

December NEWSLETTER

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Employee of the Month

Dominique Johnson's Area:

Full-time: Shynia Burgess – Brittons Neck Subway

- Always willing to help co-workers

Part-time: Quamel Benjamin – Eutawville Subway

- Positive attitude and always on time.

Crystal Church's Area:

Full-time: Nivesha Floyd – Boiling Springs Subway

- All around great employee

Part-time: Jordan Clevenger– Cross Anchor Hardees

- Great with customers

100 for 100

#2018 Leslie Fitch, Randy Adans and Andy Green \$100

#6007 Rashad Young, Michael Zahand and Andy Green \$100

#2025 Jessica Web, Pam Miller and Amanda Choate \$100

#2022 Marsha Wernet, Jennifer Corey and Michelle Kratzer \$100

#2027 Linda Harris, Randy Powell and Ashey Cribb \$100

#6004 Deborah Williford, Hazel Rice and Debbie Dutton \$100

#4004 Allison Moore, Kyle Dodson and Michelle Kratzer \$100

#6004 Sabrina Burton, Hazel Rice and Debbie Dutton \$100

#5001 Ernie Robinson, Pam Danner and Amanda Choate \$100

Sled

#3004 Shianne Campbell \$300

#1201 Jordan Reed \$300

OCTOBER MANAGER OF THE MONTH

Name	Division	Location	Award
Hazel Rice	Div I	Cross Anchor 6004	October 2024
Jennifer Corey	Div II	Princeton 2022	October 2024
Lindsey Ferqueron	Div III	Templeton Rd 2043	October 2024
Linda Lovette	Div IV	Red Bluff 2024	October 2024
Renika Clark	Fast Food Division	Boiling Springs Subway 2306	October 2024

From the President's Desk



A great sentiment for this Holiday Season. It has been a challenging year but also a good one at Hotspot. I sincerely hope that you and your family are able to find Joy and Peace in your lives this year. Let's remember why we celebrate this time of year and try to counter the negativity that sometimes comes our way by showing kindness and consideration to the people around you. Appreciate your family & friends, and appreciate our customers! I certainly appreciate each and every one of you! Thank you for taking care of our customers this holiday!

Merry Christmas & Happy Holidays to you all!

Harvey Hicks

CONGRATULATIONS!

2024 Year End Awards

Sarah Smith	Manager of the Year	Fast-food #6005 Cross Anchor Hardees
Kimberly Dunham	Runner up (Manager of the Year)	Fast-food #2308 Britton's Neck Subway
Sarah Smith	Sales Increase	Fast-food #6005 Cross Anchor Hardees
Margaret Lipsey	Cash O/S	Fast-food #2305 Walnut Grove Subway
Kimberly Dunham	Lowest Turnover	Britton's Neck Subway #2308
Jamie Sible	Best Cash Control	#1601 /Sangaree
Lisa Poole	Best Inventory Control	#1000/Sylva
Diane Bishop	Best Inventory Control	#1103/Pawleys Island
Kyle Dodson	Best Inventory Control	4004/Pickens
Luke Halleman	Largest Increase in Gross Profit Dollars %	#2008/Murphy
Luke Halleman	Largest Sales Increase %	#2008/Murphy
Hazel Rice	Most Profitable Store	#6004 Cross Anchor
Luke Halleman	Largest Increase in Profit Dollars %	#2008/Murphy
Andy Green	Supervisor of the year	
Luke Halleman	Manager of the Year	Division 1 Murphy #2008
Kyle Dodson	Runner up (Manager of the Year)	Division 1 Pickens #4004
DeeDee Mund	Manager of the Year-	Division 2 Greer #4005
Jennifer Corey	Runner up (Manager of the Year)	Division 2 Princeton #2022
Pamela Danner	Manager of the Year	Division 3 New Bridge #5001
Lindsay Ferqueron	Runner up (Manager of the Year)	Division 3 Templeton #2043
Linda Lovette	Manager of the Year	Division 4 Red Bluff #2005
Rakesa Barker	Runner up (Manager of the Year)	Division 4 Sweeten Creek #2003
Randy Powell	Highest Inspection Avg.	#2027/Timmons ville
Diane Bishop	Lowest Turnover	Pawley's Island #1103
Karen Porter	Best Kitchen Food Cost	#2008 Murphy
Ashley Cribb	Best Area Turnover	
Eric Roper	Safe Driving Award	Truck Drivers
John Gillis	Safe Driving Award	Truck Drivers
Randy Alley	Safe Driving Award	Truck Drivers
Michael Beheler	Safe Driving Award	Truck Drivers
Andrew Smith	Safe Driving Award	Truck Drivers



EMPLOYEE SPOTLIGHT



Jumond Richardson BLACKSTOCK LOCATION

Jumond has been with us for a year ! He is an outstanding employee who goes above and beyond to help the team when needed , he never calls out and hardly says no when the team is short staffed and needs help! He always has a smile on his face & shows excellent customer service with every customer. His hobbies include spending time with his family, playing basketball and writing poetry. His favorite football team is the Los Angeles Rams, basketball team is the Golden State Warriors and women basketball team is Minnesota Lynx. We are very thankful for Jumond and his efforts, it definitely does not go unnoticed! THANK YOU JUMOND!



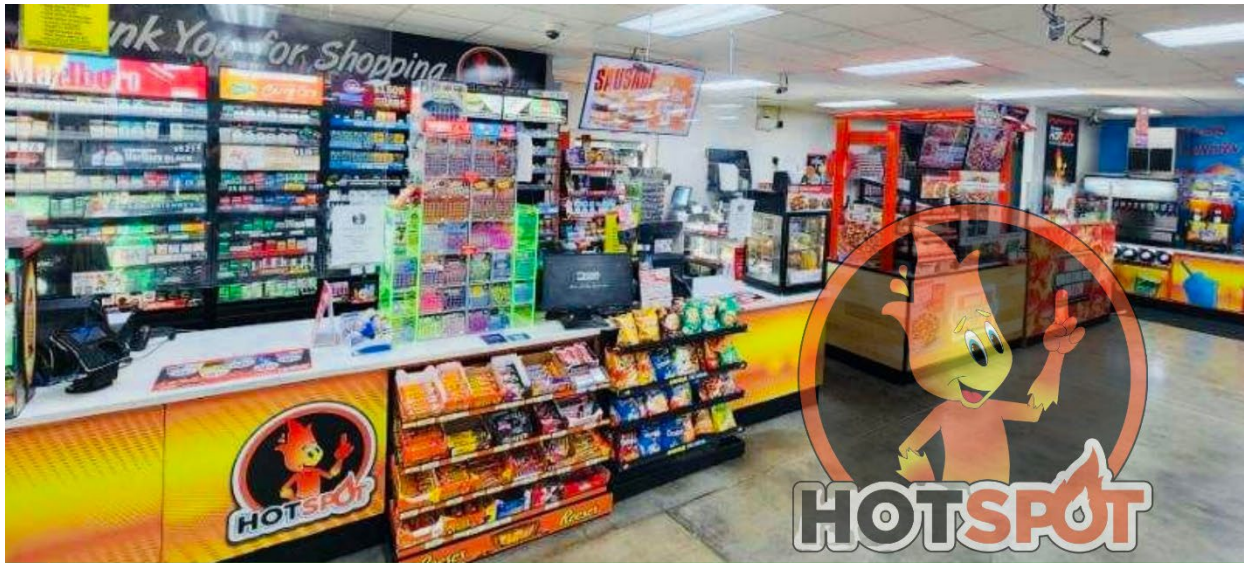
December Birthday's

Kyasia	Legette	2304	Cody	Mintz	5004
Demarius	Brewton	3005	Alexis	Murrell	2009
Antoinette	Brown	2010	Amanda	Nations	1102
Tyrell	Brown	2010	Teresa	Nelson	5002
Sean	Carvajal	2008	Cierra	Parks	6007
Angela	Council-Goodwin	1608	Jordan	Poteat	2011
Morgan	Crowder	2043	Leah	Price	2009
Daphne	Davis	2019	Audrey	Reece	4002
Miranda	Duncan	2024	Richard	Respress li	2025
Anthony	Dush	2042	Kimberly	Reynolds	2013
Chanda	Fields	2009	Sarah	Robinson	1609
Noel	Flynn	6005	Gary	Sattely	4005
Weslie	Fox	2010	Jerry	Saylors	3005
John	Gillis	2995	Ashley	Scanlon	2032
Elizabeth	Gladson	2985	Kevin	Scott	2306
Felipe	Gonzales	2306	Suzanne	Scott	6002
Ann Michele	Gonzalez	2018	Kaytlyn	Sevitz	1607
David	Grant	6002	Devin	Shafer	2032
Linda	Harris	2027	Samantha	Sheets	5004
Kodie	Hensley	2309	Lottie	Starnes	3003
Elan	Holdorf	2008	Demarco	Thomas	2306
Jennifer	Jacobs	1102	Ashley	Waddell	2305
Emily	James	6004	Isis	Ward Henley	2011
Jerri	Johnson	3005	Erica	Ward	2989
Brianna	Jones	2042	Jessica	Watson	2003
Abigail	Kilburg	2043	Darryl	Wesson	2303
Brian	Larson	1201	Jaylen	White	1601
Mary	Lipsey	2305	Antonio	Whitt	2010
Brenda	Lopez	6002	Aleeya	Wigfall	2019
Joshua	Lynch	1102	Dawn	Wilfong	1607
Jessica	Maney	2025	Taylor	Wilson	1601
Preston	Maxwell	5002	Marquanz	Wofford	2010
Jalisa	Mcbee	2019	Jaquavius	Woods	2304
Tamara	Mimms	2010	Michael	Zahand	2013



November Employee of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2003 Kimberly Brewer
2013 Sherese Rogers
2018 Sarah Aiken
2035 Sharon Heffner
3005 Elizabeth Towery
4005 Jessica Hoffman
5003 Josh Newberry
6002 Brenda Lopez

Ashley's Area

1103 Stephanie Blankership
1601 Larry Evans
1607 Dawn Wilfong
2021 Keyetta Tart
2027 Dante Beatty
2028 Robert VanHouten

Amanda's Area

1102 Chris Conroy
2008 Caitlin Overly
2025 Petra Lemieux
2032 Trent Douthit
5001 Ernie Robinson
5002 Cori Angel
5004 Crystal Portetz

Debbie's Area

2005 William Curry
2017 Brittney Wells
2019 Bowdrie Little
2042 Lana Phillips
2043 Crystal Marler
6004 Candice Brown
6007 Tabitha Jones

Michelle's Area

1201 Philip Lefkowitz
2009 Destiny Turner
2022 Rose Tuna
3003 Crystal Glosser
3004 Charlene Grooms
4004 Tyler Wallace
8001 Jessica Serrato

November/December Sales Contest Items

12oz Celsius
2 for \$5

2oz Vacadillos
2 for \$10

for Good 2 Grow
ONLY \$3.39

Chips Lay's
2 for \$8.50 or \$4.99 each

12oz Monster-NOS Full Throttle
BUY 1 GET 1 FREE

12oz Red Bull
BUY 2 GET 1 FREE

Single Serve Hostess
2 for \$4.50

HOTSPOT

PROMOTION VALID Sept. 1st - Oct. 31st
hotspotstore.com
[facebook.com/HotSpotStores](https://www.facebook.com/HotSpotStores)

Download Our App

f X

Available on the App Store

Celsius 2 for \$5.00

Vacadillos 2 for \$10.00

Good 2 Grow Only \$3.39

Monster BOGO

Lay's Chips 2 for \$8.50

Red Bull BOGO

Hostess 2 for \$4.50

1 Cashier Winner for each of the 4 Divisions \$500.00 per item.
1 Store Manager Winner for each of the 4 Divisions \$250.00 per item.
1 overall District Manager Winner for each contest \$250.00 per item.

REFERRAL BONUS



**HOT SPOT
NOW HIRING**

JOIN OUR TEAM

- GREAT STARTING PAY
- MONTHLY SALES CONTEST
- RAISE AFTER 90 DAYS
- SPECIAL HOLIDAY PREMIUMS
- 401K AVAILABLE
- VACATION PAY STARTING AT 6 MONTHS
- HEALTH/LIFE INSURANCE
- PAYING EXTRA FOR BILINGUAL

APPLY TODAY AT WWW.WEBSITE.COM

TEMPORARY REFERRAL BONUS PROGRAM This program applies to ALL employees, except management. Employees will receive a **\$200** bonus for referrals that are still employed after 60 days.

The referral must be listed on the employment application.

The Hartford Employee Assistance Program (EAP) –For All Employees & Family Members

Are personal problems affecting your focus and performance at work? You are not alone. The EAP offers services to help you deal with personal problems you may be facing.



What does the EAP cover?

- Substance abuse
- Stress management
- Financial problems
- Divorce/marital problems
- Crisis intervention
- Legal problems

EAPs offer education, awareness and counseling services to help you with your problems.

AND YOUR PARTICIPATION IN THE PROGRAM IS STRICTLY CONFIDENTIAL AND FREE!

Contact your HR department for more information.

To start getting help today call: 1-800-964-3577

www.guidanceresources.com

First time users click register

Organization Web ID: HLF902

Mental Health Awareness Month:

Overcome Fear of Stigma to Seek Counseling



Personal challenges can impact well-being, and mental distractions that often accompany them can keep you from feeling like your best self. Your employee assistance program (EAP) is an easy path to help with challenges, but does stigma or embarrassment hold you back? You are sure of confidentiality, but you believe handling problems on your own better demonstrates you are not incompetent or weak. Here's the big reveal: Nothing could be further from the truth. Seeking counseling is a courageous and proactive decision that demonstrates strength, self-awareness, and a commitment to personal growth. Just as you would seek medical care for a physical ailment, seeking counseling for challenges or emotional pain is a vital aspect of self-care. Today, employers are committed to fostering a culture of support where seeking counseling is encouraged. So, go for it. Make the call. Your future self will thank you for it.

Know Your Company's Values

Are you aware of your employer's core values? Values shape a work culture, wow customers, help an organization compete, and may influence the world at large. Some of your most well-respected peers likely reflect the employer's core values. Value statements typically apply to everything a company does, but understanding how they apply to your job may elevate your position and advance your career. And taking them to heart can help you be more engaged or even influence promotions.



THE COMPANY'S MISSION STATEMENT

The goal of RL Jordan Oil Company, Hot Spot stores, and our restaurants is to provide our customers with excellent and convenient service, a clean, safe and pleasant environment and quality products at competitive prices for the purpose of building a profitable business. Furthermore, it is the Company's intention to strive to provide satisfying and rewarding employment believing that satisfied employees will result in satisfied customer.

Mastering Family Get-together Stress

Don't let family get-togethers plunge into stressful discussions. Try these three artful conversational skills. First, plainly decide your comfort zone for specific topics. Decide they will be off limits for you and avoid initiating comments or conversations regarding them. Second, communicate your boundaries and do so with assertiveness and respect, and while maintaining a harmonious atmosphere, simply saying: "I'd appreciate steering our conversation away from [topic] for a more pleasant interaction for all." And finally, use the "redirect." Gently guide discussions away from sensitive subjects, shifting the focus toward neutral or positive topics. This tactful redirection effectively diffuses tension, fostering a more harmonious and enjoyable gathering for all participants. Hint: Before your next get-together, hone these skills. See if they help create more joyful memories.



Holiday Foods to Target Alcohol's Effects

Here are the foods you may want to consider serving because they best slow the rate of alcohol absorption at a holiday party. Fatty foods: cheese, avocados, nuts, and meats. These foods may help coat the stomach lining, slowing the passage of alcohol into the bloodstream. Foods high in protein: chicken, fish, eggs, and tofu. Protein takes longer to digest, potentially delaying alcohol's entry into the bloodstream. Fiber-rich foods: fruits, vegetables, and legumes. Fiber can potentially delay the passage of alcohol into the bloodstream by slowing down digestion. Important! Drinking responsibly and having a designated driver or alternate transportation are still key to hosting a safe social event.



Flip the Script with Positive Self-Talk

"Self-talk" is how we think and reason. It's the inner voice that influences your mindset and actions. The words or scripts it produces are either positive or negative but are often outside our awareness. With practice, you can take control of self-talk messages, steer them to be positive, overcome negative scripts, and make self-talk a superpower. In moments of adversity, ask yourself "Is my self-talk lifting me up right now or dragging me down?" If it's negative, fight the script. Immediately replace a negative script such as "I can't do this" with a positive script like "This is a big challenge, but I have the innate capacity to learn and grow from this experience." Key: Self-talk isn't about denial; it's about embracing challenges, learning from failures, and anticipating positive outcomes. The payoff for a positive self-talk habit is huge—more resilience, improved well-being, and more effective relationships.



Volunteerism: The Perfect Pick-me-up

The positive effects of volunteering to help others have been demonstrated in many research studies. These include improved feelings of well-being and positive effects on a person's mood and general happiness. Along with helping others, these personal benefits are powerful motivators for some people affected by sadness, depression, and stress during the holidays to reach out. Research has also shown that volunteering can have positive effects on physical health, including lowered blood pressure, reduced risk of heart disease, and increased longevity. Could you use some of the good things that flow from volunteering? To find thousands of opportunities, try www.idealists.org or www.volunteermatch.org and [click on "find opportunities"].



HOT SPOT PROUDLY SPONSORS MADD

(MOTHERS AGAINST DRUNK DRIVING)

🚶🚶 Proud to Support Walk Like MADD! 🚶🚶

Hot Spot was honored to be the presenting sponsor for the **Walk Like MADD** event in Upstate, held on October 5th at Clemson University. We stand with Mothers Against Drunk Driving (MADD) to help raise awareness and support their mission to end drunk driving.

Thank you to everyone who came out to walk with us and support this important cause! Together, we're making a difference in our community. ❤️ [#WalkLikeMADD](#) [#HotSpotSupports](#) [#EndDrunkDriving](#) [#CommunityFirst](#)





Joseph R. Biden, Jr.

46th President of the United States: 2021—2025

Proclamation—National Impaired Driving Prevention Month, 2024

November 29, 2024

By the President of the United States of America

A Proclamation

Too many families know the pain of losing a loved one to a drunk or drug-impaired driving accident. Each year, more than 10,000 Americans lose their lives in these preventable tragedies. During National Impaired Driving Prevention Month, we remind everyone that they can save lives by driving only when sober, calling for a ride, planning ahead, and making sure friends and loved ones do the same.

In 2022, over 13,000 people were killed in drunk-driving accidents. Still, millions of people drive under the influence each year, not only putting themselves in harm's way but also endangering passengers, pedestrians, and first responders. Even just one drink or one pill can ruin lives.

My Administration is committed to preventing accidents and impaired driving. The National Highway Traffic Safety Administration has raised awareness about its risks and consequences through media campaigns, including "If You Feel Different, You Drive Different"; "Drive Sober or Get Pulled Over"; and "Buzzed Driving is Drunk Driving." Furthermore, since the beginning of my Administration, we have dedicated over \$100 billion to disrupt the flow of illicit drugs and expand access to the prevention and treatment of substance use disorder.

Reducing fatalities and injuries in impaired driving accidents also means improving the safety of our Nation's vehicles. That is why my Bipartisan Infrastructure Law invests in technologies that can detect and prevent impaired driving and requiring new passenger cars to include collision warnings and automatic braking to prevent accidents. The Department of Transportation also released a National Roadway Safety Strategy to eliminate traffic deaths and make crashes less destructive.

This holiday season, let us recommit to doing right by our neighbors, friends, and families by driving sober. For those planning on drinking, arrange a sober ride home beforehand -- ride-sharing apps are a convenient way to get home safely. If you have had alcohol or used substances, do not get behind the wheel -- one accident can cost someone their life. If you are responsible for driving yourself or others, stay sober, buckle up, put the phone away, and drive the speed limit. And if you witness a friend, loved one, colleague, or anyone putting themselves or others in danger, lend a hand to keep them safe. You could save a life.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim December 2024 as National Impaired Driving Prevention Month. I urge all Americans to make responsible decisions and take appropriate measures to prevent impaired driving.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-ninth day of November, in the year of our Lord two thousand twenty-four, and of the Independence of the United States of America the two hundred and forty-ninth.

A handwritten signature in black ink, appearing to read "J. R. Biden Jr.".

JOSEPH R. BIDEN, JR.



MERRY
CHRISTMAS

THE JORDANS

*Genevieve
Lynn Jordan*
Willy
Dee-Jane
Lizzy Madon