

MARCH 2023

THE DOUGH PRESS

VOLUME 4, ISSUE 39



NOTHING BUT BUCKETS

CHESTNUT CONTEST

MARCH MADNESS



Basketball buckets are back and we are taking March Madness to another level with our own Chestnut Land contest! For every bucket your store sells, Store Managers will be entered into a drawing to win a 75 inch LED 4K Smart TV!!!! Qualifying Team Members will also receive a \$50 gift card of their choice!

The contest will run from March 9th through April 3rd, and the winner will be drawn on Friday, April 7th!

GOOD LUCK!

CHESTNUT LAND COMPANY | PAGE 1

THE DOUGH PRESS

MARCH HOME OFFICE EMPLOYEE SPOTLIGHT

MEET DAVID STACK CONTROLLER



David Stack has worked for The Muransky Companies since September 15, 2008. His career started in the Public Accounting arena before joining the team. David has been a part of the Chestnut Land Company growth not only in the accounting piece, but also in the analytical piece. There is no leaf left unturned when David is involved: he has great attention to detail. We appreciate David's knowledge and countless hours worked to continue to make Chestnut Land better!

WRITTEN BY REBEKAH MARSTELLAR
DIRECTOR OF HUMAN RESOURCES

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MEET DAVID STACK CONTROLLER

1. Hi David, please share a little bit about yourself.

My name is David Stack. I have been married to my wife, Gloria for almost 15 years. We have two children, Daniel (10) and Sarah (8). I have worked for this company since 2008. I have a large extended family that I enjoy spending time with, and I enjoy being involved in the community. Go South Range Raiders!

2. Tell us about a typical work day for you in the Chestnut Land Home Office.

My time is split between meetings and troubleshooting. When I am not in a conference room, I can usually be found helping a colleague at their desk or mine. I have an open-door policy which means that some of my time is spent answering questions for staff members that helps them complete their assignments. When I am not assisting others, I am monitoring the company's finances.

3. What do you like to do in your free time?

I coach my children in their sporting activities. I have coached their T-Ball, soccer, and baseball/softball teams. I also enjoy working on our property. Nice weather means time on my tractor or 4-wheeler.

4. What was your favorite subject in high school?

Though I have always been naturally drawn to math, my high school had an amazing Greek Mythology teacher. He made the class and subject incredibly interesting and fun.

5. What do you enjoy most about your job?

I like that no two days are alike. Each day brings new challenges and new opportunities to collaborate with teammates for the success of the company.

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MARCH FEATURED LOCATION

DADELAND MALL



FL154 | Store Manager: Maria Sole Hernandez

FL154 has been at Dadeland Mall now for almost **22 YEARS!! WOW!!**

DADELAND MALL.

Dadeland Mall, Miami's original and iconic shopping center, is anchored by Florida's largest Macy's, as well as Macy's Home Gallery & Kids, Saks Fifth Avenue, and JCPenney. This mecca of fabulous fashion and dining destinations spans more than 1.4 million square-feet and features more than 185 retail stores and restaurants.

MIAMI, FLORIDA FUN FACTS.

Miami has the largest cruise ship port in the world and the first Burger King opened in Miami in 1954.

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MARCH EMPLOYEE SPOTLIGHT

MEET MARIA SOLE HERNANDEZ

STORE MANAGER FL154



Ever since I met Maria and saw her commitment, passion and hard work I knew we had a one of a kind employee in our stores. I saw her grow from crew member all the way to store manager and it makes me happy to see how she takes pride in her store, team and in the company. I can't wait to see how far Maria takes her store this year!

WRITTEN BY GUILLERMO NORIEGA
REGIONAL MANAGER

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MARCH EMPLOYEE SPOTLIGHT

MARIA SOLE HERNANDEZ

1. What do you listen to on your work commute?

Cristian Nodal, a Mexican ballad artist.

2. Who has impacted you the most in your career?

Fernando, and also the whole team and their work together.

3. What are the best and worst purchases you have ever made?

The best is my living room set and the worst is a scooter.

4. What is something we would never guess about you?

I help out with donations to people in need.

5. What's the best prank you've ever pulled on someone?

There are different pranks every year for April's fools day. Not one in particular.

6. Would you rather sing in front of your coworkers or dance?

Definitely dance.

7. What qualities do you look for when hiring new employees?

Responsibility at work, being punctual and being able to work as a team.

8. Favorite Auntie Anne's menu item?

Mini dogs

9. What is your favorite restaurant to enjoy dinner at?

Bocas Grill in Kendall

10. What do you enjoy most about your career?

To be able to accomplish my store's goals making the effort to get better every day and being proud of my team. Seeing how all of us together can get better results at work.



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CINNABON®

FOR THOSE WHO MIGHT NEED INSTRUCTIONS...

How to Eat a Cinnamon Roll:



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TOP ONLINE STORES

FEBRUARY

TOP 10

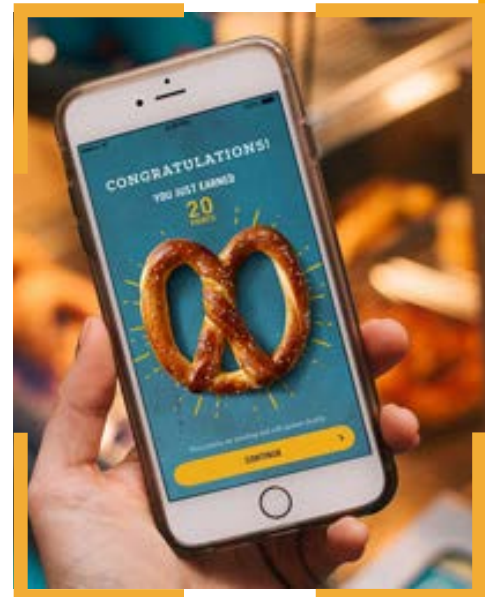


GRUBHUB

DOORDASH



1. IN107
2. OH111
3. OH147
4. OH124
5. GA130
6. MI123
7. MI117
8. FL144
9. FL154
10. GA116



Uber Eats

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DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES



**CAN FL177
GET TO
20?!**

FL177- 14

MI116- 8

FL181- 5

FL201- 4

MI115- 3

CONGRATULATIONS TO THESE 5 STORES!

Keep up the excellent work and attention to detail!

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WORKING ON WELLNESS

NATIONAL NUTRITION MONTH

Eating is an everyday part of life. It is an important part of your life as it plays an important role in your health. How you eat and what you eat can have major impact on your health. In 1973, 50 years ago, National Nutrition Month was created by the Academy of Nutrition and Dietetics. The hope in doing so was to present a month where everyone can learn about making more informed food choices which would help to develop healthy eating and physical activity habits. Sustainability is an important factor when it comes to nutrition. How you eat and take care of yourself may not have immediate effects, but in the long term whether you are eating healthy or unhealthy, those effects will start to show up and progress and time goes on. Your goal should be to start eating better and becoming active so that as you age and time goes on you can help to prevent and minimize health issues in the future.



Small things can start to make positive changes. Start by eating a balanced breakfast in the morning and monitoring your portion sizes, especially if you eat a dessert or a food that isn't nutritious. Staying hydrated is extremely important and in order to stay hydrated water is an important nutrient. If you aren't drinking enough water, start by slowly increasing your intake and a good goal to aim for is half of your body weight in ounces. It can help your metabolism, cells, kidneys, and many other things to improve your overall health. Ditch the sodas and sugary drinks and substitute water for them adding fresh fruit for flavor. Making sure your meals are balanced with quality protein, carbohydrates, and fats can help you to sustain energy and get healthy nutrients in. Refined carbohydrates have little to no health benefits so opting for whole grains and unrefined sources is your best bet. You can start adding fruits and vegetables into your nutrition which helps to get needed vitamins and minerals. Nutrients from foods are first and foremost the best to get in and have the highest bioavailability. When you start to eat foods that are nutritious and nutrient dense they provide what your body needs to function optimally. In doing so it can reduce the need for supplements (unless directed by a doctor or RDN).

Learning to read nutrition labels can be another extremely helpful tool when it comes to learning how to eat properly. These labels tell us all the information we need to know, from the nutrition facts to the ingredients that are found in the food we are eating (listed greatest to least). This is important as you can learn to watch what you should avoid (trans fat, high saturated fat) and things that your body can utilize (protein, unsaturated fats, fiber). You can also see what additives are in foods including sugars, unhealthy oils, and preservatives. Food labels can also help you especially if you have an allergy or certain ingredient you need to avoid. In paying closer attention and researching you will learn not only about certain ingredients but you will also learn about the foods you are eating. Nutrition labels can help you make better food choices and guide you with the amount of nutrients that you are eating.

Nutrition plays a vital role in your overall health and wellness. It is important to learn how to eat better and use the tools that you are given (health professionals, nutrition labels, research) to help you make the right choices. Remember to stay hydrated, avoid highly processed/high sugar foods, and make an effort to learn more about eating better.

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WORKING ON WELLNESS

SPRING EXERCISE ACTIVITIES

Spring is finally here, and with it comes warmer weather and longer days, making it the perfect time to get outside and get active. Whether you're a fitness enthusiast or just looking to shake off the winter blues, there's plenty of exercise activities to enjoy in the springtime such as hiking, cycling, and running. By taking advantage of the season's offerings and finding activities that you enjoy, spring exercises can be a refreshing and invigorating way to improve your physical and mental health.

HIKING



One popular exercise for the springtime is hiking. With trees and flowers in bloom, hiking trails become alive with vibrant colors and beautiful scenery. This is also a great way to get some fresh air and free your mind. Whether you prefer a leisurely stroll or a more challenging hike, there's plenty of trails to choose from! Hiking provides a low-impact exercise that can improve cardiovascular health, strengthen muscles, and reduce stress. Hiking with a friend or group can also add to the experience, providing a chance to socialize while enjoying the beauty of nature. So, grab your hiking boots and hit the trails this spring – your body and mind will thank you!



CYCLING

Another great spring exercise activity is cycling. As the weather warms up you can get out your bike to explore your neighborhood or nearby bike trails. Cycling is a great way to get your heart rate up while exploring your surroundings. Regular cycling can lower your risk of heart disease and stroke, as well as improve your overall fitness level. In addition to the physical benefits, cycling can also have a positive impact on your mental health. Studies have shown that cycling can help reduce stress and anxiety, and even improve your mood. With warmer weather here, there's no need to bundle up as much as you would in winter. So, why not get outside and enjoy a ride on two wheels?

RUNNING



Spring is also a great time to get off the treadmill and onto the open road or local trail for a run. Running is an effective form of cardio that can help you lose weight, reduce stress, and boost your energy levels. Additionally, running outdoors provides an opportunity to soak up some vitamin D and breathe in fresh air, which can improve your overall health and mood. However, before starting a springtime running routine, it's important to warm up properly, wear appropriate footwear, and stay hydrated. Start with shorter runs and gradually increase your distance and intensity to avoid injury. Running with a friend or joining a running club can also provide motivation and accountability, making it easier to stick to your exercise routine. So, dust off your running shoes and hit the pavement this spring – your body and mind will thank you!

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HR CORNER

REMINDERS

When an injury occurs at your location, communication is KEY! You must follow the instructions below – completing the forms and contacting the office is required!

Following are instructions to follow when an employee injury occurs in your location

Home Office manages and reports all injuries and are the person(s) to whom the initial calls are to be made.

For injuries that require treatment:

- As has always been the case, if a true emergency occurs and the employee needs immediate medical assistance, call 911. The health & well-being of our employees is of the utmost importance. Forms can be completed at a later date. Find out what facility the ambulance is transporting the employee. Call Home Office, or in the instance when the office closed, email clcpayroll@chestnutland.com or call Bekah Marsteller, Director of HR, 330-272-6900 (cell).
- For an injured employee seeking treatment, not in need of an ambulance, should get a ride to the facility. It is important to get your Worker's Comp binder or check postings in the location for a physician/treatment facility list and Chestnut Land's Worker's Comp Policy number so they can use that to give the treatment facility.
- Have the injured worker complete the EMPLOYEE SECTION of the Accident Report. This must be completed in its entirety.
- If the employee is going to seek treatment, the facility where they are going must be entered in the Name & Address of the Hospital section. The attending physician can be completed afterward.
- Employee must initial, sign & date where noted. Supervisor must sign & date.
- EMPLOYER SECTION is completed by Home Office. Leave blank.
- Scan the form to the HR Scan folder. HR will report the injury to the insurance company.
- The injured worker should submit any forms the treating physician gave them. These forms will list if they require time off or if they can return with restrictions or return full duty. These forms are important as HR submits that information to the Worker's Comp Insurance Company to manage the claim and get bills paid.

For injuries that require first aid but not treatment at a facility:

- Treat the injury (ex. ice & burn ointment on a burn; Antiseptic & band-aid on a cut; etc.) **Managers, take a minute every month to make sure the First Aid Box is stocked.
- The Injury Form still needs completed! The facility/hospital section is to be left blank and the form needs scanned to HR.

Accident report must be received no later than 2 days following the injury. If not, the injury will not be certified.

Lastly, if an injured employee is released to work with restrictions, Chestnut Land Company will make every effort to accommodate those restrictions.

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HR CORNER

REMINDERS (CONTINUED)

Customer/Mall Patron (if injury happens within the lease line of our store)

- Show human kindness & compassion when dealing with the person.
- Offer assistance to the injured person in any way possible (ex: ice for a bump on the head; napkins to help with a cut that's bleeding; help up to a sitting or standing position, etc.) If the person refuses assistance, don't be aggressive. Offer assistance one more time, then leave it alone.
- Stay with the person until help arrives or they leave the area.
- Get as much information as possible from the person. Name & address. Makes notes about the injury. Date & time. What happened, where it happened, why/how it happened and what part of the body is injured. Who responded to the injury, if anyone was called (Mall Security Officer name). What you did to help the person.
- Immediately call Christina Noufer, Kristene States, or Bekah Marsteller in HR. If an injury occurs when the office is closed, call Bekah on her cell phone.
- Whether assistance was given or not, written statements are to be taken from all employees who witnessed the accident. They are to be dated & signed by the employee then scanned to the HR Scan Folder.

GUEST FOCUS CONTEST WINNERS Q4, 2022

To win, the stores below met the following criteria for the quarter:

- Had at least 30 post-meal surveys for the entire quarter
- Had a minimum average OSAT of 70%
- Had zero escalated alerts

	# of Records	Overall Satisfaction
MI105	65	73.85%
MI115	42	76.19%
MI143	38	71.05%
PA254	35	80.00%
NC131	31	77.42%



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EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS FEBRUARY 28TH, 2023



1 YEAR - \$600

CARLOS HERRERA FL143 FOR REFERRING CALEF MERCADO FL143

JENNIFER HADLEY IN128 FOR REFERRING JACKIE HADLEY JR IN128

9 MONTHS - \$400

MADONNA TORRES FL111 FOR REFERRING LORNA COLLINS FL111

REBECCA YOUNG MI141 FOR REFERRING DEONDRE ABRAMS MI141

6 MONTHS - \$300

JAZMINE VALLEJO FL159 FOR REFERRING PEDRO MARTINEZ FL159

3 MONTHS - \$200

SUSAN ORLANDO FL162 FOR REFERRING AMBER JENKINS FL162

SUSAN ORLANDO FL162 FOR REFERRING RUSSELL HIGGINS FL162

AMANDA ANDREWS TN126 FOR REFERRING JOURNE NORWOOD TN126

ANJAIL ABDULLAH FOR REFERRING SHAREEN ABDULLAH MI135

JERRY RIVERS NC114 FOR REFERRING JASON HARRELL NC114

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MARCH BIRTHDAYS

JERRY RIVERS - NC114	3/1	ELIZABETH WILCOX - FL171	3/12	MICHAEL HENDRIX - MI143	3/22
JALECE MCKINNEY - GA139	3/2	MADISON GRIDER - IN128	3/12	TINA GRAUE - IN128	3/23
TATYANA GIBBS - OH163	3/2	MYRANDA MCCLINTOCK - MI105	3/12	MIRANDA GRAFTON - MI120	3/23
GUILLERMO NORIEGA - REG	3/2	ANGEL JAIME FIGUEROA - FL121	3/13	ROBERT ACOSTA - FL158	3/24
QUINTAN BANE - FL121	3/3	MALAYNA JONES - FL143	3/13	TIMOTHY CLARK - FL159	3/24
DESTINIE LAVENDER - FL144	3/3	NOAH JAMES - GA106	3/13	TERAN IVEY - OH124	3/24
ANAYAH SANTANA - FL223	3/3	TANNER RITCHIE - HOME OFFICE	3/13	DAMIAN GRIFFITH - FL192	3/25
TAYLOR HARROD - FL226	3/3	CANDACE FOXWORTH - FL143	3/14	HOLLY FUSS - FL276	3/25
SHARON CABALLERO - FL260	3/3	WILKY DERAMAU - FL MALL CINNABON	3/14	TATIANA CORPREW - NC140	3/25
HAYLEE VIGARINO - OH130	3/3	BRENDA HENSON - GA166	3/14	LOGAN HALL - FL222	3/26
JENNIFER GRUSS - OH147	3/3	ANGELA KOZ - IL165	3/17	ZACHARY PAUL - NH105	3/26
KEJUAN MEDDERS - FL230	3/4	TYRONE THOMAS - FL149	3/18	WILLIAM BRYANT - OH175	3/26
BRITTANY CHAPMAN - MI120	3/4	FELECIA PERRY - FL166	3/18	BRADLEY RUSSELL - OH183	3/26
KANDONN BATTLE - MI143	3/5	REY MENDOZA GUTIERREZ - FL187	3/18	BERNARDO SERRANO - FL175	3/27
VANI CARTER - TN126	3/5	JAIANA MATHIS - TN126	3/18	DAMON BULLOCK - FL196	3/27
NASHCA CEUS - FL168	3/6	JAMES VAUGHN - WV106	3/19	NOARA PRADO - FL201	3/27
ALEXIA DAVIDSON - IL163	3/6	CAYDEN GORDON - GA110	3/20	LEELLEN CLARK - FL171	3/28
LA'SHAY HAYES - MS112	3/6	AIDAN KOONTZ - IN107	3/20	LESLEY CASTRO - FL175	3/28
GILLIAN PLUSKOTA - FL182	3/7	ALEXIS GRANDE - FL196	3/21	PEDRO MARTINEZ - FL159	3/29
MARIA ANDRADE MONTES - FL149	3/9	JACOB DAY - WV106	3/21	JENNIFER JOHNSON - FL171	3/30
ALEXUS CASSADAY - FL222	3/9	KEVIN DON - FL150	3/22	DYANA PICKARD - FL276	3/31
GABRIELLE NAVARRE - MI143	3/9	MOHAMMED AMINE BENNANI - FL192	3/22	DIYANI TORRES - FL MALL CINNABON	3/31
ALLISON LAWSON - PA254	3/9	DAMIAN LEYVA - FL221	3/22	CINDY MARTINEZ EULOGIO - IN111	3/31
JENNIFER WEAVER - MI123	3/10	TODD THORNTON - FL222	3/22	RIVER ANTCLIFF - MI105	3/31
AUSTIN SHERMAN - OH175	3/10	DEANNA MITCHELL - GA166	3/22	ALYSSA PEZZETTI - MI141	3/31
JESSICA TRUE - FL111	3/11	HEATHER SWIFT - IN114	3/22		

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

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MARCH WORK ANNIVERSARIES

JUSTIN VALLIA - HOME OFFICE	8 Years	JACOB DAY - WV106	1 Year
LUIS-MICHAEL RODRIGUEZ - FL175	8 Years	ZAAKIR HAYES - FL185	1 Year
JONATHAN SCHLANGER - FL162	7 Years	PAEDEN WILLOUGHBY - FL159	1 Year
LAWRENCE DEJONG - MI115	7 Years	MERANDA RODRIGUEZ - FL181	1 Year
SCOTT VALENTINE - HOME OFFICE	7 Years	GINA DIFRANCESCO - HOME OFFICE	1 Year
ALLISON LAWSON - PA254	5 Years	ANEESAH YIZAR HUNTER - FL143	1 Year
JAMES VAUGHN - WV106	5 Years	MICHAEL BRANCATI - FL197	1 Year
MARCELLUS ROBINSON - NC102	5 Years	KATHERINE PATINO - IL136	1 Year
CHRISTINA NOUFER - HOME OFFICE	5 Years	GABRIELLA GREENFIELD - FL226	1 Year
LOUIS JARA - MI137	3 Years	CALBRION DIXON - MS112	1 Year
JESSICA TRUE - FL111	3 Years	DOMINIC MAYER DOUGLAS - OH147	1 Year
ADAM CRIST - HOME OFFICE	3 Years	NAYELI HERNANDEZ REYES - FL144	1 Year
DAYLIN ANDRZEJEWSKI - FL171	2 Years	JAYLYN BAXTER - BRIARWOOD CINNABON	1 Year
ALEXANDER SWEDOCK - FL276	2 Years	DARON BALDWIN - FL159	1 Year
LA'SHAY HAYES - MS112	2 Years	REY MENDOZA GUTIERREZ - FL187	1 Year
JORGE DISCUA - FL230	2 Years	RYAN CANNON - NH105	1 Year
CRYSTAL FEIPEL - BRIARWOOD CINNABON	1 Year	MATTHEW BELL - IN128	1 Year
ALIANNA ESPINOSA BLANCO - FL154	1 Year	ISAIAH LUGO - FL177	1 Year
STEVIE GRIMM - OH183	1 Year	CODY BODWIN - FL197	1 Year
ROSE TAYLOR - FL185	1 Year	FANNY VARGAS SANCHEZ - FL230	1 Year

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