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KENTUCKY

RESTAURANT JOURNAL

The Official Publication of the Kentucky Restaurant Association

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PAGES 20-21

Chefs That Sizzle

SHAKER VILLAGE COMMUNITY SUPPORTED AGRICULTURE

PAGE 12



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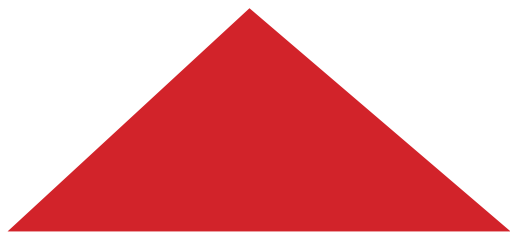
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SHAKER VILLAGE COMMUNITY SUPPORTED AGRICULTURE



CHEFS THAT SIZZLE



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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. Please include restaurant and contact information. Selected submissions will be featured in the magazine as Chefs That Sizzle.

SAVE THE DATES

Golftoberfest October 7

Fall Restaurant Forum tentatively November 11

Restaurateur's Gala January 2025

kyra.org/events



Chefs That **Sizzle**

A WORD FROM OUR PRESIDENT

As I write this, the past few weeks have brought Kentucky Derby 150, Mother's Day (thankfully a week post-Derby and not the same weekend!) and the 2024 PGA Championship – that's a lot of hospitality in demand, and we are up to that challenge! The economic impact of these events is off the charts – every dollar spent in our restaurants contributes \$1.93 to the state economy! Kentucky restaurants number over 8,500 with \$12 BILLION in sales this year, and over 200,000 jobs. Over 90% of Kentucky restaurants have fewer than 50 employees, and that's the cornerstone of the membership we serve. Looking ahead, summer is often slower and routines change with school out. People vacation, grill out or entertain at home and go to "the lake." It's a good time for operators to recharge, retool and train up for the Fall and holidays. We're looking forward to bringing members together at the KRA Louisville Chapter's Summer Bourbon Cruise on July 17 and Taste of Louisville on October 16 and through various meetings and planning sessions. Golftoberfest will be back on October 7! I'm excited to unveil a new format for our Fall Restaurant Forum in November; we're working on details and will share soon how we'll bring Associate and restaurant members together with an education and lunch session. If you have the perfect idea please send it my way!

This issue is focused on Kentucky products, and while I was putting together article ideas and asking people to write pieces I found a few unique food-related items we're known for, including Pop-Tarts (made at Kellogg's in Pikeville), Jif Peanut Butter (made in Lexington) and Reynolds wrap (made in Louisville). In the unusual non-food category – playing cards (Erlanger), Post-it Notes (Cynthiana) and Gorilla Glass (iPhone glass) in Harrodsburg. Did you know blackberries are the official state food, and milk and Ale-8 are the official beverages? Of course we're the bourbon capital of the world! I'm going to do my best to travel around the state this summer, and I hope I see you. I appreciate you reading this publication and hope it brings you some good information. Can I help you solve a problem or find a resource for something? We're kind of the like the Wizard of Oz – always working behind the scenes on legislation or benefits or solutions for the many issues that pop up for our operators. If you're not a member, why the heck not? Join your professional group and add to our voice! I look forward to continuing to serve you.

Stacy Roof

Stacy Roof

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Monday Tuesday Wednesday Thursday Friday Saturday

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4	5	6	7	8	9
11	12	13	14	15	16

Calendar of Events

JUNE

- 3 KRA Board of Directors meeting
- 4 ServSafe - Louisville
- 11 Louisville Chapter Board meeting
- 14 Flag Day
- 16 Father's Day
- 18 ServSafe - Louisville
- 19 Juneteenth
- 25 ServSafe - Pineville

JULY

- 4 Independence Day
- 8 ServSafe - Louisville
- 16 KRA Northern Kentucky Chapter Board meeting
- 17 KRA Louisville Chapter Bourbon Cruise
- 20 ServSafe - Louisville

AUGUST

- 6 ServSafe - Louisville
- 19 KRA Board of Directors meeting
- 20 ServSafe - Louisville



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June 4 - Louisville
June 18 - Louisville
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FRONT BURNER

The 2024 legislative session was a success for restaurants, where KRA influenced vintage spirits legislation to ensure restaurants continue to have access to vintage spirits, to access those rare bourbon products consumers want. Additionally, a proposed constitutional amendment to allow the General Assembly to authorize local governments to enact local sales taxes which could include a restaurant tax for all cities and counties, once again failed.

The 60-day session saw the General Assembly adopt a budget, pass the KYSAFER Act, and many other bills and resolutions were enacted into law. Of course, oftentimes, the greatest successes come in what did not pass. This includes no new taxes, no imposing data privacy requirements, or new labor laws.

With the end of the legislative session, legislators' focus has now shifted to the May primary election, where several Republicans face primary election challengers. The Election will be held on May 21, 2024 and for all intents and purposes legislators will be elected in the primary. It is critical to vote on May 21.

ELECTION UPDATE: With the shift in voter registration to a majority of the registered voters selecting the Republican party, the primary election is critical for many incumbent legislators, including Sen. Stephen Meredith (R-Leitchfield),

Rep. Killian Timoney (R-Lexington), and others who face liberty candidate primary challengers. In the last election cycle liberty candidates successfully defeated three incumbents. Now those same liberty candidates face primary opposition themselves. Former state legislator Ed Massey is running in an open seat vacated by Rep. Steve Rawlings, who is running for an open state Senate seat. Another liberty candidate is challenging Massey. Additionally, there are legislators who are not seeking reelection, including Senate Majority Floor Leader Damon Thayer of Georgetown. Thayer has been a stalwart in the Senate for business and this will be a difficult loss within the General Assembly.

2024 GENERAL ASSEMBLY ISSUES IMPACTING RESTAURANTS:

Vintage Spirits: House Bill 439 sponsored by House Licensing & Occupations Committee Chair Matt Koch (R-Paris) is now law as it has been signed by Governor Beshear, and contained an emergency clause. The bill makes changes to the vintage spirits law, including requiring restaurants purchasing vintage spirits from private sellers to obtain a vintage spirits license at the cost of \$300. The law now restricts the purchasing of more than twenty-four bottles in a 12-month period from a single private seller. It requires the restaurant to record the purchase of these bottles, including the seller information to Department

of Alcoholic Beverage Control (ABC). A private seller who violates the law would be subject to financial penalties. The definition of a vintage spirit remains the same, giving restaurants maximum flexibility to access rare bourbons.

Kentucky is the only state to allow for the sale of vintage spirits, spirits that can be purchased from a private seller, a private barrel pick or other products not available through a restaurant's wholesaler. The 'bourbon boom' has created pressure on the supply of bourbon products and consumer demand for the product seems endless, therefore a mechanism was created to allow for the retailers and restaurants to purchase these products.

Craft Distillers Self-Distribution: Senate Bill 50 allows craft distillers, distilleries producing 50,000 gallons or less, to self-distribute up to 5,000 gallons annually to restaurants. Sponsored by Sen. Stephen West (R-Paris) it creates parity for small distillers, since the General Assembly has authorized self-distribution for craft brewers and small farm wineries. The governor has signed the legislation, and it will take effect on July 15, 2024.

Bouncers: Legislation that would require standards in the hiring of bouncers at restaurants, including training and bouncer incident reporting requirements failed to advance in the 2024 legislative session. House Health Services Committee Chair Kim Moser (R-Taylor Mill) filed **HB 165**

that would have required all restaurants with a bar license or those that act like bars to only hire bouncers that have received STAR-approved bouncer training. The bill would have also required the Department of Alcoholic Beverage Control to establish a bouncer registration system that bars would have to check prior to employing a bouncer. Restaurants not complying with the legislation would have been subject to the potential of losing their license, but the bill failed to advance.

Insurance requirements: Sen. David Yates (R-Louisville) filed SB 123 that would have required all alcohol by-the-drink licensees to have liquor liability insurance of up to \$250,000 for the death or injury of one person arising out of a single incident related to the sale of alcoholic beverages and \$500,000 for multiple injuries or deaths. Prior to a license being issued a restaurant would show proof of insurance in the required amounts. The bill has been referred to the Senate Licensing & Occupations Committee, but never received a committee hearing.

Wine Corkage: Sen. Robin Webb (D-Grayson) once again filed **SB 68** that would allow a restaurant customer to bring up to two bottles of unopened wine to be consumed on the premise with a meal if the restaurant granted permission. A wine corkage fee could be charged by the restaurant. A patron cannot bring wine that is available for sale by the restaurant or private club. The bill did not receive a committee hearing.

Statute of Limitations on Employers: House Judiciary Committee Chair Daniel Elliott (R-Danville) successfully passed **HB 320** that would limit the statute of limitations for claims arising from administrative or court rulings for no more than two years, unless the action was willful. Also, a two-year statute of limitations for wrongful terminations, based on the date of the claim the date occurred. The bill passed and became law without the governor's signature.

Labor and workforce: As other states make it easier for employers to hire minors in dangerous jobs, Rep. Phil Pratt (R-Georgetown) filed HB 255 that would ensure Kentucky's Department of Workplace Standards could not file regulations on child labor that would be more stringent than federal rules. The bill would not change any current laws on what jobs, age or how many hours

minors could work. The bill passed the House and Senate Economic Development Committee, but several floor amendments have been filed to the legislation in the Senate, and the bill was never considered for a Senate floor vote.

Members of the Democratic caucus once again filed legislation targeting wage theft by employers. This time, Rep. Adrielle Camuel (D-Lexington) filed **HB 284** that would make it illegal for an employer to fail to pay an employee all wages, salary, gratuities, earnings, or commissions at the employee's rate of pay with the intent to defraud. The bill establishes wage theft of over \$500-\$10,000 as a Class A misdemeanor; and wage theft over \$10,000 a Class D Felony. It would also require employers to provide notification of wages, paid wages frequency, benefits and other records and keep that information for three years. The bill was not considered by the legislature.

Misrepresentation of assistance animals: Despite falling short in recent sessions, a bill to define an assistance animal and establish guidelines for businesses allowing animals has passed and the governor has signed the bill. Rep. Candy Massaroni (R-Bardstown) has filed **HB 335** that defines what an assistance animal is, including an emotional support animal. A restaurant would be allowed to ask if the dog is for assistance and what tasks they can perform and maintain no pet's policy unless the animal is for assistance. If it is determined the assistance dog would cause harm to others, a restaurant could refuse admittance to the dog. The animal handler would be liable for any damage caused by the animal. Misrepresentation of an assistance animal is punishable by up to a \$1,000 fine.

Department of Revenue Rulings: House Bill 8 was amended to include language that would require the Department of Revenue to publish certain administrative writings online within 120 days - writings such as technical memorandums, and private or informational letters.

Limited Liability Entity Tax (LLET): House Bill 55 sponsored by Rep. Ken Fleming (R-Louisville) would eliminate the Limited Liability Entity Tax that all businesses must pay, if they have gross receipts greater than \$3 million, they pay \$175. For gross receipts greater than or equal to \$6 million, the business pays

\$.095 per \$100. For those businesses with gross receipts greater than or equal to \$3 million, but less than \$6 million, the LLET is \$.75 per \$100, but for limited liability pass through entities there are factors that lower the amount. Additionally, there is a nonrefundable LLET tax credit, but **HB 55** would eliminate this tax for all businesses. Rep. Patrick Flannery (R-Olive Hill) filed HB 120 that would eliminate the LLET application on gross receipts of \$100,000 or less. This would include eliminating the \$175 these businesses are paying today.

Neither of these measures advanced in the legislature this session.

Regulation of Adult Businesses: Senate Bill 147 sponsored by Sen. Lindsey Tichenor (R-Smithfield) would regulate adult businesses by prohibiting them from being located within 933 feet of an educational setting, a daycare, or a park or recreational area. It was amended to grandfather in existing businesses and stated that the businesses that would be regulated as adult businesses would have to predominantly be in the business of nudity or drag shows. The bill passed the Senate and the House Veterans, Military Affairs and Public Protection Committee, but it was never considered by the full House.

Restaurant Tax: House Bill 14 sponsored by Rep. Jonathan Dixon, would have asked voters to allow the General Assembly to authorize local governments to levy taxes, not in conflict with the Constitution. This could include allowing all cities and counties to levy a restaurant tax. Even though the measure was sponsored by members of House Leadership, it never advanced in the House.

Kratom: House Bill 293 sponsored by Rep. Kim Moser (R-Taylor Mill) regulates Kratom and it will impact restaurants if they are adding Kratom to food or drink products. The bill prohibits the sale of these products to anyone under the age of twenty-one. It will restrict the selling of these products to only those that are labeled properly. The Department of Public Health will be responsible for regulating Kratom, this aligns with the Delta-8 restrictions currently in place.

In the interim session beginning in June, legislators will begin discussing issues for the 2025 legislative session.

We asked members...

“What favorite Kentucky items does your restaurant use?”

Chef/Owner Chris Williams of Four Pegs Smokehouse in Louisville:

We use beef belly from Fischer farms and hamburger from them!

Chef/Operator Graham Waller with Winchell's in Lexington:

Tomatoes, apples, watermelon from local farmers and the market - Leo from Blue Moon is like a middle man between us and farmers.

T. J. Oakley, Director at Operations of Bristol Bar & Grille and Cuvee Wine Table, Louisville:

Berry Beef - ourhomeplacemeat.com from Kentucky family farms, Foxhollow Farm – foxhollowfarm.com
Stone Cross Farm - Stone Cross Farm | Natural Beef & Pork & Cheese | 736 Van Dyke Ave. Taylorsville, KY 40071, Naked Greens, Farmer Robert Ball – 502-558-3207

Emilee Sierp and Tommy Walters of Proud Mary BBQ in Lexington:

We use a great brand, Kentucky Beer Cheese, out of Nicholasville.

Guy Genoud, Owner of Brasserie Provence in Louisville:

Fresh mushroom, assorted vegetables and salad greens from our local farmers

Mark's Feed Store Director of Operations Mary Stebbins, Kentuckiana:

Mark's BBQ sauce!

Sienna Palombino, Director of Training at Boombozz Craft Pizza & Tap House & Merle's Whiskey Kitchen, Kentuckiana:

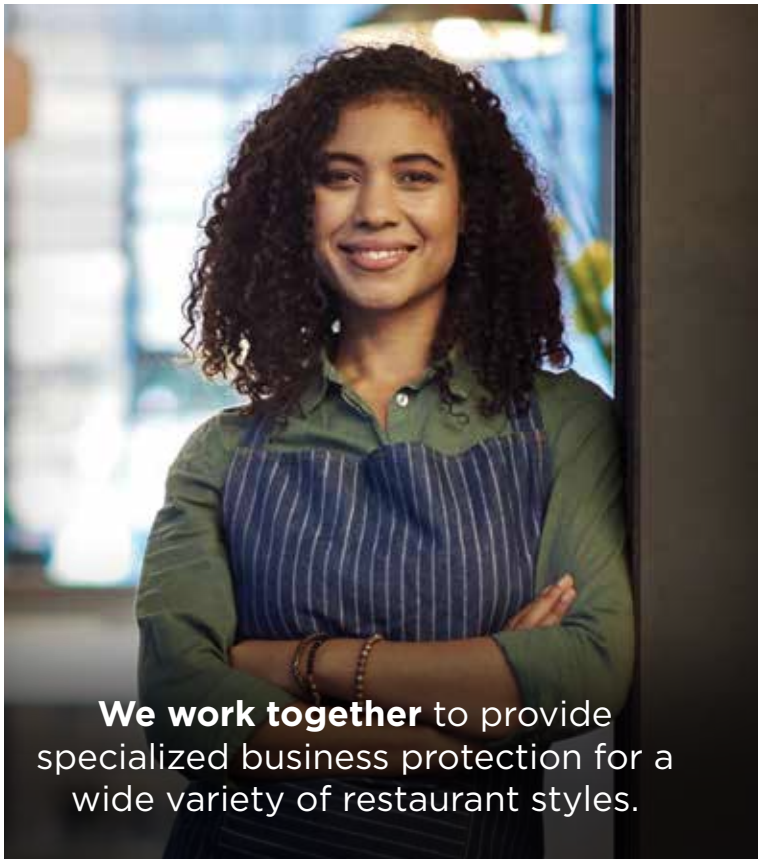
We make Green Chili Jam from local chilies for a couple of menu items – other restaurants are starting to carry it!

Sherman Lewis, Owner of Black Rabbit, Louisville:

Kentucky country ham!



A new KRA member, SBBI Enterprises Inc. of Henderson, Kentucky, has established a Food Hunger and Waste Reduction Program dedicated to combatting food waste and addressing food insecurity through a comprehensive program. The organization plans to establish a food recovery and redistribution system that salvages surplus food from various sources, including restaurants, grocery stores and event venues. This recovered food will be repurposed to create nutritious hot or cold meals for distribution to panhandlers, low-income families and individuals in need. SBBI Enterprises envisions providing free, high quality meals six days a week, thereby contributing to food security, reducing waste and promoting social welfare. More information can be found in this story: <https://www.14news.com/2024/04/16/charitable-program-looking-help-with-food-insecurity-evansville/> **Contact William Johnson at sbbienterprises@gmail.com**



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Produce Storage Tips

When you buy Kentucky Proud, you're not only getting fresh, healthy, flavorful fruits and vegetables grown locally, you're also helping your community and farm families throughout the Commonwealth by keeping your dollars close to home.

Properly storing your food reduces waste from spoilage, decreases the risk of foodborne illness, and ensures your farm-fresh food tastes great!

Place in a Cool, Dark Spot:

Basil, Berries, Cantaloupe, Corn, Eggplants, Garlic, Onions, Peaches, Pears, Potatoes, Plums, Squash, Sweet Potatoes, Tomatoes, Watermelon

Best Practice:

Use berries on the countertop within 1–2 days. If longer, store in the fridge.

Refrigerate in Crisper Drawer or Container:

Apples, Asparagus, Beans, Beets, Bok Choy, Brussels Sprouts, Cabbage, Carrots, Cauliflower, Celery, Cilantro, Cucumbers, Greens, Kohlrabi, Mushrooms, Okra, Parsley, Peas, Peppers, Radishes, Turnips

Trim the leafy tops off and then refrigerate:

Don't throw away your leafy tops; use them in pesto, soups, and even salads.

Chef Tips:

Only wash your produce when you're ready to eat it! Washing early will cause the produce to spoil faster, especially berries and stone fruit.

Be sure to remove any rubber bands from your herbs and leafy greens. These break down the cells and can cause your produce to go bad faster!

Blanche and freeze vegetables you can't eat right away to preserve nutrients and enjoy the taste of summer all year long. To blanch, boil the whole or cut pieces of the vegetable for 12 minutes and then immediately place in ice cold water to stop the cooking process. This will keep your vegetables from getting freezer burn. Frozen vegetables will keep for up to a year. Freezing is not recommended for artichokes, Belgian endive, eggplant, lettuce greens, potatoes (other than mashed), radishes, sprouts, or sweet potatoes.



Seasonal Produce Guide

In Kentucky, there's something wonderful about every season – and that's especially true for our huge variety of locally grown fruits and vegetables. Take a look below to find fresh choices for spring, summer, fall, and winter.

Mar–May

SPRING

- Asparagus (Apr–Jun)
- Greens (Apr–Nov)
- Kohlrabi (May–Jun)
- Lettuce (May–Jun)
- Maple Syrup (Feb–Mar)
- Green Onions (May–Jun)
- White Onions (Jan–Mar)
- Peas (May–Jun)
- Potatoes (Jul–Oct)
- Radishes (Apr–Jun)
- Strawberries (May–Jun)
- Sweet Potatoes (Oct–Mar)
- Turnips (May–Jun)
- Winter Squash (Jan–Mar)

Jun–Aug

SUMMER

- Apples (Jul–Dec)
- Beans (Jun–Sep)
- Beets (Jun–Nov)
- Blackberries (Jun–Oct)
- Blueberries (Jun–Jul)
- Broccoli (Jun–Jul)
- Brussels Sprouts (Jul–Nov)
- Cabbage (Jun–Jul)
- Cantaloupe (Jul–Sep)
- Carrots (Jun–Aug)
- Cauliflower (Jun–Jul)
- Sweet Corn (Jul–Sep)
- Cucumbers (Jun–Sep)
- Eggplant (Jun–Sep)
- Garlic (Jun–Aug)
- Grapes (Aug–Sep)
- Greens (Apr–Nov)
- Kohlrabi (May–Jun)
- Okra (Jun–Sep)
- White Onions (Jan–Mar)
- Peaches (Jun–Aug)
- Peppers (Jul–Sep)
- Plums (Jul–Sep)
- Potatoes (Jul–Oct)
- Raspberries (Jun–Sep)
- Rhubarb (Jun–Sep)
- Summer Squash (Jun–Oct)
- Tomatoes (Jul–Oct)
- Watermelons (Jul–Oct)
- Zucchini (Jun–Oct)

Sep–Nov

FALL

- Apples (Jul–Dec)
- Beans (Jun–Sep)
- Beets (Jun–Nov)
- Blackberries (Jun–Oct)
- Blueberries (Oct–Nov)
- Bok Choy (Aug–Nov)
- Brussels Sprouts (Jul–Nov)
- Cabbage (Oct–Nov)
- Carrots (Oct–Nov)
- Cauliflower (Oct–Nov)
- Greens (Apr–Nov)
- Kohlrabi (Sep–Oct)
- Lettuce (Sep–Oct)
- Nut Crops (Sep–Nov)
- Okra (Jun–Sep)
- Green Onions (Oct–Nov)
- White Onions (Jul–Sep)
- Pawpaws (Aug–Oct)
- Pears (Aug–Nov)
- Peppers (Jul–Sep)
- Plums (Jul–Sep)
- Potatoes (Jan–Mar)
- Pumpkins (Sep–Nov)
- Radishes (Sep–Nov)
- Raspberries (Jun–Sep)
- Rhubarb (Jun–Sep)
- Sorghum (Sep–Nov)
- Summer Squash (Jun–Oct)
- Sweet Potatoes (Oct–Mar)
- Tomatoes (Jul–Oct)
- Watermelons (Jul–Oct)
- Winter Squash (Aug–Nov)
- Zucchini (Jun–Oct)



Dec–Feb

WINTER

- Apples (Jul–Dec)
- Maple Syrup (Feb–Mar)
- White Onions (Jan–Mar)
- Potatoes (Jan–Mar)
- Sweet Potatoes (Oct–Mar)
- Winter Squash (Jan–Mar)

Greens refer to any number of different plants, including the traditional spinach, mustard, collard, turnip, etc., as well as newer Asian varieties and Swiss chard.

Through the use of season extension methods, many of the availability dates are commonly extended in either direction for many of these crops.





SHAKER VILLAGE COMMUNITY SUPPORTED AGRICULTURE

At Shaker Village of Pleasant Hill we love sharing the bounty of our harvest with guests in our onsite restaurant, The Trustees' Table, as well as local food banks and charitable organizations. We are also excited to invite members of the community to share in our garden by purchasing a Community Supported Agriculture (CSA) share for the 2024 growing season.

Shareholders will receive a weekly distribution of produce from the garden based on what is in season and being harvested. Shares are sized for two to four people and will offer your family a variety of nutritious, organic food. Our Practices

Shaker Village of Pleasant Hill is a 501(c)(3) non-profit organization that is proud to continue the 200-year legacy of the Shaker agrarian communal society that built the Village. The Shakers were known for their quality goods like produce, seeds and livestock. Today, using modern practices, we walk in their footsteps caring for and nourishing the land through sustainable and regenerative agricultural practices.

Syrup is tapped from our own trees, honey from our hives and apples from our orchard. You'll see those items on our menu seasonally throughout the year. Our Chef Amber Hokams works closely with our Farm Manager J. Michael Moore to plan out what will be harvested seasonally, so she can create the dishes that end up on your plate at The Trustees' Table. We have workshops around tree tapping syrup in late Winter, and introductory bee keeping all led by Moore.

The Garden at Shaker Village is certified organic, which means that we do not use any synthetic pesticides, insecticides or fertilizers. Pest pressures are managed organically using a combination of sound agricultural practices. These practices include crop rotation, companion planting with plants that deter invasive pests and if required organic topical solutions such as Diatomaceous Earth, Bacillus Thuringiensis and Kaolin Clay. Weed pressures are managed with tarping, cover cropping and a lot of hard work from our devoted Farm team.

Using regenerative agriculture principles, we hope to leave the land in a better state than when we received it. Our land and livestock work together to create a more resilient Farm. For instance, the gardens are fertilized using closed loop systems. Scraps from the garden and restaurant are added to the chicken coop, whose occupants work to turn scraps into compost, and once a year it is returned to the garden to build back anything that is lost.

Reserve Your Share

CSA shares are available for two growing seasons: Spring (May through mid-July) and Fall (July through September). You may purchase a share for one or for both seasons at \$375 per season. The Spring share includes produce like arugula, beets, blackberries, cabbage, carrots, collard greens, lettuce, sweet potatoes and much more. Fall shares will have apples, tomatoes, corn, eggplant, melon, okra and peppers.

Weekly pickups are scheduled for Friday between 2-6:00 p.m. at the Shaker Village Welcome Center located at 3501 Lexington Rd., Harrodsburg, Kentucky 40330.

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KENTUCKY PROSTART INVITATIONAL (KPSI) AT THE GORDON FOOD SERVICE DISTRIBUTION CENTER

It has been a busy time recently for Kentucky ProStart events. On March 2nd, the Kentucky ProStart Invitational (KPSI) was held at the Gordon Food Service Distribution Center in Shepherdsville, Kentucky. We had ProStart schools from throughout Kentucky competing for the chance to go to Baltimore in late April for the National ProStart Invitational (NPSI). The winning KPSI culinary team was Hardin County Early College and Career Center, led by educator Roger Ramsey. Our winning KPSI management team was Moore High School from Louisville, coached by Chef Garrett Sanborn. We want to thank Tom Enyeart and Gordon Food Service for hosting this wonderful event. Also, thanks to the 20 judges who volunteered their time and expertise to help with the competition.

The next big ProStart affair was the Chefs for Hope fundraising dinner that took place at Savor at the River House in Louisville on April 11th. Some of the area's finest Chefs donated their time and their recipes to serve a

6-course meal that was a culinary night to remember. Those Chefs were Josh Moore from Volare, David Danielson from Anoosh Bistro, John Varanese from River House and Varanese, Ming Pu from Brooklyn and the Butcher, Josh Hillyard from Chef & Jeff, Henry Wesley from Le Moo, and Jay Bellucci from Vincenzo's. Assisting the Chefs preparing this delicious food were ProStart students from Harrison County High School and Western High School. It is a valuable experience for these young people to get the opportunity to work side by side with these successful industry professionals. We very much appreciated our educators Jennifer Grause and Reid Coulston volunteering their crews to help the Chefs in the kitchen. At the end of the evening, we recognized longtime Kentucky Restaurant Association Educational Foundation Trustee Mike Kull with the "Jim Lyon Award," named in honor of our late ProStart Coordinator Jim Lyon. Mike has been instrumental over the years in helping Kentucky ProStart grow and prosper. The Chefs for Hope dinner was a wonderful event for all who participated and attended.



CULINARY TEAM FROM HARDIN COUNTY COLLEGE AND CAREER CENTER

On April 25th our 9 winning ProStart students, 4 educators, and yours truly boarded a plane to Baltimore to participate in the NPSI competition, held at the Waterfront Marriott on Baltimore's Inner Harbor. The students were treated to some fine dinners at two popular local restaurants, Thursday night at Underground Pizza, and Saturday night at Jimmy's Famous Seafood. Friday evening after the introduction ceremonies for all the teams from around the country,

the kids were taken on a sightseeing boat tour on Baltimore's Inner Harbor. Saturday afternoon Roger and Garrett hailed a few cabs and transported all the students over to Camden Yards to attend an Orioles baseball game. When the teams weren't preparing for their competition, they were kept very busy with a lot of fun activities.



THE PROSTART MANAGEMENT TEAM FROM MOORE HIGH SCHOOL

And in the competition both our culinary team from Hardin County and our management team from Moore High School in Louisville did themselves proud. Both teams scored high marks for their professionalism, teamwork, and creativity. It was a wonderful learning experience for the students, the educators, and me. And we look forward to next year's NPSI competition to again showcase the talents of our Kentucky ProStart students!



LOOMING DEADLINE: 5 STEPS FOR EMPLOYERS TO PREPARE FOR NEW OVERTIME RULE

Restaurant employers will likely feel a big impact from the new federal overtime rule, which significantly raises the exempt salary threshold for certain employees in two phases. Specifically, the salary threshold for the so-called “white-collar” exemptions will rise from \$35K to about \$44K on July 1 and will jump to nearly \$59K at the start of 2025 – which means your managers and other key roles will need to earn at least this much to even be considered exempt from overtime pay. Here’s what you need to know about the upcoming changes and five steps you should consider taking now.

What Happened?

The U.S. Department of Labor (DOL) issued a much-anticipated final rule on April 23 that raises the salary requirements for white-collar exemptions under the Fair Labor Standards Act (FLSA). The FLSA is a federal law that, among other things, requires employers to:

- pay non-exempt employees an overtime premium of 1.5 times their regular rate of pay for all hours worked beyond 40 in a workweek; and
- keep time records for all hours worked.

These requirements do not apply to “exempt” employees – and the DOL’s latest changes may cause employees who were previously exempt under the FLSA to become non-exempt and therefore entitled to overtime pay. Specifically, the final rule raises the salary thresholds under the FLSA’s:

- administrative, executive, and professional exemptions (which are collectively known as the “white-collar” exemptions) to \$844 a week (\$43,888 annualized) beginning July 1 and to \$1,128 (\$58,656 annualized) beginning January 1, 2025; and
- “highly compensated employee” (HCE) exemption to \$132,964 on July 1 and to \$151,164 on January 1, 2025.

The salary threshold is slated to automatically update every three years starting July 1, 2027.

What Should You Do Now?

Although you have some time before you must comply with the steep increase to \$58,656 — from the current \$35,568 threshold — the compliance deadline for the first jump of over \$8,000 a year is rapidly approaching. Consider taking these five steps now to prepare:

- 1. Review job duties and determine whether your employees are properly classified as exempt in general before taking next steps.** Remember that your employees must perform certain duties to be considered exempt under the white-collar exemptions. For example, is management the primary job duty of your assistant managers and supervisors? Some jobs that are typically difficult to classify based on job duties include chefs, food service managers, assistant managers, and shift supervisors.
- 2. Analyze compensation data for all affected employees.** If an employee is currently exempt and will fall below the new salary threshold, you will need to decide whether to increase their compensation to maintain their exempt status or change them to a non-exempt (usually hourly paid) employee and pay them overtime. Up to 10% of the new salary threshold can consist of non-discretionary bonuses, incentive pay and commissions. So, you may need to consider adjusting the split between salary and incentive pay for employees who receive commissions, service charges, or incentives.
- 3. Update your budget.** You will need to factor in any potential increases into your labor budgets and decide how to proceed. This may be particularly difficult since the deadline to comply with the first increase is rapidly approaching – and it may require adjustments to your current staffing models, compensation structure, menu pricing, and hiring plans.
- 4. Review your policies on timekeeping and overtime pay** because you will need to communicate these policies clearly and quickly to employees who will change from exempt to non-exempt status. If you have employees who will be classified as non-exempt going forward, this also includes planning for changes like setting them up in your timekeeping system and making sure they receive any training or policy documents that they did not receive while classified as exempt.
- 5. Decide how to communicate changes.** In addition to developing communications focused on employee relations and morale, you’ll want to provide a written communication to each employee about the specific changes to their compensation and benefits and what new responsibilities come with the changes, such as timekeeping, meal and rest breaks, and other requirements. You’ll want to clearly communicate these new terms of employment with impacted workers before they take effect.

For further information, please contact the author of this Insight.



Chefs That Sizzle

HOW KENTUCKY-SOURCED PRODUCTS GREW OUR BUSINESS

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

We opened our restaurant on East Market Street in Louisville in January of 2007. This was years before the term “NuLu” had been lovingly assigned to our neighborhood. There were only a few other restaurants around us, like Toast, (RIP!) La Bodega and Melilo’s. If we saw people walking in front of our windows, it was only because they were coming to our place; there were just so few people on East Market Street back then. Sometimes, on Monday nights when I worked the floor, I would stand in the middle of the street to see how long it would be before a car would come by and I’d have to run back to the sidewalk.

Needless to say, Monday nights were very slow. My brother-in-law/business partner, Bruce, and my sister, Christina, and I had a strategy meeting after our first year being open and discussed the idea of closing on Monday nights. It hardly seemed worth it to pay our staff to be there. In this meeting, my sister threw out the idea of doing some consistent Monday night special to try

and draw people downtown and make it worth it to be open on Mondays. As she said that, Bruce suggested going to the farmer’s market each Saturday to get veggies and meats to make specials with on Monday nights. And I chimed in with the idea of choosing a few specific farms to feature and inviting the farmers in for dinner on these Monday nights. And thus the idea of Mayan Market Mondays was born.

That was the summer of 2008. By December of that year, we had collected enough farms and changed dishes on our menu that we could confidently say that every piece of meat and much of the produce served at the Mayan Café came from a local, sustainable farm. This is a commitment that we made and have kept for the past 16 years. But here’s the thing – locally sourced, KY Proud products are more expensive. By a good amount. The meats in particular are 3-4x as expensive as factory-farmed meats. So, how do we do

this and stay financially soluble?

I have a few key suggestions that will help anyone who is interested to make this commitment to using better ingredients and supporting our local economy.

1. Maintain good inventory practices. This is absolutely crucial if you’re going to purchase locally. You need to know exactly how much you use in a week and make sure you’re not over-ordering and sitting on product and money unnecessarily and that you’re not under-ordering and running to Kroger when you run out. A tight inventory management system can be maintained by having a strong organization system in your walk-in and dry good storage so it’s easier to see what you have and how much.

2. Invest in freezer space. Farmers generally deliver once a week rather than everyday like many other purveyors. So you need to be able to order enough

product to last you a week. This means you need to have enough freezer space to store extra meat. It took us years to be able to afford a walk-in freezer, so we had chest freezers all over the place, even in my office upstairs. Do what you have to do to work with their delivery schedules.

3. Go to the farmer's market to get to know lots of farmers. Over the years, I have suggested to Bruce that we only purchase from a very small number of farms. He has never wanted to do that because some farms get bad weather or disease and lose some of their crops. By diversifying the farmers we buy from, we increase our ability to always buy local products.

4. Come up with a marketing strategy to let your customers know where you're purchasing from. Don't keep this a secret. The products are more expensive but many customers are willing to pay more for better ingredients so be sure to let every customer know where you are buying from.

5. Don't be afraid to raise your prices. I know this can be a complicated thing but if you do want to purchase locally, you need to make sure the price point for these dishes is in line with what your food cost is. If your customers don't have a value for this, they may not be willing to pay a higher price, so I would be intentional about asking your guests if they value locally-sourced ingredients before making a switch.



6. Submit your receipt to KY Proud and get that reimbursement money from the state. When you send in copies of receipts from KY Proud farms, the state will reimburse a portion of your purchase, up to \$12,000/year. This is a no brainer!!

Switching to KY Proud and locally-sourced products not only saved our Monday night business way back when, but it gave us a mission and a purpose that has anchored our brand. It's been one of the smartest decisions we've ever made.

In 2007, I opened Mayan Café with my business partner, Chef Bruce Ucán. Over these past 17 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, profitability and their quality of life as business owners. If you're interested to learn how to run your business smarter, please reach out to me.

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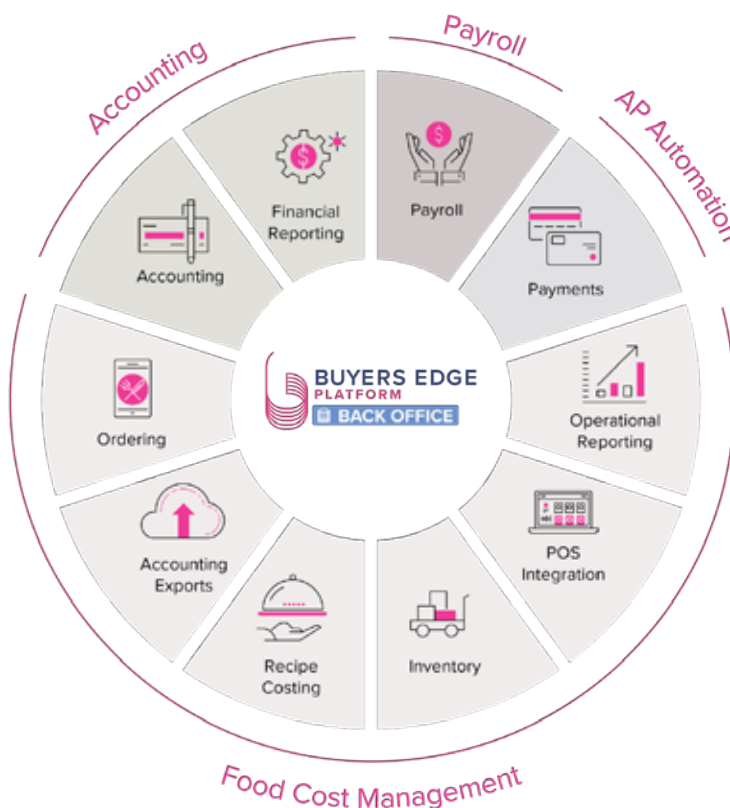
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QUESTIONS

Questions & Answers

Q: Many restaurants in our communities buy produce from local farms as part of the “Buy Local” initiative. Do these Farmers need to follow certain guidelines when growing and selling their product for public consumption?

A: Yes, The Kentucky Department of Agriculture serves as the regulatory agency for the Produce Safety Rule in Kentucky. As stated within the rule, produce farmers with over \$25,000 in annual sales must attend the Produce Safety Alliance Grower Training Course which teaches the minimum standards for safely growing, harvesting, packing, labeling and holding fruits and vegetables grown for human consumption. Growers who complete this course will receive a certificate from the Association of Food and Drug Officials that can be displayed on the farm or at farmers’ market locations. The Kentucky Department of Agriculture will also inspect these farms; inspection frequency will depend on the risk profile of the farm. The profile risk is based on commodities handled, farm acreage, annual produce sales, the type of agricultural water source on a farm, GAP certification, just to name a few. ¹

Q: Is there somewhere online our Chef and kitchen team can look up what Kentucky products are available and where to get them?

A: The quick answer is farmers’ markets – and there is a good list of markets throughout Kentucky at farmersmarket.net/directory/ky and you can search by city. Google “Kentucky Products List” and several things pop up – while we’re not sure if there is a truly comprehensive list (that would be a loooooong list!)

Kentucky Proud does have a good listing at kyproud.com/find/

Q: How do I know the produce sold at Kentucky Farmers’ Markets is safe for consumption?

A: The Kentucky Department of Agriculture (KDA) regulates the operation and organization of local farmers’ markets. This includes ensuring that all foods sold meet the state’s food safety laws.¹ If you are wondering about a smaller produce stand, perhaps on the side of the road, ask about the farm’s adherence to the Kentucky produce safety program and look to see if their food safety program certification is displayed. Observe the food stand looking to make sure sanitation practices are maintained and do a good visual inspection of the product. Also, look for the “Kentucky Proud” logo. These farmers have to meet certain qualifications in order to display this logo.

How may we be of assistance?

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THE FINAL COURSE:

UK INSTRUCTOR BOB PERRY'S EDUCATIONAL AND CULINARY LEGACY

{ by JORDAN STRICKLER }



The University of Kentucky chef-in-residence has quite an accomplished career. While he may be retiring from

the university, he will certainly not be forgotten by his students, colleagues and industry peers.

LEXINGTON, Ky. -- University of Kentucky chef-in-residence Bob Perry has built a remarkable career intertwining his passion for culinary arts with a deep commitment to local sourcing, helping him launch an extraordinary career at the UK Martin-Gatton College of Agriculture, Food and Environment and around the world.

FRESH FOODS EQUAL FRESH FLAVOR

The culinary passion Perry brought to UK began many years earlier, when he had an idea for Kentucky's state parks. Perry, already a seasoned chef, was now the food service director for state parks. What if he could bring local flavors to every plate in every park? This wasn't just about nutrition. It was about nurturing a connection between the land and the people who enjoyed its gifts.

"My thought back then was if I could put a fresh tomato on the buffet, it would make a big difference," Perry said. "It took some effort, but we figured out how to buy local produce from local farmers at every park and then how we could also start to buy meat at the parks."

Thanks to his persistence, local farmers found a new market, and diners discovered a new love for the tastes only Kentucky soil could offer. Invited by Scott Smith, then dean of the UK College of Agriculture, to join the university in 2006, Perry brought his vision to Lexington educating future dietitians, health professionals, chefs and hospitality managers about the value of local, sustainable food sources.

A UNIQUE TEACHING STYLE

"Bob has a unique way of connecting with each student, making sure that what he teaches about food transcends the classroom and becomes a valuable part of their everyday lives," said Emily DeWitt, Perry's co-instructor and former teaching assistant.

“Seeing how students transform from hesitant to confident cooks under Bob’s guidance is incredibly rewarding. It’s a testament to his skill as an educator and his passion as a chef.”

Perry’s teaching philosophy is simple yet impactful: empower students by making them more confident in the kitchen. This approach resonates with students from diverse academic backgrounds, each bringing their unique aspirations yet united by the universal language of food.

“From my personal experience, there are so many things I’ve learned from him that I still implement in my cooking regularly,” DeWitt noted, emphasizing the lasting practical skills Perry imparts.

THE LEMON TREE RESTAURANT

Perry’s journey didn’t stop in the dining halls and kitchen. Along with Sandra Bastin, he spearheaded the Lemon Tree Restaurant project, a hands-on laboratory for culinary creativity and local food procurement at the university. He had previously worked with Bastin on local food projects, including some during his time with the state parks.

“At the Lemon Tree, Bob turned the idea of local food into a reality that went beyond the campus,” Bastin said. “He championed the cause of freshness and sustainability. Bob always saw the Lemon Tree as more than a culinary establishment. To him, it was a promulgation on the power of local sourcing.” Under his guidance, students experienced firsthand the challenge and joy of preparing and serving a three-course meal entirely from

local ingredients. Each student received experience in both front-of-house, acting as manager and a turn as waitstaff, and back-of-house, preparing meals.

Bastin believes the Lemon Tree is one of Perry’s greatest contributions to the region.

“It lies in his philosophy that everyone deserves access to good food at an affordable price, a principle he instilled in his students,” Bastin said.

NEUROGASTRONOMY

Perry is also pioneering the intriguing field of neurogastronomy, which studies how the brain perceives flavors. This innovative work is transforming the culinary landscape, particularly for those with altered taste perceptions, such as cancer patients on chemotherapy. Neurogastronomy goes beyond traditional culinary arts by incorporating neuroscience to understand why individuals experience flavors differently. Perry’s research aims to enhance dining experiences and address challenges like the metallic taste left by chemotherapy, which often makes food unpalatable. Perry also extends his neurogastronomic insights to broader health issues, such as dietary management for epilepsy and hypertension.

His culinary innovations extend even beyond the bounds of Earth, as he’s tackled the unique challenges of crafting food for astronauts. Space travel imposes strict limitations on food preparation and consumption, primarily due to the absence of gravity and the need for long-term preservation. Perry has focused on solving the issue

of neurogastronomy and textural monotony in space food, such as the lack of crunchiness, which is crucial for both the enjoyment and psychological well-being of astronauts on long missions.

RETIRED BUT CERTAINLY NOT FORGOTTEN

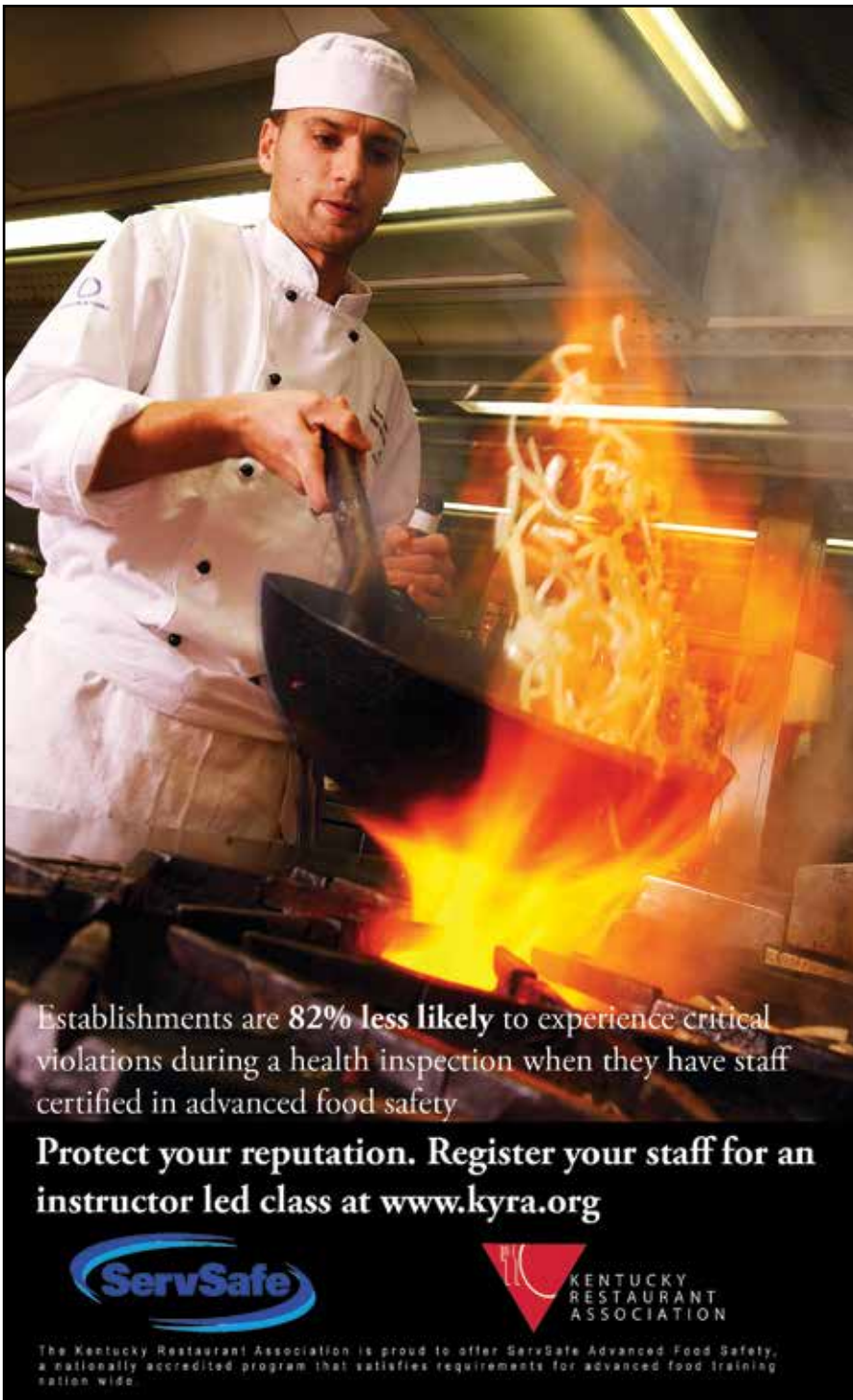
As Perry prepares to retire, his legacy is undeniable. It’s not just in the thousands of pounds of locally sourced meats and produced gracing tables.

It’s in the way he made people think about their food. This simple truth, discovered through years of dedication, encapsulates the essence of his philosophies: genuine flavors create genuine connections with your food and other people, and you can never quit learning.

###

Writer: Jordan Strickler,
jstrickler@uky.edu

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- 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.

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