

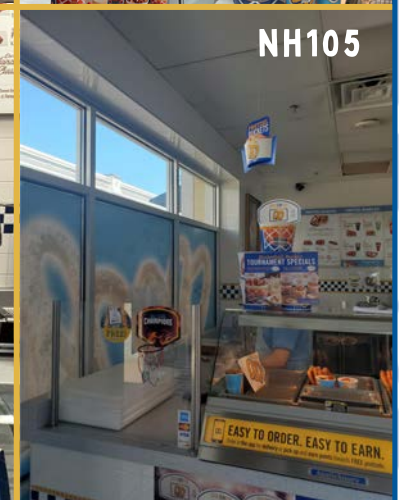
THE DOUGH PRESS

THE OFFICIAL CHESTNUT LAND COMPANY NEWSLETTER

WINNERS
ANNOUNCED
SOON!

BASKETBALL BUCKETS CHALLENGE

MARCH MADNESS BUCKET DISPLAYS!



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BASKETBALL BUCKETS CHALLENGE MARCH MADNESS BUCKET DISPLAYS!



KY117



FL143



FL185



OH175



OH124



GA116



FL230

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EMPLOYEE SPOTLIGHT

MEET JENNIFER MORRISON

AREA MANAGER OF FL159 AND FL176



JENNIFER MORRISON HAS BEEN A VALUABLE ASSET TO THE CHESTNUT LAND FAMILY SINCE SHE WAS 17 YEARS OLD! SHE BEGAN HER CAREER AT TYRONE SQUARE IN ST PETE. SHE WAS PROMOTED TO ASSISTANT, THEN STORE MANAGER, AREA MANAGER AND REGIONAL MANAGER. HER SUCCESS IS ATTRIBUTED TO HER COMPASSIONATE SERVICE TO HER STAFF AND GUESTS. NO MATTER WHAT, JENN IS ALWAYS THERE WHEN SHE IS NEEDED BY HER PEOPLE OR BY THE HOME OFFICE. WE APPRECIATE HER EACH DAY AND SO HAPPY SHE IS PART OF OUR FAMILY!

1. YOU CURRENTLY HAVE AN AMAZING STREAK OF 18 CONSECUTIVE 100% DTIQ AUDITS SCORES AT FL159! PLEASE TELL US THE HOW YOU STAY SO CONSISTENT WITH YOUR SERVICE AND DO SHARE YOUR SECRETS TO SUCCESS?

LEADING BY EXAMPLE IS MOST IMPORTANT. COMMUNICATION WITH THE STAFF ON WHAT IS EXPECTED AND SHARING THE SUCCESS.

2. HOW DO YOU PREFER TO START YOUR DAY?

I LIKE TO START MY DAY WITH A STARBUCKS COFFEE.

3. WHAT HAS LED YOU TO THIS CAREER?

I STARTED WORKING HERE WHEN I WAS 17 AS A CREW MEMBER AND IT JUST STUCK. I REALLY ENJOY WORKING WITH PEOPLE HELPING THEM GROW AND BE SUCCESSFUL. I ALSO FEEL LIKE I WORK FOR A COMPANY THAT VALUES THEIR PEOPLE. THIS IS MY SECOND FAMILY!

4. WHAT ENERGIZES YOU AT WORK?

WHEN WE ARE BUSY.

5. WHAT'S ONE THING MOST PEOPLE DON'T KNOW ABOUT YOU?

I LOVE BABY YODA!

6. WHAT'S YOUR FAVORITE WAY TO UNWIND AFTER A BUSY DAY?

I LIKE TO TAKE A NICE WALK BY MYSELF WITH SOME MUSIC.

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EMPLOYEE SPOTLIGHT CONTINUED

7. WHAT'S YOUR MOST HATED HOUSEHOLD CHORE?

DISHES

8. FAVORITE AUNTIE ANNE'S MENU ITEM?

MINI DOGS

9. WOULD YOU RATHER STAR IN A STAR WARS OR A MARVEL FILM?

NEITHER

10. IF YOU COULD HANG OUT WITH ANY CARTOON CHARACTER, WHO WOULD YOU CHOOSE AND WHY?

ARIEL FROM THE LITTLE MERMAID. I THINK IT WOULD BE COOL UNDER THE SEA.

11. WHAT'S THE BEST PIECE OF ADVICE YOU HAVE EVER BEEN GIVEN?

TO ALWAYS DO YOUR BEST IN EVERYTHING YOU DO.

You're doing great!

Keep Up The Great Work Jennifer!

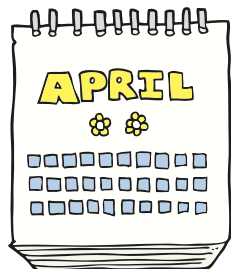
IN107 REMODEL!

AMAZING JOB SCOTT VALENTINE!



AuntieAnne's®

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MONTHLY CHALLENGE

Get Outside!



IT IS NO SECRET THAT DURING THE PAST YEAR, STRESS LEVELS HAVE INCREASED ACROSS THE NATION. COUPLE AN INCREASE IN STRESS LEVELS WITH BEING PHYSICALLY DISTANCED FROM LOVED ONES AND COLD WINTER WEATHER AND YOU HAVE A RECIPE FOR DOOM AND GLOOM.

THE GOOD NEWS IS THAT AS SPRING TIME APPROACHES, WE ALL HAVE ONE RESOURCE FOR EXERCISE AVAILABLE - OUR OWN NEIGHBORHOODS!

AS THE WEATHER STARTS TO WARM UP, TRY TO SPEND TIME OUTSIDE 3 DAYS A WEEK. DID YOU KNOW SPENDING TIME IN GREEN SPACES HAS BEEN LINKED TO A REDUCE RISK FOR:

- TYPE II DIABETES
- STRESS
- HIGH BLOOD PRESSURE
- PREMATURE DEATH
- CARDIOVASCULAR DISEASE
- PRETERM BIRTH

**STAY
STRONG &
POWER ON**



SPENDING TIME OUTSIDE (IF EXERCISING) CAN HELP BOOST YOUR PHYSICAL HEALTH AS WELL.
TRY WALKING, BIKING, SKATING OR OUTDOOR YOGA OR TAI CHI.

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DTIQ AUDIT STREAKS

3 CONSECUTIVE 100% SCORES

FL159 - 18

A CHESTNUT LAND RECORD!



FL150-12

FL162- 12

FL197- 12

FL182- 11

FL144- 10

FL175- 9

FL158- 7

FL132-6

FL176-6

FL226-5

GA110-5

FL168- 4

FL180-4

FL187-4

FL143-3

FL149-3

FL196-3

FL231-3

CONGRATULATIONS TO THESE 19 STORES! 6 MORE STORES ON THE LIST THIS MONTH!

WE THANK YOU FOR YOUR ATTENTION TO DETAIL AND CONSISTENCY THROUGHOUT YOUR OPERATIONS! REMEMBER TO FOCUS ON BEING THE BEST WE CAN BE AND ALWAYS DO THE RIGHT THING WHEN NO ONE IS LOOKING!

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THE "HR" CORNER

ELECTRONIC ONBOARDING IS HERE!



THIS REPLACES HARD COPY **YELLOW FOLDERS**! ANY NEW HIRES OR REHIRES WILL NOW COMPLETE FORMS ON A COMPUTER OR THEIR PHONE/SMART DEVICE VIA THE APP. (FYI, A COMPUTER IS EASIER TO DO THIS BUT CAN BE DONE ON A SMART DEVICE). THEY CAN DO THIS FROM HOME, JUST DO NOT FORGET WE NEED THE REQUIRED DOCUMENTS AND "LIVE FORMS".

THE STEPS NEEDED DONE DO NOT CHANGE (I.E. BACKGROUND CHECK FOR MGMT. CANDIDATES AND COLLECTING ID'S TO COMPLETE THE I-9) JUST HOW THE STEPS ARE DONE IS DIFFERENT. IT IS DONE ELECTRONICALLY, NOT FROM A YELLOW FOLDER.

STEPS TO TAKE FOR NEW HIRES

1. EMAIL THE PAYROLL DEPT. FOR AN ELECTRONIC INVITE FOR THE NEW HIRE; A NEW HIRE NEEDS TO HAVE A PERSONAL EMAIL ADDRESS TO RECEIVE THE HIRING INVITE FROM PAYROLL.
2. PAGE 2 AND 3 OF THE I-9 – YOU, AS THE HIRING MANAGER, STILL NEED TO COLLECT 2 FORMS OF ID TO ESTABLISH IDENTITY ON THE I-9.
3. CONSENT TO AUDIO RECORD FORM – THIS IS A "LIVE" FORM ONLY IF THE EMPLOYEE IS A MINOR. IF THEY ARE NOT A MINOR THEY JUST SIGN ONLINE. THE REASON YOU WILL NEED THIS AS A "LIVE" FORM IS FOR THEIR PARENT/GUARDIAN TO SIGN. ALSO, IF YOUR STATE REQUIRES A WORK PERMIT THAT IS STILL NEEDED AND SCANNED TO HR, AS WELL AS THEIR PROOF OF AGE (BIRTH CERTIFICATE).
4. PAY SELECTION AGREEMENT – THIS IS A "LIVE" FORM ONLY IF THE NEW HIRE SELECTS THE WISELY PAY CARD. OTHERWISE, THEY INPUT THEIR ROUTING AND ACCOUNT NUMBERS ON THE PAYCOR PROFILE.

AGAIN, THIS NEW ELECTRONIC PROCESS DOES NOT CHANGE WHAT WE NEED TO HAVE FOR EMPLOYEES IN THEIR FILE. IT JUST CHANGES HOW WE RECEIVE THEM. SO YOU STILL COLLECT ID'S FOR THE I-9, YOU STILL COMPLETE PG. 2 OF THE I-9, AND IF YOU NEEDED A WORK PERMIT FOR A MINOR YOU STILL DO! THOSE THINGS DO NOT CHANGE.

WE STILL REQUIRE 24-48 HOURS TO PROCESS THESE NEW HIRES!

YOU CANNOT START A NEW EMPLOYEE WITHOUT A PAYROLL ID SENT FROM YOUR PAYROLL TEAM!!! THIS HAS NOT CHANGED!

LET CHRISTINA, KRIS OR I KNOW OF ANY QUESTIONS. EMAIL CLCPAYROLL@CHESTNUTLAND.COM.

Rebekah Marsteller

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EMPLOYEE REFERRAL PROGRAM

Congratulations!

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS

MARCH 31ST, 2021

1 YEAR - \$200

DAVID BEARD GA116 FOR REFERRING KIERA JACKSON GA116

6 MONTHS - \$100

DAYNAH EAGER OH124 FOR REFERRING TIANNE STEWART OH124

3 MONTHS - \$50

ARIEL NUNEZ FL230 FOR REFERRING ALEJANDRO NUNEZ FL187



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APRIL WORK ANNIVERSARIES

Happy Anniversary!

ELIZABETH C. DAMREL-MI123	7 YEARS
CHRISTOPHER-MICHAEL W. SIEVERT-OH147	6 YEARS
MELANIE N. OTT-OH163	5 YEARS
DAVID MARTINEZ-FL260	5 YEARS
MICHELLE K. BROWN-FLORIDA MALL CINNABON	5 YEARS
GIULIANA R. RIVAS-FL154	5 YEARS
TREASIA Y. FRANKLIN-MS112	5 YEARS
TIA M. EVINS-IN111	5 YEARS
JOHANNA D. TRANA-FL187	4 YEARS
ANDREW J. MOODY-HOME OFFICE	4 YEARS
CHLOE MEEKS-IL131	4 YEARS
MARCOS A. QUINONES GONZALEZ-FL121	4 YEARS
SUSANA CHEA-FL182	4 YEARS
MASON D. WARNER-OH147	4 YEARS
ZOEY A. GERARD-IL131	3 YEARS
SABRINA VERDECIA-FL276	2 YEARS
JALEISHKA E. VELAZQUEZ CORDERO-FL192	2 YEARS
JOHN M. MATHENY-IL163	2 YEARS
MARK I. STEVENS-FL171	2 YEARS
JODI D. BROOKS-OH189	2 YEARS
KENNESIA L. MOORE-GA106	2 YEARS
BRIANNA M. EBERSOLE-OH190	2 YEARS
NOLVIA E. LOVO-FL187	2 YEARS



CONGRATULATIONS TO ALL OF YOU ON YOUR WORK ANNIVERSARY! THIS IS SOMETHING WE ARE VERY PROUD OF AND AS SHOULD YOU. LET'S CONTINUE TO GROW THIS LIST EACH AND EVERY MONTH. THANK YOU ALL FOR YOUR HARD WORK AND SERVICE OVER THE YEARS!

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HAPPY
BIRTHDAY



APRIL BIRTHDAYS

AARON T. GERARD-IL131	4-2	CAMERON D. HESSON-WV106	4-20
BRIAN E. MUNDO-FL276	4-2	LIZETTE GALLEGOS-IL163	4-20
HOLLY M. HENCY-MI105	4-4	JOHN R. TORRES-FL121	4-21
MICHAEL PEREZ-FL221	4-4	CARISMA D. CONTRERAS DIAZ-IN128	4-21
TIAJANAE J. WILLIAMS-FL166	4-5	KAMILIAN D. JEFFERSON-GA106	4-21
KENNESIA L. MOORE-GA106	4-5	JAMIE M. MCMAHON-GA106	4-22
SARAH E. UMPHRESS-FL175	4-6	MAKAYLA L. PEACH-MI123	4-22
TROY R. CAMERON-FL154	4-8	JUDITH M. GEUL-FL132	4-23
TALEI M. TURAGA-FL158	4-8	KIMBERLY M. HAWKINS-KY117	4-23
CHRISTIAN S. STOUT-IN107	4-9	KRISTINA R. SCHOENTHALER-FLORIDA MALL CINNABON	4-24
KAILEI R. BOOTH-GAUDLAP-FL144	4-9	DENISE A. RAMIREZ-CORTEZ-NC115	4-24
ANDREW S. TODESCO-SC114	4-10	CARLOS W. CRESPO SOLE-FL154	4-25
SKYLER C. MARTIN-PA254	4-11	RAVIN K. TAYLOR-IN111	4-26
MARIAH S. RYAN-PA254	4-11	BRENDON C. BESS-FL260	4-26
MADYSEN C. FULLER-NC131	4-13	CARMEN BRENES-FL230	4-27
LAUREN M. MASON-OH130	4-13	BRITTNEE S. HINNEBURG-MI120	4-27
AZAYA S. ZELLARS-FL226	4-14	MAKALA S. BUFFINGTON-SC123	4-27
EMILY N. SEMICK-OH111	4-14	TRINITY BRYANT-GA110	4-27
MORGAN T. FORD-IN130	4-15	LAUREN M. BOND-MS112	4-27
RASHAWN M. KING-FL121	4-17	JAYKEB D. STOUT-MI143	4-27
DAVID W. CARMO-NH106	4-17	JESSICA S. YOUNG-IL136	4-28
ZOEY A. GERARD-IL131	4-18	NOAH T. WILLIAMS-IN109	4-28
COURTNEY A. CIRINO-IL165	4-19	RAENERY A. MEMBRENO-FL177	4-28
DESTINEE B. LLOYD-GA110	4-19	NOLVIA E. LOVO-FL187	4-29
MADISON P. LEWANDOWSKI-BRIARWOOD CINNABON	4-19	MONIQUE S. CARLOCK-FL177	4-30
ELIZABETH C. DAMREL-MI123	4-20	JADYN O. TONEY-WV106	4-30
TANNER AVNET-HOME OFFICE	4-20		

HAPPY BIRTHDAY TO EVERYONE ON THIS LIST! WE HOPE YOU ENJOY YOUR SPECIAL DAY THIS MONTH AND ALSO PLEASE FEEL FREE TO REACH OUT TO YOUR COLLEAGUES ON THEIR DAY!