

NOVEMBER 2023

# THE DOUGH PRESS

VOLUME 4, ISSUE 47



MI123



FL201



IN107



FL143



FL223



NC131



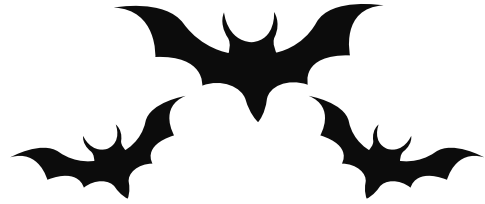
NC102



# THE DOUGH PRESS



**HAPPY HALLOWEEN**



**GA166**



**MI120**



**TN126**



**FL276**



**FL166**



**IL131**



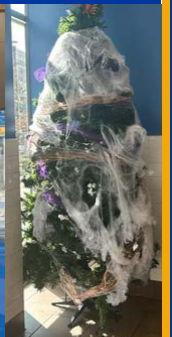
**IL131**



**GA106**



**OH190**



# THE DOUGH PRESS

## NOVEMBER HOME OFFICE EMPLOYEE SPOTLIGHT

### MEET JOE SAFAREK MARKETING MANAGER



Joe Safarek joined the family in July 2018 as Marketing Manager. He has been a great addition to our organization since I hired him. He started at one of our entities, the Lake Club in Poland, OH, and transitioned to the Chestnut Land Home Office about a year ago. He is not only responsible for the Lake Club but also Chestnut Land Company and Rise Pies. Joe's attention to detail is second to none. He is always very organized and thorough in what he does. Joe is a great multi-tasker working many things for all three companies, most often at the same time. I never have to worry about things I give Joe to do, or ideas we discuss. He always gets it done and he makes it his own; always trying to be creative and always thinking ahead. He is a hard worker and very focused and we are lucky to have him.

WRITTEN BY CHRIS SAMMARTINO  
CHIEF OPERATING OFFICER



# THE DOUGH PRESS

## MEET JOE SAFAREK

### MARKETING MANAGER

#### 1. Tell us about yourself!

I have been married to my wife Dana for 7 years and we have 2 amazing little boys Parker (4) and Brody (2) and a Golden Doodle named Kennedy. We all love to travel and go on new adventures together. I love sports! All Ohio teams for me: Ohio State Buckeyes, Cleveland Browns, Cleveland Cavaliers and Cleveland Guardians! Maybe one day the Browns will win the Super Bowl...probably not though lol! Running is a big passion of mine. Last month I completed my first marathon in Columbus, Ohio. As far as professionally, I have been with Chestnut Land Company for about 5 1/2 years. I am very fortunate to work for all of the hospitality companies of The Muransky Companies such as Chestnut Land, Rise Pies and The Lake Club.

#### 2. What do you feel has been your greatest "win" so far in your life?

This is a no brainer for me! My wife and children are my biggest win in life. She is always my biggest supporter and I am simply blessed to have my boys.

#### 3. How did you choose marketing as your career path? And what do you love most about it?

I've always held a deep fascination for the ever-evolving realm of marketing. When I initially embarked on my career path, marketing primarily revolved around print, TV, and radio advertisements. However, it has since transformed into the dynamic landscape of social media and digital platforms. What I find most captivating about marketing is the endless opportunity it offers for creative expression. I love my role at The Muransky Companies. Each day brings a new set of experiences, presenting new challenges and opportunities to showcase our exceptional companies, brands, and the remarkable individuals who drive our success. The privilege of collaborating with the incredibly talented leadership and team at our Home Office is something I am thankful for. It is this collaboration that fuels my motivation for the future.

#### 4. If you could have an unlimited supply of one thing, what would it be?

Definitely time! There is never enough time in the day to accomplish everything you would like to and also spend time with family and friends.

#### 5. What fictional place would you like to visit?

Making me think on this one! Since Christmas is soon approaching let's go with Whoville from the Grinch Who Stole Christmas. My son has made me watch this movie about 100 times now.

#### 6. What would your superpower be and why?

I have always loved how a Jedi in Star Wars could move or manipulate an object or person so I am going to go with telekinesis.

# THE DOUGH PRESS

## NOVEMBER FEATURED LOCATION

### WOODLAND MALL



**STORES:** Auntie Anne's M117 & Auntie Anne's M143  
Area Manager: Martha Hendrix

Jamba 103627  
Store Manager: Christina Mohr



### WOODLAND MALL.

Woodland Mall, situated in the picturesque city of Grand Rapids, Michigan, is a premier shopping destination that effortlessly blends style, convenience, and entertainment. This expansive mall boasts a diverse array of over 100 stores and dining options, making it the ideal one-stop destination for all your shopping needs. Stroll through its spacious, beautifully designed interior to discover a wide range of retail choices, from renowned national brands to charming local boutiques. With its welcoming ambiance, family-friendly amenities, and a variety of dining establishments, Woodland Mall offers an enjoyable experience for visitors of all ages. Whether you're hunting for the latest fashion trends, seeking unique gifts, or simply looking for a day of leisure and enjoyment, Woodland Mall provides a delightful shopping adventure in the heart of Grand Rapids.

**GRAND RAPIDS FUN FACT:** The 38th President of the United States, Gerald R. Ford, grew up in Grand Rapids. His childhood home is now a museum open to the public.

# THE DOUGH PRESS

## OCTOBER EMPLOYEE SPOTLIGHT

### MEET CHRISTINA MOHR

MANAGER JAMBA 103627



Christina was promoted to GM of our Jamba location back in 8/2021 and hit the ground running! Christina is a compassionate leader who strives to maintain a high level of caring for her team, she would do anything to help a fellow employee because she treats them as friends/family! Being the GM of our one and only Jamba location can feel a little lonely at times I'm sure, however, Christina consistently shows us a level of unwavering dedication. She is smart and her attention to detail and her attempts to fix issues before escalating them to the next level is so appreciated! She is a forward thinker and always sets the success of her location in the forefront!

I'm a lucky regional manager to have Christina on my team, knowing that I can count on her is a blessing! She's always willing to do whatever it takes to get the job done, a quality that is not always easy to come by these days. I always enjoy my visits to Jamba and working with Christina, and I look forward to seeing what the future holds for her!

WRITTEN BY CRESCENT CHAPMAN  
REGIONAL MANAGER

# THE DOUGH PRESS

## NOVEMBER EMPLOYEE SPOTLIGHT

### CHRISTINA MOHR

1. Did you dress up this year for Halloween? If so, what did you go as?

I dressed up as the Pokémon Snorlax

2. Favorite Halloween candy?

Reeses Pumpkins

3. Do you like reading? If so, what genre of books do you like?

I like reading but don't really get the time to do it anymore but when I can I'm usually reading fantasy.

4. What is your favorite Jamba menu item?

Peanut Butter Moo'd it pretty much tastes like a peanut butter cup.

5. What is your favorite food to eat at Thanksgiving?

Mashed Potatoes for sure.

6. Do you watch Christmas movies? Which one is your favorite?

Yes, my favorite would probably be the Santa Claus series

7. What was the last board game you played?

Catan

8. What is a work related accomplishment that you are really proud of?

Consistently raising our sales and our OSAT being above the company average.

9. What is one thing most people don't know about you?

I raised goats when I was growing up

10. What's your favorite way to unwind after a busy day?

Watching TV on the couch with my dog and boyfriend



# THE DOUGH PRESS

## HR CORNER

### 2023 HOLIDAY COMPENSATION INCENTIVES! SHIFT DIFFERENTIAL



1. ALL ASSISTANT MANAGER'S, SHIFT LEADER'S AND CREW WILL RECEIVE COMPENSATION INCREASES EFFECTIVE NOVEMBER 19, 2023!
2. AREA AND STORE MANAGER WILL RECEIVE COMPENSATION INCREASES EFFECTIVE DECEMBER 3, 2023!
3. AREA AND STORE MANAGERS' YEAREND BONUSES WILL BE PAID OUT FRIDAY, DECEMBER 15, 2023! YOU WILL BE PAID 3 TIMES IN DECEMBER!
4. HOLIDAY SHIFT DIFFERENTIAL – ALL EMPLOYEES WILL RECEIVE HOLIDAY SHIFT DIFFERENTIAL PAY FOR EACH HOUR WORKED ON THE DATES LISTED BELOW!
  - NOVEMBER 24TH – 26TH (FRI, SAT, SUN) – \$2.00 MORE PER HOUR FOR CREW, SL, ASSISTANTS / \$3.00 MORE PER HOUR FOR STORE MANAGERS
  - DECEMBER 1ST – 3RD (FRI, SAT, SUN) – \$1.00 MORE PER HOUR FOR CREW, SL, ASSISTANTS / \$2.00 MORE PER HOUR FOR STORE MANAGERS
  - DECEMBER 8TH – 10TH (FRI, SAT, SUN) – \$1.00 MORE PER HOUR FOR CREW, SL, ASSISTANTS / \$2.00 MORE PER HOUR FOR STORE MANAGERS
  - DECEMBER 15TH – 17TH (FRI, SAT, SUN) – \$1.00 MORE PER HOUR FOR CREW, SL, ASSISTANTS / \$2.00 MORE PER HOUR FOR STORE MANAGERS
  - DECEMBER 21ST – 24TH (THURS THRU SUN) – \$2.00 MORE PER HOUR FOR CREW, SL, ASSISTANTS / \$3.00 MORE PER HOUR FOR STORE MANAGERS
  - DECEMBER 26TH – JAN 3RD (TUES-WED) – \$2.00 MORE PER HOUR FOR CREW, SL, ASSISTANTS / \$2.00 MORE PER HOUR FOR STORE MANAGERS
5. CALL-IN BONUS STARTS THE WEEK OF 11/20 FOR FRIDAY, SATURDAY AND SUNDAY! IF AN EMPLOYEE IS CALLED IN TO COVER A SHIFT THEY WILL RECEIVE **\$25 CASH!** PLEASE REMEMBER TO EMAIL [LBENSON@CHESTNUTLAND.COM](mailto:LBENSON@CHESTNUTLAND.COM) AND [TGILLETTE@MURANSKYCO.COM](mailto:TGILLETTE@MURANSKYCO.COM) WHEN YOU PAY OUT THE CALL-IN BONUS (THEY NEED TO CONFIRM IT IS ON THE CASH REPORT).

OUR INTENT FOR THESE INCENTIVES IS TO SAY THANK YOU AND THE STORES TO BE FULLY STAFFED WHILE OPEN DURING THE BUSINESS HOURS WE AGREE ON AS WE GAIN MOMENTUM THIS HOLIDAY SEASON! YOUR HARD WORK NEVER GOES UNNOTICED. WE APPRECIATE EACH OF YOU!



# THE DOUGH PRESS

## TOP ONLINE STORES

OCTOBER

TOP 10

GRUBHUB

DOORDASH

1. OH-147
2. OH-111
3. MI-117
4. IN-107
5. FL-132
6. FL-143
7. GA-116
8. MI-123
9. FL-154
10. OH-163



Uber Eats

# THE DOUGH PRESS

## DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES



**GA130 - 16**

**FL182 - 13**

**FL230 - 8**

**IN128 - 6**

**FL176 - 5**

**FL149 - 3**

**OH190 - 3**

**FL276 - 3**

**WOW  
ZERS!**

**CONGRATULATIONS TO THESE 8 STORES!**

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# THE DOUGH PRESS

## WORKING ON WELLNESS

### NAVIGATING HOLIDAY STRESS: TIPS FOR A CALMER NOVEMBER AND BEYOND

As November unfolds, we find ourselves standing at the crossroads of excitement and stress. With the holiday season quickly approaching, the to-do lists seem endless, and the pressure to create the perfect celebrations can become overwhelming. However, it's crucial to remember that the holiday season is meant to be a time of joy, togetherness, and gratitude. Let's explore effective strategies to navigate holiday stress and create a calmer, more enjoyable November and beyond.

#### PRIORITIZE SELF-CARE

Before diving headfirst into holiday preparations, take a moment to prioritize self-care. Maintaining your physical and mental well-being is essential. Here are some ways to incorporate self-care into your daily routine:

- Practice mindfulness: Spend a few minutes each day in meditation or deep breathing exercises to calm your mind.
- Get enough sleep: Ensure you are well-rested, as adequate sleep is vital for managing stress.
- Stay active: Regular exercise releases endorphins, which boost mood and reduce stress.
- Eat well: Nourish your body with a balanced diet, even during holiday indulgences.
- Set boundaries: Learn to say "no" when necessary to avoid overextending yourself.

#### PLAN AND ORGANIZE

One of the major sources of holiday stress is feeling disorganized and overwhelmed. Combat this by creating a detailed plan:

- Make lists: Create lists for shopping, gift-giving, and holiday tasks to help you stay organized and reduce the risk of forgetting something important.
- Set a budget: Financial stress can be a significant contributor to holiday anxiety, so establish a budget and stick to it.
- Delegate tasks: Don't be afraid to ask for help from friends and family. You don't have to do everything on your own.
- Start early: Don't procrastinate. Begin preparations well in advance to avoid last-minute chaos.

#### FOCUS ON GRATITUDE

The holiday season is an excellent time to practice gratitude. Cultivating a thankful attitude can reduce stress and improve overall well-being. Consider these actions:

- Keep a gratitude journal: Write down the things you're thankful for each day.
- Share gratitude: Express your appreciation to loved ones and friends.
- Volunteer: Giving back to your community can bring a sense of fulfillment and gratitude.
- Reflect on the meaning of the holidays: Remember the values that matter most to you during this season.

#### EMBRACE IMPERFECTION

Perfection is the enemy of a stress-free holiday season. Accept that not everything will go as planned, and that's perfectly fine. Instead of striving for perfection, aim for a joyful and memorable experience:

- Understand that imperfections are part of life and can often lead to meaningful moments.
- Lower your expectations and be open to spontaneity.
- Focus on the people, not just the things. Quality time with loved ones is what truly matters.



# THE DOUGH PRESS

WORKING ON WELLNESS 

## TAKE A BREAK FOR CONNECTION

One of the most problematic recommendations for many people during the early months of the COVID-19 pandemic was the emphasis on social distancing. The logic behind social distancing was to prevent the transmission of the disease. Still, there were many devastating definition consequences, particularly for older adults and children, who were impacted the most negatively. But we all suffered because humans are, by nature, social creatures, and we need each other to be our best – mentally and physically.

Understanding the problem also provides insight into the solutions and more research is crucial. Harvard published a study in February of 2021 that found more than 36% of adults in the U.S. over 18 felt 'serious loneliness'; the statistics are even worse for young adults at 61% and new mothers at 51%. The dangers of isolation and loneliness are very high, including a 26% increase in premature death. Loneliness is a larger risk factor for death and chronic disease than smoking 15 cigarettes daily. According to the American Psychological Association, chronic loneliness is defined as 'when feelings of loneliness and uncomfortable social isolation go on for a long period of time. It's characterized by constant and unrelenting feelings of being alone, separated or divided from others, and an inability to connect on a deeper level.' Lack of connection is a detrimental social determinant of health, interfering with sleep, weakening the immune system, triggering inflammation, causing depression, and even increasing the likelihood of dementia.

While loneliness is dangerous to our health and well-being, connection protects and benefits us and our community. In November of 2005, National Geographic published a groundbreaking article by Dan Buettner entitled 'The Secrets of Long Life,' which identified five areas of the world where the oldest, healthiest people lived. That reporting and subsequent research are often called the Blue Zones. In his reporting, Buettner identified overlapping characteristics in all the areas of the world that enhanced the longevity and vitality of its members. Three of the nine characteristics identified were a devotion to family, a deep connection to others in their community, and a profound sense of purpose. This work done decades before the pandemic offers important lessons in how and why we should make connections a primary focus for ourselves, our family, our friends, and our communities.

While the research highlights the risks and dangers, it also provides helpful tools for forging connections, building community, and bringing purpose back into our lives. Meeting with a therapist (in person or online) can be an important first step for those with difficulty connecting. A therapist can help identify where the isolation may have started and support the individual to make changes in a safe and healthy way. Here are other suggestions to help build connection back into our lives:

- Joining clubs, taking a class, or attending community events puts us naturally in touch with others who may share a hobby or interest.
- Re-connecting with family and friends, even after some time, may feel uncomfortable at first, but many times can be an essential step toward creating a connection.
- Volunteering to help a cause, a candidate, a mission, or those in need provides purpose and connection.
- Adopting a pet creates a bond with another living creature in a safe and low-stress way; it can also get us moving and connect with others with pets.
- Making self-care a priority as always is extremely important, especially getting quality sleep, eating healthy food, moving our bodies, and spending time in nature.

# THE DOUGH PRESS

## EMPLOYEE REFERRAL PROGRAM

**EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS  
OCTOBER 31ST, 2023**

**9 MONTHS - \$400**

SANDRA MCCLINTOCK MI105 FOR REFERRING RIVER ANTCLIFF MI105

**6 MONTHS - \$300**

ILLA SMITH MI122/135 FOR REFERRING JULIE SEABRIDGE MI135

**3 MONTHS - \$200**

KALIE MCDERMITT FL143 FOR REFERRING ELIZABETH SWIRES

JEYHNA DAVIS FL166 FOR REFERRING NAALEIYAH SMITH

SHARON CABALLERO FL260 FOR REFERRING CHRISTOPHER NAVARRO



**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.**

# THE DOUGH PRESS

## NOVEMBER WORK ANNIVERSARIES

JENNIFER WEAVER - MI123	7 Years
DEANNA ANDRZEJEWSKI - FL171	5 Years
ALEXUS SHOWMAN - OH190	4 Years
MATTHEW MARISON - NH105	4 Years
JACINDA TAPANES - FL226	3 Years
DARIUS BULLOCK - FL196	3 Years
VALENTINA MORA VALDERRAMA - FL230	3 Years
JENNIFER HADLEY - IN109	2 Years
CATALINA DEBNEY - FL196	2 Years
AUBRI CHRISTIE - OH147	2 Years
RONICA ESKEW - IL169	2 Years
AMY EDMONDS - MI116	2 Years
SANTIAGO SERNA - MI120	2 Years
ABIGAIL STEGEMAN - OH163	1 Year
LUIS MENDEZ - NH106	1 Year
TATYANA GIBBS - OH163	1 Year

KEJUAN SNOW - NC140	1 Year
ALEJANDRO NUNEZ - FL230	1 Year
AMANDA PINERO - FLORIDA MALL CINNABON	1 Year
JIMMY EVANS - NC114	1 Year
STEFAN BASDEO - FLORIDA MALL CINNABON	1 Year
CLAIRE RINEHART - FL171	1 Year
SHARON CABALLERO - FL260	1 Year
ADDISON GALTIERI - NC131	1 Year
JACEK GARLICK - GA110	1 Year
THALIA DIOU - FL132	1 Year
ANTRELL HARRIS - FL175	1 Year
AUDREY SALVADOR - FL192	1 Year
RUSSELL HIGGINS - FL162	1 Year
JOURNE NORWOOD - TN126	1 Year
JASON HARRELL - NC114	1 Year
LEANDRA WILLIAMS - FL175	1 Year

*Congratulations!*

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



# THE DOUGH PRESS

## NOVEMBER BIRTHDAYS

CRISTINA LOPEZ - IL131	11/1
DARIUS MCINTOSH - FL223	11/2
DEVION FIELDS - GA106	11/3
JOSELYN IRVIN - IN111	11/5
DEANNA ANDRZEJEWSKI - FL171	11/6
REBEKAH MARSTELLAR - HOME OFFICE	11/7
BRITTANY LOPEZ JIMENEZ - MI123	11/8
FAITH THOMPSON - SC123	11/9
TAMMY SHOWMAN - OH175	11/9
VICTOR PACHECO LUCIN - FL223	11/9
JMYRA PETTWAY - TN126	11/10
TAMIA ASHLEY - FLORIDA MALL CINNABON	11/10
IESHA BOONE - IL163	11/10
CRYSTAL COBB - FL166	11/11
RHYMIA SLADE - NC115	11/11
YOUSRA ABDELLOU - NC140	11/11
TAI JACKSON - MI137	11/11
MADISON NAVONI - MI115	11/12
SUZANNE DUGGER - FL226	11/12
JAMILAH BONDS - IN107	11/13
HANNAH JOSLIN - OH163	11/14
MARIA SOLE HERNANDEZ - FL154	11/14
LACHAUNDRIA HAIRSTON - NC115	11/14

JABRIELLE NELSON - FL276	11/15
LEIAH VEGA-APONTE - FL149	11/15
JACOB KRAFT - FL276	11/15
STACEY CRAIG - FL149	11/16
GIULIANA RIVAS - FL154	11/16
JADA WILSON - GA116	11/16
DANIYA EDWARDS - MI122	11/17
KRISTENE STATES - HOME OFFICE	11/17
KIRSTEN WHITEHOUSE - KY117	11/18
LIZBETH RODRIGUEZ TREVINO - FL175	11/19
JENNA RILEY - FL276	11/21
YAHIR NUNEZ - IL136	11/21
ELIZABET LEIVA CENTENO - FL187	11/21
KEDARIOUS FRANKLIN - IL163	11/22
MARLON BELL - FL168	11/22
VIVIANA RODRIGUEZ - FLORIDA MALL CINNABON	11/23
JEAN-PIERRE MAQUEO - PREM OUTLETS CINNABON	11/25
SHENISE THOMPSON - FL177	11/25
DESTINEE ORTIZ - FL158	11/26
HECTOR RIVERA - FL154	11/29
EMILY MARION - MI123	11/29
JENNIFER RAMOS - PREM OUTLETS CINNABON	11/30

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

