

THE DOUGH PRESS

THE OFFICIAL CHESTNUT LAND COMPANY NEWSLETTER



Something To Grow About!

**CANFIELD
FAIR**
EST. 1846

**THE PRETZEL TRUCK AT
THE CANFIELD FAIR!**



IN THE PRESS

EMPLOYEE SPOTLIGHT...PAGE 2

MEET DESTINIE LAVENDER...PAGE 3

STAFFING...PAGES 4-5

MONTHLY CHALLENGE...PAGE 6

MEDITATION...PAGE 7

DTIQ AUDIT STREAKS & 20/70 CLUB...PAGE 8

EMPLOYEE PAYOUTS...PAGE 9

WORK ANNIVERSARIES & BIRTHDAYS...PAGES 10-11

THE DOUGH PRESS

EMPLOYEE SPOTLIGHT

MEET

DESTINIE LAVENDER

STORE MANAGER FL260



DESTINIE IS A GREAT STORY OF CAREER GROWTH AND OPPORTUNITY WITHIN CHESTNUT LAND. DESTINIE HAS BEEN WITH THE FAMILY SINCE 2017. WHEN FL260, AA/CINNABON CO-BRAND, OPENED IN EDISON MALL, DESTINIE TRANSFERRED THERE TO HELP OPEN THE STORE AND LEARN CINNABON. IN MAY 2020, SHE WAS PROMOTED FROM SHIFT LEADER TO ASSISTANT MANAGER. THE STORE MANAGER POSITION OPENED AT FL260 IN MARCH 2021 AND HER REGIONAL MANAGER, GUILLERMO, KNEW SHE WOULD BE A GREAT FIT FOR THE JOB! HERE WE ARE 6 MONTHS LATER AND SHE HAS REALLY STEPPED UP IN HER NEW ROLE! WHEN ASKED ABOUT DESTINIE, GUILLERMO SAID, "SHE HAS CONSISTENTLY PROVED HER COMMITMENT AND LOVE FOR THE JOB SINCE I MET HER AS AN ASSOCIATE. SHE HAS WORKED HARD TO MOVE HER WAY UP TO BEING THE MANAGER OF ONE OF THE BUSIEST CO-BRAND STORES IN THE REGION AND QUICKLY SHOWING RESULTS. I'M VERY PROUD OF HAVING HER AS A MANAGER IN MY REGION"

GREAT JOB ON YOUR SUCCESS SO FAR DESTINIE! WE LOOK FORWARD TO SEEING YOU TO CONTINUE TO SHINE! THANKS FOR ALL YOU DO!

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EMPLOYEE SPOTLIGHT DESTINIE LAVENDER



1. **WHAT'S ONE THING THAT SURPRISED YOU ABOUT WORKING FOR CHESTNUT LAND COMPANY?**
THE ABILITY TO MOVE UP IN THE COMPANY. THERE'S ALWAYS ROOM TO GROW WITHIN THE COMPANY.
2. **WHAT'S A WORK-RELATED ACCOMPLISHMENT THAT YOU'RE REALLY PROUD OF?**
GOING FROM ASSISTANT MANAGER TO STORE MANAGER IN 11 MONTHS
3. **WHAT'S YOUR BIGGEST WORK PET PEEVE?**
WHEN ANYONE IS LATE WITHOUT GIVING A HEADS UP THAT THEY WILL BE.
4. **IF YOU COULD SNAP YOUR FINGERS AND BECOME AN EXPERT IN SOMETHING, WHAT WOULD IT BE?**
PROFILING, LIKE WHAT THEY DO IN CRIMINAL MINDS.
5. **WHAT'S ONE THING MOST PEOPLE DON'T KNOW ABOUT YOU?**
I CAN MAKE BALLOON ANIMALS
6. **WHAT'S SOMETHING YOU'VE DONE, BUT WILL NEVER DO AGAIN?**
PROBABLY WORK IN A CALL CENTER
7. **WHEN YOU WERE A KID, WHAT DID YOU WANT TO BE WHEN YOU GREW UP?**
I WANTED TO BE A NURSE
8. **DO YOU HAVE ANY PHOBIAS?**
YEAH. I AM TERRIFIED OF GRASSHOPPERS.
9. **DO YOU LIKE ROLLER COASTERS?**
I DO, MY FAVORITE ONE IS THE PATRIOT AT WORLDS OF FUN IN KANSAS CITY.
10. **FAVORITE AUNTIE ANNE'S MENU ITEM?**
EITHER PEPPERONI NUGGETS OR AN ALMOND PRETZEL!

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HOLIDAY STAFFING SHOULD HAVE ALREADY STARTED!

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!

***CALL GUIDANCE COUNSELORS AT LOCAL SCHOOLS!** THEY CAN POST FOR YOU ON GOOGLE CLASSROOM!

***USE YOUR NOW HIRING SIGNS AND RECRUITMENT CARDS!**

***USE YOUR SOCIAL MEDIA TO RECRUIT!** SEE EXAMPLE ON NEXT PAGE. POST PROFESSIONALLY!

***TRAIN AND 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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FACEBOOK POST EXAMPLE



Bekah Arn Marstellar

July 17 · 🌐

Come roll with us!! We are hiring crew and management positions for Auntie Anne's Soft Pretzels at the Southern Park and Eastwood Malls and our Food Truck!

We offer:

- *Competitive Wages
- *Flexible schedules - full and part time positions
- *Advancement Opportunities
- *Employee Discounts
- *Tuition Reimbursement
- *Paid Time Off
- *401k with employer match
- *Referral Bonuses

Apply online or in person!

chestnutland.com/careers



NOW HIRING

ASK AN AUNTIE ANNE'S
MANAGER FOR MORE
INFORMATION

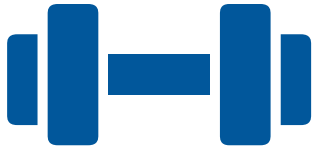


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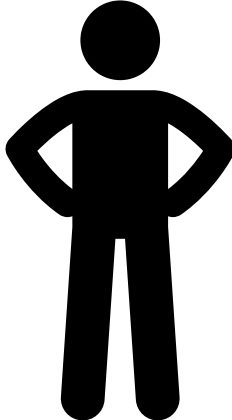
MONTHLY CHALLENGE

9 EVERYDAY WAYS TO SNEAK IN A WORKOUT



LEAVE A PAIR OF DUMBBELLS AT THE BOTTOM OF THE STAIRS

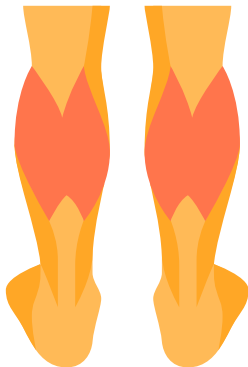
PRACTICE GOOD POSTURE TO STRENGTHEN YOUR CORE



10 SQUATS
EVERY TIME YOU USE THE BATHROOM



50 CRUNCHES & 50 PUSH-UPS
BEFORE EVERY SHOWER



CALVE RAISES
WHILE YOU WAIT IN LINE



PARK FURTHER FROM YOUR DESTINATION

BICEP CURLS
WITH YOUR GROCERY BAGS



DURING TV COMMERCIAL BREAKS

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REST & REFRESH THROUGH MEDITATION

A RESTED MIND AND BODY WILL BE MORE ENERGIZED, FOCUSED AND PRODUCTIVE. WE ALL NEED TO TAKE TIME TO RESET OUR MIND AND BODY, AND GIVE THEM BOTH REST.

MEDITATION IS THE HABITUAL PROCESS OF TRAINING YOUR MIND TO FOCUS AND REDIRECT YOUR THOUGHTS, AND IS SOMETHING EVERYONE CAN DO TO IMPROVE BOTH THEIR MENTAL AND EMOTIONAL HEALTH.

MEDITATION HAS A LONG HISTORY OF BEING USED AS A TOOL TO INCREASE CALMNESS AND PHYSICAL RELAXATION, COPE WITH ILLNESS, IMPROVE PSYCHOLOGICAL BALANCE AND ENHANCE OVERALL HEALTH AND WELL-BEING.

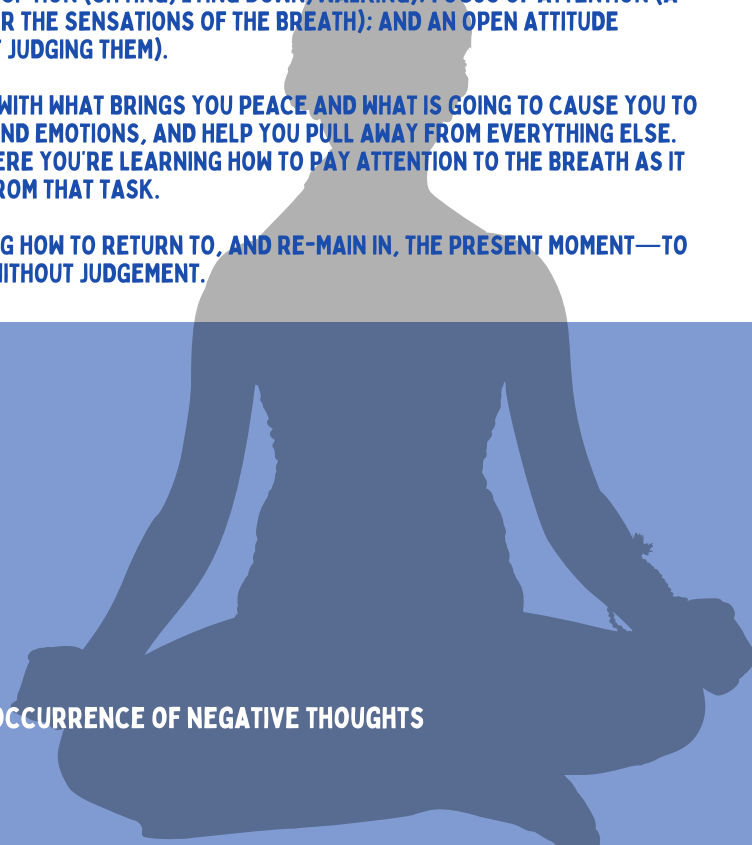
THERE ARE MANY TYPES OF MEDITATION, AND MOST HAVE FOUR COMMON ELEMENTS: A QUIET LOCATION WITH AS FEW DISTRACTIONS AS POSSIBLE; A SPECIFIC, COMFORTABLE POSITION (SITTING, LYING DOWN, WALKING); FOCUS OF ATTENTION (A SPECIALLY CHOSEN WORD OR SET OF WORDS, AN OBJECT, OR THE SENSATIONS OF THE BREATH); AND AN OPEN ATTITUDE (LETTING DISTRACTIONS COME AND GO NATURALLY WITHOUT JUDGING THEM).

WHAT YOU FOCUS ON DURING MEDITATION HAS A LOT TO DO WITH WHAT BRINGS YOU PEACE AND WHAT IS GOING TO CAUSE YOU TO SLOW DOWN, RELAX, BECOME AWARE OF YOUR THOUGHTS AND EMOTIONS, AND HELP YOU PULL AWAY FROM EVERYTHING ELSE. THE MOST POPULAR TYPE IS MINDFULNESS MEDITATION, WHERE YOU'RE LEARNING HOW TO PAY ATTENTION TO THE BREATH AS IT GOES IN AND OUT, AND NOTICE WHEN THE MIND WANDERS FROM THAT TASK.

WHEN WE PAY ATTENTION TO OUR BREATH, WE ARE LEARNING HOW TO RETURN TO, AND RE-MAIN IN, THE PRESENT MOMENT—TO ANCHOR OURSELVES IN THE HERE AND NOW ON PURPOSE, WITHOUT JUDGEMENT.

MEDITATION HAS MANY HEALTH BENEFITS, INCLUDING:

- REDUCES STRESS
- HELPS CONTROL ANXIETY
- IMPROVES SLEEP
- ENHANCES SELF-AWARENESS
- LENGTHENS ATTENTION SPAN
- IMPROVES MOOD AND OUTLOOK
- HELPS CONTROL PAIN
- ENHANCES COPING ABILITIES
- REDUCES SYMPTOMS OF DEPRESSION AND THE OCCURRENCE OF NEGATIVE THOUGHTS
- HELPS REDUCE MEMORY LOSS
- IMPROVES CLARITY OF THINKING
- DECREASES BLOOD PRESSURE



IF YOU ARE AT WORK, TRY TAKING A WALK OUT-SIDE AT LUNCH. RELAX YOUR SHOULDERS, LISTEN FOR SOUNDS LIKE BIRDS CHIRPING OR A LIGHT BREEZE BLOWING, APPRECIATE THE BEAUTY OF THE TREES CHANGING COLORS IN THE FALL OR THE BRIGHT COLORS OF FLOWERS IN THE SPRING; BE AWARE OF THE HERE AND NOW. IF YOU ARE IN A POOL, LAY ON A RAFT, CLOSE YOUR EYES AND SIMPLY LISTEN TO THE WATER.

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DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES

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

FL230-7
MI116-7



Congratulations

TO THESE 2 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!

NOW
THAT →
IS SERIOUSLY
EPIC

20/70 CLUB
AUGUST 2021

MI116

AWESOME!

YOU NEED AT LEAST 20 GUESTS A MONTH TO SEND IN A SURVEY AND AVERAGE A 70% OSAT (OVERALL SATISFACTION) OR HIGHER TO MAKE IT!!!

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EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS

SEPTEMBER 1ST, 2021

Congratulations

3 MONTHS - \$200

LEXANI VAZQUEZ FL260 FOR REFERRING SERENITI FUENTES FL260

JESSICA DUBE NH106 FOR REFERRING MAKAYLA PYLE NH106

REMEMBER A REFERRAL IS
ANYONE YOU RECOMMEND TO
WORK FOR CHESTNUT LAND
COMPANY!

THIS CAN BE A FRIEND, FAMILY
MEMBER, FORMER
COWORKER, MALL EMPLOYEE,
FREQUENT CUSTOMER,
FACEBOOK FRIEND OR
NEIGHBOR.

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SEPTEMBER WORK ANNIVERSARIES

CONGRATS

NICHOLAS BRUNER - FL149

11 YEARS

ERIKA SMITHEY - IL165

4 YEARS

JOSHUA CUENDET - FL132

3 YEARS

TABITHA WITTRICK - IL163

3 YEARS

THOMASHA ADAMS - MS112

2 YEARS

JAYKEB STOUT - MI117

2 YEARS

LAMEGAN THOMPSON-SPENCER - MS112

1 YEAR

DALLAS STYNER - IL131

1 YEAR

MELANIE SMITH - MI123

1 YEAR

EMILY STERK - MI137

1 YEAR

TAINA MCDANIEL - MS112

1 YEAR

JULIA GADBOIS - NH105

1 YEAR

DANIELLE PETERS - OH190

1 YEAR

LITZY MOGAVERO - SC123

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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SEPTEMBER BIRTHDAYS

HAPPY BIRTHDAY

CATERA PRYOR - MS112	9/1	CAMERON COHENS - FL171	9/19
HILDA BREWSTER URRIOLA - FL111	9/1	JOHN BRIDGES - MI117	9/20
KATHLEEN HERNANDEZ PORTO - FL187	9/1	CATHERINE WOLVERTON - FL171	9/20
DAKOTA WILKES - FL180	9/1	VIRGINIA KOLARIK - MI115	9/20
RAYNOR LEVEL - FLORIDA MALL CINNABON	9/2	AUTUMN KAH0 - IN128	9/20
CHLOE SHAVER - FL181	9/2	SUZANNE WARD - IN128	9/20
RANDY THOMAS - MS112	9/3	KIARA MONROY AGUILAR - FL144	9/20
ARIANA GARMENDIA - FL149	9/4	SUSANA CHEA - FL182	9/21
MERLENDJEE CEUS - FL168	9/4	ADAM CRIST - HOME OFFICE	9/21
SCOTT SINGER - OH163	9/6	ARTHUR BOUVIER - IN107	9/22
BRIAN MCALISTER - KY117	9/7	TYLER DREES SEGUNDO - IL136	9/23
MICHELLE BROWN - FLORIDA MALL CINNABON	9/8	MIKAYLA CADWELL - FL150	9/23
KODY REAUME - MI143	9/9	JENNIFER WILLIAMS - OH130	9/24
ASHTON TOMLIN - IN114	9/10	MARIANA ALVAREZ - FL149	9/24
JACOB WALTON - FL162	9/10	ISIS TOLEDO QUINONES - FL121	9/24
ITZAK GUERRERO - FL149	9/10	ANDREW WOLCOTT - FL260	9/25
CASANDRA CAMPBELL - NC115	9/10	STEFAN BASDEO - FLORIDA MALL CINNABON	9/25
GENESIS HUGHES - MS112	9/11	KIMBERLY HAWLEY - MI143	9/25
KEITH RAMKISSOON - FLORIDA MALL CINNABON	9/12	CHRISTINA MAYS - MS112	9/25
PRESILIANA HUITRON - IL136	9/13	DULCE BARAJAS - IL136	9/25
JACINDA TAPANES - FL226	9/13	ALEX SMITH - FL159	9/27
DESTINY MILLIGAN - NC114	9/14	SKYLAR JOSEPH - OH130	9/27
SA'MON GROOBER - SC114	9/14	SHANNON HINKLE - FL132	9/28
JESSICA BUTLER LORE - FL182	9/15	NICHOLAS SMITH - IN128	9/28
ANNABELLE ZERBY - OH175	9/18	KASIE MACHINGO - HOME OFFICE	9/28
ELIJAH MADDOX - GA106	9/18	RIXON CAMPBELL - FLORIDA MALL CINNABON	9/29
SHELBY ALDRIDGE - KY117	9/19	ALEXIS VERGANZO - FL121	9/29
KAITLYN STRINGFELLOW - GA106	9/19	RICHARD BANIK - PA254	9/30
KAYLA STENSON - FL182	9/19		

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!