

## October NEWSLETTER

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### 100 for 100

- #2011** Teresa Scruggs and Andy Green \$100  
**#1102** Amy Nations and Ashley Cribb \$100  
**#1103** Brittany Jenkins, Diane Bishop and Ashley Cribb \$100  
**#1608** Leigha Marchant, Sky Furjes and Ashley Cribb \$100  
**#2018** Aubrianna Espita and Andy Green \$100  
**#2011** Teresa Scruggs and Andy Green \$100  
**#6007** Harley Laughter, Tabitha Jones and Debbie Dutton \$100  
**#2035** Stephanie Towery, Elizabeth Towery and Andy Green \$100  
**#2021** Angela Lavette, Johnathan Pichey and Ashley Cribb \$100  
**#2018** Theresa Koon and Andy Green \$100

### Sled

- #1607** Charlotte Goode \$300

### Referrals

- #6005** Xavier Speaks \$200  
**#2309** Kodie Hensley \$200



### Employees of the Month

#### Dominique Johnson's Area:

Full-time: Della Johnson – Eutawville Subway

- Very dependable and always gives 100%
- Part-time: Tanyia Abrams – Pee Dee Subway
- Very dependable, hardworking employee

#### Crystal Church's Area:

Full-time: Erica Murray – Cross Anchor Hardees

- Always willing to help management when needed

#### Employee Recognition

Timothy Vachon #6007 - Excellence in Customer Service  
Greg Canterbury #2032 – Excellence in Customer Service

| Name            | Division           | Location           | Award       |
|-----------------|--------------------|--------------------|-------------|
| Hazel Rice      | Div I              | Cross Anchor 6004  | August 2025 |
| Miranda Hill    | Div II             | New Ellenton 3003  | August 2025 |
| Tiffany Gleaton | Div III            | Orangeburg 3004    | August 2025 |
| Kimberly Brewer | Div IV             | Sweeten Creek 2003 | August 2025 |
| Margaret Lipsey | Fast Food Division | Walnut Grove 2305  | August 2025 |

## From the President's Desk

We have finally broken ground on the new Sylva, NC site after many delays in receiving NCDOT's approval.

We expect to open in the Spring of 2026. This is an exciting new chapter in Hotspot's history as we embark on building new sites and expanding the Hotspot brand.



Thanks to all of you who have made this possible.  
Happy Halloween to all those who enjoy the spookiest of holidays!

*Harvey Hicks*



# October Birthdays

|            |           |      |                |               |      |
|------------|-----------|------|----------------|---------------|------|
| Randy      | Alley     | 2995 | Kyron          | Leblanc       | 2304 |
| Shawna     | Brady     | 8001 | Yvette         | Linen         | 2304 |
| Catherine  | Brantley  | 2021 | Lavette Angela | Linen         | 2021 |
| Aimee      | Bryant    | 2013 | Alaina         | Mcelrath      | 2305 |
| Shynia     | Burgess   | 2308 | Jaylen         | Miller        | 2990 |
| Stephanie  | Burke     | 1103 | Yoshida        | Mills         | 5002 |
| Margie     | Carson    | 6005 | David          | Murphy        | 2988 |
| Amanda     | Choate    | 2987 | Milum          | Nations       | 2992 |
| Shantaysha | Clark     | 1608 | Courtney       | Owen          | 4002 |
| Anisa      | Creasman  | 5002 | Anyelo         | Perez Pacheco | 5001 |
| Latonia    | Davis     | 2021 | Cavin          | Richards      | 2035 |
| Daniel     | Deyton    | 2025 | Melinda        | Rivell        | 2010 |
| Tonya      | Ellis     | 2021 | Gabriel        | Rushing       | 2022 |
| Kenneth    | Enstad    | 2032 | Steven         | Sanders       | 4004 |
| Amanda     | Fail      | 3004 | Joshua         | Sellers       | 2008 |
| Brittney   | Furjes    | 1608 | Phyllis        | Shropshier    | 2999 |
| John       | Gibson    | 2043 | Stacy          | Terry         | 6005 |
| Dondricas  | Grady     | 6002 | Sherman        | Thomas        | 2008 |
| Tommy      | Granfors  | 6004 | Shanelle       | Thompson      | 2018 |
| Christie   | Grenon    | 2032 | Angel          | Thompson      | 2999 |
| Theresa    | Haynes    | 2005 | Donna          | Thompson      | 2999 |
| Jaqueline  | Hernandez | 2042 | Kandice        | Toth          | 1607 |
| Michael    | Hess      | 5004 | Destiny        | Turner        | 2009 |
| Tabitha    | Hill      | 4002 | Timothy        | Vachon        | 6007 |
| Tiffany    | Inabinett | 5003 | Juanita        | Waters        | 6005 |
| Dwight     | Jackson   | 6005 | Marsha         | Wernet        | 2022 |
| Tabitha    | Jones     | 6007 | Hunter         | White         | 6002 |
| Madyson    | Kirby     | 2024 | Ronald         | Wilder        | 2043 |
| Harley     | Laughter  | 6007 | Rhonda         | Wilson        | 6002 |

# **EMPLOYEE SPOTLIGHT**



## **Joshua Newberry Brevard Location**

**Joshua has lived in his hometown of Candler for 30 years. Josh has been with Hot Spot since March of 2024.**

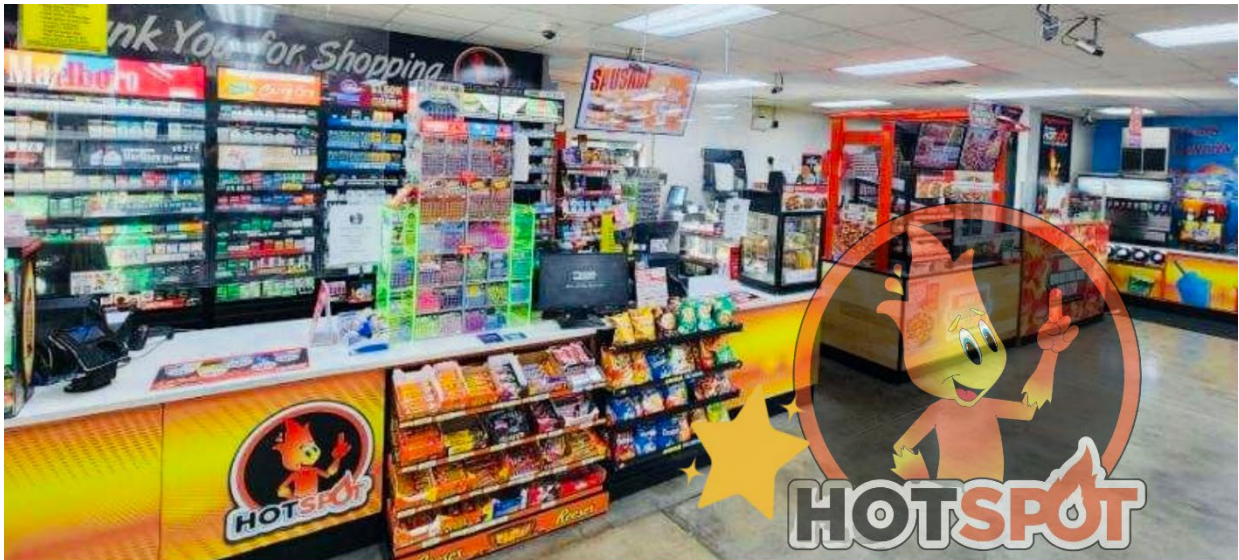
**In his free time, Josh likes to play video games, ride motorcycles and watch TV.**





# October Employees of the Month

Great Job and Congratulations to the employees listed below



## Andy's Area

2003 Sam Smith  
2011 Sara Malone  
2013 Alyssa Rosario  
2018 Ann Gonzalez  
2035 Sharon Heffner  
3005 Taylor Peterson  
5003 Sherita Clontz  
6002 Brenda Lopez

## Amanda's Area

1102 Sabrina Richland  
2008 Patsy Swaenepoel  
2025 Sarah Price  
2032 Janet Rose  
5001 Anyelo Pacheco  
5002 Emily Ingham  
5004 Regina Porter

## Ashley's Area

1103 Hettie Carroll  
1601 Brittany Marihugh  
2021 Anita Combs  
2024 Dawn Delong  
2027 Dante Beatty  
2028 Lisa Tyler

## Debbie's Area

2005 Chandra Phillips  
2010 Marquanz Wofford  
2017 Margaret Hicks  
2019 Tina Landis  
2042 Satoya Means  
2043 Crystal Marler  
6004 Alan Whitlock  
6007 Whitney Tucker

## Michelle's Area

1201 Ashley Gillespie  
2009 Alexis Murrell  
3003 Crystal Glosser  
3004 Keisha Gibbs  
8001 Jessica Serrato



# Hot Spot Skatepark



Coalition For Active Youth

October 19 at 1:34 PM · 🌐

16 years Celebrating the [Hot Spot Skatepark](#) !!! Thanks to all who came out! Thanks [Terry Glen Grimble](#) for doing the contest and bringing Kwesi Holloway, thanks to the [City of Spartanburg Parks, Recreation & Special Events](#) for support, food and long sleeve T's, [HotSpot Convenience Stores](#) for snacks and help with prizes and to the skaters and families for bringing the stoke!!!



Hot Spot is proud to support **MADD South Carolina** ❤️. At our 35th Annual Vendor's Appreciation Golf Tournament, we donated \$10,000 to help further their mission.

Special thanks to **Steven Burritt** from MADD for joining us and accepting the check on behalf of this incredible organization. Together, we're making a difference! 🚗💡 #MADD #HotSpotCares #CommunityStrong



🏈 Game day excitement hit a whole new level! 🎉

During the Wofford vs. Furman showdown, one lucky Hot Spot Rewards member scored a jaw-dropping 1,000,000 points at halftime! 🤖🔥

Big cheers to our winner — and to all the fans who showed their Terrier spirit! 🇺🇸🐾 Keep scanning, keep playing, and YOU could be next!



# 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](http://www.guidanceresources.com)

First time users click register

Organization Web ID: HLF902





## September/October Sales Contest Items

Fatty 2 for \$6.00

Slim Jim

- Giant \$1.00
- Monster \$2.00
- Savage \$3.00

Hostess 2 for \$4.50

Good2grow \$3.39

The graphic is a promotional poster for a sales contest. It has an orange background with a white grid pattern. The title 'September/October Sales Contest Items' is at the top in green. Below the title are four circular callouts, each for a different product. Each callout has a title, a price, and an image of the product. At the bottom of the graphic is a black banner with the HotSpot logo, social media links, and a QR code.

**FATTY**  
**2 for \$6.00**  
All 2oz & Buffalo 1.6oz Sticks  
ORIGINAL BUFFALO STYLE

**SLIM JIM**  
**ONLY \$1 \$2 \$3**  
Giant Monster Savage  
6g PROTEIN 3x BUNDS

**HOSTESS**  
**2 for \$4.50**  
Singles  
Hostess Cup Cakes

**GOOD2GROW**  
**ONLY \$3.39**  
Singles  
Fruit Punch good2grow

**HOTSPOT**  
PROMOTION VALID  
Sept. 1st - Oct. 31st

hotspotstore.com  
facebook.com/HotSpotStores

SCAN TO  
DOWNLOAD  
OUR APP

**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.





The U.S. Fire Administration reports that fires kill more than 4,000 Americans each year and approximately injure 20,000 more. U.S. fire departments respond to nearly 2 million fires each year, with three-quarters of them occurring in residences.

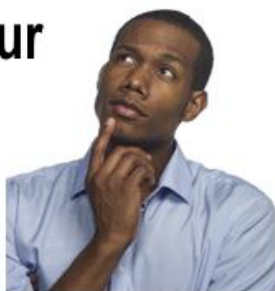
A home is often referred to as a safe-haven. This month, make sure your home is protected from (and your family is prepared for) a fire. Here are 10 simple tips to help you avoid fires and reduce the risk of injury should one occur:

- 1) **Smoke Alarms** – These are still a very important addition to your home. Smoke alarms are widely available and inexpensive. Install a smoke alarm on every level of your home and test it monthly.
- 2) **Prevent Electrical Fires** – Don't overload circuits or extension cords. Cords and wires should never be placed under rugs or in high traffic areas. Avoid loose electrical connections by checking the fit of the plug in the wall outlet. If the plug loosely fits, inspect the outlet right away. A poor connection between the plug and the outlet can cause overheating and can start a fire in minutes.
- 3) **Keep Plugs Safe** – Unplug all appliances when not in use. Follow the manufacturer's safety precautions and use your senses to spot any potential disasters. If a plug is overheating, smells strange, shorts out or sparks – the appliance should be shut off immediately, then replaced or repaired.
- 4) **Alternate Heaters** – Make sure there is ample space around any portable heating unit. Anything that could catch fire should be at least three feet away. Inspect your chimney annually and use fire screens to help keep any fires in the fireplace.
- 5) **Fire Safety Sprinklers** – When combined with working smoke alarms, home fire sprinklers greatly increase your chance of surviving a fire. Sprinklers are affordable and they can increase property value and lower insurance rates.
- 6) **Create An Escape Route** – Create and practice your escape plan with your family from every room in the house. Practice staying low to the floor and checking for hot doors using the back of your hand. It's just like a routine school fire drill – but in your home.
- 7) **Position Appliances Carefully** – Try to keep TV sets, kitchen and other appliances away from windows with curtains. If there is a wiring problem, curtains can spread a fire quickly. Additionally, keeping your appliances away from water sources (like rain coming in from windows) can help prevent wiring damage which can lead to a fire.
- 8) **Clean Dryer Vents** – Clothes dryers often start fires in residential areas. Clean the lint filter every time you start a load of clothes to dry or after the drying cycle is complete. Make sure your exhaust duct is made of metal tubing and not plastic or foil. Clean the exhaust duct with a good quality dryer vent brush to prevent blockage & check for lint build up behind the dryer at least twice a year.
- 9) **Be Careful Around the Holidays** – If you fill your home with lights during the holiday season, keep them away from anything that can easily catch fire. Check all your lights prior to stringing them up and dispose of anything with frayed or exposed wires.
- 10) **Conduct Regular Inspections** – Check all your electronic equipment and wiring at least once a month. Taking a little time to do this each month can really pay off.

**Following these simple tips could potentially save your life or the life of a loved one.**

## Reflecting on Your Drinking Pattern?

There's an adage in the recovering alcoholic community: "If you wonder whether you have a drinking problem, then you probably do."



This is called reflecting on one's drinking pattern. It's typically a first step toward self-diagnosis and acceptance of substance use disorder. If you have been reflecting on your drinking pattern, take the next step—an assessment if any of these discoveries are true:

- 1) Noticing a pattern of increased alcohol consumption over time.
- 2) Making unsuccessful attempts to cut down on the amount or frequency of your drinking.
- 3) Increasing the frequency of using alcohol to manage pain, anxiety, depression, or other psychological conditions.
- 4) Thinking about a drink at day's end, and looking more forward to drinking.
- 5) Experiencing more frequent adverse consequences of any kind related to drinking.
- 6) Drinking more to get the effect you want from alcohol than you did in the past.

## Power of "Authenticity" at Work

Authentic employees use an honest, transparent, no-façade approach to interactions with others at work. If that sounds like you, then others find you easy to be around because your genuineness makes



them feel safe and prompts their desire to also be authentic. Authentic employees are more willing to show their true emotions and admit mistakes. Their communication style helps eliminate misunderstandings, miscommunication, and the hidden agendas that create conflict at work. Obviously, the payoffs for being authentic are greater job satisfaction, less stress, and more camaraderie with coworkers. This is why authentic employees are often held up as role models.

Authenticity can be a bit risky. Showing honesty and vulnerability can expose you to criticism by some, but the productivity payoffs and being a happier worker are worth it. Ultimately, authenticity makes you stand out and appear more valuable, and it improves your career

## Fight Stress with Healthier Eating

Some foods can play a positive role in managing stress. Berries reduce inflammation and oxidative stress in the body.



Nuts—including almonds, walnuts, and pistachios—have healthy fats and fiber that can stabilize blood sugar while giving sustained energy. Dark chocolate with more than 70% cocoa may reduce stress hormones and release endorphins, which are natural mood lifters. Yogurt is a probiotic-rich food that supports gut health, which can positively influence mood and reduce stress. Leafy greens—including spinach, kale, and Swiss chard—can help regulate cortisol, a stress hormone, because of their magnesium content, and their folate content may help with mood regulation.

## Unplug and Connect with What Matters

Technology devices can get in the way of quality family time. Could a "device-free zone" (or two) be good for your family? The idea is to have loved ones, especially children, learn to value face-to-face interactions, which are crucial for emotional well-being. If you want to try implementing the concept, here are tips: Start the tradition early to maximize the impact on young children and its value for their developmental psychology as it grows over time. Also, get agreement and commitment from household members to adhere to the rules set for your device-free zone(s).



# SAFETY

## It's Everyone's Responsibility