

DECEMBER 2023

THE DOUGH PRESS

VOLUME 4, ISSUE 48



'TIS THE
Season!

THANK YOU ALL FOR THE
INCREDIBLE JOB YOU DO
EVERYDAY!



Auntie Anne's
Anne-vent Calendar



Auntie Anne's
Anne-vent Calendar

THE DOUGH PRESS

A LETTER FROM CHRIS SAMMARTINO

Hello Team Chestnut!

I hope you and your families had an amazing Thanksgiving! We have continued to work together as a team; each month we have worked hard to be more efficient, improve operations, increase sales, and continue to staff our stores with people that want to work and care about what they are doing. Staffing hasn't been easy, but we continue to try new things and incentivize people to make the job more attractive and establish the consistency we are all looking for.

Ed and I are very thankful for all our employees on all levels for your continued loyalty, hard work and dedication to us, your jobs, and your specific locations. Black Friday is now behind us, and I am so proud to see all of our planning and strategies work to make this a successful day and weekend to open the Holiday Season! Now we take that momentum and move onto December – the busiest month of the year! It is crucial that we continue to schedule properly, having the right amount of people during the busy hours and days. It is up to you to know when that is in your store, as every store is different. We all know the weekends are our bread and butter and we need to have all POS systems open and staffed accordingly to handle the traffic. It is imperative that we always have full roundups, and we have fresh hot product and a great selection of all products.

Make sure you have your aces in their places. Shift differential pay is in full effect for all locations on every weekend, and call-in bonus is there if you need it. Communication is key especially when it's so busy! We don't know if you do not communicate with us that you need help or have a question that needs answered. That is what your Corporate Team is here for. We are here to continue to support you, help make things better for you, and your stores, which is beneficial for all of us.

I am confident as we start the month all of you will give it everything you have to make December one of our biggest and best months ever!!! Continue to stay focused and create energy and excitement in your stores. That is what makes a difference and creates a fun environment.

On behalf of Ed, myself, and all of our Corporate Team in Ohio, I want to thank you for an amazing year so far. We look forward to a bigger and better year in 2024!! On behalf of all of us, and our families, we want to wish you Merry Christmas, Happy Holidays, and a happy and healthy New Year.

Make it Happen

Chris Sammartino

THE DOUGH PRESS

DECEMBER HOME OFFICE EMPLOYEE SPOTLIGHT

MEET ANGELA DUSKEY CHIEF FINANCIAL OFFICER



Angela Duskey joined the Muransky Companies in July 2020 as the Chief Financial officer. She oversees all things financial for all the entities under the Muransky Companies. Angela came with a plethora of accounting knowledge working previously in Public Accounting for several years. Most days you will catch Angela in Accounting or Strategy Meetings to help the company continue to be successful. She always has a positive outlook and is passionate about the company's success.

WRITTEN BY BEKAH MARSTELLAR
DIRECTOR OF HUMAN RESOURCES

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MEET ANGELA DUSKEY

CHIEF FINANCIAL OFFICER

1. Hi Angela, can you share a little bit about yourself and your position with the company?

I am a CPA, and I've been the Chief Financial Officer for the company since July 2020. Prior to coming to Chestnut Land Company, I was a partner in a public accounting firm. My family is everything to me, and I enjoy spending time with my husband, son, daughter, and their significant others. We became grandparents to a beautiful baby girl this summer, so that has been a complete joy!

2. Tell us what you love about your job?

I love the variety of my work and the people I work with. I never have the same day, twice.

3. What is your favorite Christmas movie and song?

This is a tough one – there are so many! White Christmas is my favorite movie and song, but only the Bing Crosby version of the song. I also like The Year Without a Santa Claus. The Rankin Bass shows are classic!

4. Describe your gift wrapping ability in one word.

Professional! Ha ha. I take pride in wrapping neatly, and I can make great bows and ribbon curls when I put my mind to it.

5. What was the first job you ever had and how old were you?

I started babysitting and mowing lawns when I was 11, but my first real job was at McDonald's when I was 16.

6. Who is a mentor in your life now or in the past that has helped guide you?

I have been extremely fortunate to have several mentors throughout my life and career. My Granny and my husband have always been excellent sources of advice and support. Professionally, one of the partners I worked with at my first public accounting firm was instrumental in helping me develop in my career. I'm fortunate to still have a great relationship with her, even after moving on from her firm.

7. What advice would you offer to someone beginning their career with Chestnut Land?

I was taught that any job worth doing is worth doing well. Take pride in your work – you never know how the job you are doing today will be a step towards something great in your future. I ended up going back to school, getting my degree, and becoming an accountant by applying for a job as a bartender. The bookkeeper at that company set me on this path, and I thank her regularly for seeing something in me that I didn't at the time.

8. Do you have any holiday traditions that you are looking forward to?

I love Christmas mornings with my family. My kids and their significant others come over and we have a big breakfast. This year will be even more special with our new granddaughter.

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DECEMBER FEATURED LOCATION

TANGER OUTLETS SOUTHAVEN

SOUTHAVEN, MISSISSIPPI



STORES: Auntie Anne's MS112
Store Manager: Bethany Theiss

Rise Pies MS010
Store Manager: Bethany Theiss



TANGER OUTLETS SOUTHAVEN.

Tanger Outlets Southaven is a bustling shopping destination located in Southaven, Mississippi, known for its diverse selection of premium brand-name stores. This outlet center offers shoppers a unique experience, combining the thrill of discovering great deals with the convenience of a well-designed outdoor shopping space. From fashion and accessories to home goods and electronics, Tanger Outlets Southaven caters to a wide range of tastes and preferences. The open-air layout provides a pleasant atmosphere for visitors to explore various shops, take advantage of discounts, and enjoy a day of retail therapy. Whether seeking the latest trends or timeless classics, Tanger Outlets Southaven is a go-to destination for savvy shoppers looking to score quality products at affordable prices.

SOUTHAVEN FUN FACT:

Given its close proximity to Memphis, Southaven has been influenced by the legacy of Elvis Presley, with many residents and visitors enjoying the cultural and historical aspects of the nearby Elvis Presley Graceland estate.

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DECEMBER EMPLOYEE SPOTLIGHT



STORE MANAGER MS112 | RISE PIES MS010



Bethany Theiss began her career with Chestnut Land in June 2015 as an Assistant Manager at Cincinnati Premium Outlets. In June 2017, Bethany was promoted to Area Manager of both locations at the same center. In October 2019 she relocated and transferred to the Southaven, MS Tanger Outlets Auntie Anne's location. Soon thereafter she became Area Manager of both the Auntie Anne's and Rise Pies at the Tanger Outlets. Bethany is one to always strive to be better and accelerate her career. We appreciate her hard work each day and wish her continued success!

WRITTEN BY BEKAH MARSTELLAR
DIRECTOR OF HUMAN RESOURCES

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DECEMBER EMPLOYEE SPOTLIGHT

BETHANY THEISS

1. Hi Bethany, can you share a little about yourself?

I started working at Chestnut Land as an Assistant Manager in the summer of 2015. In a short amount of time, I was promoted to Store Manager. One of the things I really enjoy about working here is the chance to meet new people and build new friendships within the company. I thrive on the challenges that come with my job and the sense of accomplishment it brings. Currently, I hold the position of store manager at Auntie Anne's (MS112) and Rise Pies (MS010). In addition to my work, I am a committed full-time student at Southwest Tennessee pursuing a degree in Business Management. In addition to my work and studies, I take great pride in being a mother to two amazing daughters who bring me great happiness. We enjoy exploring the outdoors, discovering new places to visit, and going on spontaneous adventures together.

2. Congratulations on having the #1 sales store on Black Friday! Can you tell us about how you prepared for this day and how it went?

Thank you! We are grateful for the support from Home Office as we prepared for Black Friday. Everyone was enthusiastic and dedicated to maintaining our top position this year, my team was unstoppable. I am very fortunate to have two outstanding Assistant Managers who are my biggest support. We made sure to stock up on extra supplies, increase our inventory, and schedule enough staff so that the day was a success. The day was non-stop from 6am to 9pm with two crew members constantly on register and my staff never lost momentum. The pretzels were selling like hotcakes, but we were restocking the warmer as quickly as they were being sold.

3. What is on your holiday wish list?

Getting to spend time with my family in Ohio for Christmas.

4. What is your idea of a perfect day?

My idea of a perfect day would be getting to relax with no phone calls, text messages or emails.

5. Do you have a favorite holiday tradition?

Decorating Christmas cookies and watching a Christmas movie on Christmas Eve.

6. What is on your bucket list for next year?

I really want to go sky diving, its at the top of my bucket list.

7. What motivates you to work hard?

Gaining a sense of accomplishment and feeling proud of the work I've done motivates me.

8. Favorite Auntie Anne's menu item?

Pepperoni Nuggets are my favorite with hot salsa cheese.

9. What is your favorite holiday movie?

Jingle All the Way was probably my favorite childhood Christmas movie.

10. Do you have a piece of advice to offer someone beginning their career with Chestnut Land?

My advice is to keep good communication with home office- check your emails and reply!! Also, hold your staff accountable and always be willing to learn!

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BLACK FRIDAY TOP 10 STORES

1. TANGER OUTLETS (MS112) \$19,896
2. SILVER SANDS PREMIUM OUTLETS (FL223) \$18,648
3. ORLANDO PREMIUM OUTLET I-DRIVE (FL192) \$17,171
4. ORLANDO PREMIUM OUTLET (FL150) \$17,096
5. TANGER OUTLET CENTER POOLER GA (GA130) \$16,207
6. TANGER OUTLETS COLUMBUS (OH175) \$15,883
7. THE OUTLET SHOPPES OF THE BLUEGRASS (KY117) \$15,795
8. UNIVERSITY TOWN CENTER II (FL276) \$15,545
9. TANGER OUTLETS GRAND RAPIDS (MI137) \$15,188
10. TANGER OUTLETS - MEBANE (NC114) \$15,034

Thank You to all your team members and for your leadership it was very exciting to see it all come together. I felt we were more prepared than ever, and I believe it showed in our success with sales as well as our efficiency and attention to detail all that contributed to our great success. I can't thank our Home Office team enough for all their valuable information throughout the month and leading up to Black Friday. It was so important and prepared all of you for a great day and fantastic weekend as well as starting the Holiday Season off with a BANG!!

- Chris Sammartino
Chief Operating Officer

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CONGRATULATIONS!



Congratulations

Congratulations to Tanner Avnet (Home Office) and his wife Amber on the birth of their baby boy!

**Oliver Jameson Avnet – born November 9th
7 lbs, 7 oz, 19.5 inches long**



Congratulations

Congratulations to Frank Perrotta (Home Office) and his wife Dominique on the birth of their baby boy!

**Travis Louis Perrotta – born October 26
5 lbs 13 oz**

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TOP ONLINE STORES

NOVEMBER

TOP 10

GRUBHUB

DOORDASH

1. OH147
2. IN107
3. FL154
4. OH111
5. FL260
6. GA130
7. IL163
8. MI117
9. MI116
10. MI123



Uber Eats

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DTIQ AUDIT STREAKS 3 CONSECUTIVE 100% SCORES



GA130 - 18

FL182 - 10

FL230- 8

IN128- 8

FL176- 7

FL276- 5

FL177- 3

IN130- 3

MI105- 3

**WOW
ZERS!**

CONGRATULATIONS TO THESE 9 STORES!

THE DOUGH PRESS

WORKING ON WELLNESS

MINDFUL HOLIDAY EATING: HOW TO ENJOY FESTIVE MEALS WITHOUT OVERINDULGING

The holiday season is a time of joy, celebration, and, of course, delicious meals. However, it's easy to get carried away with festive feasting and end up feeling sluggish and regretful afterward. Let's explore the concept of mindful holiday eating and discuss practical tips to help you savor the flavors of the season without overindulging.

EMBRACE MINDFUL EATING PRACTICES:

The essence of mindful eating lies in being fully present during your meals. Slow down, savor each bite, and pay attention to the flavors, textures, and aromas of the food. Put away distractions such as phones and TVs to focus on the dining experience.

START WITH A HEALTHY FOUNDATION:

Prioritize nutrient-rich foods to ensure you're nourishing your body. Begin your meals with a plate full of colorful vegetables, lean proteins, and whole grains. This not only provides essential vitamins and minerals but also helps you feel satisfied, reducing the temptation to overindulge in less nutritious options later.

PORTION CONTROL IS KEY:

One of the challenges during the holidays is the abundance of tempting treats. Instead of denying yourself, practice portion control. Use smaller plates, and try a little bit of everything in moderation. This way, you can enjoy the variety without overloading your plate.

LISTEN TO YOUR BODY:

Pay attention to hunger and fullness cues. Eat when you're hungry and stop when you're satisfied. It's okay to leave a little room for dessert, but being in tune with your body can help you avoid mindless snacking and overeating.

STAY HYDRATED:

Sometimes, our bodies can mistake thirst for hunger. Stay well-hydrated throughout the day by drinking water between meals. Not only does this support overall health, but it can also help you make more mindful choices when it comes to food.

CHOOSE INDULGENCES WISELY:

Rather than indulging in every sweet treat in sight, be selective. Choose your favorite holiday indulgences and savor them mindfully. Enjoying a small piece of your favorite dessert can be more satisfying than mindlessly devouring an assortment of treats.

INCORPORATE PHYSICAL ACTIVITY:

Maintain your regular exercise routine during the holidays to support your overall well-being. Physical activity can also be a great way to offset the extra calories consumed during festive meals. Encourage family and friends to join in fun, active traditions.

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WORKING ON WELLNESS 

TAKE A BREAK FOR PEACE OF MIND

Learning to ride the wave of life's ups and downs with a sense of equanimity can help improve mental health and improve our experience of life. Seeing outside events, which we cannot control, as separate from the thoughts, feelings, and emotions that may flood us is a skill we can develop. When we think about peace of mind, we need to observe how we react to things happening to us and around us: we may have no control over the outside event, but we do have the ability to alter how they affect us. There are things we can do in our everyday lives that will transform our experience even during difficult times. We will explore three main approaches to achieving peace of mind: accepting reality, understanding our mindset, and developing our environment.

For many of us, the first and most important approach is our ability to accept the reality of any moment or situation without judgment. An attitude of 'it is what it is' is also the most crucial. Whether it is a traffic jam, a financial setback, or an illness, too often, we rail against the unfairness of the situation, cast about for explanations, or look for someone or something to blame. The longer we spend in this agonizing cycle of wishing something was different – which changes nothing and comes at a high emotional and physical cost – the further we get from a place of peace. It is the nature of our mind to wish that things are different when something unpleasant happens. But the intersection of healing can be found only at the place where we accept what we cannot change. Acceptance does not mean giving up or giving in: it is the simple act of acknowledging a reality beyond our control. With acceptance, we can regain our power to determine what comes next. Will we allow what has happened to control our emotions, actions, and reasoning, or will we use the opportunity to face whatever is happening thoughtfully, which may help us to reclaim our health, happiness, and peace of mind.

If we constantly replay memories or incidents over and over, we are likely to be disconnected from reality. Likewise, if we are concerned or even fearful of the future, we might be more strongly influenced by our imagination than by the opportunities that arise at any given moment. Mindfulness is about our relationship to the present moment: it helps us to pay attention without judgment. Mindfulness practices help us to stay present and not allow the past or the future to pull us away from where the action is possible. Awareness of how our own expectations fuel anxiety and worry is also important. Don't let perfection destroy progress. Observing our expectations, reactions, thoughts, and feelings gives us insight into what is often unconscious. Learning to stay grounded and open in the moment, even in highly charged emotional situations, provides some space between what is happening around us and inside us. Sometimes the observation of our reaction can be enough to help us find our internal equilibrium, creating a sense of curiosity that can help us stay in a place of awareness and non-reaction.

Getting to these internal shifts takes time and persistence, but thankfully, research says we can make some changes to our environment that can assist us in staying grounded in our sense of peace. Cleaning, decluttering, and organizing our living and working spaces helps to reduce overall stress levels and boost productivity. An organized workspace might seem like a small change, but it provides great benefits. Research also shows that time in nature and sunlight helps reduce cortisol and adrenaline (stress hormones) levels, lowering blood pressure, heart rate, and anxiety. Healthy habits also provide increased resilience. So be sure to get exercise, eat healthy food, get adequate sleep, and ditch alcohol along with other neurostimulants, which negatively impact mood and cognition.

So, when life gets crazy and we feel overwhelmed, it is helpful to rely on strategies to restore our peace of mind. Now is the time to start. First, spend some time organizing, cleaning and decluttering personal spaces. Start small and keep at it. Second, consider how expectations may create anxiety and stifle change. Finally, make healthy habits a priority – sleep, move, eat nutrient-rich food, hydrate, spend time outdoors, laugh, and avoid toxins. Remember that thoughts play a significant role in how you feel: when we consciously observe our reactions, we can find a sense of peace and comfort in just about any situation.

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EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS DECEMBER 5TH, 2023

1 YEAR - \$600

JOYLYN FULLER NC102/131 FOR REFERRING AUBREY WHITE NC121

9 MONTHS - \$400

CINDY PHAM FL144 FOR REFERRING KIMBERLY ESPINOZA FL144

6 MONTHS - \$300

ALEX SWEDOCK FL276 FOR REFERRING JAYLA BERRIOS FL276
SANDRA MCCLINTOCK MI105 FOR REFERRING ASHLEY SHELDER MI105
DEANNA ANDRZEJEWSKI FL171 FOR REFERRING ROBERT DEAN FL171
QUANESHA GILES FL132 FOR REFERRING TALEA CUBBY FL132

3 MONTHS - \$200

LOGAN HALL FL222 FOR REFERRING KARLIE PADILLA FL222
SHANNA HIRONS MI115 FOR REFERRING JASMINE EKLUND MI115
VICKIE BENNETT IN111 FOR REFERRING CHRISTIE CLARK IN111
CRYSTAL VALENTIN FL158 FOR REFERRING IVAN PATMON FL158
WANDA CASTILLO HERNANDEZ FL231 FOR REFERRING AWILDA CASTILLO HERNANDEZ. FL231
KEYANNA VALENTIN FL158 FOR REFERRING VICTORIA BERRIOS FL158
SHORONDA LAWSON MS112 FOR REFERRING TERANIKA LAWSON MS112

PROMOTION - \$250

LUIS MENDEZ NH106 FOR REFERRING HELEN RIVERA BENITEZ NH106
SHANNA HIRONS MI115 FOR REFERRING JASMINE EKLUND MI115

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DECEMBER WORK ANNIVERSARIES



LINDSEY OLENIUCH - SC123	7 Years
MARIA SOLE HERNANDEZ - FL154	7 Years
EMILY MARION - MI123	6 Years
CARMEN BRENES - FL230	4 Years
CHRISTOPHER KIRKLIN - BRIARWOOD CINNABON	3 Years
JADA WILSON - GA116	2 Years
CATHERINE ZOLLERS - FL221	2 Years
KEEGAN KNOX - GA130	2 Years
BILLIE SOWARDS - WV106	2 Years
JOHN SCHEMBRI - FL158	1 Year
AUBREY WHITE - NC131	1 Year
HANNAH BARTHOLOMEW - FL162	1 Year
SALAH EDDINE OMARI - PREM OUTLETS CINNABON	1 Year
DAWSON GAWLIK - NH108	1 Year
LUKA DJORDJIC - FL132	1 Year
GIOVANNI GARCIA BROWN - FL162	1 Year
SARAH DAUGHTRY - FL162	1 Year
ALONZO POLLOCK - FL180	1 Year
GILLIAN BURCH - IL131	1 Year
GILLIAN PLUSKOTA - FL182	1 Year
ASHLEY HOLES - OH124	1 Year
RYAN LINCH - GA166	1 Year
MOHAMMED AMINE BENNANI - FL192	1 Year

TO ALL OF YOU ON YOUR WORK ANNIVERSARY!

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DECEMBER BIRTHDAYS



SARAH MCGUIRE - OH208	12/1
AUBREY WHITE - NC131	12/1
RAUL MARRERO - FL159	12/2
LAVERNE HALL - FL134	12/3
TIA STEWARD - FL182	12/3
ERIC SANCHEZ MARIN - IL136	12/3
DEANNA WESTBROOK - MI115	12/3
MELANIE SMITH - MI123	12/3
ANDREA SPENSIERO - FL134	12/5
KYLEE MISAK - MI137	12/5
RIGOBERTO COVARRUBIAS - IL165	12/5
ASHLEY SHELDER - MI105	12/5
DASIA SEXTON - FL197	12/6
KEANNA REYNOLDS - OH124	12/6
LUIS MENDEZ - NH106	12/6
TINA PATTERSON - OH124	12/7
AABRIANNA OATES - FL175	12/7
DAVIENE PORTER - FL197	12/7
JAQUELINE ORTIZ MARTINEZ - FL144	12/8
MICHAEL GUENTZEL - IL163	12/8
RIHANNA TAYLOR - SC123	12/8
ANTHONY MESA - FL159	12/8
JEREMY SANTISTEBAN - FL221	12/9
KARI SMITH - MI120	12/9
LIAM SMALL - WOODLAND JAMBA	12/9
CHEYENNE GRAFF DUGGER - MI117	12/10
TEDDIE GODWIN - FL159	12/10
GABRIAL WATTS - KY117	12/12

WILLIAM WAINWRIGHT - NC140	12/12
DANIEL HONIG - FL197	12/12
CARLOS GUTIERREZ VIERA - FL187	12/14
DAVID CASTELAN - FL175	12/14
ZOILO MEDINA - FL149	12/15
JAZMINE BONILLA - FL171	12/16
HELEN RIVERA BENITEZ - NH108	12/16
ALEJANDRO NUNEZ - FL230	12/16
CHRISTINA MOHR - WOODLAND JAMBA	12/16
VALENTINA MORA VALDERRAMA - FL230	12/16
EMILY ZERVAS - OH147	12/17
COURTNEY SMITH - NC140	12/17
ARIEL NUNEZ - FL230	12/18
AMANDA KELLY - OH190	12/18
DEONE GREER - FL162	12/19
GABRIELLE ROBINSON HOMAN - MI105	12/19
KYLE ROBERTS - HOME OFFICE	12/19
YALIXA VASQUEZ - FL166	12/19
NATALIE FUSSELL - GA128	12/19
PHOEBE AGUILAR - FL175	12/20
LEYLA RAMOS - FL201	12/20
MARCELLUS ROBINSON - NC102	12/21
KAYLA MASTON - IL163	12/22
TATYANNA SHELLEY - FL180	12/22
ISABELLA BANDOLI - FL222	12/22
ZABHELYE MARTINEZ - FL201	12/22
NICHOLAS ROSE - FL180	12/22

BRENNON BAKER - GA110	12/23
KAHLAURAH GASKIN - FL185	12/23
LANAY MAYLE - IN109	12/23
RUDY CREW - GA139	12/24
CYNTHIA RIVERA - FL149	12/24
AUDREY SALVADOR - FL192	12/26
RONICA ESKEW - IL169	12/26
ALEXANDER MITROFANOV - FL176	12/27
LOGAN BRYANT WEST - OH183	12/27
MELISSA SANDERS - IL169	12/27
CHRISTINA NOUFER - HOME OFFICE	12/27
MARCOS VILLA - FL223	12/28
JUSTICE KING - IL131	12/28
WANTAUNSHAE BRISTOW - GA139	12/28
AARON RHEA - IN107	12/29
ANIYA KOONCE - FL175	12/29
LEXANI VAZQUEZ - FL260	12/29
SANI GOSHA - GA106	12/29
SARAH DAUGHTRY - FL162	12/29
GLISSER LEWIS - CORTES - FL150	12/29
LOGAN HOLDER - MI141	12/29
SCOTT VALENTINE - HOME OFFICE	12/29
VICTORIA HOTSSELLER - IN109	12/30
BRIDGETTE JONES - MS112	12/30
REBECCA HANLON - OH190	12/30
ANDREW MOODY - HOME OFFICE	12/30
ELISABETH PARKER - FL158	12/31



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

