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What employers need to know about payroll changes in 2019

By Nannette Madera, PHR

With every New Year comes a new round of payroll and tax regulations. Adding these to the federal, state and local laws that are already in the books, can easily overwhelm business owners of all sizes. Those who run a small business, with limited human resources staff, may find the challenge of complying with ever-changing payroll and employment regulations even more daunting.

When it comes to running payroll, compliance is key. Whether employers or administrators use payroll software to process online payroll or out-source payroll services, here are three areas where changes may affect payroll in 2019.

1. Wage and Hour

Wage and hour mistakes are some of the most common and costly errors employers make. Common solutions for wage violations include:

- ◆ Payment of back wages
- ◆ Back pay plus an equal amount of liquidated damages
- ◆ Back pay plus an equal of amount of liquidated damages, plus attorney's fees and court costs



Nannette Madero, PHR

Minimum Wage

A new year is a good time to check the minimum wage on the state, county and city levels to ensure compliance. The federal minimum wage rate is the same in 2019 as it was in 2018 (\$7.25 per hour), however, about 20 states increased rates effective January 1, 2019. State and local minimum wage rates

apply when they are higher than the federal rate.

Reminder: Employers are required to display posters reporting accurate minimum wage rates.

State Unemployment Tax

Laws implemented in 2019 made changes to some state unemployment tax rates, which could affect the way employers calculate deductions for employees. Oregon and Washington, for example, saw increased state unemployment tax base amounts. Click here to read more about the four payroll tax mistakes small business owners make.

Social Security Wage Base

FICA is a federal payroll tax that stands for the Federal Insurance Contributions Act and is deducted from each paycheck. Social Security tax, which is part of FICA, applies to taxable compensation up to a set limit. The employer and the employee pay 6.2 percent of Social Security tax up to the wage base limit (employees can see how much they pay by viewing their pay stubs). For 2019, this limit is \$132,000; it was \$128,400 in 2018.

See **PAYROLL** page 13

The rising cost of OSHA violations

One motivation for preventing workplace hazards

By Greg Andress

Those who've been in business any amount of time probably already know that workplace safety is key to keeping employees healthy and keeping business costs down. Even businesses with little risk can have many hazards including:

- ◆ Physical Hazards
- ◆ Biological Hazards
- ◆ Ergonomic Hazards
- ◆ Environmental Hazards
- ◆ Chemical Hazards

]One of the best ways to prevent workplace accidents is by instilling a safety culture amongst employees - and it starts at the top. When supervisors and leaders set an example for the rest of the crew, more crew members demonstrate a model for safe behavior. The Occupational Safety and Health Administration (OSHA) encourages all employers (small businesses included) to implement a safety



Greg Andress

program to substantially reduce the number and severity of workplace injuries and alleviate the financial burden that comes with them.

When employers and employees put their efforts together to communicate and prevent common workplace hazards, the number of worker injuries and illnesses are reduced. OSHA has seen significant decreases in workplace accidents compared with prior decades when safety cultures were not necessarily encouraged.

OSHA recently updated its recommended practices for implementing a safety and health program in the workplace. OSHA's program is built around the following seven core elements:

- ◆ Management Leadership Participation
- ◆ Worker Participation
- ◆ Hazard Identification and Assessment
- ◆ Hazard Prevention and Control
- ◆ Education and Training
- ◆ Program Evaluation and Improvement

See **OSHA** page 12



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Appell Pie

This is not about politics

Howard Appell ♦ Today's Restaurant Publisher

The first thing I want to say is this column is not about politics or who is right or wrong. My views on this point are very clear and succinct, “No person, party or group can be right or wrong one hundred percent of the time” Now on to the column.

As some of you may know, in addition to being the CEO, President and Founder of Today's Restaurant News for the past twenty two plus years, I am also the President of The Gold Coast Tiger Bay Club in Boca Raton, Florida, a non-partisan political club that allows comments from all, done in a civilized and cordial manner. Being non-partisan sets us apart from most of the political clubs around and appeals to people from both sides of the aisle. Some are amazed that we can maintain that posture but we do.

Roger Stone was our guest speaker in February and as President it was my mission to insure the success of the event.


As a result of our non-partisan stance we are able to make friends within the political arena and one of our friends has been in the news quite a bit recently. Roger Stone was our guest speaker in February and as President it was my mission to insure the success of the event. I had a little help from the courts, The U.S. Congress and the commando style arrest of Roger by the Broward Sheriff's Department a few days before his scheduled appearance to bring attention to our guest.

Dealing with a high profile event is no different than staging a wedding by an event planner or opening a restaurant. Pre planning is imperative. A game plan has to be developed and gone over to see what the results of every decision will be.

As in opening a restaurant or planning a wedding, the proper location must be selected. Is it accessible? Is the building large enough to hold the expected “crowd”? Is there enough parking and is the pricing, aka rent reasonable? Here is a partial list of items that may be important to all of these ventures.

1. Marketing and/or Invitations – Bringing attention to the event weeks before it happens
2. Guest selection
3. Menu selection
4. Seating capacity
5. Staffing – getting the right people in the right place
6. Permitting (Opening a restaurant)
7. Discussion and assigning responsibility to the staff for individual jobs
8. Crowd control
9. Security if needed
10. Media coverage – In the Stone event inviting the media was critical
11. Scheduling of staff within all phases of the event. Being at the right place at the right time
12. Exit strategy – No, not selling, but having emergency exits clear and ready in case
13. Record keeping RSVP's guests and or customers data
14. One bottle of Scotch for the management team

Perhaps not all of these items are relevant to all three examples but the idea is to plan out the event so that the success is assured. A wedding/Party Planner, a new restaurant owner and The Gold Coast Tiger Bay Club organization all have common goals to complete their projects.

Non-partisan thinking will lead to frank discussion and developing successful plans to accomplish our goals. Now all we have to do is convince our elected officials from both sides. 

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What's Going On

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◆ **Preferred Marketing Agents** is proud to announce their collaboration with **Royal Range of CA and AMC Wholesale of Miami**. Royal offers a muscular line of cooking equipment that looks good, that's up to the job when it matters and is always a great value. With a powerful and wide-ranging inventory in Miami, equipment needs are met the same day or next day to most locations in Florida. "We are very excited for this opportunity and look forward to working with the Royal team from California and Richard's team at AMC to bolster and continue to build Royal Range's good name in the industry." Said Jeff Kinni, President of Preferred Marketing. For more information call 800.780.1501.



◆◆◆◆
RESTAURANT PLACEMENT GROUP has worked with many restaurants and played a crucial part in their professional hiring and recruiting needs. "2018 was another banner year for Restaurant Placement Group" notes Founder & President Ken Spahn. "We're

Cubanito Picantico™ is the first Miami-Cuban style hot sauce on the market. "This hot sauce is made from a very old recipe that was passed down from my Grandmother", said Henry Santos, President of Premium Blends Cocktails. "It is made with fresh garlic, ripe red habanero peppers, distilled white vinegar, Spanish yellow onions, carrots and salt. This unique combination of ingredients are aged, cooked and blended together to create our delicious Cuban-inspired medium hot sauce that is Great on Everything!" Visit cubanitopicantico.com for more info.



particularly proud of the fact that more than half of our business now comes from repeat clients and personal referrals!" Key clients in 2018 included: Barrier Island Brewing (St. Simons Island, GA), Barton G. (Miami Beach), Bolay (West Palm Beach), Casa De Monte Cristo (Miami), Cote Gourmet (Miami Shores), C.W.S. Bar + Kitchen (Lake Worth), Damn Good Hospitality (Fort Lauderdale), Dave Magroan Group (Philadelphia, PA), Dickey's Barbecue Pit (Dania Beach), Eight-O Management, Inc. (Dallas, TX), Flying Saucer Draught Emporium (Kansas City, MO), Grille 401 (Ft. Lauderdale), Harvest Seasonal Grill (Delray Beach), Jerome Bettis' Grille 36 (Pittsburgh, PA), Meritage Bistro (Highlands, NC), PDQ

(Pembroke Pines), Prime Cigar & Whiskey Bar (Miami), and various other confidential clients. **RESTAURANT PLACEMENT GROUP** provides exclusive recruiting, placement, and consulting services for the Restaurant, Hospitality, and Food Service industry. For more information, visit www.RestaurantPlacement.com; or contact Ken Spahn at 561.372.6961.

◆◆◆◆◆
◆ **The FT 440 - the newest member of the VITO family - has arrived in the USA. The FT 440 is a digital testing device, which determines the quality of the frying oil in %TPM (total polar materials). A simple traffic light mechanic helps**

customers to determine if their oil is still usable or needs to be changed: Green = fresh oil // Yellow = good oil but must be changed soon // Red = oil exceeded its life span. The measuring results of the handy FT 440 come close to a laboratory test, and also deliver reliable information about the temperature of the oil. But, why is measuring so important? "Color, smell or a handbook can't tell you the quality of your frying oil, those methods are guessing not knowing. Oil needs to be changed at the right time, always! The right determination process will not only ensure your food quality, it ensures also a safe working environment for your kitchen team and saves you a lot of money."



said Felix Amrhein, CEO of VITO Fryfilter, Inc. And we all know a satisfied customer will always come back!" For more information about the FT 440 frying oil tester or more tips how to maximize oil life, you can check out VITO Fryfilter online at www.vitofryfilter.com or you can call them at 847.859.0398.

◆◆◆◆◆
See **WHAT'S GOING ON** page 6

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Phil Marrow and Kate Reed



Chef Angelo Elia

Inaugural Greater Ft. Lauderdale Food & Wine Festival event set

Ft. Lauderdale, FL – The inaugural Greater Fort Lauderdale Food & Wine Festival, which will feature culinary creations and libations from local restaurants, craft spirit brands, wineries and breweries, today announced its event schedule, official partners and restaurant participants. The Festival, which takes place from Wednesday, March 20 – Sunday, March 24, 2019, in Hollywood and Ft Lauderdale, will benefit Feeding

South Florida and showcase Broward County's renowned and emerging chefs and restaurateurs and highlight the culinary renaissance that is currently sweeping through Broward County.

Notable restaurant partners for the Grand Tasting on March 23, 2019 include Casa D'Angelo, Café Maxx, Cooper's Hawk Winery & Restaurants, Lobster Bar Sea Grille, Olivia Restaurant and Bar and The Capital Grille. For a full


list of partners and participants, visit www.GFLFoodWine.com.

The CIRC Hotel, a modern, boutique hotel located close to ArtsPark at Young Circle in the heart of Hollywood, FL, is the official hotel partner CIRC Hotel offers a trendy yet affordable option for enjoying the Festival responsibly. Ocean Wine & Spirits, Fort Lauderdale Beach's premier fine wine, liquor and craft beer store, has been named the official retail sponsor of the Festival and will have on-site presence throughout the weekend's events. In addition, Joe DiMaggio Children's Hospital has been named the presenting partner of Family Day on Sunday, March 24th.

"We are excited to have so many local businesses involved in our inaugural event," said Greater Fort Lauderdale Food & Wine Festival Founder Kate Reed, a veteran of producing major South Florida events and building philanthropic efforts. "The support of the community is a key part of this event and we look forward to providing guests with a fabulous event experience."

Chef Angelo Elia, owner of the Angelo Elia Restaurant Group which includes Casa D'Angelo, Angelo Elia Pizza, Bar & Tapas and The Bakery Bar, and Broward County's premiere chef, will serve as the Host Chef of the inaugural

Festival. During the Grand Tasting event, he is planning unique cooking demonstrations and more to wow guests and spectators. Allied Kitchen Bath is presenting the Culinary Stage and Demo Kitchen, and Chef Ramos from the Conrad Hotel is the host and celebrity judge of the Sunday kids cooking competition.

The Grand Tasting event features tastings, chef demonstrations, cooking demos, live music and more; a portion of all proceeds from the Grand Tasting on Saturday will be donated to Feeding South Florida. 

About the Greater Fort Lauderdale Food & Wine Festival: Set to be a celebration of food, wine, craft beers and spirits at unique venues in Broward County, the Greater Fort Lauderdale Food & Wine Festival includes four signature events taking place on March 20-24, 2019, and various sanctioned events in the months leading up to the Festival. From award-winning beaches, to sprawling downtown areas and emerging art districts, each event will offer a unique setting that will showcase Greater Fort Lauderdale's expanding culinary scene. For more information and announcements about additional partners and participants, visit www.GFLFoodWine.com.

About Feeding South Florida: Feeding South Florida's mission is to end hunger in South Florida by providing immediate access to nutritious food, leading hunger and poverty advocacy efforts, and transforming lives through innovative programming and education. Feeding South Florida is the sole Feeding America food bank serving Palm Beach, Broward, Miami-Dade, and Monroe Counties.

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Culinary Institute of America now offers Graduate Degree in the Business of Beverages

St. Helena, CA – The business of wine—from vineyard all the way to the table—is at the core of the newest graduate-level degree program from The Culinary Institute of America. Based in America's wine capital, California's Napa Valley, the just-announced Master of Professional Studies in Wine Management will prepare graduates to innovate, inspire, and succeed at the highest levels of the dynamic wine profession. While other programs tend to focus on wine production, the CIA program takes students through the continuum of business and management of wines and other beverages.

Possible career tracks for the program's graduates include:

- ◆ Wine and Spirits Director
- ◆ Wine Retailer
- ◆ Distributor
- ◆ Consultant
- ◆ Marketing Specialist
- ◆ Food and Beverage Manager
- ◆ Director of Hospitality
- ◆ Sommelier
- ◆ Wine Writer
- ◆ Beverage Concierge
- ◆ Special Events Manager

The program, ideally located in the heart of Northern California wine country, is designed for beverage professionals eager to advance their careers; individuals with a passion for wines and beverages and a desire for a new career; and hospitality or culinary graduates who want a specialization in beverages. In addition to in-depth education focusing on the wine business, the program goes beyond wine—examining spirits, cocktails, and non-alcoholic beverages as well.

Classes for the new wine management program will be held in the Rudd Center for Professional Wine Studies on the CIA's Greystone campus in St. Helena, CA, an award-



Photo | Bob McLenahan/CIA

The Culinary Institute of America at Greystone in the Napa Valley is the home of the college's new master's degree in Wine Management. Classes begin in fall 2019.

winning facility thoughtfully designed for the sole purpose of wine studies. The Rudd Center features two tasting theaters equipped for sensory evaluation of wines, and the building's specialized cooling and air filtration systems ensure wines are tasted at the correct temperature with no competing aromas.

"This management degree provides much more than a knowledge of various wines," says Jennifer Purcell, director of education, CIA at

Greystone. "It does that, taking students from vine to crush and from barrel to bottle, while also emphasizing how those bottles make their way

to tables and retail outlets through marketing, distribution, and every other step along the way. You simply can't get this experience or wine management education anywhere else."

This newest CIA degree joins an existing master's degree in Food Business and a post-bachelor's Accelerated Culinary Arts Program (ACAP) certificate. The executive format of the mostly online Food Business program allows working professionals to devote time to advancing their careers and businesses according to their own schedule. Topics such as food systems, leadership, business fundamentals, marketing, real estate, and law are examined through the prism of food, beverage, and hospitality. ACAP is for those with bachelor's degrees in food-related fields, such as nutrition, hospitality, or food science who want to take their careers to the next level by integrating hands-on culinary experience and knowledge.

See **GRADUATE** page 14

The CIA is currently accepting applications for the fall 2019 inaugural class in Wine Management...

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What's Going On from page 3

The Ice Cream Technology Conference, organized by the International Dairy Foods Association will take place from 16th April to 17th April 2019 at the Renaissance Vinoy Resort - Patrick T. Maguire in Saint Petersburg, United States. This conference is the premier event for ice cream and frozen dessert professionals and is the only meeting that focuses specifically on innovations in frozen dessert research, technology, and new market trends. The conference provides unique opportunities to learn from experts on food safety, labeling and regulations that affect the industry.



The new five-story hotel will also house a pirate-themed restaurant, an entertainment area for kid-friendly nightly programming, LEGO play pits and a lobby bar for adult buccaneers. Also, with every hotel reservation, guests will enjoy a free family-style breakfast. "We're really excited to offer a brand new family-friendly experience and continue our park's expansion with a third on-site hotel accommodation," said LEGOLAND Florida Resort General Manager Rex Jackson. "LEGOLAND Florida Resort is committed to putting a smile on every child who walks through the door and Pirate Island Hotel will certainly help us achieve that goal."

Choice Hotels International, Inc. has signed an agreement with CHECO

Hotel Happenings

◆ LEGOLAND® Florida Resort announced its newest LEGO® pirate-themed accommodation, Pirate Island Hotel, opening in spring 2020.

Calendar Events

Upcoming industry affairs

Send your Calendar Event to Today's Restaurant!

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1

March 2019

3-5 ◆ 2019 International Restaurant and Foodservice Show of New York

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Purchase Company, LLC, to develop a chain of 27 WoodSpring Suites hotels. The company plans to build hotels in Michigan and North Carolina and across the metropolitan areas of Jacksonville, FL and Nashville, TN. The WoodSpring Suites brand has more than 100 hotels in its pipeline. The company expects to open 35 hotels in 2019.

◆ **Stoner's Pizza Joint**, a millennial-focused pizza franchise, has announced that Bruce Levy of Chatham Foods & Dining LLC, has taken ownership of its existing Jacksonville location, at 11565 N. Main St. **Levy has also signed a franchise development agreement to open two new restaurants in the state, targeting the greater Jacksonville area and St. Augustine.** Stoner's Pizza Joint plans to open about 100 locations over the next five years.

Traulsen is kicking off 2019 with the introduction of their new equipment features that give foodservice operations more choice and greater control. Known for its 80-year history of manufacturing quality commercial refrigeration equipment, Traulsen is debuting its next generation Smart Control system on all R-Series and A-Series reach-in refrigerators and freezers. Smart Control, designed with an easy to read and operate digital display, is built on custom software developed to maximize efficiency, provide sophisticated system diagnostics, and simplify the operator interface. Replacing the Intela-Traul control system that has been in operation for nearly two decades, Smart Control advances R-Series and A-Series units by adding advanced diagnostics and environmental sensors while maintaining simplicity of use. Incorporating customer-backed innovation, the new control system is equipped with several critical alarms, including a power failure alarm that identifies three key data points: time of the power failure, time when power was restored, and cabinet temperature at restart. This removes the guesswork for operators and can significantly reduce unnecessary food waste. To learn more about the new R-Series and A-Series equipment visit traulsen.com.

◆ **Huey Magoo's Chicken** continues expansion at lightning speed with the announcement of five new stores opening in the South Florida region starting this year, President and CEO Andy Howard revealed recently. New Huey Magoo's franchisees and construction, manufacturing and sales professionals Tyler and Bob Cafferty and family will join the Magoo's team to bring the popular Central Florida based brand to South Florida. They will open the five restaurants over the next five years in the following targeted

areas: Boca Raton, Coral Springs, Sunrise, North Fort Lauderdale, Pompano, Coconut Creek, Margate and Tamarac. The first 1875 square foot location is slated to open in June 2019 in Sunrise (West Commercial Landings, 9440 West Commercial Boulevard, Sunrise, FL 33351). News of Huey Magoo's expanding to South Florida comes shortly after the brand publicized its big plan to open up to 46 stores in the Greater Atlanta region also starting this year.

◆ ◆ ◆ ◆
California Tortilla®, a fast-casual Mexican-inspired restaurant franchise, is expanding its footprint and will introduce its farm-fresh dishes and innovative restaurant concept to guests in North Carolina, South Carolina,

Tennessee, Kansas and Georgia. Currently operating 42 locations across the mid-Atlantic region, California Tortilla expects to open a total of 8 new units by the end of 2019 with aspirations to hit 100 units by 2023. The franchise's innovative offerings

and commitment to using fresh and quality flavors has helped fuel the brand's growth and demand in new, booming markets. Expected openings this year and more in Georgia are about 5 restaurants.

◆ ◆ ◆ ◆
◆ **The Jones Soda Co.**, a leader in the craft soda category and known for its unique branding, has launched Jones Ginger Beer and two new sugar free soda flavors, while transitioning to natural colors and natural flavors in the majority of its glass bottle portfolio. The launch of Jones Beer is the result of strong demand from both Jones' loyal customer base and its' distribution partners, all of who have asked for ahi-quality ginger beer. **Unique to**

Jones Ginger Beer is its signature packaging, which includes a resealable cap that makes this offering good for foodservice accounts. "The launch of Jones Ginger Beer, along with the elimination of artificial fla-

vors and introduction of natural colors wherever possible, as well as the release of additional sugar free soda offerings, are a series of critical forward steps for Jones Soda as we begin 2019," said Jennifer Cue, CEO of Jones Soda. "With its resealable cap and great balance of real ginger heat and natural spice flavor, our Ginger Beer is an ideal beverage foodservice settings, and can be used as both a stand-alone drink or for mixing with craft cocktails." For all information visit myjones.com or jones-soda.com.

◆ ◆ ◆ ◆
The newest collections of dinnerware, drinkware and food serving products align with today's trends in foodservice and dining décor are now available from the Carlisle Tabletop

See **WHAT'S GOING ON** page 12



Paralympic snowboarding medalist & author to speak at the Women's Foodservice Forum's Conference

Amy Purdy will share her story to equip nearly 3,000 women leaders with motivation and tools for resilience

Dallas, TX - Three-time Paralympic Snowboarding Medalist & Author, Amy Purdy, will take the closing session stage at the 2019 Annual Leadership Development Conference held March 10-13 in Dallas, hosted by Women's Foodservice Forum.

In this main-stage session sponsored by P&G Professional, Amy will share her inspiring journey, from her death-defying battle with meningitis that claimed her legs, spleen and kidney function to making history as the most decorated Paralympic snowboarder in U.S. history, having secured medals at both the 2014 & 2018 Paralympic Games, to her standout performance on Dancing With The Stars as the first double amputee contestant.

"We are proud to partner with Amy Purdy and the Women's Foodservice Forum to help motivate and inspire people throughout the industry. Amy's story is one of strength, growth and perseverance, which pairs perfectly with P&G's commitment to diversity, gender equality, and doing the right thing.

Bringing her story to the Women's Foodservice Forum is a great honor for us," Paul Edmonson, General Manager, North America P&G Professional.

In addition to her athletic achievements, Amy is the author of the internationally acclaimed New York Times best-seller, *On My Own Two Feet*, and one of the top inspirational speakers in the world.

"This year's Conference theme is LIMITLESS! and Amy Purdy is our theme, personified," said Hattie Hill, WFF President & CEO. "I'm excited for her to share her journey and insight, reminding our Conference audience that there are truly no limits when a woman is determined, motivated, focused and fierce!"

Conference is an immersive leadership development experience where nearly 3,000 women connect with and learn from industry influencers, experts and each other. Most notably, this annual event provides a unique opportunity for major brand food industry companies, who are competitors, to

collaborate to accelerate gender equity and make the food industry the employer of choice. For more information, visit aldc.wff.org.

About Women's Foodservice Forum: Women's Foodservice Forum (WFF) is the Food Industry's thought leader on gender equity. WFF provides the research, insights and best practice solutions that enable food companies to address the pressing need for talent, drive better consumer insights and increase business performance by realizing the full potential of women leaders. Working since 1989 to provide the tools and resources to help women build leadership competencies that enhance career advancement, WFF also partners with the Food

Industry to create work environments where women thrive and organizations reap the rewards of a gender-diverse workforce. For more information, visit wff.org.

About P&G Professional: P&G Professional is the away-from-home division of Procter & Gamble, offering innovative total foodservice solutions featuring top trusted brands such as Dawn® Professional and Cascade® Professional. We are unique in that our total solutions are founded in customer and patron understanding, superior products that help save time and cut overall costs, and a five star service group that is based on customer satisfaction, not commissions. For more information visit them online at www.pgpro.com.



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Which Wich and PepsiCo announce new partnership

PepsiCo beverage portfolio to be made available to
Which Wich customers at more than 400 locations
nationwide beginning April 2019

Purchase N.Y. and Dallas TX - PepsiCo and Which Wich Superior Sandwiches, the award-winning fast casual sandwich concept, are pleased to announce a new partnership in which PepsiCo will become the exclusive beverage provider for more than 400 locations across the country, beginning in April 2019.

In addition to iconic Pepsi-Cola, Which Wich customers will now have access to a curated offering from PepsiCo's broad beverage portfolio, which includes fan favorites like Mountain Dew, Lipton and Aquafina.

"The innovative spirit of PepsiCo aligns with the brand personality of Which Wich and this partnership gives us the flexibility to explore and bring our guests a wider range of products and a richer Which Wich experience," said Jeff Sinelli, Founder, CEO and Chief Vibe Officer of Which Wich. "We are as excited about working with PepsiCo as they are about working with us, which is important in a relationship and creates a strong foundation to do some amazing things together moving forward."

Which Wich and PepsiCo are also looking forward to bringing customers new culinary experiences utilizing PepsiCo's Frito Lay snack brands, many of which are already found at Which Wich locations.

"We are thrilled for the opportunity to partner with Which Wich, an inspirational company that is committed to their customers and brings a creative lens to everything they do," said Hugh Roth, Chief Customer and Business Development Officer, PepsiCo Global Foodservice. "In addition to making our broad food and beverage portfolio accessible to Which Wich customers across the country, we are particularly excited to partner with the Which Wich team to leverage PepsiCo's world-class design and insights-driven innovation capabilities to build exclusive new experiences and offerings for Which Wich customers."

About PepsiCo: PepsiCo products are enjoyed by customers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$63 billion in net revenue in 2017, driven by a complementary food and beverage portfolio that includes Frito-Lay, Gatorade, Pepsi-Cola, Quaker and Tropicana. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including 22 brands that generate more than \$1 billion each in estimated annual retail sales. For more information, visit www.pepsico.com.

About Which Wich: Which Wich® Superior Sandwiches was founded in Dallas in late 2003 by restaurant entrepreneur, Jeff Sinelli. The national sandwich franchise chain is best known for its customizable sandwiches, creative ordering system, and personalized sandwich bag. Which Wich currently has 500 locations open or in development in 40 states and 12 countries. For more information, visit www.whichwich.com.

*"We are thrilled
for the opportunity
to partner with
Which Wich...
— Hugh Roth*



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UPshow named only Chicago company in the Entrepreneur.com 360 Awards

UPshow, a platform that is changing the way businesses do TV, was the only Chicago company named to Entrepreneur's 360 Awards, coming in at number 41 of the top 360 U.S. companies that have mastered the art of growing a small business. In the past year UPshow's annual location growth has increased by 126% and to date the platform has driven over 7.5 billion impressions and 100 million engagements on social media. Since 2015, UPshow has gone from 4 screens in Chicago to more than 4,000 locations with over 12,000 active screens across the country and internationally.

Starting out with local Chicago businesses, UPshow now has national brands as customers that include Buffalo Wild Wings, Hooters, Crunch Fitness, ATI Physical Therapy, Skyzone Trampoline Park, iFLY, UFC Gyms, Wynn Las Vegas and Senor Frog's as well as some of the largest tourist attractions in Chicago including Navy Pier and the Willis Tower Skydeck.

UPshow's Innovation

UPshow is changing the way businesses do TV. Many businesses fail to realize that their greatest marketing asset (their TVs) is already inside the venue, and that they can use it to amplify an existing customer behavior. UPshow is a fully customizable Social



TV Platform that allows businesses to leverage:

User-Generated Social Media Content from customers that take photos at their location. For example, hospitality customers are encouraged to post pictures of what they ordered and share with their Instagram and Twitter followers in order to see themselves on

the screen in-venue. The resulting excitement and increased posting is called "the Jumbotron Effect."

Social TV provides hyperlocal, social media-powered content feeds from Instagram and Twitter, with hundreds of location and interest-based social feeds. The platform provides a dynamic, real-time viewing experience for any category such as pro/college sports, local community, news, and pop-culture, among many others.

contains details on all social media interactions that happen within the venue. This data is then actionable within the UPshow platform, providing tools for instant interaction with the influencers and regular customers that matter most to a business.

UPshow's Differentiation

UPshow is a fully customizable Social TV Platform; other similar services are just digital signage, or a mix of incohesive apps that don't effectively drive business value. UPshow works closely with customers to provide the optimal mix of customer generated content, brand marketing and whatever else they may need to reach their goals with customers.

The UPshow platform is built to suit whatever marketing goals each business has. This customization gives every business total control of what's on their TVs, which is something cable TV and competitors cannot do. Every UPshow feature is built to deliver on the venue's ROI goals, such as new customers, repeat visitation, longer stay, or additional purchase. That is what makes UPshow a platform and not just a social media screen. Another key advantage of UPshow is its plug & play technology that's powered by the Google Chromebit, making for a simple set up process and portable technology. This year, UPshow is launching UPshow Apps, an open marketplace for developers to create experiences on TVs within venues across the country.

"After 3 years of selling, UPshow's team rarely runs into a "competitor", but typically is seen as a cable replacement or complement -- so much so that UPshow has an exclusive partnership with BillFixers to do all of the stress-inducing work to cancel cable TV for free on behalf UPshow partners."

UPshow powers Social TV on more than 10,000 screens across the country, with key partners including TGI Friday's, Crunch Fitness, Hooters, Navy Pier, ATI Physical Therapy and many more. More information on UPshow can be found at www.upshow.tv or @upshowtv.

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- ◆ Digital Signage to highlight specials, promotions, upcoming events, and other marketing materials.
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- ◆ UPshow's Social TV Platform is built to solve the 3 common challenges that businesses face:
- ◆ Driving new customers to the business
- ◆ Increasing average spend per customer
- ◆ Getting customers to come back again and again

UPshow's Value and Benefit to Businesses

Simply stated, the key values UPshow brings to its partners are revenue, repeat visitation, and increased customer engagement. UPshow enables its partners to take control of their TVs and customize the mix of content its customers see. By showcasing the perfect blend of user-generated content, promotions and entertainment, customers can't take their eyes off the UPshow screens within a venue. This is a noticeable difference from traditional cable TV with in a business, where patrons often tune out TVs and focus on their phones. These attention-grabbing screens have proven to increase food & beverage sales 5-10% within hospitality venues, and even boost loyalty program sign up by 25%. Plus, UPshow creates a robust social media CRM for its partners, which

Technomic's four global trends for 2019

By Aaron Jourden
Senior Research Manager, Global

In order to keep up in foodservice, it's important to always be forward-thinking. What will be the next big trend? What flavors are on the rise? What's the next packaging enemy after plastic straws? Technomic recently released the top seven flavor trends to keep an eye out for in 2019, but we decided to take our predictive abilities beyond that, looking at what's in store for restaurants on a global level this year.

Consumers' lifestyles across the world are becoming busier and their needs are more demanding. From functional menu items to eco-friendly packaging, let's look at the broader view of foodservice trends. Explore four key trends we predict will be showcased within restaurant menus, service strategies and best practices in 2019.

Plants for the Masses

The plant-based menu philosophy has solidified as a bona fide trend on the global stage, moving rapidly from niche to mainstream in just a few short years. While this trend is playing out in different ways from region to region and country to country, one of the overarching themes that will develop further in 2019 is the democratization of plant-led and plant-only diets. This means less talk of health and ethics and more focus on everyday indulgences such as burgers and pizzas that happen to be free of meat. We will also continue to see an outsized influence from veganism, the rise of halal-certified meat alternatives, more interest in next-generation dairy substitutes such as oat milk, new emphasis on locally branded and sourced meat analogs and further use of veggies in place of carbs.

Mexican is positioned to see widespread growth, while the specialties from maritime Southeast Asia are also set to make a mark.

Function Forward

Functionality is now a key menu draw across the world and operators are looking to boost the usefulness of their food and drink offerings to cater to today's changing lifestyles. Some of the myriad needs and demands functional food and drink now aim to address range from nutrition, mood improvement and convenience to beauty enhancement, Instagrammability and illness prevention. Expect more chains to introduce function-forward menu options in innovative and unexpected ways over the coming year, enhancing everything from teas and tortillas to snacks and pizzas.

Empowered Packaging

Sustainability and delivery are altering the packaging landscape. If there was a villain in the global restaurant industry of 2018, it was the single-use plastic straw. Seemingly overnight, chains from the U.S., Canada and Colombia to the U.K., Australia and Hong Kong took significant steps to reduce the amount of plastic straws served in their stores. But that's just the start of what appears to be a larger shift away from the use of plastics that will continue into 2019 and beyond, creating new demand for innovative packaging, utensils and plateware solutions



to fill the void. Couple this emerging need with the meteoric rise of delivery across the world—and the various challenges this service has created for operators—and it is perhaps as important of a time as ever for food and drink packaging in the restaurant industry. Eco-friendliness will remain a key part of this trend, but we can also expect to see packaging that is multi-use, tamper-proof, edible, smart and able to withstand the increasingly hurried journey from kitchen to doorstep.

New Stars Emerge

While macro trends tend to get the lion's share of attention at the global level, many smaller, more regional trends are poised to make an international impact moving into 2019. Expect to see operators continue to experiment with butterfly pea flower and cheese foam toppers to recontextualize traditional teas for contemporary tastes within the beverage category, while halloumi, cauliflower and hummus will capture more space on menus across restaurant segments. Among ethnic cuisines, Mexican is positioned to see widespread growth, while the specialties from maritime Southeast Asia are also set to make a mark. 2019 is also likely to be the breakout year for the delivery-only kitchen format in all its various incarnations.

About Technomic: For 50 years, Technomic has provided foodservice clients around the globe with the research, insights and strategic consulting support they need to enhance their business strategies, decisions and results. Its services include category and channel analyses, customer satisfaction studies, market opportunity assessments and strategic entry planning, benchmarking programs and brand equity enhancement. We excel at industry intelligence, forecasts, data, training support and consumer research.

About Winsight: Winsight is a leading B2B information services company focused on the food and beverage industry, providing insight and market intelligence to business leaders in every channel consumers buy food and beverage – convenience stores, grocery retailing, restaurants and noncommercial foodservice – through media, events, data products, advisory services, and trade shows.

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What's Going On from page 6

Collection. “We forecast the colors, the shapes and the mood in the culinary world so you don’t have to. Take a look at our riff on today’s trends.” The addition of a piece from The Carlisle Tabletop Collection provides a dash of trend-right design, giving you an economical upgrade to front of house settings. The Carlisle Tabletop Collection introduces tabletop products that consider culinary and design trends and marries them with the unsurpassed quality and durability. Building on the legacy brands Terra™ and Epicure™ and adding three new collections that are designed to make their mark on the foodservice tabletop market. Visit carlislefsp.com.



◆◆◆◆◆ **McCain® True Beer Foods™** complements popular craft beers with ideal

flavors that create better guest experiences. Seventy-one percent of consumers look for complementary foods when choosing a craft beer at restaurants and bars. McCain Foodservice helps operators give customers what they are looking for through the True Beer Food Guide. The guide features beer pairing suggestions, promotional tips and other support to drive traffic by bringing beer and food together. To learn more, ask a McCain Foodservice sales representative or visit <http://www.mccainusafoodservice.com/TrueBeerFood>.

◆◆◆◆◆ **Milliken, a renowned global leader in performance and protective textiles**, has debuted a new website unifying the manufacturer’s diverse textiles portfolio built on 154 years of

industry experience and award-winning research and development. Under the overarching Performance and Protective Textiles Division, Milliken serves a range of industries, including apparel, automotive and transportation, building and infrastructure, hospitality, industrial, military, interiors, and protective markets. “Milliken is synonymous with credibility within textiles,” shares Jeff Price, president of the Milliken Performance and Protective Textiles Division. “Milliken innovations speak for themselves, and this website helps convey our story and fortify our reputation in a cohesive online platform.” The website (textiles.milliken.com) presents the Milliken textiles portfolio in a customer-centric manner for enhanced understanding. Customers can navigate by market or search key performance characteristics to find solutions that best fit their needs. Users can also learn more about the innovations and technologies that drive Milliken’s suite of textiles solutions and power its research and development capabilities.



antioxidant vitamin C. **Now available for foodservice in Strawberry Cucumber and Orange Grapefruit flavors**, each 11.5-ounce can contains one full serving of vegetables and only 70 calories. In a test, consumers preferred the taste of V8 +HYDRATE® Strawberry Cucumber to category leader Vita Coco Pure Coconut Water. “This plant-based beverage, made with real food ingredients, demonstrates Campbell’s desire to help consumers stay hydrated and get more vegetable servings—at the same time,” said Director of Marketing, U.S., Campbell’s Foodservice, Melissa Price. “We saw an opportunity to fill a void in the anytime refreshment market and bring something unique to the category, because many of the existing options were either too expensive for operators or guests didn’t love the flavors. V8 +HYDRATE® offers superior hydration and a clean, crisp, delicious taste at an affordable price and is a good-for-you choice for guests on the go who need a pick-me-up—whether it’s at the start of the day, after a workout or during a commute.” For more information, visit www.campbellsfoodservice.com.

OSHA from page 1

- ◆ Communication and Coordination for Host Employers, Contractors and Staffing Agencies

Some of the OSHA standards placed on employers include:

- ◆ Provide a work environment free from serious safety hazards and comply with the standards, rules and regulations issued under the OSH Act
- ◆ Provide employees with safe tools and equipment and properly maintain the equipment
- ◆ Provide safety training in a language workers can understand
- ◆ Identify hazards with color coding, posters or signs to warn employees
- ◆ Develop and implement a written communication program for chemical hazards and train employees on the hazards they may be exposed to (and the proper precautions for each)

OSHA’s civil penalties amounts for violations of workplace safety and health standards are increasing to adjust for inflation. New penalties for willful and repeat violations will be \$132,598 per violation; serious, other-than-serious, and posting requirements are \$13,260 per violation; and failure to abate violations are \$13,260 per day beyond the abatement date.

Here are the Top 10 most frequently cited OSHA standards violated in 2018:

- ◆ Fall Protection
- ◆ Hazard Communication
- ◆ Scaffolding
- ◆ Respiratory Protection
- ◆ Control of Hazardous Energy (lockout/tagout)
- ◆ Ladders

- ◆ Powered Industrial Trucks
- ◆ Fall Protection Training
- ◆ Machinery and Machine Guarding
- ◆ Eye and Face Protection

Another recent OSHA update rescinded two major parts of its electronic recordkeeping rule and no longer requires the submission of injury and illness data from Forms 300 and 301. Only Form 300A, an annual summary of injuries and illness, is required moving forward. The deadline for 2018 Form 300A (summarizing 2018’s data but submitted in 2019) moves to March 2, beginning this year. To learn more about how to submit that data, click [here](#).

When employers partner with Professional Employer Organizations (PEOs), their employees are covered with workers’ compensation insurance. As a part of the PEO bundle, employers also receive on-site safety guidance and training to identify all types of workplace hazards, create a culture of safety best practices and prevent accidents in the workplace. A safe workplace helps employers attract and retain top talent by giving them peace of mind, which contributes to overall company success.

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Greg Andress, Director of Risk Management Services for Frank Winston Crum Insurance, is a 30+ veteran of the insurance industry who has spent more than 20 years in risk management/loss control. With clients in many industries, Greg has developed proactive loss control programs, training materials and technical bulletins; and delivered training for hundreds of clients nationwide to help them understand how they can identify and control their total cost of loss.

◆◆◆◆◆ Over the past few years **Golden Chick** has shown consistent growth in the quick service category in the United States and isn’t showing signs of slowing down. The restaurant chain which is in its 52nd year of business will open 25 new Golden Chick locations, will continue unit renovations and is expected to hit and surpass its 200th overall location in 2019, putting the company at 13.7 percent unit growth for the year. **Also new locations are planned for Florida in 2020.** Franchised companies typically average about 6 percent growth annually, and very few make their way into double digits. Mark Parmerlee is the President and CEO of Golden Chick. In 2018, Golden Chick opened 17 restaurants and has exceeded 10 percent annual unit growth for the past three years. Known for its crispy Original Golden Tenders® and marinated Golden Fried Chicken, Golden Chick currently has 183 locations in Texas, Oklahoma, South Carolina, Georgia and Florida.



◆◆◆◆◆ With 82 percent of consumers seeking functional beverages with multiple benefits[1] to help them reach their well-being goals, Campbell’s Foodservice is launching the V8 +HYDRATE® line to give operators a healthy drink option for their guests. Its non-GMO, gluten free and vegetarian and has no added sugars or artificial sweeteners. Unlike other plant-based beverages, V8 +HYDRATE® is 50 percent sweet potato juice, which provides natural electrolytes and glucose to aid in muscle recovery and restoration with a clean, crisp taste. **V8 +HYDRATE®** has an isotonic formula that replenishes nutrients and fluids quickly and is also a good source of



◆◆◆◆◆ **The Vollrath Company has introduced of a full line of high-quality food delivery and transport bags** that extend delivery range and help provide a restaurant-quality experience for customers at home. “This is an exciting addition to our product offering,” said Paul Egbert, vice president of smallwares and countertop equipment for Vollrath. “Food delivery has never been more in demand and we’re excited to debut these high-quality delivery systems, using the latest technology.” Operator friendly with durable, weather resistant design, the new products provide high performing insulation and warmth at a variety of price points and in different styles. In the 3-Series, hot food generates heat in the bag while the insulation helps retain the heat to keep food warm. The next level in the heating bag line, the 5-Series with Heat Pad, features a heat pad that pre-heats the bag and is either unplugged for transport or powered by an optional 12-volt in-car power cord. Vollrath Foodservice, a division of The Vollrath Company, LLC, offers a full line of high-quality foodservice equipment – including countertop equipment, serving systems and components, as well as induction products and smallwares. Vollrath manufactures industry-leading products at a single level of quality globally, backed by exceptional customer service and education at the Vollrath University training facility. For more details, visit vollrath.com.

Email your company’s **What’s Going On** info to terri@trnusa.com. **TR**

2. Employment Laws

Many state employment laws voted on during the November elections are effective January 1 of the following year. It's important for employers to review any employment law changes in the states where their employees work. Here are two examples of employment laws that went into effect on January 1, 2019.

An Oregon Equal Pay law prohibits employers from paying employees different amounts for the same or comparable work unless the compensation is based on a bona fide factor related to the position.

A California law requires employers with five or more employees to provide at least two hours of sexual harassment training to all supervisors (and one hour to non-supervisors) by the end of the 2019, and once every two years after that.

3. Benefits

In many cases, employee benefits may already be in place for 2019, however, retirement savings plans and the Affordable Care Act (ACA) are just two examples of benefits that need to be monitored outside of open enrollment season.

Review Benefit Coverage Requirements

The fate of the Affordable Care Act remains to be seen, but for now, the employer mandate for companies with 50 or more full-time and full-time equivalent employees is still in place. Smaller


employers can choose to provide coverage and should note that qualified small employer health reimbursement arrangements (QSEHRAs) have increased contribution amounts for 2019.

Review Elective deferrals for 401(k)

If companies offer a qualified retirement plan with salary reduction contributions (elective deferrals by employees), such as a 401(k), the limits for 2019 have increased over 2018 amounts.

Review FSA Limits

The amount of compensation that employees can commit to medical flexible spending accounts (FSAs) in 2019 increased to \$2,700 (up from \$2,650 in 2018). However, the limit for dependent care FSAs is \$5,000, which is a fixed amount that's not adjusted annually for inflation.

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Nannette Madera, PHR is a bilingual Certified Professional in Human Resources who has over 10 years of experience in Human Resources, Management, Training, and Organizational Development.

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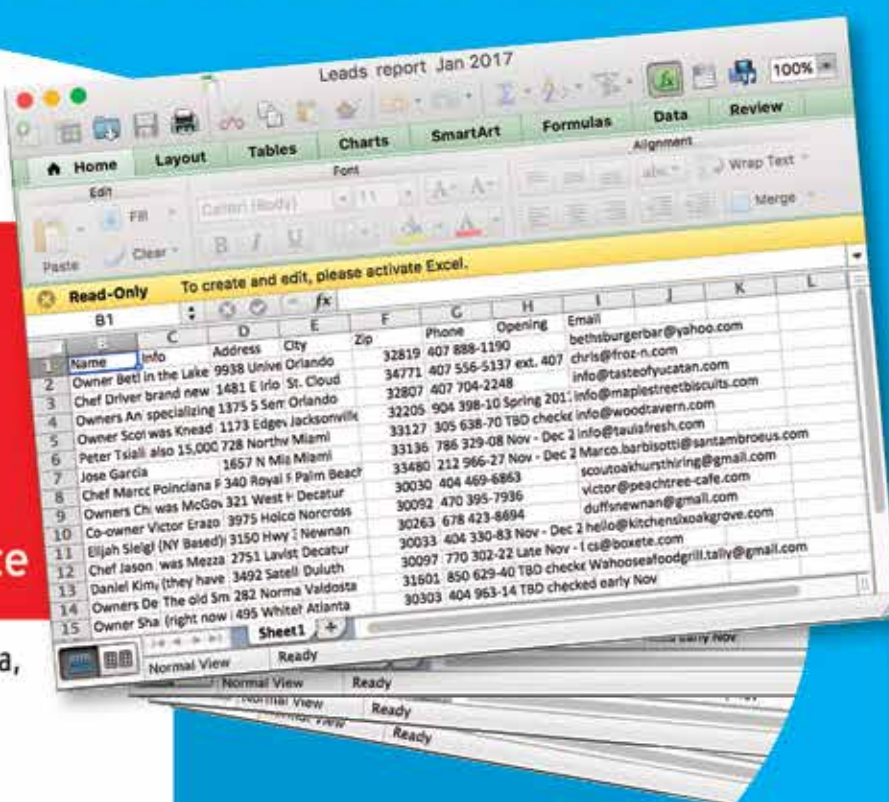
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U.S. sees double-digit growth in plant-based proteins case shipments to foodservice operators

West and South census regions realize strongest growth


Chicago, IL - Case shipments of plant-based protein from broadline foodservice distributors to foodservice operators increased by 20 percent in the year ending November 2018 compared to year ago with all Census regions showing double-digit growth, reports The NPD Group. The West Census Region represents the most planted-based volume and case shipment growth followed closely by the South Census region, according to NPD's SupplyTrack®.

There are also plant-based fans who have concerns around animal welfare and they want to know how products are brought to market.

About a quarter of the U.S. population, many of whom aren't vegan or vegetarian, say that they eat and drink plant-based beverages and foods as well as animal protein on a regular basis. Among the reasons why plant-based proteins have mainstreamed is

that consumers, in addition to adding protein to their diets, perceive them as being a "better-for-you" option. There are also plant-based fans who have concerns around animal welfare and they want to know how products are brought to market. These consumers have the belief that plant-based protein provides "clean meat" and eliminates many of these barriers.


Burgers represent the largest plant-based foodservice category and have year-over-year double-digit growth in pounds shipped to foodservice operators, and it's plant-based burgers that are showing up the most on many restaurant menus. Although plant-based burgers are popular across demographics, an analysis done with NPD's receipt mining service, Checkout, shows that smaller, more affluent (\$100,00 and up) households are the top buyers of plant-based burgers*.

"Plant-based proteins are no longer just a meat replacement, it's now its own category," says David Portalatin, NPD food industry advisor and author of Eating Patterns in America. "It's possible that protein overall is evolving into a category, whether animal meat, beans, nuts, soy, wild game or other proteins, in forms ranging from beverage to center-of-plate." 

About The NPD Group: NPD offers data, industry expertise, and prescriptive analytics to help their clients grow their businesses in a changing world. Over 2000 companies worldwide rely on them to help them measure, predict, and improve performance across all channels, including brick-and-mortar and e-commerce. They have offices in 27 cities worldwide, with operations spanning the Americas, Europe, and APAC. Practice areas include apparel, appliances, automotive, beauty, books, B2B technology, consumer technology, e-commerce, fashion accessories, food consumption, foodservice, media entertainment, mobile, office supplies, retail and many other categories.

About NPD's Food Sector: NPD is the only research company to continuously track and have a full view of what individuals actually eat and drink in- and away-from-home. "We are the definitive source of information and insights for all aspects of food and beverage consumption and consumer use of restaurants and foodservice outlets. We can track the same foodservice consumer over time to gain actionable insights. In addition, we track actual sales information on every product shipped from leading broadline distributors to each of their foodservice operators." For more information, visit npd.com.

Graduate from page 5

The CIA is currently accepting applications for the fall 2019 inaugural class in Wine Management, as well as the master's in Food Business and ACAP. To enroll in the Wine Management program, students must be at least 21 years of age with a bachelor's degree, preferably in hospitality management or a related field. For more information or to apply call 1-800-CULINARY or e-mail admissions@culinary.edu. 

About The Culinary Institute of America: Founded in 1946, The Culinary Institute

of America is the world's premier culinary college. Dedicated to developing leaders in foodservice and hospitality, the independent, not-for-profit CIA offers master's, bachelor's, and associate degrees with majors in culinary arts, baking & pastry arts, food business management, hospitality management, culinary science, and applied food studies. The college also offers executive education, certificate programs, and courses for professionals and enthusiasts. Its conferences, leadership initiatives, and consulting services have made the CIA the think tank of the food industry and its worldwide network of more than 50,000 alumni includes innovators in every area of the food world. The CIA has locations in New York, California, Texas, and Singapore. For more information, visit www.ciachef.edu.

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National Restaurant Association Educational Foundation 2019 Board Officers

Washington, DC - The National Restaurant Association and its Educational Foundation today announced their new slates of board officers and directors.

Joe Essa, President and CEO of Wolfgang Puck Worldwide Inc., will serve as Chair of the National Restaurant Association, and Geoff Hill, Managing Director of Roark Capital Group, will serve as Chair of the National Restaurant Association Educational Foundation.

Dawn Sweeney, President and CEO of both the National Restaurant Association and the Educational Foundation, said the organization's new board officers would provide the critical leadership necessary to ensure the restaurant industry's continued growth and success.

"This year's Chairs, Joe Essa and Geoff Hill, bring years of experience and passion for our industry to their new roles," she said. "Their first-hand knowledge and dedication will provide valuable insights that will help the Association and Foundation navigate the challenges our industry faces."

In addition to Essa, Vice Chair Melvin Rodrigue, President and CEO of Galatoire's Restaurants, and Treasurer Brian E. Casey, President of Oak Hill Tavern and the Company Picnic Company, will lead the Restaurant Association's board.

Foundation officers supporting Hill are Vice Chair Stan Harris, President and CEO of the Louisiana Restaurant Association, and Treasurer Susan Adzick, Senior Vice President of Sales and Strategic Relationships at McLane Foodservice Inc.

Each of the officers will serve out a one-year term. The following is the list of 2019 board officers for the National Restaurant Association and the Educational Foundation:

National Restaurant Association

Chair: Joe Essa is President and CEO of Wolfgang Puck Worldwide, where he leads the company's initiatives to grow its casual-restaurant and consumer-products businesses. Before that, he served as Vice President of Operations at TOSCORP, a New York City-based, fine-dining Italian restaurant group. Essa also founded restaurant companies in North Carolina and Connecticut. He is a Boston College graduate, with a bachelor of science in accounting and finance, and is a Certified Public Accountant.

Vice Chair: Melvin Rodrigue is President and CEO of Galatoire's Restaurants, located in New Orleans. He has dedicated his career to cultivating the traditions and experiences of one of America's grandest fine dining institutions, Galatoire's, in business since 1905, and a showcase for New Orleans as a world-class-dining destination. Under his leadership, Galatoire's iconic, flagship restaurant was named the James Beard Foundation's Most Outstanding Restaurant in the United States in 2005. Rodrigue also serves as President of New Orleans' Ernest N. Morial Convention Center. He is a past President of the Louisiana Restaurant

Association as well as a Director of the New Orleans CVB Board.

Treasurer: Brian E. Casey is President and Owner of North Kingstown, R.I.-based Oak Hill Tavern and the Company Picnic Company. A 35-year hospitality industry veteran and lifelong resident of Rhode Island, he has deep roots in his local community. He was Chairman of the Rhode Island Hospitality Association, and in 2013 named their Restaurateur of the Year and Caterer of the Year in 2008. A graduate of Rhode Island College, he earned a bachelor of science degree in political science.

The Restaurant Association also added several new members to the board. The newly elected directors include:

Brad Anderson, President of Anderson Management Group, Billings, Mont.

Jean-Marie Clement, Vice President of Food and Beverage, Walt Disney World, Lake Buena Vista, Fla.

John Teza, Director of NRD Capital Management, Atlanta

Jett Mehta, President and CEO of Indus Hospitality Group, Rochester, N.Y.

Don Balfour, Vice President of Waffle House Inc., Norcross, Ga.

John Cywinski, President of Applebee's Grill & Bar, Glendale, Calif.

Dan Rowe, CEO of Fransmart, Alexandria, Va.

National Restaurant Association Educational Foundation

Chair: Geoff Hill is Managing Director of Roark Capital Group, which owns 25 restaurant companies covering 23,000 locations worldwide. He is involved in sourcing activity for franchise and multiunit acquisitions as well as portfolio management for several of Roark's Restaurant investments. Previously, Hill was President of Cinnabon, a Roark-owned company. He attended Cornell University's Hotel and Restaurant School, and started his hospitality career at the Bristol Hotel Company.

Vice Chair: Stan Harris is President and CEO of the Louisiana Restaurant Association. Before that, Harris spent 27 years with TJM Restaurant Management, which was the largest franchisee of Ruth's Chris Steak House, including stints as President and CEO of the firm. In 2007, he became CEO of the Forefront Group, North America's largest supplier of golf accessories. Most recently, Harris was managing partner of The H Group, a management advisory firm focused on business-process improvement and team development, serving family businesses and entrepreneurs. He is a past President of the Council for State Restaurant Associations and Director on the New Orleans CVB Board. Harris graduated from Louisiana State University in Baton Rouge.

Treasurer: Susan Adzick is Senior Vice President of Sales and Strategic Relationships for the McLane Company's foodservice division. She is responsible for \$15 billion a year in revenue and provides strategic direction business development and customer relationship management for 34

restaurant brand customers. She also is active in the foodservice industry, serving as 2018 Chair of the Women's Foodservice Forum, as a National Restaurant Association board member, and on the Restaurant Leadership Conference's Advisory Council and Executive Committee. She started her foodservice career with PepsiCo Food Systems. She received her undergraduate and postgraduate degrees from Vanderbilt University in Nashville, Tenn.

In addition to naming its new board officers, the Educational Foundation also introduced its new board members. They include:

Brett Ladd, CEO of Sodexo Government, Gaithersburg, Md.

Derek Small, Director of Culinary Training for Troop Café, Milwaukee

Joel Neuman, Vice President of Legal and Industry Affairs, Coca-Cola Foodservice, Atlanta

Greg Barber, Vice President of Global Business Development, PepsiCo, White Plains, N.Y.

James Fripp, Chief Diversity and Inclusion Officer for Yum! Brands Inc., Plano, Texas


The board is composed of about 70 voting directors, who represent every facet of the U.S. restaurant and foodservice industry. They provide strategic guidance to the Association as it seeks to

advance and protect the interests of the restaurant and foodservice industry.

About the National Restaurant Association
Founded in 1919, the National Restaurant Association is the leading business association for the restaurant industry, which comprises 1 million restaurant and foodservice outlets and a workforce of more than 15 million employees. We represent the industry in Washington, D.C., and advocate on its behalf. We operate the industry's largest trade show (NRA Show May 18-21, 2019, in Chicago); leading food safety training and certification program (ServSafe); unique career-building high school program (the NRAEF's ProStart). For more information, visit Restaurant.org and find us on Twitter @WeRRestaurants, Facebook and YouTube.

About the National Restaurant Association Educational Foundation: As the philanthropic foundation of the National Restaurant Association, the National Restaurant Association Educational Foundation's mission of service to the public is dedicated to enhancing the industry's training and education, career development and community engagement efforts. The NRAEF and its programs work to Attract, Empower and Advance today's and tomorrow's restaurant and foodservice workforce. NRAEF programs include: ProStart® – a high-school career and technical education program; Restaurant Ready – partnering with community based organizations to provide "opportunity youth" with skills training and job opportunities; Military – helping military servicemen and women transition their skills to restaurant and foodservice careers; Scholarships – financial assistance for students pursuing restaurant, foodservice and hospitality degrees; and, the Hospitality Sector Registered Apprenticeship Project – a partnership with the American Hotel & Lodging Association providing a hospitality apprenticeship program for the industry. For more information on the NRAEF, visit ChooseRestaurants.org.

SOURCE National Restaurant Association



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