

JANUARY NEWSLETTER

INSIDE THIS ISSUE

1. FF Employees of the Month/Manager of the Month
2. Note from President
3. Spotlight Employee
4. January Birthdays
5. Employee of the Month
6. Contest Items
7. Referral Bonus/EAP
8. Mission Statement
9. Articles
10. Martin Luther King Day
11. New Lifestyle Change 2025

100 for 100

- #1201** Michelle Vieira, Margaret Smith and Michelle Kratzer \$100
#2008 Becky Delaney, Luke Halleman and Amanda Choate \$100
#2032 Jody Coffee, Christie Grenon and Amanda Choate \$100

Referrals

- #2009** Alexis Murrell \$200



Employees of the Month

Dominique Johnson's Area:

Full-time: Nylai Morelos – Brittons Neck Subway

- Always willing to help train and help around the store with whatever needs to be done.

Part-time: Michelle Hudson – Pee Dee Subway

- Will always come in as needed

Crystal Church's Area:

Full-time: Montēja Baker – Princeton Subway

- Hard worker and always on time.

Part-time: Timothy Flynn – Cross Anchor Hardees

- Very hard worker and very respectful.

NOVEMBER MANAGER OF THE MONTH

| Name | Division | Location | Award |
|-------------------|--------------------|-----------------------------|---------------|
| Lisa Coats | Div I | Poinsett 6002 | November 2024 |
| Christie Grenon | Div II | Hayesville 3032 | November 2024 |
| Lindsey Ferqueron | Div III | Templeton Rd 2043 | November 2024 |
| Amanda Nations | Div IV | Bryson City 1102 | November 2024 |
| Renika Clark | Fast Food Division | Boiling Springs Subway 2306 | November 2024 |

From the President's Desk

As we step into the New Year, I want to take a moment to reflect on our achievements from the past year and to set our sights on the opportunities that lie ahead. We have survived an inland hurricane in the Carolinas and the current cold, cold winter with all its attendant challenges. Let us all focus on providing our customers what they need when they come to our stores so they keep coming back. Together, we can build on our past success, and continue to thrive in this competitive market, if we operate as a team. It takes all departments to make Hotspot the great place it is to work and shop.



Fast, friendly & clean!

Thank you for your efforts every day!

Harvey Hicks



EMPLOYEE SPOTLIGHT



Kimberly Brewer

SWEETEN CREEK LOCATION

I would like to recognize Kimberly Brewer. She joined our team at the beginning of 2024, she is doing an awesome job. Kim is an assistant manager at the Hot Spot 2003, Sweeten Creek Rd.

She is very family oriented, she has so much love for her kids and grand babies.

Just like it shows in her picture she is a very humorous lady she will keep you laughing even on your worst day. Thank you Kim for being on my team and in my corner anytime I need you.

Rakesa Barker, Store Manager

January

BIRTHDAYS

| | | | | | |
|------------|----------------|------|-----------|------------|------|
| Kinsley | Ashley | 2309 | Makaile | Johnson | 2011 |
| Candace | Aste | 2017 | Tammy | Jones | 2013 |
| Teon | Austin | 2021 | David | Jordan | 2985 |
| Brandi | Barker Griffin | 2043 | Jeremiah | Kanard | 6002 |
| Robert | Barton | 2025 | Anita | Kelley | 2019 |
| Akeisha | Bates | 3003 | Victoria | Knight | 2043 |
| Gladys | Blakely | 2003 | Theresa | Koon | 2011 |
| Nicholas | Boggs | 2043 | Philip | Lefkowitz | 1201 |
| James | Boivin | 2035 | Pattie | Lovingood | 2008 |
| Angela | Bryant | 4005 | Rodney | Lowe | 2991 |
| Kinsley | Bunce | 2011 | Serkia | Mack | 2003 |
| Kennedi | Burnett | 2018 | Lydia | Madden | 1601 |
| Shianne | Campbell | 3004 | Taylor | Mcabee | 2018 |
| Laurie | Centerfeit | 2024 | Yana | Mintz | 2024 |
| Victor | Chauhan | 2013 | Zonnie | Moultrie | 1601 |
| Jordan | Clevenger | 6005 | Natasha | Nicholson | 2009 |
| Sherita | Clontz | 5003 | Holly | Parish | 2995 |
| Dena | Coker | 2032 | Jeanmarie | Pascarelli | 6004 |
| Frances | Craft | 6005 | Emerson | Phillips | 2010 |
| Mary | Crowder | 1608 | Melissa | Pruitt | 1608 |
| Mary | Cummings | 3004 | Jeffrey | Reece | 2009 |
| Isaiah | Davis | 2032 | Joseph | Rhodes | 8001 |
| Mary | Davison | 1103 | Mariah | Rice-Davis | 6004 |
| Samatha | Diehl | 2005 | Sabrina | Richmond | 1102 |
| Ronald | Dyer | 1102 | Susan | Robles | 2021 |
| Antoinette | Ely | 2008 | Leslie | Roper | 2995 |
| Shanta | Epps | 8001 | Nathan | Russell | 5002 |
| Aubrianna | Espitia | 2018 | Mickey | Shaine | 2981 |
| Michael | Grant | 1103 | Aliyah | Shaw | 2308 |
| Sharon | Heffner | 2035 | Jessica | Smith | 5002 |
| Michele | Henderson | 6005 | Margaret | Smith | 1201 |
| Brittany | Hensley | 5002 | Hillary | Smith | 3003 |
| Michelle | Hodge | 1601 | James | Stephens | 6007 |
| Madison | Holcomb | 2028 | Emily | Stewart | 2305 |
| Jalaisha | Holmes | 1103 | John | Valentino | 2995 |
| Donna | Hopkins | 2999 | Trietta | Vарner | 2304 |
| Danyelle | Howard | 2028 | Alex | Velazquez | 6005 |
| Colby | Hudgins | 2305 | Ka'rajene | Williams | 2309 |
| Jordyn | Jenkins | 1601 | John | Workman | 2043 |

January Employees of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2011 Jordan Poteat
2013 Jeffrey Darr
2018 Zabian Kendrick
2035 Stephanie Martinez
3005 Emily Vallem
4005 Jessica Hoffman
5003 Phillip Little
6002 Rhonda Wilson

Amanda's Area

1102 Judy Mullen
2008 Bonnie Turner
5001 Ernie Robinson
5002 Nathan Russell
5004 Vilma Banag

Ashley's Area

1103 Michael McDaniel
1601 Lisa Tincher
1607 Chandra Jackson
1608 Mary Crowder
2021 Latonia Davis
2024 Dawn DeLong
2027 Linda Harris
2028 Brianna Mendoza

Debbie's Area

2005 Mandy Diehl
2010 Antoinette Brown
2017 Brittney Wells
2019 Curry Ellis
2042 Lana Phillips
2043 Amber Rowell
6004 Sabrina Burton

Michelle's Area

1201 Gabrielle Manley
2009 Charlsie Porterfield
2022 Shane Kolbie
3004 Keisha Gibbs
4002 Amy Mayberry
4004 Jacob Sherf
8001 Jessica Serrato

January/February Sales Contest Items

Giants 2 for \$7.99

Recover 2 for \$4.00

Good 2 Grow Only \$3.39

Bucked Up BOGO



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.

Slips and Falls in White-collar Workplaces

In 2020, 42,114 people died from falls at home and at work. That's more than the average number of fatalities from motor vehicle crashes, which is about 38,000 per year. The most common contributing factors to slips and falls in the workplace, especially white-collar workplaces, include slippery floors, uneven surfaces like mats and loose rugs, poor lighting, cluttered walkways, open drawers, loose cords, and footwear. Regarding footwear, the most common fall accidents involve high heels, clogs, and sandals, so use caution with these types of shoes. One of the most common causes of falling has nothing to do with your feet—it's rushing to get something done. Learn more from the National Floor Safety Institute at nfsi.org.



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"].



Overcoming an Unwanted Habit

Well-researched strategies exist for overcoming unwanted habits (procrastination, nail biting, poor eating habits, spending, negative thinking, etc.). When you logically combine various techniques, you increase your odds of success. 1) Understand your triggers—realize what prompts you to engage in your unwanted habit. Keep a diary for a few days. Note what happens the moment before the behavior happens. 2) Your goal is to interrupt and replace this trigger-response dynamic. Do so by substituting the unwanted habit with a healthier, more positive behavior as quickly as possible (e.g., put your running shoes on the sofa cushion where you normally sit after arriving home to remind you that going for a run is a better choice than engaging in your habit. 3) Track your progress and do it in writing. This "action" sustains motivation. 4) Define your goal. What will success look like, and how will you behave when you overcome the habit? 5) Use mindfulness techniques, like meditation, to heighten self-awareness. This trains your brain, enabling you to spot triggers and patterns associated with the unwanted habit. 6) Can you find a support group where you can share your experiences and gain strength and hope? If so, this is one of the greatest strategies to help you be successful. 7) Employ external influences to help break the habit. For example, if your goal is to reduce "screen time with your computer," use apps or tools to control access to the device. 8) Be kind to yourself if setbacks occur—keep going. 9) Consider professional counseling to achieve your goal, which includes your EAP. Caution: A substance use disorder is not considered a habit by the medical experts but instead a disease process for which appropriate treatment is recommended.



Master Persistence and Stick with Your Resolutions

Persistence—who can deny its essential role in the success of any endeavor? Persistence is your ability to continue to strive toward your goal, completing tasks and overcoming obstacles. Motivation is not the same as persistence. Motivation refers to the inner desire, and it is what fuels persistence. To experience more success, foster persistence. 1) Be very clear about your goal so persistence has a vision and target. 2) Make your goal achievable, not overwhelming. 3) Do not delay tasks needed to accomplish your goal. Delay slows progress, and experiencing slowness can undermine one's desire to persist. 4) Avoid negative self-talk, self-doubt, and fear of failure. They too can sabotage your persistence. To fuel persistence, in 2024 laugh in the face of setbacks and embrace mistakes as challenges.



When is Martin Luther King Jr. Day this year? What to know about the civil rights holiday

Martin Luther King Jr. Day, the federal holiday honoring the life and birthday of one of the most influential civil rights leaders in American history, is this month.

Although the holiday is observed annually on the third Monday of January, this year is extra special because the holiday falls on King's actual birthday, Jan. 15.

Here's everything to know about Martin Luther King Jr. Day 2024, including why we celebrate it.

What day is MLK Day 2024?

Martin Luther King Jr. Day is observed annually on the third Monday of January. This year, it takes place on Monday, Jan. 15, 2024, King's actual birthday.

The Rev. Martin Luther King Jr. waves to participants in the Civil Rights Movement March in Washington from the Lincoln Memorial on Aug. 28, 1963. Hulton-Deutsch Collection/CORBIS
The Rev. Martin Luther King, Jr. waves to participants in the Civil Rights Movement's March on Washington from the Lincoln Memorial. It was from this spot that he delivered his famous "I Have a Dream" speech on August 28, 1963.



Is MLK Day always on a Monday?

Yes, the holiday is observed each year on the third Monday of January due to the Uniform Monday Holiday Act, which former President Lyndon B. Johnson signed into law in 1968. The law made it where several federal holidays, including Memorial Day, Labor Day and Washington's Birthday, would be commemorated on Mondays to create long weekends.

Even though the anniversary of King's birthday is on Jan. 15, it's commemorated on Monday like the other holidays under the Uniform Monday Holiday Act.

When did Martin Luther King Jr. Day become a federal holiday?

Ceremonies commemorating King's birthday and legacy have been held since his assassination in Memphis, Tennessee, on April 4, 1968. However, the day did not become an approved federal holiday until 1983, when President Ronald Reagan signed it into law.

The first national holiday honoring King was celebrated in 1986. But it wasn't until 2000 that all states honored the government holiday.

Efforts from King's widow, Coretta Scott King, singer Stevie Wonder, lawmakers, activists and others also helped to bring the holiday to fruition, USA TODAY reports.

Why and how do we celebrate Martin Luther King Jr. Day?

The federal holiday honors the life and legacy of the Rev. Dr. Martin Luther King Jr., a civil rights leader who dedicated his life to speaking out against injustice, inequality, poverty and war. According to Encyclopedia Britannica, the holiday is usually celebrated with marches, parades, speeches by civil rights leaders and politicians, volunteering, and special programming at museums and other cultural institutions nationwide.

MLK Day is the only federal holiday that is "designated as a national day of service to encourage all Americans to volunteer and improve their communities," per the Smithsonian National Museum of African American History and Culture.

35 Things to Do in January To Begin a New Lifestyle in 2025

How to freshen up your habits and hobbies at the start of the year.

Maybe you feel unhappy about your current relationship. Or you want to change jobs. You might be ready for something more consistent after

constant changes over the past few years. Life changed for us all in 2020, and everything since then has felt a little discombobulated. Or maybe you're just tired of doing the same old thing, being the same old you. It makes sense. The question is: do you really need to start fresh?

Although the answer is different for everyone, in most cases, starting anew is positive—when we plan it right and do it for the right reasons. We're all guilty of buying into this idea that there's something wrong with the way we did things in the year before, but that's not true.

As we enter the new year of 2025, remember there's nothing wrong with the "old you." You don't need to completely overhaul your personality and lifestyle to be happy. You can start making small changes to help align the parts of your life that you aren't satisfied with to your goals. That's how real change toward a new lifestyle is made.

Here's a list of 35 realistic things to do this January to start your new lifestyle in 2025.

- Write in Journal
- Create a new playlist
- Go through your closet
- Start your spring cleaning early
- Clear out contacts
- Make mornings easier with new routine
- Improve your sleep hygiene
- Buy a planner
- Pick out your first book for the year
- Clean out your fridge
- Reach out to old friends
- Try a new coffee order
- Make meal planning a part of your week
- Find the perfect cozy blanket
- Schedule breaks

- Be kind to yourself
- Organize your purse
- Clean out your car
- Declutter your desktop
- Throw out your nasty pots and pans
- Evaluate your habits
- Rearrange your room
- Start a recipe box
- Unsubscribe from emails
- Evaluate your finances
- Change your eating habits
- Listen to your body
- Schedule your annual physical
- Find a therapist in your area
- Set professional and personal goals

