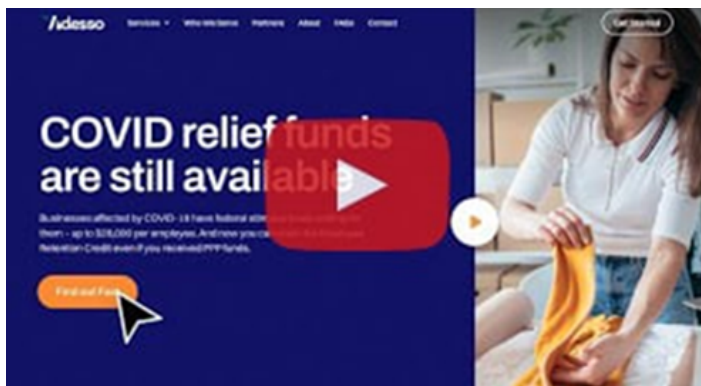


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May 30, 2023



ERC is Legit!

If you're on the fence about applying for the Employee Retention Credit (ERC), here are answers to some questions you might have.

What's a tax credit? Will it expire?

A tax credit is a reduction in

the total taxes owed to the IRS. It's not a deduction and doesn't affect your taxable income. Once approved, you'll never be on the hook for it later. There's no guarantee that the ERC will be permanent.

I want to apply, but my CPA says I don't qualify. What should I do?

No disrespect to your CPA, but the ERC laws are complicated and have recently been updated; something we're finding out many CPAs don't know. It's why we recommend our partner Adesso to restaurants who want to file for the ERC. Their team of experts specialize in the ERC and know how to get your application through with the max refund possible.

"Free" money back from the IRS? Why does this sound too good to be true?

This is the #1 reason business owners skip filing for the ERC, and we get it! When has it ever been easy to ask the IRS for a refund, and what's the catch?

The reasoning for giving money back is, well, complex. The best way to put it is: The federal government has an incentive to ensure businesses affected by COVID restrictions stay open. Small businesses like yours are vital to the local and national economies, so they're willing to budge on what you owe them. However, the ERC isn't permanent, and we expect the opportunity to apply will expire soon.

We've seen them get back an average of \$150,000 in tax credits for restaurants in Wisconsin. Isn't it worth seeing if you qualify? It only takes 3 minutes to see if you qualify.

[Click here to take Adesso's Qualification Quiz.](#)

What other questions do you have about the ERC? Check out our [ERC page](#) or reach out to [Dawn Faris](#) at 608.444.9481

Learn More and Begin Your Filing Now!

ChatGPT's First Restaurant Job Could Be In HR

Chatbots are carving out a niche in restaurant HR departments.

A number of tech suppliers focused on hiring, training and retention said at the National Restaurant Show this week that they're using ChatGPT and other forms of conversational AI to help

restaurants communicate with staff, both by screening job applicants and keeping them engaged once they're hired.

The bots, they say, can speed up time-consuming processes and even gauge how employees are feeling - even better than their human managers.

This is a very interesting article and quite possibly the direction our industry is heading – after all, “people will share more with technology and with a bot than they would with a person”.

Read on for a deeper dive into this new staffing trend.

Source: *Joe Guskowski, Restaurant Business*

[Read Full Story](#)

Giving Back to the Community as a Restaurant

Whether you realize it or not, giving back to the community is an important part of running a restaurant.

On the one hand, restaurants unconsciously give back to guests simply by existing – providing a place where people's lives are lived out. Your venue might be a popular first date spot, or the perfect place to “meet the parents.” Maybe your establishment is where a





...doting Millennial takes Grandpa for a pint or where a regular finds comfort. Maybe someday someone will propose!

But what about the ways you can *purposefully* give back to the community around you? That's where corporate social responsibility (CSR) comes in.

CSR is defined as a business' commitment to manage the social, environmental, and economic effects of its operations. Put simply, CSR means giving back to the community in which your business operates in.

So, what does this have to do with "Solutions on Staffing"? Well, executing a CSR initiative can have many benefits for your business, including:

- Increase employee satisfaction
- Attract new employees
- Boost reputation (which helps with staffing challenges)

Take a few minutes to read more about CSR and how it can help solve some staffing challenges or prevent them.

Source: Jackie Prange, Touch Bistro

[Read Full Story](#)

Could Older Workers be the Solution to Your Hiring and Retention Problems?

The Great Reshuffle continues as the shortage of frontline and hourly workers is still strongly felt across the labor market by industries in the private sector.



Organizations are struggling with finding, hiring, and keeping good people yet ageism bias

is rampant in the workplace, with many solid job seekers being overlooked. It is time to ask: Are older workers the answer to your hiring and retention issues?

Younger to middle-aged workers up to age 54-80 and beyond category look for employment that pays fairly while helping them fulfill their career vision. The mature worker in the 55-80 and beyond category seeks work for somewhat different reasons. Some have moved on from their earlier occupations and many of them will enjoy more years and even decades of good health.

This, coupled with the ever-increasing cost of living and the uncertainty about Social Security has many of them rethinking what their futures look like.

Learn more about the roles older workers can fill in your operation!

Source: John DiJulius, *Franchising.com*

Read Full Story



Mental Health May - Special Edition!

The restaurant industry embodies hospitality. It is who you are! In addition to the traditional definition, hospitality can also mean generously providing care and kindness to whoever is in need. Restaurants are second

homes for most employees. It feels like family to them. And we need to take care of all of our family members.

Please consider the tools and information provided in the links below as assets to creating and retaining a mentally strong staff.

- WRA provides great tools that you can share with your staff, [download this pdf!](#)
- This [Buzzfeed article](#) provides a closer look at Mental Health in the Restaurant Industry.
- Check out this [5 minute read](#) that provides possible solutions to help reduce the risk of mental health issues among your employees.
- [Learn how](#) to train leaders to understand the signs, and potential causes of mental health issues within the industry, and expand access to mental health providers

There are many organizations that provide support, assistance, and tools: WRA works closely with Teladoc to provide multiple resources and discounts for you and your staff!

- [Learn about Teladoc](#)

- [Sign-up for Teladoc](#)
- [Request more information about Teladoc](#)

Check out this week's Special Edition Monday Minute, presented by WRA's VP of Membership and Business Development!

Watch Special Edition Monday Minute

5 Ways to Set Up Restaurant Staff for Success

Did you attend the National Restaurant Association Show last week?

Restaurant Business' GMs of the Year shared how they cultivate a strong team culture during a session at the National Restaurant

Association Show. Show attendees had a chance to hear from the three winners of Restaurant Business' inaugural General Manager of the Year contest. During a Sunday session, the GMs discussed what drew them to foodservice, their wisdom on cultivating a strong team culture and more.

Take a [quick read](#) to hear some of the insights that they shared – they're doing something right!

Source: Restaurant Business Staff



Read Full Story

Your INDUSTRY. Your ASSOCIATION. Your COMMUNITY.

Have a question for the Wisconsin Restaurant Association team?
Not a WRA member and interested in learning more?

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