

JANUARY NEWSLETTER

INSIDE THIS ISSUE

1. FF Employees of the Month/Manager of the Month
2. Note from President
3. Awards
4. Spotlight Employee
5. January Birthdays
6. Employees of the Month
7. Contest sale items
8. EAP
9. Mission Statement
10. Articles
11. Martin Luther
12. January Journal Prompts
13. January Safety

100 for 100

#2018 Leslie McCarson and Theresa Koon, Andy Green \$100

#2008 Joshua Sellers, Luke Halleman and Amanda Choate \$100

#2032 Dena Coker, Christie Grenon and Amanda Choate \$100

Referred Bonus

#6005 Brody Lansing \$200

#2309 Christopher Young \$200



Fast Food Employee of the Month

Dominique Johnson's Area:

Full-time: Laquita Bellamy – Britton's Neck Subway

- Hard worker, always willing to help

Part-time: Au'jonai Ritter – Eutawville Subway

- Very dependable worker

Crystal Church's Area:

Part-time: Maliya Jackson – Boiling Springs Subway

- Outstanding worker, great customer service

MANAGER OF THE MONTH

Name	Division	Location	Award
Luke Halleman	Div I	Murphy 2008	November 2025
Linda Duncan	Div II	Bowling Green 2005	November 2025
Nicole Slaughter	Div III	East Henry 2010	November 2025
Wendy Pitts	Div IV	Arch Street 8001	November 2025
Kim Dunham	Fast Food Division	Britton's Neck Subway	November 2025

From the President's Desk

Happy New Year!



The name "January" comes from Janus, the ancient Roman god of beginnings, endings, doorways, and transitions, fitting for the first month of the year that bridges the old and new. Janus was depicted with two faces, one looking to the past and the other to the future, symbolizing reflection and anticipation. Let's do the same here at Hotspot. The past year was a good one but 2026 promises to be even better at Hot Spot!

Fast, friendly & clean!

Thank you for your efforts every day!
Harvey Hicks

Congratulations

Huge congratulations to Amanda Choate for being named our GOAT District Manager for October, November, and December! This award isn't just about results on paper, it's about leadership, consistency, and showing up for your team every single day. Amanda continues to set the standard by motivating her stores, driving performance, and leading with heart, and these three months are proof of that dedication. 🏆🏆

We're incredibly proud to recognize Amanda alongside an amazing group of leaders who make Hot Spot what it is. Thank you for the long hours, the coaching, the accountability, and the passion you bring to your district. This is what GOAT behavior looks like. 🐾💪

#SalesGOAT #GOATDistrictManager #HotSpotProud #LeadershipMatters #WinningCulture
#HotSpotStrong



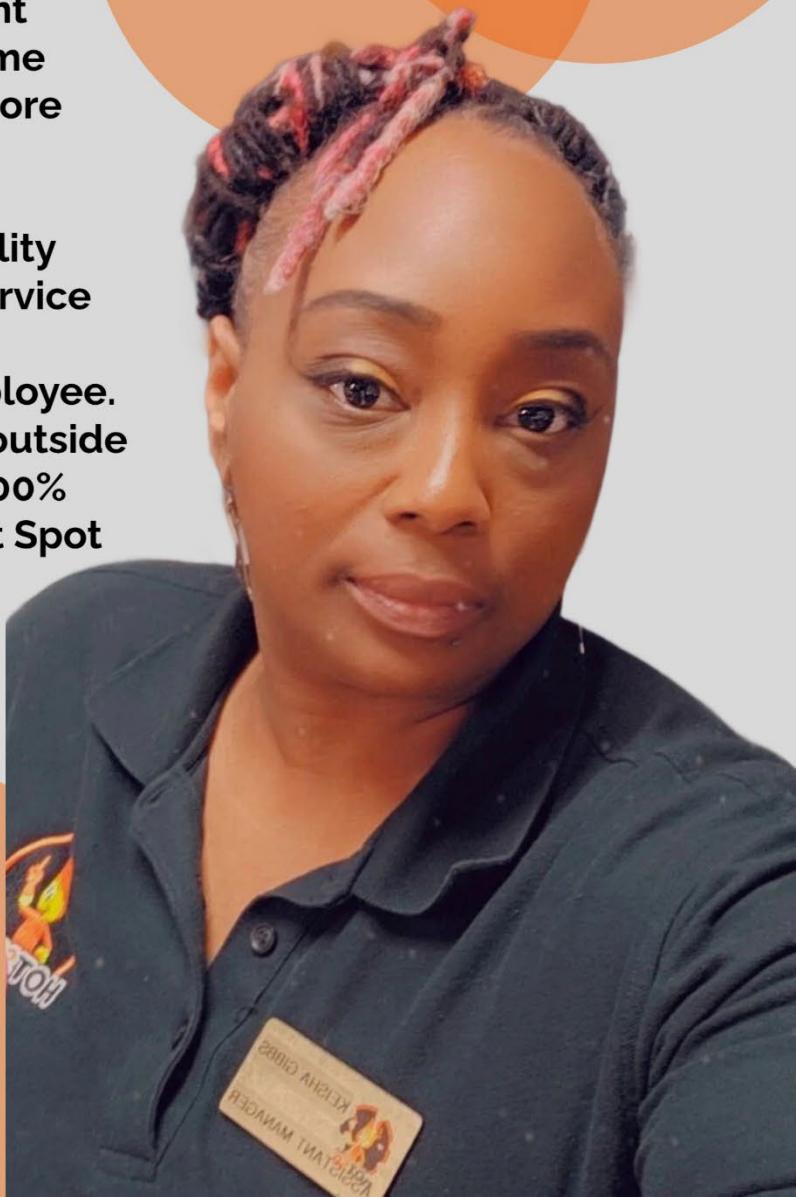
EMPLOYEE SPOTLIGHT

Orangeburg Location

Keisha Gibbs

Born and raised in Pawleys Island, SC. Keisha currently lives and works in Orangeburg SC. She started working at Hot Spot in May of 2022, promoted to assistant manager in August of the same year. She is also a certified Store Trainer.

Keisha has a upbeat personality and offers great customer service to our customers. She is very dedicated, hardworking employee. She enjoys cooking/baking outside of work. "I make sure I give 100% everytime I walk through Hot Spot doors."



January Birthdays

Candace	Aste	2017	David	Jordan	2985
Brandi	Barker Griffin	2043	Anita	Kelley	2019
Akeisha	Bates	3003	Danielle	Kilby	2303
Gladys	Blakely	2003	Victoria	Knight	2043
Kelly	Blevins	4005	Theresa	Koon	2018
Nicholas	Boggs	2043	Arianna	Lansing	2309
James	Boivin	2035	Kacey	Lawson	2009
Angela	Bryant	4005	Ashley	Ledford	2009
Kennedi	Burnett	2018	Pattie	Lovingood	2008
Shianne	Campbell	3004	Rodney	Lowe	2991
Rashaun	Carroll	2009	Serkia	Mack	2003
Laurie	Centerfeit	2024	Faith	Manley	8001
Demetria	Chief	2305	Taylor	Mcabee	2018
Sherita	Clontz	5003	Allen	Mccarroll	1201
Dena	Coker	2032	Yana	Mintz	2024
Frances	Craft	6005	Holly	Parish	2995
Mary	Cummings	3004	Jeanmarie	Pascarelli	6004
Andrew	Damico	1608	Montrell	Polk	2306
Mary	Davison	1103	Melissa	Pruitt	1608
Samatha	Diehl	2005	Justin	Ray	6002
Anistashia	Dietiker	1607	Mariah	Rice-Davis	6004
Joshua	Dubois	2018	Sabrina	Richmond	1102
Melissa	Dutton	2011	Jonnathan	Riggins	2008
Ronald	Dyer	1102	Susan	Robles	2021
Shanta	Epps	8001	Leslie	Roper	2995
Aubrianna	Espitia	2018	Nathan	Russell	5002
Michael	Grant	1103	Whitney	Scott	6002
Chris	Greer	3005	Mickey	Shaine	2981
Brandon	Hawkins	5003	Jacquelyn	Shelton	2003
Sharon	Heffner	2035	Margaret	Smith	1201
Cathy	Hilbourn	2024	Hillary	Smith	3003
Jessica	Hill	2017	Emily	Stewart	2305
Michelle	Hodge	1601	Nekeria	Thompson	2011
Madison	Holcomb	2028	Brandon	Tippett	2025
Donna	Hopkins	2999	Trietta	Varner	2304
Danyelle	Howard	2028	Alex	Velazquez	6005
Tally	Hunt	3005	Mira	Verhulst	5001
Makaile	Johnson	2011	Cammie	Vivanco-Hernandez	2009

November Employees of the Month



Andy's Area

2003 Lezlie Julian
2011 Holly Williams
2013 Jennifer Pack
2018 Kennedi Burnett
2035 Kayla Reckert
3005 Leane Johnson
4005 Nakisha Smith
5003 Tiffany Inabett
6002 Dondricas Grady

Debbie's Area

2005 Tonya Couick
2010 Shundra Norris
2017 Marian Ackley
Hirsch
2019 Jennifer Laye
2042 Arvin Pablo Morales
6004 Damien West
6007 Nicole Goodman

Amanda's Area

1102 Alex McMahan
2008 Pattie Lovingood
2025 Fladimir Mendoza
2032Kassidy Herrera
5001 Jason Redmond
5002 Renae Rice
5004 Henry Ingham

Jennifer's Area

1103 Michael Grant
1607 Lee Labrishia
2024 Kirby Madyson
2027 Linda Harris
2028 Michelle Howell

Michelle's Area

2009 Jordan Devenport
3003 Tristan Thompson
3004 Keisha Gibbs
4002 Lynn Garner
4004 Jacob Sherf
8001 Jessica Serrato

January/February Sales Contest Items

Mars Wrigley (Share Size) 2 for \$6.50

Mars Wrigley (Regular Size) 2 for \$4.75

Old Trapper \$16.99

Rocking Protein 2 for \$8.00



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

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



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.

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.idealst.org or www.volunteermatch.org and [click on "find opportunities"].



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.



Overcoming an Unwanted Habit

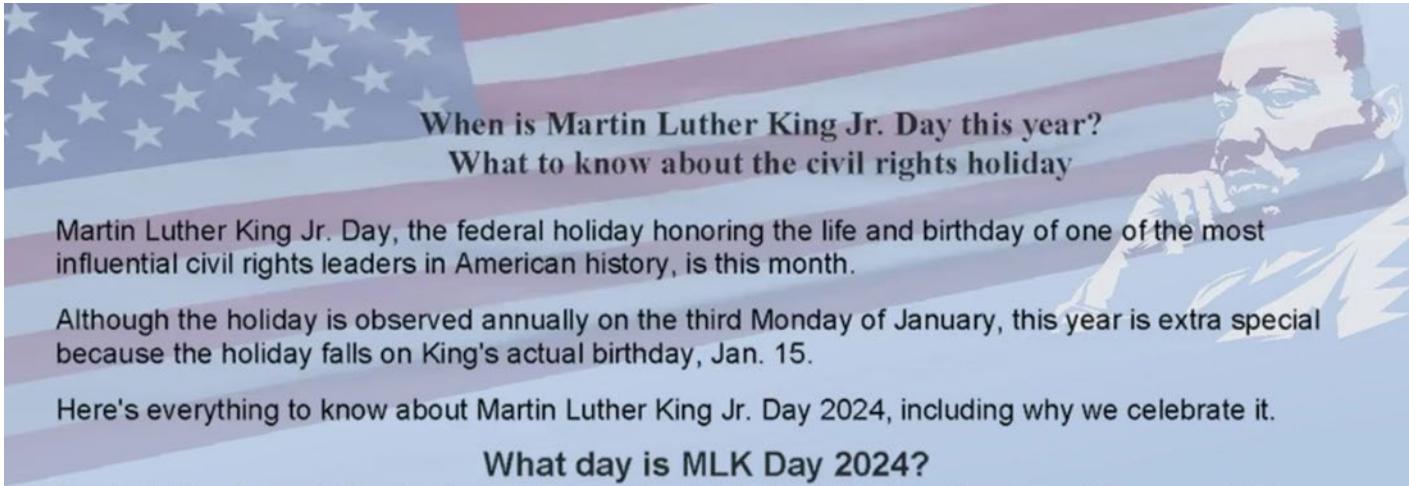


Well-researched strategies exist for overcoming unwanted habits (procrastination, nail biting, poor eating habits, spending, negative thinking, etc.). When you logically combine various techniques, you increase your odds of success. 1) Understand your triggers—realize what prompts you to engage in your 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.

January 2026 Journal Prompts

1. What energy do I want this year to carry?
2. One habit I'm done tolerating.
3. Something small that made me smile today.
4. A memory I want to recreate this year.
5. What does "peace" look like for me right now. A dream I'm scared to say out loud.
7. One lesson from last year I refuse to forget.
8. What I want my mornings to feel like.
9. Someone who inspires me — and why.
10. One promise I'm making to myself.
11. The most underrated thing about me.
12. A place I want to go in 2026.
13. How I can show up better for myself this week.
14. A quote I want to live by this month.
15. What I'm currently craving emotionally.
16. Something I want to declutter (physically or mentally).
17. A song that mirrors my mood today.
18. The last time I felt genuinely proud of myself.
19. A boundary I need to strengthen.
20. What I want to learn this year.
21. Someone I'm grateful for right now.
22. A fear I'm ready to retire.
23. What I want my relationships to look like this year.
24. A mini-goal I can finish before January ends.
25. The version of me I'm growing into.
26. What's taking up too much space in my head?
27. Something I've been avoiding... and why.
28. A moment from today worth remembering.
29. A comfort I want to give myself.
30. What "success" means to me in 2026.
31. Final reflection: How did January shape me?

January Safety Tips



HOME MAINTENANCE Checklist

January

- CLEAN YOUR PIPES**
De-scale your pipes overnight using vinegar. Make sure to brush up on what things you should and shouldn't put down your drains and what plumbers suggest when cleaning your drains.
- CLEAN SHOWER HEADS AND TAPS**
Clean your shower heads and taps from hard water deposits by soaking them in vinegar overnight. Clean out your faucet aerators to improve water flow.
- CLEAN AND RECAULK**
Remove moldy, broken, or cracked caulk around bathtubs, showers, toilets, and sinks. Re-caulk these elements to keep them secure and safe from leaks, water damage, and more.
- GET RID OF ICE DAMS**
Remove icicles and ice dams on your roof. When they melt, they can flood your roof, causing leaks and ruining the wood that makes up the top of your home.
- CLEAN POP-UP MECHANISM**
Clean your pop-up sink mechanism this week and ensure that you don't have anything that's clogging up your sink.