

May NEWSLETTER

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100 for 100

- #2011** Cassandra Matthews, Teresa Scruggs and Andy Green \$100
#2018 April Jones, Theresa Koon and Andy Green \$100

Quesadilla Sales Contest

- #2011** Rebecca Lerminiaux \$500



Fast Food Employees of the Month

Dominique Johnson's Area:

Full-time: Sarah Robinson - Eutawville Subway
 • Always on top of her work duties

Part-time: Ameya Washington - Eutawville Subway
 • Great customer service and always on time

Crystal Church's Area:

Full-time: Joan White - Cross Anchor Hardees
 • Very reliable and dedicated worker

Part-time: Vannalei Chanthalangsy - Lake Bowen Subway
 • Always willing to help others



MARCH MANAGERS OF THE MONTH

Name	Division	Location	Award
Joy Bellew	Div I	3005 Chesnee	March 2026
Rose Tuna	Div II	2022 Princeton	March 2026
Elizabeth Towery	Div III	2035 Landrum	March 2026
Wendy Pitts	Div IV	Arch Street 8001	March 2026
Chyenne Smith	Fast Food Division	1609 Eutawville Subway	March 2026

From the President's Desk

Hard to believe we are in May already. The month of May is often thought of as the gateway to summer. For us in the convenience store industry this is especially true. Summer travel is starting which is an opportunity for Hotspot to continue its success.

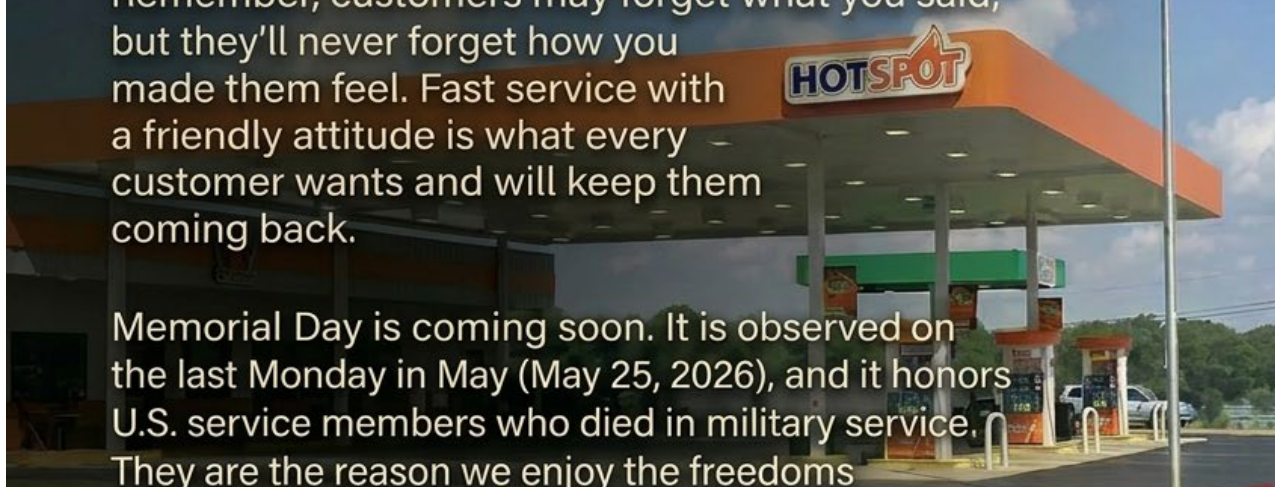
Remember, customers may forget what you said, but they'll never forget how you made them feel. Fast service with a friendly attitude is what every customer wants and will keep them coming back.

Memorial Day is coming soon. It is observed on the last Monday in May (May 25, 2026), and it honors U.S. service members who died in military service. They are the reason we enjoy the freedoms we do in this country.

Memorial Day 2026 travel is set to be exceptionally busy, following trends of record-breaking volumes, with high demand for beach destinations like Myrtle Beach, SC.

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



May Birthdays

Robert Akerman	6002	David Lawrence	6005
Latisha Armstrong	2013	Michael Lovett	2995
Jennifer Ascione	2024	Linda Lovette	2304
Stephanie Barker	5004	Jaesyn Masley	6002
Kaliph Booker	2306	Michael McDaniel	1103
Rosalynn Brown	4002	Jodi Mills	2999
Denise Burgess	2027	Jaqualina Mitchell	6005
Amber Byrd	3027	Janlene Murphy	2994
Michelle Cardun	2027	Arvin Morales	2042
Darwin Charley	1102	Taylor Patterson	2305
Brittnny Cothren	2042	Eric Peacock	3005
Troy Creasman	5003	Nickaly Prolson	1102
Brenda Dudley	2981	Desyhia Quick	2022
Curry Ellis	2019	Sergalina Quijano	6005
Champion Floyd	2306	Stephanie Ritenburg	6004
Robert Gardner	5001	Matthew Ryan	1607
Jerri Garner	4002	Jalliyah Singleton	2014
Deborah Glass	4005	Theresa Smith	6007
Tiffany Gleaton	3004	Chyenne Smith	1609
Shelby Green	2980	Brooke Stemple	2042
Hannah Hamm	2302	Tristan Thomppsson	3003
Dakota Hatley	5002	Dakota Toth	1607
Nancy Hernandez	1608	Tosha Tucker	6004
Miranda Hill	3003	Amelia Wtale	2013
Tracie Hoskins	6002	Amelia Walker	2013
Kira Hyman	1201	Kristen Williams	6007
Karla Ivie	2018	Kristen Williams	2009
Ariannah Kelley	2009	Michael Wood	2989
Shane Kolble	2022		

Employee Spotlight

Kassie Oates

Sales Associate

"I love my team here at Pickens and they're kind of like my second family."

Bio:

My name is Kassie Oates. I've been with Hot Spot for 3 years. I have 2 kids, one girl and one boy and loving husband. My son is 6 months old, and my daughter is 8 going on 21 lol. My hobbies include skateboarding, hiking, studying insects, photography, and being a mom.



May Employees of the Month

Great Job and Congratulations to the employees listed below

Hot Spot

EMPLOYEE OF THE MONTH

Andy's Area

2003 Sam Smith
2011 April Hudson
2013 Edna Stephens
2018 Sarah Aiken
2035 Stephen Martinez
3005 Lara Phillips
4005 Jessica Hoffman
5003 Troy Creasman
6002 Jeannie Misenheimer

Amanda's Area

1102 CHRIS CONRAD
2008 DEBORAH MADAFFARI
2025 JADE O'NEAL
2032 RICHARD MYERS
5032 DEVIN ECHEVARRIA
5004 REGINA PORTER

Debbie's Area

2005 MYRTLE DICKERSON
2010 MARQUANZ WOFFORD
2017 MARIAN ACKLEY- HIRSCH
2019 WANDA SHOCKLEY
2042 MISTY GREENWALT
2043 KATRINA FOWLER
6004 BUDDY LOWMAN
6007 JACQUILINE BRUNER

Jennifer's Area

1103 Michael Grant
1607 Natalie Smith
2021 Hanna Matthews
2024 Madyson Kirby
2027 Jennifer Beatty
2028 Michelle Howel

Michelle's Area

1201 Brian Larson
2009 Ariannah Kelley
3003 Tristan Thompson
3004 Keisha Gibbs
4002 Fernando Neigh
4004 Jacob Sherf
8001 Jordan Ray



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.



TOOLBOX TALK

PREVENT **SLIPS** AND **FALLS** AT WORK



Clean spills immediately



Keep walkways clear



Wear slip-resistant footwear

Why slips and falls happen

- **Wet or slippery surfaces** - spills, rain, melted snow, or recently cleaned floors without proper signage
- **Poor housekeeping** - cluttered walkways, loose cords, or materials left in travel paths
- **Uneven walking surfaces** - torn carpeting, potholes, loose tiles, or unexpected steps
- **Inadequate footwear** - shoes with poor traction or unsuitable for the work environment

Typical consequences

- Minor to severe physical injuries such as sprains, fractures, head injuries, and back trauma
- **Lost** workdays and reduced productivity
- **Workers compensation** claims and higher insurance premiums
- **Lower employee morale** and increased turnover

Prevention strategies (what employers and teams can do)

- ✓ **Establish good housekeeping practices:** Keep walkways clear of obstructions. Clean spills immediately and post warnings. Repair damaged flooring, replace torn mats and secure loose tiles or carpets
- ✓ **Maintain floors and walking surfaces:** Install non-slip surfaces or coatings in high-risk areas
- ✓ **Improve lighting and visibility:** Ensure adequate lighting in corridors, stairwells, loading docks, and entryways
 - Use reflective tape or contrasting colors on steps and edges
- ✓ **Provide appropriate footwear:** Adopt footwear policies when required by the environment and supply guidance on slip-resistant shoes
- ✓ **Train and engage employees:** Train staff to recognize hazards, report unsafe conditions, and follow safe walking practices
 - Encourage a culture where safety concerns are reported without fear

EMERGENCY STEPS

1. Check for injuries
2. Secure the area
3. Report the incident to your supervisor

Report hazards now to keep everyone safe

May/June Contest Items

**2 for
\$12**

3.25oz Bag



**BUY 2, GET 1
FREE**

12oz

with
Rewards



**2 for
\$3**

Regular Size



**ONLY
\$8.99**

2.5 - 3oz Bag



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.
Overall District Manager Winner for each contest \$250.00 per item.

EAP



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

Wellness, Productivity, and You!



Overcome Springtime Stressors

Spring can bring fresh starts and extra pressures— exams, work deadlines, family events, and planning for the season. Notice what drains you and what energizes you. Break big tasks into small steps, set realistic expectations, and schedule short breaks each day. If stress persists, try talking with a friend or counselor and adopt one calming routine like a short walk, breathing practice, or a nightly screen-free wind-down.



Stay Safe on a Bicycle

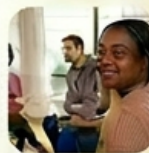
Each year, about 1,000 deaths occur from bike accidents and most happen because traffic rules were not followed. Accidental deaths in Canada involving bicycles is proportionately similar. Spring begins a surge in bicycle riding so it is smart to consider tips you may not have heard of before to help you stay safe. Here is one regarding lighting: Safety is maximized during night riding when lights can be seen from both ends of your bicycle. Have one blinking to attract attention and a separate one that is steady on. This allows other road users to gauge your distance. In addition to proper lighting, wearing reflective clothing and using hand signals are also crucial for safe biking. Remember, staying visible and predictable on the road can significantly reduce the risk of accidents, ensuring a pleasant and secure ride for everyone.



Mental Decluttering— a Different Kind of Spring Cleaning

Mental clutter is overpowering stress created by the daily demands of modern life, our multiple roles, to-do lists, thoughts, emotions, responsibilities, and the constant influx of information. Enter the self-help concept of decluttering to reduce stress, improve concentration, enhances, enhance creativity, and cultivate a greater sense of well-being. Mental decluttering is about creating space for what truly matters and letting go of what no longer serves us mentally and emotionally.

Signs indicating the need for mental decluttering include difficulty concentrating, experiencing a lack of creativity, and feeling disconnected from a positive sense of well-being. The practice of mental decluttering may involve various techniques, such as mindfulness meditation, journaling, prioritizing tasks, setting boundaries, and letting go of negative thoughts or emotions.



Get the Positivity Back in Your Team

Does your workplace team have a strong bond with a high level of trust? If not, getting the positivity back is probably easier than you think. Team morale will naturally erode if simple tasks that reinforce cohesiveness are ignored due to time pressures, deadlines, staff shortages, and overwork. This allows minor tensions and miscommunications to fester. So, create routine opportunities for facilitated discussions where the whole team can privately address conflicts, miscommunication, and perceived tensions to constructively resolve issues. Use this time to also clarify roles, responsibilities, and expectations. Dispel ambiguity and new potential sources of conflict. Now, witness how better you feel

Get the Positivity Back in Your Team

May Horoscope

Read your month ahead

Aries Mar 21 - Apr 19



Energy spikes this month so start projects with confidence and keep momentum

Taurus Apr 20 - May 20



Stability grows as steady progress brings a rewarding result by month end

Gemini May 21 - Jun 20



Communication opens doors so say yes to new conversations and collaborations

Cancer Jun 21 - Jul 22



Focus on home and self care to rebuild your foundation and emotional balance

Leo Jul 23 - Aug 22



Creativity and recognition increase so showcase your talents with pride

Virgo Aug 23 - Sep 22



Organize priorities and refine plans to turn small steps into big progress

Libra Sep 23 - Oct 22



Relationships deepen through honest conversations and shared goals

Scorpio Oct 23 - Nov 21



Intensity turns productive as you channel focus into meaningful outcomes

Sagittarius Nov 22 - Dec 21



Adventure calls but plan practical details to make journeys smoother

Capricorn Dec 22 - Jan 19



Discipline pays off as long term efforts yield visible rewards

Aquarius Jan 20 - Feb 18



New ideas gain traction; connect with like minded people to amplify them

Pisces Feb 19 - Mar 20



Trust intuition and allow quiet reflection to guide your next inspired move

SUPER VIRAL!



Grillo's PICKLE DIP

Ingredients

Grillo's dill pickles, whipped cream cheese, Greek yogurt, sour cream, shredded cheddar cheese, ranch seasoning, hot sauce, bacon, and pickle juice

Preparation

1. Chop the **pickles** and reserve the juice.
2. In a bowl, mix together the cream cheese, Greek yogurt, sour cream, cheddar cheese, ranch seasoning, and hot sauce to taste.
3. Add the reserved pickle juice and mix until well combined.
4. Add the chopped bacon and mix again.
5. Serve immediately with chips or as a dip for parties.

Note: This dip is perfect for gatherings and is known for its bold flavors and creamy texture. Enjoy it cold for the best results!

THIS RECIPE IS EVERYWHERE!



The Importance of Memorial Day

Honoring the fallen and remembering the cost of freedom

Memorial Day is a solemn national observance dedicated to honoring the men and women who died while serving in the U.S. military. It is more than a long weekend or the start of summer; it is a time to remember the sacrifice that secures the freedoms and safety of the nation.

Originally known as Decoration Day after the Civil War, Memorial Day became a formal holiday to lay flowers and flags at the graves of fallen soldiers. These rituals keep personal and collective memories alive, connecting families and communities to the human cost of conflict.

Remembering the fallen helps preserve historical perspective. By reflecting on past wars and the lives lost, Memorial Day encourages informed civic responsibility and a deeper appreciation for peace and democratic institutions.

Memorial Day also reinforces community and national unity. Public ceremonies, parades, and moments of silence provide shared spaces for mourning and gratitude, allowing citizens of diverse backgrounds to come together in respect and remembrance.

For families of the deceased, Memorial Day is intensely personal. It validates grief, offers public recognition of loss, and ensures that service members' stories are not forgotten by future generations.

Finally, Memorial Day calls us to action. Honoring the fallen can inspire efforts to support veterans, improve care for active-duty service members, and engage in thoughtful dialogue about when and how nations use military force.

Memorial Day is both remembrance and reminder to honor sacrifice, to learn from history, and to work toward a safer, more just future for all.

Mindful May: Nurture Your Wellbeing

“Happiness is not derived by a certain amount of money, the dream house or tropical vacations. Relationships are where it’s at,” Getch said.

Reliable and consistent sources of **support and care** increase self-esteem, decrease depression and give us the fortitude to withstand life's challenges.

Building fulfilling relationships is a lifelong process. You are never too old to forge deep and meaningful connections with others. **You do not need a lot of relationships to be happy, just solid ones you can count on,— choose quality over quantity.**



There is a biological response when we reach out and help others. Volunteering is a wonderful way to make new connections around a shared idea or cause. Other roads to happiness include some tried and true daily practices.

Happiness Habits:

- **Acknowledge the good.** Even in the roughest patches, look for the good. You may find it in the unexpected, such as kindness from a stranger.
- **Practice gratitude.** Focusing on the positives in life rather than entertaining entertaining negative thoughts can have a profound impact on your overall well-being. Developing a habit of thankfulness will help you find moments of gratitude in everyday life.
- **Serve others.** It is often said if you are sad or lonely, go do something for someone else. There is a reason for that. A biological response takes place when we engage with others.
- **Connect with others.** It can be in person, by phone, or by text. However you do it, just reach out to others. You and they will be glad you did.

Gardening Tips



Gardening Tips for May: What to Plant Now

May is a pivotal month in the garden, warm soils, longer days, and fewer frosts in many regions mean you can push your planting plans forward. Below is a practical, weather-smart guide to what to plant now and how to care for young plants so they thrive through summer.

Quick checklist for May planting

- Harden off any indoor started seedlings for 7–10 days before transplanting outside.
- Check fast frost data for your area, wait until after that date for frost sensitive strips.
- Prepare beds by adding compost and working the soil to a depth of 6–12 inches.
- Mulch newly planted areas to retain moisture and suppress weeds.

Vegetables to plant in May

- Warm-season transplants (after frost): Tomatoes, peppers, eggplants, sweet potatoes. Plant these for stronger root systems in the first set of true leaves.
- Munch new areas now: Beans, squash, cucumbers, potatoes, pumpkins, melons.
- Direct-season steps (if your spring is on the early side): Spinach, arugula, lettuce, now in partial shade or cool rows to avoid heat bolting.
- Successive planting: Sow beet maturing areas (radishes, rutabaga, such herbs) every 2–3 weeks for continuous harvests.

Herbs to plant

- Transplant or new: Basil, oregano, herbs, rosemary, thyme, lavender, transplant unless you are in a town area). Parsley, dill, chives (sow in cooler parts of the day).
- Container herbs: Perfect for pots, use good potting mix and ensure pots have drainage.

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- Container herbs: Perfect for pots, use good potting mix and ensure pots have drainage.

Flowers and ornamentals

- Annuals to plant now: Marigolds, zinnias, cosmos, impatiens (sow in cooler parts of the day).
- Perennials and like: Plant summer plants like dillies and gypsophila now, barbies and maters emerald perennials in coolish crown and paranelats in early day.
- Native wildflowers: Sow in well prepared beds to support pollinators.

Lawn and groundcover

- Warm-season lawn: Unverbed or plant warm season grasses (zoysis, bermuda) as soil warms.
- Cool-season herbs: Prent heavy seedlings in hot areas, late sower or early full is better. Apply a light fertilizer if you did not in spring.

Container gardening

- What to plant: Tomatoes, peppers, herbs, beans, compact beans, and small squash varieties.
- Set size and soil: Use large containers (at least 12 inches deep), quality potting mix, and regular feeding (liquid fertilizer every 1–3 weeks).

Soil, water, and feeding tips

- Soil test: If you have not already do a soil test to assess pH and nutrient needs.
- Watering: Water evenly and less often to seedlings until established. Each watering is moist. Seedlings used consistent moisture.
- Fertilizing: Use a balanced fertilizer at transplanting, then side dress.

Pest and disease prevention

- Inspect regularly: Look under leaves for pests and remove every.
- Pest covers: Use lightweight row covers for young plants to protect from flea beetles, cutworms, and many season pests.
- Rotation and sanitation: Rotate crops each year and remove diseased debris to reduce problems.

Regional timing notes (approximate: Northern Hemisphere)

- Cold climates / short season: Wait until after last frost, start more indoors and transplant to the plot or early days.
- Mild climates / Mediterranean: May is great for planting newly everything, which for hot areas on pool season crops.
- Warm / subtropical climates: Many warm season crops are already to, continue successive sowing for full harvests.

Fast reference planting table

Plant Type	Plant New (Yes/No)	Notes
Tomato (transplants)	Yes	Plant after frost. Plant deep for stronger roots
Peppers and Eggplants	Yes	Warm soil needed, transplant after frost
Beans (shoe corn)	Yes	Sow every 2–3 weeks for continuous harvest
Borers and Beets (beets)	Yes	Sow in cooler soilings, firm seedlings
Basil	Yes	Rotation to cold, cold with warm mulch
Lettuce	Yes	Sow in partial shade if flat
Zinnias and Cosmos	Yes	Don't sow for summer blooms
Potatoes	No (usually earlier)	Best planted earlier in spring in many years

Common mistakes to avoid

- Planting too early and tilling frost damage.
- Over watering seedlings and searing root rot.
- Planting too densely, give plants recommended spacing for airflow and light.

If you want, I can offer a specific planting plan based on your USDA hardiness zone and the size of your garden. Which zone or city are you gardening in?