an overall increase in the sales tax rate, huge increases on alcohol taxes, taxing bottled water, soft drinks and candy, along with taxes on most services. We welcome your feedback.

The following review of legislative issues arising in the 2019 Unicameral session provides several opportunities to engage your senator on issues of great interest to the restaurant industry. Enter the following link in your browser and it will take you to the Nebraska Legislature home page with contact information for your senator: https://nebraskalegislature.gov/senators/senator_find.php.

A directory of state senators is provided listing each senator by district with email and mailing addresses and telephone numbers.

Property Tax Reduction and Raising Other Taxes. LB314, LB497, LB507, and LB508 are bills that lower property taxes by raising other taxes that affect restaurants. They include raising the sales tax by .5%. Raising taxes on all alcohol per gallon: beer from $0.31 to $1.38; wine from $.95 to $3.51; spirits from $3.51 to $12.28. These increases are over 200% for all alcohol products. Also included is taxing candy, soft drinks, bottled water at 5.5%, and taxing most professional services including wedding planning services and prepared foods in all living facilities.

Increase Minimum Tip Wage. Senator Megan Hunt introduced LB400, the bill that would set tipped minimum wage at 50% of the state minimum wage ($4.50/ hr.) by 2021. NRA Executive Director Jim Partington testified in opposition to the bill at the hearing on February 11, 2019. His testimony pointed out that all employees make the minimum wage and the average wage of tipped employees is significantly more than the minimum wage. LB400 is likely to advance from the Business and Labor committee. We will need to contact Senators to oppose LB400.

Increase Minimum Wage. Senator Dan Quick introduced LB383 which increases the minimum wage each year based on the most recent 5-year period consumer price index (CPI). The increase would be limited to no more than a 3.5% increase. NRA testified in opposition.

Paid Sick Leave and Medical Leave Insurance. Senator Sue Crawford introduced both LB305 and LB311. The NRA is opposed to both bills.

LB305 requires one hour of paid sick time for every thirty hours worked. This included part time employees and affected employers with four or more employees. In addition, 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.

LB311 creates a fund similar to unemployment where employers pay into a fund from which paid leave will draw. Base is the first four of the last five completed calendar quarters preceding the first day of a covered individual’s benefit year. Employees are eligible for benefits after 26 weeks of consecutive employment. An individual may use paid family medical leave to care for a family member or domestic partner. Leave consists of up to 12 weeks during any benefit year if such leave is taken for a qualifying reason. Both LB305 and LB311 face challenges including opposition from the business community and significant costs to the state.

Expansion of Cottage Food and Food Truck Vendors. LB304 and LB732 allow home-based or truck-based food vendors to circumvent important state and city food standards. For these reasons, NRA will oppose both bills.
A Letter from the Board President

My first job in the hospitality industry is probably the same job many of you had – bussing tables! I bartended in college and during graduate school worked at Lazlo’s. When they were expanding to add another location, they asked me to be a manager. It wasn’t something I had planned but I thought I’d give it a shot. They taught me the inner workings on how to run a business. It was a great experience.

When I got engaged to my wife who had good job in Omaha, and who wasn’t going to move to Lincoln, the prospect of restaurant hours and a two-hour daily commute looked bleak. That’s when I was introduced to the owner of Restaurants Inc., Gayle Carstens. I’ve been with them for 19 years now as the Director of Operations.

I spend a lot of time now crunching numbers in my office, but I still enjoy it when I get a chance to get into the restaurant and work a floor shift, interact with guests, and get to know the staff. I still get that “adrenaline rush” from working the busy shifts. What I love about my job is serving people – putting smiles on their faces, especially when they’re having a bad day! I like the variety of the business. Every day is different.

To be in this business you have to have “service in your heart”.

That includes serving the industry.

I was invited to “try out” the Omaha Restaurant Association (ORA) by one of the Board members, and I ended up joining. I met people from other restaurants and purveyors throughout Omaha, and through my membership, found a network of people helping each other succeed. It was great talking with people who “get it” - when the dishwasher doesn’t show up, the deliveries don’t arrive, or even the excitement of a really good day. I made some good friends!

Hearing that “call to serve” I became an ORA board member and later served as the ORA Board President. I really enjoyed working with ORA but I also wanted to see how I could serve the industry at the state level.

As your new NRA Board President, I am looking forward to this year – and what we can achieve. I’m anxious to learn more about the political side and how we as members can help influence legislative decisions that might have an impact on our bottom line and industry. I believe we can also increase our impact outside of the legislative efforts by increasing donations that support the association and spark the industry by providing scholarships to future industry leaders. To do that, we will need to increase our memberships – and the number of people volunteering for to help on committees that play a big role in NRA events, member recruitment, and the Hospitality Education Foundation.

We can start right now. If there’s a restaurateur out there who you know is not a member, invite them for coffee and tell them why you’re a member. Ask them to “try us out”. And if someone is already a member and you don’t know him/her, invite them out too! The Restaurant Association and its impact in Nebraska will only be as strong as we make it.

Thank you for the opportunity to serve.
Spending money to make money

As an entrepreneur and small business owner myself, I learned quickly that re-investing in your business is crucial to your success. Whether it’s your initial start-up costs, or ongoing maintenance and renovations, you must continually put funds back into your business to avoid stagnancy or potential failure. Starting, running, and growing a small business is challenging and full of risks. Heartland conducted a survey of small business owners and found that, for the most part, they are generally risk takers.

Here are the top 5 risks small business owners take:
1. Leaving a stable job and/or taking a significant pay cut to start a business (20%)
2. Taking out a loan (16%)
3. Offering a new service or product (15%)
4. Hiring employees (15%)
5. Selling assets or going into debt to help fund their business (13%)

Most small business owners take these risks to build their business, not to save a sinking ship. For example, entrepreneurs know all too well that cash flow and having enough capital on hand are frequent obstacles to their plans. But sometimes the consequences of putting business activities on hold are greater than moving forward. These are calculated risks that entrepreneurs deal with all the time.

Today, entrepreneurs have more lending options than going to a bank and asking for a loan. Online lending has quickly gained traction as a way to access quick funds – should sales start to slow or to add more inventory and products when sales are surging. The Internet allows borrowers to secure lending at any hour of any day or night. They don’t have to take time during the business day to visit a bank or fill out a paper application. Everything happens online. Funding decisions are made in a matter of days, not weeks or months. Take caution if something seems too good to be true, especially when it comes to your finances. Do not get stuck in a revolving loan dependent on withholding your daily merchant processing funds. It’s a never-ending trap of astronomically high interest rates paid back lightning fast…all the while up to a third of your profits don’t even make it to your bank account.

That being said, sometimes the biggest risk is not taking one. For an entrepreneur facing a cash crunch, looking to expand or wanting to take advantage of an unexpected business opportunity, the ability to secure money quickly from a reputable online lender can be the next step in success.

Making the choice to re-invest in your business will not only keep your business flourishing, but it will show your customers that you care and take pride in what it is you are providing for them. Make your choices wisely.

Heartland offers you best in class payment, payroll, mobile payment, Ecommerce, customer engagement and lending solutions to grow your business. Contact us today to learn more about how we can help you.
Exclusive discounts and solutions for members through alliance program

The Nebraska Restaurant Association is part of a strategic alliance, created by the National Restaurant Association and UnitedHealth Group, that offers exclusive discounts and solutions to members and their employees and helps address the diverse needs of the hospitality industry.

Here are some of the program’s MEMBERS-ONLY offerings:

Health Care Discounts from UnitedHealthcare®
- Up to a 5% discount on fully insured medical rates for employers with 51+ full-time employees.
- 5% discount on administrative fees as an annual invoice credit for new self-funded medical products for employers with 100+ full-time employees.
- Up to a 5% discount on fully insured specialty benefit plans for all-size employers.
- Visit www.uhctogether.com/nera.

Association Health Plan – Restaurant & Hospitality Association Benefit Trust
- Available to small restaurant and lodging member employers with 2-99 full-time employees.
- Offers product and pricing flexibility similar to large employers.
- Insured and serviced by UnitedHealthcare.
- Visit www.uhctogether.com/nera.

Free National Restaurant Association Pharmacy Discount Card
- Helps employees save up to 75% on FDA-approved prescription medications.
- Available to all employees, including full-time, part-time and seasonal.

Discounted Health Savings Account (HSA) from Optum®
- 20% discount on the monthly maintenance fee for members and their employees who have a qualifying high-deductible health plan with any insurance carrier.
- Tax-advantaged opportunity to pay for qualified medical expenses now and in the future.
- Visit www.restauranthealthcare.org/optumhsa.

Website Accessibility Solutions from DigiPro Media
- Discounts on web accessibility solutions related to the Americans with Disabilities Act (ADA).
- Adot Pro, the immediate solution, can provide a website accessibility plan as the first line of protection.

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. The Restaurant & Hospitality Association Benefit Trust is not available in all states.

Insurance coverage provided by or through UnitedHealthcare Insurance Company, UnitedHealthcare Insurance Company of Illinois, Inc. or their affiliates. Administrative services provided by United HealthCare Services, Inc. or their affiliates. Health Plan coverage provided by or through UnitedHealthcare of the Midlands, Inc.

Health savings accounts (HSAs) are individual accounts offered by Optum Bank®, Member FDIC, and are subject to eligibility and restrictions, including but not limited to restrictions on distributions for qualified medical expenses set forth in section 213(d) of the Internal Revenue Code. State taxes may apply. Fees may reduce earnings on account. This communication is not intended as legal or tax advice. Please contact a competent legal or tax professional for personal advice on eligibility, tax treatment and restrictions. Federal and state laws and regulations are subject to change.
“A Celebration of the 75th Anniversary of the Nebraska Restaurant Association”

Thursday, April 11, 2019
332 Centennial Mall South · Scottish Rite Ballroom · Lincoln
For reservations, contact Brandy Nielson
bnielson@windstream.net or 402.488.3999 ext. 2

Sarah Baker Hansen and husband Matt Hansen will be sharing stories from their book “The Better Half” as part of the evening’s entertainment. The couple explored Nebraska from border to border and have restaurant stories, as well as dozens of other details on things to do, see, eat and drink in Nebraska. Highlights include the story of the history of Nebraska’s beloved Runza and the story of Two Gun Hart, a larger-than-life northeast Nebraska lawman whose hidden identity included the last name Capone. And more!
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GRAB SOME REFRESHMENT

PROUD SUPPORTER OF THE NEBRASKA RESTAURANT ASSOCIATION
The Nebraska Restaurant Association held its Annual Meeting at Lazlo’s on January 28, 2019. NRA and HEF Board members and Advisors in attendance included: (Back Row) Brent Lindner, Ohana Hospitality Group; Doug Daize, World Eats; John Wade, Restaurants, Inc.; Jay Jarvis, Lazlo, Inc.; Mitch Tempus, Fernando’s Café & Cantina; Larissa Codr, Heartland; (Front Row) Jim Partington, NRA; Kim Brown, Sysco, Lincoln; Nicole Jesse, LaCasa Pizzaria; Judy Daniell, Ricardo’s Mexican Restaurant; Michelle Daize, World Eats; Linda Dennis, Runza Restaurants; Chuck Parker, LinPepCo.

Raising Cane’s franchise – Southern Hospitality Ventures – held its 12th annual coat drive in October. Over 1,800 winter coats were donated to People’s City Mission for distribution to the shelter residents and public. Pictured are (left to right) Jennifer Jones, Justin Jones, and CEO Pastor Tom Barber.
Executive Chef Brandon Harpster Recognized by Nebraska Pork Producers Association (NPPA)

NPPA President, Darin Uhlir, presented the Outstanding Pork Service Award for Promotion to Executive Chef Brandon Harpster during NPPA’s annual Ribs and Bibs event on February 13, 2019.

Uhlir offered his congratulations and stated that, “NPPA sincerely appreciates Chef Brandon’s input, participation and assistance whenever called upon. His top-notch representation and investment in our pork products whether educating culinary students or presenting them in his restaurants makes him a true outstanding promoter of pork.”

As Executive Chef, Brandon oversees The Single Barrel, Bourbon Street, and Mulberry BBQ, and he continues to serve as a Chef Instructor at Southeast Community College in the Culinary Arts Department. He is a faithful participant at the Star City BaconFest, has conducted exceptional “carcass cutting experiences” for NPPA’s Mentor and Leadership programs and has worked with Jane Stone, Domestic Marketing Director for NPPA on pork education for ProStart instructors through the Nebraska Restaurant Association.

Congratulations, Brandon!

Outgoing Board President Jay Jarvis (right) hands the gavel over to newly inducted President, John Wade (left) at NRA’s Annual Meeting.

A NEW PROSTART “BEST OF” AWARD!

This year, the Nebraska Dry Edible Bean Commission has been added to the list of commodity organizations that present “Best of” awards to ProStart Culinary teams each year. A “Best of Dry Beans” trophy will be presented to the team that prepares the best appetizer, entrée or dessert using Nebraska grown Great Northern, Pinto, Black or Light Red Kidney Beans.

“Best of Beef”, sponsored by the Nebraska Beef Council, and “Best of Pork”, sponsored by the Nebraska Pork Producers, trophies are awarded for the best center of the plate presentation. Students are encouraged to use these Nebraska commodities in their menus as they truly represent Nebraska.
Were you the student who couldn’t sit still in class…or the student who doodled on your math paper instead of solving the problems…or the student who succeeded at work, but not in the classroom? Your classroom teachers supported and guided you, but they may not have had time to nurture you.

For you, getting to school was a daily challenge. But you discovered the restaurant environment offered opportunities for enhancing your skills and talent. A place where your accomplishments were recognized and applauded. A place where dedication and hard work were rewarded with a promotion.

The Nebraska Restaurant Association and HEF introduced ProStart to Nebraska high schools in the mid-1990s. Since that time, ProStart Educators have helped to develop a cadre of talented industry professionals by providing the basic knowledge and skills needed to succeed in the culinary and management worlds.

But every program can be enhanced with your help. If you’re an Allied Member, classroom involvement can be as little as a one hour talk about your company and products. If you’re a Restaurateur, share “chef tricks of the trade”, tips on menu design, food costs, or your career.

Or take students out of the classroom. Provide a tour of your facility and show them how you do business. If you like to see children succeed, make a longer time commitment to coach a culinary or management team preparing for competition. ProStart educators value industry expertise and welcome industry professional involvement in the classroom.

Last summer, I had the opportunity to watch four ProStart students’ skills and abilities grow as they worked beside an Executive Chef. In three days, the students’ attitudes and confidence changed from indifference to pride in their accomplishments.

Mentors guide, challenge and encourage. Mentors ask the difficult questions, aid in establishing goals, help develop skills, and encourage decision making. As the demand for industry professionals continues to increase, mentors play a major role in shaping the future of the industry.

Your success today is a composite of your skills and talent as well as the mentors that invested in you. One of my mentors encouraged me to study management instead of nutrition. While some days in management were a challenge, I am certain that I am a better manager than I could ever have been as a nutritionist. Did I always follow their advice? Certainly, no. But their encouragement and wisdom helped me achieve more than I could have achieved alone.

Make a difference in a student’s life. Become a mentor. Your commitment and time will pay dividends for someone’s career — and the future of the industry.

Are you willing to invest in the future of the industry?
Take advantage of your membership benefits.

We understand that as owners and operators of restaurants you are juggling a multitude of things on a daily basis. We want to remind you that the staff at the Nebraska Restaurant Association are available to help answer questions you might have and are only a phone call away. Additionally, we have established partnerships with many purveyors to the industry that can help your bottom line. Here is a reminder of just some of the benefits included with your membership. We encourage you to take advantage of them.

- Dual Membership with National Restaurant Association
- Complimentary admission to NRA Show in Chicago
- Health insurance – 5% premium discount thru United HealthCare
- Music licensing – up to 20% savings thru BMI
- ServSafe and ServSafe Alcohol Classes
- Credit card processing and payroll from Heartland
- Legislative representation
- Discounted labor law posters
- Expert legal consultation including 15-minute free phone call to Jackson Lewis LLP
- Educational webinar series [https://www.restaurant.org/Events-Networking/Events/Webinars](https://www.restaurant.org/Events-Networking/Events/Webinars)
- Free job postings on [www.nebraska-dining.org](http://www.nebraska-dining.org)
- Networking opportunities with industry professionals at golf outings and other NRA events

Reports on National Trends Available for Download

Looking for national trends? Want to compare your operation to similar restaurant operations across the country? Want to know what restaurants are doing to save energy and water, cut waste and promote their sustainability steps? The research professionals at the National Restaurant Association have this information and more! Visit [https://www.restaurant.org/research/reports](https://www.restaurant.org/research/reports) to download the latest industry reports.

ServSafe Certification

Do you need to take an online ServSafe exam? Easy! I am a certified ServSafe Proctor. Contact me to set up a day and time to take the online exam and it’s as easy as that! Exams are done in as little as one hour right at the Nebraska Restaurant Association’s office at 1610 S. 70th, Suite 101 in Lincoln. Call 402.488.3999 Extension 2 or email bnielson@windstream.net to schedule your exam.
Welcome Shelby Fuhr

My name is Shelby Fuhr, and I am an intern at the Nebraska Restaurant Association. I am a junior at the University of Nebraska - Lincoln majoring in Hospitality, Restaurant, and Tourism Management, with minors in business and leadership. I am originally from the “village” of Leigh, Nebraska. After graduating high school, I moved to Columbus, Nebraska where I graduated from Central Community College in May 2018 with an Associate of Arts degree. While a student at Central Community College, I was involved in the National Society of Leadership and Success, Phi Theta Kappa honor society, and was a student ambassador. During my free time I enjoy cooking and watching movies with friends.

As an intern for the Nebraska Restaurant Association, I am hoping to make connections, and gain valuable work experience that will impact my college career, and the one to follow graduation. I’m unsure of the career path I want to take after I graduate in 2020, but I am confident this internship will inch me steps closer to finding my passion, and lead to several opportunities in the hospitality industry. In the next five years, I hope to discover my passion and find a career that brings joy to others, and myself. I would love to travel the world and gain exposure to other cultures through my career as well.

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
Every time I ask my students why they chose Hospitality Management for their career, they often say that they were either in ProStart, 4-H or other similar programs in high school. The value of participating in these competitions at such an early stage helps them to develop an entrepreneurial spirit in the future and find their niche in their career.

These future entrepreneurs usually find competitions and ProStart education as huge confidence boosters in their journey towards a successful career. They most enjoy the collaboration with their peers - within reasonable constraints - while drawing from previous experiences and moving forward to see if their ideas are successful. ProStart competitions help expand their knowledge in creating hypothetical ventures and to look at real-world challenges. An added benefit is learning how to sell their ideas to potential target markets and build on available resources while recognizing other opportunities.

As a ProStart mentor, my role is being a ‘guide on the side.’ I am clear about one thing - the idea is theirs! I just play the role of a coach, a supporter and a cheerleader for the team. I challenge them and encourage them to think through issues and approaches by asking them difficult-to-answer questions and serving as a source of wisdom when needed. Helping them set goals, training them to think entrepreneurially, directing them towards their objectives and motivating them when they hit road-blocks is the part I like to play.

Generation Z is lavish with independent thinkers. They are born multi-taskers who believe in smart work and whose brains are filled with problem-solving capabilities. Finding the right opportunity to motivate them to think differently and open their eyes and mind to different perspectives will help them achieve their goals. This type of influence can have many positive and lasting effects.

Expecting a team of teens to think like accomplished entrepreneurs comes with its challenges, but when they get the whole picture with confidence - it’s fulfilling!

“One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination.”

- John C. Maxwell
**CALENDAR OF EVENTS**

Find updates online at www.nebraska-dining.org

**March 27-28**
National Restaurant Association
Public Affairs Conference
Washington, D.C.

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

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

**May 8-10**
National ProStart Invitational
Washington, D.C.

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

**June 17**
Hospitality Education Foundation Golf Outing
Oak Hills Country Club, Omaha

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

**WELCOME NEW MEMBERS**

Find updates online at www.nebraska-dining.org

Raising Cane's Chicken Fingers
Jason Gehrken
10808 Q Street
Omaha, NE 68137
402-502-5866
jgehrken@raisingcanes.com
www.raisingcanes.com

**LINCOLN SERVSAFE DATES**

To register for ServSafe classes, contact Gary Hosek. Call 402.416.4432 or email gary.hosek@gmail.com  Classes are held at daVinci’s, 745 S. 11th Street, Lincoln.

Classes will be held

**April 17**  **May 17**  **June 19**

For cost and classes outside the Lincoln area, visit http://www.nebraska-dining.org/servsafe-2/.

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 at 1610 S. 70th Street, Suite 101. Contact Brandy to schedule an appointment. Call 402.488.3999 x 2 or email bnielson@windstream.net.
5th Annual Star City BaconFest

Bacon lovers, this is the news you’ve been waiting for - Star City BaconFest returns to the Capital City for the fifth year on April 7 at Lincoln’s Cornhusker Marriott Hotel!

Hormel Foods is providing products for chefs from several popular area restaurants to use to offer up their creative bacon-infused samples of everything from sweet to savory—and everything in between!

Entertainment will be provided by Screamers Dining and Cabaret. BaconFest attendees will have the opportunity to vote for their favorite bacon-inspired treats throughout the evening. Tickets are $25 for adults and are limited so get yours now by ordering online at starcitybaconfest.com!

Star City BaconFest 2019 is sponsored by the Nebraska Restaurant Association and the Nebraska Pork Producers Association (NPPA).

Proceeds go toward scholarships for culinary students in Nebraska.

For more information, visit Star City BaconFest at starcitybaconfest.com.

Participating in Star City BaconFest:
*denotes NRA member

9 South CharGrill*
Art & Soul
Ashland Country Club
Billy’s Restaurant
Brewsky’s*
Buzzard Billy’s
Cactus Modern Mexican Cuisine*
Cappy’s Hot Spot Bar & Grill*
David City Golf Course
Green Flash
Hillcrest Country Club*
HiWay Diner*
HopCat*
Hormel
Hurts Donut Co.
Lazlo’s Brewery & Grill/ Fireworks*
Le Cupcake
McKinney’s Irish Pub
Miller Time Pub & Grill*
MoKa’s Kitchen & Gourmet Popcorn
Papillion LaVista South ProStart Students
Rodizio Grill*
Screamers Dining & Cabaret
Smoking Gun Jerky
Super Saver
The Cornhusker Marriott*
The Eatery*
The Single Barrel/Mulberry BBQ*
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