



# IFSEA NEWS

*Fresh and Bold!*

"We enhance the careers of our members through professional and personal growth"



## *Life on the Weil Side!*

Richard F. Weil, MCFE, MCFP Chairman of the Board

### **Industry of Opportunity**

Happy 4<sup>th</sup> of July everyone. Hoping you and your family and friends have a great holiday and month-long celebration of our country, our independence, liberties, and freedoms we enjoy. A great question coming forward these days that I believe coincides nicely with our Declaration of Independence back in 1776 relates to the American Culture.

Our forefathers and our parents, grandparents and great, great grand parents have fought for the culture and independence of our country. This perhaps is as relevant today as it was nearly 250 years ago. So, how is your cultural inventory??

Our industry is indeed the "industry of opportunity". Just like America has been the country of opportunity. No matter anyone's political views, our country and particularly our industry is and will hopefully continue to be the industry of opportunity.

As food service and hospitality industry operations began to reopen last year around and to where we are today in our country, we are given a unique opportunity to look at our brands and cultures within each restaurant and take a few moments to identify opportunity areas. The restaurant industry has been a very diverse industry for many years. However, that certainly does not mean that we are without challenges. It is the responsibility of every owner and manager to ensure the culture within their restaurant is one of acceptance and equality. Take a moment to review your employee handbook, your mission statement, your operations manual and your hiring and orientation practices. Do these truly reflect who you are as a company? Do you and your management team live these core values? Maybe it's time for an update. Be-

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## **SOMETHING TO THINK ABOUT**

The difference between who you are and who you want to be, is what you do.



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### **Industry of Opportunity**

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cause one thing is for certain.... The world has changed and will continue to change.

As important as it is to let guests know about your safety and sanitation protocols, how diverse your staff and leadership team will be as well. Make sure your guests know that you are a company of inclusion, equality and kindness. You do not need to staff your restaurants with folks of all one gender, race or background but should staff your restaurants in a manner that lives up to your mission statement and core values.

A paragraph I took from NRA website if you think it's helpful.....

*Per the National Restaurant Association web site, "The restaurant industry is home to a diverse workforce. Four in 10 restaurant managers and supervisors are minorities, as are six in 10 chefs.*

*The restaurant industry boasts more minority managers than any other industry. Between 2007 and 2012, the number of Hispanic-owned restaurant businesses increased 51 percent, African American-owned restaurant businesses increased 49 percent, and the number of Asian-owned restaurants rose 18 percent.*

*Restaurants also provide opportunities to women of all ages and at all stages of their careers. In fact, sixty-one percent of women have worked in a restaurant at some point in their lives, and 37% got their first jobs in a restaurant."*

The industry of hospitality is what we are, and the industry of opportunity should be in the fabric that mirrors this opportunity for each and every food service operation. Taking the time to reflect not only on the history of our country, but the history of our industry and to look in the mirror to make sure that we continue to be the industry of opportunity. Happy Summer!

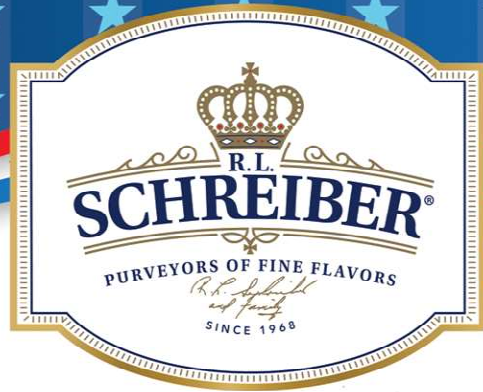
On behalf of the entire board and every member of IFSEA, our longtime friend, colleague and amazing newsletter publisher, Matt Trupiano and the family have experienced a tragedy in their family. We are saddened to hear of the passing of Matt Trupiano and Rochelle Trupiano's eldest grandson Brandon who unexpectedly passed away this past month. With a heavy heart from the entire membership, and board we want to provide as much comfort, support, and our sincerest condolences to Matt, Rochelle and the entire family. Cards can be sent to:

Matt Trupiano and Family, 15315 Huntcliff Dr, Macomb, MI 48044



# Explosive Flavor

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**NO MINIMUM ORDERS**



# LOOKING AHEAD WITH MANLEY

Ed Manley, MCFBD, MCFE, CHP President Emeritus



## What Was Happening in 1901?

I regularly add to our IFSEA name, “founded in 1901!” But still, that didn’t hit me as much as when I watched a PBS story about President Teddy Roosevelt and I remembered that IFSEA was started at the same meeting where President McKinley was shot. I listened to what else was going on at that time, and decided this would be a fun read for our members.

President McKinley was attending the Pan American Exposition in Buffalo NY, where he was assassinated.

President T. R. Roosevelt, who replaced McKinley, invited Booker T. Washington and his family to dinner at the White House and was condemned by many Southerners because a black and white man should not dine together.

Black people were being hung.

The coal miners went on a national strike.

Australia was formed.

The Texas oil boom began.

The Army nurse corps was founded.

The Army Reorganization Act fixed the Army strength at 58,000 troops.

U. S. Steel was formed.

The vacuum cleaner was invented.

The first legislature of Hawaii was formed.

National Bureau of Standards was formed, with IFSEA involved in the Weights and Measures.

First American League baseball park in Boston.

The first powered flight.

Cadillac Motor Company founded.

First Royal Navy submarine launched.

President Roosevelt renames the Executive Mansion, the White House.

Race won by a car going 1 mile in 52 seconds.

King. C. Gillette begins selling razor blades.

First Nobel Peace Prize

Marconi sends the first transatlantic radio signal.

**A group of restaurateurs from Detroit attended that Pan American Exposition in Buffalo, and came up with the idea to form an association of food service people, called the Stewards and Caterers Association.**

There was no NRA, ACF, CMAA, AH&LA, there was no such association, IFSEA was and remains FIRST. Later we became the Food Service Executives Association and finally the International FSEA.

Hope you enjoyed this bit of trivia ride during our country’s birthday month!

# From the Mind of a Millennial

Alysha Brooks, MCFBD, MCFE, CHP  
Director of Development



The times are changing. Last year, I was discussing the importance of being on social media, telling your story, and having good content... Now it's all reels, TikToks and short form videos. My heart really goes out to small businesses and even large corporations that FINALLY are embracing social media, and now they must not only learn video, but find a way to create it and get it on the right platforms.

Video is intimidating, when I show my TikTok page to family and friends, All Things Foodservice, the first thing I hear is, "I could NEVER do that!" And a couple years ago, when it was just starting, I said the exact same thing! In fact, my former boss was trying to do more video and I would only be in them if my face wasn't.

The mindset changed when I was working with Ed Manley at the Foodservice Institute and my brother, who studied marketing, was telling me I HAD TO GET ON VIDEO. It's so scary! Cyber-bullying is very real, and I remember in high school someone taking over my social media page and changing it to embarrass me. The thought of getting on TikTok, the platform known for harsh comments (worse than YouTube), was so nerve racking!

What have I learned though?

When you are providing education and a community, your followers appreciate you. Yes, I have had to block some haters that we call "trolls", but they are minimum compared to the encouraging comments and messages I receive from servers thanking me for creating the videos to help them.

Although it's not true for every single employer, this is the type of training several servers receive:

"Training usually consists of a quick conversation about the restaurant's common issues and challenges with a classic, "Just make sure you never do this." Then the server is sent off to shadow someone else or are given a few tables of their own." Read the whole article here <https://pos.toasttab.com/blog/on-the-line/how-to-train-new-restaurant-servers>

I have worked at restaurants where they shadow a server for a day and bussing tables, and then the next day they are given the smallest section. They are told to "ask questions" or "let us know when you need help," but then when the restaurants are suddenly busy, they have to figure it out all by themselves.

Does the server learn this way?

Absolutely, but you're also killing their confidence and potential pushing out guests that aren't getting the service they deserve when given this new server who has no idea what they are really doing.

Giving them these tips and tricks over a social media platform they are already using, helps them learn skills that they can use at work or in other jobs. No matter what, you always must deal with other people.

The videos I create have examples of serving tables, advice from other servers, and I even show how to read a table. We all know that if you can't read the customer, it makes it hard to give them the best experience.

I have found the videos with examples are really what my followers want to see and I'm taking the steps to do things that way for them. While, yes, I am not doing this for free, I make money from the creator fund, so I do put time and effort giving my followers the content they want and deserve. The servers that follow my page really appreciate it!

Learning all these new social media tricks, I have fallen behind on my volunteer work. I would like to get the Member Spotlights going again but I need to find a way to get our pages noticed as well. Many of the new posts will need to be made into some sort of short form video – which can be done with photos – but it's going to take a moment to get my creative juices flowing.

As always, let me know if you have any ideas!

[alysha@ifsea.org](mailto:alysha@ifsea.org)

# Congratulations Jaynee and Matt Ricci!



# ? Did ? You ? Know ?

## HORSERADISH

What 3,000-year-old plant has been used as an aphrodisiac, a treatment for rheumatism, a bitter herb for Passover seders and a flavorful accompaniment for beef, chicken and seafood? If you guessed horseradish, you're right. The history of horseradish is intricate and mysterious, but one certainty stands: Horseradish has been prized for its medicinal and gastronomic qualities for centuries.

The Egyptians knew about horseradish as far back as 1500 B.C. Early Greeks used it as a rub for lower back pain and an aphrodisiac. Jews still use it during Passover seders as one of the bitter herbs. Some used horseradish syrup as an expectorant cough medicine; others were convinced it cured everything from rheumatism to tuberculosis. Legend has it the Delphic oracle told Apollo, "The radish is worth its weight in



lead, the beet its weight in silver, the horseradish its weight in gold."

More recent appreciation of horseradish is believed to have originated in Central

Europe, the area also linked to the most widely held theory of how horseradish was named. In German, it's called "meerrettich" (sea radish) because it grows by the sea. Many believe the English mispronounced the German word "meer" and began calling it "mareradish." Eventually it became known as horseradish. The word "horse" (as applied in "horseradish") is believed to denote large size and coarseness. "Radish" comes from the Latin radix meaning root.

During the Renaissance, horseradish consumption spread from Central Europe northward to Scandinavia

and westward to England. It wasn't until 1640, however, that the British ate horseradish — and then it was consumed only by country folk and laborers. By the late 1600s, horseradish was the



standard accompaniment for beef and oysters among all Englishmen. The English, in fact, grew the pungent root at inns and coach stations, to make cordials to revive exhausted travelers. Early settlers brought horseradish to North America and began cultivating it in the colonies. It was common in the northeast by 1806, and it grew wild near Boston by 1840.

Commercial cultivation in America began in the mid 1850s, when immigrants started horseradish farms in the Midwest. By the late 1890s, a thriving horseradish industry had developed in an area of fertile soil on the Illinois side of the Mississippi River.

Later, smaller centers of horseradish farming sprouted in Eau Claire, Wisconsin. After World War II, homesteaders in the Tulelake region of Northern California began cultivating the root in the west; other areas in the country followed suit.

Today, approximately 6 million gallons of prepared horseradish are produced annually in the U.S. — enough to generously season enough sandwiches to wrap 12 times around the world.





# Recipe Box

## Spicy Crab Cakes with Horseradish

Servings: 6 (4 inch patties)

4-5 slices white sandwich bread  
3/4 cup chopped fresh parsley  
1 large egg yolk  
2 teaspoons lemon juice  
2 teaspoons Worcestershire sauce  
1 1/2 teaspoon Tabasco sauce  
2 Tbsp plus 1 teaspoon Dijon mustard  
1/2 teaspoon paprika  
1/2 teaspoon chopped fresh or dried thyme  
1/2 teaspoon celery seeds  
1/4 teaspoon freshly ground black pepper  
5 Tbsp olive oil  
1/4 cup chopped onion  
1/4 cup chopped green bell pepper  
1/4 cup chopped red bell pepper  
1 pound cooked fresh Dungeness crabmeat, picked over and drained



### **HORSERADISH MAYO**

1 cup mayonnaise  
2 Tbsp prepared horseradish  
2 Tbsp fresh lemon juice  
2 teaspoons grated lemon zest  
1/8 teaspoon freshly ground black pepper  
Kosher salt

- 1 Tear up the bread and pulse in a food processor to make fine, soft crumbs (about 4 cups). Transfer the bread crumbs to a shallow pan and mix in 1/2 cup of the parsley.
- 2 In a food processor, combine the egg yolk, lemon juice, Worcestershire sauce, Tabasco sauce, mustard, paprika, thyme, celery seeds, and black pepper. Pulse to combine. With the motor running, add the oil through the feed tube in a slow, steady stream until the mixture emulsifies and forms a mayonnaise-type sauce. Transfer sauce to a bowl.
- 3 In a large bowl, combine the onion and bell pepper with the remaining 1/4 cup of parsley. Add the mayonnaise-type sauce and crabmeat and mix lightly. Using a rubber spatula, fold in 1 cup of the bread crumb mixture. Do not overwork the mixture. Gently form 6 cakes and flatten them into patties about 1/2 inch thick. Dredge the patties lightly in the remaining bread crumb mixture. Cover the crab cakes with plastic wrap and refrigerate for an hour or longer.
- 4 Heat a large non-stick skillet on medium heat and add about 2 Tbsp of butter to the pan. Working in batches, fry crab cakes gently 4 to 5 minutes on each side, until they are golden brown and heated through. Add more butter to the pan if necessary.
- 5 To prepare the horseradish mayo, combine all ingredients in a small bowl and mix well. Taste and adjust seasoning. Cover and refrigerate.

# Recipe Box

## Grilled Tuna with Fresh Horseradish

Serves 2



- 2 (8 ounce) fresh tuna steaks
- 1 teaspoon vegetable oil
- 2 tablespoons soy sauce
- 2 tablespoons seasoned rice vinegar
- 1 tablespoon finely grated raw horseradish root, or more to taste
- 4 cherry tomatoes, sliced
- 1/2 teaspoon hot chile paste
- 1 tablespoon minced green onion

### Directions

Preheat an outdoor grill for high heat, and lightly oil the grate. Lightly oil steaks with vegetable oil.

Stir soy sauce, rice vinegar, horseradish, cherry tomatoes, and hot chile paste in a bowl until well combined. Let sit for 20 minutes.

Place steaks over hottest part of the grill and cook for 3 minutes per side. Transfer to a plate. Spoon soy sauce mixture over steaks and garnish with green onion.

## Crab Fritters with Horseradish

Serves 5



- 3/4 cup light mayonnaise
- 1 tablespoon Dijon mustard
- 1 tablespoon prepared horseradish
- 2 cloves garlic, peeled
- 2 tablespoons fresh lemon juice
- 1 tablespoon chopped fresh chives
- 2 cups oil for frying
- 1 cup hush puppy mix
- 1/2 cup milk
- 1 egg
- 1 pound cooked lump crabmeat

### Directions

In the container of a food processor, combine the mayonnaise, mustard, horseradish, garlic, and lemon juice. Process until well blended. Transfer to a bowl, stir in chives, cover and refrigerate until ready to serve.

Heat the oil in a heavy saucepan or deep fryer to 375 degrees F (190 degrees C). Stir together the hush puppy mix, milk and egg until smooth. Fold in the crab. Drop tablespoonfuls of the batter into the hot oil. Fry until golden brown, 2 to 3 minutes, turning once if needed. Drain on paper towels. Serve fritters with the garlic sauce.

# Recipe Box

## Fried Green Tomatoes with Shrimp Remoulade

Serves 6

1/2 cup Creole mustard 1/2 cup olive oil  
2 tablespoons ketchup  
1 teaspoon Worcestershire sauce  
2 teaspoons prepared horseradish  
2 cloves garlic, chopped  
1 tablespoon lemon juice  
2 teaspoons minced onion  
2 teaspoons chopped green onion  
2 teaspoons paprika  
1/4 teaspoon ground black pepper  
1/8 teaspoon cayenne pepper  
2 teaspoons chopped fresh parsley  
24 cooked medium shrimp, shelled and deveined

1 cup buttermilk  
1 egg  
2 cups yellow cornmeal  
3 large green tomatoes, sliced 1/2 inch thick  
1/4 cup olive oil, or as needed  
2 cups mixed salad greens  
3 tablespoons chopped green onion



In a medium bowl, stir together mustard, 1/2 cup olive oil, ketchup, Worcestershire sauce, horseradish, garlic, lemon juice, onion and 2 teaspoons of green onion. Season with paprika, pepper, cayenne pepper and parsley. Gently stir in the shrimp until evenly distributed. Cover and refrigerate until needed.

In a shallow bowl, whisk together the buttermilk and egg with a fork. Spread the cornmeal out on a plate. Heat 1/4 cup of olive oil in a large skillet over medium heat. Add more if needed to maintain an even coating of oil in the bottom of the skillet.

Dip the tomato slices in the buttermilk and egg, then dip into the cornmeal to coat thoroughly. Fry slices in the hot oil until golden brown on each side, about 5 minutes per side. Transfer to a paper towel-lined plate and continue breading and frying the remaining tomato slices.

To serve, arrange salad greens on six plates. Top each one with two slices of fried green tomato, then spoon some of the shrimp remoulade over the tomatoes and sprinkle with the remaining green onion to garnish.



# From the Vine

## Rioja

Rioja is a wine, with Denominación de Origen Calificada (D.O.C. Qualified designation of origin) named after La Rioja, in Spain. Rioja is made from grapes grown not only in the Autonomous Community of La Rioja, but also in parts of Navarre and the Basque province of Álava. Rioja is further subdivided into three zones: Rioja Alta, Rioja Baja and Rioja Alavesa. Many wines have traditionally blended fruit from all three regions though there is a slow growth in single zone wines.

The history of Rioja wine reflects a long and varied winemaking tradition in the Spanish region of La Rioja, starting with the first Phoenician settlers in 11th century BC. As with many of Europe's most well known wine regions, the Ancient Romans founded many of the Rioja vineyards. Today, together with Sherry, Rioja is the most internationally-recognized of all Spanish wines.

Rioja red wines are classified into four categories. The first, simply labeled Rioja, is the youngest, spending less than a year in an oak aging barrel. A crianza is wine aged for at least two years, at least one of which was in oak. Rioja Reserva is aged for at least three years, of which at least one year is in oak. Finally, Rioja Gran Reserva wines have been aged at least two years in oak and three years in bottle. Reserva and Gran Reserva wines are not necessarily produced each year. Also produced are wines in a semi-crianza style, those that have had a couple of months oak influence but not enough to be called a full crianza. The designation of crianza, Reserva etc. might not always appear on the front label but may appear on a neck or back label in the form of a stamp designation known as Consejo.

A special occasion wine. A seductive and complex blend of subtle spice and soft fruit: blackberries, dried cherries, and cinnamon overlain with very developed, so-called tertiary flavors that are the hallmark of the Old World style: cigar box, leather, wet earth, mushrooms, truffles, and faded flowers. A wine to linger over and return to over the course of a meal, offering the patient drinker something different with each visit to the glass. Rioja tinto (red) Crianza

An easy drinking style, Crianzas tend to emphasize fresh fruit above all else and spend less time in bottle than Reservas. Aged for a minimum of two years, one of which must be in oak barrels. Crianza is Rioja's everyday wine. Crianza is great with spicy food (think of how a chutney cools the mouth when you're eating spicy Indian food) Whole roasted fish, Lasagna, Crianzas' fruity freshness also makes them a perfect foil for aged sheep's milk cheeses like Manchego, acting almost like a schmear of fruit jam on top of a buttery, slightly piquant cheese.

## **Which one is your Favorite?**

1. When one door closes and another door opens, you are probably in prison.
2. To me, "drink responsibly" means don't spill it.
3. Age 60 might be the new 40, but 9:00 pm is the new midnight.
4. It's the start of a brand new day, and I'm off like a herd of turtles.
5. The older I get, the earlier it gets late.
6. When I say, "The other day," I could be referring to any time between yesterday and 15 years ago.
7. I remember being able to get up without making sound effects.
8. I had my patience tested. I'm negative.
9. Remember, if you lose a sock in the dryer, it comes back as a Tupperware lid that doesn't fit any of your containers.
10. If you're sitting in public and a stranger takes the seat next to you, just stare straight ahead and say, "Did you bring the money?"
11. When you ask me what I am doing today, and I say "nothing," it does not mean I am free. It means I am doing nothing.
12. I finally got eight hours of sleep. It took me three days, but whatever.
13. I run like the winded.
14. I hate when a couple argues in public, and I missed the beginning and don't know whose side I'm on.
15. When someone asks what I did over the weekend, I squint and ask, "Why, what did you hear?"
16. When you do squats, are your knees supposed to sound like a goat chewing on an aluminum can stuffed with celery?
17. I don't mean to interrupt people. I just randomly remember things and get really excited.
18. When I ask for directions, please don't use words like "east."
19. Don't bother walking a mile in my shoes. That would be boring. Spend 30 seconds in my head. That'll freak you right out.
20. Sometimes, someone unexpected comes into your life out of nowhere, makes your heart race, and changes you forever. We call those people cops.
21. My luck is like a bald guy who just won a comb.

# FLASH BACK



In 2009 the Army got \$19 million for a beta-test regarding certifications and they called me because they knew me from Navy COOL. We had 5 instructors traveling the world and tested about 500 soldiers in 9 months. I was in Afghanistan, Iraq and Kuwait, this photo was my 26 students in Afghanistan. I like to say that in 2009 I went from classes at Camp David, Md to Camp Victory, Iraq.



John and Coz DeJong



Ron DiGiori,  
Laurel Schutter,  
Dick Weil



Dick Weil, Edgar DeGasper

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# RANdom STuff



@lol, Pics, Memes  
and Stuff and Stuff

Mullendore

The streets were oddly desserted that night.

INTERESTED IN  
TIME TRAVEL?  
Meet Here Last  
Thursday, 7pm



How A CAT SCAN  
REALLY WORKS

## SOME FAVORITE OXYMORONS

*Assistant Supervisor*

*New Tradition*

*Original Copy*

*Plastic Glass*

*Uninvited Guest*

*Highly Depressed*

*Live Recording*

*Authentic Reproduction*

*Limited Lifetime Guarantee*

*Elevated Subway*

*True Replica*

