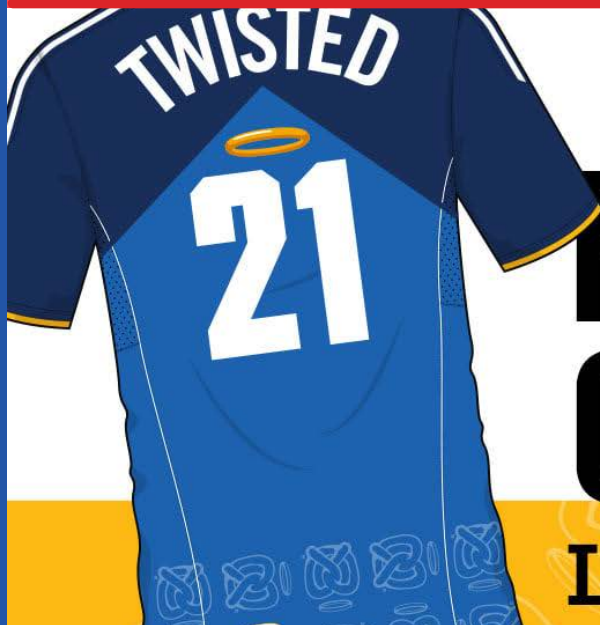


THE DOUGH PRESS

THE OFFICIAL CHESTNUT LAND COMPANY NEWSLETTER



PLAY LIKE A CHAMPION.

Look like a snack.

IN THE PRESS

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EMPLOYEE SPOTLIGHT



MEET JUSTIN VALLIA

OPERATIONS TEAM & LOSS PREVENTION - HOME OFFICE



JUSTIN HAS BEEN A PART OF THE CHESTNUT LAND FAMILY FOR 6 ½ YEARS! HE STARTED IN MARCH OF 2015 AS A LOSS PREVENTION SPECIALIST. WORKING AS A POLICE OFFICER AND AT A CORRECTIONAL CENTER, HE SAW THE JOB LISTED ON INDEED AND JUMPED AT THE OPPORTUNITY. IT WAS THE PERFECT JOB WITH 2 BOYS AT HOME UNDER THE AGE OF 3, TO HAVE A BETTER WORK/HOME LIFE BALANCE. HE HEARD A LOT OF GREAT THINGS ABOUT WORKING FOR THE COMPANY AND HE HAS NOT REGRETTED THE DECISION SINCE!

SINCE 2015, JUSTIN'S CAREER HAS GROWN TO NOT ONLY LOSS PREVENTION, BUT ALSO OPERATIONS SUPPORT. YOU CAN CALL ON HIM FOR ALL THINGS OPERATIONS WITH AUNTIE ANNE'S AND JAMBA! IT HAS BEEN A PLEASURE TO WATCH HIM GROW AND TAKE ON MORE FOR CHESTNUT LAND UNDER LEO'S DIRECTION. HE HAS A PASSION FOR PEOPLE AND BUSINESS!

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EMPLOYEE SPOTLIGHT JUSTIN VALLIA



1. WHERE DO YOU MOST WANT TO VISIT IN THE WORLD?

DUBAI- VERY INTERESTING CITY

2. WHAT DO YOU DO WHEN YOU'RE NOT WORKING?

POOL, SPORTS WITH THE KIDS

3. WHAT'S YOUR MOST INTERESTING/EMBARRASSING OFFICE STORY?

FORGETTING THE DOOR CODE THAT I TYPE IN EVERY MORNING!

4. WHAT IS YOUR FAVORITE THING ABOUT YOUR CAREER?

THE DAY TO DAY CHALLENGES- EVERY DAY IS DIFFERENT IN SO MANY WAYS.

5. WHAT IS THE SADDEST MOVIE YOU HAVE SEEN?

NOT MUCH OF A SAD MOVIE PERSON

6. WOULD YOU RATHER BE STUCK ON A BROKEN SKI LIFT OR IN A BROKEN ELEVATOR?

SKI LIFT- AT LEAST I COULD SEE THAT HELP IS COMING!

7. IF YOU COULD LIVE IN ANY TV HOME, WHICH WOULD IT BE?

THE FANTASY FACTORY FROM MTV'S ROB DYRDEK'S FANTASY FACTORY

8. WHAT IS ONE THING YOU MISS ABOUT BEING A KID?

ENDLESS AMOUNTS OF FUN, THE ABILITY TO PLAY TEAM SPORTS AGAIN

9. WHAT ADVICE WOULD YOU GIVE TO SOMEONE BEGINNING THEIR CAREER WITH CHESTNUT LAND COMPANY?

GIVE IT YOUR BEST EVERY DAY. CONTINUE TO DO WHAT YOU SIGNED UP FOR AND YOU WILL BE REWARDED.

10. FAVORITE AUNTIE ANNE'S MENU ITEM?

CINNAMON-SUGAR NUGGETS!

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ARE YOU GEARING UP FOR THE HOLIDAYS?

THAT TIME OF YEAR WILL BE HERE BEFORE YOU KNOW IT! THE TEAM THAT SURROUNDS YOU IS HOW YOU ARE SUCCESSFUL. WE KNOW RECRUITING, HIRING, AND RETENTION HAS BEEN A CHALLENGE THE LAST FEW YEARS AND EVEN HARDER POST COVID

WE NEED YOU TO:

***COMMUNICATE WITH THE RECRUITING TEAM OF YOUR NEEDS!** THE TEAM IS HERE TO HELP YOU BUT THEY CANNOT BE THE ONLY RESOURCE. ONLINE POSTINGS ARE NOT THE ONLY THING YOU CAN RELY ON!

***RECRUIT ON THE GROUND LEVEL!** GO OUT AND STEAL GOOD HELP! SHARE YOU ARE HIRING WITH YOUR CUSTOMERS – THEY HAVE FAMILY AND FRIENDS WHO MAY BE LOOKING FOR JOBS. SHARE THAT REFERRAL BONUS WITH YOUR STAFF – THEY CAN EARN UP TO **\$1,750 CASH!**

***CALL CANDIDATES THE DAY THEY APPLY!** YOU WILL GET APPS SENT TO YOUR EMAIL FROM ONLINE JOB POSTINGS. CALL CANDIDATES DAILY! IF YOU LET THEM SIT FOR A DAY OR 2 THEY WILL HAVE FOUND ANOTHER JOB!

*USE YOUR NOW HIRING SIGNS AND RECRUITMENT CARDS!

***RETAIN!** ONCE YOU HAVE YOUR NEW HIRES PLEASE REMEMBER THAT HOW THEY ARE TREATED IS JUST AS IMPORTANT AS HOW MUCH THEY ARE BEING PAID. MAKE SURE YOU TRAIN SOMEONE THE RIGHT WAY! WHILE IT IS A DIFFICULT ENVIRONMENT EVERYWHERE RIGHT NOW, HOW CAN YOU, AS THE LEADER OF THE STORE, MAKE IT A FUN ENVIRONMENT THAT MAKES YOUR STAFF WANT TO COME BACK EACH DAY TO SERVE OUR GUEST?

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OH175

OLYMPIC READY!

TEAM CHESTNUT 2021

KY117

IN111





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Fighting
Childhood Cancer,
**One Cup
at a Time.**



ALEX'S
LEMONADE STAND



ALEX'S LEMONADE STAND FOUNDATION ROUND-UP CONTEST

THE ALEX'S LEMONADE STAND FOUNDATION ROUND-UP CAMPAIGN WILL BEGIN ON FRIDAY, AUGUST 20TH, NATIONAL LEMONADE DAY! WE ARE EXCITED TO ANNOUNCE THE LAUNCH OF A DONATION ROUND-UP EXPERIENCE THROUGH REVEL THIS YEAR TO SUPPORT OUR NATIONAL CHARITABLE PARTNER, ALEX'S LEMONADE STAND FOUNDATION (ALSF) IN THE FIGHT TO END CHILDHOOD CANCER. IN THE PAST 10 YEARS, OUR STORES HAVE DONE AN AMAZING JOB SUPPORTING ALSF, RAISING OVER \$5.4 MILLION SELLING PAPER LEMONS IN-STORE. FOR 2021, WE WILL USE A NEW, DONATION ROUND-UP EXPERIENCE THAT CONSUMERS HAVE COME TO EXPECT, LAUNCHING ON NATIONAL LEMONADE DAY, FRIDAY, AUGUST 20 AND CONTINUING ALL YEAR LONG.

ALL STORES WITH THE REVEL POS WILL RECEIVE (1) ALSF WOBBLER PER POS STATION. PLEASE DISPLAY THE WOBBLER STARTING ON FRIDAY, AUGUST 20TH, NATIONAL LEMONADE DAY. ALL FUNDS RAISED WILL BE DONATED TO ALEX'S LEMONADE STAND FOUNDATION TO SUPPORT CHILDHOOD CANCER RESEARCH.

THE WOBBLER SHOULD BE ADHERED TO THE BACK OF THE HOST SCREEN POS SO THAT IT DANGLES OVER THE GUEST-FACING SCREEN, FACING OUT AND EYE LEVEL FOR GUESTS TO EASILY READ. THIS WILL HELP DISPLAY THE IMPORTANT MESSAGE AND LIMIT THE NUMBER OF TALKING POINTS FOR THE HOST. THIS ROUND UP FUNCTIONALITY IS NOT DISPLAYED ON THE GUEST-FACING SCREEN. TO MAXIMIZE DONATIONS, WE SUGGEST THE HOST ALSO GIVE A VERBAL PROMPT. BEFORE CONTINUING TO THE PAYMENT SCREEN WHEN RINGING IN AN ORDER, PROMPT THE GUEST TO ROUND UP THEIR ORDER AND DONATE THEIR CHANGE TO ALEX'S LEMONADE STAND FOUNDATION. SUGGESTED PROMPT: "WOULD YOU LIKE TO ROUND UP TO THE NEAREST DOLLAR AND DONATE YOUR CHANGE TO ALEX'S LEMONADE STAND FOUNDATION? EVERY BIT HELPS IN THE FIGHT TO END CHILDHOOD CANCER." LET'S MAKE A POSITIVE IMPACT ALL YEAR LONG FOR SUCH AN AMAZING CAUSE!"

1ST: \$300 TO SPLIT
2ND: \$200 TO SPLIT
3RD: AUNTIE ANNE'S SWAG

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STRESS REDUCTION

ANY FORM OF CHANGE CAUSES STRESS. THIS TIME OF YEAR, SHIFTING SCHEDULES, CHANGES IN WEATHER AND THE READJUSTMENTS YOU MAY NEED TO MAKE TO YOUR DAILY ROUTINE CAN BE OVERWHELMING. YOUR MENTAL WELLBEING IS JUST AS IMPORTANT AS YOUR PHYSICAL HEALTH. ALONG WITH GETTING YOUR ANNUAL CHECK-UPS TRY SOME OF THE TIPS BELOW TO REDUCE YOUR STRESS LEVELS, NO MATTER HOW MUCH TIME YOU HAVE.



SUPER QUICK DE-STRESS TECHNIQUES:

1. FORCE A LAUGH OR SMILE
2. SIT UP STRAIGHT– YOUR POSTURE CAN EFFECT YOUR MOOD
3. MUTE YOUR PHONE NOTIFICATIONS
4. PLAY YOUR FAVORITE SONG

IF YOU HAVE 5 MINUTES:

1. ACKNOWLEDGE YOUR STRESS. THINK THROUGH WHAT IS CAUSING YOU STRESS. YOU CAN EVEN TRY WRITING IT OUT.
2. CHEW GUM
3. DRINK CALMING TEA
4. STRETCH IT OUT

IF YOU HAVE 10 MINUTES:

1. GO FOR A WALK
2. TRY YOGA.
3. TRY A BREATHING TECHNIQUE.



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MONTHLY CHALLENGE



HYDRATION



FOR THE MONTH OF AUGUST, OUR GOAL IS TO DRINK 8, 80Z GLASSES OF WATER EACH DAY. KEEP IN MIND WE ARE NOT INCLUDING COFFEE, TEA, JUICE, MILK, OR ANY OTHER LIQUIDS IN OUR WATER CHALLENGE. TAKE A FEW MOMENTS AT THE END OF EACH WEEK TO REFLECT ON THIS CHALLENGE USING THE QUESTIONS THAT ARE PROVIDED.

***KEEP IN MIND IF YOU EXERCISE OR ARE OUTSIDE IN THE SUN/HEAT FOR PROLONGED PERIODS OF TIME, YOU WILL PROBABLY NEED MORE THAN THE RECOMMENDED AMOUNT OF WATER. AS A RULE OF THUMB, IF YOU ARE THIRSTY, DRINK.**

WATER BASICS

EVERY CELL, ORGAN AND TISSUE IN YOUR BODY RELIES ON WATER TO FUNCTION. IN FACT, ABOUT 60% OF YOUR BODY IS MADE UP OF WATER. WITH SO MUCH WATER PRESENT IN YOUR BODY IT IS NO WONDER HYDRATION IS SO IMPORTANT TO OUR HEALTH.

- 1. WATER HELPS YOU REMOVE WASTES FROM YOUR BODY**
- 2. HELPS TO REGULATE YOUR TEMPERATURE**
- 3. LUBRICATES AND CUSHIONS YOUR JOINTS**
- 4. HELPS TO PROTECT SENSITIVE TISSUES**



***IF YOU HAVE HEART, LUNG OR KIDNEY PROBLEMS YOU MAY HAVE FLUID RESTRICTIONS. TALK TO YOUR DOCTOR ABOUT HOW MUCH WATER YOU SHOULD BE CONSUMING PER DAY.**

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HEALTHY HABIT TRACKER

HYDRATION

SMART GOAL: DRINK 8, 8OZ GLASSES OF WATER EACH DAY



M	T	W	T	F	S	S
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WEEK 1 REFLECTION: BEFORE THIS CHALLENGE, WERE YOU DRINKING ENOUGH WATER?

WEEK 2 REFLECTION: HAVE YOU FOUND THIS CHALLENGE TO BE DIFFICULT? IF SO, WHY?

WEEK 3 REFLECTION: HAVE YOU FOUND YOURSELF BECOMING MORE THIRSTY AS YOUR BODY GETS USED TO CONSUMING MORE WATER?

WEEK 4 REFLECTION: BY THE END OF THIS CHALLENGE WAS IT STILL DIFFICULT FOR YOU TO DRINK ALL 8 GLASSES?

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DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES

FL176 - 11

CINNABON 103628 - 11

MI116 - 5

FL230 - 4

GA130 - 3

*Double
Digits!*



Congratulations

TO THESE 5 STORES!

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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EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS

JULY 30TH, 2021

Congratulations

3 MONTHS - \$100

NATILEE CHAIREZ IL136/165 FOR REFERRING JOSELINE VILLALPANDO IL165

TAYLOR SHIPMAN NC131 FOR REFERRING MANUEL MUNOZ NC131

NATILEE CHAIREZ IL136/165 FOR REFERRING JAZMINE GARCIA IL136

DULCE BARAJAS IL136 FOR REFERRING JAZMINE GARCIA IL136

CALEB HERNANDEZ FL162 FOR REFERRING SAMUAL GIBBS FL162

YARLIS TORRES FL175 FOR REFERRING ROSSELY GONZALES FL175

DEANNA ANDREZESKI FL171 FOR REFERRING CATHERINE WOLVERSTON FL171



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AUGUST WORK ANNIVERSARIES



CONGRATS

FERNANDO G. SUAREZ - FL230	20 YEARS	ADRIENNE Y. LACOUNT - NH105	2 YEARS
LEO E. HENRY - HOME OFFICE	17 YEARS	TRINITY L. SIEVERT - OH189	2 YEARS
DAVID L. BEARD - GA116	15 YEARS	PRESILIANA HUITRON - IL136	1 YEAR
HOLLY LEWIS - MI123	11 YEARS	ANNABELLE J. ZERBY - OH175	1 YEAR
SANDRA MCCLINTOCK - MI105	10 YEARS	SABRINA VERDECIA - FL276	1 YEAR
SHANNA L. HIRONS - MI115	10 YEARS	SORAYA N. ESTEVES - FL158	1 YEAR
VIRGINIA L. KOLARIK - MI115	10 YEARS	DESTINY R. LAAS - FL181	1 YEAR
CRESCENT M. CHAPMAN - REG	10 YEARS	DANIELLE M. EATON - NH106	1 YEAR
TATIANA C. WILLIAMS - KY117	7 YEARS	CRYSTAL L. FEIPEL - BRIARWOOD CINNABON	1 YEAR
AARON T. GERARD - IL131	6 YEARS	KAYLEY M. WEATHERMAN - NC102	1 YEAR
DIVINIA SAMANTHER - FL196	5 YEARS	CAMERON I. MILLSAP - GA110	1 YEAR
CLORISSA M. DEKUIPER - MI115	4 YEARS	SHAVON N. SELF - NC131	1 YEAR
DEBORAH A. HUIZENGA - MI116	3 YEARS	TREASIA Y. FRANKLIN - MS112	1 YEAR
DANIELLE R. HITS - OH147	3 YEARS	YAMELIS MADDEN HERNANDEZ - FL121	1 YEAR
MAYELIN ARTEAGA DELGADO - FL230	3 YEARS	ROBERT J. NIGH - FL226	1 YEAR
QYNN T. BURLEY - OH124	3 YEARS	ADRIENNE E. PORTER - OH175	1 YEAR
CAMERON D. HESSON - WV106	2 YEARS	JADYN O. TONEY - WV106	1 YEAR
MARIANA ALVAREZ - FL149	2 YEARS	SYDNEY WADDELL - OH183	1 YEAR
TRACI R. LONG - MI137	2 YEARS	SAVANNAH F. GABBARD - OH163	1 YEAR
KIRA A. VANDER MOLEN - MI137	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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AUGUST BIRTHDAYS

LISA M. NIPPLE - IN114	8-1	TATIANA C. WILLIAMS - KY117	8-13
MELISSA D. SULLEN - FL192	8-1	TAEQUON D. SHERMAN - GA106	8-14
ELYSE L. MARRERO - FL176	8-3	TALEENA J. SHERMAN - FL276	8-14
LITZY A. MOGAVERO - SC123	8-4	XAVIER HOLMES - IL165	8-14
TAINA B. MCDANIEL - MS112	8-4	ADRIENNE Y. LACOUNT - NH105	8-15
MICHELLE V. BROWN - MI141	8-5	SANTIAGO ORTIZ - FL159	8-17
CHRISTINA N. CHARRON - MI115	8-5	JESSICA R. WILSON - OH147	8-18
ASHLEY M. REYNOLDS - OH163	8-5	KRISTINA L. DECHANE - NH106	8-20
LANE B. CALLOWAY - IN128	8-5	THAO T. HOANG - GA110	8-21
RONDA WHITNEY - GA110	8-6	MACKENZIE R. POWELL - FL162	8-21
STEVEN D. MARTINEZ - FL150	8-6	HAYDEN A. HILL - FL185	8-22
CIARRA D. LLOYD - FL221	8-6	KRISTINA HAMILTON - GA139	8-24
SANDRA G. MARTINO - FL150	8-7	CODY A. EASON - IN128	8-24
IAN LIRIANO - FL111	8-7	TIAUNNA L. GARLAND - FL260	8-24
QYNN T. BURLEY - OH124	8-7	INDIA N. FRANCIS - FL182	8-24
RYAN M. HOLMES - OH183	8-7	HAVEN KIRKENDALL - OH190	8-24
JOHN E. DALTON - FL182	8-8	MELISSA M. ROSS - FL176	8-25
JACOB J. BURKEY - OH175	8-8	GLYNN R. RICHARDSON - FL180	8-25
KAYLEY M. WEATHERMAN - NC102	8-8	JAMES T. ONEILL - FL231	8-25
HOLLY LEWIS - MI123	8-9	PATRICK N. COOK - NC114	8-26
RAVYN M. JONES - OH124	8-9	JACOB R. HOPP - MI141	8-26
ANDREW S. GEMMELL - OH124	8-11	DARIUS M. BULLOCK - FL196	8-26
MIKEL A. CUMMINGS - FL196	8-11	ALEXIS M. TAYLOR - GA110	8-26
EMILY K. STERK - MI137	8-11	KAYLA MESSER - FL180	8-27
AALIYAH L. LANG - IL163	8-11	ALANA M. GALE - FL158	8-29
KACINDA K. BROWN - MI120	8-12	ELIZABETH J. CARDIERO - OH130	8-29
ZAHRA A. HARDIMAN - OH189	8-12	MICHELLE D. STEWART - FL181	8-30

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!