

Your Hosts:
Dennis & Michael DiPaolo

3785 South Park Avenue
(Near Thruway Exit 56, Minutes from
McKinley Mall & Ralph Wilson Stadium)

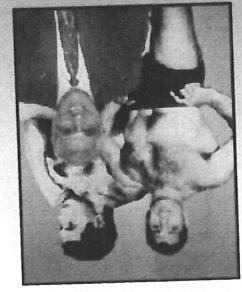
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Restaurant of the Professional
Wrestling Hall of Famer
... Illo DiPaolo

I am Dennis DiPaolo. My brother, Mike, and I are co-owners of Ilio DiPaolo's restaurant. Our father came to this country in 1951 as a pro-wrestler. After his retirement from the "ring", in 1965, he opened our restaurant. His dream was to never again be hungry like when he was growing up in Italy. He started the restaurant with only 4 employees. Today we have close to 100.

In your response packet, you will find a photo of my father, Lou Billitier of Chef's restaurant, and then Governor Mario Cuomo. This photo was taken at our restaurant and I can tell you that this was the biggest night we had ever had. Governor Cuomo respected my father and his accomplishments so much so that he invited my father to his inauguration and special private functions.

The success of Ilio DiPaolo's was built on the simple principle of "treat people the way you want to be treated". We have been blessed over these last 50 years with 100's if not 1,000's of employees who believed in the same philosophy. In fact our Mayor of Blasdell, Judges, and many local political and business leaders started here at Ilio's.

America was built on rewards and incentive to achieve your dreams. Tipped employees, especially, take pride in their jobs as they are directly rewarded for their service. They also realize that they are not alone in achieving this success. The dishwashers, cooks, hostesses, cleaners and owners are all part of the team that makes them successful. These employees are called the "back of the house".

In our industry, the owner is responsible to keep the "back of the house" financially satisfied or lose them as employees. The tipped employees are directly rewarded by the customer. As you see in your response packet that of our 39 tipped employees, the lowest reported income is \$11.00 an hour, with many making 2 to 3 times that amount. Tipped employees are sales professionals. In all of our years in business, we have never lost a tipped employee due to inadequate tipping.

The law ALREADY provides for tipped employees who don't make enough in tips to meet minimum wage. We are then required to pay them the minimum wage. NOW you are telling us that we will have to pay minimum wage of \$8.75 an hour to tipped employees who are already making WELL over that amount! With our bottom lines at 0-2% where is this money supposed to come from? I have seen many of my peers go out of business, not because of bad food or bad service, but because of the cost of doing business in NY.

By raising the tipped employee pay rate to minimum wage, you are changing the entire industry and pay structure. Our community and employees are not receptive to service charges. With limited money to pay the back of the house employees, many will lose their jobs. Our restaurant employees have never been so unified against a proposal such as this one. Raising menu prices is not an option, especially in Western NY with so much of our population on a fixed income.

Ilio's has survived the closing of the steel plant and the loss of 25,000 jobs in the community, a recent recession, and family tragedies.

Please realize that what you decide here, today, will either help our employees keep their jobs or lose them. Ilio's will again survive, even if we have to go back to 4 employees. What will happen to those employees that lose their jobs?

Thank You for time.



Show here: Ilio DiPaolo, Governor Mario Cuomo & Louis Billitter

10/18/2014

EMPLOYEES APRIL 2014 TO AUG 2014 TIPS AND HOURS AND TOTALS

NAME	HRly	RATE	APR	APR TIPS	MAY	MAY TIPS	JUNE	JUNE TIPS	JULY	JULY TIPS	AUG	AUG TIPS	TOTAL HOURS	TOTAL TIPS**	TOTAL WAGES /HOUR
Employee 1	\$5.00	10.5	\$91.00	13	\$126.00	36.5	\$530.00	43	\$558.00	47	\$925.00	150.00	\$2,230.00	\$2,980.00	\$19.87
Employee 2	\$5.00			67.5	\$228.00	140	\$781.19	127	\$1,043.06	76	\$615.81	410.50	\$2,668.06	\$4,720.56	\$11.50
Employee 3	\$5.00	50	\$373.00	41	\$360.00	88	\$900.00	94	\$1,042.00	88.5	\$987.00	361.50	\$3,662.00	\$5,469.50	\$15.13
Employee 4	\$5.00	50.5	\$675.20	85	\$1,191.41	42	\$508.50	52.5	\$648.75	37	\$528.98	267.00	\$3,552.84	\$4,887.84	\$18.31
Employee 5	\$5.00			27.5	\$100.00	14	\$167.00	8.5	\$92.00	24	\$370.00	74.00	\$729.00	\$1,099.00	\$14.85
Employee 6	\$5.00	99.5	\$528.10	136.5	\$619.00	122.5	\$508.50	93	\$594.00	102.5	\$884.00	554.00	\$3,133.60	\$5,903.60	\$10.66
Employee 7	\$5.00	57	\$591.00	94	\$702.00	95.5	\$1,029.00	83	\$662.00	61.5	\$650.00	391.00	\$3,634.00	\$5,589.00	\$14.29
Employee 8	\$5.00	108.5	\$868.50	107.5	\$1,376.00	86	\$1,029.00	90	\$813.00	91	\$1,107.00	483.00	\$5,193.50	\$2,415.00	\$15.75
Employee 9	\$5.00	97	\$1,038.50	80	\$959.00	73.5	\$808.00	85	\$1,015.00	60.5	\$937.00	396.00	\$4,757.50	\$6,737.50	\$17.01
Employee 10	\$5.00	108	\$1,113.16	108.5	\$1,109.04							216.50	\$2,222.20	\$3,304.70	\$15.26
Employee 11	\$5.00	98	\$692.00	152	\$1,172.00	107	\$917.00	133	\$1,598.00	134	\$1,634.00	624.00	\$6,013.00	\$9,133.00	\$14.64
Employee 12	\$5.00	72.5	\$674.42	50	\$653.97	55	\$554.21	89	\$752.02	89	\$816.15	355.50	\$3,450.77	\$5,228.27	\$14.71
Employee 13	\$5.00	92.5	\$996.39	118	\$1,511.60	87	\$918.08	106.5	\$1,187.63	107.5	\$1,271.60	511.50	\$5,885.30	\$8,442.80	\$16.52
Employee 14	\$5.00	98.5	\$1,010.34	154.5	\$1,868.12	101	\$1,080.62	118	\$1,260.97	106.5	\$1,198.75	578.50	\$6,418.80	\$9,311.30	\$16.10
Employee 15 (Lunch)	\$5.00	124	\$849.54	168.5	\$1,254.59	142	\$879.18	144	\$870.40	84.5	\$507.55	663.00	\$4,361.26	\$7,676.26	\$11.58
Employee 16	\$5.00			11.5	\$92.00	75.5	\$489.00	89.5	\$858.00	59	\$662.00	235.50	\$2,101.00	\$3,278.50	\$13.95
Employee 17	\$5.00	68.5	\$776.97	126.5	\$1,456.98	84.5	\$973.34	112.5	\$1,343.70	92.5	\$1,057.17	484.50	\$5,608.16	\$8,030.66	\$16.58
Employee 18	\$5.00	79.5	\$1,029.00	90	\$1,392.52	81	\$1,048.44	76	\$979.39	75.5	\$948.94	402.00	\$5,398.29	\$7,408.29	\$18.43
Employee 19	\$5.00	47.5	\$434.00	55	\$599.00	44.5	\$271.00	44	\$479.00	47	\$508.00	238.00	\$2,291.00	\$3,481.00	\$14.63
Employee 20	\$5.00	86.5	\$1,010.82	95	\$1,202.57	73	\$754.27	111.5	\$969.93	140.5	\$1,176.71	506.50	\$5,114.30	\$7,646.80	\$15.11
Employee 21	\$5.00	40	\$362.95	53	\$667.68	32.5	\$330.15	21	\$175.56	39	\$437.17	185.00	\$1,973.51	\$2,898.51	\$15.67
Employee 22	\$5.00	35.5	\$332.00	68.5	\$593.00	56	\$597.00	74	\$875.00	74	\$864.00	308.00	\$3,261.00	\$4,801.00	\$15.59
Employee 23	\$5.00			6.5	\$106.00			6.5	\$100.00	6	\$76.00	19.00	\$282.00	\$377.00	\$19.84
Employee 24	\$5.00	116	\$1,153.00	98.5	\$1,004.00	81.5	\$914.00	57	\$735.00	101.5	\$1,394.00	454.50	\$5,200.00	\$7,472.50	\$16.44

