

## DECEMBER NEWSLETTER

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### 100 for 100

- #2306 Renika Clark and Crystal Church \$100  
 #2009 Kacey Lawson, Chanda Fields and Michelle Kratzer \$100  
 #2028 Michelle Howell, Skylar Vereen and Ashley Cribb \$100  
 #2027 Destiny Westmoreland, Randy Powell and Jennifer Corey \$100  
 #2305 Joe Price, Margaret Lipsey and Crystal Church \$100  
 Sled  
 #8001 Shanta Epps \$300

### Employees of the Month

#### Dominique Johnson's Area:

**Full-time: Azalea Dingle – Pee Dee Subway**

- Hard worker
- Part-time: Taniyah Abraham – Pee Dee Subway**
- Very dependable worker

#### Crystal Church's Area:

**Full-time: Cassidy Campbell – Cross Anchor Hardees**

- Reliable and very hard worker

## MANAGER OF THE MONTH

Name	Division	Location	Award
John Pitchey	Div I	Britton's Neck	October 2025
Heidi Herrera	Div II	Canton 5004	October 2025
Elizabeth Towery	Div III	Landrum 2035	October 2025
Wendy Pitts	Div IV	Arch Street 8001	October 2025
Kim Dunham	Fast Food Division	Britton's Neck Subway	October 2025

# 2025 AWARDS

Name	Award	Location	
Sarah Smith	Manager of the Year	Fast-food #6005 Cross Anchor Hardees	
Margaret Lipsey	Runner up (Manager of the Year)	Fast-food #2305 Walnut Grove Subway	
Chyenne Smith	Sales Increase	Fast-food #1609 Eutawville Subway	
Sarah Smith	Cash O/S	Fast-food #6005 Cross Anchor Hardees	
Chyenne Smith	Lowest Turnover	Fast-food #1609 Eutawville Subway	29.03%
Chong Waddell	Lowest Turnover Runner Up	Fast-food #2309 Lake Bowen Subway	39.74%
Name	Award	Location	Statistics
Anisa Creasman	Best Cash Control	#5002 Poor Boys	(\$26)
Christie Grenon	Best Inventory Control	#2032 Hayesville	-0.10%
Tifani Dorsey	Largest Increase in Gross Profit Dollars %	#5003 Brevard Rd	18.69%
Christie Grenon	Largest Sales Increase %	#2032 Hayesville	13.60%
Hazel Rice	Most Profitable Store	#6004 Cross Anchor	\$1,483,737
Taylor McElrath	Largest Increase in Profit Dollars %	#4002 Speedway	156000%
Randy Powell	Best Inspection	#2027 Timmons ville	96.24%
Luke Halleman	Lowest Turnover	#2008 Murphy	45.45%
Amy Nations	Lowest Turnover Runner up	#1102 Bryson City	48.39%
Amanda Choate	Supervisor of the year		
Karen Porter	Hottie's Kitchen Manager of the Year	#2008 Murphy	
Anisa Creasman	Manager of the Year	Division 1 #5002	
Tifani Dorsey	Runner up (Manager of the Year)	Division 1 #5003	
Christie Grenon	Manager of the Year-	Division 2 #2032	
Diane Bishop	Runner up (Manager of the Year)	Division 2 #1103	
Pamela Danner	Manager of the Year	Division 3 #2025	
Tiffany Gleaton	Runner up (Manager of the Year)	Division 3 #3004	
Amanda Nations	Manager of the Year	Division 4 #1102	
Brittney Cothran	Rising Star	#2042 Pauline General	
Randy Powell	Runner up (Manager of the Year)	Division 4 #2027	



## Anniversaries for 2025

2988	MURPHY	DAVID	20 Years
2999	MILLS	JODI	20 Years
3004	CAMPBELL	SHIANNE	20 Years
4005	BRYANT	ANGELA	20 Years
2003	BLAKELY	GLADYS	20 Years
2042	LANA	PHILLIPS	20 Years
2991	KNOX	TROY	30 Years
2990	POTEAT	CALVIN	35 Years



David

Lana

Angela

Shianne

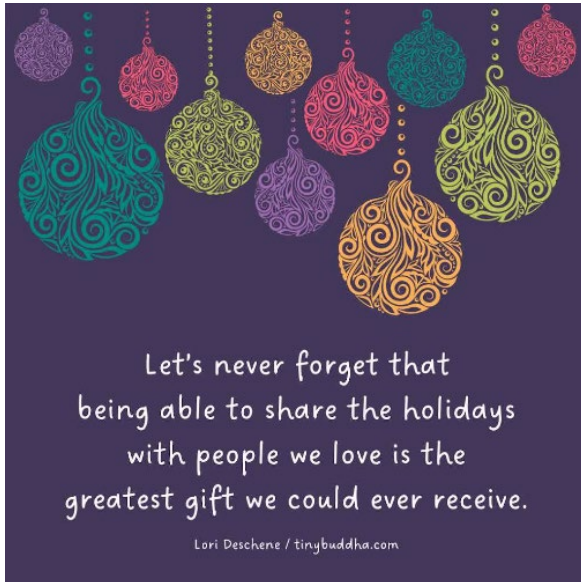
Troy

Jodi

Gladys

Doug

## From the President's Desk



2025 was a great year at Hotspot! 2026 will be even better as we continue to grow, building two new locations and opening more Hottie's Kitchens.

Together, the Hotspot team has accomplished so much already, and I wanted to take a moment

to express my gratitude. Each one of you has contributed to making this year remarkable and I'm wishing you and yours a wonderful holiday season filled with peace and joy!

**Merry Christmas & Happy Holidays to you all!**

*Harvey Hicks*







# December Birthday's

Kyasia	Legette	2304	Brian	Larson	1201
Darryl	Wesson	2303	Richard	Respress li	2025
Anthony	Sapalev	2303	Brenda	Lopez	6002
Ann Michele	Gonzalez	2018	David	Grant	6002
Hannah	Millwood	2018	Brian	Parrish	6002
Samantha	Vidal	3005	Krystafer	Foster	6002
Jerri	Johnson	3005	Mary	Lipsey	2305
Jerry	Saylors	3005	Ashley	Waddell	2305
Taylor	Peterson	3005	Cody	Mintz	5004
Katina	Johnson	3005	Sean	Carvajal	2008
Teresa	Nelson	5002	Elan	Holdorf	2008
Amanda	Nations	1102	Jamie	Cyrus	3003
Jennifer	Jacobs	1102	Kameelah	Temple	3003
Joshua	Lynch	1102	Angela	Council-Goodwin	1608
Alex	Mcmahan	1102	Katie	Hedges	1608
Matthew	Sutherland	6005	Michael	Zahand	2013
Elizabeth	Gladson	2985	Tainejah	Mims	2013
Pearl	Kennedy	2042	Wesley	Rodgers	2013
Megan	Mills	2042	Taylor	Wilson	1601
Aleeya	Wigfall	2019	Ashley	Scanlon	2032
Jalisa	Mcbee	2019	Devin	Shafer	2032
Tynique	Jackson	2019	Chanda	Fields	2009
Ashley	Murphy	2999	Alexis	Murrell	2009
Erica	Ward	2989	Marquanz	Wofford	2010
Abigail	Kilburg	2043	Weslie	Fox	2010
Morgan	Crowder	2043	Jessica	Watson	2003
Linda	Harris	2027	Jeremiah	Brooks	2306
Bonnie	Taylor	2011	Kodie	Hensley	2309
Sarah	Robinson	1609	Cierra	Parks	6007
Zyrihanna	Sellers	1609	Cassiopeia	Davies	6007
Rihanna	Fuller	1609	Wendi	Waters	2022
John	Gillis	2995	Dawn	Wiltong	1607
Hanna	Matthews	2021			





## **EMPLOYEE SPOTLIGHT**

### **Cowpens Location Theresa Koon**

My name is Theresa Koon; I have been with the company for 7 years. I was hired with Hotspot at our Blackstock location on June 14th, 2018. I was an assistant there for 5 years, then promoted to Kitchen Manager at Blackstock. In April of 2025 I was promoted to Store Manager for our Cowpens location.

I celebrated my 7th year with the company in June of this year.

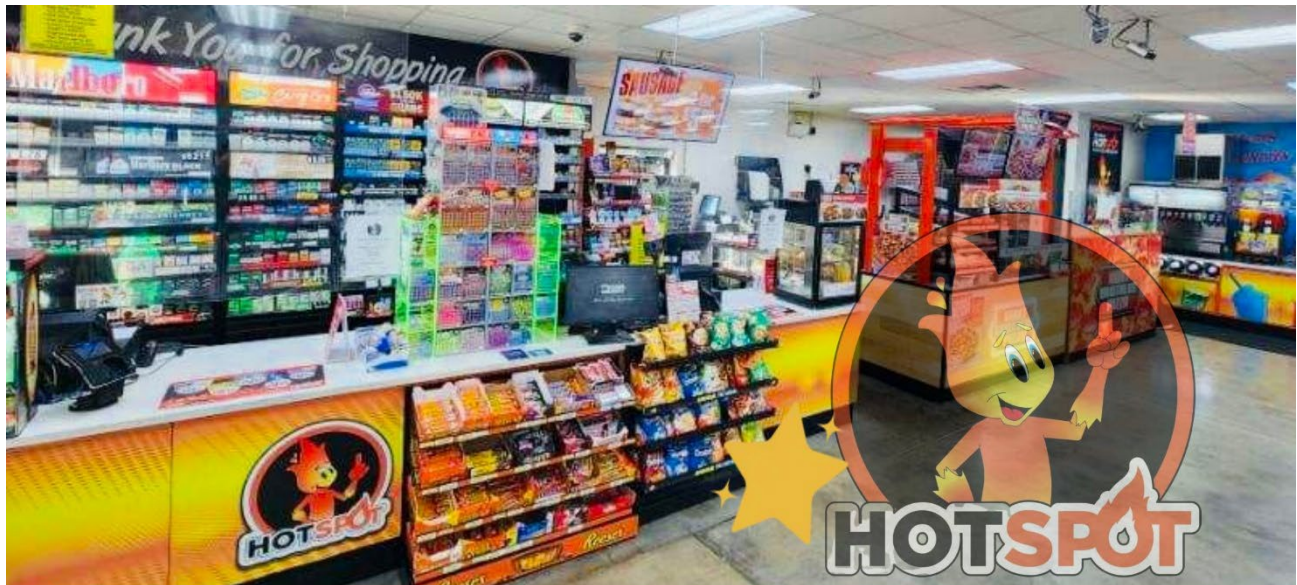
I have two teenage men ages 13 & 14. In my spare time I like to hike through the North Carolina Mountains and head out to the tracks during NASCAR season.

My favorite quote is "Be the change you want to see."





# November Employees of the Month



## Andy's Area

2003 Arrick Moore  
2011 Rebecca Lermaniaux  
2013 Jessica Smith  
2018 Brittany Pruitt  
2035 James Bovin  
3005 Wilma Vance  
4005 Jessica Hoffman  
5003 Sherita Clontz  
6002 Jeannie Misenheimer

## Amanda's Area

1102 Sabrina Richmond  
2008 Cynthia Hall  
2025 Jade Oneal  
2032 Katie Worden  
5001 Dakota McPeters  
5002 Tara Burnetta  
5004 Crystal Potetz

## Jennifer's Area

1103 Brandon Miller  
1601 Larry Evans  
2024 Yana Mintz  
2027 Eric Houser  
2028 Bobby Watson

## Debbie's Area

2005 Mandy Diehl  
2010 Melinda Rivell  
2017 Faybian Trigueros  
2019 Bowdrie Little  
2042 Sarah Isphording  
6004 Candace Brown  
6007 Jacqueline Bruner

## Michelle's Area

1201 Michelle Vieira  
2009 Steven Davenport  
3003 Crystal Glosser  
3004 Keisha Gibbs  
4002 Fernando Neigh  
4004 Jacob Sherf  
8001 Jessica Serrato

# 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](http://www.guidanceresources.com)

First time users click register

Organization Web ID: HLF902





## **November/December Sales Contest Items**

No Man's Land for \$9.79

Pringles \$1.49

Recover 180 2 for \$4.00

Good2grow \$4.09

**NO MAN'S LAND**

**ONLY \$9.79**

3oz Bag

**PRINGLES**

**ONLY \$1.49**

2.5oz Grab N' Go Can

**RECOVER 180**

**2 for \$4.00**

All Flavors

**GOOD2GROW**

**ONLY \$4.09**

Singles

**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**

## 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.



## Adult Child Independence and Failure to Launch

The term “failure to launch” describes young adults who are still living at home with their parents and are not taking on the responsibilities of adulthood. This can be distressing for parents, and it can create marital conflict over how to intervene and a cycle of enabling if they are fearful that the adult child cannot successfully grasp the responsibilities of adulthood. Although there are steps along with many parenting resources for helping resolve failure-to-launch syndrome, a professional counselor can be of enormous benefit if the crisis has existed long term without resolution after many intervention attempts. Although mental health issues like anxiety and depression can make it difficult to transition into adulthood, often parental overprotection (doing too much for too long) can make it difficult for some adult children to learn the skills they need in order to become independent. Your path to resolving failure-to-launch syndrome will include challenges like setting clear expectations and responsibilities, requiring that chores be managed, creating new rules regarding financial support that encourage independence, and working through the natural resistance to change that can be expected, all without returning to a cycle of enabling. You are not alone in this struggle, and with patience, understanding, and support, you can help your child overcome the challenge of becoming an independent adult.



## 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](http://www.idealists.org) or [www.volunteermatch.org](http://www.volunteermatch.org) and [click on “find opportunities”].



## Prepare Now for Holidays Ahead

November is a good time to plan support and structure and to brainstorm ideas for coping with stress or loneliness during the holidays. The EAP is here to assist you in addressing the feelings of holiday-related sadness, isolation, anxiety, emptiness, or loneliness that can arise during this season. You don't have to endure these emotions in silence or solitude. While you may witness the joy and enthusiasm of others, the EAP understands that your experience might be different. Together, you and the EAP can work on creating a personalized strategy to help you navigate the season, and also empower you to embrace the energy and excitement of the upcoming new year.



## 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.





🌲 ✨ CHRISTMAS CHEER AT CORPORATE ✨ 🌲

We wrapped up the season with our annual Christmas Goodie & Game Day at the corporate office, and it was nothing short of a blast! Our corporate team showed out with amazing homemade food, plenty of laughs, and some friendly competition that kept the energy high all day long.

One of the highlights was our Hot Spot Christmas Hat Decorating Competition 🧢 🍪 — creativity was on full display and the results did not disappoint! Moments like these are what make our team so special, and we're thankful for everyone who helped make the day festive, fun, and full of holiday spirit.

[#HotSpot](#) [#ChristmasAtCorporate](#) [#HolidayFun](#) [#TeamHotSpot](#) [#ChristmasCheer](#)  
[#HatDecorating](#) [#GoodFoodGoodTimes](#)





## 🔥 GIVEAWAY DAY = LEGENDARY DAY 🔥

Today we officially gave away this incredible Side-By-Side in partnership with Monster Energy, Coca-Cola, and Hot Spot — and what makes it even more special? The winner is from Franklin, the very place where Hot Spot originally started. Talk about coming full circle! 🙌🔥 This one hits close to home, and we couldn't be happier to see such an awesome prize land back where our story began.

Huge thank you to Monster and Coke for teaming up with us to make moments like this possible, and an even bigger thank you to our customers who show up, participate, and support us every day across the Carolinas. This is what community, partnerships, and Hot Spot pride are all about — and trust us, we're just getting started 😎





👉 We're proud to support our community!

We recently donated a ton of essential items to [Miracle Hill Ministries](#) of Spartanburg, and we couldn't be more excited about the impact! Miracle Hill Ministries is one of South Carolina's largest and most comprehensive providers of homeless services — offering food, shelter, counseling, life skills training, and compassionate care to individuals and families experiencing homelessness right here in the Upstate. Through their Spartanburg Rescue Mission, men, women, and mothers with young children find a safe place to stay and resources to help them work toward stability and healthier futures.

We love supporting organizations that make a real difference in people's lives, and we encourage YOU to get involved too! 🧡 Head to their website below to learn more about what they do and find ways you can help — whether that's donating supplies, volunteering your time, or sharing their mission with others. Let's lift up our community together! 🙌





🎉🏆 Huge congratulations to Michael Wood on this well-deserved achievement! 🏆🎉

Michael's recognition is a powerful reflection of his creativity, leadership, and relentless drive behind the Hot Spot brand. From elevating in-store advertising to expanding digital marketing, social media, and app development, his impact is felt across every corner of the company. 🚀📈

This honor also highlights how Michael's work has helped propel Hot Spot to multiple industry accolades, reinforcing the company's reputation for innovation and excellence. We're incredibly proud of everything he's accomplished and excited to see what's next. Congratulations again on an outstanding achievement—you've truly earned it! 🎉🔥 #Congratulations #TeamHotSpot



**Michael Wood**  
Advertising Specialist  
**Hot Spot Convenience  
Stores**

- Wood manages in-store advertising, digital marketing, app development, coordinating monthly promotions, managing Google reviews and overseeing social media platforms. His diverse skillset, dedication and leadership qualities make him a strong candidate for advancement within the company, Wood's nominator said.
- The honoree consistently takes the lead on projects and delivers outcomes that exceed expectations. For example, he significantly boosted Hot Spot's Facebook followers to more than 103,000, showcasing his exceptional capacity in social media management.
- His efforts have helped Hot Spot achieve several prestigious accolades, including Best Craft Beer

🎄🚗 HOT SPOT SPREADING CHRISTMAS CHEER ACROSS THE UPSTATE! 🎉🌟

It's been a merry whirlwind of holiday spirit as we joined not one... not two... but THREE Christmas parades this year! From the festive streets of Chesnee on Saturday, to the joyful crowds in Greer on Sunday, and wrapping it up with a magical night in Spartanburg last night. We had an absolute blast celebrating with our communities! ❤️🎁

A huge thank you to everyone who came out to cheer us on and an even bigger shoutout to all the amazing volunteers who helped make it happen. We appreciate each and every one of you. You're the true stars of the season! 🌟🚗🎁











MERRY  
CHRISTMAS

THE JORDANS

Jeanne Coal  
Lynn Jordan  
Bill Jordan  
Liz Jordan