

Food & Beverage Iowa  
**Business**  
Quarterly

# *Help Wanted*

## Workforce Issues Impact the Speed of Recovery



**Inside:** 2021 Legislative Review, Call for Award Nominations, & Regulatory News

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### Food & Beverage Iowa

#### Business Quarterly

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# Cast a Wide Net to Fill Positions

*I'm seriously thinking about getting a second job as a server. I'm pleasant, hard-working, quick-on-my-feet and willing to learn.* I show up when I say I will and for the most part, I like people. What's more, the wages restaurants and bars in Iowa are paying right now, in combination with the tips people are pulling in, is enough to entice even this grandmother into a weekend side gig.

I also know I could start tonight if I wanted to, and could likely tell my new employer the days and shifts I want to be scheduled. If I apply and actually show up for my interview, I will have set myself apart from the vast majority of applicants. If I come the first day for work, I will have further beaten the odds. And if I last more than one day, I'll be a keeper.

The statistics are shocking. Our recent survey of restaurant and bar owners found that many people are simply using our industry to fulfill an application requirement to collect unemployment. When called, they don't come for interviews. When offered positions, they either don't accept, or even worse do accept but don't show up the first day. Those who apply, interview, and arrive for their first shift, are the exceptions, not the rules!

## How did we get to this?

There is no one answer. 90% of operators surveyed last month put at least partial blame on enhanced unemployment (which ended June 12th), but most recognize our near crisis level need for employees is more complex. The hospitality industry was struggling to fill positions pre-pandemic. Wages were on an upward trajectory—but not like this. What was a \$9 per hour job in May 2019 is likely now an \$11 or \$12 per hour job—a 20+ % increase in just two short years.

Childcare issues and a continued reluctance (or even fear) of returning are certainly contributing factors. However, we cannot underestimate how many people who were employed in Iowa's hospitality establishments on March 15, 2020 have since found jobs in other industries and have no plans of returning. Career hospitality professionals have dozens of transferable skills and they have taken them to pandemic-closure-proof positions.

## It's time to remember who we are.

We are the industry of first opportunities and second chances. We are the industry of lucrative part-time gigs and fulfilling lifelong careers. We move more people into the middle class (salaries from \$45K to \$75K) than any other industry. You can still start a dishwasher and retire an owner.

Half of adults in the U.S. have worked in our industry and more than 1/3 of Americans got their first job in a restaurant. We are 2 ½ times more likely to hire people from the re-entry population. The fastest growing demographic in our workforce is age 50+. We truly have something for everyone.

I still believe we are the most flexible innovative industry in the country. We will attract new people. We will integrate new technologies. We will once again provide great customer experiences.

The Association is launching a social media campaign and job board inviting people to "Be Part of our Comeback" so make sure you get your positions listed at [restaurantiowa.com](http://restaurantiowa.com).

In the meantime, take a second look up at that server taking your order—she might just be someone you know.



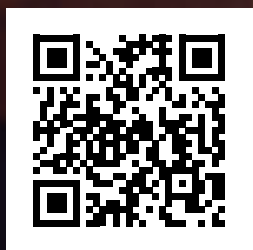
**Jessica Dunker  
President & CEO  
Iowa Restaurant Association**

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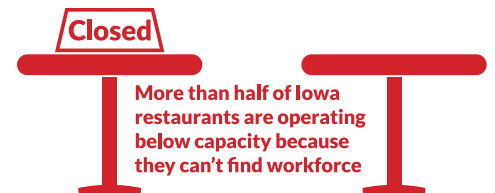
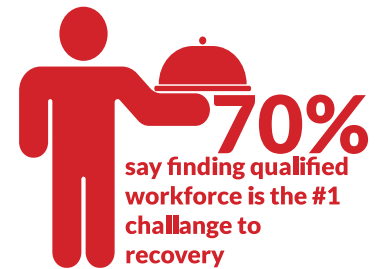
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# Iowa's Hospitality Industry Hits the Alarm Bell on Worker Shortage



**92%**  
of Iowa Restaurants & Bars are looking for staff



## Survey Shows Lack of Workforce Impacting Future Plans for 85% of State's Restaurants

**In May**, the Iowa Restaurant Association surveyed restaurant and bar operators across the state to confirm with hard data what we were hearing anecdotally—the hospitality industry is desperate to find workforce. Our concerns were validated with some jaw-dropping figures.

A deeper dive into the data found that more than half of the state's restaurants are operating 20+ % below needed staffing levels. The survey also found 70% of Iowa's hospitality operators cite the inability to find qualified workforce as the number one threat to their potential recovery from the impact of COVID-19 and 85% say the lack of workforce will impact future business plans. The industry lost an estimated \$1.45 Billion due to COVID-related mitigation mandates and is fighting back hard to make up for lost ground.

***"The data couldn't be clearer--we need people; and we need them now. Our ability to recover depends on it."*** -- Jessica Dunker, President and CEO of the Iowa Restaurant Association

# Case Study- Curbin' Cuisine

## Like 90+% of Iowa operators,

Curbin Cuisine in Beavertdale is actively seeking employees. Co-owner Misty Fontanini shared her frustrations and thoughts with the FBIQ team last month.

Fontanini explained that Curbin' Cuisine posted three different times for front of the house and server positions. They received 61 applications. Yet only 23 of the 61 responded back when she reached out for an interview. Of those 23, only 7 came to their scheduled and confirmed interviews. Of the two who were offered positions, only one appeared on the first day. She's immensely grateful for the server she did hire from this list of 61, but she is concerned about the wasted time and energy it took to wade through 61 applicants, most of whom were not actually interested in the positions Curbin' had available. Misty recognizes the issue is complex and that there is no single reason for the lack of available workforce.



**57%**  
of restaurants and bars  
are offering new  
incentives & benefits  
to attract employees

Restaurants are taking a number of proactive steps to cope with worker shortages including closing an extra day per week, dropping breakfast or lunch service, and shifting employees between multiple locations. However, nearly 90% say they are being forced to stretch current staff with additional shifts and duties to keep up. Many are adding benefits to retain and attract employees including free meals, more flexible schedules, paid sick and vacation time, and retirement plan contributions.

**Says Misty,** *"While the enhanced unemployment benefit is one reason for staffing shortages, it is not the only reason. Taking away the extra benefit doesn't fix all the issues. The extra pay goes away BUT regular unemployment remains. Places may start seeing more applicants but that doesn't mean that people are truly interested in our industry, they might just be fulfilling an application requirement."*

*She added, "Some people are scared to work. The fear that has been amplified by media coverage has not helped. One thing I recommend to ANY restaurant owner—take extra care of the great staff you do have. Treat them as family and make sure to take interest in them as a person, NOT just a worker in your restaurant. Encourage them, ensure that the environment is safe. Be positive despite whatever hell is going on in the world. Let them know they are valued and appreciated. Recognize in words and actions that they are the backbone of your restaurant. I would continue to work extra hours without pay myself ANY DAY, over losing the four amazing team members I have now."*

**NEW!**

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# Tax Credit Helps Restaurants Expand Employment Opportunities

The Work Opportunity Tax Credit (WOTC) is a federal income tax credit for businesses that hire individuals from one of nine targeted groups who consistently face significant barriers to employment such as ex-felons or veterans. (See adjacent list).

WOTC reduces an employer's federal income tax liability between \$2,400 and \$9,600 per employee, depending on the target group in which they fall. Employers can claim the WOTC on an unlimited number of qualified employees each year. For employers to earn a WOTC, the new employee must work at least 120 hours during the first year of employment and have not worked previously for the employer. Tax credits are available for both part-time and full-time new hires and are calculated based on a percentage of the wages earned and hours worked.

The program is a three-way partnership: Private employers do the hiring. Iowa Workforce Development certifies that employees meet the qualification criteria. The Federal Government provides the tax credit.

## To receive the WOTC, employers simply:

1. Complete page 1 of IRS Form 8850 by the day a job offer is made.
2. Complete page 2 of IRS Form 8850 after the individual is hired.
3. Complete ETA Form 9061 after the individual is hired.

Both forms and instructions can be found at [restaurantiowa.com](http://restaurantiowa.com)  
The hospitality industry has always been the place for first work opportunities and second chances. The WOTC is one way our industry and others can receive financial relief as we help move the needle for those who struggle to find lasting employment.

## Eligible Target Groups for WOTC

1. Veterans
2. Temporary Assistance to Needy Families recipients
3. Supplemental Nutrition Assistance Program recipients
4. Residents of Designated Rural Renewal Counties in Iowa which include Adair, Adams, Appanoose, Audubon, Butler, Calhoun, Cass, Cherokee, Clay, Clayton, Emmet, Floyd, Franklin, Fremont, Hancock, Humboldt, Ida, Keokuk, Kossuth, Montgomery, Osceola, Palo Alto, Pocahontas, Poweshiek, Sac, Taylor, Union, Wayne, Winnebago and Worth
5. Individuals referred from Vocational Rehabilitation
6. Ex-felons
7. Supplemental Security Income (SSI) recipients
8. Long-term Unemployment Recipients
9. Summer youth from a designated rural renewal county



## Success Story

Nick Kuhn of The Hall West Des Moines has leveraged the Work Opportunity Tax Credits (WOTC) in his restaurant businesses for years. He has always had a passion for helping at-risk youth find meaningful careers in the restaurant industry and has gone so far as to create a non-profit organization to help them gain marketable kitchen skills. He has appreciated the WOTC as a means to help pay the wages of these young people who are often simultaneously looking for first opportunities and second chances. "It is really one of the simplest programs we've seen," says Nick. "And it's a win-win. It helps these young people get jobs and helps employers reduce the financial investment required to train them."

# 2021 Iowa Session Association's

The Iowa Legislature ended its session in mid-May, stretching their scheduled 110 days to 129. Post-pandemic tax and education bills dominated much of their time. However, the Iowa Restaurant Association had great success on several top priorities.

## ***Iowa Restaurant and Bar Grant Program***

In February, at the urging of the Iowa Restaurant Association; the IEDA, and several legislative champions, Governor Kim Reynolds allocated \$40 million in federal CARES Act funds to provide grants for some of Iowa's most economically impacted restaurants and bars. The Iowa Restaurant and Bar Relief Program has already given over \$34 million in grants to nearly 1,750 establishments.

## ***No State Tax on Relief Grants and PPP Loans***

The Iowa Restaurant Association worked with legislators in both Chambers to ensure state tax policy aligned with federal policies. As a result, Iowa restaurants and bars will not be required to pay taxes on programs aimed at COVID relief including state grant programs, the Paycheck Protection Program and EIDL grants.

## ***Contracted Third-Party Delivery of Alcohol***

The Association initially opposed legislation pushed by the grocery industry to allow third-party delivery of alcohol due to liability concerns and predatory practices of some third-party delivery companies.

After weeks of working with stakeholders and legislators, we were able to come to agreement on language that allows third party delivery of alcohol while ensuring third-party delivery companies must have a contractual relationship with restaurants and bars.

It also provides an "affirmative defense" for our establishments when something goes wrong that is beyond our control and off our premises. The language isn't perfect, but it was a compromise every side of the issue could work with.

## ***Cocktails-to-Go Made Better***

As the first state in the nation to make cocktails-to-go a permanent part of the hospitality landscape last June; Iowa legislators, regulators and restaurant and bar operators knew clarifications would be necessary. This session, the Association was able to advocate for



# Legislative One of Most Productive

crowler style packaging, batching of cocktails-to-go and more flexible sealing language to allow for innovation as the market matures and new products are introduced.

## ***Alcohol Regulators are Not Peace Officers***

The Iowa Restaurant Association has long expressed its opposition to the Iowa ABD's efforts to give its compliance officers "peace officer status." The Iowa ABD is an industry partner, and the Association wants them to have the tools they need to do their jobs. That being said, we continue to believe peace officer status is a step too far. We were grateful the ABD backed off on their original plan to push for this during the 2021 legislative session.

## ***E-Verify Mandate Not Feasible***

The Association's annual opposition to poorly conceived state legislation mandating use of the federal E-Verify program was again successful. This bill is introduced nearly every year and each time the Iowa Restaurant Association joins a strong coalition of business

and industry sectors in opposing it. While everyone wants to verify our workers have the appropriate documentation and eligibility, mandating a federal system that is notoriously unreliable, shuts down when the federal government shuts down, and often causes problems hiring teens and college students while falsely flagging eligible immigrant workers is untenable.

## ***Dollar Limits on Home-Based Bakeries and Restaurants***

Many of the Association's members started their businesses as successful home-based bakeries or farmer's market stands. This year, multiple bills were introduced by activists looking to remove the dollar limits for home-based businesses and insisting such businesses not be required to meet the same food safety and regulatory standards as commercial bakeries and food establishments. While we are an industry that celebrates entrepreneurship, it cannot be at the expense of those who have invested in food code compliant establishments. The Association successfully defeated each of these efforts. That being said, we continue to support home-based food and bakery businesses with reasonable revenue caps.

## ***Tourism Funding***

The Association supported a \$1 million increase in tourism funding. The hospitality and tourism industries are tied together, so we were grateful the state is increasing its investment in tourism as the U.S. travel industry reopens.

## ***Never Saw a Vote***

The hospitality industry was frustrated in 2021 that our proposed legislation to forgive the liquor license fees of 5,600 on-premise operators did not reach the Senate floor for consideration. The program would have forgiven 12 months of licensing fees.

# LABOR & HIRING

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to view this Toolkit and more!

# Hiring Teens?

## Know the Restrictions

### Summer Hours for Teen Employees

During the summer or other school recesses lasting at least a week, Iowa youth may work up to eight hours a day and clock a maximum of 40 hours a week. Additionally, if the schedule of a minor calls for a shift totaling five or more hours, the individual must receive a 30-minute break.

Those who are 16 and older may work any hours except in transmission, distribution or delivery of goods or messages. Teens 14 and 15 years old may work: between 7 a.m. and 9 p.m. from June 1 through Labor Day.

Because of the shortage of workers in the state, many Iowa restaurants are employing workers under the age of 16 for the first time, particularly for the summer. The restaurant industry gives 1 in 3 people their first job, so it is imperative that owners and managers understand the rules related to hiring 14- and 15-year-old employees. Specifically -- all employees under the age of 16 must have a state work permit. Paperwork must be filed within 3 days of hiring. Find the links you need at [restaurantiowa.com](http://restaurantiowa.com)



## Regulatory News Bites

### Time to Pay Alcohol Licensing Fees

The Governor's proclamation deferring alcohol licensing fees expired at the end of May. Operators must now pay the renewal fee for licenses or permits that had been deferred. The renewal and payment must be completed in order to have an active license or permit and continue selling or serving alcohol.

### New ABD Licensing System

ABD recently launched a new licensing system, eLAPS. The new system requires payment at the time of application submission. For security purposes, bank account information was not migrated from relicensing to eLAPS, however the new system does accept credit card payments. Even if you previously submitted payment information in eLicensing, you must log in to eLAPS to submit payment for your renewal.

### Easing of Restroom Rule

The DIA and ABD have removed the rule requiring establishments that have alcohol licenses or 50 seats or more to have both a men's and women's restroom.

### Updated Cocktail-to-Go Rules Coming in July

New sealing legislation which allows crowler style packaging, as well rules related to batching cocktails-to-go, were passed at the end of the 2021 legislative session. This, along with the legislature allowing third party delivery of alcohol, means restaurants and bars will be able to offer consumers more to-go options, but also have new regulation. Watch for updates from the Iowa ABD and the Iowa Restaurant Association in the coming month.

### No License Variance Required to Allow Dogs on Patios

Food license holders may now allow dogs on their patios without seeking a variance from the DIA. All other requirements related to pets on patios remain in place, including pets being leashed at all times and not allowing food preparation in the area. For a full list of requirements visit the Iowa Restaurant Association website.



# You Can't Always Get What You Want

*(or What You Need)*

## Supply Chain Issues Force Restaurants to Stay Nimble

Any restaurateur who has tried to bulk order chicken wings, pizza boxes, or ketchup in the past 8 weeks can attest to the fact that the hospitality industry's post-covid recovery is being slowed by more than restaurant worker labor shortages; many can't get the products they need and when products are finally available, the sticker shock is enough to make your eyes pop.

What gives? A year ago, restaurants paid about \$20 for a 35-pound jug of shortening. Today, that same container sells for \$40 to \$50—and more price increases are on the horizon. The reasons are complicated and remind us that the fate of even the smallest rural Iowa restaurant is directly tied to everything from global economics and supply chain realities, to lumber prices and bad weather. What's unique about today's supply issues is that they are not tied to one product category. The price

of chicken, beef, and pork have increased dramatically because meat packing plants are still running below capacity due to COVID safety measures.

They are also being impacted by operational line shifts last year to repackage products for grocery stores. Line changes don't (and can't) happen overnight. The backlogging and re-tooling of production lines, on top of truck driver and warehouse employee shortages, not to mention the cost of lumber to create shipping pallets is also impacting produce, beer, wine and spirits too.

The destruction of tens of thousands of acres of crops across the Midwest during the Derecho is in part to blame. The oils we need for making mayo and fry delicious French fries and cheese curds, and the flour we need to bake bread comes from crops that were blown away last summer. Chicks didn't hatch because

eggs froze in a freak ice storm across Texas. It has literally been a perfect storm, or in our case storms. Serious shortages in raw material resins have caused huge challenges with carryout supplies such as foam containers, plastic cutlery, plastic cups & foam plates. These were already in short supply because nursing homes moved to disposables during COVID last year as a safety precaution. This happened at the same time the restaurant industry was shifting to a greater emphasis on carry-out.

And when push comes to shove – the need for more workers EVERYWHERE is likely the biggest factor impacting EVERYTHING. There's no one to unload shipping containers off of ships. There's no one to drive trucks. There's no forklift drivers, no warehouse pickers, and no truck drivers.

So when does it end? Experts tell us things should shake out in the next 6 months. We will still have price increases, but not at the percentages we've seen. We'll still have worker shortages, but positions will be starting to refill.

Until then operators across the state will continue to skip the question, "Did you short me anything?" and instead ask "What did you short me?" It won't be a question born of suspicion, but rather reality of the days we're living and operating in.

## Stay Nimble, Print Nothing

With fewer and fewer guarantees as to what products will be readily available and affordable to restaurants from a distribution standpoint, operators need to think about "creative menuing" and conserve where possible.

### Try this:

- Reduce menu sizes
- Use a digital menu, available via QR code, so you can quickly change offerings
- Raise prices to offset double-digit inflation
- Be prepared to pivot and be flexible on products (drumsticks vs. wings, try different oil blends)
- Extend where you can (filter oil every day to get the longest life)



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# Q & A

## ***Vaccines required?***

### **Try incentives first.**

#### ***1. Can I require my staff to get a COVID-19 vaccine?***

Yes, employers can require vaccines for workers according to guidance from the U.S. Equal Employment Opportunity Commission. Exceptions would include disability or other health reasons preventing vaccination or religious exemption.

#### ***2. Can I ask my employees for proof of vaccination?***

Yes, employers may ask an employee for documentation or other proof of vaccination from a doctor, pharmacy or other third party.

#### ***3. May I ask why an employee is not willing to get a vaccination?***

If an employee tells you they have a medical or sincerely held religious belief for not getting a vaccination, you may not ask questions beyond that. A religious belief is not secular, medical or political.

#### ***4. Can I exclude people who do not have the vaccine from working?***

Yes, but only if there is no reasonable accommodation available to allow them to work.

#### ***5. What are reasonable accommodations that should be explored before excluding an unvaccinated worker from working?***

Rather than exclude unvaccinated workers, you should consider offering masks and other PPE, social distancing, onsite testing or a leave of absence.

#### ***6. Can I incent employees to get a vaccine?***

Yes. Employers across Iowa have been giving team members paid time off to receive the vaccine as well as for any recovery time, allowing vaccinated team members to not wear masks at work, and ensuring they have no cost associated with vaccine.

*For more information on COVID-19 related employee topics, visit [restaurantiowa.com](http://restaurantiowa.com).*



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# Can 3rd Party Relationships Mutually

## State Legislation Required

When the pandemic forced restaurants across the state to stop offering on-premise dining, well-meaning consumers stepped up and ordered record amounts of carry-out from their favorite eateries. Many turned to third-party delivery services, thinking this was a great way to support local establishments. Unfortunately, few consumers understood what our industry knows all too well—most (not all) third-party delivery apps do little to help, and may even harm restaurant profits.

In a survey conducted by the Iowa Restaurant Association earlier this year, 40% of restaurants said at least one third-party delivery service had added the restaurant's menu to a mobile ordering app without the restaurant's consent. 50% said they have had to remake food because of an order not being picked up in a timely way. 65% said they make no profit on meals ordered through third-party services. 75% said it is time for legislation to help regulate these relationships.

The Iowa Restaurant Association agrees.

In 2021, the IRA fought to get restaurant protections in place for the 3rd Party delivery of alcohol (see pg. 11).

The Association's 2022 Legislative agenda goes a step further requesting significant regulation to protect restaurants and consumers by addressing everything from predatory business practices to food safety and temperature controls for delivered food.

A full accounting of the Association's ask to legislators can be found at [restaurantiowa.com](http://restaurantiowa.com) but a few key points include:

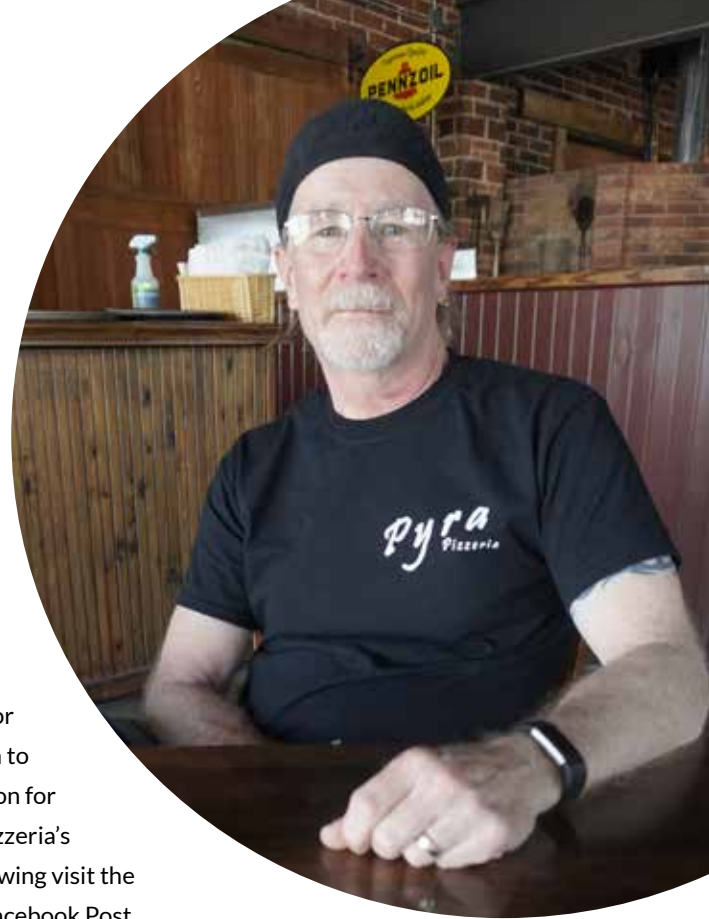
- Require a contractual relationship between third-party delivery services and restaurants they claim to represent online, with a fine or sanction system.
- Third-party delivery shall share customer data with restaurants for orders related to that restaurant.
- Require compliance with industry standards for safe food handling, including temperature maintenance and procedures to follow in case a customer is unavailable to take the delivery of an order at the time specified.
- Require rules stating no animals or smoking in the car as well as no intermittent passenger pickups.

## Pyra Pizzeria Takes a Stand Against Unauthorized Third-Party Delivery

Like many restaurants, when on-premise dining was temporarily closed down in restaurants and bars, Pyra Pizzeria found themselves with a new focus on carryout.

However, the Norwalk brick oven pizza restaurant was quickly in the cross hairs with several third-party delivery services. Owner Steve Taylor explained, **"They were constantly hounding us to sign on to one of their services, but who can make money when they charge a 30% commission?"** He also grew frustrated with his menu being published in delivery service mobile apps without his permission. Unauthorized menus were published and out of date and when he objected, the services started calling in customer orders using pseudonyms, so staff didn't know it wasn't an actual customer placing the order. Finally at his limit, Taylor posted a Facebook Message to his customers thanking them for their patronage but explaining in no uncertain terms how these predatory practices were hurting his business and employees.

# Delivery Ever Be Beneficial?



Pictured above: Steve Taylor, owner of Pyra Pizzeria

His commentary noted, ***“We hate to put negative things on Facebook and on our website, but it’s gotten to the point where we simply have to. Pyra does NOT partner with any 3rd party delivery service...They don’t represent us; they only pretend they do. We don’t pay them a commission.... Their real aim is to try to hold us, the restaurant, hostage until we relent and sign an agreement with them.”***

Taylor has been able to steer the majority of his customers to calling the restaurant

directly, but the worry remains. ***“You just never know when our menu will turn up somewhere without our knowing,”*** says Taylor. Taylor recently joined the Association to assist in the pursuit of regulation for these services. To read Pyra Pizzeria’s full message to their loyal following visit the restaurants January 8, 2020 Facebook Post.

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# 2021 Mixology Championships

2021 Mixology Competitors: Pictured above (from left to right); Brandon Skinner (Uptown Food & Beverage), Braxton Scott (Vino's Ristorante & R.G. Books Lounge), Carl Busch (Alchemix Bar), Connor Hayes (RoCA), Dustin Eubanks (Foundry Distilling Company), Tan Nygard (Smash Park)

In April, the Iowa Restaurant Association hosted their annual State Mixology Championships at Smash Park in West Des Moines. Six of the state's best mixologists created four cocktails for a panel of judges during the day and were scored on taste, appearance, overall creativity and personality. Carl Busch, owner of Alchemix Bar in Dubuque, was crowned the 2021 Iowa's Top Mixologist. A public tasting event followed where over 150 attendees sampled the competition drinks and cast their votes for the 2021 People's Choice winner, Brandon Skinner of Uptown Food & Beverage in Ankeny for his drink named "Scotcheroo Martini". Spirits for the event and competition were sponsored by Sazerac, Diageo, Templeton Rye and Winebow.



2021 Mixology Judges: Pictured (from left to right): Joe Foster (Southern Glazers Wine & Spirits), Jake Humburg (2020 Iowa's Top Mixologist), Rex Schulze (2014 Iowa's Top Mixologist), Dali Brkovic (Winebow Imports).



**2021 Iowa's Top Mixologist**  
**Carl Busch**  
Alchemix Bar, Dubuque

**2021 People's Choice Winner**  
**Brandon Skinner**  
Uptown Food & Beverage,  
Ankeny

**Runner Up**  
**Connor Hayes**  
RoCA, Des Moines

**Third Place**  
**Dustin Eubanks**  
Foundry Distilling Company,  
West Des Moines

## **People's Choice Winning Recipe** **Scotcheroo Martini**

1.5oz Screwball Whiskey  
.75oz White Creme De Cocoa  
.5oz Bailey's Deliciously Light  
.5oz Butterscotch Schnapps  
1oz Half and Half



**DIAGEO**



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IMPORTS**



# SAW YOU THERE

Iowa's restaurant community is always out and about supporting community events. We caught a few of you there.



Smash Park staff at Mixology Championships after assisting with the event and preparing food for attendees.



Scott Carlson joins Jeanine Buckingham and her Orchestrate crew with Brian Congdon at Culinary Affair.



IRA Board Members Joe McConville and Amy Walsh enjoy the fish course with their spouses at Culinary Affair.



IRA members Alan & Shelby Anderson (Humitech of Iowa) brought their whole crew to party it up at Mixology.



Board members Kyle Dehmlow, Scott Carlson & Jeremy Thompson join Todd Milang & friends at the Sazerac sponsored table at Culinary Affair.



Raghul Ethirag, founder of Deetz App, sampled drinks with a friend at Mixology.

# Do you know someone in the hospitality industry who deserves to be honored?



## Know a hospitality veteran or rockstar?



In November, the Iowa Restaurant Association will recognize those in our industry who are raising the bar on professionalism, excellence, creativity, culinary excellence and service. Nominations can be made online at [restaurantiowa.com](http://restaurantiowa.com) and will be accepted until August 1, 2021 at 5pm.

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### Stars of Hospitality

Throughout the year, the Iowa Restaurant Association recognizes those who have made a career in the restaurant industry by working at a single establishment and/or for a company for 20+ consecutive years. Nominations can be made online at [restaurantiowa.com](http://restaurantiowa.com).

## Know an outstanding woman in hospitality?



The Iowa Restaurant Association will recognize 40 women in Iowa's hospitality industry for their creativity, leadership and contributions. Nominations can be made online at [restaurantiowa.com](http://restaurantiowa.com) and will be accepted until August 1, 2021 at 5pm.

# 40

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# IOWA RESTAURANT ASSOCIATION NEWS

## Changes Coming to IRA Board of Directors

### Four board members completing their terms

The Iowa Restaurant Association Board of Directors will say goodbye to four longstanding board members who have all reached their ten year term limit. Alex Banasik, Scott Carlson, Darin Beck and Jeff Duncan have all served five consecutive two year terms. In that time they have provided significant assistance and guidance in refocusing the role of the Iowa Restaurant Association Board of Directors. Over the last ten years these four members have been invaluable leaders, from passing monumental DRAM law reform, surviving COVID-19, bringing education to the forefront of the Association and elevating the overall visibility of the organization. The Board of Directors and Association staff would like to say thank you to all four board members. Their leadership throughout the last ten years is appreciated and they will be missed.

The IRA Board of Directors serves as the Association's policy-making body and meets three times per year with committee and team meetings throughout the year. If you know someone who would make an excellent representative of the industry on the Association's Board, or if you're interested in serving, please contact Jessica Dunker at the Iowa Restaurant Association office. You may nominate yourself for consideration.



*Pictured above (top, from left to right); Alex Banasik, owner of The Down Under and Scott Carlson, owner of Court Avenue Brewing Company (bottom, from left to right); Darin Beck, owner of Paramount Barco, Jeff Duncan, General Manager of Giordano's in West Des Moines*

### IRA office to undergo construction this summer

The IRA office in West Des Moines will undergo a complete remodel this summer. In an attempt to meet increased demand for in-person ServSafe instruction, the main focus of the remodel will be to expand the ServSafe classroom by more than double to accommodate more students on each class date.

### Support the IRA PAC

The Iowa Restaurant Association PAC supports state legislative candidates that are advocates for the hospitality industry. Your contribution helps elect people who support your business. No donation is too small to assist in the IRA's efforts to support candidates who represent the interests of the hospitality industry. To make a donation to the PAC, visit [restaurantiowa.com](http://restaurantiowa.com).

### Board welcomes 3 new members

With the Iowa Restaurant Association Board of Directors saying goodbye to four board members this year, that means it is time to say hello to a few new ones. We are excited to welcome three new board members; Russell Vannorsdel, Kyle Dehmlow, and Paul Kay.

*Pictured below (top); Russell Vannorsdel, Vice President of Fridley Theatres, (bottom, left to right) Kyle Dehmlow, owner of Whiskey Road Tavern, Paul Kay owner of Parkside Brewing Company*





# DID YOU KNOW?

**Did you know** in the 20-21 school year there were 1,489 students studying *Foundations of Restaurant Management & Culinary Arts* in 27 high schools across the state of Iowa? The *Foundations* curriculum is part of a two-year, career and technical education program called ProStart administered by the Iowa Restaurant Association Education Foundation (IRAEF). The Iowa ProStart program is developing the best and brightest high school students into tomorrow's restaurant and hospitality industry leaders. From culinary techniques to management skills, ProStart's industry-developed curriculum and experiential learning, inspires students to succeed, and sets a high standard of excellence for students and the industry.

**Did you know** there was a high school ProStart program right in your local community? **Did you know** these students are hungry to hear about your career in the restaurant and foodservice industry, hungry to see and learn from culinary demonstrations performed by your chefs, and hungry to visit your establishment to hear about the many facets of your business? And who knows, maybe by doing any one of these things, you might just meet your next 20-year employee?!?!?! Mark your calendar now, to visit your local ProStart classroom when school resumes this fall.....



## 33 Iowa ProStart Program Schools!

- Adel Desoto Minburn High School
- Alburnett High School
- Burlington High School
- Cedar Rapids Community Schools
- Charles City High School
- Davenport Community Schools
- Decorah High School
- Des Moines Central Campus High School
- Hampton Dumont High School
- Iowa Falls Alden High School
- Johnston High School **New Fall 2021**
- Linn-Mar High School
- Mid-Prairie High School **New Fall 2021**
- Mt. Pleasant High School
- North Cedar High School **New Fall 2021**
- Norwalk High School
- Osage High School
- Red Oak High School
- Riceville High School
- Ridgeview High School **New Fall 2021**
- Saydel High School
- Sergeant Bluff Luton High School
- Sioux City East, West & North High Schools
- Waterloo Career Center
- Waukee High School
- Waukee Northwest High School **New Fall 2021**
- Waverly Shell Rock High School
- West Des Moines Valley High School
- West Lyon High School
- West Sioux High School
- Woodbury Central High School

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*\*Iowa Food Code requires one Certified Food Protection Manager per establishment*



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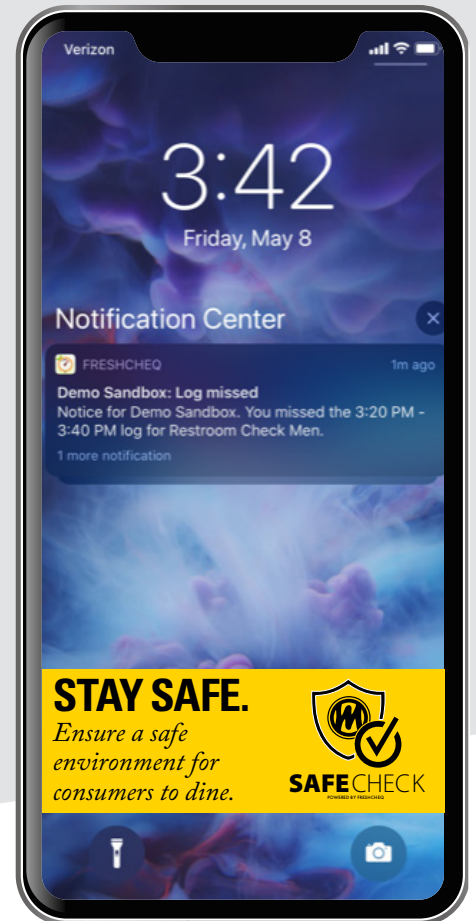
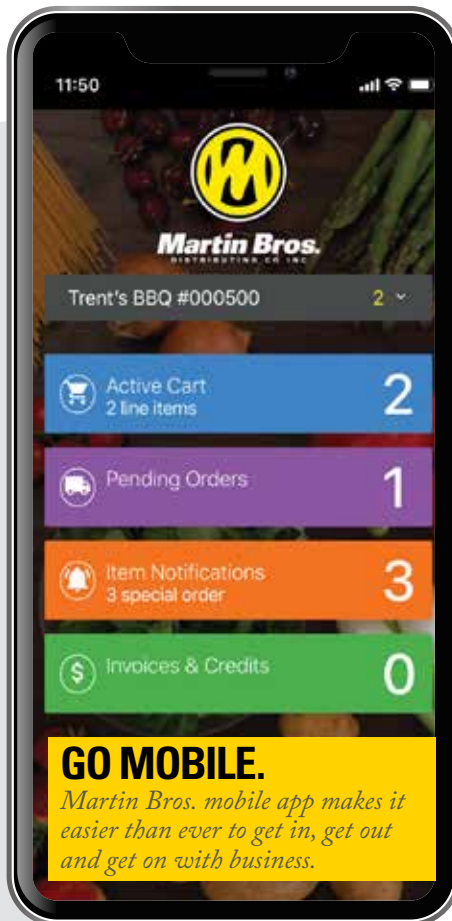
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