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Bonanno Concepts Revamps Compensation to Focus on Wellness, Pay Equity

Bonanno Concepts is seeking to compensate its employees in new, more rewarding ways, including with a tipless system that provides back-of-the-house workers with higher pay, and a dedicated therapist available free to anyone who needs to speak with her.



The Denver-based company, which operates 10 restaurants and lounges, including the flagship fine-dining destination Mizuna, decided to rethink its wage and benefit strategies in the wake of the pandemic shutdown. While owners Frank and Jacqueline Bonanno had long sought to provide wellness services, such as yoga and meditation sessions, the temporary closures in 2020 provided an opportunity to take a step back and gather feedback from the workers themselves about what they needed most.

Source: Mark Hamstra, Nation's Restaurant News

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How to Reject Candidates Without Burning Bridges After a Job Interview

The landscape of human resources is changing rapidly. With the explosion of social media and sites like [Glassdoor](#), people can comment on their experiences with your recruitment and employment process. In fact, around 60% of job seekers report negative candidate experiences with the employers they engage with; and around 72% of job seekers share their experiences online.



Try to think of candidates that you interview as customers: if they had a negative experience, would they likely do business with you? Would they reapply? Their opinion will matter. Throughout the whole recruitment process, from the initial phone screen to the interview stage, recruiters should inform candidates of what they

should expect next in the recruitment process. Now, it's time to inform the candidate that they did not get the job. What do you do?

Source: Society Insurance Human Resources

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How to Attract and Retain Gen Z Employees, From a GenZer's Perspective

Employment is a revolving door in the fast-food industry, and the pandemic only made things worse. Staffing shortages in the last few years have caused loss of productivity, forced restaurants to cut down on

hours, and left them no choice but to limit their service options. In 2021, a [whopping 86.3%](#) of accommodation and foodservice workers quit their jobs.



Most fast-food brands employ people younger than 25. Attracting a younger workforce can be especially difficult; there's little wiggle room in terms of wages and it's often hot, unglamorous work. For this reason, it's imperative to know how to tap into the new generation that already makes up more than 12% of the country's workforce.

This article outlines four tips on how to give younger workers exactly what they're looking for!

Source: Stephanie Massart, Nation's Restaurant News

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Voluntary Benefits Help Counter Worker Shortages in Wisconsin Restaurants

The right combination of voluntary benefits can differentiate Wisconsin restaurants in their struggle to attract and retain talent for the long term. Since you can't

often offer widespread pay raises to keep your workers, you can turn to benefits as one means to keep positions filled. Voluntary benefits can play a big role!

The food and beverage production industry has felt firsthand the pain of worker shortages: 45% of food manufacturers say retention is a top issue; some 360,000 jobs were unfilled in nondurable goods manufacturing (including food and beverage) as of July 2021.

The current situation has led to reduced capacity at some operations. For example, a Cargill turkey plant in Virginia was running at 70% in late 2021.

Food and beverage manufacturers often can't offer widespread pay raises to keep workers, but they can turn to benefits as one means to keep positions filled. Voluntary benefits play a big role.

Source: Hub International Insights Blog

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