

# THE DOUGH PRESS

THE OFFICIAL CHESTNUT LAND COMPANY NEWSLETTER



## HOME OFFICE HITS THE ROAD!

CHRIS SAMMARTINO, JUSTIN VALLIA & TANNER AVNET

MI141

MI135

MI120

MI141

STORE MANAGER:  
MICHELLE BROWN



MI135

STORE MANAGER:  
ILLA JEAN SMITH



MI120

STORE MANAGER:  
STACIE SERATT



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## FROM THE DESK OF:

*Chris Sammartino*

**I WANT TO PERSONALLY THANK ALL OF OUR LEADERS IN OUR STORES FOR TAKING THE TIME TO JOIN ME ON OUR VERY IMPORTANT ZOOM CALL LAST WEEK REGARDING HOLIDAY PAY DIFFERENTIAL AND INCENTIVES. I THINK THIS WILL CONTINUE TO PUT US A STEP ABOVE OTHER BUSINESSES IN OUR INDUSTRY AND ALSO IN THE MALL. WE ARE BEING VERY AGGRESSIVE AND PROACTIVE AS WE GO OUT AND PREPARE TO GET READY FOR THE HOLIDAY SEASON. IT IS IMPERATIVE WITH THESE INCENTIVES THAT WE ARE OPEN FOR BUSINESS, ROUNDUPS ARE FULL WITH PRODUCTS, AND OUR EMPLOYEES ARE GREETING AND THANKING OUR GUESTS WITH A SMILE! AS I MENTIONED, I CONTINUE TO BE IMPRESSED WITH ALL THAT YOU ARE DOING AND ACCOMPLISHING THIS YEAR!**

**WE WILL ANNOUNCE IN THE NEXT FEW DAYS DETAILS FOR OUR ANNUAL BLACK FRIDAY ZOOM MEETING WITH ALL OF THE DO'S AND DON'TS FOR THE HOLIDAY SEASON. IT HAS NOT BEEN AN EASY YEAR, BUT WE TOGETHER HAVE ACCOMPLISHED MANY GREAT THINGS AND CONTINUE TO WORK TOGETHER TO BE BETTER. WE WILL CONTINUE TO BE AGGRESSIVE IN OUR HIRING AND RECRUITING; WORKING WITH EACH OF OUR STORES TO LOOK AT WAYS WE CAN STILL BE EFFICIENT AND MAKE THINGS EASIER AS WELL AS BUILD OFF OUR MOMENTUM FOR A HUGE 2022!**

**ED AND I ARE SO EXCITED THAT EACH OF OUR EMPLOYEES WILL HAVE THANKSGIVING DAY OFF TO GIVE YOU TIME TO SPEND WITH FAMILIES AND FRIENDS. WE HAVE SO MUCH TO BE THANKFUL FOR AS INDIVIDUALS, AND AS A COMPANY. I KNOW I SPEAK FOR ED IN SAYING WE ARE BOTH THANKFUL EVERY DAY, NOT JUST THANKSGIVING, FOR THE AMAZING PEOPLE THAT WE HAVE WORKING FOR US, FOR ALL OF THE HARD WORK, DEDICATION AND EFFORT THAT EACH OF YOU GIVE US ALL THROUGHOUT THE YEAR AND ESPECIALLY DURING THE BUSY HOLIDAY SEASON. HAPPY THANKSGIVING FROM EACH OF OUR FAMILIES; WE HOPE YOU HAVE A GREAT THANKSGIVING.**

**I LOOK FORWARD TO SEEING YOU ON THE UPCOMING ZOOM CALL AND LETS START THE HOLIDAY SEASON OFF WITH A BANG!!**

**MAKE IT HAPPEN!**

*Chris*



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SAVE  
THE  
DATE

THE ANNUAL BLACK FRIDAY  
ZOOM MEETING  
NOVEMBER 16TH AT 10AM!

ZOOM LINK AND MORE INFO TO COME VIA EMAIL



**HALLOWEEN**  
11/13/21

**BOO!**



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## EMPLOYEE SPOTLIGHT

### MEET MELINDA WILLIAMS

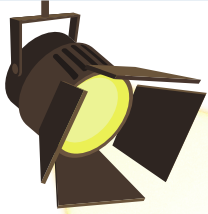
STORE MANAGER IL169



**MELINDA BECAME PART OF THE CHESTNUT LAND FAMILY ON AUGUST 1, 2021. WE ACQUIRED HER LOCATION AT WHITE OAKS MALL FROM ANOTHER FRANCHISEE WHO RETIRED. THE DAY WE MET HER WE KNEW SHE WOULD FIT RIGHT IN WITH THE FAMILY. THE STORE IS BEAUTIFUL! SHE TAKES CARE OF IT AS HER OWN AND IS PASSIONATE ABOUT THEIR GUESTS AND HER EMPLOYEES. WE LOOK FORWARD TO MANY SUCCESSFUL YEARS OF MELINDA LEADING THE WHITE OAKS LOCATION! WELCOME TO THE FAMILY!**



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## EMPLOYEE SPOTLIGHT MELINDA WILLIAMS



1. DID YOU DRESS UP THIS YEAR FOR HALLOWEEN? IF SO, WHAT DID YOU GO AS?  
YES. PURPLE M&M
2. FAVORITE HALLOWEEN CANDY?  
MILKYWAY
3. DO YOU LIKE READING? IF SO, WHAT GENRE OF BOOKS DO YOU LIKE?  
YES. HORROR
4. DO YOU HAVE ANY VACATIONS PLANNED IN THE UPCOMING YEAR?  
SOUTH DAKOTA IN SEPTEMBER
5. WHAT IS YOUR FAVORITE FOOD TO EAT AT THANKSGIVING?  
PUMPKIN PIE
6. DO YOU WATCH CHRISTMAS MOVIES? WHICH ONE IS YOUR FAVORITE?  
YES. MIRACLE ON 34TH STREET
7. WHAT WAS THE LAST BOARD GAME YOU PLAYED?  
SCRABBLE
8. WHAT IS A WORK RELATED ACCOMPLISHMENT THAT YOU ARE REALLY PROUD OF?  
STAYING ON WITH AUNTIE ANNE'S FOR 16YRS. BECOMING MANAGER 2021
9. WHAT IS ONE THING MOST PEOPLE DON'T KNOW ABOUT YOU?  
LOVE FAST CARS AND BIG TRUCKS
10. WHAT'S YOUR FAVORITE WAY TO UNWIND AFTER A BUSY DAY?  
MARGARITA TIME!
11. WHAT IS THE BEST CAREER ADVICE YOU HAD EVER RECEIVED?  
TO STAY ON AS A STORE MANAGER OF IL169 AFTER CHESTNUT LAND TAKE OVER!!

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**ORLANDO, FLORIDA! THE PRETZEL TRUCK HAS ARRIVED!**

**CHESTNUT LAND HAS LAUNCHED OUR 3RD AUNTIE ANNE'S PRETZEL TRUCK!**



**FIRST CUSTOMER!**





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## HR CORNER

### 2021 HOLIDAY COMPENSATION INCENTIVES!

1. AREA AND STORE MANAGERS WILL RECEIVE COMPENSATION INCREASES EFFECTIVE NOVEMBER 21, 2021!! CHRIS WILL BE CALLING EACH MANAGER TO DISCUSS YOUR NEW COMPENSATION. CREW, SL'S AND ASSISTANT MANAGER INCREASES WERE DONE EFFECTIVE OCTOBER 10, 2021!
2. AREA AND STORE MANAGERS' YEAREND BONUSES WILL BE PAID OUT FRIDAY, DECEMBER 17, 2021!!! YOU WILL BE PAID 3 TIMES IN DECEMBER!
3. HOLIDAY SHIFT DIFFERENTIAL – ALL ASSISTANT MANAGERS, SHIFT LEADERS, AND CREW MEMBERS WILL RECEIVE HOLIDAY SHIFT DIFFERENTIAL PAY FOR EACH HOUR WORKED BETWEEN NOVEMBER 7, 2021 – JANUARY 1, 2022. THE FOLLOWING IS A BREAKDOWN OF EACH WEEK AND THE AMOUNT.

WEEK OF NOVEMBER 7TH - \$1.00 MORE PER HOUR  
WEEK OF NOVEMBER 14TH - \$1.00 MORE PER HOUR  
WEEK OF NOVEMBER 21ST - \$2.00 MORE PER HOUR  
WEEK OF NOVEMBER 28TH - \$2.00 MORE PER HOUR  
WEEK OF DECEMBER 5TH - \$1.00 MORE PER HOUR  
WEEK OF DECEMBER 12TH - \$2.00 MORE PER HOUR  
WEEK OF DECEMBER 19TH - \$3.00 MORE PER HOUR  
WEEK OF DECEMBER 26TH - \$4.00 MORE PER HOUR

4. CALL-IN BONUS IS STILL IN EFFECT FOR FRIDAY, SATURDAY AND SUNDAY! IF AN EMPLOYEE IS CALLED IN TO COVER A SHIFT THEY WILL RECEIVE \$25 CASH! PLEASE REMEMBER TO EMAIL [LBENSON@CHESTNUTLAND.COM](mailto:LBENSON@CHESTNUTLAND.COM) AND [TGILLETTE@MURANSKYCO.COM](mailto:TGILLETTE@MURANSKYCO.COM) WHEN YOU PAY OUT THE BONUS (THEY NEED TO CONFIRM IT IS ON THE CASH REPORT).

OUR INTENT FOR THESE INCENTIVES IS TO SAY THANK YOU, TO MAKE THINGS EASIER FOR YOU, AND FOR YOUR STORES TO BE FULLY STAFFED WHILE OPEN DURING THE BUSINESS HOURS WE AGREE ON AS WE GAIN MOMENTUM THIS HOLIDAY SEASON! YOUR HARD WORK NEVER GOES UNNOTICED. WE APPRECIATE EACH OF YOU!



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## SNOWBALL NUGGETS AND PEPPERMINT CHOCOLATE FROST!





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## MONTHLY CHALLENGE

### GRATITUDE



**DURING THE HOLIDAY SEASON, IT IS SO EASY TO GET CAUGHT UP IN THE STRESS OF PLANNING AND PREPARING THAT WE OFTEN FORGET WHAT THIS SEASON IS TRULY ABOUT. THIS MONTH, TAKE A MOMENT FIVE TIMES EACH WEEK TO REMIND YOURSELF WHAT YOU ARE GRATEFUL FOR.**

**GRATITUDE HAS TWO KEY COMPONENTS. FIRST, GRATITUDE IS AN AFFIRMATION OF GOODNESS. SECONDLY, HAVING GRATITUDE MEANS THAT WE RECOGNIZE THAT THE SOURCES OF THIS GOODNESS ARE OUTSIDE OF OURSELVES. NUMEROUS STUDIES HAVE FOUND THAT PRACTICING GRATITUDE HAS HEALTH BENEFITS. SOME OF THESE BENEFITS ARE LISTED BELOW:**

- 1. SOCIAL HEALTH: INDIVIDUALS WHO KEEP GRATITUDE JOURNALS ARE MORE LIKELY TO FEEL CONNECTED TO OTHERS, ARE MORE LIKELY TO HELP OTHERS, AND HAVE BETTER RELATIONSHIPS WITH FAMILY, FRIENDS, AND THEIR SPOUSE/PARTNER. GRATITUDE STRENGTHENS YOUR SOCIAL TIES WHICH BUILDS YOUR SOCIAL RESOURCES (I.E. PEOPLE).**
- 2. GOAL ACHIEVEMENT: ROBERT EMMONS, A LEADING RESEARCHER IN GRATITUDE AT UC DAVIS, FOUND THAT THOSE WHO REGULARLY PRACTICED GRATITUDE WERE MORE LIKELY TO ACHIEVE THEIR GOALS – ACADEMIC, INTERPERSONAL, AND HEALTH-RELATED.**
- 3. SLEEP HEALTH: PRACTICING GRATITUDE PRIOR TO FALLING ASLEEP HAS BEEN SHOWN TO HELP PEOPLE FALL ASLEEP FASTER AND FEEL MORE RESTFUL IN THE MORNING. THE BENEFITS WERE MOST APPARENT IN INDIVIDUALS WITH SLEEP DISORDERS LIKE INSOMNIA.**
- 4. OVERALL WELL-BEING: EXPRESSING GRATITUDE HAS BEEN SHOWN TO INCREASE LIFE SATISFACTION, HOPE, OPTIMISM, RESILIENCE, AND VITALITY. MULTIPLE STUDIES HAVE SHOWN THAT PEOPLE WHO JOURNAL WEEKLY OR DAILY ABOUT THINGS THEY ARE THANKFUL FOR REPORT BETTER WELL-BEING COMPARED TO PEOPLE WHO DID NOT JOURNAL AT ALL.**

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## DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES

100



*Congratulations*

MI116-9  
FL231-5  
FL150-4  
FL197-4  
GA130-4  
FL221- 3  
MI141-3

**TO THESE 7 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

NOVEMBER 1ST, 2021

**6 MONTHS - \$200**

**CLORISSA DEKUIPER MI115 FOR REFERRING DONAVEN DEKUIPER MI115**

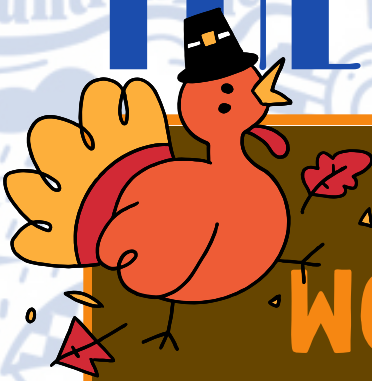
**6 MONTHS - \$175**

**DEANNA ANDREZESKI FL171 FOR REFERRING CATHERINE WOLVERSTON FL171**

**AMBER HOLDEN NC114 FOR REFERRING JESSICA JACOBS NC114**



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## NOVEMBER WORK ANNIVERSARIES



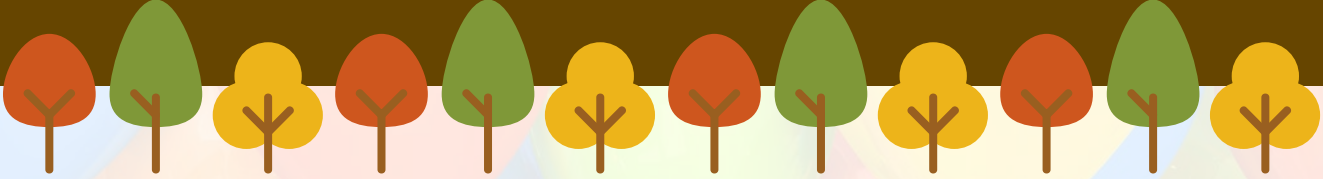
JOHN REMISH - PA254	12 YEARS	MERLENDJEE CEUS - FL168	1 YEAR
BRIAN RILEY - WV106	11 YEARS	MORGAN MCKAY - PA254	1 YEAR
CARISMA CONTRERAS DIAZ - IN128	9 YEARS	DESTINY MILLIGAN - NC114	1 YEAR
AMANDA JARA - MI137	8 YEARS	JENNIFER WILLIAMS - OH130	1 YEAR
JENNIFER WEAVER - MI123	5 YEARS	REESE VORE - NC114	1 YEAR
MARCUS PLAY - GA130	5 YEARS	ANA CRISTINA CHAVARRIA - FL187	1 YEAR
STEPHANIE BERMUDEZ - FL121	4 YEARS	PAULINE ROMERO - FL MALL CINNABON	1 YEAR
ESTHER CORONA - FL150	4 YEARS	HILDA BREWSTER URRIOLA - FL111	1 YEAR
KIARIA LOCKE - FL162	4 YEARS	IMANI STURDIVANT-GARNER - OH111	1 YEAR
XAVIER VINSON - NC140	3 YEARS	HAMIR RAMOS - FL159	1 YEAR
DEANNA ANDRZEJEWSKI - FL171	3 YEARS	KRISTA NOLFI - HOME OFFICE	1 YEAR
STACY BROWN - FL181	2 YEARS	CHEYENNE RODRIGUEZ - FL181	1 YEAR
ALEXUS SHOWMAN - OH190	2 YEARS	ELYSE MARRERO - FL176	1 YEAR
KRISTINA DECHANE - NH106	2 YEARS	VALENTINA MORA VALDERRAMA - FL230	1 YEAR
MATTHEW MARISON - NH105	2 YEARS	RACHAEL SULLIVAN - WV106	1 YEAR
JACINDA TAPANES - FL226	1 YEAR	MARKINTO MARC - FL144	1 YEAR
DARIUS BULLOCK - FL196	1 YEAR	LEXANI VAZQUEZ - FL260	1 YEAR
ELIJAH MADDOX - GA106	1 YEAR	JANEL GILMER - PA254	1 YEAR

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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## NOVEMBER BIRTHDAYS



ELLEN JONES - GA110	11/1	KHEMISTRY HALL - FL192	11/15
JORDAN LOYD - IL163	11/1	KARA STRATTON - KY117	11/15
JOSEPH HARBIE - FL230	11/3	NIKERRIA MAYOR - FL144	11/15
JASON TURNER - OH130	11/3	STACEY CRAIG - FL149	11/16
ERIKA SMITHEY - IL165	11/3	GIULIANA RIVAS - FL154	11/16
MAKENNA PIZZALA - WOODLAND JAMBA	11/4	JANESA NESMITH - GA116	11/17
BRANDON ELAM - FLORIDA MALL CINNABON	11/5	KRISTENE STATES - HOME OFFICE	11/17
DEDRICK JONES - GA116	11/5	AAMIY RIDGEWAY - GA116	11/20
PAOLA NEGRON-RODRIGUEZ - FL158	11/6	LYNDA POSEL - FL276	11/20
DEANNA ANDRZEJEWSKI - FL171	11/6	BRIANNA WARE - OH111	11/20
TREKEL HODO - FL168	11/6	RACHAEL SULLIVAN - WV106	11/21
REBEKAH MARSTELLAR - HOME OFFICE	11/7	KARMYNN GUTTENFELDER - FL121	11/21
SHANNON BURON - OH130	11/8	AMANDA MALAVE - OH111	11/21
KENDRA MORRIS - MI120	11/8	YASMIN GUERRERO - FL231	11/22
KAYLA WILLIAMS - FL158	11/8	TYONN CHATMAN - OH124	11/22
TAMMY SHOWMAN - OH175	11/9	AUSTIN CROVER - IN128	11/22
CORDARRYL JOHNSON - GA110	11/10	JADIN REYES - FL175	11/23
JANICE KING - OH147	11/10	JOSHUA MACHADO - FL144	11/23
NATALIE CARNES - IN128	11/11	DANIELLE WILLIAMS - FL158	11/25
SUZANNE DUGGER - FL226	11/12	MALLORY MCCARRON - IL165	11/25
MADISON NAVONI - MI115	11/12	KEILA DAVIS - FL260	11/25
KASHAWN BENGE - MI135	11/12	ALEIJAH WEST - IL169	11/25
SHAYLIN WOOD - BRIARWOOD CINNABON	11/13	SHENISE THOMPSON - FL177	11/25
HANNAH JOSLIN - OH183	11/14	ZYAIR CHURN ROBINSON - OH111	11/26
MARIA SOLE HERNANDEZ - FL154	11/14	TONI LAND - FL221	11/28
JANIAH WATSON - FLORIDA MALL CINNABON	11/14	AVERY ZERBY - OH190	11/29
JABRIELLE NELSON - FL197	11/15	EMILY MARION - MI123	11/29

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!