

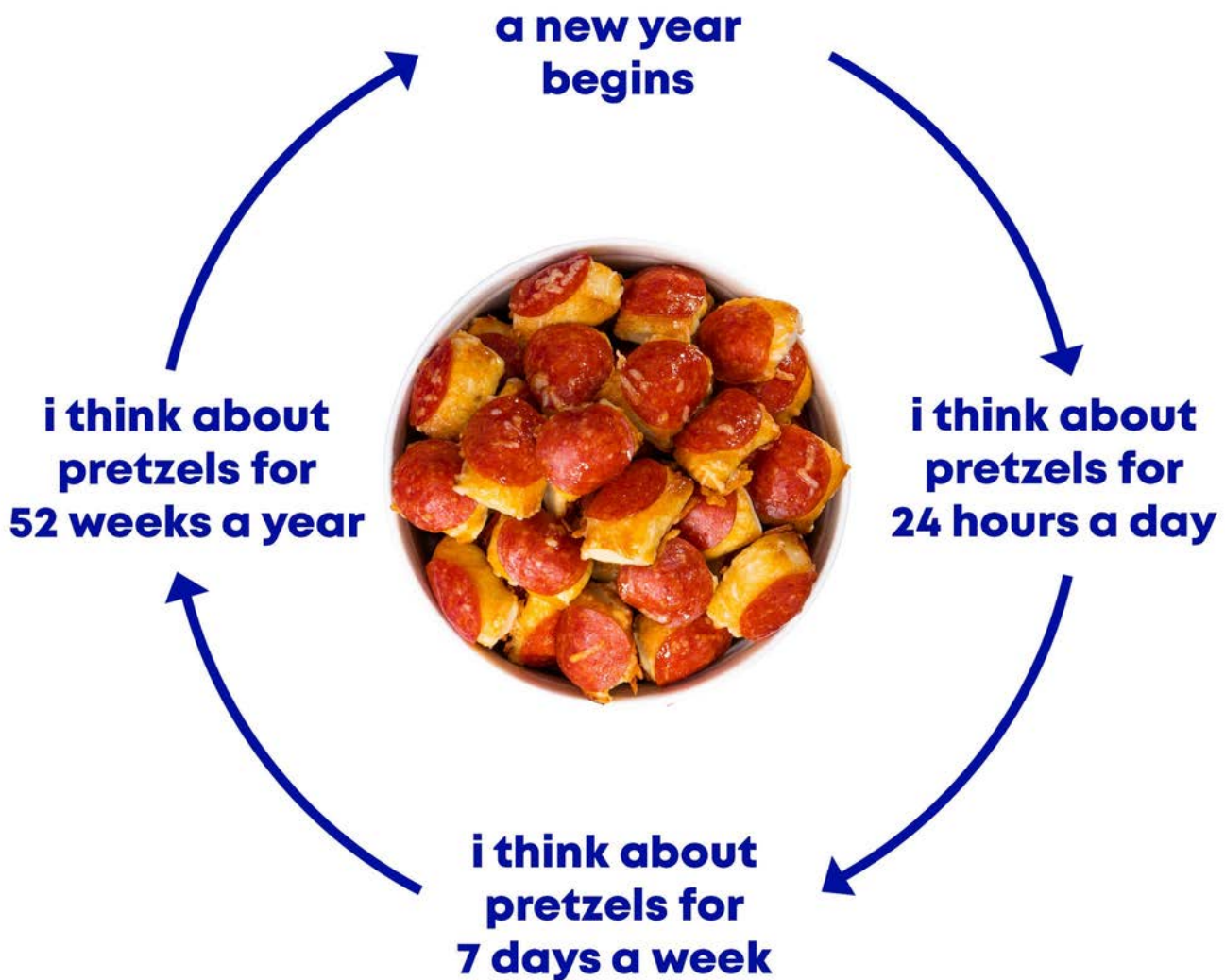
THE DOUGH PRESS

VOLUME 5

JANUARY 2024

ISSUE 49

HAPPY NEW YEAR TEAM CHESTNUT!



JANUARY 24

CHESTNUT LAND COMPANY

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THE DOUGH PRESS

2023 MILLION DOLLAR LOCATIONS

1. Florida Mall (FL149)	\$1,531,482
2. Orlando Premium Outlet (FL150)	\$1,523,708
3. University Town Center II (FL276)	\$1,454,987
4. Twelve Oaks #2 (MI135)	\$1,433,722
5. Oglethorpe Mall (GA166)	\$1,430,133
6. International (FL175)	\$1,372,591
7. Dolphin Mall 2 (FL230)	\$1,352,835
8. Tanger Outlet Center Pooler GA (GA130)	\$1,300,991
9. University Town Center (FL197)	\$1,219,151
10. Orlando Premium Outlet I-Drive (FL192)	\$1,152,037
11. Great Lakes Crossing (MI120)	\$1,141,430
12. Florida Mall (FL121)	\$1,125,336
13. Edison Mall II (FL260)	\$1,124,707
14. Tanger Outlets - Mebane (NC114)	\$1,114,722
15. Silver Sands Premium Outlets (FL223)	\$1,098,340
16. Great Lakes Crossing II (MI141)	\$1,084,687
17. Tampa Premium Outlets (FL196)	\$1,083,115
18. Pier Park (FL222) = 1/5/2023	\$1,080,727
19. Great Lakes Mall (OH111)	\$1,056,789
20. Mall of Georgia (GA110)	\$1,023,130
21. Tanger Outlets (MS112)	\$1,016,988
22. Dadeland Mall (FL154)	\$1,008,519

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**JANUARY Home Office
EMPLOYEE SPOTLIGHT**

**meet KYLE ROBERTS
OPERATIONS INTERN**



Kyle joined the Chestnut Land Ops team as an intern in January 2023. He has been a great addition the Operations Department since day one. His willingness to understand every aspect of the company has greatly improved our day to day operations as a whole. He was quick to pick up our needs for various tracking and reporting and has offered suggestions along the way. His attention to detail when accomplishing tasks leaves no questions unanswered. Kyle is able to balance school full time and still dedicate 40+ hours to Chestnut Land which is very impressive! His personality is well liked in the office and we look forward to see what he can help accomplish in 2024!

**Written by Justin Vallia
Operations/Loss Prevention Specialist**

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JANUARY HOME OFFICE EMPLOYEE SPOTLIGHT

MEET KYLE ROBERTS OPERATIONS INTERN

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

I've been the Operations Intern since January 2023 and am a Senior Business Administration student at Youngstown State University. I have one semester left until graduation. Before coming to Chestnut Land Company, I worked different jobs throughout high school and college including sales, landscaping and working for a candle company. I am one of three children, with an older brother Tim, and a younger brother Christopher. I spend almost all of my free time with my family or my girlfriend Emma and her family. Football is a huge part of my life. My family and I love going to many games a year as my brother works in College Football.

2. Tell us about the day in the life as an intern at Chestnut Land Company?

Throughout the past year, I've been going to school two days a week and working five days here at Home Office, so on days I have class, I work half of the day and the others are full days. My day to day is usually different depending on the day or week, which is what I love about this position. I spend much of my time tracking different items for Chestnut Land and Rise Pies, including 3rd Party Delivery sales, Employee Tips, and Labor and others. I also will assist on Loss Prevention work with Justin and Frank at times. Many of my days consist of supporting the Operations team with anything they need as far as reports or otherwise for any of the stores. Most importantly, I spend every day trying to learn as much as possible from the guys in Operations!

3. What's the most interesting place you've ever traveled to, and why?

The best and most interesting place I've ever travelled to was Disney World in February 2023. I grew up watching some of the movies, but I was never aware of how truly large the entire complex is. It was very cool to see all of the different parks – my favorite was the Star Wars area of Hollywood Studios.

4. What is one thing you're passionate about outside of work?

Besides spending time with my family, girlfriend, and friends, the thing I'm most passionate about is sports. I played three different sports in high school: football, track, and basketball. I spend much of my free time watching sports with others. My passion for sports is mainly tied to the display of working as a team and how well sports can bring different people together.

5. What is a goal of yours for when you graduate from college this upcoming spring?

My main goal academically is to graduate with honors and maintain or improve my current 3.97 GPA. After graduation, my goal is to keep building my knowledge and experience to be the best I can in my position and for the company!

6. You just turned 21 years old, happy birthday! What was the first "legal" drink you enjoyed?

My first legal drink was Crown Peach on ice. I like all flavors of Crown, but Peach and Vanilla are probably my favorites.

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JANUARY FEATURED LOCATION

THE MALL AT UNIVERSITY TOWN CENTER



SARASOTA, FLORIDA

STORES:

Auntie Anne's FL197
Store Manager: Dan Honig

Auntie Anne's FL276/Cinnabon 103461
Store Manager: Dyana Latta

Rise Pies FL010
Store Manager: Victor Hugo Michel



THE MALL AT UNIVERSITY TOWN CENTER:

The Mall at University Town Center in Sarasota, Florida, stands as a premier shopping destination on the Gulf Coast, offering a sophisticated and upscale retail experience. This luxurious mall features an impressive lineup of high-end stores, ranging from fashion and beauty to home goods and electronics. The contemporary architecture and well-designed layout create an inviting atmosphere for shoppers to explore the diverse range of boutiques and flagship stores. With its distinctive mix of renowned brands and chic dining options, the Mall at University Town Center caters to the discerning tastes of locals and visitors alike, making it a hub of style, leisure, and unparalleled shopping in the vibrant Sarasota area.

THE MALL AT UNIVERSITY TOWN CENTER FUN FACT:

University Town Center was the last newly built enclosed mall in the United States. In the year 2014, this mall was built brand new from the ground up.

SARASOTA FUN FACT:

Sarasota has a rich circus history, and it was once the winter headquarters for the Ringling Bros. and Barnum & Bailey Circus. Today, you can explore this history at places like The Ringling and the Circus Arts Conservatory. St. Armands Circle in Sarasota is home to the Circus Ring of Fame, honoring circus performers and personalities who have made significant contributions to the world of circus arts.

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**JANUARY
EMPLOYEE SPOTLIGHT**

meet DYANA PICKARD
STORE MANAGER FL276 / CINNABON 103461



Dyana Pickard has been with the Chestnut Land family since January 2018! She has been the manager of the Auntie Anne's/Cinnabon co-brand since August 2021.

Over the years working with Dyana I've watched her grow in all roles to her most current as Store Manager of a high volume Auntie's/Cinnabon. Dyana cares for the brand and her team. She's done a great job of building a strong team that also cares for the brand and respects her and the goals she sets. I look forward to working with her and see what she accomplishes in 2024!

**Written by Jennifer Tarver
Regional Manager**

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JANUARY EMPLOYEE SPOTLIGHT

MEET DYANA PICKARD STORE MANAGER FL276 / CINNABON 103461

1. Congratulations on your location reaching \$1 MILLION in sales in 2023! Can you give any advice on how you maintain such a high standard of excellence?

We are very attentive to the line. We have 2 registers & we use them. A customer is not going to wait in a line that's not moving. We always make sure we have fresh hot products for our customers & both our pretzel warmer & Cinnabon hot plate full. I believe a customer will keep walking if they do not see what they want available & have to wait. Everyone is always smiling the overall moral is positive & upbeat. I feel that everyone loves being here & that extends to the customers gives them a positive atmosphere that they want to return to.

2. What do you enjoy the most about living in Florida?

The sunshine of course!!! I love and enjoy outdoor fitness & get a great tan while working out!

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

I used to read a lot of biography's about my favorite musicians. Nowadays I read a lot of children's books with my 6 year old son.

4. Are you a Dunkin or Starbucks person?

A little of both. I like Dunkin for the food & Starbucks for the coffee.

5. Have you ever seen snow in your life? If so, where were you located?

I've experienced lots of snow being originally from Long Island, New York.

6. Are you an early bird or a night owl?

I little of both. I wake up at 5am-6am every morning to exercise & I close the store about 4 nights a week so I'm up late.

7. Do you believe in New Year's resolutions? If so, can you share one of yours with us?

I do! In 2023 it was going to be the year that I took care of me! Life got busy both personally & professionally & I became incredibly unhappy with my weight gain. My resolution for 2023 was I was going to get back into my fitness & make time & lose weight to feel better about myself. On Jan. 2nd I started walking 3-4 miles per-day 6 days a week. I lost 30lbs by March. By June I was able to start my long distance bike riding again & slowly worked my way up to where I was prior to the weight gain of 20-25 miles per-day 5-6 days a week. I am still going strong & sticking to my resolution & feel great physically & in a so much better place than 1 yr prior.

8. What was the first job you ever had and how old were you when you started?

My first job was McDonald's & I was 17 & that lasted a week & a half lol.

9. Would you rather go a day without water or a day without your cell phone?

I can go the rest of my life without my cell phone lol

10. Can you share a career goal of yours for 2024?

My goal as a manager was to hit that million dollars! In 2022 my team & I accomplished that goal. It was very exciting. In 2024 my goal is to keep that momentum moving forward!

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**JANUARY
EMPLOYEE SPOTLIGHT**

**meet DANIEL HONIG
STORE MANAGER FL197**



Dan Honig joined the Chestnut Land family in August 2021 when we acquired the Auntie Anne's at White Oaks Mall in IL. Dan wanted to leave the area and we had an opportunity at University Town Center. He moved there to be the Store Manager in March 2022.

I've been Dan's regional for a year now. Working with Dan has been a pleasure. If you know Dan he is always happy and has a positive attitude. He truly cares about the brand and his people that work for him. His store is always very clean and well organized. He trains and delegates responsibilities to his management team to help him run a high volume and successful store. Thank you Dan for your continued hard work!

**Written by Jennifer Tarver
Regional Manager**

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JANUARY EMPLOYEE SPOTLIGHT

MEET DANIEL HONIG STORE MANAGER FL197

- 1. Congratulations on your location reaching \$1 MILLION in sales in 2023! Can you give any advice on how you maintain such a high standard of excellence?**
Managing this store has had its challenges as I am sure each store does, but I try to always maintain a positive attitude and you have to tell yourself that no matter how hard things seem or bad things get, things are going to get better.
- 2. What do you enjoy the most about living in Florida?**
The ability to wear shorts to work all year!
- 3. Do you enjoy reading? If so, what genre of books do you like?**
I hate reading, in fact I lie sometimes and tell people I can't read. I don't know why, but I remember way back in grade school that my teachers would always put me in gifted or accelerated courses and thinking why do they expect me to be smart? I assumed it was because I was Asian.
- 4. Are you a Dunkin or Starbucks person?**
Dunkin all the way. I don't even drink coffee. Never have. My parents let me try coffee and beer as a child, I hated both and have never started drinking either. But I can eat donuts all day! Especially the filled ones.
- 5. Have you ever seen snow in your life? If so, where were you located?**
I grew up in Peoria, IL and not a rice patty in Vietnam like I tell my staff. So I am used to snow and ice and I know how to drive on it. I remember when I moved to Atlanta after college and saw people pull over in heavy rain and realizing these people do not know how to drive in really dangerous conditions because rain is the most inclement weather they get. Of course now I realize how lucky they are.
- 6. Are you an early bird or a night owl?**
Night owl, I cannot get up in the mornings. I had a paper route from 7th grade thru high school, and my dad had to wake me up everyday and make me go deliver the papers. After he woke me he would go out and pick up half the papers and drop them somewhere along the route. If all the papers were still on the corner, he knew I had answered him when he called to wake me up but had gone back to sleep. Then he would wake me up and drive me on the route.
- 7. Do you believe in New Year's resolutions? If so, can you share one of yours with us?**
Of course I believe in them, they exist. However, I do not believe the vast majority of people keep them because the calendar year changing is not motivation enough for someone to make real change in their life. So I have never really made any New Year's resolutions. It's like if you look at a gym in January it is packed with people that decided this year I am going to lose weight and get in shape. But by March the gym is dead and those people have stopped going. Anyone that does stick to a New Year's resolution did so because something else motivated them to make a change in their life. It wasn't just the year changing. That being said, I do not fault anyone for making them. There is absolutely nothing wrong with a person that recognizes a problem in their life and tries to make a change and fails. Imagine how much better off they are than a person that doesn't even see they have a problem.
- 8. What was the first job you ever had and how old were you when you started?**
Before I was old enough to get a job I volunteered at The Church Mouse Thrift Shop so I would have experience when I was old enough to look for a job. I was probably in 7th or 8th grade at the time and they had a register that you had to input the tax amount that you looked up on a chart and you had to figure the change in your head. A skill I still use today and I look for when I am hiring.
- 9. Would you rather go a day without water or a day without your cell phone?**
I would love to go any day without my cell phone, says a guy with two cell phones. I am always losing them too. I am constantly asking my staff, "where is my cell phone?"
- 10. Can you share a career goal of yours for 2024?**
I wouldn't say that it's a goal specifically for 2024, but my ultimate goal would be to retire and not have to work.

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TOP ONLINE STORES

DECEMBER

TOP 10

1	OH147	6	FL260
2	IN107	7	OH111
3	FL154	8	GA130
4	MI116	9	GA116
5	MI117	10	GA106



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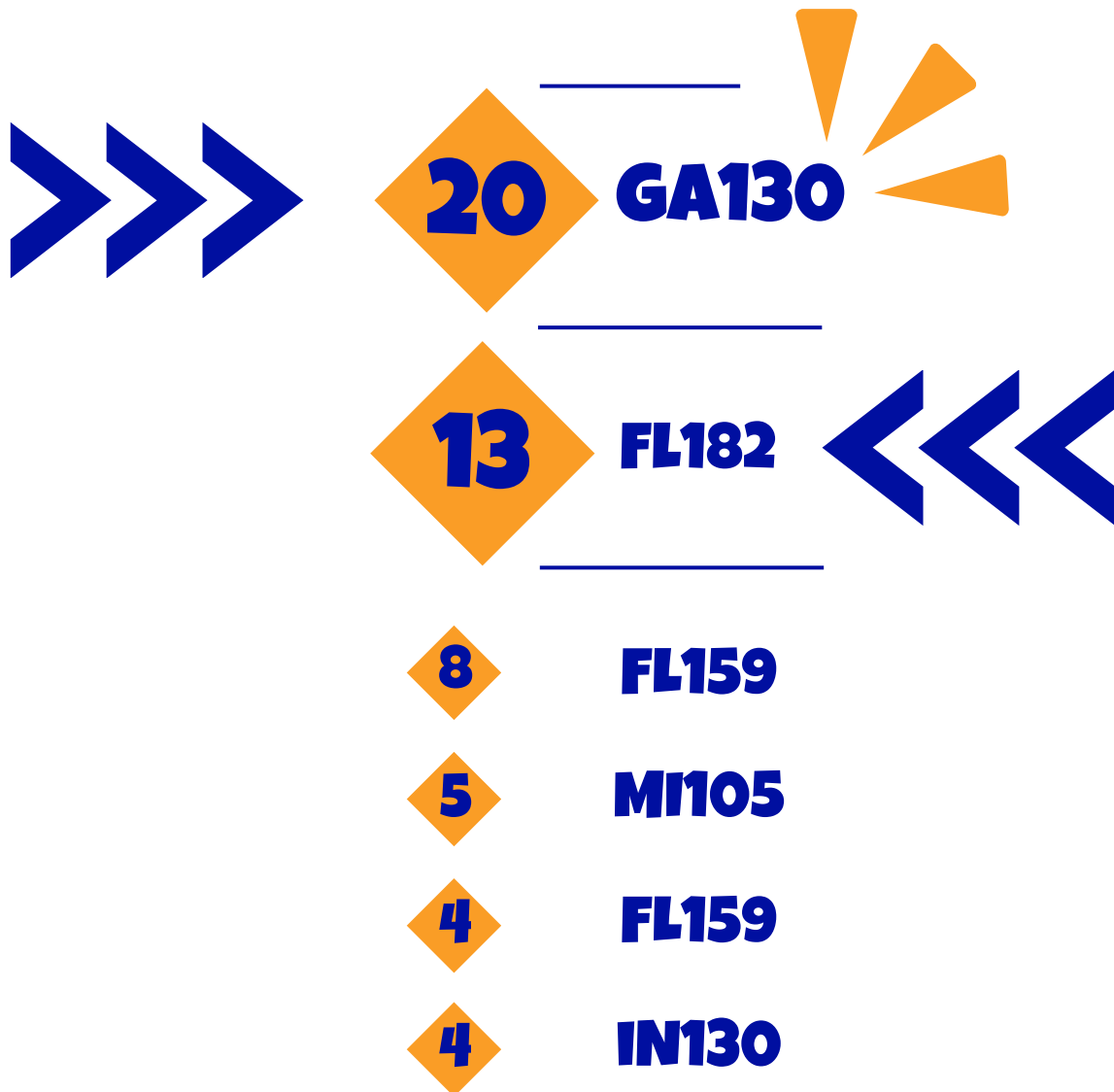


DOORDASH

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DTIQ AUDIT STREAKS

3 consecutive 100% SCORES



KEEP UP THE GREAT WORK!

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WORKING ON WELLNESS

BEATING THE WINTER BLUES: STRATEGIES FOR IMPROVING MENTAL HEALTH

As the winter season sets in and the days grow shorter, many individuals find themselves grappling with a decline in mood and energy levels. Seasonal Affective Disorder (SAD) affects a significant number of people during these colder months, making it crucial to prioritize mental health. Let's explore effective strategies to beat the winter blues and improve your overall mental well-being.

Understanding Seasonal Affective Disorder (SAD): Seasonal Affective Disorder is a type of depression that occurs at a specific time of year, typically during the fall and winter months. Its symptoms can include persistent low mood, lack of energy, difficulty concentrating, and changes in sleep patterns. While the exact cause of SAD is not fully understood, factors such as reduced exposure to sunlight and changes in circadian rhythms may contribute to its onset.

Stay Active: Physical activity has been proven to boost mood and reduce symptoms of depression. Even in the colder weather, finding ways to stay active is essential. Whether it's indoor workouts, winter sports, or brisk walks during the daylight hours, exercise can be a powerful antidote to the winter blues.

Healthy Eating Habits: The foods we consume can significantly impact our mood. Focus on a well-balanced diet rich in fruits, vegetables, whole grains, and lean proteins. Omega-3 fatty acids found in fish and flaxseeds have been linked to improved mental health, so consider incorporating these into your winter meals.

Create a Cozy Environment: Make your living space a warm and inviting sanctuary. Add soft lighting, blankets, and cozy decorations to create a comfortable atmosphere. Surrounding yourself with warmth and comfort can positively influence your mood during the cold winter days.

Mindfulness and Meditation: Practicing mindfulness and meditation can be powerful tools for managing stress and improving mental well-being. Set aside time each day for meditation or mindfulness exercises to help calm your mind and alleviate the winter blues.

Socialize and Seek Support: Winter can sometimes lead to social isolation, exacerbating feelings of loneliness and sadness. Make an effort to connect with friends and family regularly, whether in person or virtually. Sharing your feelings and seeking support can make a significant difference in overcoming the winter blues.

Beating the winter blues is not only about surviving the season but thriving despite its challenges. By incorporating these strategies into your daily routine, you can prioritize your mental health and embark on a journey towards a more joyful and fulfilling winter season. Remember, it's okay to seek professional help if you find that the winter blues are significantly impacting your daily life. Taking proactive steps towards mental well-being is a positive and empowering choice that can lead to a happier and healthier you.

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EMPLOYEE REFERRAL PROGRAM

EMPLOYEES WHO EARNED CASH FOR EMPLOYEE REFERRALS

JANUARY 2ND, 2024

9 MONTHS - \$400

Dyana Latta FL276 for referring Alex LaRoche FL276

6 MONTHS - \$300

Crystal Valentin FL158/181 for referring Emmanuel Valentin FL158
Paeden Willoughby FL159 for referring Angelica Hamilton FL159

3 MONTHS - \$200

Traneasha Walker MI120 for referring Dominique Johnson MI141
Traneasha Walker MI120 for referring Tiara Baugh MI120
Edwin Sanchez IL136 for referring Benny Cruz IL136
kanijah james OH183 for referring Cyriana Turner OH183
Tiaunna Garland FL260 for referring Lexani Vazquez FL260

GREAT JOB!

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JANUARY BIRTHDAYS

HAPPY BIRTHDAY!

Giovanni Garcia Brown - FL162	1/1	↓	Kevin Gopfert Perez - GA110	1/19
Sandra McClintock - MI105	1/1	↓	Clay Andre Neil - GA130	1/19
Phoenix Coleman - FL192	1/2	↓	Danna Moscoso Lopez - FL Mall Cinnabon	1/19
Michael Brancati - FL197	1/2	↓	Julie Seabridge - MI122	1/20
Jill Hendrick - Woodland Jamba	1/3	↓	Dylan Shillow - GA128	1/21
Markeyla Brown - GA116	1/3	↓	Zykeius Pryor - MS112	1/21
Illa Jean Smith - MI135	1/3	↓	Yolanda Gonzalez De Correia - FL187	1/21
Alexandra Smith - IN111	1/4	↓	Johana Moran - FL231	1/21
Matthew Marison - NH105	1/4	↓	Nicholas Staubs - SC123	1/22
Audrey Slone - OH175	1/5	↓	Elizabeth Rivera Vicente - FL177	1/22
Keegan Knox - GA130	1/5	↓	Kaleeanne Orestis - FL134	1/23
Christasia Cheeks - GA110	1/6	↓	Raphael Rivers - NC115	1/23
Jordan Miller - MI135	1/6	↓	Trent Isphording - FL221	1/23
Wanda Castillo Hernandez - FL231	1/6	↓	Jakyren Barnes - FL197	1/24
Haily McKee - MI115	1/6	↓	Isabella Ruiz - FL176	1/24
Joe Safarek - Home Office	1/6	↓	Payden Mullins - WV106	1/24
Messiah Kelley - FL226	1/7	↓	Gillian Burch - IL131	1/24
Jenna Hollowell - OH124	1/7	↓	Matthew White - FL260	1/24
Alicia Menzies - MI135	1/10	↓	Mary French - FL135	1/25
Amitra Alexander - FL149	1/10	↓	Angelina Mosley - FL260	1/25
Aireal Whitehurst - NC140	1/11	↓	Morgan Sizer - NC102	1/25
Tiara Baugh - MI120	1/11	↓	Jacek Garlick - GA110	1/25
Sara Jones - OH124	1/11	↓	Daylin Andrzejewski - FL171	1/26
Mary Beth Kapunan - FL166	1/11	↓	Terrell Bennerman - FL134	1/26
Skylynn Maynard - IL131	1/11	↓	Ashley Holes - OH124	1/26
Elyce Cruz - FL196	1/12	↓	Wilmary Altagracia Pichardo Abreu - FL187	1/27
Trevelle Prater - TN126	1/12	↓	Tavea Saunders - FL150	1/27
Zaria Usher - GA128	1/12	↓	Penny Seifert - IL169	1/27
Niquia White - FL166	1/12	↓	Stefanie Marsh - GA128	1/28
Madeline Flores - FL276	1/12	↓	Amy Cisse - GA110	1/29
Laci Stanton - MI143	1/13	↓	Tayona Moore - FL149	1/30
Ahshaily Verganzo - FL121	1/13	↓	Zaria Gresham - GA139	1/30
Kennedy Moore Jackson - GA110	1/14	↓	Alyssa Cook - IL169	1/31
Kiaralys Martinez Mercado - OH190	1/16	↓	Angelica Hamilton - FL159	1/31
Merissa Bailey - MS112	1/16	↓	Melinda Williams - IL169	1/31
Logan Harris - FL132	1/17	↓	Linda Benson - Home Office	1/31
Jillian Wagler - FL276	1/18	↓		

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JANUARY WORK ANNIVERSARIES

HAPPY ANNIVERSARY!

Jennifer Johnson - FL171	15 Years
Christopher Sammartino - Home Office	15 Years
Rebekah Marsteller - Home Office	10 Years
Guillermo Noriega - Regional	6 Years
Dyana Pickard - FL276	6 Years
Theresa Atkinson - FL132	5 Years
Joylyn Fuller - NC102	5 Years
Hannah Joslin - OH163	5 Years
Shenise Thompson - FL177	4 Years
Wantaunshae Bristow - GA139	4 Years
Rosetta Frantz - MI115	4 Years
Yolanda Gonzalez De Correia - FL187	4 Years
Hector Rivera - FL154	4 Years
Kaya Jones - GA116	4 Years
Karen Chavez Plaza - FL223	1 Year
Victor Pacheco Lucin - FL223	1 Year
Gabrianna Mcintire - IN130	1 Year
Leyla Ramos - FL201	1 Year
Quintan Bane - FL121	1 Year
Dondrea Golliday - MS112	1 Year
Jeyhna Davis - FL166	1 Year
Kyle Roberts - Home Office	1 Year
Katherine Smith - OH175	1 Year
Ahshaily Verganzo - FL121	1 Year
Cheyenne Patterson - FL182	1 Year
Nicholas Rose - FL180	1 Year
Desirae Snider - MI117	1 Year