

[View this email in your browser](#)



December 13, 2022

## Have You Claimed Your Employee Retention Credit Yet?

WRA & Adesso have helped Wisconsin restaurants claim **\$6,060,250** in ERC dollars as of this week!

On average that's **\$93,234.61/business** right here in Wisconsin!

Money that doesn't have to be paid back, used in a certain way OR reported back on. It's tax credits that you may qualify for. Even PPP recipients **MAY BE ELIGIBLE**.

 As of this week, WRA and Adesso have helped **Wisconsin restaurants claim**  
**\$6,060,250** in ERC dollars  
WISCONSIN RESTAURANT ASSOCIATION

Adesso is a partner of the Wisconsin Restaurant Association's that has tax experts ready to pre-qualify your business and amend your 2020 and 2021 taxes. The more W-2 employees you have the bigger your credit could be.

**Don't leave money on the table!**

[Learn More and Begin Your Filing Now!](#)

## Recruiting, Drafting, Coaching – Applying Fantasy Football Methods to Your Team for the “W”

While the excitement of the game could be enough, fantasy football brings a whole other element to watching the game. Gone are the days where we simply root for our home team



or the team with the all-star we followed since college. Now we get to draft our ideal team of players with the goal of beating the competition within our fantasy leagues. As I went through the process of drafting my fantasy football team this year, I couldn't help but think about how this applies to "drafting" and managing the teams in our

restaurants and hotels.

Read the complete blog written by [CHART](#) President and Buffalo Wild Wings' VP of Training, Rachel Richal, CHT.

*Source: Rachel Richal, CHART President & Buffalo Wild Wings' VP of Training*

[Read Full Story](#)

## 7 Ways to Reduce Holiday Fatigue In Your Restaurant

Anyone who has been an owner/operator in the food service industry knows that long hours, a fast pace and never-ending physical demands come with the territory. And the approaching holiday season can compound the stressors of an already challenging environment resulting in an overwhelming number of restaurant staff facing chronic stress and fatigue. A 2019 study revealed that 80% of hospitality workers claimed to be burned out.



As an industry, we are down one million employees compared to before the COVID-19 pandemic so it's more important than ever to be able to recognize the signs and symptoms of employee burnout. Employees who are short-tempered, who have frequent absences, experience changes in attitude and display lack of execution skills are at risk, and it is the manager's responsibility to intervene.

Despite this arduous climate in the industry, I know there are ways to mitigate burnout and create opportunities to sustain positive, optimistic work environments. Below are seven ways for managers and owners to prevent burnout and enjoy their restaurant careers while teaching others to do the same.

Source: Lissa Bowen, Full Course

[Read Full Story](#)



## The Case for Employment Branding

Ask a few people around you what it's like to work for Google. You'll probably hear words like "innovative, collaborative, techie, cool, open. The crazy part is that the people you asked have probably never worked at Google. The same test

usually works remarkably well for big brands like Amazon, Southwest Airlines and Red Bull.

And that's the amazing thing about employment branding—just like a corporate brand, the reputation can often precede the experience. We don't need to work for a company to have an understanding of their employment brand. Somehow, we just know.

Read the complete article to learn more about the impact of branding!

Source: *Recruiting.com*

[Read Full Story](#)

## How to Overcome Imposter Syndrome at Work

What Is Imposter Syndrome?

Imposter syndrome is defined as the persistent inability to



believe that one's success is deserved or has been legitimately achieved as a result of one's own efforts or skills. You might feel it in any aspect of your life, but it's particularly common when starting in a new role or when taking on new responsibilities. It can cause a lot of stress, so learning to deal with imposter syndrome is important for your mental health.

In this blog, we'll explore some things you can do to overcome imposter syndrome.

Source: Society Insurance Human Resources

[Read Full Story](#)



### What to Expect When Working in a Restaurant

Restaurants are complex and contain countless moving parts, many of them out of your control. But a day when everything is clicking is as satisfying as it gets. Sure, it's hard work, but making people

happy with great food and drink is addictive. Restaurants also foster a real feeling of camaraderie, yet the trade-off is a work-life balance that can be tough to reconcile with friends and family

This may seem obvious to many, but as a new generation joins the industry, these basics can be new and useful information to pass on!

Source: On The Line, TOAST

[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?

[Ask WRA](#)

[More Info](#)

[Join Us](#)





This is a communication from  
The Wisconsin Restaurant Association  
2801 Fish Hatchery Rd.  
Madison, WI 53719  
[wirerestaurant.org](http://wirerestaurant.org)

Want to change how you receive these emails?  
You can [update your preferences](#) or [unsubscribe from this list](#).