

THE DOUGH PRESS

October 2022 | Volume 3, Issue 34



HOME OFFICE ROAD TRIP

YTOWN



ATL



GA110 - David Beard, Area Manager

Home Office Left to Right: Tanner Avnet,
Joe Safarek, Leo Henry, Chris Sammartino,
Justin Vallia and Frank Perotta



GA128 - Natalie Fussell, Assistant Manager



GA116 - Kevin Parham, Store Manager



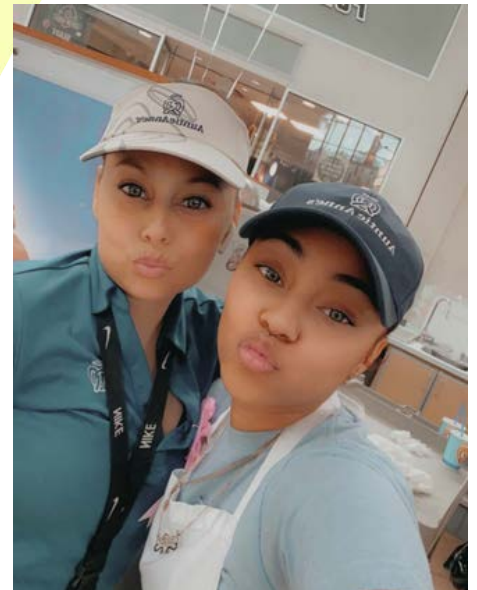
GA139 Josh Jones, Store Manager



THE DOUGH PRESS

October EMPLOYEE SPOTLIGHT

MEET MELISSA ROSS STORE MANAGER FL176



Melissa has been a part of the Chestnut Land family since May 2018. She was promoted to Assistant Manager in December 2018 and then Store Manager in July 2021. It is always a joy to visit Melissa at her store. She has passion for the Auntie Anne's brand and our customers. Her employees are super important to her and is part of her family. Melissa strives to be the best in her position and at her store. Just this past summer she asked for a larger display case knowing there is a new tenant coming soon at her end of the mall. She wanted to be ready for an uptick in traffic and to display our products to optimize sales! We appreciate Melissa and her hard work every day!

Written by:
Bekah Marsteller
Director of Human Resources

THE DOUGH PRESS

MELISSA ROSS

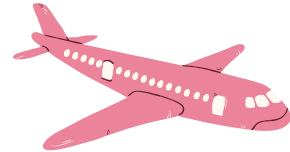
1. Favorite Halloween candy?

Snickers bar



2. Road trip or plane trip?

I prefer plane trip



3. If you could choose your age forever, what age would you choose and why?

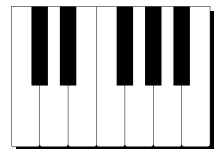
I would say my age now 39 because I am still young enough to have fun but also very mature.

4. If you had to eat one meal every day for the rest of your life what would it be?

Steaks and rice with beans

5. Can you play any instruments? If not, what do you wish you could play?

I don't play any instruments but if I could I would pick the piano



6. Do you dress up for Halloween? If so, what is your costume for this year?

No

7. Favorite scary movie?

Halloween



8. Favorite Auntie Anne's menu item?

Sweet Almond Pretzel with cream cheese



9. If you could eat/drink at any restaurant or bar which would it be?

Bahama breeze

10. What do you like most about your career?

My Staff!!! It's because of them I can run my store and bring in the sales. They are hard workers and great with our customers!

THE DOUGH PRESS

October EMPLOYEE SPOTLIGHT



Paeden returned to the CLC family as an Assistant Manager in March 2022. Soon after, he was promoted to Store Manager in April. Paeden loves his job as Store Manager and loves his staff. He is always smiling and ensures his store is a fun place to work! Paeden is a great trainer and mentor to his staff. We appreciate all he does for his staff and for CLC.

Written by:
Bekah Marsteller
Director of Human Resources

THE DOUGH PRESS

PAEDEN WILLOUGHBY

1. Favorite Halloween candy?

Reese's Peanut Butter Cups are my favorite! The Peanut Butter Lover's one are the absolute best!



2. Road trip or plane trip?

Road trips, for sure. Sometimes the destination doesn't even matter, just as long as it's an awesome trip along the way!



3. If you could choose your age forever, what age would you choose and why?

18 years old. I would go back to college-those were definitely some of my favorite memories.

4. If you had to eat one meal every day for the rest of your life what would it be?

Taco Bell, without a doubt. It's my guilty pleasure, and I always eat it on my cheat days



5. Can you play any instruments? If not, what do you wish you could play?

I actually play a few-the piano, guitar, trumpet, and flute. I also sing (the vocal chords are an instrument, right?).



6. Do you dress up for Halloween? If so, what is your costume for this year?

Yes! I think my team and I are doing a "Disney" theme. Maybe Aladdin?

7. Favorite scary movie?

This is a tough one, for sure! Probably "A Nightmare on Elm Street"...or "Halloween"!



8. Favorite Auntie Anne's menu item?

Mini Dogs with Hot Salsa Cheese are my guilty pleasure.

9. If you could eat/drink at any restaurant or bar which would it be?

"Central Perk" from "Friends"!



10. What do you like most about your career?

I honestly love the growth aspect. Auntie Anne's was my very first job when I turned 16 years old. I left for several years when I went to college, and returned not long ago as a General Manager. I definitely love working for Chestnut Land Company!

THE DOUGH PRESS

HR CORNER



We are only successful by surrounding ourselves with enough staff to fill all positions on our busiest days. That includes having enough management and part-time employees. Part-time employees can be on the island, fill drinks, be on register, grab pretzels from warmers for the person on register, etc.

I have been communicating to everyone the importance of adding to the team. You can work on adding 1-2 employees every week to spread out the labor hours of training. Recruiting needs to happen daily! It is like breathing, once you stop you die!

So how do we get to successful staffing levels?

Indeed does not always work to get applicant flow. Please make sure your NOW HIRING sign is posted – and that it is not in bad shape. If it has been in the same spot for a while, move the sign to a different spot. It should always be posted.

REFERRAL BONUS – all employees can earn some serious CASH by referring anyone they know.

SOCIAL MEDIA - add a post to your social media! I attached an example of what I have posted in the past to help recruit. You can use some of the wording and make it specific for your location! Make sure to add the link chestnutland.com/careers to the posting where they can apply online!

There is no shame in stealing good help out there! If you see someone who is giving excellent service and you think they would fit well with your team, talk to them and recruit them to come work for you too!

Digital Tipping – this is a HUGE recruiting and retention tool! Employees are earning up to \$2 more an hour! Tell people about it while recruiting!

HOLIDAY SHIFT DIFFERENTIAL – this is returning for the 2022 Holiday Season! Employees can earn extra money per hour on specific days thru the holidays!

Our recruiting team is here to help too! They are a great resource to talk to about ideas! They cannot always hire all your staff, but are here to support you in doing that.

Cheers to a successful holiday season!

Bekah Marsteller

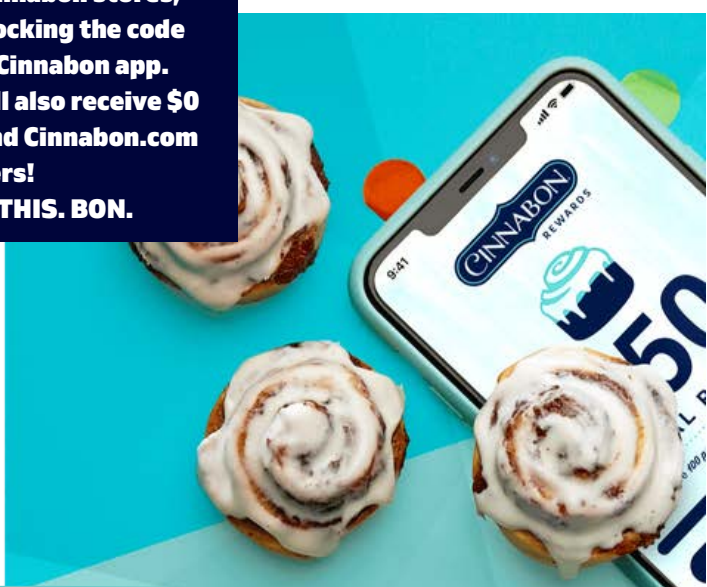
THE DOUGH PRESS

**OCTOBER 4TH
NATIONAL CINNAMON ROLL DAY!**



**IT'S THE BEST DAY OF THE
YEAR!**

Until Friday October 7th, our rewards members can receive a buy one, get one free baked good offer at participating Cinnabon stores, available by unlocking the code **ROLL22** in the Cinnabon app. Cinnabon fans will also receive \$0 delivery in app and Cinnabon.com orders!
LET'S. GET. THIS. BON.



THE DOUGH PRESS



Just Gotta
Boba My Jamba



Just Gotta
Boba My Jamba

What is Boba??

The pearls are made from tapioca starch, an extract of the South American cassava plant, which came to Taiwan from Brazil via Southeast Asia during the period of Japanese rule between 1895 and 1945. Tapioca pearls start white, hard, and rather tasteless, and then are boiled inside huge, bubbling vats and steeped in sugary caramelized syrup for hours, until eventually they're transformed into those black, springy tapioca pearls we've come to know and slurp.

Boba offers an all-new way for our guests to customize their Jamba experience and add even more flavor and fun to their favorite Jamba beverage or bowl!



THE DOUGH PRESS



WHAT'S GOING ON AROUND CHESTNUT?!

Congratulations

To Jarrett Fletcher (SM 122) and family on the birth of baby girl Janiyah

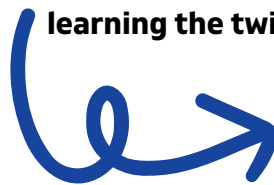


MI123 is Fall ready!



*'YOU'RE
doing
great'*

Shoshanna at MI137
learning the twist!



JollyBon Meeting 2022



THE DOUGH PRESS

WORKING ON WELLNESS

WOW

OCTOBER IS BREAST CANCER AWARENESS MONTH



Breast cancer is the second most common cancer among women in the United States. With October being Breast Cancer Awareness Month, we want to increase awareness about the prevention, detection and treatment of this disease.

PREVENTION

Prevention starts with understanding what lifestyle changes help lower your risk. These include yearly visits with your primary care physician, staying physically active, maintaining a healthy weight, limiting alcohol use, eating a healthy diet and not smoking.

Additionally, women 40 and older should have a screening mammogram annually. According to the American Cancer Society, more than half a million breast cancer deaths have been prevented in the United States since 1989 because of these testing measures.

DETECTION

- **Breast exam.** Your doctor will check both of your breasts and lymph nodes in your armpit, feeling for any lumps or other abnormalities.
- **Mammogram.** A mammogram is an X-ray of the breast. Mammograms are commonly used to screen for breast cancer. If an abnormality is detected on a screening mammogram, your doctor may recommend a diagnostic mammogram to further evaluate that abnormality.
- **Breast ultrasound.** Ultrasound uses sound waves to produce images of structures deep within the body. Ultrasound may be used to determine whether a new breast lump is a solid mass or a fluid-filled cyst.
- **Breast Elastography:** Helps to differentiate between malignant and benign tissue without the use of radiation.

TREATMENT

If an abnormality is detected, treatment often begins with a minimally invasive breast biopsy that can be performed the same day it is found, helping get patients from diagnosis to treatment in days not weeks. This non-surgical procedure obtains tissue samples to determine whether the abnormality is cancerous.



THE DOUGH PRESS

WHERE TO BEGIN AT THE GYM

Want to feel better, have more energy and even add years to your life? Start exercising. It's no secret exercise has numerous health benefits. From helping control your weight to helping combat disease to improving your mood and sleep-making the decision to exercise will help you reap many benefits. But if you have never been to a gym or exercise facility, you might be wondering...

- Where do I start?
- How long should I exercise for?
- What type of exercises should I do?

You cannot let fear or intimidation of the gym and its equipment affect your decision because just like with anything new, once you make the step to begin you will become more comfortable.

The fear of not knowing what you are doing or that people are watching or judging you should not be a factor.

People at the gym are usually focused on their own workouts and progress, and normally aren't paying attention to what others are doing around them.

They can also be very helpful. Asking someone politely about a machine will normally get you a respectable and kind response that will help and encourage you.

But if you feel as though you would be really uncomfortable walking into a new gym or facility, it might be helpful to have someone with you.

You may not need this person every time you go, but during your first few visits they can help you get acquainted with areas of the gym and basic exercises and machines to use.

Maybe a friend or someone experienced who can assist you at the gym, such as a trainer. They can be a great benefit to help you get started, build confidence and feel more comfortable when you go.



The first step is getting there, and then learning a few basic things you can get started with. Starting slow is key.

When you are building a house, the first thing you want to do is build a solid foundation. The same goes for starting an exercise plan.

Jumping in without a plan and trying to get dramatic results right away can be harmful and dangerous, leading to injury and frustration.

Wearing a heart rate monitor can be very helpful. This device will monitor your heart rate to make sure you are staying within safe parameters.

When exercising, it is best to be within 50% to 85% of your maximum. When you are beginning a program, shoot for the lower end of 50% to 60% so your body gets acclimated to the change.

To determine your maximum heart rate, take 220 and subtract your age. To find your target zones, take percentages of that number.

For example, if you are 50 years old your maximum heart rate is 170 beats per minute. So if you are aiming for 50% of that during a workout, your heart rate should be 85 beats per minute.

Periodization training can also help when you're getting started. This involves starting slow with a very basic plan, then after a period of a certain time (say 4 weeks), you add to it.

As time goes on, you will move from beginner to intermediate with your workouts and exercises. Then you can increase your training volume and frequency as your body becomes conditioned to your current plan. This will help maintain progress, prevent plateaus and keep the body guessing.

Your weight and repetitions don't need to be extreme.

Start by doing 10 to 12 reps of an exercise (choosing a good weight might take a few sets to feel things out).

A good rule of thumb is to use just enough weight that by two reps before your last rep, you should feel a fatigue/burn.

If you are not feeling anything, the weight is too light—and if you can't reach your goal of 12 reps, your weight is too heavy.

Remember, your wellness journey is going to take you through the entirety of your life. Your goals should always be to maintain your health and wellness as you age.

The more effort you put in now, the more it will pay off later, helping reduce health issues and problems.

So when you start an exercise program, start slow, learn what works for you, then gradually progress.

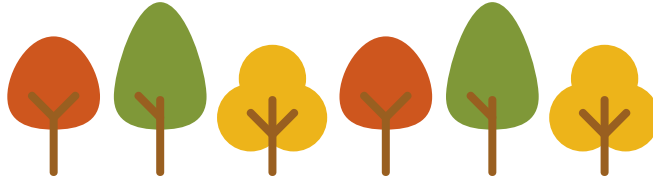
With dedication and discipline, you will notice cumulative results and be amazed at the progress you make.

<https://www.mayoclinic.org/healthy-lifestyle/fitness/in-depth/exercise/art-20048389>

<https://www.heart.org/en/healthy-living/fitness/fitness-basics/target-heart-rates>

THE DOUGH PRESS

FALL OUTDOOR ACTIVITIES



Fall is a great time to get outdoors for anyone. The temperatures are much cooler, there is beautiful scenery, and there are plenty of fun things to do. Below are just a few things that you can do to spice up your weekends.

Visit a Farmer's Market: This is a great activity you can do with a friend, spouse, or your family. Grab a pumpkin coffee or a cup of tea and enjoy the cool fall weather. There is still some fresh grown harvest like apples, sweet potatoes, and squash. You can even get home grown pumpkins (the seeds are great for roasting, healthy too!). Many farm markets have fun activities like hay rides. Molnar's and Whitehouse are a couple of local places to check out, and you can google more!

Attend a Local High School Football Game: Sporting events can be a lot of fun. High school games are cheap to enter, and many times you will know some of the players on the field. You can sit with friends or family of the player too if you know them. Dress warm and grab a hot cider or cocoa to enjoy while you watch. Afterwards, you can go out and grab a small bite with friends and some of the players if you know them and their family.

Go on a Hike or Nature Walk: Fall is a great time to go on a hike or walk in the woods. The scenery is amazing with the leaves changing colors, refreshing cooler air, and the smell of fall. It is a great way to get outside and get some exercise and it is also something you can do by yourself or with friends/family. Just remember to dress accordingly and always keep an eye on your surroundings for safety and guidance.

Have a Movie Night: This a great fall activity that you can do alone or with friends and family. Kids also love this. It is starting to get darker earlier, so nothing beats being comfy and warm on a chilly fall evening. Get everyone around in their favorite comfy spot and grab some favorite snacks. There are many great movie choices to choose from like Willy Wonka, Mary Poppins, Paddington, and The Blindside.

There are many more fun activities to do in the fall like crafts, baking, and photography.

THE DOUGH PRESS

EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS

OCTOBER 1ST, 2022

6 MONTHS - \$300

Joylynn Fuller NC102/131 for referring Isaac Huskins NC102

Michael Brancati FL197 for referring Cody Bodwin FL276

Cynthia Rivera FL149 for referring Zulaika Rendon FL177

Cindy Pham FL144 for referring Kiara Monroy Aguilar FL144

Devon Rhodes GA166 for referring Shakeem Albany GA166

3 MONTHS - \$200

Malik Hunter OH124 for referring Malasia Hunter OH124

Theresa Atkinson FL132/180 for referring Joseph Procter FL180

Ash Miller OH175/190 for referring Mathew Kern OH175/190

Isaiah Calamito FL221 for referring Tommy Irizarry FL221



THE DOUGH PRESS

DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES

FL158 - 14

FL177 - 8

MI141 - 6

OH190 - 6

NH105 - 5

FL182 - 3

IN128 - 3

MI105 - 3

NC140 - 3

*Stay
Focused!*



CONGRATULATIONS TO THESE 9 STORES!

**Keep up the great work! Let's see more stores on this list
next month!**

THE DOUGH PRESS

October



WORK ANNIVERSARIES

Linda Benson - Home Office	16 Years
Cindy Pham - FL144	10 Years
Frank Perrotta - Home Office	7 Years
Mikel Cummings - FL196	7 Years
Anibal Velazquez - FL196	7 Years
Amanda Stout - MI117	7 Years
Joseph Maciejewski - FL158	6 Years
Christopher Erno - FL171	5 Years
Amitra Alexander - FL149	5 Years
Samantha Ainsworth - FL158	4 Years
Jessica Butler Lore - FL182	4 Years
Lalique Maxey - GA116	3 Years
Lauren Mason - OH130	3 Years
Kristi Singer - WV106	3 Years
Justice Ross - FL176	2 Years
Caleb Hernandez Collazo - FL162	2 Years
Lonnie Schaub - MI105	2 Years
Ashland Sparks - IL136	1 Year
Ty Feller - NH105	1 Year
Brandon Elam - Florida Mall Cinnabon	1 Year
Illa jean Smith - MI135	1 Year
Vani Carter - TN126	1 Year
Jennifer Day - WV106	1 Year
Andrew Stout - MI117	1 Year
Cynthia Rivera - FL149	1 Year
Christopher Golden - FL177	1 Year
Mia Ofarrill - FL192	1 Year
Carlos Herrera Cintron - FL143	1 Year
Rachel Stewart - OH163	1 Year
SHU LIU - FL158	1 Year
Cayley Casillas - FL111	1 Year
Gabrielle Stone - FL201	1 Year
Kari Sanchez - FL231	1 Year

THE DOUGH PRESS

October

BIRTHDAYS



Ana-Cristina Chavarria - FL187	10/2	Donna Ivers - KY117	10/16
Stephanie Bermudez - FL121	10/2	Justin Vallia - Home Office	10/18
Dequavion James - MS112	10/2	Sherie Strong - FL177	10/19
Gissell Ferreira - NH106	10/2	Kaitlynn Davis - IN109	10/19
Robbie Purvis - KY117	10/2	Jonathan Schlanger - FL162	10/19
Clorissa Dekuiper - MI115	10/3	Crescent Chapman - Reg	10/19
Madelyn VanDam - MI137	10/4	Andrew Terry - FL180	10/19
Lindsey Oleniuch - SC123	10/4	Malik Hunter - OH124	10/20
Lamegan Thompson-Spencer - MS112	10/4	Malasia Hunter - OH124	10/20
Emilee VanDam - MI137	10/4	Rowan King - IL131	10/21
Kathy Odom - FL121	10/5	Divinia Samanther - FL196	10/21
Alize Adams - FL158	10/6	Kevin Parham - GA116	10/21
Ryan Murphy - FL260	10/6	Sabrina Deleon - OH190	10/21
Lorna Adkins - FL171	10/6	Alexis Brewer - IN114	10/21
Athena Bryant - FL144	10/7	Fiona Nicholas - OH130	10/21
Laquetta Walker - GA106	10/7	Alexis Martin - FL187	10/21
Brendan Hoppe - OH175	10/8	Deshawn Hampton - MI122	10/22
Ashland Sparks - IL136	10/8	Dai'Ijanique Dillard - GA106	10/22
Aubri Christie - OH147	10/9	Gabriella Butcher - IL163	10/22
Scotdurkus Johnson - MS112	10/9	Madison Walker - Br.wood Cinnabon	10/23
Ashely Toscano - OH163	10/9	Christina Estrada - FL149	10/23
Nathan Lugo Dominguez - GA128	10/9	Andrew Stout - MI117	10/24
Emily Devane - IN107	10/9	Theresa Atkinson - FL132	10/24
Aaron Dixon - MI122	10/9	Chelseanne James - FL197	10/24
Vickie Bennett - IN111	10/10	Meranda Rodriguez - FL181	10/24
Kenndy Smith Jackson - GA139	10/10	Paisley Yemofio - FL276	10/25
Anthony Guerrero Vargas - FL231	10/11	Elizabeth Tomsen - OH175	10/25
Mia Ofarrill - FL192	10/11	Gabrielle Hotalen - NC115	10/25
Katrice Singleton - FL150	10/11	Christopher Trice - GA139	10/27
Angel Touchette - MI120	10/13	Benjamin Casinger - NC115	10/28
Megan Cooper - FL168	10/13	Nubia Gilliard - GA166	10/28
Delane Torres - FL230	10/15	Ladaja Anderson - GA116	10/29
J'mya Preston - TN126	10/15	Thomasha Adams - MS112	10/31
Aaliyah Thomas - MI116	10/15		