

Today's Restaurant

THE FOODSERVICE INDUSTRY AUTHORITY

VOLUME 27

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TR Today's Restaurant
The Foodservice Industry Authority

3 tips to tackle holiday restaurant recruitment challenges

By John Grotegut

Head of Global Talent at HireVue

Ready or not, the holidays are right around the corner. And with the holidays comes holiday hiring needs—and a lot of them. The restaurant industry is facing its own unique set of recruitment challenges in the wake of the pandemic. While establishments are back open and operating, the industry looks different this year.

Most restaurants put holiday hiring plans together and begin the process as early as September. The current economic climate has shifted consumer habits and with spending projected to be higher than last year, the number of holiday openings at restaurants is expected to increase. The bottom line? It's time to start hiring now.



John Grotegut

Below are 3 tips to make sure hiring is nothing but an easy check mark on your long holiday to-do list.

Rethink how you engage your candidates

With higher volume expectations comes increased hiring needs—and a lot of positions to fill. While that's great news for restaurants, hiring teams have to realize that reaching today's hourly employees requires a different approach than two years ago. Restaurant employees have faced shutdowns, permanent closures and a general state of uncertainty during the pandemic. Poor communication from management has helped contribute to burnout, and restaurant workers want to be heard.

Conversational-AI allows you to hire up to 4x faster by engaging candidates all the way through the hiring process. Technology built for high-volume hiring, like HireVue, is built to find the candidates that will interact best with your customers through a process that can be done in one day. Automation will increase your efficiency and return time to your managers, so they can get back to servicing customers. Simply post a job and let candidates engage with a chatbot that will prescreen and then allow them to schedule an interview. Black Angus Steakhouses implemented text messaging at the onset of the coronavirus pandemic and the team achieved fantastic results at a time of total uncertainty, including a 74% average response rate within 1 hour and a 96% average response rate within 24 hours.

And don't forget—you can turn your customers into candidates. Mobile-friendly solutions allow teams to reimagine how they reach their future employees. For example, our text-powered recruiting assistant incorporates solutions like text-to-apply, so hiring teams can start turning customers into candidates. Start building the team you need for success—without the stress.

Hire those who know your business

Skip a lot of the learning curve and look to rehire your past employees. They know your business and

See 3 TIPS page 14



eddie
Edible Ink Printer

Edible ink printer for restaurant desserts

When it comes to increasing your restaurant's profit margins, you may be overlooking a lucrative market: desserts. A specialized dessert menu is the cherry on top of a satisfying meal. However, it can be a challenge for restaurants to deliver a wide selection of specialty items while remaining profitable and efficient in their production methods.

With Primera Technology's Edible Ink Printer, restaurants can create truly customized desserts quickly and efficiently. The Eddie is the world's first-and-only GMP and NSF certified edible ink printer that prints directly onto cookies, candy, donuts, marshmallows, macarons, white chocolate toppers, and requires no hand piping, frosting sheets, or drying time. **TR**



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Appell Pie

How do you say it?

Howard Appell ♦ Today's Restaurant Publisher

I've been writing these columns for twenty 26 years and around this time of year I always say the same thing but with different words and phrases. I have been racking my brain to come up with a new and exciting way to say Merry Christmas, Happy Chanukah and Happy New Year and to thank my friends and family for another great year of life on this planet.

Think about what we have been through in 2022, terrorist attacks, raging inflation, supply chain issues, labor shortages mid-term election drama, war in the Ukraine, Russians bombing hospitals and schools, civilian protests in Iran, Russian soldiers and draftees leaving their country, China threatening to attack Taiwan, and of course our border situation. Who knows who the good guys are anymore?

War used to be easy, the bad guys wore one uniform and the good guys had another. Spies would change uniforms to gather information and run back across the imaginary line to their own side. The biggest challenge they had was to change uniforms before they got close to the "line" or they would be shot at by their own side.

How do you say Merry Christmas and Happy Chanukah when there are so many people who are not happy or merry because of these situations that are out of their control?


Remember when Jimmy Stewart would trudge through the snow to his home and Donna Reed would welcome him home with a table full of food in front of a roaring fireplace. Timmy was happy to see his Dad come home even if his Dad had no money to buy him a gift because he knew that his family's love and well-being was the biggest gift he could get in a black and white world. (I'm sure I blended this scene from several Jimmy Stewart black and

white films.) When did we lose this black and white scene to a full color world of hate, greed and jealousy?

How do you use the words merry or happy with people who are devastated about losing their homes or businesses in crazy storms? Can you be happy or merry about rising ocean levels or raging snow storms? Can you be happy that countries are at war with each other and battle over burnt land, injured and dead citizens, just to satisfy a crazed dictator?

*Thank you all
for 2022 and I look
forward to a better
2023 and sharing
many "Empty Plates"
with many of you.*

How do you wish people a Merry Christmas and a Happy Chanukah? I guess you just go ahead and do it like it has been done for thousands of years. You just do it. Forget about the elections, forget about the economy, forget about your pain in the butt neighbor or relative and just get out there in person or on Facebook, LinkedIn, Twitter and whatever means you have and thank someone for making your life better by being a part of it. That's how I see the Holiday's. I celebrate them all especially if food is involved.

Thank you all for 2022 and I look forward to a better 2023 and sharing many "Empty Plates" with many of you. (See my Facebook posts for full understanding of Empty Plates.) Merry Christmas, Happy Chanukah and Happy New Year. 

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What's Going On

Important new products, corporate news and industry events

Casa M Spice Co[®], a premium manufacturer of low sodium spice blends, announced that they have secured placement with several key retailers including Reasors, Price Chopper, SpartanNash, and Piggly Wiggly. The recent expansion further develops the Casa M reach in the Northeast, Midwest, and Southern territories. Piggly Wiggly is an American supermarket chain known for having been the first grocery retailer to offer customer self-service. Casa M Spice will be carried in store locations throughout Alabama. For more info visit www.CasaMSpice.com.

◆◆◆◆◆
Yalla Motek, a fast casual Mediterranean street food counter concept born from the successful Motek Café, has launched at the Treats Food Hall located within Aventura Mall, located at 19501 Biscayne Blvd.. The 100% glatt kosher-style menu features the highest quality ingredients crafted to transport diners to the Mediterranean and the Middle East.

◆◆◆◆◆
The Specialty Coffee Expo is coming to Portland, Oregon, April 21-23,



Meez, a first-of-a-kind professional recipe tool that digitizes every aspect of culinary content, and its new capabilities and the platform overall help restaurants optimize bottom lines by turning existing recipe content into an interactive database of "living" recipes. Unlike a recipe stored in a spreadsheet or notebook, meez recipes can be shared and taught to colleagues, scaled and converted to any unit of measure, and used to make better business decisions like how to price menus. But it's not just recipe management, it's about the process of the restaurant business and everything that has a connection, such as menu amendments, ingredient orders, and more. Already deployed in more than 1,200 kitchens worldwide, the recipe management tool has proven to significantly increase profit margins for kitchens of all sizes and help chefs and operators launch new menu items in up to 75% less time.



2023. The Specialty Coffee Expo was designed to be the coffee professional's one stop shop for everything they need to succeed in the coffee industry. Food and Beverage professionals can view the industry's most innovative and cutting edge coffee products, learn about integrating specialty coffee into their existing business plan, and easily make purchasing decisions face to face

on the show floor. Visit coffeeexpo.org for more details.

◆◆◆◆◆
It's been a difficult year for restaurant owners, however, according to a new pulse survey from **Homebase**, the one-stop-shop for small businesses to run great teams, **39% of restaurant owners intend to expand their businesses by opening a new location in the next one to two years.** Homebase's

Head Economist is Jason Greenberg. Homebase focused its September Pulse Report on restaurant owners and found:

◆ Approximately 95% of restaurant owners anticipate hiring at least one additional worker in the next one to two years.

◆ More than 45% of restaurant owners believe their employees are either more (or significantly more) productive this year versus last year.

◆ With leaner operations, more than two-thirds of owners believe that the current economic environment has created more camaraderie amongst their teams.

◆ The primary way this greater camaraderie is evident is in employees' willingness to jump in to pick up their teammates' shifts (50%).

◆◆◆◆◆
Local Milton residents Daniel and Laura Hinchee have signed on to open Georgia's first **BIGGBY[®] COFFEE**, the 300-plus unit coffee franchise focused on enriching communities and helping people build a life they love, has had a



See **WHAT'S GOING ON** page 10

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Photo Bites

People, places and happenings in Florida's foodservice industry.



Brian Josselson of Rougue Leasing with Ed Guertin - Seacoast Sales, John McCabe - Ali Group - Carpigiani and Darin Gull, Traci.Net



Howard Appell from Today's Restaurant with Matt Loder, Crabby Bills



James Mansfield from Bag-Up



Terry Black of Berg Multi-Beverage Control Systems

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Terri McKinney from Today's Restaurant with Darin Gull, Traci.Net



Ben E. Keith's Jeff Islam, Randy Armitage, Tim Folds, Andrew Miller, Jonathan Dougherty, Tom Pamgeburn, JR Fort and Keith Burmylo



Michael Bernadski from LRK Seating



Peter Kokkinakos of Helio Insurance with Louie Kokkinakos - FRPG Matt Loder - Crabby Bills and John Petalas from Seminole Subs & Gyros



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Accurate Franchising launches 3 new concepts

Thriving brands propel expansion through franchising with the leading franchise development firm

West Palm Beach, FL – Accurate Franchising, Inc.™ (AFI), a franchise development consulting firm, announced the launch of three new franchise concepts – Cannoli Kitchen, Rollin Smoke BBQ and Blende Custom Makeup & Skincare Lab. With first-hand experience owning and operating its own franchise brands, AFI is uniquely positioned to help business owners fuel growth through franchising and is excited to spotlight three new franchisors, joining the over 50 new franchise brands that have completed its program so far this year.

“Cannoli Kitchen, Rollin Smoke BBQ and Blende Custom Makeup & Skincare Lab are proven concepts that have each achieved success independently. With the strategic infrastructure we developed, we’ve helped elevate their business models so that these brands are ideally positioned to thrive as franchises,” said Tipton Shonkwiler, President of Accurate Franchising, Inc. “We’re proud to have them join our portfolio of emerging franchisors and are confident that they’ll be standouts to entrepreneurs seeking investment opportunities with a viable franchise.”


Founded in 1996 in Boca Raton, Cannoli Kitchen is a fast casual Italian restaurant concept with five existing locations in and around its hometown. With strong roots in South Florida, the

brand is targeting new markets throughout the state for franchise expansion, as well as in the surrounding Southern U.S. region. Cannoli Kitchen’s ideal candidates for franchise ownership are multi-unit operators and experienced entrepreneurs with business management knowledge.

A full-service restaurant concept known for its high-quality hickory-smoked barbeque, Rollin Smoke BBQ was founded in 2012 and cur-

franchise of its kind within the US to offer custom created makeup products for their clients. The company is gearing up for expansion in the Northeast US, with opportunities in New York and Connecticut. Blende’s ideal owner/operators have at least three years of professional makeup experience or employ qualified managers.

In addition to developing tailored business plans and infrastructure for emerging franchise brands, AFI offers

a global network and nearly four decades of experience in the franchise industry. 

About Accurate Franchising, Inc.: Accurate Franchising, Inc.™ (AFI) is the only franchise development consulting firm with first-hand experience operating and growing its own franchise brands. As part of the United Franchise Group™ (UFG) family of affiliated brands and consultants, AFI helps entrepreneurs grow their business by becoming franchisors. With an intimate understanding of what a franchisor needs to succeed, AFI ensures clients benefit from their 35 years of experience advancing brands into world class, award-winning companies. Accurate Franchising Inc. has worked in excess of 80 countries with more than 350 brands and over 2500 franchisees worldwide and with industry-leading brands like Graze Craze®, Fully Promoted®, Signarama®, Transworld Business Advisors®, and Venture X® to name a few. For more information, visit www.AccurateFranchising.com.

About United Franchise Group: Led by CEO Ray Titus, United Franchise Group™ (UFG) is home to an affiliated family of brands and consultants including Accurate Franchising Inc.™, Exit Factor™, FranchiseMart®, Fully Promoted®, Signarama®, Transworld Business Advisors®, and the Coworks™ division consisting of Franchise Real Estate™, Network Lead Exchange™(NLX), Office Evolution® (OE) and Venture X® as well as a food division featuring Graze Craze® and The Great Greek Mediterranean Grill®. UFG affiliated brands include over 1600 franchises in more than 60 countries, with consultants that have helped develop over 350 brands into franchises, in over 80 countries with more than 2500 franchisees. With over three decades in the franchising industry United Franchise Group offers unprecedented leadership and solid business opportunities for entrepreneurs.



rently operates five locations in Las Vegas. The company’s ideal owner/operators are experienced entrepreneurs with a vested interest in and knowledge of the foodservice industry. As it looks to fuel its nationwide expansion, Rollin Smoke’s target markets including North Carolina, South Carolina, Georgia, Florida, Texas, Arizona, Tennessee, and Ohio.

Based in Westfield, New Jersey and serving the surrounding New Jersey and NYC metro areas, Blende Custom Makeup & Skincare Lab is the first

continued training and guidance for clients that extend beyond their initial transition from owner/operator to franchisor. In August, the company announced the roll-out of its Extended Support Program, a two-year plan especially structured for its clients, providing extra resources during the critical phases of business development after launch. As part of the United Franchise Group™ (UFG) family of affiliated brands and consultants, led by founder and CEO Ray Titus, AFI clients also benefit from the expertise of

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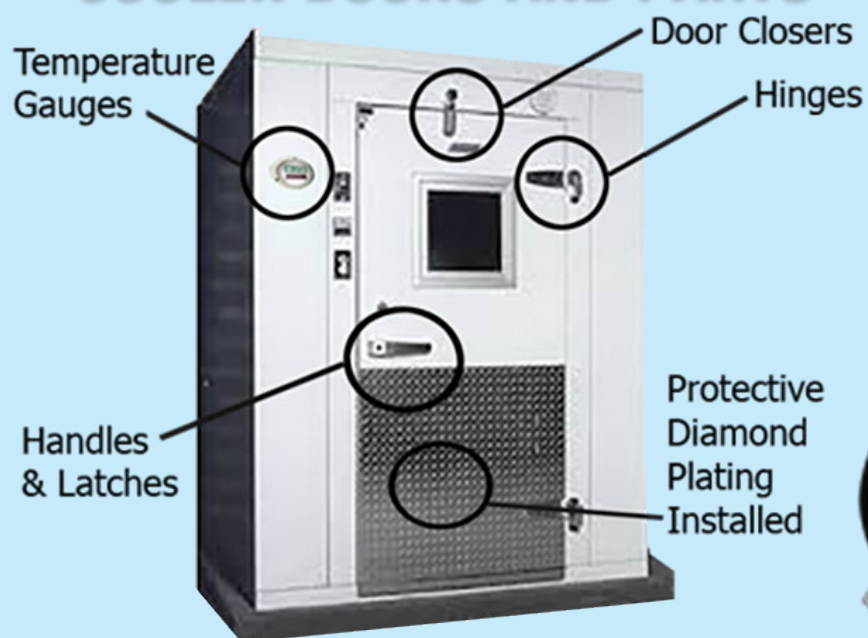
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5 things everyone should know about autonomous drone delivery

Indianapolis, IN – There is a lot of buzz about drones, especially regarding using the technology for delivery purposes. Many envision a future with drones to deliver everything from hot pizzas and restaurant takeout to prescription medications. The good news is that it will be here quicker than people realize, making it essential to know a few things about it, so people know what to expect.

“Millions of people are ready for autonomous drone delivery and yesterday wasn’t soon enough for it to start,” says Dan O’Toole, founder and chief executive officer of Dronedek. “We are making great strides in ensuring that drone delivery will be a widespread final mile delivery system shortly.”

While many realize that drone delivery will be widely available, they still don’t know what to expect or how it will work. The more people get an idea of what it will look like and its many benefits, the more they are ready for it to be here today.

Here are 5 things everyone should know about self-governing drone delivery:

◆ **Combined usage.** Drone delivery will include a mixed-use of autonomous and traditional delivery. This will consist of drones, ground robotics, self-driving trucks, and conventional manned-delivery methods. The systems



will work together. For example, a self-driving truck may drive to a neighborhood where it releases drones and ground robotics to complete the last inch of the final mile of delivery to the person's Dronedek.

◆ **Time savings.** Autonomous delivery will save a lot of time. A study by the University of Kansas found that autonomous delivery can save a delivery person between 30-77% more time. A study by Nuro found that autonomous ground robotic delivery can cut down on errand runs, saving individuals around 87 hours (equal to about 11 vacation days).

◆ **Money savings.** Drones will help make delivery methods cheaper, quicker, and more efficient. Not only will there be an absence of gas prices to contend with, but it will lead to more affordable delivery costs. Furthermore, Dronedek helps by eliminating missed deliveries, further cutting down carrier costs, and lowering consumer costs.

◆ **It's greener.** Drone delivery is more environmentally friendly for getting things out to people. It's been found that drones can have up to 94% lower energy consumption per package than other vehicles, according to a

Ph.D. candidate in civil and environmental engineering at Carnegie Mellon University.

◆ **Safety matters.** Using autonomous delivery systems helps improve safety issues. It was reported in The Atlantic that Self-Driving Cars Could Save 300,000 Lives Per Decade in America.

"It's an exciting time when you think about where we are headed with drone delivery," adds O'Toole. "We are just now seeing the many ways we will all benefit from the transition. It's better for the planet, safer for our companies, and helps ensure the packages make it to the people."

Dubbed the "mailbox of the future," the receptacle will help people send and receive packages securely and safely and provides privacy. Founded by Dan O'Toole, Dronedek has raised \$7.1 million, helping to bring the receptacles to market and launching pilot programs. The company has also recently announced a number of new partnerships across its MaaS (Mailbox as a Service) ecosystem, including A2Z Drone Delivery, HUSH Aerospace and network provider Helium.

To see videos of Dronedek in action, please visit Dronedek: The Next Generation Mailbox and New Dronedek Smart Receptacle. To learn

See **DRONES** page 12

Security and Safety for Your Belongings



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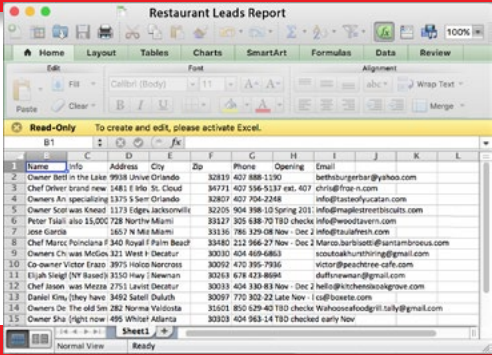
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GROW
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What's Going On from page 3

great start to 2022. The brand has secured 59 franchise signings and executed 38 store openings this year, to include units in a total of 11 states, including Illinois, Tennessee, Florida and more. A highlight of the year thus far has been the brand crossing the 300-unit mark as it continues to close in on its goal of 1,000 units open by 2028. “We are thrilled to announce additional expansion within Georgia. There’s a tremendous amount of opportunity in the coffee and cafe space,” explained Bob Fish, co-chief executive officer. “No one else is doing what we are on the same scale, and that’s attracting a lot of attention. It’s a really exciting time for us as we continue seeing growth through franchise expansion and year-over-year revenue numbers.” The Roswell deal will be the first location within Georgia. The agreement was signed by Daniel and Laura Hinchee, Milton residents who are pioneering the additional growth. Biggbycoffee.com.

◆◆◆◆◆
Herbes de Provence, the latest addition to CHEVOO’s iconic range of marinated goat cheeses, won Gold at the highly-esteemed World Cheese Awards in Wales on November 2, 2022. CHEVOO’s sister brand, Belle Chevre, took home a Silver award for its Greek



Kiss, a fresh chèvre wrapped in brined grape leaves. “Each year we are impressed by the increased level of competition at this highly regarded contest,” notes Foster McDonald, CEO and owner of the Belle Chevre company. “We are very proud of both our CHEVOO and Belle Chevre cheese-making teams for their skill, know-how, and commitment to producing such high-quality cheeses.” The World Cheese Awards is organized by the Guild of Fine Foods, formed in 1995. This year, the annual competition saw 4,000 cheeses, representing more than 40 countries.

◆◆◆◆◆
A new (patent pending), high-tech, product offered by BrewAlert, offers every restaurant location with a self-service coffee bar such as hotels, bagel places, and Panera-style sandwich shops. Customers can be kept happy by never running out of coffee. The restaurant staff will be saving time they now spend having to check coffee urn levels. The photo shows an urn sitting on a barely noticeable (10”x12”x3/4”) BrewAlert “smart plate.” A wireless receiver located in the kitchen lights up when any particular urn, accurately measured by BrewAlert at last three 16 ounce cups. Email: info@BrewAlert.NET

A new Vegan Food and Beverage manufacturing company Amalia Foods, has launched Bricco Blends, which is a powdered oat milk base for coffee cafes and coffee shops. Bricco Blends involves a dry blend of organic oat powder, pea protein and a short list of complementary ingredients that transforms into oat milk when combined with water. Amalia Foods LLC is a food manufacturer and distributor based in Austin, TX.



◆◆◆◆◆
Restaurants’ profit margins have been challenged harder than ever with the pandemic, supply chain disruptions, labor shortages and record inflation. Enter **Tablz**, the StubHub and SeatGeek of the restaurant industry. The company is founded on revolutionizing the future of restaurant dining by monetizing the physical real estate in dining rooms. **The first of its kind**, Tablz is allowing restaurants to do what airlines, hotels, sports arenas, and many other industries have already been doing — **selling premium seating during premium times**. Tablz is an opt-in upgrade that allows diners to view a 3D scanned walk-through of a restaurant’s dining room and pay to pick the exact table they will sit at (~ \$5-100/table). Visit Tablz.com for all details.

◆◆◆◆◆
Technology solutions company **BrewLogix** has announced the launch of its Performance Platform, directly serving and delivering vital insights to restaurant, bar, hospitality and craft brewery customers with draft beverage programs. Developed after three years of research and pilot testing, the software platform converges accurate product knowledge with customers’ “ounce-by-ounce” data to elevate staff and guest experiences around the draft program. “Bar and restaurant owners know their draft programs hold a unique position in impacting the profitability of their overall operations. Our conversations with real people ‘on the ground’ revealed a frustration that spreadsheets, post-it-notes, whiteboards and other static tools are blocking the highest profit potential for draft program outcomes. Even the most intuitive and knowledgeable managers are seeking methods to streamline and automate product and information flow in real time,” said Lori Bolin, President & Chief Strategy Officer, BrewLogix.



◆◆◆◆◆
Chicharron Grill, a new Puerto Rican restaurant, is slated to open before January at the Marketplace at

Avalon Park at 3801 Avalon Park Blvd. in Orlando.

◆◆◆◆◆
The NAFEM Show will be held Feb 1-3rd 2023 at the Orange County Convention Center in Orlando. Discover the equipment and supplies that will keep any foodservice operation one step ahead. Cutting-edge technology products and services will be on display. Automation, health-care and all new products will on display for the Foodservice Industry. Visit thenafemshow.org for all details.

◆◆◆◆◆
Fast-casual restaurant concept **Freddy’s Frozen Custard & Steakburgers®** announced the brand’s plans to accelerate its growth in Northeast Illinois with the signing of a multi-unit development agreement to bring six new Freddy’s restaurants to the region. Leading the new development in Chicagoland is veteran franchisee, Asif Poonja of JAM Equities. Freddy’s has maintained strong development momentum in 2022 with 94 units added to its pipeline thus far and plans to grow its footprint in key target markets including California, Louisiana, North Carolina, South Carolina, and Texas. The brand has attracted multi-unit operators by adapting to the ever-evolving QSR industry, implementing strategies to meet the increased consumer demand for convenience and accessibility. Most recently, Freddy’s partnered with Creative Realities to launch digitalized menu boards. This next generation technology is being used to provide a more seamless experience for guests through drive-thru solutions.

◆◆◆◆◆
The Steel Window Institute has announced the publication of a new article detailing the strength and resilience of solid, hot-rolled steel windows and doors. The article, titled “The Resilience of Steel Windows and Doors,” was produced by the institute’s leading manufacturers of steel windows and doors. SWI details additional benefits of steel

windows and doors that are highly valued by architects in commercial and residential markets, including unique aesthetic possibilities. “The Resilience of Steel Windows and Doors” article can be downloaded from the SWI website. For more information about the institute and its standard of excellence in steel windows and doors, visit them online at steelwindows.com.

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Wild American Shrimp® announces the Chef of the Year winners for 2022

Biloxi, MS – Wild American Shrimp®, the American Shrimp Processors Association (ASPA)'s marketing program for wild-caught Gulf and South Atlantic Shrimp, has announced the winners of the 2022 Chef of the Year Awards: Chef Carl "Flavor" Stanton for "Hometown Chef," Chefs Adam and Tommy Waller for "Influencer Chef," and Chef Armando Vasquez for "Professional Chef." These chefs will reign for the next year as the association's "Admirals of Advocacy."

Hometown Chef of the Year

Chef Carl "Flavor" Stanton is a local chef and culinary arts instructor at Marathon Middle High School in Marathon, Florida. After a long career in the hospitality industry, working as a professional chef and caterer, he's now spent more than a decade teaching the basics of cooking and instilling his passion for wild-caught American shrimp to the next generation of potential chefs. Chef Stanton oversees six culinary courses, educating up to 100 students per day, two of whom nominated him for this honor. Chef Stanton will be donating his winnings to KAIR, a non-profit organization that serves individuals and families in Marathon and the Florida Keys who have found themselves in crisis.

Influencer Chef of the Year

Chefs Adam and Tommy Waller of Hammond, Louisiana, grew up with a deep-seated appreciation for the culinary arts, product design and sustainable living on the Gulf Coast. The brothers brought this appreciation to life by founding The Oyster Bed in 2014 to share products that bring families and friends together while simultaneously providing education on the value of conserving our coastal ecosystems. The Oyster Bed social media channels are chock-full of educational content that showcases the brother's exceptional culinary skills as well. Each week they



Chef Carl "Flavor" Stanton

provide fans with engaging lessons on why choosing wild-caught American seafood is best for both the environment and our tastebuds, but also for the industry workers and families whose lifeblood depends on our business. They may have Oyster in their name, but these brothers are big-time advocates for all things seafood, including wild-caught American shrimp! The Wallers will be donating their winnings to Task Force Pelican a nonprofit organization providing full-spectrum community-based services for veterans and their families.

Professional Chef of the Year

Chef Armando Vasquez is the co-owner of La Scarola, an Italian restaurant in the River West neighborhood of Chicago, Illinois. Chef Vasquez immigrated to the United States from Mexico as a child without a penny to his name in search of a better life, he worked for years as a dishwasher in New York, before moving to Chicago in 1991 and meeting future La Scarola co-owner Joey Mondelli. La Scarola is more than 20 years old and is considered a staple in the culinary world of the Windy City. The restaurant stands out not only for its delicious food but also for its popularity among various celebrities, whose photos hang across its dining room walls. Thanks to Chef Vasquez, the menu contains a wide range of mouthwatering Wild American Shrimp® dishes. Chef



Chefs Adam & Tommy Waller

Vasquez will be donating his winnings to the Chicago Culinary Museum and Chefs Hall of Fame, which works to promote the city as a culinary mecca by cultivating an environment that fosters education, awareness, and growth of Chicago's hospitality industry.

Wild American Shrimp's "Chef of the Year" is an annual award announced each October during National Seafood Month. Nominations were received from all over the United States and were reviewed by a committee designated by ASPA/Wild American Shrimp®. Chef of the Year selection criteria includes demonstrating support for the wild-caught, U.S. domestic shrimp industry, showcasing two or more recipes utilizing Wild American Shrimp®, and involvement in community philanthropic activities, food advo-



Chef Armando Vasquez

cacy programs, and culinary awards.

Each of the winners will receive a commemorative award plate and Wild American Shrimp® will make a \$500 donation to the charity of their choice. The Association has an ongoing Chef Advocate program for chefs who prefer and promote Wild American Shrimp® and welcomes those interested in becoming a Wild American Shrimp® Chef Advocate.

About Wild American Shrimp® and ASPA: The American Shrimp Processors Association, based in Biloxi, Mississippi, was formed in 1964 to represent and promote the interests of the domestic, U.S. wild-caught, warm water shrimp processing industry along the Gulf Coast with members from Texas, Louisiana, Mississippi, Alabama, Georgia, Florida, South Carolina, and North Carolina. We are the industry's collective voice, and our focus is to promote the interests of shrimp processors, other segments of the U.S. domestic wild-caught shrimp industry, and the general public.



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5 expert tips to banish bloat and achieve a happy, healthy gut

Dr. Michael Hartman, PhD ♦ Today's Restaurant Contributor

In case you were wondering, experiencing bloat during the holiday season is not uncommon, given all the feasts, treats and indulgences. Though, it may be a good idea to embrace mindful eating to limit bloat and discomfort, there are also some specific things you can do to reduce the risk of intestinal discomfort in case you do overindulge. So, to help banish that dreaded post-meal bloat and sluggish feeling, we've tapped nutrition expert, Dr. Michael Hartman, to share a few tips to get your digestion flowing:

Know your triggers

We often find ourselves at the mercy of other people's menus between Thanksgiving and New Year's. That often means being in the dark about ingredients. Knowing your triggers can help eliminate bloat and ease your discomfort. Whether it's dairy, gluten, or some other food, being aware of food intolerances and other triggers is important so you can avoid or limit them in order to prevent digestive issues like bloating. Don't feel bad about asking your host what's in their food. The last thing they want is for you to feel unwell.

Make simple food swaps

There's no doubt that the foods we eat are a contributing factor to bloat. If

you're trying to build a healthy relationship with food, there are simple healthy holiday food swaps you can make. For instance, if dairy-filled cheese balls and crackers are a typical appetizer at your holiday dinner table, try mixing it up this year with hummus, pita, and fresh veggies. Instead of buttery mashed potatoes, switch to a sweet potato alternative. And, rather than going for a rice dish that's high in starch, reach for legumes which are rich in potassium - a mineral that helps flush out excess bloat-causing sodium.

Eat your (leafy) greens


Holiday foods are packed with high sodium, which can make you retain lots of water. So, it's important to eat foods that are healthy for the microbiome like loads of dark, leafy greens. Vegetables including spinach, kale, bok choy, asparagus and chard have a high-water content, are low in calories and are also packed with vitamins, minerals, and fiber that work well to reduce bloating.

Cut back on alcohol

You might be tempted to pour yourself another drink after your holiday meal, but that won't help your swollen stomach. Alcohol is an inflammatory substance that can slow digestion and

increase water retention making you feel lethargic. It can also lead to swelling in the body, which can result in gas, discomfort, and bloating. So, instead of mulled wine and spiked eggnog, opt for the non-alcoholic cider!

Stay hydrated and drink water

Another main culprit of bloating is dehydration, and improper fluid balance in and around our cells. It may sound cliché, but getting your daily dose of water is crucial for keeping bloat at bay. For a little nutritional insurance, drink 10-12 cups of water throughout the day. 

About Michael Hartman, Ph.D.: Michael Hartman, Ph.D. is a Nutrition Science Expert & Vice President of Research and Development at Plexus Worldwide®. He brings decades of experi-


ence in Nutrition Science, as an accomplished scientist and respected authority in nutrition science. Now leading the health and wellness company, Plexus Worldwide, focused on health and happiness along with an innovative team of Plexus Scientists. Hartman is responsible for overseeing all facets of product ideation, research, formula development, medical affairs, claims substantiation, science education and product training.

Michael has studied dietary supplements for nearly 20-years and is passionate about nutrition, health, and wellness. His experience in direct sales over the last decade has helped countless individuals benefit from science-based nutrition.

Hartman holds a Bachelor of Science in Exercise Science from Towson University, a Master of Science in Kinesiology from Midwestern State University, and a Ph.D. in Exercise Physiology from the University of Oklahoma.

Topics: Michael can speak to several topics especially in: Immune Health, Nutraceuticals, Formulation, Research, Sports Medicine.

Drones from page 8

more about Dronedek, visit the website: www.dronedek.com. 

About Dronedek: Dronedek is one of the first companies in the world to focus on package security for traditional and autonomous delivery methods. The device will keep packages hot or cold, alert users to package arrivals or pickups, recharges drones and other electrical devices, and in times of need, can even serve as an alert to emergency response services. An app controls everything from when the device is

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Three principles restaurant operators get wrong and how to fix them

David Scott Peters ♦ Today's Restaurant Contributor

There are three restaurant business principles operators get wrong that get in the way of them having a life outside the restaurant. The consequences of getting these principles wrong is they are prisoners to their restaurant business and not making the money they deserve. Let's talk about the business principles operators get wrong and then how to fix them.

1. Lead your team: If your restaurant's daily operation is dependent on you being in it, then you're fulfilling the wrong role as an owner. You're showing up as a doer instead of a leader. Burning the candle at both ends is not the secret to a successful restaurant. The secret to running a successful restaurant is for the restaurant owner to lead the team to success. All you're doing is burning yourself out and driving out your best employees. If you are tired of being a prisoner to your business and not making the money you deserve, you have to start leading your employees instead of doing their jobs for them.


2. Learn to delegate and trust your team: The truth is that by trying to do everything yourself, you're costing yourself a lot of money. What is it costing you to do it all and not trust and not delegate? You're leaving money on the table each year, you likely have a high turnover rate,

you aren't growing, and it's costing you in quality of life for yourself. To have freedom from your restaurant - whether it's financial, physical or mental - you have to have people who do the work. And to have people who do the work, you have to stop doing it for them

3. Let the systems lead you: Here is what I know that not everyone wants to admit. You don't actually have to be a natural leader to be a great leader. But you do need to become a leader to accomplish those things AND be profitable without burning yourself out. So what are the not-naturally-leadership-oriented people to do? How do you become a great leader so you can give your customers what they want and get what you want in return? SYSTEMS! When you document whatever task needs to get done, you suddenly become in control of everything down to the smallest detail without having to lift a finger to do it yourself.

These are the three restaurant business principles operators get wrong and how I coach restaurant owners to fix them. They are also the three principles I help restaurant owners correct in my 24-week premium coaching program. The program's curriculum is planned specifically to meet the needs of the restaurant owner who has a desire to run a

standout and exceptional restaurant, but one that doesn't depend on them to be in it for all the shifts and all the hours.

If you think your frustrations with your restaurant business have anything to do with one or more of these three principles, I encourage you to think about what you can do right now to start making change. Starting now gets you that much closer to your goals. 

David Scott Peters is an author, restaurant coach and speaker who coaches restaurant operators how to stop being prisoners of their businesses and to finally financial freedom. His first book, Restaurant Prosperity Formula: What Successful Restaurateurs Do, teaches the systems and traits restaurant owners must develop to run a profitable restaurant. Thousands of restaurants have worked with Peters to transform their businesses. Get his three principles to restaurant success online from his website at <http://www.davidscottpeters.com>


3 Tips from page 1

expectations, and they're a great database to tap into for the upcoming season. Direct Messaging tools can enable teams to send out seasonal hiring campaigns with a direct link to apply through text from a platform—not a personal phone. Teams can send candidates 1:1 or campaign SMS messages from a secure, compliant platform instead of having to use their own devices. And if you do hire your seasonal employees early in the summer or fall, easily keep them consistently engaged until their start date.

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With customers to service and sales goals to meet, when it comes

to seasonal hiring, time is of the essence. On-demand interviewing can be the key to quicker hiring by offering a flexible solution for both candidates and recruiters. By utilizing on-demand video interviewing to replace phone screens and interviews, hiring teams can immediately fill seasonal roles.

Interested in learning more about hourly and seasonal hiring? Download our 2022 HireVue Hourly Hiring Guide at <https://www.hirevue.com/resources/ebook/ultimate-guide-to-hourly-hiring>. 

About the Author: John Grotegut is the Head of Global Talent at HireVue, the global leader in video interviewing, assessments, and text-enabled recruiting tools.

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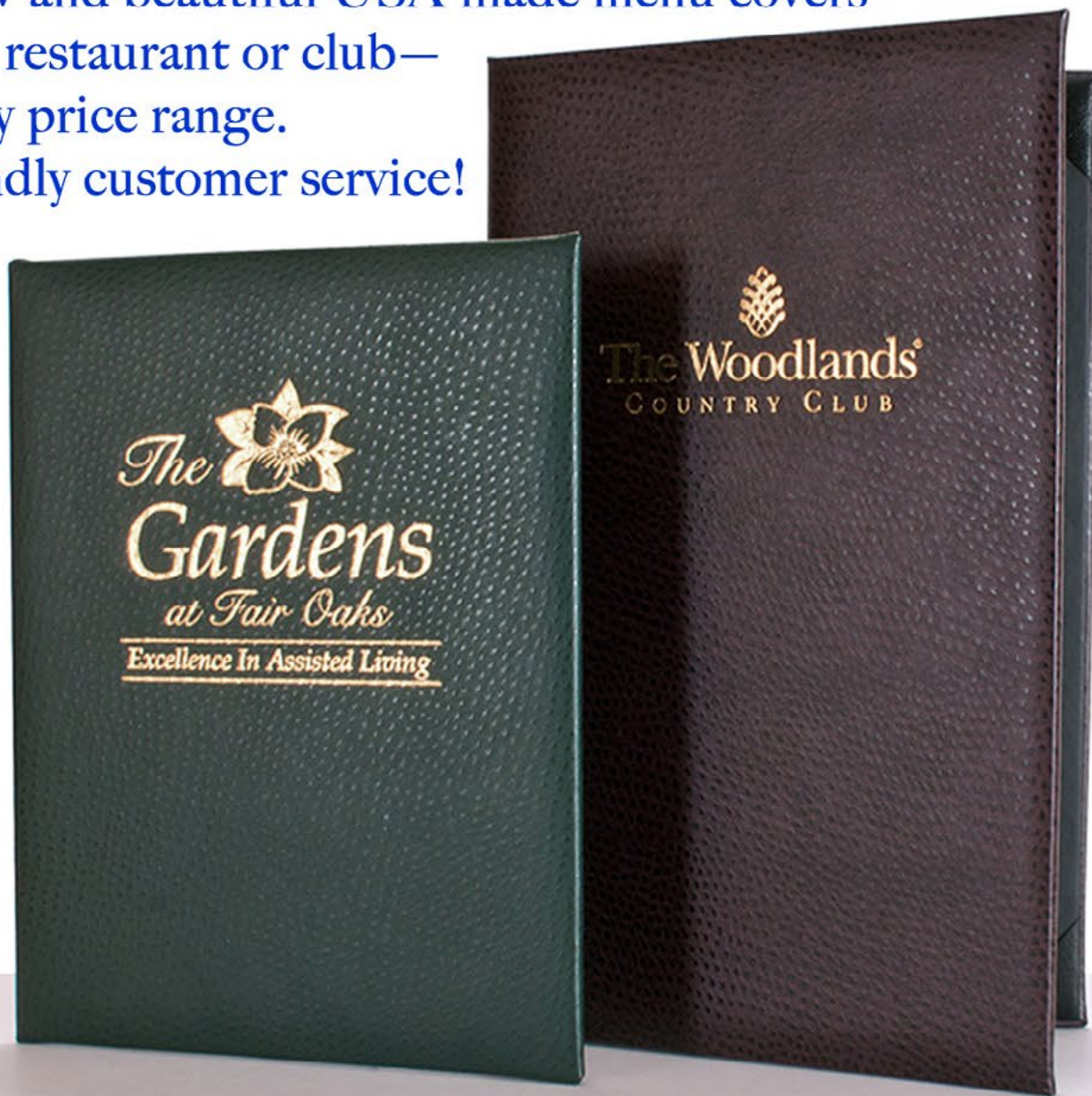
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