Please Join Us
in honoring all of the Inductees
at this year’s MRA Hall of Fame!

TUESDAY, OCTOBER 23, 2018
THE SONESTA HOTEL, CAMBRIDGE, MA
5:30PM COCKTAILS/6:45 PROGRAM

Meet the 2018 Hall of Fame Inductees

NANCY MATHESON-BURNS
Nancy Matheson-Burns is President & CEO of Dole & Bailey, a full service supplier who has been providing chefs throughout the northeast with high quality foods for 150 years, with a strong focus on local, sustainable products.

RON EMMA
Ron Emma is owner and operator of three Emma’s Pub & Pizza locations in southeastern MA, Angelo’s Beachside in Ogunquit ME, and a wholesale pizza business sold at supermarkets across the region.

JUDY HERRELL
Judy Herrell is owner and operator of the iconic Herrell’s Ice Cream in Northampton. Herrell’s revolutionized the ice cream industry many years ago, by making high quality, small batch ice cream and was the first to use crumbled “mix-in’s” to create a gourmet product.

PAT MOSCARITOLO
Pat Moscaritolo is President & CEO of Greater Boston Convention & Visitors Bureau, Boston. Pat has led this organization for the past 28 years and has been a significant driver in the soaring tourism industry throughout the Greater Boston and MA region. Pat has worked closely with the hotel, restaurant and associated tourism related businesses in accommodating a record number of visitors.

2018 Hall of Fame Pricing:
$125 per person/$1,100 table of 10

HALL OF FAME SPONSORSHIP OPPORTUNITIES AVAILABLE!
(Deadline: October 16th)
Click HERE for more information.

REGISTER HERE TO RESERVE YOUR SEAT
Dear Members,

Fall is here, which means we hope to be visiting Fenway until Halloween and even though the Patriots have started slowly, they were 2-2 in September last year, and we made the Super Bowl! This month also means that we will be recognizing some incredible people from our vast food and beverage industry.

On Tuesday, October 23rd, at The Sonesta Hotel in Cambridge, we will honor and induct our newest class into the Massachusetts Restaurant Association Hall of Fame. Bi-annually we recognize individuals and companies who have a sustained record of excellence and results in the food and beverage community. These chosen leaders have also demonstrated development of others and are great corporate citizens who give back to our communities and others in the industry. This year, we will elevate four such individuals into the 2018 MRA Hall of Fame.

Nancy Matheson-Burns is President & CEO of Dole & Bailey, who as most you know, has been a key full-service supplier to chefs across the region, with a strong focus on local and sustainable products. In fact, Dole & Bailey is celebrating their 150th anniversary this year, and Nancy has been leading the charge for over 20 years.

Ron Emma is the owner/operator of three Emma's Pub & Pizza locations in southeastern MA, along with Angelo’s Beachside in Ogunquit, ME. In addition, Ron has launched a very successful wholesale pizza business available throughout the region. His good-natured TV commercials led him to be known as “Crazy” Ron Emma, and he has been involved as an MRA Board Member for a number of years.

Judy Herrell is the owner/operator of the iconic Herrell’s Ice Cream, in Northampton. Herrell’s revolutionized the ice cream industry many years ago by producing small batch, high quality ice cream along with “mix-ins” that are so prevalent today. In addition, Judy has advocated for our industry tirelessly and is well known in Western MA for leading those efforts.

Pat Moscaritolo has been President & CEO of the Greater Boston Convention & Visitors Bureau for the past 28 years. A significant driver of the soaring tourism industry throughout the region, Pat’s efforts have brought so many of those tourists to our restaurants, hotels and attractions over the years.

I cannot thank these folks enough for their sustained leadership over the years. These four represent the spectrum of our industry and are so very deserving of this recognition, and they will join a true Who’s Who list of earlier inductees. Please join me and our Board of Directors in congratulating them at the MRA Hall of Fame Dinner. You can register by clicking here.

I look forward to seeing you at The Sonesta Hotel later this month.

Pat Lee
MRA Chairman
email: plee@themassrest.org

MRA STAFF

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CURRENT ECONOMIC INDICATORS - MASSACHUSETTS MEALS TAX COLLECTIONS

<table>
<thead>
<tr>
<th></th>
<th>JULY 2018</th>
<th>JULY 2017</th>
<th>INCREASE</th>
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<tbody>
<tr>
<td>JULY 2018: $113,828,596</td>
<td>$106,249,741</td>
<td>7.1%</td>
<td></td>
</tr>
<tr>
<td>AUG 2018: $113,817,473</td>
<td>$110,123,469</td>
<td>3.3%</td>
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<tr>
<td>YTD 2018: $227,373,210</td>
<td>$216,373,210</td>
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CONSUMER CONFIDENCE (0-150 scale)

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<tr>
<th></th>
<th>United States</th>
<th>New England</th>
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<tbody>
<tr>
<td>AUG</td>
<td>127.1</td>
<td>117.5</td>
</tr>
<tr>
<td>JULY</td>
<td>127.9</td>
<td>114.0</td>
</tr>
<tr>
<td>JUNE</td>
<td>133.4</td>
<td>115.0</td>
</tr>
<tr>
<td>MAY</td>
<td>128.8</td>
<td>126.3</td>
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UNEMPLOYMENT as of October 3, 2018

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<tr>
<th></th>
<th>Massachusetts</th>
<th>United States</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>3.6%</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

PRICES (YR OVER YR)

Wholesale food prices: UNCHANGED (year over year)

Menu prices: UP 2.6%

MASSACHUSETTS NON-COMPETE LAW TAKES EFFECT OCTOBER 1, 2018

While employers will still be able to utilize non-compete agreements for most workers, the law necessitates a new approach to drafting, implementing, and enforcing these agreements.

Brief Summary of the New Law:

- The new law only applies to agreements entered into on or after October 1, 2018. Older agreements are not voided, but employers should consider revisiting the current agreements in place.
- Non-compete agreements will be more expensive to utilize. Employers must offer the employee paid “garden leave” for the length of the restricted period of at least 50% of the employee’s highest base salary during the prior two (2) years (or some “other mutually-agreed upon consideration,” which the agreement must specify);
- Employers cannot require all employees to sign non-compete agreements. The law prohibits employers from requiring certain categories of workers, including non-exempt employees, to enter into non-compete agreements; non-competes will not be enforceable against undergraduate or graduate students in internships or other short term employment, or against employees age 18 or younger.
- Non-compete agreements may be void depending on the reason for separation. Employers cannot enforce non-compete restrictions against employees who have been terminated without cause or laid off, except when included as part of a separation agreement;
- Continued employment is no longer sufficient consideration. Employers must provide fair and reasonable consideration to support non-compete agreements signed after employment has commenced;
- The non-compete agreement must be reasonably tailored. A non-compete agreement must: (i) be limited to a maximum one (1) year non-compete period; (ii) protect statutorily covered employer interests (i.e. trade secrets); and (iii) cover a geographical scope that is reasonable in relation to the employer’s protectable interests;
- The new law applies to employees and independent contractors alike. The new law specifically defines employee to include contractors and will also require employers to retool those agreements to the extent they include non-compete provisions; and
- The law does not apply to all agreements. The law does not cover non-solicitation agreements, non-disclosure agreements, and separation agreements.

Employers who use non-compete agreements must review to assure that they comply with this new law so that they will be enforceable if needed.
While 2018 started out with record cold temperatures brought on by a Bomb Cyclone in the northeast region, the prior winter period was relatively normal, as temperatures were seasonal-to-warm after the cold snap. As many of us are wrapping up our activities around the unofficial end of summer such as vacations and school starts, it is a good time to look ahead to the next winter season.

As we head into the winter season, one key item analysts look to is natural gas inventories. According to the U.S. Energy Information Administration, natural gas inventories (nationwide) were at 3.8 trillion cubic feet (Tcf) at the start of last winter, and the five-year average for the storage level at the start of the season is 3.9 Tcf. However, based on recent and forecasted activities during this injection season – April through October - it is estimated that the natural gas storage level at the start of the 2018-19 winter season will be roughly 3.3 Tcf – over 0.5 Tcf (500 Bcf) below that normally available at the start of the season. The interesting thing for the region and Massachusetts is that natural gas supply is used for heating purposes as well as commercial and industrial production. However, natural gas is also used for electric generation, and under normal weather conditions, natural-gas fired electric generation units provide roughly half of the electricity consumed in the region. In the winter period, natural gas for electric generation purposes competes directly with heating demand. When extreme weather conditions arise, the demands for natural gas can result in significant upward pressure on prices.

ISO-New England – the entity that oversees the New England electric grid – has indicated that there are adequate resources on hand to meet expected generation needs. However, in its recent Fuel Security Analysis, ISO-New England identified that New England’s limited fuel infrastructure, primarily natural gas and oil, will eventually cause severe electric reliability issues if fuel security is not addressed. In addition, Exelon Generation, the owner of the Mystic Generation Station in Everett, Massachusetts, announced its intention to retire generation units 7, 8 & 9 and a jet-fuel fired unit by June 2022. Generation units 8 & 9 are natural-gas fired units with a combined generation capacity of over 1,400 megawatts and unit 7 is a natural-gas or oil-fired generation unit with a capacity of slightly below 600 megawatts. This is a combined electric generating capacity of 2,000 megawatts, which represents approximately 7 to 10 percent of New England’s peak electric demand depending on the time of year. The Federal Energy Regulatory Commission has directed ISO-New England to issue a short-term cost recovery proposal for the plant and broader market changes to address fuel security.

Many factors can affect energy markets including weather-related events and operational factors affecting energy generation and delivery. These events can arise quickly and result in significant market changes that can impact your energy costs. Sprague can help you understand and manage your business in a changing energy marketplace.

For more information on energy call 855.466.2842 or visit www.spragueenergy.com.

Better Electricity Rates may be available! We are pleased to announce that MRA members are now able to receive a free energy savings analysis, the ability to lock in electricity rates, and a dedicated local Account Manager using Sprague’s Energy Management Program.

- Competitive Analysis Up to 16 electricity suppliers compared.
- Fixed & Variable Rates. Lock in energy rates for up to 60 months.
- Personalized Account Management - Local account manager takes the time with you to find a plan that fits.

Utility rates are increasing significantly – lock in now before the winter hits!
Looking to get started? Call Sprague directly at 855.466.2842, read more about their program offerings, or shoot them an email at natgas@spragueenergy.com to find out more.
Join us on Wednesday, November 14th
at APEX ENTERTAINMENT
in Marlborough to raise funds for PAC!

2018 PAC FUNDRAISER - #TOGETHERWEWIN

Join us to raise funds for the Political Action Committee to support our efforts both nationally and within Massachusetts.

Wed. November 14, 2018
4:30pm - 7:30pm
Apex Entertainment
21 Apex Dr. Marlborough, MA

Now more than ever, we need your assistance in raising funds so that we can invest in our messaging and fend off the efforts of those not from within our industry who are attempting to radically change our business.

CONTRIBUTION LEVELS*

THE STARTING LINE: $150
THE LEAD AT THE FIRST TURN: $250
SEPARATING FROM THE PAC(!): $500
THE CHECKERED FLAG: $1,000

** Personal Checks/Credit Cards preferred, but Corporate Checks/Credit Cards are also accepted! Includes great food, camaraderie and non-alcoholic beverages. Adult libations available for purchase.

- Two years ago, comedy at the Kowloon Restaurant in Saugus.
- Last year Smerlas, DeOssie, cigars and gambling at Twin River Casino in Lincoln, RI.
- This year - Back home and let’s play like kids again. Laser tag, giant games, bowling, and best of all - Electric Grand Prix Race Cars that go REALLY FAST!
- Including the ultimate showdown - Team MRA Drivers will compete for the Marlborough 50 Cup!!
- Come join us at the fabulous, brand new Apex Center in Marlborough for a truly memorable event!

And last but not least... great food, fun, entertainment and networking while helping the MRA fight the fight! (Full bar available for purchase.)
RESTAURANT: 400 East Restaurant & Bar
LOCATION: East Harwich, MA
YEAR FOUNDED: 1989
MRA MEMBER SINCE: 1996
WEBSITE: www.the400east.com
WHAT IS YOUR RESTAURANT SPECIALTY?
Tavern style American Cuisine.
WHY IS THE MRA IMPORTANT TO YOU & YOUR BUSINESS?
As a representative of all MA restaurants, MRA gives us support with the legislation, speaks on our behalf and enlightens us on issues that are of concerns to our business (i.e. wage, health care reform, tipping laws etc).

Fun Facts about 400 East Restaurant & Bar
1. We have been at the same location since 1989.
2. We were originally the offshoot of the 400 Club in Harwich Port, which has since dissolved.
3. We have a sister restaurant, Pearl in Wellfleet MA, which opened in 2009.
4. Over the years, we have doubled our size. In 1993 we expanded the dining room by adding a function space that can hold up to 65 people. In 1995, we added more footing to the kitchen. In 2016 through 2018, we updated the dining room with a new bar, carpet, and art work.
5. We have always been and will continue to be the anchor business for the entire East Harwich Plaza.
6. From October until June, when you spend $40 pretax, you'll receive a free movie ticket to Entertainment Cinemas in South Dennis.
7. We are a great place to work. We have several employees who have been with us since the inception.
8. We have donated the interior walls to local artist, for exhibiting their art pieces free of charge.
9. Our most popular item is the steak teriyaki tips and the daily fresh ground burgers.
10. Between 3pm and 6pm you can get half price appetizers at the bar. A warning - everyone will know your name after the second visit.
Don’t forget to sign up for a fun night of food, drink, live music all for a wonderful cause, No Kid Hungry!

SOMETHING’S BREWING IN METROWEST
OCTOBER 15, 2018  6-9PM
VENUE: JACK’S ABBY AT SPRINGDALE | 102 CLINTON ST, FRAMINGHAM, MA
$35 - Non-members | $30 - Members

Join us for a night of food, drink, and merriment to benefit

NO KID HUNGRY
SHARE OUR STRENGTH

Included are tastings from MetroWest’s top chefs, and craft brew from Jack’s Abby Brewery.
Musical Performance by Josh Briggs

PARTICIPATING RESTAURANTS
PLUS MORE TO COME:
Red Heat Tavern (Westborough) | COOK (Needham) | 110 Grill (Marlborough)
Tavolino (Westborough) | Firefly’s BBQ (Marlborough) | Evviva Cucina (Marlborough)
Rail Trail Flatbread Company (Hudson) | Civic Kitchen & Drink (Westborough)
Tennessee’s Real BBQ (Framingham) | Chill Kitchen and Bar (Marlborough)
Coach Grill (Wayland) | Bison County (Waltham)

MRA MEMBERS: APPLY FOR THE RESTAURANT INDUSTRY AWARDS!

To learn more about the NRA’s Restaurant Neighbor Award, the Faces of Diversity Award and the Ambassador of Hospitality Award, click here.

Click here to apply.

Deadline for submissions is November 5, 2018.
Who or what inspired you to pursue a career in the hospitality industry?
My grandmother was a baker and made cakes for just about every occasion out of her kitchen at home. Although she passed away when I was only a year old, I’ve always heard the stories and have seen the pictures of what she made. This is what got me interested in baking. Once I started baking on my own, I fell in love with baking and pastry and decided to pursue the field.

You’re an MRAEF Scholarship recipient this year. Congratulations! What school are you attending and what will you be studying?
I am attending Johnson and Wales University and I am enrolled in the Baking and Pastry Arts Bachelor Degree Program.

What are your plans after college?
Short term goal is to work in a bakery or kitchen to gain the hands on experience I need to one day open my own bakery. I also want to pay it forward by employing baking and pastry students for internships and giving them the hands on learning experience.

If you could meet a well known industry professional who would it be and why?
For a celebrity, Paul Hollywood. I think he is amazing and love that he is always looking for new baking techniques.
In addition, I feel very lucky to be attending a school with several master chefs who will be teaching the labs that I will be taking.

From your experience in hospitality so far, what is the most important thing you’ve learned?
Baking is an exact science. It takes concentration and dedication to make something that not only looks great, but tastes just as amazing.

Do you have advice for students interested in pursuing a career in the hospitality industry?
Practice, practice, practice!! And don’t get discouraged if what you are making doesn’t come out perfect the first time. Listen to the pros...their tips and instruction are gold!
# EDUCATIONAL TRAINING & CALL FOR MENTORS

## 2018 SERVSAFE TRAINING SCHEDULE

### SERVSAFE MANAGER

<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>November 9th &amp; 16th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>December 3rd &amp; 17th</td>
<td>Kowloon</td>
<td>4-8pm</td>
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### SERVSAFE ALCOHOL

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<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
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</thead>
<tbody>
<tr>
<td>October 15th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
</tbody>
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### SERVSAFE RECERTIFICATION

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<tr>
<th>DATE</th>
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<th>TIME</th>
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<tbody>
<tr>
<td>October 16th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>December 18th</td>
<td>MRA</td>
<td>3-7pm</td>
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**CLASS LOCATIONS:**

- **MRA:** 160 East Main St, Ste 2, Westborough
- **Kowloon:** 948 Broadway, Saugus, MA

To sign up for a class, call (508) 573-4180.

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## CHOKE SAVING COURSES AVAILABLE AT THE MRA

- **When Seconds Count, Inc.**
  - CPR & First Aid Training

Click [HERE](#) to register and for more information.

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## CURRENT CLASS SCHEDULE:

- **Thursday, October 18, 2018**
  - **Thursday, December 13, 2018**

  **All classes are 10-11am.**

  **CLASS LOCATION:**

  Massachusetts Restaurant Association
  160 East Main Street, Suite 2
  Westborough, MA 01581

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## CALL FOR INDUSTRY MENTORS

A Mentor is known as a wise and trusted counselor, teacher, or an influential senior sponsor or supporter. Teachers, a form of mentor, cannot always provide insight into a career in the industry. Students need connections to those who spend a majority of their time outside of the classroom. By establishing a relationship with a school program, an organization can then begin to educate the students on the practices they believe shape the industry and an extraordinary worker.

Students need your help! Please consider mentorship by clicking [here](#) for the application.
WELCOME NEW MRA MEMBERS!

FOOD & BEVERAGE OPERATORS

Brodie’s Pub
10 1/2 Lowell Street
Peabody, MA 01960
(978) 977-9988
Michael Votto

Bucas
4 Depot Rd
Harwich, MA 02645
(508) 432-6900
Martin Sadlemire

Donovan’s Irish Pub
1655 Boston Road #C6
Springfield, MA 01129
(413) 543-0791
Justine Kane Garaughty

Le Souk Hookah Lounge
1 Worthington Street
Springfield, MA 01103
(413) 301-8262
Khadija Hussain

Mr. Mac’s
440 Middlesex Road
Tyngsboro, MA 01879
(978) 939-6227
Harry Cheema

Murphy’s Eats and Treats
16 W Union St
Ashland, MA 01721
(617) 799-7973
Shaun Keefe

Trillium Fort Point
50 Thomson Place
Boston, MA 02210
(339) 237-1636
Mark Minerdi

Wales Irish Pub
16 Holland Rd
Wales, MA 01081
(413) 245-9730
Kim O’Keefe

Wamesit Lanes
434 Main St.
Tewksbury, MA 01876
(978) 349-0000
Donald MacLaren

BUSINESS PARTNERS

Chargique
(Phone Charging Systems)
PO Box 167
Hanover, MA 02339
(781) 826-2400

General Fire Extinguishers, Inc.
(Fire Prevention/Systems/Equipment)
314 Broadway
Taunton, MA 02780
(508) 822-1961
Eric Moniz

Upserve (POS Supplies)
10 Dorrance Street, 9th Floor
Providence, RI 02903
Natasha Nicholas

Inertia Resources Consultants
(Energy)
361 Newbury St, 5th floor
Boston, MA 02115
(857) 880-2046
Demorian Linton

SHOFUR Boston (Transportation)
3340 Peachtree Rd, Suite 100
Atlanta, GA 30326
(800) 436-8719
Ivelisse Rodriguez

THANK YOU TO OUR 2018 ANNUAL SPONSORS

Massachusetts Restaurant Association
160 East Main Street, Suite 2, Westborough, MA 01581
Phone: (508) 303-9905  www.themassrest.org

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