

JUNE NEWSLETTER

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Hello June



100 for 100

- #5001** Jason Redmond, Pam Danner and Amanda Choate \$100
- #2027** Linda Harris, Randy Powell and Ashley Cribb \$100
- #6005** Timothy Flynn, Sarah Smith and Crystal Church \$100
- #2024** Madyson Kirby, Linda Lovette and Ashley Cribb \$100
- #2017** Patricia Goodrich, Kathy Hicks and Debbie Dutton \$100
- #2306** Emily Waldrop, Renika Clark and Crystal Church \$100

Referrals

- #2309** Kodie Hensley \$200
- #6005** Vickie Lyons \$200

Employees of the Month

Dominique Johnson's Area:

Full-time: Tara Broadway – Brittons Neck Subway

- Hardworking and always willing to go above and beyond
- Part-time: Mayah Frazier – Eutawville Subway
- Great customer service

Crystal Church's Area:

Full-time: Stacy Terry – Cross Anchor Hardees

- Fast learner, excellent personality

APRIL MANAGER OF THE MONTH

Name	Division	Location	Award
Tifani Dorsey	Div I	Brevard Rd. 5003	April 2025
Christie Grenon	Div II	Hayesville 2032	April 2025
Tiffany Gleaton	Div III	Orangeburg 3004	April 2025
Amanda Nations	Div IV	Bryson City 1102	April 2025
Margaret Lipsey	Fast Food Division	Walnut Grove Subway 2305	April 2025

President's Desk

July 4th travel is expected to reach record highs this year, with AAA predicting over 70 million Americans will travel, a 5% increase from last year. Road trips will dominate, with 60.6 million people driving to their destinations, while 5.7 million will travel by air. Since it is on a Friday this year it will be another busy weekend at Hot Spot.



Of course the 4th of July, or Independence Day, is celebrated in the United States to commemorate the adoption of the Declaration of Independence on July 4, 1776, which declared the 13 American colonies' separation from Great Britain. This day marks the birth of the United States as an independent nation.

Let's all enjoy the fireworks and barbecuing, along with quality time with friends and family!

Fast, Friendly & Clean!

Harvey Hicks

EMPLOYEE SPOTLIGHT

Marquanz Wofford EAST HENRY LOCATION



**My name is Marquanz Wofford
I was born and raised in South
Carolina. I am 23 years old
and graduated in 2020.**

**I started working at the East
Henry location in 2021. Since
2022 I've been responsible for
the Beer Cave. We have been
voted Best Craft Beer in
Spartanburg the last 4 years.**

**I enjoy socializing, gaming
and learning new things.**

**Vote East Henry BEST CRAFT
BEER in Spartanburg for
2025!!**

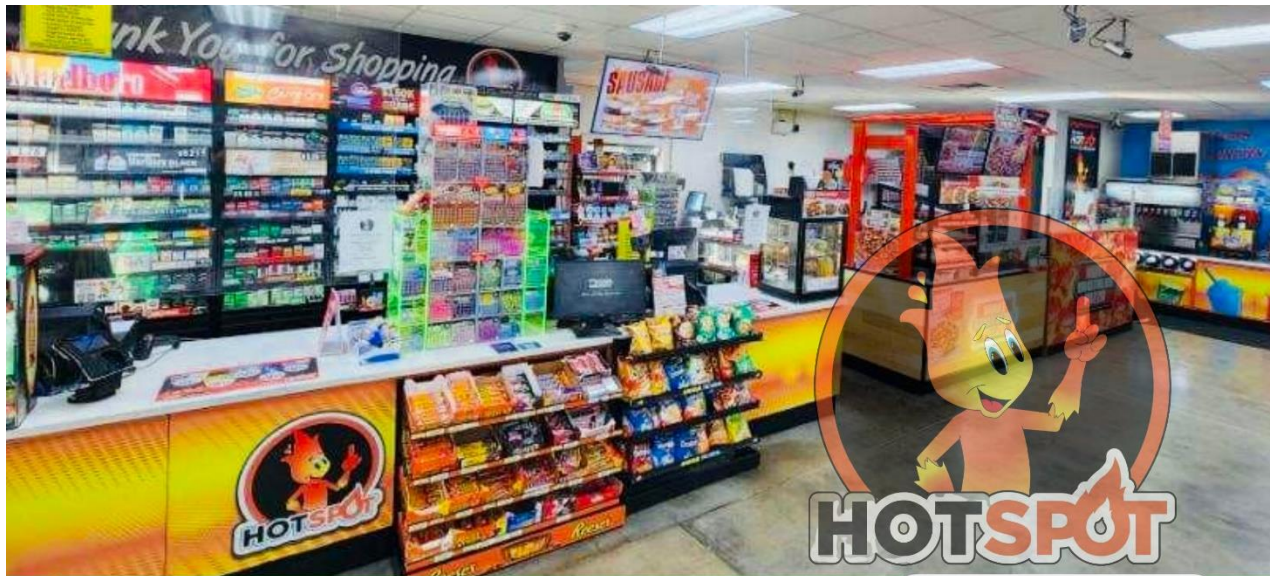
Happy Birthday June

Shariah	Abdul Rahim	2306	Satoya	Means	2042
Linda	Adams	2042	Brianna	Mendoza	2028
Vilma	Banag	5004	Rodger	Messer	2025
Brendan	Barnard	2011	Brandon	Miller	1103
Diane	Bishop	1103	Jeannie	Misenheimer	6002
Candice	Brown	6004	Elizabeth	Mize	3005
Haylee	Bryant	2011	Rachel	Montrose	5004
Leonard	Byrd	6004	Candice	Morris	2019
Ashley	Byrd	3003	Joshua	Nesbitt	2013
Monica	Case	2018	Tyler	Nichols	2011
Fushia	Cassels	2999	Lindsey	Norwood	2999
Naomi	Collum	1608	Shandrea	Phillips	2005
Crystal	Cox	2009	Wendy	Pitts	8001
Michael	Cross	2010	Donna	Porter	2011
Dan	Durbin	2999	Kayla	Reckert	2035
Devin	Echevarria	5002	Naveah	Richey	2309
Barnita	Ellis	3005	Caitlin	Schultz	2011
Jamison	England	2991	Jessica	Serrato	8001
Baylan	Gruber	1608	Timothy	Shatley	5004
Sonya	Hall	1607	Barbara	Smith	4004
Henrieta	Herrera	5004	Phillip	Smith	2995
Henry	Ingham	2003	Natalie	Smith	1607
Mariyah	Jackson	2306	Barbara	Sneed	2008
Lynn	Jordan	2985	Catherine	Soto	1609
Rob	Jordan	2989	Krystal	Stover	2043
Amanda	King	2008	Sherry	Suttrich	2008
Cheyenne	Lewis	2024	Brandy	Taylor	4005
Jarrell	Livingston	2308	Anita	Temisheva	6002
Julia	Mark	2009	Whitney	Tucker	6007
Robert	Martin	4005	Michelle	Vieira	1201
Brandon	Martin	2009	Emily	Waldrop	2306
Brianna	Martin	2009	Timothy	Whittle	1201
Stephanie	Martinez	2035	Nevaeh	Williams	3004
William	Mcjunks	1201	Christopher	Young	6005

**MAY YOUR SPECIAL DAY BE AS BRIGHT AS THE
HOLIDAY LIGHTS AND AS JOYFUL AS THE
SEASON**

June Employees of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2003 Kim Brewer
2011 Haylee Bryant
2013 Jeffery Darr
2018 Natalie Mullins
3005 Daniel Deyton
5003 Troy Creasman
6002 Jeannie Misenheimer

Ashley's Area

1103 Michael McDaniel
1601 Brittany Marihugh
1607 Kandice Toth
1608 Mary Crowder
2021 Catherine Brantley
2024 Dawn Delong
2027 Brittany Bossman
2028 Cory Fuse

Amanda's Area

1102 Crystal Taylor
2008 Sherman Thomas
2025 Jade O'Neal
2032 Janet Rose
5001 Jason Redmond
5002 Tim Smith
5004 Vilma Banag

Debbie's Area

2005 Tracy Dean
2010 Theresa Smith
2017 Patricia Goodrich
2019 Bowdrie Little
2042 Ciara Piper
2043 Katrina Fowler
6004 Kelly Lopez
6007 Tabitha Jones

Michelle's Area

1201 Michelle Vieira
2009 Destiny Turner
2022 Rose Tuna
3003 Crystal Glosser
3004 Keisha Gibbs
4004 Jacob Sherf
8001 Jessica Serrato

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.

Reduce Customer Service Stress with Accurate Empathy

With customer complaints, try listening for what is not being said. You may hear anger, but is the deeper issue disappointment? If so, saying, "I know you are disappointed" will demonstrate more accurate empathy. It zeros in on the real emotional target. This can calm your customer faster. It takes practice, but don't be surprised if, as a bonus, you get an apology for the overly emotional behavior. Rather than stress out over customers who are complaining, practice accurate empathy to improve customer service and increase your job satisfaction by possibly having less stressful days.



Early Birds Might Be More Productive

"I'm a morning person." "Not me. I work better at night." Which is better? The jury is back: Research seems to point to early birds being more productive. With over 100 peer-reviewed neuroscience articles, Robert Carter, Ph.D., author of "Morning Mind," argues that flipping your routine to become a "morning person" will have a profound impact on your life. Research has shown that only an extremely small percentage of people are actually night owls who are more productive at night than during the day—about 1 percent. Among other reasons, research shows that your brain, which has received more body fluid being level all night, is actually prepped for more productivity upon waking!



Stress Management Skill: "Planning"

A study of over 3,000 people in 29 countries a decade ago showed that about 25% of perceived happiness is accounted for by how well we manage stress. The skill delivering the most impact was *planning*! Planning is acting ahead and paying attention upstream to see what needs doing. The New England Centenarian Study of the Boston University School of Medicine finds stress management to be a leading skill among participants. So whether paying a parking ticket before it doubles or having that conversation with your boss sooner rather than later to iron out a growing communication issue, heading stress off at the pass by planning can literally be a health practice to add years to your life. Learn more at time.com (search "plan happiness").



Avoid the Term "High-Functioning Depression"

"High-functioning depression" is not a real clinical subtype of depression, but it may be tempting to use this term as a descriptor for a person we suddenly discover suffered with the disease and took his or her own life. Such was the case with beauty pageant queen and attorney Cheslie Kryst, whose suicide was widely reported in the national news recently. As with alcoholism, symptoms of depression can be very real but masked or unseen by others, except possibly by those who are close associates, friends, or loved ones. Every person's presentation of symptoms is unique. Some loved ones may play a role in minimizing or protecting the victim, which allows us, the public, to believe all is well. The ill person may complement this enabling with denial, along with minimizing symptoms as the illness grows worse. Mustering this willpower can only last so long, however. The Kryst tragedy brought to national attention the importance of avoiding terms like "high functioning" in describing chronic diseases or, in this case, falsely portraying a different type of depression that is unlike the "normal" depression others experience. Just as "functional alcoholic" also enables continuation of the disease by reinforcing denial, the phrase high-functioning depression signals a special case exception that can fuel denial, resistance to self-diagnosis, and delayed treatment.



MAY/JUNE Sales Contest Items

Body Armor Buy 1 Get 1 FREE

Good2Grow \$3.39

Monster Buy 2 Get One FREE

Hersey's Buy 1 Get One FREE

Red Bull 3 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.

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 problem 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.

Extreme Heat

Preparedness Checklist



American
Red Cross



An extreme heat event is a series of hot days, much hotter than average for a particular time and place. Extreme heat is deadly and kills more people than any other weather event. Climate change is making extreme heat events more frequent, more severe and last longer. But we can take action to prepare. Prepare now to protect yourself and your loved ones.

What to Do: Before



Learn How to Stay Hydrated

You need to drink enough water to prevent heat illness. An average person needs to drink about 3/4 of a gallon of water daily. Everyone's needs may vary.

- You can check that you are getting enough water by noting your urine color. Dark yellow may indicate you are not drinking enough.
- Avoid sugary, caffeinated and alcoholic drinks.
- If you are sweating a lot, combine water with snacks or a sports drink to replace the salt and minerals you lose in sweat.
- Talk to your doctor about how to prepare if you have a medical condition or are taking medicines.



Gather Emergency Supplies

Gather food, water and medicine. Stores might be closed. Organize supplies into a Go-Kit and a Stay-at-Home Kit. In the event of a power outage, you may lose access to clean drinking water. Set aside at least one gallon of drinking water per person per day. Consider adding drinks with electrolytes. Include sunscreen and wide-brimmed hats.

- Go-Kit: at least three days of supplies that you can carry with you. Include backup batteries and chargers for your devices (cell phone, CPAP, wheelchair, etc.)
- Stay-at-Home Kit: at least two weeks of supplies.
- Have a 1-month supply of medication in a child-proof container and medical supplies or equipment.
- Keep personal, financial and medical records safe and easy to access (hard copies or securely backed up)
- Consider keeping a list of your medications and dosages on a small card to carry with you.



Make a Plan to Stay Cool

Do not rely only on electric fans during extreme heat. When temperatures are in the high 90s, fans may not prevent heat-related illness. Taking a cool shower or bath or moving to an air-conditioned place is a much better way to cool off.

- Spending a few hours each day in air conditioning can help prevent heat illness.
 - If you have air conditioning, be sure that it is in working order.
 - If you do not have air conditioning or if there is a power outage, find locations where you can stay cool. For example, a public library, shopping mall or a public cooling center. Plan how you will get there.
 - Additional resources may be available from local government or community groups.
- Make sure you have plenty of lightweight, loose clothing to wear.
- Create a support team of people you may assist and who can assist you. Check in with them often to make sure that everyone is safe.



Learn Emergency Skills

- Learn how to recognize and respond to heat illness.
- Learn First Aid and CPR.
- Be ready to live without power. Utilities may be offline. Be ready to live without power, gas and water. Plan for your electrical needs, including cell phones and medical equipment. Talk to your doctor. Plan for backup power



Plan to Stay Connected

- Sign up for free emergency alerts from your local government.
- Plan to monitor local weather and news.
- Have a backup battery or a way to charge your cell phone.
- Have a battery-powered radio during a power outage.
- Understand the types of alerts you may receive and plan to respond when you receive them.
- A WATCH means **Be Prepared!** A WARNING means **Take Action!**

What to Do: During



Stay Hydrated

- Drink plenty of fluids. Encourage others to drink plenty of fluids, too.
- Replace salt and minerals with snacks or a sports drink.



Prevent Heat Illness

Check on your friends, family and neighbors. Help them prevent heat illness. Act fast if you notice someone with symptoms.

Anyone can develop heat illness. But, people at greater risk are:

- Older adults
- Infants, children and pregnant women
- People with medical conditions
- Outdoor workers
- People with limited personal resources
- People living in places that lack green spaces



Stay Cool

- Stay in an air-conditioned place as much as possible.
- If your home does not have air conditioning, go to your predesignated cool location.
- Wear lightweight, loose clothing and take cool showers or baths.
- Limit your outdoor activity. If you must work outdoors, schedule tasks earlier or later in the day.

Heat Illness	What to Look For	What to Do
Heat Cramps are muscle spasms caused by a large loss of salt and water in the body.	Heavy sweating with muscle pain or spasms	<ul style="list-style-type: none"> • Move to a cool place. • Drink water or a sports drink • Get medical help right away if: <ul style="list-style-type: none"> - Cramps last longer than 1 hour - Person affected has heart problems
Heat Exhaustion is severe and may require emergency medical treatment.	<ul style="list-style-type: none"> • Heavy sweating • Cold, pale and clammy skin • Fast, weak pulse • Nausea or vomiting • Muscle cramps • Tiredness or weakness • Dizziness-Headache-Passing out 	<ul style="list-style-type: none"> • Move to a cool place • Loosen tight clothing • Cool the body using wet cloths, misting, fanning or a cool bath • Sip water slowly <p>Get medical help right away if:</p> <ul style="list-style-type: none"> - Vomiting occurs - Symptoms last longer than 1 hour or get worse - Confusion develops
Heat Stroke is deadly and requires immediate emergency treatment.	<ul style="list-style-type: none"> • High body temperature (104°F or higher) • Hot, red, dry or damp skin • Fast, strong pulse • Headache-Dizziness • Nausea-Confusion-Passing out 	<p>Call 911 right away, then:</p> <ul style="list-style-type: none"> • Move to a cool place • Cool the body using wet cloths, misting, fanning or a cool bath • Do NOT give the person anything to drink

What to Do: After



Take Care of Yourself

It's normal to have a lot of bad feelings, stress or anxiety. Eat healthy food and get enough sleep to help you deal with stress.

You can contact the Disaster Distress Helpline for free if you need to talk to someone. Call or text **1-800-985-5990**.

Pouring from an empty cup?

Three Ways to Refill Emotionally

Nurturing yourself in small ways can help ease burnout and exhaustion.



It's hard to care about anything when you feel exhausted, burned out, or ragged around the edges. Your once-fiery enthusiasm may seem more like charred rubble due to overwhelming family responsibilities, a job that drains you, or financial struggles. Or maybe an illness, the uncertainty and disruptions of the age we live in, or a combination of factors has left you feeling as if you have precious little to give.

"What you're experiencing is burnout. It's real and it can lead to depression, anxiety, relationship damage, and an inability to function at home or at work," says Dr. Marni Chanoff, an integrative psychiatrist with Harvard-affiliated McLean Hospital.

Take heart: With time and effort, you can refill your cup, slowly adding back a bit of the energy and joie de vivre you've been missing. Here are three ways to start.

Carve out time for yourself

Taking time for yourself isn't a luxury; it's essential to self-care. "You need to slow down and give yourself the opportunity to rest and rejuvenate," Dr. Chanoff says, "Schedule it if you have to, starting with 10 or 15 minutes, a couple of times a day."

How can you reclaim precious minutes in an overly full schedule? "Look at your day, week, or month, and be discerning about how many things you say 'yes' to in one period of time. Give yourself permission to say 'no thank you' to things that deplete you or don't serve you," Dr. Chanoff says.

Make small moments count: choose what makes you feel at peace. For example, have a cup of tea, or simply lay a blanket or mat on the floor at home or work and lie on your back. Don't look at your phone or email. "You want to tell your body to take a break. It helps you reset and back away when stress draws you in," Dr. Chanoff explains.

Commit to better health

A strong body helps balance the stressful situations that have caused your burnout. The basic recipe for good health includes:

- **Exercise.** Moderate intensity exercise, the kind that works the heart and lungs, releases important chemicals that help regulate mood, sleep, and many body systems. Aim for at least 150 minutes of exercise per week, which amounts to about 22 minutes a day. Start with just a few

minutes a day if it's all you can do. It doesn't have to be fancy. "It can be any movement that brings you joy, like dancing, yoga, or brisk walking," Dr. Chanoff suggests.

- **A good diet.** Eating lots of junk food (typically full of sugar, salt, and unhealthy saturated fat) fuels chronic stress, fatigue, depression, and anxiety. Choose more unprocessed foods such as vegetables, fruits, whole grains, legumes, lean proteins (fish or poultry), and unsaturated fats (such as avocados or olive oil). If time is an issue, Chanoff suggests batch-cooking simple, healthy foods you can have several days of the week. (Lentil or bean soup is a good one-pot meal. Throw in as many vegetables as you can.)
- **Sleep.** Insufficient sleep affects overall health, concentration, and mood. Try to sleep seven to nine hours per night. "It helps to wind down an hour or two before you fall asleep. And practice good sleep hygiene: turn off your phone, keep your room cool and dark, and go to sleep and wake up at the same time each day," Dr. Chanoff advises.

Surround yourself with comfort

Hygge (pronounced HOO-ga) is the Danish concept of cozy comfort that brings happiness and contentment. Folks in Denmark know a thing or two about finding sunshine in cold dark months.

To practice hygge, surround yourself with people, activities, and things that make you feel cozy, loved, happy, or content. Go simple: spend time with your favorite people, add a small vase of flowers to your space, don fuzzy slippers once home, eat a treasured comfort food, or listen to a favorite song.

More ideas to try:

- Light a candle.
- Get under a heated blanket.
- Frame a photo of a happy time.
- Have breakfast in bed.
- Use pretty table linens.
- Indulge in art (check out various works at museums online).
- Stand still outside to listen to the sounds of nature.
- Curl up in a cozy chair.
- Window-shop in your favorite store.
- Wear a soft sweater that feels good on your skin.
- Use a silk or satin pillowcase on your bed pillow.
- Take a warm bath.
- Get an oil diffuser with a scent that reminds you of a place you love, like the beach or pine forest.