

FALL 2024

KENTUCKY

RESTAURANT JOURNAL

The Official Publication of the Kentucky Restaurant Association

**THE
IMPORTANCE
OF HAND
WASHING**

PAGE 18

**Chefs That
Sizzle**

**THE GLITZ
RESTAURANT**

PAGES 20-21

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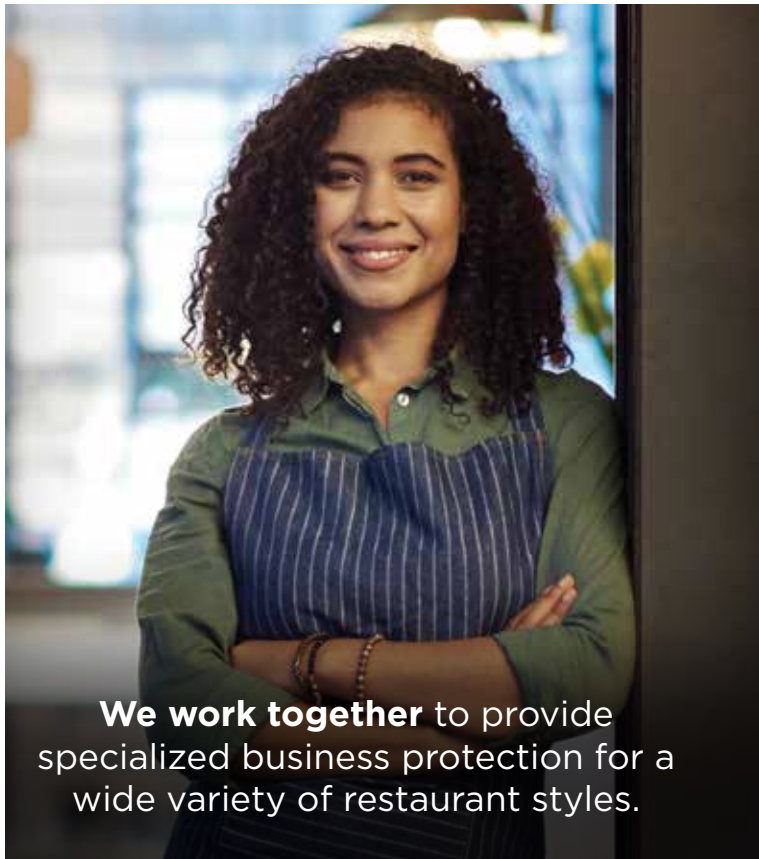
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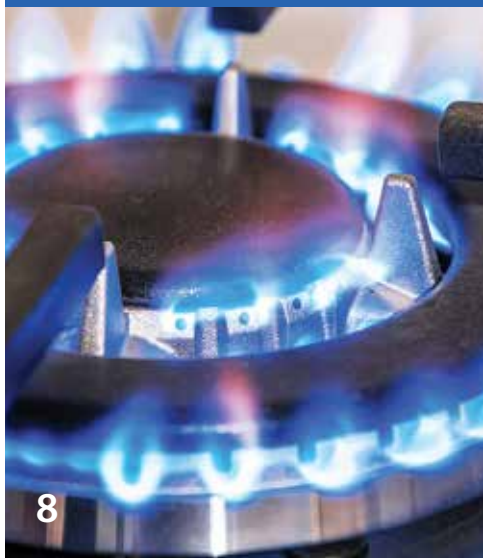
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FANTE'S COFFEE "REALLY GOOD COFFEE"



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

Restaurateur's Gala January 27, 2025

kyra.org/events

Chefs That
Sizzle

A WORD FROM OUR PRESIDENT

Change is inevitable. Some of us thrive on change, some of us dread it. “Change is the only constant in life” is attributed to Greek philosopher Heraclitus some 2500 years ago. In our work and personal lives, we deal with and create change all the time. We strive to make our relationships and businesses better. I believe an Association should provide its members with opportunities to learn and change, with resources to solve problems and with connections to people, the heart of our member businesses. To that end, KRA puts together several events throughout the year in hopes of luring you away from your restaurant or business for a few hours. Sounds easy, right? Well ... it’s definitely easier for me to say “just take a few hours for yourself” than it is for you to do so. Attend Golftoberfest or our new Fall Restaurant Forum. Nominate a fantastic teammate or boss for a Restaurateur’s Gala award. These events are good for professional development AND for teambuilding. Run for a Board of Directors position – or suggest someone you admire run. Participation on a Board really increases understanding of all the Association accomplishes and guides our decisions. Board members are our greatest advocates, cheerleaders and ambassadors. It can be scary to make one more commitment, but I think a silver lining from having gone through Covid is that we were reminded to roll with the punches and change the ways we did things to survive. If we always do what we always did, we’ll always get what we always got. I know I need to remember that when it’s more comfortable to do the familiar thing, or make the easier decision. I invite you to get involved in whatever way works for you, to take a leap of faith, to make changes – even if they’re small. I’m excited about the Topgolf Fall Restaurant Forum on November 18 – this should be fun and educational! Info is in this issue on both Golftoberfest and Topgolf. And, if by chance you’re not a KRA member yet, please join the Association that works on your behalf every day. We’re here to help support the ever-changing landscape of Kentucky restaurants.

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Calendar of Events

SEPTEMBER

National Food Safety Month

- 2 Labor Day
- 9 ServSafe Louisville
- 24 ServSafe Louisville

OCTOBER

- 1 ServSafe Louisville
- 7 Golftoberfest
- 16 50th Taste of Louisville
- 21 ServSafe Louisville
- 31 Halloween

NOVEMBER

- 3 Daylight Savings Time ends
- 4 KRA Board of Directors meeting
- 4 ServSafe Louisville
- 5 Election Day
- 11 Veterans Day
- 18 Fall Restaurant Forum at Topgolf
- 19 ServSafe Louisville
- 28 Thanksgiving



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October 1 - Louisville

October 21 - Louisville

November 5 - Louisville

November 19 - Louisville

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FRONT BURNER

KENTUCKY RESTAURANTS TESTIFY ABOUT RETAIL TO RESTAURANT SALES.

Scott Lindsey of Rafferty's and David Danielson of äta testified before the Interim Joint Committee on Licensing & Occupations regarding allowing restaurants to purchase alcohol products at retail and resell those to customers by the drink. The current law allows quota retail package license holders to purchase from other quota retail package licensees and resell them to their consumers. The goal in pursuing this legislation is to give restaurants the ability to respond to in-demand alcohol products such as bourbon or products the restaurant may not have access to, because of wholesaler allocation rules.

Chairman Matt Koch stated that he

would like to include malt beverages as a restaurant in his community was unable to provide a bus load of tourists with the beer they wanted and couldn't legally go purchase the product and resell it.

No one testified in opposition to the proposal and legislators, including Rep. Michael Meredith (R-Brownsville), expressed support for the change. The General Assembly will meet for the short legislative session the first Tuesday of January.

LIMITED SELF DISTRIBUTION FOR CRAFT DISTILLERIES NOW IN EFFECT

Thanks to the work of the Kentucky General Assembly to modernize many of Kentucky's prohibition-era alcohol laws Kentucky craft distillers—those

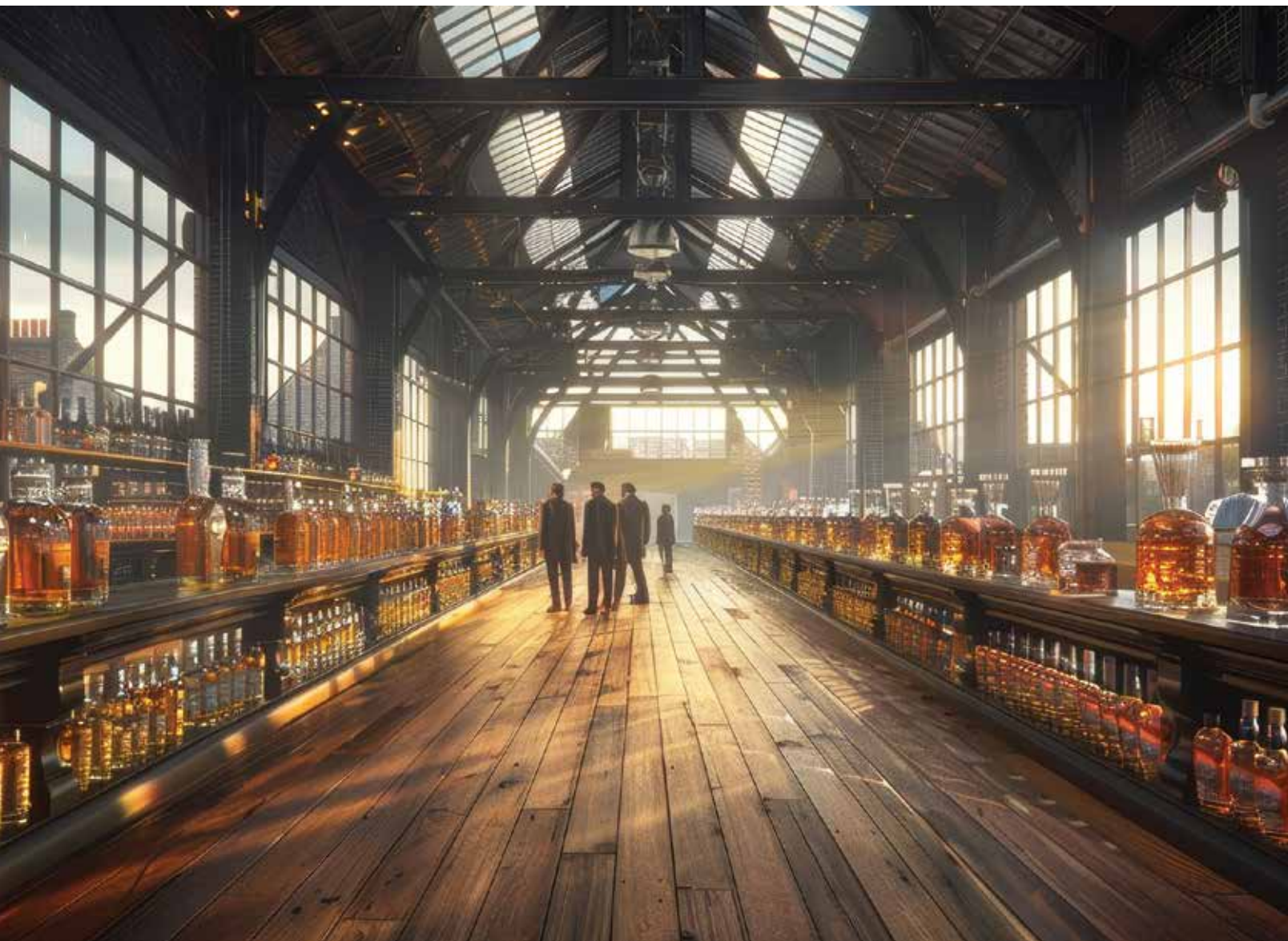
producing 50,000 gallons or less (holding a class B distiller's license) can now self-distribute products directly to restaurants. They can self-distribute 5,000 gallons annually, the equivalent of 2,100 12-bottle cases. For restaurants, there is little to no paperwork to follow. If a craft distiller comes to your restaurant asking to sell these products, you may want to ask if they can show you a copy of their license to make sure they are a class b distiller, but otherwise the paperwork and reporting is the responsibility of the self-distributing distiller.

The law changed in the 2024 legislative session with the passage of SB 50, sponsored by Sen. Steve West (R-Paris). A communication from the Department of Alcoholic Beverage Control should be sent to restaurants about this new law.

The Kentucky Distillers' Association has met with and negotiated this legislation with others in the alcohol industry and reached **unanimous consent** for its passage. Highlights of SB 50 include:

Detailed Highlights of the law:

- Craft Distillers are allowed to self-distribute 5,000 gallons of distilled spirits annually. This is the equivalent of 2,100 12-bottle cases.
- Craft Distillers can only self-distribute product that is sold under a brand name owned or exclusively licensed to the distillery, provided the distilled spirits were: produced by the distillery; produced for the distillery under a written contract with another licensed manufacturer; or bottled for or by the distillery.
- Distillers can only self-distribute products to retailers in Kentucky, including restaurants, liquor stores and bars.
- If a craft distiller has a business relationship with a wholesaler, the distiller is required to provide 24-hour advance notice to the wholesaler where it delivers product in order to avoid duplication of deliveries. If advance notice is not practicable, the distiller shall provide notice to the wholesaler within one business day.
- Any products sold and delivered by a craft distiller must be delivered in vehicles owned and operated by the distillery, displaying the distillery's name and license number.
- The distillery is responsible for paying all applicable taxes and reporting what is self-distributed to the Department of Revenue and annually to the Alcohol Beverage Control.
- A craft distiller must abide by the same requirements as a wholesaler and may only extend credit to retail accounts not to exceed 30 days.





Join us for
GOLFTOBERFEST!
October 7, 2024



Persimmon Ridge Golf Club – Louisville, Kentucky

Registration Form

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Contact: _____ Title: _____

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Phone: _____ Fax: _____ Email: _____

I am registering a team for the Golftoberfest Tournament. My team members are listed below. **Team fee \$600.00***

I am registering myself for the Golftoberfest Tournament and need to be placed with a team for play. **Individual fee \$150***

Players' Names

***Fee covers Greens Fees, Cart, Tee Prize, Food and Beverages
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KRA GOLFTOBERFEST!

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NATIONAL FOOD SAFETY MONTH

by AMY SHANKLE

The motivation for serious food safety efforts in the U.S. can be traced all the way back to the late 1800's when a movement to regulate manufacturing processes exposed the risks involved with unsafe food processing practices; such as misrepresentation of food products, mislabeling, poor labor conditions, and an increase in outbreaks of foodborne illnesses.

To stop the sale of misbranded and contaminated food and medication, the Pure Food and Drug Act was created in 1906, along with the Meat Inspection Act. Since then, other acts and regulatory bodies have been established to further strengthen food safety practices, if you take overall impact into account, two acts stand out: The Federal Food, Drug and Cosmetic Act of 1938 and The Food Safety Modernization Act of 2011.¹

A lot has changed about the food we eat and how it is processed, sold and handled. Creating and amending food safety regulations is essential to account for emerging and evolving threats. Creating food safety regulations today is a comprehensive process that involves strong scientific research and input from stake holders and experts. Regulatory bodies use scientific investigation, data analysis, and foodborne disease surveillance to identify potential issues.

Food safety regulations affect restaurant operations in several ways. The FDA (Food and Drug Administration) establishes food safety best practices in retail settings to curb the transmission of pathogens. These best practices are updated every 4-5 years and published in a collection of guidelines known as the FDA Food Code. The FDA Food Code is based on science and makes recommendations for food safety regulations. Although every U.S. state has adopted some version of the Food Code, the Food Code is not federally enforced. Rather it serves as a guideline for states and local jurisdictions to establish their own food safety regulations by which regulatory authorities conduct health inspections to ensure restaurants comply with those regulations, issuing violations if a restaurant is not performing up to the standard or regulation. For restaurant owners, operators, and managers, it's critical to remain current on food safety regulations.²

September is National Food Safety Month. This is an opportunity for restaurants to investigate any updates on food safety regulations and revisit their food safety standards and procedures. Ask yourself these questions: Is there anything that needs to be changed? Does a new system need to be added? Do our employees follow our food safety procedures? Is our food safety management system being trained properly and consistently followed? How does our food safety culture stand up to our expectations? A great way to find the answers to these questions is by performing an internal food safety inspection. Retrieve a copy of your last health department inspection and do a walk through just as your inspector would. During the month of September, focus on the opportunities discovered during the inspection. Get your team members involved and certified in food safety; make it a fun and learning experience by running contests based on food safety knowledge. Concentrate on raising awareness of the risks to food safety and elevating the food safety culture in your restaurant. In addition, focus on these four categories:

- > Personal hygiene program
- > Correct food storage in all storage areas
- > Temperature checks
- > Proper cleaning and sanitation

September is a great time to focus on food safety; your systems and procedures can be fine-tuned and then you can roll into the holiday season with confidence that not only great tasting food, but safe food is served to all of your guests during this busy time of the year!

¹FDA – *Milestones in U.S. Food and Drug Law*

²Food Safety Focus – *How and Why Food Safety Regulations are made*

If you would like assistance in performing an in-house food safety inspection, please don't hesitate to reach out to Amy Shankle with the Kentucky Restaurant Association, amy@kyra.org.

As Always, Food Safety First

Amy Shankle
Director of Training
Kentucky Restaurant Association



Fall Restaurant Forum at



November 18, 2024

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“Really Good Coffee”: Fante's Coffee House Exemplifies Excellence in Louisville

LOUISVILLE, Ky. -- When Fante's Coffee House opened in 2017, it wasted no time setting the pace for the entire Louisville coffee scene. Founder and owner, Leo Fante brought his 40 plus years of coffee experience to the city, working to craft an unforgettable experience and unbeatable flavor. Now, over seven years later, Fante's Coffee House remains a stalwart of artisan crafted coffee.

It all starts with meticulously roasting the perfect beans. “We roast coffee the old-fashioned way,” Leo Fante said, “that means sensory roasting, using sight, smell, sound, and cupping flavor.” Fante’s goes the extra mile for every batch of coffee they roast. The master roasters bring the machine to temperature and then drop in the beans. The roasting machine commands their unwavering attention, as they listen for cracking sounds that help them identify how much longer the beans should be roasted. Once roasting is done, a sample of the roasted beans is tasted, paying close attention to the flavor profiles as well as aromas and color. After a batch has finally been given the seal of approval, it is sent out to one of many wholesale customers in Kentucky and beyond, or it goes straight to the cups of joe being brewed in the coffee house.



Fante’s motto is “be the best at serving the best,” and nowhere is that more readily observable than in the coffee house. The front facing coffee house is a true focal point for the Louisville community and is well regarded as the perfect place to meet, study, or relax while enjoying a soothing cup of coffee. “It’s a beautiful thing being in the coffee industry because coffee really brings people together,” Fante said. The welcoming environment and hard-working staff cultivate a warm and dynamic ambiance that one would be hard-pressed to find elsewhere.

Being the best at serving the best extends beyond the coffee house. The motto can be found active in the wholesale sector of the business. Fante’s strives at all times to make the best possible experience for their wholesale partners. No mountain is too high to climb when it comes to helping a business that buys Fante’s, whether that means putting together an emergency order on short notice, meeting merchandising preferences, or simply ensuring that every bag of coffee that leaves the roastery is the best in Louisville.



Customers in Louisville know Fante’s is always striving for excellence. Leo Fante takes pride in working with local businesses often and in a mutually beneficial manner. Just recently Fante’s introduced their new “Fresh to Go” food program which features a variety of grab-and-go food options in partnership with Paul’s Fruit Market, another Louisville favorite. These and other local partnerships are just another way that Fante’s exemplifies excellence in Kentucky and the surrounding region.

Fante’s is working hard on remaining a stalwart of coffee done the right way, while still introducing exciting new innovations. Most recently, Leo Fante has been working over the last year to create a new soluble coffee concoction that promises to take the Louisville market by storm. Local businesses are always encouraged to connect with Fante’s, and Leo Fante takes joy and pride in working with partnered companies to craft better coffee products. The quest for excellence never ceases.

If you are interested in partnering with Fante’s for roasting, branding, and private labeling coffee, email Leo Fante at leo@fantescoffee.com, or call (502)-664-6166.



SCHOOLS ARE BACK IN SESSION

by RICH CLEAVES, KENTUCKY PROSTART COORDINATOR

Summer is winding down which means ProStart activities will start to rev up in the weeks to come with schools back in session. We are excited to have added three new ProStart schools to the Kentucky ProStart roster. We are excited to welcome educator Kelsey Sentney and Highlands High School in Fort Thomas, Kentucky, educator Rick Cassidy and Lincoln County High School in Stanford, Kentucky, and educator Stephen King of Iroquois High School in Louisville, Kentucky. I know these schools and those three teachers will make a positive difference in enhancing the culinary and hospitality experiences for their students.

In September and October, I plan to visit all the Kentucky ProStart schools around the state. On October 24th we are planning a Professional Development Day for all current and potential ProStart educators at the Bluegrass Stockyards in Lexington, Kentucky. We have an all-star line-up of speakers who will share their experiences and skills with the group. Scheduled to speak that day are Bradon Burks of the Kentucky Cattlemen's Association, Joe Lowe of Oak Hill Farm in Warren County, Kentucky, Chef Rob Beighey from Sullivan University, Amy Shankle from the Kentucky Restaurant Association, and Greg Rentfrow from the University of Kentucky Department of Animal and Food Sciences. And lunch will be provided by David Carroll and Red State BBQ in Lexington. We are looking forward to an informative and productive day.

On August 22, 2024, I attended the Board meeting of the Kentucky Livestock Coalition at the Kentucky State Fair. I shared with the group the outcome of the National ProStart

competition for our two teams from Kentucky and we updated the Board on all the Kentucky ProStart activities planned in the Fall. And of course, we thanked the group for their generous sponsorship support for Kentucky ProStart. In July we attended the Taste of Independents at the Noble Funk Brewery in Louisville which raised money for APRON which supports restaurant employees in time of financial need. The food and drink provided by local chefs from around the Commonwealth was superb. Later in August we were fortunate in being invited to the Mellwood Art Center in Louisville for The Black Chef Showcase, which is a dynamic event spotlighting Louisville's black Chefs. The proceeds from that event benefited the ProStart Culinary program at Louisville's Western High School. Our thanks to Chef Henry Wesley for organizing this wonderful tasting experience.

Before signing off we want to thank Dan Adams and C-Worth Super Store in Lexington for their continuing support of Kentucky ProStart. Also, contributing to Kentucky ProStart was Integrity Merchant Solutions. Thank you, John Breen, for your sponsorship. We are looking forward to the new school year and supporting the ProStart educators and students in all the ProStart high schools around Kentucky.



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THE IMPORTANCE OF HANDWASHING

{ *by* AMY SHANKLE }

The CDC estimates that 48 million people get sick, 128,000 are hospitalized, and 3,000 people die from a foodborne illness each year. 68% of foodborne illnesses occur in restaurants. It is vital that restaurant operators and managers understand the risk factors of contamination to our food and put steps in place to eliminate those risks. One of those risks is personal hygiene and the most important part of a personal hygiene program is handwashing. It may seem like a simple task, but the next time you see a team member washing their hands watch them closely, they are probably not doing it properly. The CDC published an article based on studies performed by the Environmental Health Specialists network in reference to food worker handwashing in restaurants¹. They interviewed and observed food workers to collect data on their food-handling practices, including handwashing. They observed when food workers washed their hands, what makes it easier or harder to wash their hands, and links with restaurant traits, such as whether the restaurant provided food safety training. Key takeaways from the studies: The spread

of germs from the hands of food workers to food is a common cause of foodborne illness outbreaks in restaurants. It accounts for nine of ten outbreaks in which food was contaminated by food workers. Federal guidelines recommend how and when food workers should wash their hands, but not all workers follow them.

It was found that workers wash their hands when they should about one in three times. Food safety programs and restaurant managers should work to :

- Provide training on proper handwashing procedures, particularly to younger workers
- Address barriers to worker handwashing, including sink inaccessibility, time pressure and lack of training.
- Revise food preparation steps to lower the number of handwashings
- Improving food worker handwashing practices is critical to preventing outbreaks of diseases like norovirus, campylobacter, Salmonella, and E.coli.



During the observation it was found that workers were more likely to wash their hands:

- When they were not busy
- In restaurants that provided food safety training
- In restaurants with more than one hand sink and with a hand sink in their immediate area

Workers did about nine activities an hour where they should have washed their hands, but they only washed them about 2-3 times an hour.

Only 1 in 4 workers washed their hands after preparing raw animal products or handling dirty equipment, and only 1 in 10 workers washed their hands after touching their face or body.

When the workers were interviewed it was found: Older workers and managers said they washed their hands more often than younger workers and non-managers

Workers identified several factors that affected their ability to wash hands appropriately, including:

- Time pressure from high volume of business or inadequate staff
- Sink accessibility
- Management emphasis on handwashing
- Consequences for failure to wash hands

In the ServSafe® manager book, which is written according to the FDA Food code, the whole process of handwashing should take about 20 seconds. Here are the recommended steps²:

- Wet your hands and arms with running warm water.
- Apply soap – make sure there is enough soap to build a good lather. As you lather, soap molecules lift the dirt and germs off your skin.
- Scrub hands and arms vigorously for 10 to 15 seconds. Clean the fingertips, underneath the fingernails and in between fingers.
- Rinse hands and arms thoroughly using the running warm water.
- Dry your hands and arms using a paper towel or hand dryer system.
- Use a paper towel to turn off the faucet to avoid recontamination of your hands. If you are in the restroom, also use the paper towel to open the door.

Again, handwashing may seem like a simple task, but as we can see from these studies it does not seem to be a priority. Proper handwashing can help eliminate the transfer of contaminants to the food that is served to customers and prevent a foodborne illness outbreak. Revisit the handwashing procedures with your team. Let's keep the "hospital out of Hospitality"!

¹CDC: *Food Worker Handwashing in Restaurants*

²ServSafe® manager book

As Always, Food Safety First
Amy Shankle
Director of Training
Kentucky Restaurant Association

Chefs That Sizzle



THE GLITZ RESTAURANT:

36 YEARS OF FAMILY, FLAVOR, AND HANDS-ON EXCELLENCE

{ by ANNA MCCAULEY }

In the ever-evolving restaurant industry, success often hinges on adaptability, commitment to an ideal, and a strong sense of identity. At The Glitz Restaurant, nestled within the lower level of Irish Acres Gallery in Nonesuch, Kentucky, we've built a legacy over the past 36 years by staying true to these principles. Our family-owned business thrives on a hands-on approach, deep family involvement, and a commitment to creating a memorable experience for every guest who walks through our doors.

A FAMILY-DRIVEN JOURNEY

Our story began in 1984 when our family embarked on a daunting project: the relocation of our business, Irish Acres Gallery of Antiques in Rush, KY, to a 32,000-square-foot former school building in Nonesuch, KY. My grandfather, Arch Hannigan and my mother Emilie McCauley spent two hands-on years transforming the space, while my aunt Jane and grandmother Bonnie maintained our original business in Ashland, KY, and prepared for the transition. This level of personal investment, courage, and hands-on involvement shown by my grandparents and subsequently their daughters has been the foundation of our approach to both the Gallery and The Glitz Restaurant.

The idea for The Glitz came two years after the gallery's opening. My grandmother, Bonnie, had always dreamed of creating a "tea room" where ladies could enjoy a leisurely lunch after a day of browsing the gallery. What started as a simple concept for soup and sandwiches quickly evolved into something far more enchanting...and far more challenging. They transformed the building's lower level, which once served as the school cafeteria and fallout shelter, into a dining space that is truly magical.

With original limestone walls adorned with creeping vines, fairy lights, and rich fabrics, the ambiance of The Glitz beckons diners to linger over a three-course prix fixe meal. This format encourages our guests to fully immerse themselves in the experience, knowing that dessert is not just an option—it's a must. Our signature dessert, the Nonesuch Kiss, has become a favorite among guests, earning a loyal following over the past 36 years.

THE MAGIC UPSTAIRS: JANE'S MASTERY OF ANTIQUES

While The Glitz serves as the culinary heart of our operation, the soul of Irish Acres Gallery lies in the hands of my aunt, Jane DeLauter. Jane, alongside Emilie, are not just an "owners"—

they are the curators, decorators, buyers, and researchers behind our extensive collection of antiques. Jane's encyclopedic knowledge of antiques is nothing short of extraordinary. Jane's eye for detail and passion for history bring the gallery to life, transforming it into a treasure trove of carefully selected and beautifully displayed items.

Every piece in the gallery has a story, and Jane knows them all. From sourcing unique items to curating seasonal displays, her meticulous attention to detail creates an environment that enhances the overall experience of our guests. This connection between the gallery and the restaurant is a defining characteristic of our business—a seamless blend of history, art, and culinary delight. The two work hand-in-hand... if you come for the art and beauty or to do some home decorating, you stay for the lunch... conversely, if you come to treat yourself and your friends to a indulge in a leisurely luncheon, you stay and walk off the post-lunch haze in a fairytale of antiques and curated decor.

HANDS-ON OWNERSHIP AND OPERATIONS

The thing that sets The Glitz apart as a restaurant is the hands-on nature of our operations. As the creative force behind

the restaurant, Emilie is in the kitchen every morning along with myself (her daughter) and our right hand woman, Angel, who has been with us for 21 years now, preparing the day's dishes with the same care and dedication that she's brought to the role for decades. Her journey to becoming the creative force behind The Glitz was somewhat unconventional. Armed with a degree in Interior Design from the Parsons School of Design in Atlanta, she had no intention of being at the helm of the restaurant and absolutely no formal culinary training. Driven by her family's passion to create something that was unique and functional and the necessity to overcome the initial hardships of starting up a restaurant in the middle of nowhere Kentucky, she took to the recipe books, church cookbooks and family archives to develop some of the first menus of the Glitz. This set the tone of our menu and our approach to the food we serve- classic recipes, generationally familiar, given a new twist and a "continental flare", as Bonnie would say. Through trial and error, she not only developed her own culinary style, but also organized an efficient serving flow for our particular style of service, and cultivated a dedicated staff... many of whom have stayed with us for years—so much so that we jokingly refer to it as the "Hotel California:" you can clock out any time you like, but you can never leave!

I myself, having grown up in the business, gone off to school and returned to join the family enterprise, help manage reservations, staff, and general operations. Together, we ensure that every aspect of the business runs smoothly. Our small, tight-knit team functions like a family, with each member playing multiple roles. Our prep staff doubles as our wait staff and handles cleaning duties as well. This cross-functional approach not only maximizes efficiency but also fosters a deep connection between our team and the food we serve. The same person who prepares a dish in the morning is often the one who brings it to the table, adding a personal touch that our customers have come to appreciate.

This familiarity extends to our interactions with guests. Over the years, we've developed strong relationships with our customers, many of whom return regularly, drawn not just by the food but by the sense of belonging they feel at The Glitz. We know our diners



by name, and they know us—not just as the faces behind the business but as active participants in every aspect of their dining experience. Opening our doors each day feels like welcoming guests into our own family home. Emilie and Jane take pride in creating an atmosphere where everyone feels like part of our extended family.

BALANCING TRADITION WITH QUALITY AND SAFETY

While the heart of our business is rooted in family tradition, we've also remained committed to maintaining high standards of quality and safety. Our cross-trained staff's involvement in every stage of food preparation and service ensures that we maintain strict control over our processes, which is particularly important in today's environment where food allergies and dietary restrictions are more common.

It is fundamental to know that our team is well-versed in the ingredients and preparation methods of each dish, allowing us to accommodate our guests' needs with care and precision. While food safety is a fundamental aspect of our operation, it's seamlessly integrated into our broader commitment to providing a top-notch dining experience. We also recognize that a safe work environment extends beyond physical safety—it's about creating a place where our staff feels valued, respected, and motivated to return year after year. Their dedication and continuity are vital to the warm, welcoming atmosphere that defines The Glitz experience.

THE GLITZ EXPERIENCE: A LABOR OF LOVE

As we reflect on our 36-year journey, we're incredibly proud of what we've built at The Glitz. It's more than just a restaurant; it's a labor of love that embodies the values and dedication of our family. Our approach to business—rooted in hands-on involvement, strong family ties, commitment to a healthy work environment for our "work family," and a dedication to excellence—has been key to our longevity and success.

For those of you who manage or own restaurants, we hope our story serves as a reminder of the importance of staying true to your roots while continually striving for quality. At The Glitz, we've found that combining tradition with a personalized approach not only creates a unique dining experience but also fosters lasting relationships with our customers.

LOOKING AHEAD

As we look to the future, we remain dedicated to the principles that have guided us for nearly four decades. Our focus on family involvement, operational efficiency, and creating a welcoming environment for our guests will continue to be the foundation of our success. We're excited to continue this journey, and we look forward to sharing our story—and the lessons we've learned—with fellow industry professionals and our future generations

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Questions & Answers

Q. When storing ready to eat food, raw meat, poultry and seafood in a cooler what is the proper top to bottom storage order?

The storage order is based on the minimum internal cooking temperature of each food. The order, going top to bottom, is as follows:

- Ready to eat food
- Seafood
- Whole cuts of beef and pork
- Ground meat and ground fish
- Whole and ground poultry

Q. What is the leading cause of foodborne illness outbreaks?

A. Norovirus is the leading cause of foodborne illness outbreaks. The CDC estimates between 19-21 million cases of gastroenteritis are caused by norovirus each year. These cases in turn cause 109,000 hospitalizations and 900 deaths.

Q. What is the temperature danger zone and what is its importance?

A. The temperature danger zone is 41°F - 135°F. Pathogens will grow in food left in this range which can cause a foodborne illness outbreak.

Q. How do I sign up my team members for ServSafe® Manager, Food Handler and alcohol safety classes?

A. You can sign up your team members for any of those classes by going to the Kentucky Restaurant Association's website, kyra.org or by contacting Amy Shankle at amy@kyra.org.

How may we be of assistance?

Call the Kentucky Restaurant Association at 502-400-3736 or email stacy@kyra.org with your question.

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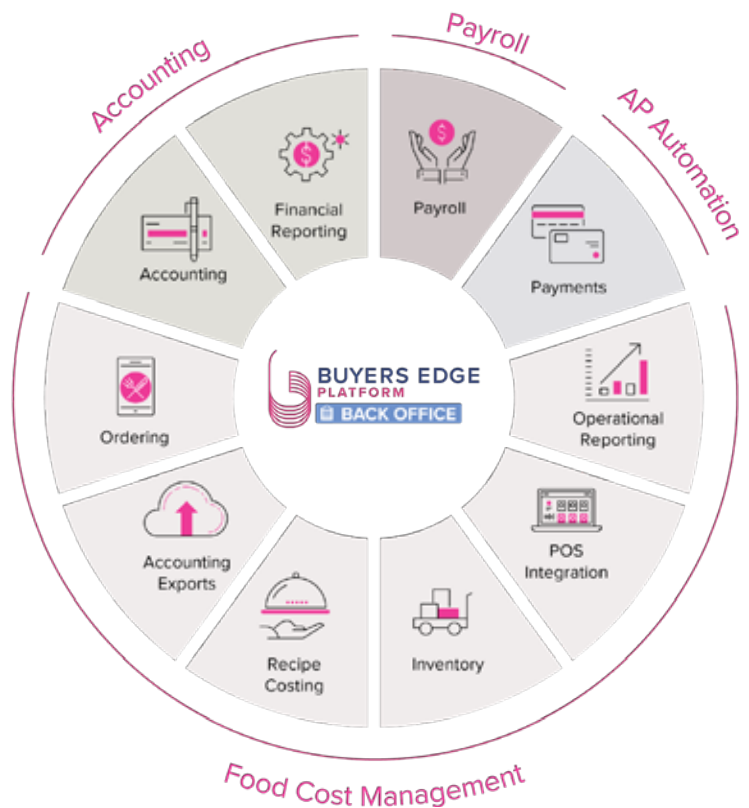
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PREGNANT WORKERS FAIRNESS ACT (PWFA)

WHAT IS PWFA?

The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide “reasonable accommodations” to a qualified worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.” An undue hardship is defined as causing significant difficulty or expense.

A “**reasonable accommodation**” means a change in the work environment or how things are usually done in order to remove work-related barriers.

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?

- Schedule changes or time off to go to health care appointments
- Extra bathroom breaks
- A chair or stool to sit on while working
- The ability to telework full or part-time
- A private place to pump breast milk
- Leave to recover from childbirth
- Breaks to eat and drink
- Light duty



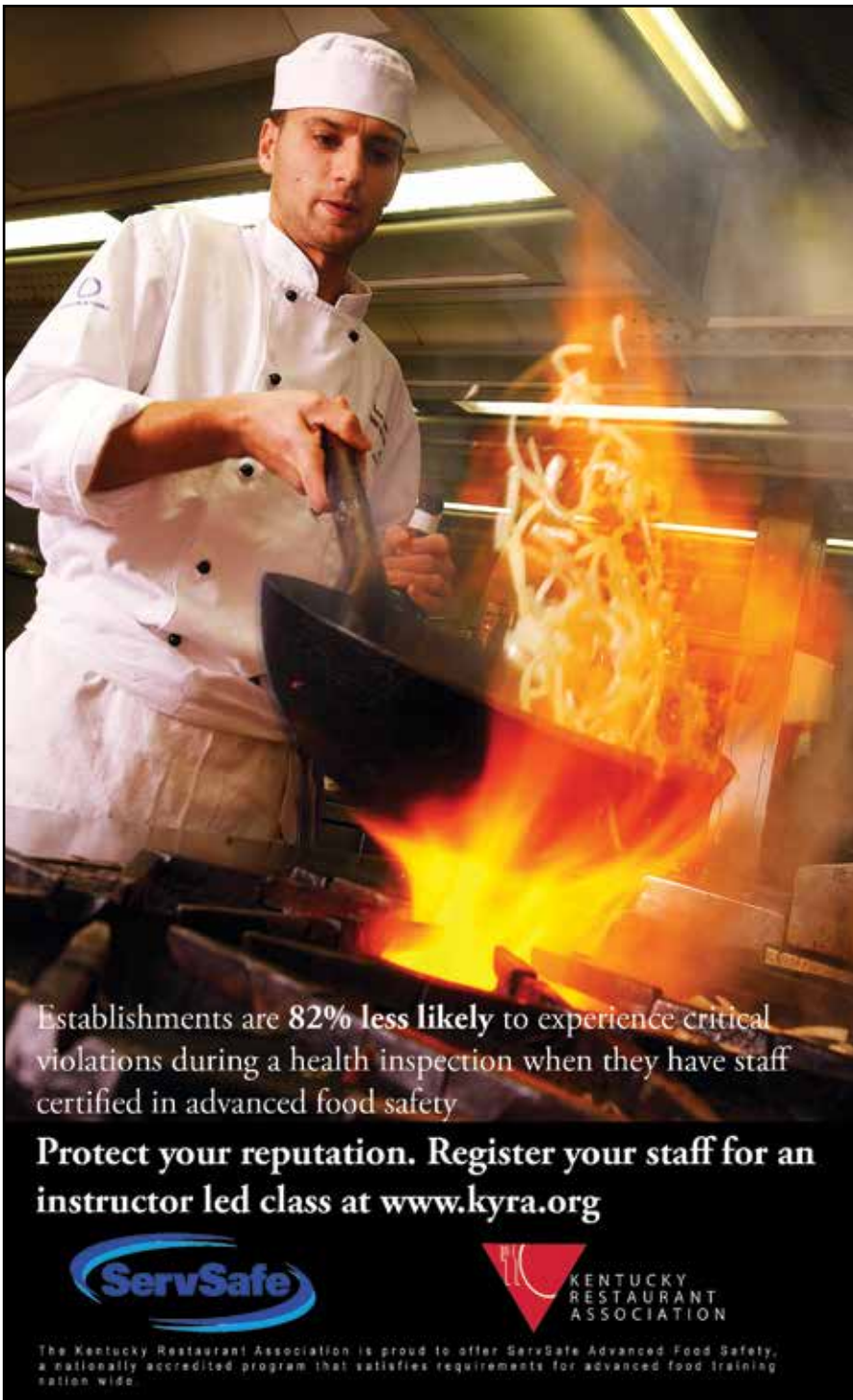
WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:

- Title VII of the Civil Rights Act of 1964 which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC))
- The Americans with Disabilities Act (ADA) which prohibits employment discrimination based on disability (enforced by the EEOC)
- The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S. Department of Labor)
- The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor)



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Federal law requires all employers to post certain notices:

- 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 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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