

May NEWSLETTER

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100 for 100

#5004 Heidi Herrera, Johnathan Tweed and Amanda Choate \$100
#6002 Hannah Mauney, Lisa Coats and Andy Green \$100



Dominique Johnson's Area:

Full-time: Lataevia Nickles – Eutawville Subway

- All around great employee
- Part-time: Malaysia Woods – Pee Dee Subway**
- Always willing to go the extra mile

Crystal Church's Area:

Full-time: Alaina McElrath– Walnut Grove Subway

- Great job at taking on additional duties, always on time
- Part-time: Kadence Thomson – Walnut Grove Subway**
- Works a full schedule while on top of being a full time student. Always on time and never calls out.

Employee Recognition

India Waterman #2021 - Excellence in Customer Service
 Timothy Flynn #6005 – Director Award
 Catherine Brantley #2021 - Excellence in Customer Service

MARCH MANAGER OF THE MONTH

Name	Division	Location	Award
Anisa Creasman	Div I	Poor Boys 5002	March 2025
Christie Grenon	Div II	Hayesville 2032	March 2025
Tiffany Gleaton	Div III	Orangeburg 3004	March 2025
Linda Lovette	Div IV	Red Bluff 2024	March 2025
Margaret Lipsey	Fast Food Division	Walnut Grove Subway 2305	March 2025

Employees of the Month

President's Desk

Memorial Day honors America's military men and women who lost their lives in service to their country. Enjoy your weekend but don't forget to remember what this holiday is about.



This Memorial Day, May 22-26, 2025, a record 45.1 million Americans are expected to travel at least 50 miles from home. This is a 1.4 million increase from last year and surpasses the previous record set in 2005. Road trips are the most popular mode of travel, with 39 million people expected to drive.

It will be a busy weekend for our stores and a great time to show our customers why Hot Spot is a great place to shop!

Fast, Friendly & Clean!

Harvey Hicks

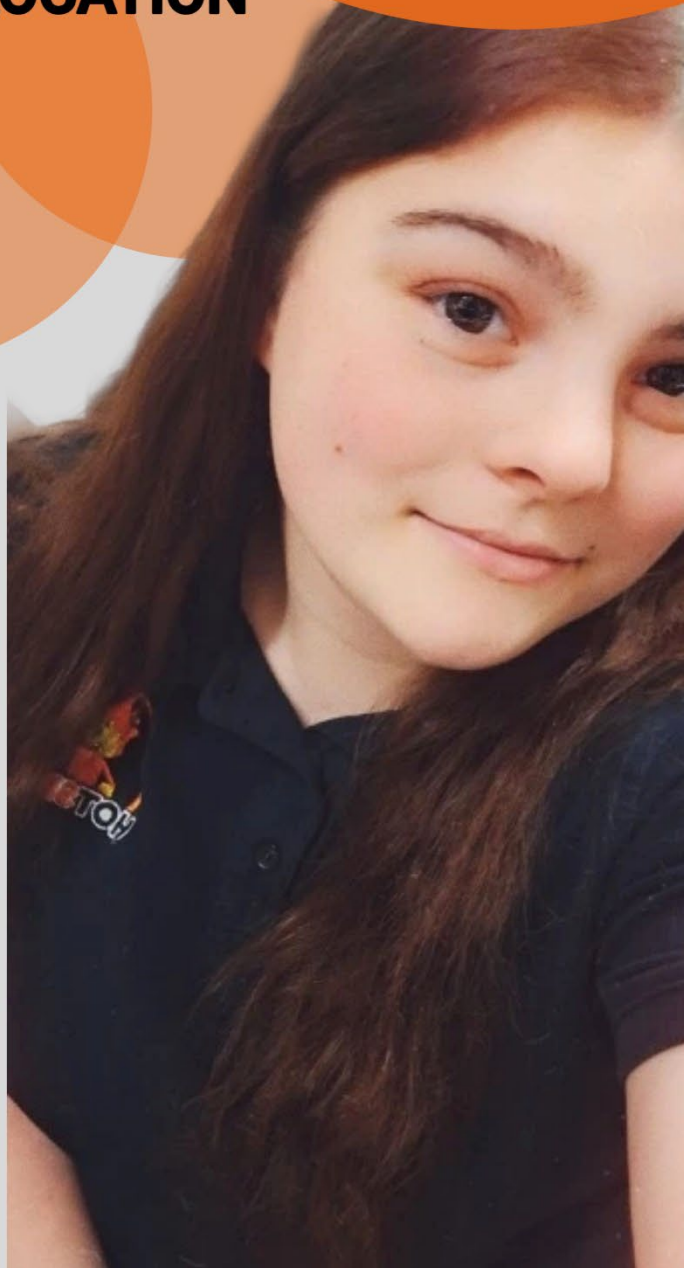
EMPLOYEE SPOTLIGHT

Elizabeth Towery

CHESNEE LOCATION

I am from Northern Vermont. I moved to South Carolina my senior year of high school in 2016. Two years later I met my now husband and started working for Hot Spot at the Chesnee location. In 2022 I was promoted to Assistant Manager at our Landrum location.

Besides work, I enjoy teaching my Sunday school class. I also enjoy competitive fishing with my husband and best friend, all outdoor activities, and all types of racing.



May Birthdays

Robert	Akerman	6002
Latisha	Armstrong	2013
Jennifer	Ascione	2025
Kimberly	Baldwin	2013
Karen	Barry	2032
Jennifer	Beatty	2027
Rosalynn	Brown	4004
Leketcia	Callum	3004
Daniel	Cash	2992
Anthony	Cook	2011
Brittney	Cothran	2042
Troy	Creasman	5003
Ashley	Cribb	2988
Sherod	Darby	1601
Curry	Ellis	2019
Kenneth	Erwin	2011
Noah	Fowler	2999
Robert	Gardner	5001
Jerri	Garner	4002
Tiffany	Gleaton	3004
Shelby	Green	2980
Brenda	Hartwig	2021
Dakota	Hatley	5002
Miranda	Hill	3003
Tara	Huffman	1201
Brandon	Hughes	5002
Kira	Hyman	3005
Danazha	Irby	4002
Ariannah	Kelley	2009
Shane	Kolbie	2022
Michael	Lovett	2995

Linda	Lovette	2024
Carson	Marley	2309
Michael	Mcdaniel	1103
Kiyona	Mcduffie	2303
Nelson	Metcalfe	2025
Jodi	Mills	2999
Jabryan	Mitchell	6005
Jaqualin	Mitchell	6005
Darlene	Murphy	2999
Nydera	Pascal	2308
Kelly	Patterson	2022
Taylor	Patterson	2306
Eric	Peacock	3005
Nickolas	Polson	1102
Dayshia	Quick	6002
Lindsey	Shipers	2008
Madalyn	Skelton	2009
Nicole	Slaughter	2010
Chyenne	Smith	1609
Theresa	Smith	2010
Brooke	Stemple	2042
Charles	Thomasson	2032
Tristan	Thompson	3003
Jacob	Vanoverstraeten	2306
Amelia	Vitale	2013
Azyia	Wakefield	2306
Angela	Walker	3005
Kimberly	Welch	2013
Brittney	Wells	2017
Robert	Wilke	2008
Michael	Wood	2989

April 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

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

BODY ARMOR

BUY 1, GET 1 FREE
28oz Regular & 20oz Flash I.V.

GOOD2GROW

ONLY \$3.39
All Flavors

MONSTER•NOS•FT

BUY 2, GET 1 FREE
15.5 - 16oz

HERSHEY'S

BUY 1, GET 1 FREE
or \$3.49 each King Size

RED BULL

3 for \$8.00
12oz
with Rewards

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.

Overcome Springtime Stressors

Springtime can include a surprising amount of stress. A menu of stressors typically includes final exam preparation, graduation planning and festivities, dating and relationship issues, loss of focus on school as it comes to an end, recreational pursuits, sport schedules, social events, college planning, and tough financial decisions. The big overlay is parenting challenges. If you're unfortunate enough to check all the stress boxes above this month, don't suffer physical and psychological effects. Pick up some tips from your EAP or other professional counseling resources. Anxiety or depression can affect you at any time of year, and some say May is one of the most challenging times.



Get It Scheduled to Get It Done

If you create to-do lists that pile up without acting on them, you may accumulate to-do lists for days, weeks, or even months and be frustrated that so much is unaccomplished. The solution is scheduling. The phrase "If it doesn't get scheduled, it doesn't get done" is one of the most important concepts in time management. In short, if you don't set aside a specific time to do a task or complete a project, you are still at the mercy of procrastination and distraction. By scheduling your task, you commit yourself to prioritizing it and allocating the time needed to complete it. Try it to see if you move forward.



Mental Health Month: Practice Preventive Mental Health Care

There is such a thing as "preventive mental health," just like there is preventive physical health. Here's one approach: Practice self-compassion—be kind and understanding to yourself, especially during difficult times. Treat yourself with the same empathy and support that you would offer a close friend. And here's another: Establish healthy boundaries—set limits on your time, energy, and resources to avoid burnout and resentment. Learn to say no to requests that don't align with your values or goals. Preventive mental health lowers stress and builds resilience for when the going gets tough. Learn more in the workbook, "Better. Mental. Health. for Everyone" by Dr. Abraham Low.



Calling In Sick: There's Help for That

There are many reasons employees call in sick when they are actually well, and some are associated with personal struggles or problems suitable for resolving with help from the EAP or other professional counseling. Have any of the following kept you away from work? 1) Personal or family issues requiring your attention. 2) Feeling burned out or overwhelmed by work. 3) Feeling undervalued and unexcited about your job. 4) Wanting to avoid a difficult or unpleasant work situation or person. 5) Needing a "mental health day" after an upsetting or emotional incident the day before. 6) Feeling over-stressed or being overcome with anxiety about a personal issue.



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.

MENTAL HEALTH AWARENESS MONTH-MAY 2021



YOU ARE
NOT
ALONE

May is when Mental Health Awareness Month is celebrated. The stigma around mental health and treatment has long existed, even though this has started to change. Still, people hesitate to seek help or even talk about it with their loved ones for fear of being judged and facing unnecessary backlash. Simple logic dictates that if one is hurt anywhere, one must seek treatment to get better. This applies to both our mental and physical well-being. While Mental Health Awareness Month

is celebrated in the U.S., a more universal day is also celebrated by the WHO on October 10, and it is known as World Mental Health Day.

HISTORY OF MENTAL HEALTH AWARENESS MONTH

Mental Health Awareness Month was first celebrated in 1949. It was commemorated by the Mental Health America organization, which was then known as the National Committee for Mental Hygiene and then later as the National Mental Health Association before it got its current name. The association was founded by Clifford Whittingham Beers. Beers, who was born in 1876 in Connecticut, was one of the five children in his family who all suffered from mental illnesses and psychological distress. All of them also went on to spend time at mental institutions and it was from his hospital admittance that he discovered that the mental health field had a notorious reputation for malpractice, maltreatment, and immense bias.

Beers went on to author "A Mind That Found Itself", which is a bestseller even today. Gaining popularity and support from medical professionals, Beers founded the National Committee for Mental Hygiene. Beers and his colleagues at the Association wanted to find ways to make sure that mental health patients not only received the right care but also did not feel alone in their fight against mental diseases.

MENTAL HEALTH AWARENESS MONTH TIMELINE

The WFMH comes into existence, which is affiliated with numerous NGOs and volunteers.

1909

Mental Health America Founded

Clifford Beers establishes the National Committee for Mental Hygiene, now known as Mental Health America.

1913

First Outpatient Clinic in the U.S.A.

Beers opens the Clifford Beers Clinic in New Haven, and it is the first outpatient clinic for mental health patients in the U.S.A.

1948

World Federation for Mental Health

The WFMH comes into existence, which is affiliated with numerous NGOs and volunteers.

2020

Mental Health in Pandemic

Seeing as these are relatively unprecedented times, Mental Health America chooses 'Tools 2 Thrive' as a theme that would help people dealing with anxiety, stress, depression, etc. related to the pandemic.

MENTAL HEALTH AWARENESS MONTH FAQs

What are some mental health helpline numbers?

You can call 1-800-273-TALK (8255) or text 'MHA' to 741741. You can also visit the following websites for more information:

1. Mental Health America: <https://mhanational.org/get-involved/contact-us>
2. Suicide Crisis Lines: https://en.wikipedia.org/wiki/List_of_suicide_crisis_lines
3. Suicide Prevention Lines: <https://suicidepreventionlifeline.org/talk-to-someone-now/>

HOW TO OBSERVE MENTAL HEALTH AWARENESS MONTH

1. Take care of yourself

Life has numerous ups and downs. Some are solvable but others not so much. When your mental health acts up, go seek the right treatment and make yourself better because, after all, life has much more to offer than just pain and suffering.

2. Take care of your loved ones

Check up on your friends and family. Many times, all we need is a shoulder to cry on and/or an ear to listen. Support and encourage them if they are being treated for any mental problems.

3. Talk about mental health

One of the best ways to celebrate Mental Health Awareness Month is by talking about it with your peers. The more you talk about it, the more normalized it will become. This is one of the aims of the Month itself as the stigma attached to mental health has led to countless delays in treatment AND research on the matter.

5 FACTS ABOUT ANXIETY DISORDER THAT WILL BLOW YOUR MIND

1. Anxiety most common

In the U.S., anxiety disorder is the most common form of mental illness.

2. Very little people seek treatment

Anxiety disorder is treatable in many cases but only about 36% of people opt to get help.

3. Multiple factors cause anxiety

From brain activities to genetics to life events, a host of factors can lead to a person developing an anxiety disorder.

4. Anxiety from a young age

The National Institute of Mental Health states that 8% of American teenagers already have an anxiety disorder.

5. Exercise to fight anxiety

Many studies have proven that a little boost of energy from exercise can help lessen the effects of anxiety disorder.



WHY WE LOVE MENTAL HEALTH AWARENESS MONTH

1. It's a celebration of mental health

The only way to enjoy life to the fullest and experience all its wonders is if we take care of ourselves, mentally and physically. Don't shy away from talking about what's plaguing you because, always remember, it's not your fault, no matter how much society tells you otherwise.

2. It's a celebration of changing attitudes

We have come a long way from the times when mental patients were treated as outcasts, not only by their loved ones but also by medical professionals. Times have started changing and more and more people are changing their outlook on mental illnesses. However, we still have a long way to go.

3. It's a celebration of humans

We humans are a set of meticulously-put-together details. Our minds (and bodies) work in harmony to bring us amazing feats in technology, science, humanities, literature, etc. Our mental power, therefore, needs to be taken care of for a better tomorrow for the coming generations

