

THE DOUGH PRESS

THE OFFICIAL CHESTNUT LAND COMPANY NEWSLETTER



ANN ARBOR, MICHIGAN! THE PRETZEL TRUCK HAS ARRIVED!

CHESTNUT LAND HAS LAUNCHED OUR 2ND AUNTIE ANNE'S PRETZEL TRUCK!



IN THE PRESS

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THE DOUGH PRESS

EMPLOYEE SPOTLIGHT

MEET STEVEN LAI

CINNABON STORE MANAGER 103629



CINNABON



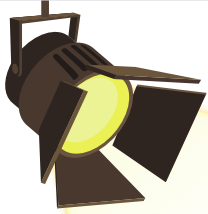
STEVEN JOINED THE CHESTNUT LAND FAMILY IN OCTOBER 2020. HE WAS HIRED TO BE THE STORE MANAGER OF OUR BRAND NEW CINNABON IN BRIARWOOD MALL. STEVEN JUMPED RIGHT IN TO MAKE SURE THIS STORE WOULD BE A SUCCESS! HE HAS FACED THE SAME HIRING CHALLENGES AS HIS PEERS WITH A PERSEVERANCE ATTITUDE. HE NEVER STOPS RECRUITING FOR HIS NEXT ASSISTANT AND ENJOYS HIRING AND DEVELOPING YOUNG EMPLOYEES TO HELP THEM TRANSITION INTO THE WORKING WORLD. HE IS AN ADVOCATE FOR HIS EMPLOYEES AND THE BRAND EACH DAY!

QUOTE FROM CRESCENT ABOUT STEVE:

DURING THE INTERVIEW I FELT A VERY STRONG CARING LEADERSHIP VIBE FROM STEVE. HIS EXCITED MOTIVATION TO JUMP IN TO THE GM ROLL AT CINNABON WAS JUST WHAT WE WERE LOOKING FOR IN OPENING THIS BRAND NEW LOCATION! STEVE'S DEDICATION TO THE CINNABON BRAND AND TO HIS TEAM ARE A WONDERFUL EXAMPLE OF THE QUALITIES WE WERE HOPING TO FIND IN OUR NEWEST CINNABON MANAGER!

THANKS FOR ALL YOU DO STEVEN!

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EMPLOYEE SPOTLIGHT

STEVEN LAI



1. WHAT'S YOUR DREAM CAR?

WELL SINCE WE ARE DREAMING, MY DREAM CAR WOULD BE THE BATMOBILE.

2. ROAD TRIP OR PLANE TRIP?

GROWING UP IN CALIFORNIA I ALWAYS LOVED THE BEACH AND THE COAST. SO MY PERFECT ROAD TRIP WOULD BE TO START IN MAINE AND DRIVE ALONG THE COAST AND UP TO ALASKA. STOPPING AT ALL THESE LITTLE UNIQUE DINING PLACES ALONG THE WAY THAT ALWAYS HAVE THE BEST FOOD.

3. IF YOU COULD CHOOSE YOUR AGE FOREVER, WHAT AGE WOULD YOU CHOOSE AND WHY?

IF I COULD STAY ONE AGE FOREVER IT WOULD BE 32. STILL YOUNG ENOUGH TO GET WILD AND CRAZY, BUT OLD ENOUGH TO KNOW BETTER.

4. IF YOU HAD TO EAT ONE MEAL EVERY DAY FOR THE REST OF YOUR LIFE WHAT WOULD IT BE?

IF I HAD TO EAT ONE TYPE OF FOOD FOR THE REST OF MY LIFE IT WOULD BE MEXICAN FOOD, THE SPICIER THE BETTER . WITH A COLD MARGARITA TO WASH IT DOWN.

5. CAN YOU PLAY ANY INSTRUMENTS? IF NOT, WHAT DO YOU WISH YOU COULD PLAY?

NO I CAN'T PLAY AN INSTRUMENT. ALTHOUGH I HAVE BEEN TOLD I PLAY A WICKED KAZOO. I WAS IN THE MARCHING BAND IN HIGH SCHOOL AND PLAYED THE SNARE DRUM. BUT THAT WAS ABOUT THE EXTENT OF MY MUSICAL CAREER. IF I COULD LEARN AN INSTRUMENT IT WOULD BE PIANO.

6. DO YOU DRESS UP FOR HALLOWEEN? IF SO, WHAT IS YOUR COSTUME FOR THIS YEAR?

NO I DON'T DRESS UP FOR HALLOWEEN . THE LAST TIME I DID I WAS 12 AND WORE ONE OF THOSE PLASTIC MASKS THAT YOU CAN'T BREATH THROUGH. I ALMOST SUFFOCATED IN THE THING.

7. FAVORITE SCARY MOVIE?

I DON'T CARE FOR SCARY MOVIES. I SAW THE EXORCIST WHEN I WAS 14 (WHICH IS MILD BY TODAY'S SCARY MOVIES) AND IT SCARED THE CRAP OUT OF ME. I WON'T WATCH IT AGAIN.

8. FAVORITE CINNABON MENU ITEM?

MY FAVORITE CINNABON ITEM IS THE CHURRO SWIRL.

9. IF YOU COULD EAT/DRINK AT ANY TV/MOVIE RESTAURANT OR BAR WHICH WOULD IT BE?

EAT AND DRINK AT ANY TV RESTAURANT IT WOULD HAVE TO BE THE DINER ON SEINFELD. HELLO NEWMAN!

10. WHAT DO YOU LIKE MOST ABOUT YOUR CAREER?

WHAT I LIKE BEST ABOUT MY CAREER WAS THAT IT WAS LIKE BEING AN ARTIST. WHAT I MEAN BY THAT IS THAT YOU TAKE ITEMS THAT BY THEMSELVES ARE JUST PLAIN ITEMS. BUT WHEN YOU COMBINE THEM YOU CREATE SOMETHING THAT PEOPLE ENJOY.

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HR CORNER

POSITIVE
VIBES

POSITIVE PREVAILS!

PEOPLE WANT TO WORK IN HAPPY, POSITIVE ENVIRONMENTS. IT IS AS SIMPLE AS THAT. IT STARTS FROM THE TIME YOU CALL FOR AN INTERVIEW AND CONTINUES THRU EMPLOYMENT.

WHEN YOU CALL SOMEONE TO SCHEDULE THE INTERVIEW, SOUND EXCITED TO MEET THEM! WE SAY THINGS LIKE, "WE CANNOT WAIT TO MEET YOU!" WHEN WE FINISH OUR CALLS. YOU CAN HEAR SOMEONE'S SMILE THROUGH THE PHONE. ENSURE THEY CAN HEAR YOURS AND THAT THEY FEEL IMPORTANT IN THE CALL. WOULD YOU SHOW UP TO AN INTERVIEW IF SOMEONE RUSHED YOU OFF THE PHONE OR DID NOT SOUND LIKE THEY CARED IF YOU ATTENDED?

SOMETIMES THESE CANDIDATES HAVE NO OTHER POSITIVE INTERACTIONS IN THEIR DAYS OTHER THAN OUR BRIEF MOMENTS WITH THEM. REMEMBER THAT. ENSURE YOUR CALL WITH THEM ENTICES THEM TO ATTEND. IF THEY DO ATTEND, THAT IS MORE THAN HALF THE BATTLE.

WHAT AN EMPLOYEE MAKES PER HOUR IS IN THE TOP 3 REASONS WHY THEY STAY AT THEIR JOB, AND BEING IN A POSITIVE, FUN ENVIRONMENT IS AS WELL. RETAINING EMPLOYEES IS A KEY RESPONSIBILITY FOR ALL LEVELS OF MANAGEMENT STAFF. WHEN MANAGEMENT IS POSITIVE, THEIR STAFF WILL FOLLOW WHICH IN TURN FLOWS TO THE CUSTOMERS.

WHILE THE HOLIDAYS ARE THE BUSIEST TIME OF YEAR, THEY ARE ALSO SOME OF THE HAPPIEST AND FUN DAYS OF THE YEAR – BOTH AT WORK AND IN OUR PERSONAL LIFE! MAKE YOUR LOCATION FUN FOR YOUR STAFF. ASK THEM FOR SOME INPUT ON HOW TO DO THAT! USE YOUR CREATIVITY – YOU KNOW YOUR STAFF BETTER THAN ANYONE!

YOU CAN
DO IT!

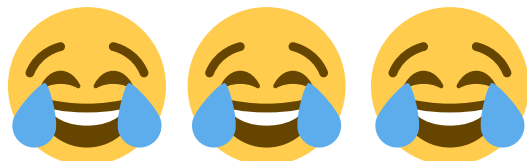
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NEW ADDITIONS TO CHESTNUT LAND!

**WELCOME
BRODY MATHEW SAFAREK
TO THE CHESTNUT LAND FAMILY!**



**WELCOME
A NEW WASHER TO KY117!**



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BREAST CANCER AWARENESS

OCTOBER IS BREAST CANCER AWARENESS MONTH

ACCORDING TO THE WORLD HEALTH ORGANIZATION (WHO), BREAST CANCER IS THE MOST COMMON FORM OF CANCER IN WOMEN WORLDWIDE. IT ALSO CAUSES THE HIGHEST NUMBER OF CANCER RELATED DEATHS AMONG WOMEN. WHILE MUCH OF THE FOCUS DURING THIS MONTH IS ON WOMEN, IT IS IMPORTANT TO KEEP IN MIND THAT BREAST CANCER OCCURS IN MEN AS WELL. WHILE 1 OUT OF EVERY 8 WOMEN DEVELOP BREAST CANCER, 1 OUT OF EVERY 1000 MEN DEVELOP THIS TYPE OF CANCER TOO.



CHECK OUT THE LIST OF RISK FACTORS FOR BREAST CANCER BELOW. BE SURE TO SPEAK TO YOUR PHYSICIAN IF YOU BELIEVE YOU ARE AT RISK.

RISK FACTORS:

AGE. THE RISK FOR DEVELOPING BREAST CANCER INCREASES AS YOU AGE. EIGHTY PERCENT (80%) OF BREAST CANCER IS DIAGNOSED IN WOMEN OVER THE AGE OF 50.

PERSONAL HISTORY. A WOMAN WHO HAS BREAST CANCER IN ONE BREAST IS AT A HIGHER RISK FOR DEVELOPING BREAST CANCER IN THE OTHER.

FAMILY HISTORY. A WOMAN IS AT A HIGHER RISK FOR BREAST CANCER IF HER MOTHER, SISTER, OR DAUGHTER WAS DIAGNOSED WITH BREAST CANCER. HAVING OTHER FAMILY MEMBERS DIAGNOSED WITH BREAST CANCER MAY ADD TO THE RISK AS WELL.

GENETIC FACTORS. SOME GENES, INCLUDING BRCA1 AND BRCA2 CONTRIBUTE TO A GREATER RISK OF DEVELOPING BREAST CANCER.

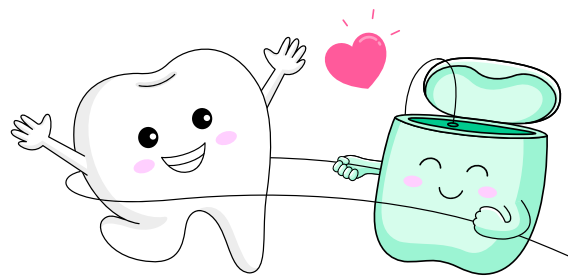
CHILDBEARING AGE. THE OLDER A WOMAN IS WHEN SHE HAS HER FIRST CHILD, THE HIGHER HER CHANCES OF DEVELOPING BREAST CANCER ARE.

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MONTHLY CHALLENGE

FLOSS YOUR TEETH



HERE IS THE TRUTH, ONLY 30% OF US ACTUALLY FLOSS EVERYDAY AND ABOUT 1/3 OF US SAY WE NEVER FLOSS AT ALL.

FLOSSING IS ESSENTIAL FOR TAKING CARE OF YOUR TEETH AND GUMS. THERE IS A REASON THAT YOUR DENTIST GIVES YOU FREE FLOSS AFTER EVERY APPOINTMENT – IT'S GREAT FOR YOUR ORAL HEALTH! BRUSHING WILL NOT REMOVE ALL OF THE PLAQUE AND BACTERIA BETWEEN YOUR TEETH, YOU MUST USE AN INTERDENTAL TOOL SUCH AS FLOSS TO REMOVE THIS BACTERIA.

PROPER FLOSSING TECHNIQUE FROM THE AMERICAN DENTAL HYGIENISTS' ASSOCIATION (ADHA)

- 1. WIND 18" OF FLOSS AROUND MIDDLE FINGERS OF EACH HAND. PINCH FLOSS BETWEEN THUMBS AND INDEX FINGERS, LEAVING A 1" - 2" LENGTH IN BETWEEN. USE THUMBS TO DIRECT FLOSS BETWEEN UPPER TEETH.**
- 2. KEEP A 1" - 2" LENGTH OF FLOSS TAUT BETWEEN FINGERS. USE INDEX FINGERS TO GUIDE FLOSS BETWEEN CONTACTS OF THE LOWER TEETH.**
- 3. GENTLY GUIDE FLOSS BETWEEN THE TEETH BY USING A ZIG-ZAG MOTION. GENTLY WRAP FLOSS AROUND THE SIDE OF THE TOOTH.**
- 4. SLIDE FLOSS UP AND DOWN AGAINST THE TOOTH SURFACE AND UNDER THE GUMLINE. FLOSS EACH TOOTH THOROUGHLY WITH A CLEAN SECTION OF FLOSS.**

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DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES

LET'S SEE MORE
STORES ON THE LIST
NEXT MONTH!



MI116-9
FL230-8
FL201-4
FL197-3
FL150-2

Congratulations

TO THESE 5 STORES!

100

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

OCTOBER 1ST, 2021

3 MONTHS - \$200

AMANDA ANDREWS-TN126 FOR REFERRING PATRICK LOWRANCE-TN126

THERESA ATKINSON-FL132/180 FOR REFERRING KAYLA MESSER-FL180

JENN MORRISON FOR REFERRING JONATHAN COSCA-FL175

JEYSON MALDONANDO-FL230/231 FOR REFERRING SASHA MIRANDA-FL231

ROSETTA FRANTZ-MI115 FOR REFERRING MADISON NAVONI-MI115

SEBASTIAN ENRIQUEZ-FL177 FOR REFERRING JADIEL SANTIAGO-FL177

DAVID BEARD FOR REFERRING JAYLIN WARE-GA139

DAVID BEARD FOR REFERRING DEDRICK JONES -GA139

AMBER HOLDEN-NC114 FOR REFERRING JOSLYN HOLDEN-NC114

VICKIE BENNETT-IN111 FOR REFERRING ALEXANDRIA BOYER-IN111

HANNAH JOSLIN-OH183 FOR REFERRING QUINTON WILDER-OH183

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OCTOBER WORK ANNIVERSARIES

LINDA BENSON - HOME OFFICE 15 YEARS
JOSSALYN JENNINGS - FL171 11 YEARS
CINDY PHAM - FL144 9 YEARS
CODY EASON - IN128 9 YEARS
ALEX SMITH - FL159 7 YEARS
FRANK PERROTTA - HOME OFFICE 6 YEARS
MIKEL CUMMINGS - FL196 6 YEARS
ANIBAL VELAZQUEZ - FL196 6 YEARS
AMANDA STOUT - MI117 6 YEARS
JOSEPH MACIEJEWSKI - FL158 5 YEARS
MIKAYLA CADWELL - FL150 4 YEARS
CHRISTOPHER ERNO - FL171 4 YEARS
AMITRA ALEXANDER - FL177 4 YEARS
MAKAYLA PEACH - MI123 3 YEARS
SAMANTHA AINSWORTH - FL158 3 YEARS
KATHLEEN WILLIAMS - OH124 3 YEARS
JESSICA BUTLER LORE - FL182 3 YEARS
DAVID CARMO - NH106 2 YEARS

MARCUS PHILLIPS - MI117 2 YEARS
WHITLEY GREEN - GA139 2 YEARS
ABIGAIL STEGEMAN - OH163 2 YEARS
LALIQUE MAXEY - GA116 2 YEARS
LAUREN MASON - OH130 2 YEARS
EMILY SEMICK - OH111 2 YEARS
HALEY PROFFITT - OH163 2 YEARS
RYAN HOLMES - OH183 2 YEARS
KRISTI SINGER - WV106 2 YEARS
JESSICA DUBE - NH106 1 YEAR
ALEXIS VERGANZO - FL121 1 YEAR
TANYLA SMITH - NC114 1 YEAR
STEVEN LAI - BRIARWOOD CINNABON 1 YEAR
JUSTICE ROSS - FL176 1 YEAR
CALEB HERNANDEZ COLLAZO - FL162 1 YEAR
KALETHYA WILSON - FL175 1 YEAR
LONNIE SCHAUB - MI105 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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OCTOBER BIRTHDAYS

ENOCK PRESENDIEU - WOODLAND JAMBA 10/1
 HAILEY PATTENAUDE - MI116 10/2
 STEPFANIE BERMUDEZ - FL121 10/2
 BLANCA SAADIQ - FL149 10/2
 ANA CRISTINA CHAVARRIA - FL187 10/2
 CLORISSA DEKUIPER - MI115 10/3
 LAMEGAN THOMPSON-SPENCER - MS112 10/4
 LINDSEY OLENIUCH - SC123 10/4
 LAKESHIA RAMSEY - OH183 10/6
 RYAN MURPHY - FL260 10/6
 JONATHAN SCOTT - OH130 10/6
 LAQUETTA WALKER - GA106 10/7
 BRENDAN HOPPE - OH190 10/8
 ASHLEY O'HANIAN - OH175 10/9
 KATHLEEN WILLIAMS - OH124 10/9
 VICKIE BENNETT - IN111 10/10
 KATRICE SINGLETON - FL150 10/11
 DYTIA FLORES - FL149 10/12
 HALEY PROFFITT - OH163 10/13
 ALEIYA BLAKELY - IN109 10/14
 ANDRES CARDONA - FL221 10/14
 JESUS ROMERO ACEVEDO - FL MALL CINNABON 10/15
 JENNIFER TORRES - FL171 10/15
 DONNA IVERS - KY117 10/16
 THADDEUS WILSON - OH111 10/16

JUSTIN VALLIA - HOME OFFICE 10/18
 DAYSIA THRIFT - GA130 10/19
 JAMES WILKERSON - MS112 10/19
 CRESCENT CHAPMAN - REG 10/19
 JONATHAN SCHLANGER - FL162 10/19
 KEVIN PARHAM - GA116 10/21
 CHAILINE CORREA - FL150 10/21
 ALEXIS BREWER - IN114 10/21
 DIVINIA SAMANTHER - FL196 10/21
 STEVEN LAI - BRIARWOOD CINNABON 10/21
 BITRELL SCOTT - OH111 10/21
 GABRIEL MAESTRE VELIZ - FL159 10/22
 GIOVANNI AYALA - FL149 10/23
 THERESA ATKINSON - FL132 10/24
 BYRON REESE - IN107 10/24
 LARAYSHA GARDNER - OH183 10/24
 GABRIELLE HOTALEN - NC115 10/25
 ABIGAIL STEGEMAN - OH163 10/25
 WHITLEY GREEN - GA139 10/26
 ANTHONY SANTIAGO-RODRIGUEZ - FL121 10/26
 TABITHA WITTROCK - IL163 10/29
 KRISTOPHER KNUDSON - FL221 10/29
 THOMASHA ADAMS - MS112 10/31
 MARCUS PLAY - GA130 10/31

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!