

SPRING 2023

# KENTUCKY

RESTAURANT JOURNAL

The Official Publication of the Kentucky Restaurant Association

## 2023 EVENTS:

*Networking and Celebrating*

## CHEFS THAT SIZZLE:

*Chef David Danielson*

## EMPLOYEE RETENTION STRATEGIES:

*Stop Wasting Money With  
Unnecessary Staff Turnover  
by Anne Shadle*

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# SAVE THE DATES

**Chefs for Hope April 20**

**Sporting Clays Tournament June 12**

**Golftoberfest October 2**

**Day at the Races November 16**

**Restaurateur's Gala January 2023**



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### SERVING UP COLON CANCER PREVENTION



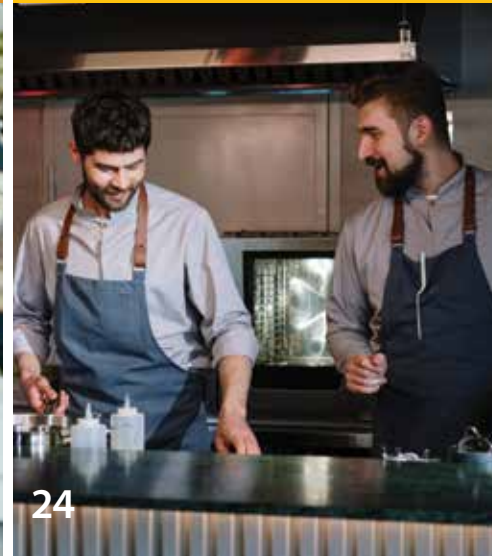
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Do you know a chef in your area who is creating a buzz with innovative cuisine, exceptional presentation or fresh new ideas? KRA wants to tell the state about them in a quarterly feature in the Kentucky Restaurant Journal. Submit your favorite chef du jour to [stacy@kyra.org](mailto:stacy@kyra.org). Please include restaurant and contact information. Selected submissions will be featured in the magazine as Chefs That Sizzle.



Chefs That  
**Sizzle**

by CHEF DAVID DANIELSON

# A WORD FROM OUR PRESIDENT

Doesn't it feel like the calendar is shaped by events? If you're like me, you have in your mind the next few work and home life events and we keep rotating through "the next few things." The older I get the shorter term I can focus on the next few things! For me, my daughter is turning 21 (!) and my sons are seniors in high school, and our next KRA/KRA Educational Foundation event is our Kentucky ProStart Invitational (KPSI) competition on March 3-4, then Chefs for Hope fundraising dinner on April 20. Then on to our Sporting Clays tournament on June 12 ... and the cycle continues. My point is we all have upcoming work and home life events to constantly keep track of while performing the day to day tasks we all have to get through. This magazine issue is event-centric, and I hope you'll put a few of our events in your calendar!

Since our last magazine was published, we held the always popular Day at the Races event at Churchill Downs in November – it was a different format in a different room, but received very well and forced us to think of new ways to structure the day. Highlights were a panel discussion – thank you to

Anne Shadle of The Mayan Café, T. J. Oakley with the Bristol Bar & Grille and Cuvee Wine Table and Tim Eversole with Bean Haus Bakery & Café and moderator Emily Litzinger of Fisher Phillips – lunch, table discussions, sponsored suites, horse races and more than anything being together! January brought the Restaurateur's Gala and we saw the largest Gala we've ever had. We honored deserving nominees and enjoyed fabulous food and beverages. Please check out the photos in this issue and plan who you might nominate this Fall for next January's Gala. Psst ... it will be here before we know it!

KRA has a separately incorporated 501(c)6 Educational Foundation (KRAEF) which houses our Kentucky ProStart program and its cheerleader, Coordinator Jim Lyon. Jim's big annual fundraising event is Chefs for Hope – and it's on April 20 at Savor in Louisville. Tickets are for sale and we'd love to have you there. We're also seeking silent auction donations. Proceeds help KRAEF fully fund sending the two winning Kentucky teams, one in culinary and one in management, to compete at the National ProStart Invitational in

Washington, D.C. in May. Check out Jim's article featuring KRAEF sponsor Kentucky Livestock Coalition to learn more about our partnership.

I really hope to see you at an event – or a few events – this year! One lesson Covid taught us is that we love getting together in person and we need that as people, as hospitality professionals and as an organization. Thank you for reading and here's to Spring!

*- Stacy Roof*

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- Employee Polygraph Protection
- Equal Employment Opportunity
- Job Safety and Health Protection (OSHA)
- Minimum Wage / Fair Labor Standards Act
- Uniformed Services Employment and Reemployment Rights Act (USERRA): The full text of the notice must be provided by each employer to persons entitled to rights and benefits under USERRA. Employers may provide the notice by posting it where employee notices are customarily placed. However, employers are free to provide the USERRA notice in other ways that will minimize costs while ensuring that the full text of the notice is provided (e.g., by distributing the notice by direct handling, mailing, or via electronic mail.)
- Family and Medical Leave Act: must be posted by private sector employers who employ 50 or more employees in 20 or more work weeks, and by all government agencies.

Individual notices may be printed from the US Department of Labor website at [www.dol.gov](http://www.dol.gov) or an all-in-one poster containing these six federal notices may be obtained from the KRA office. Kentucky state law requires all employers post the following notices as well:

- Unemployment Insurance Benefits
- Safety & Health Protection on the Job
- Wage and Hour Laws
- Child Labor Law
- Wage Discrimination Because of Sex
- Heimlich Maneuver
- Workers Compensation Notice



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# FRONT BURNER

**Restaurants are still asking the general assembly to help them revitalize**

---

*by* STACY ROOF

---

The 2023 legislative session of the General Assembly has begun. The 30-day session is being predicted to be the General Assembly not doing much, but that can be a hard promise to keep because there are 31 new members of the General Assembly. The first item accomplished by the legislature was to lower the personal income tax from 5% to 4%, after the state reached revenue triggers that indicated a decrease was possible. The lowering of the personal income tax was made

possible because they expanded the state sales tax base to include new services, including prewritten computer software and marketing services. The marketing services sales tax has caused some concerns from franchisees as part of the services they pay for from the franchisor included marketing services. Generally speaking, tax experts don't recommend charging taxes on business-to-business services, because it all gets passed on to the consumer and snow balls their sales tax obligations in

the end. Rep. Ken Fleming has introduced HB 44 to eliminate the sales tax on marketing services.

In the 2022 legislative session, the General Assembly and Governor Beshear agreed that restaurants should be allowed to deduct expenses as they normally would, even if they used Restaurant Revitalization Fund grants to pay for these deductible expenses. Unfortunately, the language contained in the last minute negotiations to fix the legislation



was only for grants received after Jan. 1, 2023. These things happen, especially in the last few hectic minutes of the legislative session. That is why we are once again asking the General Assembly to pass a legislative fix and all indications are good that something will move forward. Stay tuned and follow KRA's legislative updates for additional information on the legislation.

### **Perry County Fiscal Court Files Lawsuit on Restaurant Tax**

The Perry County Fiscal Court has filed a lawsuit challenging the legality of the restaurant taxing authority only applying to cities formerly classified as fourth and fifth class cities. The lawsuit filed in Franklin County Circuit Court argues that because there are only two classifications of cities, cities of a first class (Louisville) and every other city, that all non-first class cities should be eligible to levy a restaurant tax. They argue that the state Constitution prohibits the treatment of any special city, and they argue that giving only cities formerly classified as fourth and fifth class cities a restaurant tax is giving certain cities special treatment. The fiscal court is suing Senate President Robert Stivers, Speaker of the House David Osbourne and Governor Beshear. It could be that the case gets thrown out of court, but that remains to

be seen. It is likely that something of this magnitude would go to the Supreme Court. For restaurants, it could expand the restaurant tax to every city in the commonwealth except Louisville. We will continue to follow this lawsuit and keep you updated as it proceeds through the courts.

### **Unemployment Insurance Changes in Effect, but U.S. Department of Labor wants changes for compliance**

Sweeping unemployment insurance reform legislation was adopted in the General Assembly and it took effect January 1, 2023. The law establishes the maximum amount of benefit weeks, based on the state's unemployment rate. It would also require more work search requirements and documentation of work searches. Employers can share information with the Office of Unemployment Insurance about whether or not job applicants show up for interviews. If the employee is offered a job, they would need to take it.

More changes are coming to the law, however, because the U.S. Department of Labor told Kentucky that providing a minimum of 12 weeks unemployment benefits to some beneficiaries and 16 weeks to another class of beneficiaries makes them out of compliance with federal law. House Economic

Development Chair Russell Webber (R-Shepherdsville) filed legislation to bring Kentucky back into compliance by setting the minimum number of benefit weeks to 16 weeks. The bill is moving and is likely to pass.

### **A local tax amendment is not likely this year, but get ready for next year.**

The proposed constitutional amendment that would allow the General Assembly to authorize local governments to adopt any tax is not likely to pass in the short legislative session, but it will absolutely be a discussion in the 2024 legislative session when the amendment can go on the ballot to ask voters. This amendment could allow the General Assembly to enact a restaurant tax in every community and give cities and counties the ability to adopt a local sales tax, in addition to the state sales tax, and of course the restaurant tax.

As there are so many new legislators, it is critical for restaurateurs to get to know their local legislators and develop relationships with them. Without these critical relationships, restaurants could be left out in the cold on critical policy discussions. Don't delay!



## PROSTART PARTNER SPOTLIGHT

# KENTUCKY LIVESTOCK COALITION

by JIM LYON

Finding great partnerships for the ProStart program is critical to our success. We have been very lucky over the years to have found such a partnership with the Kentucky Livestock Coalition (KLC). KLC has supported this program for years both financially, as well as through mentoring and offering educational opportunities to the instructors and their students.

Why is this so critical to our program and it's future? Here are some quotes from Caleb Ragland, LaRue County Kentucky Farmer, and Chairman of the Kentucky Livestock Coalition:

"Whether a graduate of the ProStart Course ends up as head chef in a white-tablecloth restaurant or in the purchasing department for a foodservice organization or any of the many career opportunities they may pursue, we want to be sure that they have a sound background in understanding the benefits of animal-based protein in the human diet. We want to ensure that factual information gets into the hands of those who will be making menu and purchasing decisions in the future, and the ProStart Program is an ideal place to do so."

We couldn't agree more! Making sure that the future industry leaders have this foundation ensures that the best possible decisions will be made for all parties involved. Caleb added:

"The farm organizations that make up the Kentucky Livestock Coalition are pleased to partner with ProStart because it's a great way to educate those who will be making menu decisions in the future. Every industry likes to train up the next generation of workforce, and those whose livelihoods are based on the production of safe, affordable, and nutritious protein are no different."

KLC does so much to help, including educating our schools and the community about their products. Here are 7 nutritional facts about meat that might surprise you:

1. Meat is a complete, high-quality protein containing all of the essential amino acids your body needs for optimal health.
2. Meat provides more protein per serving (25 grams per 3 ounces) than dairy (8 grams per cup), eggs (6 grams each), legumes (12 grams per  $\frac{3}{4}$  cup), vegetables or nuts (2 to 5 grams per serving).
3. Meat is THE natural source of Vitamin B12.
4. Consuming meat may help you manage, and even lose, weight.
5. Meat is rich in essential nutrients.
6. Convenient processed meats, like sausage, hot dogs, and deli meats, suit busy lifestyles without sacrificing nutrition. These high-quality protein sources are packed with vitamins and minerals, including iron, zinc, and vitamin B12.
7. Meat is a SUPERFOOD that supports overall optimal health.

*Source: North American Meat Institute*

On behalf of the Kentucky Restaurant Association Educational Foundation and Kentucky ProStart program, we would like to thank the Kentucky Livestock Coalition for their ongoing support, efforts to build up our future teams and educating us all. Please visit [KyLivestockCoalition.org](http://KyLivestockCoalition.org) today to learn more about this great organization!



## KYLivestockCoalition.org



To learn more about the Kentucky Livestock Coalition, to watch our ***Meat Me at the Table*** video, or to follow KLC on social media, scan the code with your smartphone



You may notice that a number of Coalition member organizations don't necessarily raise meat. These organizations are, however, integral to the success of the livestock industry, and they work together for the good of the livestock and poultry industries here in the Commonwealth.

**Kentucky Soybean Board** Poultry and livestock are the soybean farmers' number one customer, consuming a whopping 97 percent of domestic soybean meal.

**Kentucky Corn Growers** Kentucky's corn crop boasted \$819 million in cash receipts for 2020. Poultry and livestock is still the top market for corn.

**Farm Credit Mid-America** offers a wide range of financial services to rural America, specializing in rural communities.

**United Producers, Inc.** is the largest livestock marketing cooperative in the United States.

**Kentucky Farm Bureau** is a grassroots organization that serves as "The Voice of Kentucky Agriculture," advocating for its members.

**The Kentucky Horse Council**, while not raising animals for meat, represents Kentuckians who raise animals that are governed under many of the same regulations as other species of livestock.





# Sporting Clays Tournament

June 12, 2023



## Jefferson Gun Club – Brooks, Kentucky

### Registration Form

Contact Information (Required):

Company: \_\_\_\_\_

Contact: \_\_\_\_\_ Title: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

☐ I am registering a team for the KRA Sporting Clays Tournament. My team members are listed below.  
**Team fee \$500.00\***

☐ I am registering myself for the KRA Sporting Clays Tournament and need to be placed with a team for play. **Individual fee \$125\***

Mulligans 2 for \$20 – I am purchasing \_\_\_\_\_ Mulligans

#### Shooters' Names

\_\_\_\_\_  
\_\_\_\_\_

***Fee covers shells, scoring, breakfast pastries, lunch and awards  
Shooters provide their own shotgun, eye and ear protection;  
JGC Release must be signed and returned to KRA  
9:30 a.m. Registration ~ 10:45 Safety Talk ~ 11 Shooting Begins  
Lunch and Awards to follow***

**Total Amount \$** \_\_\_\_\_ Check enclosed or charge my credit card:

Please circle one: Visa MasterCard Discover American Express

Name on Card: \_\_\_\_\_

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# **Sponsorship Opportunities**

## **KRA Sporting Clays Classic**



### **Jefferson Gun Club**

### **June 12, 2023**

**Presenting Sponsor – Heartland** **\$5,000**

Registration for one team

A Station sponsorship

½ page ad in Kentucky Restaurant Journal

Recognition on social media

Recognition in event program and Kentucky Restaurant Journal

**Sharp Shooter Sponsor – 3 available** **\$1,500**

Registration for one team

A Station sponsorship

Recognition in event program and Kentucky Restaurant Journal

**Lunch Sponsor – 1 available** **\$1,500**

**Awards Sponsor – 1 available** **\$1,000**

Seeking bourbon company for sponsorship plus  
product for prizes

**Station Sponsor – 15 available** **\$ 250**

Signage at Station

Recognition in event program



# Calendar of Events

## MARCH

- 1 Taste of the Commonwealth, Frankfort
- 3-4 Kentucky ProStart Invitational, Gordon Food Service Shepherdsville
- 7 ServSafe Louisville, KRA Office
- 12 Daylight Savings Time begins
- 16 Louisville Chapter Basketball Madness social at Vernon Lanes
- 17 St. Patrick's Day
- 20 ServSafe Louisville, KRA Office
- 29 ServSafe Lexington

## APRIL

- 3 ServSafe Louisville, KRA Office
- 9 Easter Sunday
- 10 KRA Board of Directors meeting
- 18 Tax Day
- 18 ServSafe Louisville, KRA Office
- 20 Chefs for Hope benefitting Kentucky ProStart

## MAY

- 2-4 National ProStart Invitational, Washington D.C.
- 5 Cinco de Mayo
- 5 Kentucky Oaks, Churchill Downs
- 6 Kentucky Derby, Churchill Downs
- 14 Mother's Day
- 22 ServSafe Louisville, KRA Office
- 29 Memorial Day



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**March 29th - Lexington**

**April 3rd - Louisville**

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**May 22nd - Louisville**

**June 6th - Louisville**

**June 20th - Louisville**

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# 35th Annual Firecracker Scramble

## Woodhaven Country Club

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**FIRECRACKER  
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of Onsite Items  
& Activities**

**June 19, 2023**

9:30 am registration  
10:30 - 11:00 am lunch  
11:30 am shotgun start  
5:30 pm dinner, awards and raffle drawing



**\$525.00      \$185.00**

**Foursome      Individual**

**Scramble includes:**

green fees, cart, driving range,  
food and beverages

- Putting contest beginning at 9:30 am
- Driving range open at 9:30 am
- Bloody Mary Bar available during registration
- Cigars available on the course



**A portion of the proceeds to benefit Apron, Inc.  
"Serving those who serve you"**

**Team Name:** \_\_\_\_\_ **Contact Name:** \_\_\_\_\_

**Email:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**Player #1** \_\_\_\_\_ **Player #2** \_\_\_\_\_

**Player #3** \_\_\_\_\_ **Player #4** \_\_\_\_\_

**Questions? Call Wes Duke 502-424-1500 or Steve Hudgens 502-614-9678**

# IT'S NOT JUST BOURBON AND HORSES

## Chefs That Sizzle

by CHEF DAVID DANIELSON



Ask most anyone outside the Bluegrass what they know about Kentucky and you know what you're going to hear, and we here in the hospitality industry certainly know these two things bring big business to our cities, as well as big events.

This is one of the challenges for us as operators: how to balance our daily business with the certain influxes of event season and maintain our guest expectations, our staff well being and try to navigate a difficult situation with rising costs and still-strained supply chain.

In my former role as Executive Chef of Churchill Downs, and currently at Dant Crossing, we created a template of best practices to help achieve an elevated experience while dealing with the issues I mentioned earlier.

First off is planning - the farther out you can anticipate your purchasing needs with well planned out seasonal menus the

easier and cheaper its going to be to get the products you need.

Second, dealing directly with farmers we will be able to create not only meals of the highest quality but offer a truly unique opportunity to experience the work of the Kentucky Proud farmer. Moving some of your needs away from large scale purveyors also gives you a tactical advantage when trying to buy large quantities of product that you don't normally use on a regular basis.

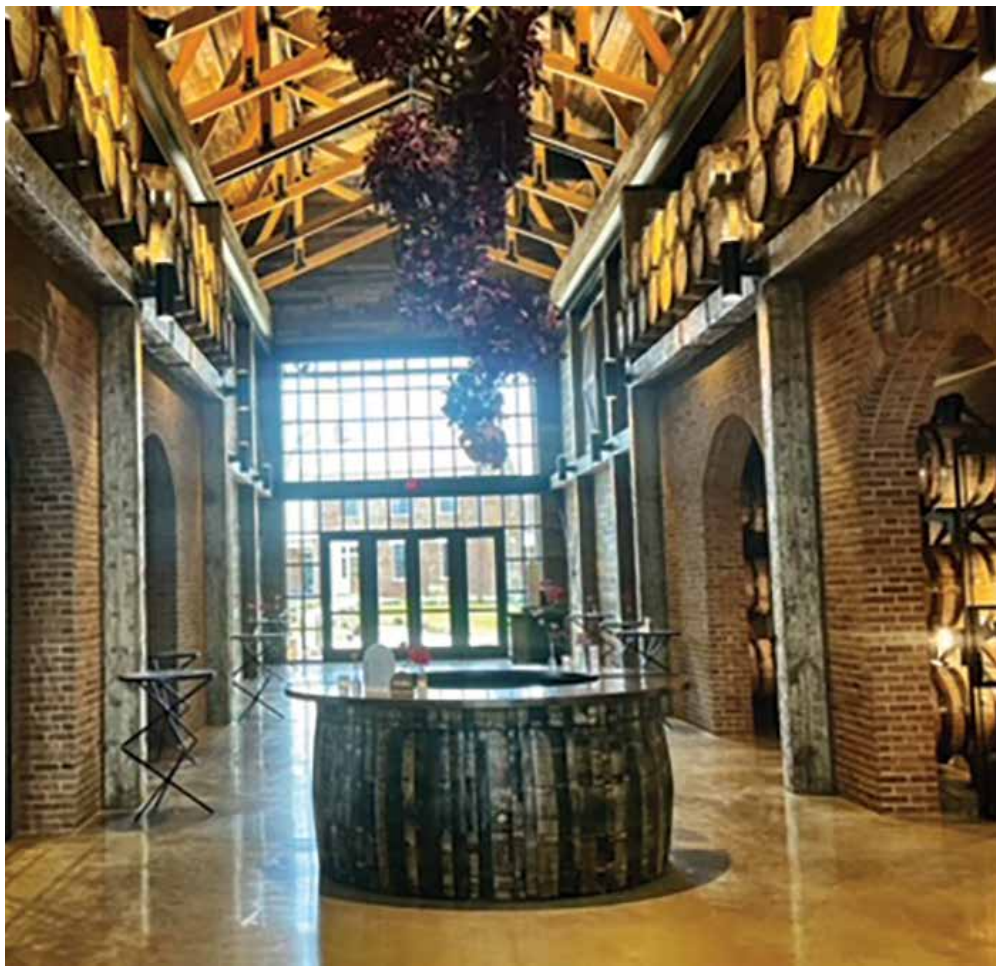
Our mission is to not only serve great food but to also showcase the abundance of products produced locally and to support those who provide them. Farmed produce is grown by people in your community. By helping communities find the face to their local producers, relationships are cultivated, new eating habits formed, and quality of life is increased.

Today there seems to be such a disconnect between so many of our guests and where their food comes from - or exactly what good fresh food even is. We have the opportunity to not only provide our guests with quality meals, but also to educate them and at the same time support the community of farmers and producers who need our support. Thirdly, we create buffets that are stocked full of room temperature salads and dishes (think Southern antipasto). There are such an array of amazing products grown here locally that can become the stars of your buffet! There are several advantages to balancing your menu with these kinds of dishes from an operator's stand point as well. Well thought out selections can hold for a fair amount of time very well. Also, these dishes require less attention from a labor standpoint at the time of your event when you are pushing out hot food.



These dishes also add freshness, color and bring a great perceived value. The amount of flexibility and creativity it allows you is endless, also allowing you to tell your story through your food. Everyone loves to hear stories about where their food is coming from and who and why it's being produced locally.

We continue to explore and discover how we can grow these initiatives both in a small independent operation but also feeding ideas up to large foodservice providers such as Churchill Downs. Each of our operations differs but the one common link is the demand for something better year over year by the dining public. I don't know of any greater way to give back to your guests or your community than supporting a local farmer!



## Watermelon-Tomato Salad

3-4 small to medium heirloom tomatoes, in assorted colors, cored and cut into  $\frac{3}{4}$  inch chunks.

1 small English cucumber or regular cucumber, peeled, seeded, and cut into  $\frac{3}{4}$  inch cubes.

$\frac{1}{4}$  cup sliced pickled red onions

1 cup  $\frac{3}{4}$  inch cubed red seedless watermelon flesh

1 tbsp chopped herbs, mint and basil

3 tbsp extra virgin olive oil

3 tbsp lemon juice

Kosher salt and freshly ground black pepper.

## Preparation

In a mixing bowl combine tomatoes, cucumber, watermelon, pickled red onion, and herbs. Toss gently. In a separate mixing bowl whisk together olive oil, lemon juice, salt, and pepper. Pour over tomato mixture and toss to coat evenly. Taste and adjust the seasoning before serving.







## Serving up colon cancer prevention for KRA members with a shot of reality on the side

BY DR. WHITNEY JONES WITH ANOOSH SHARIAT

Usually, when the topic of digestion comes up in the restaurant industry, the focus is on the great flavors or experiences that people have on their nights out. Those working in the service industry are used to working nights, weekends, and holidays to make sure the best care is taken of the patrons of our establishments. In fact, taking care of others is usually second nature to those of us in the business.

But, like side work, there are many things that happen behind the scenes to make that perfect hospitality encounter anything but a chance happening. So, it is with your health and the health of your teams. Doing the work to remain healthy, prevent health issues whenever possible, and taking part in screenings when appropriate or indicated to detect certain cancer-related issues are never

in the front of our minds, however critically important.

We have both been in the restaurant business in Louisville for decades: Anoosh as an entrepreneur, creative force, and world-class chef, myself as an investor, operator, and landlord with my brother Walton Jones. We had met several times before our lives and missions came together. Over what? Colon cancer.

I am a gastroenterologist and former Clinical Professor at the University of Louisville. I became a public health advocate in 2003 when I founded the colon cancer prevention project and have never looked back. In 2003 only 1 in 3 people at risk were being screened. Twenty years later and with the help of many we now screen 3 in 4.

Anoosh was diagnosed with stage 4 colon cancer in Feb 2018. He had been feeling low energy, some dizzy spells, rectal bleeding, and thought he had hemorrhoids. He called & scheduled a colonoscopy w a friend who was a Doctor. After his colonoscopy, he immediately started aggressive treatment for cancer. The past 4 ½ years have included chemo, radiation, & surgery. All that could have been avoided if he had gotten screened on time. His critical message to readers is : be aware of your own personal and family history of colorectal cancer and colon polyps. Don't delay screenings beyond the recommended times.

Anoosh wants to make his battle a wake-up call for people in the restaurant and hospitality business, to prevent others from being forced

to walk the difficult path he has been on for years. Prevention and early detection are the way to approach this common disease. Taking basic measures will prevent unnecessary death and suffering from colorectal cancer.

If you develop colorectal cancer, treatments are more effective than ever. There is hope.

Colorectal cancers have great screening options for people without family histories, including colonoscopy every 10 years, at-home stool tests called FIT (every year), or Cologuard at-home stool tests (every 3 years). Positive stool tests require completion of screening with a colonoscopy. People with a strong family history need to be screened with a colonoscopy at least 10 yrs of age before their affected family member was diagnosed. Some colorectal cancers run in families and are associated with genetic issues that are inherited, such as Lynch Syndrome (1 in 297 persons!!)

Importantly, early age (under 45) colon and rectal cancer are skyrocketing across the United States, including at home in Kentucky. Most patients developing this DO NOT have a family history of colorectal cancer. Symptoms can include a change in bowel habits, rectal bleeding, painful bowel movements, unexplained weight loss, or anemia. Having any of these, regardless of age, means that you need to get to a Doctor as soon as possible and tell the doctor so they can perform an appropriate evaluation, which should include a colonoscopy.

Colon cancer screenings are covered as a no out-of-pocket benefit for everyone over age 45 and for high-risk persons under age 45. This includes commercial insurers and Medicaid. And if you don't have insurance, Kentucky has made provisions for state-funded colorectal screenings through the Kentucky Colon Cancer Screening and Prevention Program <https://chfs.ky.gov/agencies/dph/dpqi/>

[cdepb/Pages/coloncancer.aspx](https://cdepb/Pages/coloncancer.aspx)

Phone: (502) 564-7996

that will cover these in locations across the state. For those with citizenship issues, the Surgery on Sunday program can help those in need access free CRC screenings as well.

(<https://www.surgeryonsunday.org> or Phone: 859.246.0046)

By finding and removing colon polyps early, colorectal cancer is preventable. Found in its earliest stages colorectal cancer is amenable to treatment with high rates of success. We encourage all to get the appropriate age and risk-based screening and stay the course!

If you want more information about how to stay ahead of colorectal cancer as well as screening options, check out our website <https://coloncancerpreventionproject.org/>

Stay ahead of colorectal cancer...get behind screening.





*The Kentucky Restaurant Association presents the*  
***2023 Restaurateur's Gala***  
***January 23, 2023***

**Culinary Student of the Year**

**Riley Essex** – South Central Kentucky  
Community & Technical College

**Sam Cash** – Sullivan University - Winner

**Chapter Member of the Year**  
**Louisville – Northern Kentucky**

**Kimberlie Thompson** – Louisville

**Jim MacFarlane** – Northern Kentucky

**Employee of the Year**

**Felix Marshall** – Bristol Highlands

**Kaley Hall** – World of Beer

**Maricela Rosales** – Varanese - Winner

**Olga Martinez** – River House

**Tripp Essington** – Brasserie Provence

**Manager of the Year**

**Chef Brian Steger** – Repeal Steak House

**Emilie Pfeiffer** – Bristol Catering

**Engleica Culotta** – Parlour Pizza

**Kimberly L. Weir** – River House

**Kyle Zimmerman** – Carson's Food & Drink

**Kristin McGuffin** – Rafferty's Florence

**Nancy Taylor** – Shoney's/Bullitt Ventures

**Patrick Bollinger** – Rafferty's Florence

**Rebecca Smiley** - Moxy

**Shannon Ferrell** – Wrigley Taproom & Eatery

**Winners** – Emilie Pfeiffer, Kristin McGuffin & Patrick Bollinger

**Supplier of the Year**

**Creation Gardens** – Van Campbell - Winner

**RNDC** – McKenzie Overstreet

**Spade & Table Farm** – Lisa & Jeff Windhorst

**Sysco Louisville** – Heather Manning

**US Foods** – Kimberlie Thompson

**Restaurateur of the Year**

**Adam Watson, Andrew Ott, Sam Cruz, Jerry Gnagy** – Against the Grain - Winner

**Brent George** – Cunningham's Creekside

**Carmelo Gabriele** – Sarino

**Don Robinson** – Craft Culture Concepts

**Guy Genoud** – Brasserie Provence

**Jason Kinser** – One Nineteen West Main

**Judy Palombino** - Boombozz

**Mark Fichtner** – Carson's Food & Drink

***Congratulations to all the Nominees!***





**The Kentucky Restaurant Association thanks the following Sponsors for making this evening possible:**

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# What employers need to know about *Medicaid redetermination*

- Approximately 15–18M people will no longer be eligible for Medicaid coverage because of the redetermination process beginning in 2023. ***Your team may be impacted.***
- Help your team keep healthcare coverage with no employer commitment by passing along this free service.
- With this free service, your team has access to individual and family low- or no-cost health insurance plans with subsidies.

## Health insurance plans that work for your team, no matter how many hours they work.

With one phone call, your team can talk to licensed experts who will:

- Enroll employees and their families easily over the phone with support in multiple languages.
- Ensure employees get access to lowest-priced plans and maximum federal subsidies.

*Varies by market.*

Scan the QR code  
to get started



For questions and free materials to promote this service to your staff, email [elawrence@uhg.com](mailto:elawrence@uhg.com)

For more information,  
visit [www.hospitality-health.com/kra](http://www.hospitality-health.com/kra) or call (833) 730-2029





Benefitting



Thursday, April 20, 2023

Savor at River House

3015 River Road, Louisville, KY

**You're invited to a culinary night to remember, as some of the area's top chefs come together to benefit Kentucky ProStart. Kentucky ProStart is a high school program training tomorrow's hospitality industry professionals.**

**Participating Chefs\*:** Lead Chef Josh Moore - Volare • John Varanese - Varanese, River House • Josh Hillyard - Chef & Jeff • David Danielson - Dant Crossing • Ming Pu - Brooklyn and The Butcher • Henry Wesley - 8Up

6:30 pm

Cocktails & Hors D'oeuvres

7:00 pm

6 Course Fine Dining Experience

Tickets: \$150/person

\$1000/table of 8

**Visit [KYRA.ORG/PROSTART](https://www.kyra.org/prostart) for details and tickets**

\*Participating Chefs subject to change





# EMPLOYEE RETENTION STRATEGIES

Stop wasting money with unnecessary staff turnover

by ANNE SHADLE  
OWNER OF LEFT BRAIN SOLUTIONS  
& CO-OWNER OF MAYAN CAFE

*The job market has changed dramatically in the past two years. It's been harder than ever to find employees, let alone qualified ones. On top of that, the starting wage has increased exponentially in many industries, particularly in the restaurant industry. The cost of turnover is very high, higher than most people realize. Paying to post jobs, paying someone to train, missed revenue/upselling during the onboarding process all add up to higher expenses and lower revenue. If there's anything you can do to retain your current, good, staff, it's worth trying. Check out these simple retention strategies that can help to keep your current staff happy enough to stay with you.*

## 1. Cash Bonuses for staff who recommend someone to hire:

This is an easy one to do. Put a 90 day minimum tenure requirement on the new staff member, and then give the referring staff member \$100 or even \$200 as a thank you. We have seen that the staff member who referred the new person is more engaged and helpful in the training process since they have some dollars on the line.

## 2. Weekly/Monthly/Quarterly Cash Bonuses for all staff when sales goals are hit:

When giving a raise seems too risky, use the bonus system to incentivize your team. Whether it's a matter of looking at your P&L at the end

of the month and dividing up the profit between all members of your team or simply saying that everyone gets \$50 if a certain sales goal is hit in a week (make that goal based on knowing your breakeven point!), let the staff know what you're planning to do. It may even encourage them to sell more.

## 3. Make your schedule on a monthly basis:

Time is almost an equal benefit to money. Take the time to talk with each staff person individually and understand what his/her ideal schedule is. Build a consistent schedule around what works best for each of them. Some industries may think this is impossible, but it's worth working

for – whether you start with two weeks at a time and then build from there. Tell your staff if they request a day off prior to the next schedule being put out, you will take care of covering it. If they request a day off after that schedule is posted, tell them it's their responsibility to get the shift covered. Make a point to cover all requests off.

**4. Give formal reviews and feedback:** Use a review process for all levels of staff. Share with them the expectations of their positions when they're hired and then evaluate them based on those expectations on an annual basis (at least). Ask them to set goals for their own work with your organization as part of that process. Look for ways to support them and facilitate their ability to accomplish those goals.

**5. Build reward systems that mean something to your staff:** Learn what motivates each staff person. It may be money, time off, a certain schedule, meaningful work, a challenge, autonomy in decision making, heartfelt notes of appreciation, etc. Once you understand what motivates your staff, build a reward system that will resonate with them once their goals and the company's goals are achieved.

**6. Dream up other benefit programs:** Health insurance and retirement accounts are just two kinds of benefit programs. There are many others. These could be discounts to massages, access to wholesale orders, small

investments in savings accts, free tax preparation services sponsored by the company, credit guidance, etc. Be creative in thinking what other benefits will be appreciated by your staff but not represent an enormous investment from the business's cash flow. Make the big leap and ask for suggestions from your employees!

**7. “A good boss can make a bad job good. And a bad boss can make a good job bad.”** We've all heard it. This is the one that you can't change overnight. However, it's important to understand the reasons why people have left in the past. If you have a middle manager who is negative and ruins morale, this may be the time to make a change there to save other staff from leaving who report to him/her. Look in the mirror – are you a boss that you would want to work for?

In 2007, I opened Mayan Café with my business partner, Chef Bruce Ucán. Over these past 16 years, I have learned countless lessons about how to run our business sustainably and enjoyably. After working with over 400 small business owners as a business coach with the Kentucky Small Business Development Center, I decided to start my own consulting firm. With my clients now, we do a deep dive into their financial management habits, HR practices and marketing strategies with the goal of increasing efficiency and profitability. If you're interested to learn how to run your business smarter, please reach out to me.

[anne@leftbrainsolutions.io](mailto:anne@leftbrainsolutions.io)







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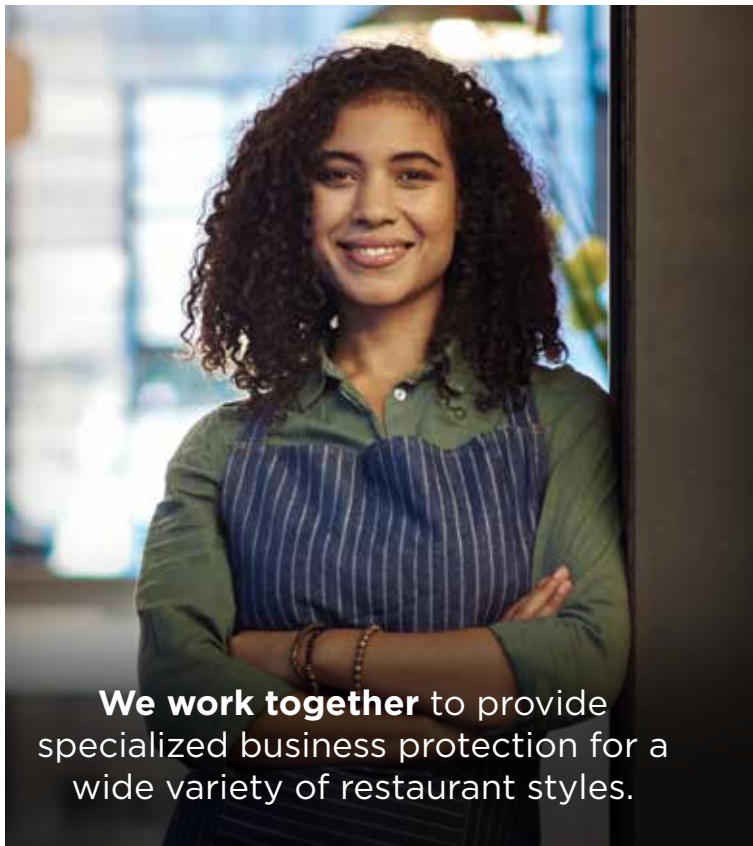


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# KRA MEMBERSHIP BENEFITS MORE CRUCIAL THAN EVER

## Are you taking full advantage of your membership?

The KRA and NRA offers a number of benefit programs designed to save you time and money. Members who are actively involved in the programs offered by both organizations get the most from their membership dollar. We're committed to making membership work for you! For more information about these programs, call the KRA Office

### FREE ITEMS AVAILABLE!

- Kentucky Labor law books
- ABC laws of Kentucky
- Tip reporting information
- State & Federal posters
- State & Federal forms
- Alcohol posters
- And much, much more

### EMPLOYMENT POSTERS & MORE

- State & Federal combined posters laminated or non-laminated
- Engraved plastic signs (No Smoking, Private, etc.)
- Restaurant employee applications
- Various other employment forms

### KRA LIBRARY

Videos and Books available for members to borrow and/or purchase at your convenience

### SERVSAFE® & SERVSAFE ALCOHOL®

A one day program that enables you to be trained, tested and certified. On location classes also available for your group!

Register online to get your certification today!

### SAVE ON CREDIT CARD

#### PROCESSING & PAYROLL PROCESSING

KRA Members receive simplified, flat rates with full disclosure of cost & profit on every statement with Heartland Payment Systems.

### AUTOMATIC BILL PAYMENT

Dues can be automatically paid monthly, quarterly or annually - no check to write and your KRA benefits are not disrupted.

### JOB POSTING

Free posting in the Classified section of the website.

### HUMAN RESOURCES

HR Affiliates

Human resources outsourcing to members

### INSURANCE FOR YOUR BUSINESS

Commercial Packages

KRA members receive 5% off Secura insurance premiums. Eligible for reimbursement for ServSafe®

Food Protection Manager

Certification Class as well as ServSafe® Alcohol.

Health Insurance

United Health Group

Health Plans for Members

### BMI DISCOUNT

Up to 20% discount on music licensing fees exclusively for KRA Members!

### PLUMBING

KRA Members receive special rates with Senninger

Plumbing –

10% off up to \$500

### WORKERS' COMPENSATION

ClearPath Mutual

Members receive a 10% discount on coverage.

### LEGAL CONSULTATION

Fisher Phillips

KRA members receive free monthly calls

Beyond these member benefits, the KRA is available to answer questions and is committed to helping you grow your business! Call us today!

**FOR DETAILS ON ALL MEMBER BENEFITS, CALL THE KRA OFFICE AT  
502.400.3736 WWW.KYRA.ORG**

## WELCOME NEW MEMBERS

### Restaurant Members

**Arcadia Communities**  
Chef Michael Riggs, Bowling Green

**Ashbourne Events**  
Rodney Wedge, LaGrange

**Coals Artisan Pizza**  
Mark Peters, Louisville

**Game Restaurant**  
Timothy Lewis, Louisville

**Homewood Suites Downtown**  
Karen Britton, Louisville

**Par6 Social**  
Bob Megazzini, Lexington

**Pregame Coffee**  
Robert Arnold, Louisville

**River Road BBQ**  
Krissy Davis, Louisville

**The Cottage Farm Stand & Baking Co.**  
Marlene Knight, Owensboro

**Wally's**  
Laurent Geroli, LaGrange

**Wild Eggs Lexington**  
Travis Hall, Lexington

### Associate Members

**America's Best Caviar**  
David Fields, Paducah

**AyrKing LLC**  
Michael DeLain, Louisville

**Bear Cognition**  
Andrew Howard, North Charleston, South Carolina

**F. B. Purnell Sausage Company Inc.**  
Jeremy Kirchner, Simpsonville

**Gant Hill & Associates**  
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**Pringle Robotics**  
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# Questions & Answers

**Q: Our small family restaurant doesn't have a marketing budget, really, but we're looking for budget friendly ideas, especially for slower days.**

**A:** It's your restaurant so you make the rules – maybe try to tie into “food holidays” (there's a day and month for just about everything!) and feature those items. Have a contest – coloring sheets for kids with voting to win kids' meals or dessert. If you have a Facebook page, create events on your page and interact with guests – or have an Instagram contest. Make up “customer appreciation” days or dessert happy hours. Your suppliers may have suggestions too!

**Q: How many utensils need to be used at a self-service area or buffet?**

**A:** There needs to be a proper utensil for each item in a self-service area or buffet. A food borne illness was recorded at a catered wedding when the serving utensil from improperly cooked chicken containing Salmonella was shared with serving green beans.

**Q: I never applied for the ERC because my business received PPP money. Am I still eligible?**

**A:** Yes you are eligible. Our members' success is our guiding principle, and the Employee Retention Credit (ERC), is designed for businesses like yours to recover thousands of dollars in federal funds that are owed to you.

**What exactly is the ERC?**

The Employee Retention Credit (ERC) is a retroactive refund on federal taxes that businesses have already paid. The IRS is providing a refund of up to \$26,000 per full-time employee kept on payroll in 2020 and 2021. The ERC is not a loan and can be used for any purpose. Businesses can still qualify for this credit even if they received Paycheck Protection Program (PPP) funds. While tax law and the IRS language associated with filing an ERC claim can seem complex, there are only two deadlines you need to be aware of:

For the period Mar 2020 to Dec 2020, the deadline to apply retroactively is April 15, 2024

For the period Jan 2021 to Sep 2021, the deadline to apply retroactively is April 15, 2025

Note that both deadlines were extended through the American Rescue Plan.

Filing for the ERC can be a complicated process. We recommend members seek professional assistance to stay compliant with IRS regulations and maximize the full amount of the refund. We teamed up with ERC Today to help our members claim the most accurate ERC funds that may be owed to your business. Check here for more info: <https://erctoday.com/davidstoessel/>

## How may we be of assistance?

Call the Kentucky Restaurant Association at 502-400-3736  
or email [stacy@kyra.org](mailto:stacy@kyra.org) with your question.



# AMY'S FOOD SAFETY SPOTLIGHT

March



2023

## UPCOMING SERVSAFE® CLASSES:

March 20<sup>th</sup> – Louisville

March 29<sup>th</sup> Lexington

April 3<sup>rd</sup> – Louisville

April 18<sup>th</sup> – Louisville

May 22<sup>nd</sup> – Louisville

June 6<sup>th</sup> – Louisville

June 20<sup>th</sup> - Louisville

## AMY'S FOOD SAFETY SCOOP

Food Safety Culture – Beliefs, attitudes, behaviors, and actions of food handlers when it comes to food safety. In coming issues, we will explore the development of a strong food safety culture in more detail.

Cultivating a winning food safety culture is no small task. Invested time and leadership in the initial and ongoing training of our food handlers is so vital to the success of creating confidence in the ability to handle food safely in all aspects in the flow of food.

Part of the dedication to a successful food culture involves checks and balances, meaning that self-inspections need to be done to monitor the team and ensure the establishment is ready for the next health department inspection. Having a comprehensive self-inspection checklist concentrating on the following items will help identify the opportunities that may need to be addressed:

Food Temperature Control

Food Storage

Food Preparation

Employee Hygiene

Facility Setup

Cleaning and Sanitation

Pest Control

Some establishments have companies such as Everclean or Ecosure, to perform food safety and sanitation inspections to ensure the food safety culture is maintained in between health department inspections. As part of KRA's support to restaurants, I can assist in self-inspections and help develop a plan to improve any opportunities that may arise.



## Health Code Violations during a Health Department Inspection-Part III

### Personal Hygiene

The inspector will look for signs of illness among your staff, including persistent sneezing, coughing, or a runny nose that is associated with discharges from the eyes, nose, or mouth. Managers must also watch for these signs and exclude employees who have the following symptoms: vomiting, diarrhea, or jaundice (a yellowing of skin or eyes). Follow these guidelines for handling sick employees:

Require staff to report illnesses before they come to work and let you know immediately if they get sick while working.

Send employees home immediately if they feel sick and ensure they **STAY HOME** until fully recovered or cleared for work by a doctor.

Discard all food items touched by sick employees and clean and sanitize food contact surfaces.

Another important aspect of personal hygiene is handwashing. Managers need to monitor the actions of their team and coach them on when and how to properly wash their hands.



Registered ServSafe Proctor  
& Certified ServSafe Instructor

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Suite 201  
Louisville, KY 40243  
502-400-3736  
[amy@kyra.org](mailto:amy@kyra.org)  
[www.kyra.org](http://www.kyra.org)



## Serving your restaurant with amazing business solutions.

With Heartland on your side, we guarantee your restaurant will be equipped with the best payments, payroll, point-of-sale, customer engagement and lending products in the industry.

### Payments

- Contactless Payments: Enhance your diners experience from ordering to checkout with quick, efficient and secure technology.
- Mobile Payments: Accept mobile payments in minutes right on your phone or tablet in two easy steps.
- EMV Speed and Security: Process EMV card payments 4 times faster than the industry average while keeping customer data secure.

### Payroll+HR

Reduce administrative tasks and ensure your business is compliant with Heartland's payroll processing and HR administrative tools.

### Point of Sale

Choose from a full stack of restaurant management platforms allowing you to capture, view, analyze and take action based on your needs.

### Customer Engagement

- Analytics: Leverage your restaurant's data to predict and understand guest behavior with an easy-to-implement and powerful system that efficiently compiles information in a way that's useful to you.
- Gift+Reward Features: Attract new customers and turn patrons into loyal fans with customer engagement solutions.

### Lending

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