MRA NEWS
Serving up news for the Massachusetts restaurant community

MARCH 2020

Ready for the 2020 New England Food Show?
Sunday, March 22 through Tuesday, March 24, 2020
Boston Convention & Exhibition Center Boston, MA

Experience
Culinary Demos
Check out the stellar line up of culinary experts ready to take Center Stage!

Discover
New Innovations
Find new ways to entice diners and boost your bottom line with the latest technology, education and supplies.

Sample
Alcohol Pavilion
Taste local brews and vintages in order to pair the best emerging spirits with your culinary menu!

Learn
Education
Emerging Technologies; Regional Ingredients; Shifting Trends; Expert-led Sessions.

Register here!
See full schedule here.
Visit NEFS website here.
Have questions? Click here.

If you are an MRA member, please contact your Member Services Manager directly to receive your promo code for a free member registration.
Dear Members,

March is shaping up to be one great month for the MRA, the MRAEF and all of our friends in the industry. It is all about rewards, recognition, and celebrating the relationships that make this industry great.

On March 10th, we will hold our annual MA ProStart Student Invitational Competition for the second year in a row at Gillette Stadium. This is the highlight of the year for the participating high schools in both the culinary and management side of the competition. If you have never attended, please consider it as they represent the future of our industry, and they are playing for significant scholarships as well as representing us at the National competition in April.

Then, from March 22-24 at the Boston Convention & Exhibition Center, we hold our annual New England Food Show. This is the time of the year when we see all the new goods and services our business partners have to help us drive both guest counts and satisfaction, see great cooking demonstrations from some of the hottest chefs, gain knowledge at our Ed Quarters on what is happening across the industry, and see some great Keynote Speakers. The best part – it is reestablishing existing relationships and making new ones. For those three days, it is the place to be.

And finally, on Monday evening of the show, the 23rd, we will hold our Annual Awards Dinner at the spectacular Seaport Hotel. This is our opportunity to fete five truly deserving award winners. Congratulations to Dave Vieira (Piantedosi Baking Company), Rhonda Kallman (Boston Harbor Distillery), Pino Maffeo (Il Molo), Jody Adams, Jon Mendez and Eric Papachristos (Soloniki Greek) and Ryan Dion (110 Grill and Evviva Trattoria). Please join me in congratulating them and celebrating their success at the cocktail reception and dinner. Click here to register and see page 7 for more information. I hope to see you there!

Happy Spring to all!

Sincerely,

Jeff Gates
MRA Chair
jgates@themassrest.org

Join us at the 2020 MRA Spring Fling Networking Event on Wednesday, March 18th

Wednesday, March 18, 2020
4:30PM - 7PM
Mystique at Encore
1 Horizon Way, Everett, MA 02149
$25 per person. Cash bar available

Please join us immediately following the MRA Board Meeting for some great food, beverages, and camaraderie with your fellow MRA Members. We will be at the beautiful new Mystique at Encore Boston Harbor in Everett.

Limited capacity - Register now.

REGISTER HERE
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Compliance Reminder: Exempt vs Non-Exempt Employees

You must pay employees overtime after 40 hours unless they meet the criteria for being “exempt”.

The exemption is not earned by solely paying somebody a salary, but instead is a combination of what they do and what they earn.

Any employer that classifies multiple employees as as “exempt from overtime”, will need to justify that exemption under audit.

To qualify for the executive employee exemption, all of the following tests must be met:
• The employee must be compensated on a salary basis (as defined in the regulations) at a rate not less than $684 per week;
• The employee’s primary duty must be managing the enterprise, or managing a customarily recognized department or subdivision of the enterprise;
• The employee must customarily and regularly direct the work of at least two or more other full-time employees or their equivalent; and
• The employee must have the authority to hire or fire other employees, or the employee’s suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees must be given particular weight
• The Federal Department of Labor, office of compliance assistance provides a “self test” to help determine if an employee qualifies for the executive exemption: www.dol.gov/elaws/esa/overtime/e1.htm.

Chefs, such as executive chefs and sous chefs, who have attained a four-year specialized academic degree in a culinary arts program, generally meet the duties requirements for the learned professional exemption. The learned professional exemption is not available to cooks who perform predominantly routine mental, manual, mechanical or physical work.

Protect yourself in case of DOL Audit

If you are facing a DOL audit, these are some of the issues you can be expected to be asked about:
• Two years’ worth of payroll data and time keeping records
• Gross sales for the past three years
• Corporate information and how the operation works
• Managerial roles and duties
• Roles and duties of any employees under the age of 18
• Overtime calculation
• Chain of command for each department
• 1099-sub contractors

You can expect some of your employees to be asked:
• Whether you charge for uniforms
• Who is their direct boss
• If they know their pay rate
• If they work at multiple locations
• Do they get paid for all hours and overtime
EMAC Tier II has officially expired

Three years ago, most operators probably never heard of the acronym EMAC. The Employer Medical Assistance Contribution (EMAC) capped out at about $50 per employee and was a non-descript 4 letter sub-category included as part of the quarterly UI bill.

An act further regulating employer contributions to Health Care, was passed and signed into law in August 2017. The law temporarily changed the existing employer medical assistance contribution, created a temporary supplemental contribution and modified the unemployment insurance rate schedule. The contributions were effective for wages paid beginning January 1, 2018 through the end of calendar year 2019.

The expiration of the Tier II supplemental contribution (up to $750 per employee on subsidized health care) in addition to the roll back of the temporary increase in Tier I is a welcome relief to all operators across Massachusetts. While these two costly line items have expired, operators will still see the acronym “EMAC” on their quarterly UI bill, it will be at the lesser rate that was the law prior to 2017. Employers are liable for payment of EMAC in a quarter whenever the average employee count is more than six.

EMAC rates effective January 1, 2020:

Year 1, 2, and 3: New employers that become subject to EMAC or UHI previously will be exempt for the first 3 years.
Year 4: Employers in their 4th year of being subject to EMAC previously will pay an EMAC rate of 0.12%.
Year 5: Employers in their 5th year of being subject to EMAC previously will pay an EMAC rate of 0.24%.
Year 6 and more: Employers in their 6th year or more of being subject to UHI previously will pay an EMAC rate of 0.34%.

Real Time Sales Tax Collection Will Have a Disproportionate Impact on Restaurants

For the fourth year in a row, Governor Charlie Baker has proposed changes to the state’s sales and meals tax collection and remittance process. The proposal this year again includes “Real Time” or daily remittance, requiring third-party processors of credit and debit card transactions to remit, on a daily basis, the sales tax on behalf of the operator, starting in 2023.

Every business in the state that collects sales, meals, local option meals, room occupancy, and even the new marijuana taxes, that annually remits more than $100,000 in taxes will be required to completely overhaul and upgrade payment processing software and hardware under the new proposal.

The Legislature has continuously rejected this proposal, and they need to hear from you again why it should be rejected.

Take Action today!

The Governor’s budget is now before the House, which will release and debate its own version in mid-April. All members are encouraged to contact your legislators and urge them to reject the Governor’s proposed changes to the state’s sales and meals tax remittance process.
Membership News

Be organized and plan ahead for 3 full days of NEFS!

Schedule at a Glance

Sunday, March 22, 2020
10:00 AM - 5:00 PM      Exhibit Hall Open
10:30 AM - 11:15 AM     The State of Cannabis in Massachusetts and the Regulations That Could Impact Your Business
11:15 AM - 12:15 PM     Diversity Keynote - Michaela Mendelsohn
12:00 PM - 12:45 PM     Beyond Gummies - The Incredible Cannabis Culinary Product Evolution
1:00 PM - 2:00 PM       Business Keynote - Paul Wahlberg
1:30 PM - 2:15 PM       Restaurant 2025 - What Are The Key Internal Tech Developments
2:30 PM - 3:15 PM       Culinary Demo - Kelsey Barnard Clark
3:00 PM - 3:45 PM       Restaurant 2025 - What Are The Key External Tech Developments
3:30 PM - 4:15 PM       Cannabis Culinary Demo - Jeff Danzer
5:00 PM                 The Toast Afterparty

Monday, March 23, 2020
10:00 AM - 5:00 PM      Exhibit Hall Open
10:30 AM - 11:15 AM     The Five Basic Daily Operational Behaviors That Either Make Or Break A Profitable P+L
11:00 AM - 11:30 AM     Culinary Demo - Carl Dooley
11:00 AM - 12:15 PM     Recruiting Through Non-Traditional Populations
12:00 PM - 1:00 PM      Culinary Keynote - Richard Blais
1:15 PM - 2:00 PM       Millennials And Their Booze
1:45 PM - 2:30 PM       Culinary Demo - Colton Coburn-Wood
2:30 PM - 3:15 PM       Why Butchery?
3:00 PM - 3:45 PM       Cannabis Culinary Demo - Jeff Danzer

Tuesday, March 24, 2020
10:00 AM - 3:00 PM      Exhibit Hall Open
10:15 AM - 11:00 AM     Improve Your Profit Line While Reducing Your Waste Footprint
11:00 AM - 12:00 PM     Beverage Keynote - Marian Leitner-Waldman
11:15 AM - 12:00 PM     The Art of the Environment
12:15 PM - 1:00 PM      360 Degree Health
12:45 PM - 1:45 PM      Culinary Demo - Shaun O’Neale
1:30 PM - 2:15 PM       The Benefits of Gluten and Allergen Free Menus
2:15 PM - 2:45 PM       Culinary Demo - Tyler Stout
The Toast - NEFS Industry Afterparty on March 22, 2020

Celebrate in style at M.J.’s O’Connor’s Westin Waterfront Irish Pub immediately following the closing of the New England Food Show on Sunday, March 22nd.

Carly Tefft will headline our evening of fun, camaraderie, heavy hors d’oeuvres and cash bar.

**MJ O’Connor’s Irish pub**
425 Summer Street
Boston, MA
Doors open at 5:00pm

This show sold out last year, don’t wait!

Live performance by CARLY TEFFT
Carly’s bio [here.](#)

Many Thanks to The Toast Event Sponsors:

Register for the 2020 MRA Annual Awards Dinner

On behalf of the MRA Board of Directors, we are excited to announce the 2020 MRA Annual Award Winners. Join us to honor these well deserving recipients at our Awards Gala on Monday, March 23, 2020 at the Seaport Hotel in Boston.

**Restaurateur of the Year**
Ryan Dion, 110 Grill/Eviva Trattoria

**Limited Service Restaurateur of the Year**
Jody Adams, Jon Mendez & Eric Papachristos, Saloniki Greek

**Executive Chef of the Year**
Pino Maffeo, Il Molo

**Business Partner Associate of the Year**
Dave Vieira, Piantedosi Baking Company

**Business Partner of the Year**
Rhonda Kallman, Boston Harbor Distillery

Monday, March 23, 2020
5:30pm - Cocktail Reception & Silent Auction (Seaport Ballroom)
6:45pm - Dinner/Program (Plaza Ballroom)
Seaport Hotel: 1 Seaport Lane, Boston

Tickets - $130 each
Tables of 10 - $1,175
Reservations are required.

Event sponsorship opportunities* are available [here.](#)

*Deadline to sponsor this event is March 17, 2020.
Name and Title: Bill Brady, Chef & Owner

Restaurant: Brady’s Chef Inspired Cuisine

City: Leominster, MA

Year Founded: 2019

Website: www.chefbradys.com

MRA Member since: 1995

What is your business specialty? Chef inspired cuisine.

Why is the MRA important to you & your business? To be able to gain access to the vast knowledge of so many of our industry’s leaders. The MRA values members input whether you lead a 50-restaurant chain or just run a Mom and Pop.

1. Built in 1895, the building has housed a furniture factory, the very first Victory market, the U.S. Post office, The Plymouth Café and Tin Pan Alley.

2. Our table tops have been made from reclaimed wood from the Original Leominster High School.

3. The actual safe door from the U.S. Post office hangs proudly in our café room.

4. The building renovation has taken about 3 years.

5. The restaurant is designed to be both a la carte and function space, when utilized as full à la carte we have seating for 200 persons.

6. Our wine list features over 25 wines by the glass and 150 bottle selections.

7. The dessert menu is presented 3d on view finders.
2020 Massachusetts Restaurant Weekend for No Kid Hungry
Friday April 24th through Monday April 27th

It all started over 20 years ago when MRA Executive Committee member Andy Husbands first partnered with the charitable organization Share Our Strength. He shuttered his restaurant Tremont 647 on a Monday evening, invited in some of Boston’s best chefs and prepared a five-course dinner with wine pairings to a private seating of his restaurant. All proceeds from this dinner went to Share Our Strength’s Cooking Matters program.

The MRA is in its fifth year of aligning forces with Share Our Strength in support of ending childhood hunger through our Massachusetts Restaurant Day. From our first Mass Restaurant Day in 2016 through last year, participating MRA member restaurants have raised well over $400,000 to end childhood hunger specifically in Massachusetts.

We have been blessed to have core MRA member restaurants participate at multiple levels:

- Tremont 647 (Andy Husbands),
- 111 Chop House, Sole Proprietor, Via Italian Table (Robb Ahlquist)
- 110 Grill Massachusetts Locations, Evviva Trattoria (Ryan Dion)
- Bocado Tapas Wine Bar, Mezcal Tequila Cantina, The Burger Fix, Railers Sports Tavern, Rye and Thyme (Mike Covino)
- Sonoma (Bill Brady)
- Cobblestones of Lowell (Scott Plath)
- Horseshoe Grille (Pat Lee)
- East Bay Grille, East Bay Grille at Pine Hills Country Club (Paul Barbato)
- The Quarterdeck, Bucatino Restaurant and Wine Bar (Bob Jarvis)
- Turner’s Seafood Grill and Market, Turner’s Seafood at Lyceum Hall (Kathi Turner)
- The Hotel Northampton (Mansour Ghalibaf)
- Davio’s Northern Italian Steakhouse (Steve DiFillippo)

And not to mention the countless support chefs, restaurant managers, wine experts, bartenders, servers, bussers, kitchen employees and our loyal guests that have made this an incredibly important and successful campaign to end childhood hunger in Massachusetts.

Over the past year we have been working diligently with the team at Share Our Strength to best design this event to be user friendly for our membership. Click here for flyer which demonstrates some exciting new options and benefits to participate.

Here are the highlights:

- We officially have moved to a full weekend event, opening opportunities to fundraise in a variety of ways.
- This year we align our efforts with Boston’s Taste of the Nation which allows us to specifically support the No Kid Hungry arm of Share Our Strength and 100% of the proceeds raised here in Massachusetts, stay here in Massachusetts to end childhood hunger.
- You have the flexibility in how you wish to participate:
  - Host a private sit-down dinner on one night at your restaurant. All proceeds benefit No Kid Hungry.
  - Offer a supplementary menu through the weekend where all proceeds of these menu items go to No Kid Hungry.
  - Match any gift card purchased through the weekend as a donation to No Kid Hungry.
  - You can do any combination of these three!
- Massachusetts Restaurant Weekend will be a competition! The restaurant that raises the most money by the end of the weekend will win a featured spot at Boston’s Taste of the Nation event on June 16, 2020.
- The Winner Receives
  - Additional and exclusive social media announcement of the winner on No Kid Hungry social channels and Boston’s Taste of the Nation website.
  - Deluxe sampling set-up alongside Massachusetts Restaurant Association at Boston’s Taste of the Nation on June 16, 2020.
  - Logo placement on select on-site signage.

If you have questions regarding the event or would like to determine if your organization is eligible to participate please reach out to me directly.

Kerry Miller
kmiller@themassrest.org
cell 508-330-7864
**We are the MRA - Business Partner Profile**

**Name and Title:** Kevin Abreu and Steve Borelli, Senior Account Managers

**Organization:** Sprague Energy

**City:** Westborough, MA

**Year Founded:** 1870

**Website:** [www.spragueenergy.com](http://www.spragueenergy.com)

**MRA Member since:** 2003

**What is your business specialty?** Energy, specifically natural gas and electric.

**Why is the MRA important to you & your business?** We have worked with the MRA for 17 years to help their members navigate the energy sector. The MRA is a valuable asset that gives us a trusted partner in providing energy services to their members and our customers.

**Facts about Sprague Energy**

1. **Tell us a little about what your organization does?**
   MRA members benefit from our discounted pricing and extensive energy expertise. To meet the needs of your business, we’ve adapted programs and services originally created for large industrial and manufacturing customers to work well for all businesses. Our experts will provide the information and support to help you better manage your energy costs in a volatile energy market.

2. **What brought you into the business field?** Energy is used by everyone, so I was drawn to that.

3. **What is your favorite part of the business?** Working with customers using my expertise to help them succeed in their business.

4. **Tell us about what sets your business apart from others?**
   We are a regional company with a long history. Our product offering and services are what separate us from our competition. We have built a reputation of being the leader in our field in Massachusetts.

5. **How do you feel you best serve the restaurant industry?**
   Restaurant owners and managers have enough to deal with on a daily basis. What we do is give them a trusted honest assessment on their energy needs in order to tailor products that will work from them. We try to fix their costs to help budget their monthly expenses.

For questions, contact Kevin Abreu

Email: kabreu@spragueenergy.com, Phone: 508-329-0183
### MARCH 2020

- **02** - Andover, Courtyard by Marriott  
  **Class Times:** 8am to 2pm
- **02** - Boston, Hampton Inn & Suites  
  **Class Times:** 8am to 2pm
- **03** - Framingham, Residence Inn by Marriott  
  **Class Times:** 8am to 2pm
- **05** - Woburn, Courtyard by Marriott - Mishawum Roc  
  **Class Times:** 8am to 2pm
- **09** - Danvers, McNeilly EMS Educators  
  **Class Times:** 8am to 2pm
- **09** - Hyannis, Holiday Inn  
  **Class Times:** 8am to 2pm
- **10** - Lynn, North Shore Latino Business Association  
  **Class Times:** 10am to 4pm  
  **Spanish**
- **11** - Raynham, Hampton Inn  
  **Class Times:** 8am to 2pm
- **14** - Worcester, Courtyard by Marriott  
  **Class Times:** 8am to 2pm
- **16** - Plymouth, Hampton Inn & Suites  
  **Class Times:** 8am to 2pm
- **23** - Edgartown, Harbor View Hotel  
  **Class Times:** 8am to 2pm
- **30** - Worcester, Courtyard by Marriott  
  **Class Times:** 8am to 2pm

### APRIL 2020

- **01** - New Bedford, Fairfield Inn by Marriott  
  **Class Times:** 8am to 2pm
- **04** - Springfield, Hilton Garden Inn  
  **Class Times:** 8am to 2pm
- **06** - Boston, Hampton Inn & Suites  
  **Class Times:** 8am to 2pm
- **06** - Andover, Courtyard by Marriott  
  **Class Times:** 8am to 2pm
- **07** - Framingham, Residence Inn by Marriott  
  **Class Times:** 8am to 2pm
- **08** - Danvers, McNeilly EMS Educators  
  **Class Times:** 8am to 2pm
- **11** - Worcester, Courtyard by Marriott  
  **Class Times:** 8am to 2pm
- **14** - Hyannis, Holiday Inn  
  **Class Times:** 8am to 2pm
- **14** - Lynn, North Shore Latino Business Association  
  **Class Times:** 10am to 4pm  
  **Spanish**
- **20** - Edgartown, Harbor View Hotel  
  **Class Times:** 8am to 2pm
- **20** - Plymouth, Hampton Inn & Suites  
  **Class Times:** 8am to 2pm
- **21** - Raynham, Hampton Inn  
  **Class Times:** 8am to 2pm
- **27** - Springfield, Hilton Garden Inn  
  **Class Times:** 8am to 2pm
- **27** - Worcester, Courtyard by Marriott  
  **Class Times:** 8am to 2pm

**CLICK HERE** to view all ServSafe Classes offered on our event calendar!

**CLICK HERE** for SERVSAFE ALCOHOL classes.

If you would like to schedule a SERVSAFE ALCOHOL CLASS at your location, please call Tracy Zibell directly at (508) 573-4180 or email her at tzibell@themassrest.org

**Choke Saving Courses Available at the MRA**

CLICK [HERE](#) and select MRA under location to view the list of classes available.
The MRAEF has embarked on a bold and necessary capital campaign focused on identifying and developing our next generation of leadership.

- In 2000, the MRA Hospitality Institute, a 401(c)(3), was formed, later named the Massachusetts Restaurant Association Educational Foundation (MRAEF). Ernie Tremblay, President of Sylvan Street Grille, was elected our first chairman and remains very active.

- In 2004, we launched our initial 10-year benefactor program initiated by Kathy Murphy, former MRA Executive Assistant, where companies pledged $2,000 per year for a 10-year period. Our goal was to help fulfill the needs of every student applying for a scholarship.

- After feedback from prominent restaurateurs and supporters, in 2016 we began offering different commitment options and levels.

- The MRAEF has awarded over $1.3M to more than 1,000 students studying Culinary Arts or Hospitality Management. Often the students who receive scholarships would have been unable to attend college due to financial hardships.

- At the end of 2000, we had 5 ProStart schools. Now, we’re up to 40 schools reaching over 2,800 students!

- As we see tremendous growth in ProStart, it’s more important than ever to be able to provide financial assistance to as many deserving students in need as possible, who dream of being in our industry.

We ask you to consider contributing any amount that works for you. We have also included the option to contribute to the MRAEF General Scholarship Fund that will go towards an annual scholarship.

Please complete the online contribution form. We will send you an invoice annually based on your commitment. It’s that simple! Thank you!

Make your commitment here.
Eat Your Words 2020 - A tasting event to benefit 826 Boston
Monday, March 30, 2020

EAT YOUR WORDS 2020

A TASTING EVENT to benefit 826 Boston

3.30.20
McDevine’s / Faneuil Hall Rotunda
VIP ADMISSION, 6:00 - 9:00 PM, $130
GENERAL ADMISSION, 7:00 - 9:00 PM, $100
WWW.826BOSTON.ORG/EAT

21 RESTAURANTS. ONE GREAT CAUSE.

The Hospitality & Tourism Management Annual Awards Dinner - March 25, 2020

For registration & event details, click here.

If you are interested in becoming a 2020 HTM Corporate sponsor, the Corporate Sponsorship Package is now available for download.

Sponsorship packages and individual tickets are also available via this link.
Welcome to MRA’s Newest Members

Food & Beverage Operators

1260 Boylston Street LLC
1265 Boylston St.
Boston, MA 02215
Jin Chong

Barra
23A Bow St.
Union Square
Somerville, MA 02143
(617) 764-1750
Yhadira GUZMAN RUIZ

Brady’s
37 Mechanic St.
Leominster, MA 01453
(978) 537-7111
Chef Bill Brady

Moldova
344 Watertown St.
Newton, MA 02458
Artur Andronic
(617) 916-5245

Truly Yogurt
35 Grove St.
Wellesley, MA 02482
Steve Marcus
(781) 686-4151

Van Ness Group, Inc.
9 Wallis St.
Beverly, MA 01915
(978) 525-9093
Vickie Van Ness

Business Partners

Cloud Kitchens
361 Newbury St, 4th Floor
Boston, MA 02115
Marcel Comtois
(847) 644-7994
Real Estate Brokers/Developers

Fox Rothschild LLP
101 Park Ave, 17th Floor
New York, NY 10178
Matthew Berger
(646) 601-7658
Attorney

PDI/Sani Professional
400 Chestnut Ridge Rd.
Woodcliff Lake, NJ 07677
Jesse Wolkiewicz
(978) 201-5305
Foodservice Consultants

Thanks to our 2020 Annual Sponsors

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Heartland
HOSPITALITY INSURANCE GROUP
KENS
Metropolitan
nationalgrid
NinetyNine99
ORACLE
People’s United Bank
Plantedosi
RBG Indusial
Ruby Wine, Inc.
Sprague
Systim
toast
Toast
Van Ness Group, Inc.
Van Ness
Wm. Wrigley, Jr.
Xcelsior

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