

FEBRUARY 2023

THE DOUGH PRESS

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HAPPY VALENTINE'S DAY
TEAM CHESTNUT!

THE DOUGH PRESS

FEBRUARY HOME OFFICE EMPLOYEE SPOTLIGHT

MEET SCOTT VALENTINE DIRECTOR OF CONSTRUCTION



I have had the pleasure of working with Scott for over 6 years and in that time, I have come to know him as a highly skilled and dedicated professional. Throughout our time together, I have seen Scott excel in every aspect of the job, from construction to equipment management and operations of both Rise Pies and Auntie Anne's. He has a comprehensive understanding of all aspects of the industry and is always willing to go above and beyond to ensure the success of each project. His attention to detail, ability to work well under pressure, and commitment to our CLC standards makes him an invaluable asset to our team. I am proud to have worked alongside Scott for so many years and am looking forward to what we can accomplish together in the future! If you know Scott, you know that future may involve a few Miller Lite's and some South Range Football Games along the way.

WRITTEN BY TANNER AVNET
OPERATIONS SPECIALIST

THE DOUGH PRESS

MEET SCOTT VALENTINE

DIRECTOR OF CONSTRUCTION

1. HI SCOTT, PLEASE SHARE A LITTLE BIT ABOUT YOURSELF.

I've been with Chestnut Land since March of 2016, soon to start my 8th year here! My wife Shannon and I have 2 boys, Gus (17) and Tommy (13). We love spending time with them and their sporting events, and are proud of the men they are becoming! I enjoy spending time with friends and family, most often watching sports. I also really enjoy cooking big meals for friends and family. From outdoor grilling to a ton of Sunday dinners.

2. TELL US ABOUT A TYPICAL WORK DAY FOR YOU IN THE CHESTNUT LAND HOME OFFICE.

Rarely does a day end as I expect it to. Something during the day happens at a store where we are scrambling to get repaired. My days tend to be very pliable, where I need to pivot to the highest priority issue going on. Those that I'm on the phone with a lot of times hear me say "hang with me for a second" so I can get the solution moving with them on the phone. I try to solve as many issues as possible in real time.

3. WHO HAS THE CLEANEST AND MESSIEST OFFICE AT CHESTNUT?

Well this is a baited question... I'll answer the easiest first. My office is the messiest. I do get more deliveries than most people and stock different items for repairs or remodels, and even small pieces of equipment. Also I handle a bunch of invoices that need printed and signed off on. The additional paper will clog the office. I view it as controlled chaos. As far as the cleanest office, this could be about a 5 way tie. Chris, Justin, Frank, Ashley, and Kasie, all have very clean offices all the time.

4. NUGGETS OR PRETZELS?

I prefer nuggets to pretzels; both to make and consume. I got to roll pretzels a bit over the last month and will admit, I'm out of practice a bit. My favorite menu item to eat are mini-dogs with yellow mustard.

5. WHAT DO YOU ENJOY MOST ABOUT YOUR JOB?

A combination of the variety and challenge. I really enjoy working with those in the field and especially seeing them succeed. Someone promoted that takes a store to the next level, or seeing a manager truly grow in the first couple years and seeing them succeed. I get to work with a huge variety of people daily as well. I could be on the phone with one of our architects or engineers in one conversation, and a shift leader in the next conversation, followed by an electrician or HVAC tech. That variety keeps me on my toes.

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FEBRUARY FEATURED LOCATION

TANGER OUTLET SAVANNAH



STORE:

GA130 - JOE ZIERAN

In 2009, Chestnut Land and Tanger Outlets developed a wonderful relationship and it continues to this day as we are established in all of their outlets across the country and are growing more and more! GA130 continues to shine in Savannah, always ranking within the top 10 of all Chestnut Land's stores!

TANGER OUTLET SAVANNAH.

Located within the regional influence of Savannah, inspirations of "Historic Savannah" were used in the center's design. The Center features a 100 foot Lighthouse which is styled after the Tybee Island Lighthouse. The Bell Tower is based on the original bell from the Old City Exchange. Both are landmarks for shoppers arriving at the center and those who pass by in their travels north and south on I-95. The Gallery structures are based on those still in place at the Georgia State Railroad Museum. The Centers overall design was executed using materials traditional to historic Savannah, including brick masonry, "cast iron" columns and scroll work, period based lighting fixtures, and walking surfaces ranging from brick pavers to "tabby" concrete, complete with oyster shell. The sum of the Center's Design pays tribute to the Architectures and Styles of Savannah and the region.

SAVANNAH/POOLER FUN FACT.

The famous movie Forrest Gump starring Tom Hanks was shot in Savannah.

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FEBRUARY EMPLOYEE SPOTLIGHT

MEET MICHELLE BROWN

AREA MANAGER MI141 / MI120



Michelle Brown started with us as the Store Manager of MI141 in July 2021. The first time I met her I remember her enthusiasm to be with the company and make the store her own. She did that and earned the respect of her staff quickly. In May 2022, the opportunity came to run both locations of Great Lakes Crossing (MI120 / 141) and she was promoted to Area Manager! She has retained a great staff, developed staff to be promoted, and sales have been amazing! Michelle has recently helped with training new managers at different CLC stores. The Home Office has received a lot of positive feedback from her visits and training. We are lucky to have Michelle a part of our family! It is only up from here!

WRITTEN BY BEKAH MARSTELLAR
DIRECTOR OF HUMAN RESOURCES

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FEBRUARY EMPLOYEE SPOTLIGHT

MICHELLE BROWN

1. DO YOU ENJOY PODCASTS? WHAT IS YOUR FAVORITE?

I am a podcast junkie! I especially am a fan of true crime. My current podcasts I am obsessed with are Small Town Murder and My Favorite Murder. I even have tickets to see one of them live in May!

2. WHAT WAS YOUR FAVORITE SUBJECT IN HIGH SCHOOL?

Creative Writing and Math were always my favorite. Taking Russian in high school was also a lot of fun!

3. IF YOU COULD MEET ANYONE, DEAD OR ALIVE, WHO WOULD IT BE? WHY?

Jerry Lewis. I was always a huge fan of his growing up. I have him tattooed on my arm! "Hey Lady"!

4. HAVE YOU EVER MET ANYONE FAMOUS?

I've met many famous people. I worked in the hotel industry for a while and living in Metro Detroit has given me opportunities to meet many athletes as well. But out of everyone I've met the most interesting story was meeting Dexter Holland from Offspring and MxPx. I met him backstage at a concert while in high school, due to my friend getting hit in the head by some enthusiastic fans. Sorry he got hurt but got me a good story.

5. WHAT WAS YOUR FAVORITE BAND 10 YEARS AGO?

My favorite band will always be the Beatles.

6. WHAT IS YOUR FAVORITE MEAL TO COOK AT HOME?

I have a signature layered spaghetti that my kids love. It's fun to make and so yummy!

7. WHAT'S SOMETHING YOU WANT TO DO IN THE NEXT YEAR THAT YOU'VE NEVER DONE BEFORE?

Go on a cruise!

8. HOW DO YOU LIKE YOUR EGGS?

Over Easy. Dipping eggs!

9. WHAT IS SOMETHING YOU LOVE ABOUT YOUR JOB?

I love my teams. They are so hardworking and the greatest people. I love our dynamics and it's like family. I also love the fast paced and fun environment overall. Auntie Anne's is a great place to work. Hard work with a smile! I also love working for Chestnut Land in particular. The opportunities they provide, and how supportive and generous they can be towards their teams. I am proud to be a part of Chestnut Land crew!

10. WHAT ARE THE TOUGHEST CHALLENGES YOU'VE HAD AT WORK AND HOW HAVE YOU OVERCAME THEM?

When I took over my second store, there was a lot of catching up and issues to resolve, including retraining. I overcame it because of the team that I had behind me at both M120 and M141. They gave me time to be able to make things right and worked hard to support my efforts. I appreciate them so much.

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MILLION DOLLAR STORE WATCH

Congratulations to our managers who received their celebratory watch for the amazing 1st time accomplishment of reaching the 1 million dollar milestone. You are inspiring to all of us! Keep up the superb work!



CARMEN BRENES - FL230



TIAUNNA GARLAND - FL260



DAN HONIG - FL197 &
GUILLERMO NORIEGA - REGIONAL MANAGER



JOE ZIERAN - GA130

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AROUND THE CHESTNUT "LAND"

STORE VISITS AND TEAM DINNERS



FL166
CRYSTAL (SM), FELICIA (ASST), VEE
AND JADE



FL111
JESSICA TRUE (SM) COURTNEY (ASST),
TRISTAN AND REED



FL143
CANDACE, ANEESHA AND CASSIDY



FL185
ROSE TAYLOR AND JASSIAH



SC123
NICHOLAS (AM), SA'MON (AM), LITZY,
LINDSEY (SM)



TEAM DINNER
TANNER, BEKAH, MELANIE (GA011), BRANDA
(GA166/103630), AND JOE GA130

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TOP ONLINE STORES

JANUARY

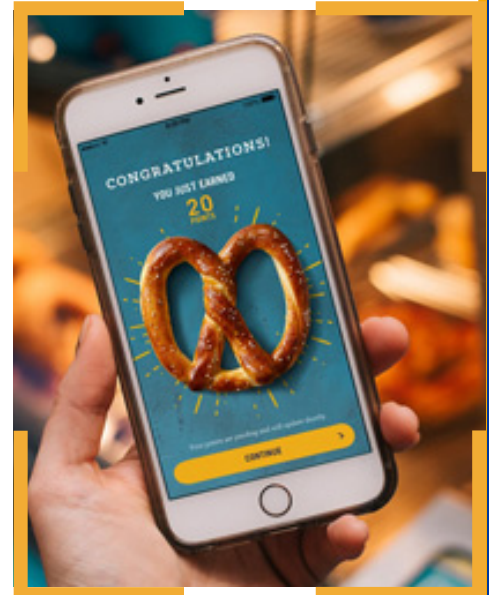
TOP 10

GRUBHUB

DOORDASH



1. MI123
2. IN107
3. MI117
4. OH111
5. TN126
6. FL201
7. FL192
8. FL171
9. GA110
10. OH124



Uber Eats

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DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES



**DOUBLE
DIGITS!**

FL177-13

OH175-11

MI116-6

FL181-4

MI123-4

FL159-3

CONGRATULATIONS TO THESE 6 STORES!

Keep up the excellent work and attention to detail!

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WORKING ON WELLNESS

KEEPING YOUR KNEES HEALTHY

Knee pain is a pretty common complaint, most often associated with general wear and tear from simple daily activities like walking, bending, standing and lifting.

Athletes who play sports involving running, jumping or quick pivoting are more likely to experience knee issues. But whether knee pain is caused by aging or injury, it can be a nuisance and even debilitating.

The knee is the largest joint in the human body. It moves like a hinge and is used in almost every lower body motion, whether by movement or stabilization.

It is primarily a planar joint, that moves in one plane of motion (though it has very limited medial and lateral rotation).

Knee health and support depends on its surrounding muscles and joints. Knee problems include sprained or strained ligaments, cartilage tears, tendonitis and arthritis.

Weak hamstrings and/or weak quadriceps could cause uneven pulls on the knee joint, which can lead to pain from bones and ligaments rubbing together (for example, iliotibial band syndrome).

Muscular imbalances can cause the patella to be pulled unevenly causing irritation, pain and loss of functionality.

Many times, muscle weaknesses occur due to neglect of certain muscle groups and overworking of others. Some people have weak hamstring and glute muscles but overstrengthened quadricep muscles.



This can result from anterior based movements all day. Walking, going up steps, everything is done forward. With this neglect, the posterior muscles become weak and tight leading to uneven pulls on the hips and knees.

As with weaknesses, tight muscles can also cause uneven pulls on joints leading to pain and discomfort.

Being overweight is another cause. Excess weight places increased stress on your knee joints, even during normal activities such as walking and going up and down stairs. It also puts you at increased risk for osteoarthritis by accelerating the breakdown of joint cartilage.

Other problems that can arise are bursitis, tendonitis and arthritis. In any case, placing emphasis on caring for your knees will help prevent issues as well as help issues that do occur heal faster.

One of the best ways to help protect your knees is using low impact resistance training with a balanced approach. Stretching and mobility can also help alleviate knee pain and keep your knees healthy.

But it is important to use caution with high impact activities such as running and jumping. When exercising, think of having "light feet" so you have a soft landing and minimize impact.

Knee problems don't usually appear overnight. Frequently, they are the result of a gradual decline in health over time. So knee health is very important. When you have issues, it will affect almost every lower body movement you do.

The best way to slow or halt that decline is to focus on keeping the knees strong, healthy and in good shape, no matter how old you are!

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2023 WELLNESS INITIATIVE PROGRAM

Happy February!

As I discussed on the 2023 Open Enrollment video, those employees currently enrolled in the H.S.A. (Health Savings Account) plan through the company are eligible to earn up to \$1,000 in their H.S.A. account to use towards medical expenses! We are so excited to roll out this enhancement!

Please read the information below. As you will see, we have a Wellness Coordinator on staff, Jack Wilkins. He is going to help track these incentives for your payouts and also is available for questions. His email is jwilkins@southwoodshealth.com or you can call him at 330-729-8010 (please leave a message if he cannot answer as he may be teaching a wellness class when you call).

PAY CLOSE ATTENTION to the 2 categories.

Category 1 – you can earn \$100 for each of the activities listed **ONCE A YEAR.**

Category 2 – you can earn \$100 for each of the activities listed **ONCE A QUARTER.** You can earn up to \$1,000 per year **MAX.**

I have emailed out the forms to each Store Manager already asking them to share the info and forms with those participating in the H.S.A.

If you are not enrolled in the H.S.A. but are enrolled in the PPO or Bronze plans, you can still earn \$100 per year by getting an annual physical each year. This is the same as years past. That \$100 will be a credit towards your bi-weekly premium through payroll.

Cheers to good health!
Bekah Marsteller



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2023 WELLNESS INITIATIVE PROGRAM

The 2023 Wellness Initiative Program is here! This applies to active staff enrolled in the HSA medical plan.

PARTICIPATING CAN EARN YOU UP TO \$1,000 ANNUALLY – JUST BY STAYING HEALTHY!

Payments will be made quarterly to your HSA account in March, June, September and December. Payments cannot exceed \$1,000 annually. Included wellness activities are listed below, there are two categories.

CATEGORY 1

Performing the activities in this category could earn you \$100 each. Payments for this category are made one time per year, depending on which quarter you submit your forms. You must complete a form for each activity.

1. Health Screening: Annual physical or assessment
2. Preventive Medical Exam: Appropriate preventive screening to include: mammogram, colonoscopy, prostate exam, cervical cancer/PAP exam, bone density exam or skin cancer exam
3. Dental Exam: Dental cleanings twice a year
4. Vision Exam: Annual vision exam
5. Annual Vaccine: Proof of annual vaccination, to include one of the following: influenza, Covid booster, pneumonia or shingles vaccine
6. Community Service: 48 total hours of volunteer service with any local community organization
7. Tobacco Cessation: Tobacco cessation program (available free for MM0 members)
8. Health Education: Online video education and quizzes, which will be sent out by Jack: must complete 6 annually

CATEGORY 2

Performing the activities in this category could earn you \$100 each, paid quarterly, which could total \$400 annually for each activity. You must complete the activities monthly and submit prior to the quarterly payment deadlines. Deadlines to submit are the 1st of each month.

1. Physical Activity Tracking to include:
 - 10 Wellness Center visits per monthOR
 - Tracking of 200,000 steps per monthOR
 - 10 gym visits (outside of the Wellness Center) per month
2. Nutritional Wellbeing Tracking to include:
 - Record a monthly Food Journal AND one of the following:
 - Weight Management Program membershipOR
 - Meet with Jack or a registered dietician monthly (available free for MM0 members)
3. Emotional Wellbeing Tracking to include:
 - Record a monthly Mindfulness Journal: needs to include the tracking of 10 minutes of mindfulness activities at least 20 days per month

If you have any questions, email Jack at jwilkins@southwoodshealth.com or call 330-729-8040.

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EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS JANUARY 31ST, 2023

9 MONTHS - \$400

DYANA LATTA FL276 FOR REFERRING HOLLY FUSS FL276

DAVID BEARD GA110/128 FOR REFERRING KEYANA MONTGOMERY A128

6 MONTHS - \$300

SAKCHHI RAI OH183 FOR REFERRING SWIKRITI RAI OH183

THERESA ATKINSON FL132/180 FOR REFERRING IVAN RIVERA FL180

MELANIE SMITH MI123 FOR REFERRING COURTNEY PALMER MI123

DAWN BANNISTER OH111 FOR REFERRING TIFFANY HAMPTON OH111

TIMOTHY ADKINS FL171 FOR REFERRING LORNA ADKINS FL171

TIFFANY HAMPTON OH111 FOR REFERRING KAYLEE THURLBY OH111

3 MONTHS - \$200

CHRISTOPHER CRUZ FL149 FOR REFERRING MARIA ANDRADE-MONTES FL149

MELISSA SANDERS IL169 FOR REFERRING PENNY SEIFERT IL169

PROMOTION - \$250

THERESA ATKINSON FL132/180 FOR REFERRING ALORA FIELDS FL180

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FEBRUARY BIRTHDAYS

ELIJAH JOHNSON - GA116	2/1	JAKOB CHRISTIE - FL175	12/9	LILLIAN HOSLER - MI105	2/19
KOURTNEY WHITE - PA254	2/1	ALANNA GARCIA - FL176	2/10	JASON HARRELL - NC114	2/19
ARTURO BARRIENTOS - FL221	2/1	ASHLEY LEMASTER - WV106	2/10	ZHANE AUSTIN - FL182	2/19
LOUIS JARA - MI137	2/2	ISAAC PEREZ LUGO - FL144	2/10	YASMIN WILLIAMS - GA106	2/19
ZULAIKA RENDON - FL177	2/2	KRISTA HARRIS - FL222	2/10	CODY BODWIN - FL197	2/20
CHRISTOPHER KIRKLIN - BWOOD CINNABON	2/2	ROSETTA FRANTZ - MI115	2/11	JOHN REMISH - PA254	2/20
SHU LIU - FL158	2/2	ADRIENNE PORTER - OH175	2/11	JUSTICE ROSS - FL176	2/21
DANIELLE EATON - NH106	2/2	SEBASTIAN SABILLON - FL185	2/11	ANDREW GUENTHER - KY117	2/21
JORGE DISCUA - FL230	2/2	FANNY VARGAS SANCHEZ - FL230	2/12	GINA DIFRANCESCO - HOME OFFICE	2/21
BRIANNA CARLSON - MI137	2/3	SHELBIE LOWDER - IL169	2/12	TRESEANA SMITH - GA106	2/22
ANTONIO PAGAN - FL168	2/3	JAKIAH STOKES - MS112	2/13	ALEXUS SHOWMAN - OH190	2/23
RASHON HUGHLEY - TN126	2/3	JOSHUA WORKMAN - WV106	2/13	MARIAH MAROVICH - OH124	2/23
NICOLE HUTCHASON - OH175	2/3	EMMA BASH - OH130	2/14	TIMOTHY ADKINS - FL171	2/23
OLIVIA DENNIE - WOODLAND JAMBA	2/3	JAKAYLA THOMAS - GA106	2/15	ALYSSA CERVONE MITZEL - OH124	2/23
DARRON ANTOINE - FL MALL CINNABON	2/4	TIFFANY PHILLIPS - FL192	2/15	FRANK PERROTTA - HOME OFFICE	2/23
REBECCA GAGNER - FL MALL CINNABON	2/4	JOSEPH PEARSON - FL185	2/15	JOHN SCHEMBRI - FL158	2/25
CHANDLER SPARKS - GA128	2/4	JAMMAEL BRYANT - OH124	2/15	SORAYA ESTEVES - FL158	2/25
MAKAYLA WILSON - NC114	2/5	BRITTNEY STINSON - FL201	2/15	MAKENZIE THOMPSON - BWOOD CINNABON	2/25
ANTONIA MAYS - NC115	2/5	SUSAN ORLANDO - FL162	2/15	JONATHAN COSCA - FL175	2/26
DARON BALDWIN - FL159	2/6	DONOVAN TUTTLE - MI137	2/17	SHANNA HIRONS - MI115	2/26
SAMIRA WASHINGTON - SC123	2/6	JAREANA RAY - FL121	2/17	TRACY GILLETTE - HOME OFFICE	2/26
MATTHEW COURTNEY - OH163	2/6	LEO HENRY - HOME OFFICE	2/17	NAKITA JOYNER - NC140	2/27
ASHLEY PICKARD - FL276	2/7	DESTINY DALEY - FL171	2/18	CHRISTOPHER-MICHAEL SIEVERT - OH147	2/27
ALONZO POLLOCK - FL180	2/7	SUMMER DELAROSA - MI123	2/18	MEGAN WOLFE - FL144	2/28
CHRISTOPHER CLEMMONS - GA116	2/8	KATHERINE PATINO - IL136	2/18	MICHAELA MATHENY - IL163	2/28
CALEB KEIPER - OH111	2/8				

HAPPY BIRTHDAY TO ALL OF YOU!
ENJOY YOUR SPECIAL DAY!

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FEBRUARY WORK ANNIVERSARIES

SCOTT SINGER - OH163	6 Years
CANDACE FOXWORTH - FL143	4 Years
KYLE VESS - NC102	3 Years
ASHLEY FULLER - HOME OFFICE	2 Years
JAMIE MCMAHON - GA106	2 Years
TAYLOR HARROD - FL226	2 Years
JAYSON FERNANDEZ - FL176	2 Years
TRACY GILLETTE - HOME OFFICE	2 Years
KRISTENE STATES - HOME OFFICE	2 Years
OLIVIA ERWIN - FL185	2 Years
TYRONE THOMAS - FL149	1 Year
MEGAN LANGE - NH105	1 Year
GERALD ESCALANTE - FL187	1 Year
LEIAH VEGA-APONTE - FL149	1 Year
KAYLEY WEATHERMAN - NC131	1 Year
YANEIRYS GONZALEZ LOPEZ - NH106	1 Year
BALPHIA BANNISTER - OH111	1 Year
CALEF SOTO MERCADO - FL143	1 Year
JACKIE HADLEY - IN128	1 Year

**CONGRATULATIONS TO ALL OF YOU ON YOUR
WORK ANNIVERSARY!**