

## SEPTEMBER NEWSLETTER

### INSIDE THIS ISSUE

1. Fast Food Employee of the Month/Manager of the Month
2. Spotlight Employee
3. C-Store Employees of the Month
4. Note from President
5. September Birthdays
6. Referral Bonus/EAP info
7. Contest Items
8. Mission Statement
9. Articles
10. Childhood Cancer Awareness
11. Live Well, Work Well
12. Live Well Work Well Cont'd
13. Suicide Prevention

### Referral Bonus

#2305 Hannah Pearson \$200



### Employee Recognition

Sherry Suttrich #2008 - Excellence in Customer Service  
 Paige Williams #2008 - Excellence in Customer Service  
 Jade O'Neal #2025 – Excellence in Customer Service  
 Rebecca Delaney #2008 – Excellence in Customer Service

### Employee of the Month

Dominique Johnson's Area: Full-time: Skye Smith – E. Subway

- Great customer service, always willing to help others

Part-time: Jamurion Davis – B. Neck Subway

- Very neat and organized, always does what is asked of him

Crystal Church's Area: Full-time: Logan Rushing – P. Subway

- Outstanding worker, very fast and efficient.

Part-time: Naomi Drummond – B. Springs Subway

- Works non stop, outstanding employee

## JULY MANAGER OF THE MONTH

Name	Division	Location	Award
Luke Halleman	Div I	Murphy 2008	July 2024
Lisa Poole	Div II	Hayesville 2032	July 2024
Pamela Danner	Div III	New Bridge 5001	July 2024
Linda Lovette	Div IV	Red Bluff 2024	July 2024
Margaret Lipsey	Fast Food Division	Walnut Grove Subway 2305	July 2024



# EMPLOYEE SPOTLIGHT



**Sonya Crocker**  
**Hottie's Kitchen**

**Sonya Crocker has been employed with Hot Spot since May 2017 and is currently the Hottie's Kitchen supervisor. In 2017, she was hired as the store manager of the Pauline General location and quickly began turning the store around and making it profitable with a profitable kitchen. For her efforts, she was recognized as Manager of the Year 3 years in a row and had best inventory control 4 years consecutively. Sonya has 5 sons, one of which still lives at home with her, and 7 grandsons. She recently purchased a home and is looking forward to decorating it and making it her dream home. In addition to her son who lives with her, Sonya just adopted an English Bull Dog into her family. She is learning patience from having a new puppy at home. Sonya loves to learn, watch movies, shopping and playing corn hole. She loves the beach and would love to retire to a beach front property one day.**

# August Employee of the Month

Great Job and Congratulations to the employees listed below



## Andy's Area

2003 Kimberly Brewer  
2011 Brittany Pruitt  
2013 Sherese Rogers  
2018 Leslie Fitch  
3005 Angie Walker  
5003 Henry Ingham  
6002 Anastasha Oliver

## Amanda's Area

1102 Judy Mullen  
2008 Elan Holdorf  
2025 Jade O'Neal  
2032 Dena Coker  
5001 Ernie Robinson  
5002 Jessica Smith  
5004 Vilma Banag

## Ashely's Area

1103 Stephanie Blankenship  
1601 Michelle Hodge  
1607 Danille Simmons  
1608 Andrea Collum  
2021 Tony Ellis  
2024 Laurie Centerfeit  
2027 April Sanders  
2028 Brianna Mendoza

## Debbie's Area

2005 Tracy Dean  
2017 Roxanne Cothran  
2019 Taylor Hardin  
2042 Lana Phillips  
2043 Morgan Crowder  
6004 Alan Whitlock

## Michelle's Area

1201 Bethea Segars  
2009 Charlsie Porterfield  
3003 Crystal Glosser  
3004 Keisha Gibbs

## From the President's Desk

We have been considering options for some time but have finally decided on a replacement system for the Maintenance Connection software which has reached end of life. Information on the rollout of the new system, CorrigoPro will be coming to the stores & maintenance departments soon.

Autumn is usually defined in the Northern Hemisphere as the period between the autumnal equinox (day and night equal in length), September 22 or 23, and the winter solstice (year's shortest day), December 21 or 22. For many this is the favorite time of year as temperatures cool down from the summer heat.

It is another season of opportunity for us at Hotspot especially in the mountains as the leaf season begins. Let's keep the stores clean and fully stocked. It makes a big difference to our customers and helps us compete with the big chains. Thanks for all you do!

*Harvey Hicks*





# SEPTEMBER

## Birthdays

AUTHEMENT, BRIAN  
BARKER, RAKESA  
BENJAMIN, QUAMEL  
BOLTON, MATTHEW  
BURGESS, JEREMY  
BURTON, SABRINA  
CAMPBELL, MIRANDA  
CARROLL, HETTIE  
CARTER, TANAYA  
CHANDLER, KYETA  
COLQUHOUN, SUSAN  
COOPER, ISAAC  
COUICK, TONYA  
COVINGTON, KATHRYN  
CRUZ, NORA  
CURRY, WILLIAM  
DARNELL, ZACHARY  
DENNY, JAMES  
DIFRANCO, VINCE  
DORSEY, KACEY  
DORSEY, TIFANI  
DUTTON, DEBBIE  
EPLING, GRACIE  
FARRAH, JULIE  
FITCH, LESLIE  
FOWLER, TAMMY  
FUENTES, MARY  
GARGIULO, THOMAS  
GENWRIGHT, SHAIRON  
GOMEZ, ARTURO  
GOSSETT, RUBY LOUISE  
GRANT, CHRISTINA  
GROOMS, DAWN  
HAGER, DYLAN  
HALLEMAN, WILLIAM  
HAMILTON, LASHAWN  
HENDERSON, JEREMY  
HERNANDEZ-PEREZ, LAURA  
HOLBERT, ALEXIS  
HOSTETLER, CHRISTINA  
HUDSON, STEPHANIE  
HUNTER, REBECCA  
IVEY, MALIA

IVEY, MALIA  
JACKSON, ABIGAIL  
JACKSON, ISAIAH  
JENKINS, TONYA  
JENNINGS, AZARIA  
JORDAN, WILTON II  
KELIUKULI, VENUS  
LAYE, JENNIFER  
LITTLE, PHILIP  
MCGILL, KARLEY  
MERCER, TABATHA  
MILLER, SONDA  
MOODY, TONYA  
MUNOZ ACOSTA, JORGE CARLOS  
NASH, KELLY  
NATIONS, SHANE  
NICHOLSON, CHRISTINA  
PEACE, TRACY  
POOLE, LISA  
PRUITT, BRITTANY  
REED, ANTHONY  
REED, JORDAN  
ROMICH, BRENDA  
ROSE, JANET  
RUSH, CHRISTINA  
SANDERS, SANDRA  
SEAY, ERNIE  
SHERBERT, PRESTON  
SLENTZ, KATHRYN  
SMITH, SKYE  
STEVENS, MELISSA  
SYKORA, MIRANDA  
THORNLEY, JOSEPH  
TILLIE, ROLLIN  
TYLER, LISA  
WILLIAMS, JAHEIM  
WILLIAMS, PAIGE  
WILLIAMS, SHIQUITA  
WRAY, DALEMONICA  
YOUNG, RASHAD

# 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](http://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 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

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.

# September/October Sales Contest Items

## Contest items

12oz Celsius  
2 for \$5

2oz Vacadillos  
2 for \$10

6oz Good 2 Grow  
ONLY \$3<sup>39</sup>

16oz Monster-NOS Full Throttle  
BUY 1 GET 1 FREE

Chips Lay's  
2 for \$8<sup>50</sup> or \$4<sup>99</sup> each

12oz Red Bull  
BUY 2 GET 1 FREE

Single Serve Hostess  
2 for \$4<sup>50</sup>

**HOTSPOT**

PROMOTION VALID Sept. 1st - Oct. 31st  
hotspotstore.com  
facebook.com/HotSpotStores

Download Our App

f X

Download on the App Store

Celsius 2 for \$5.00

Vacadillos 2 for \$10.00

Good 2 Grow Only \$3.39

Monster BOGO

Lay's Chips 2 for \$8.50

Red Bull BOGO

Hostess 2 for \$4.50

**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.**



## 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.

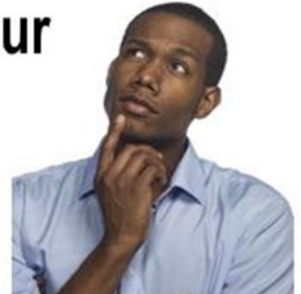


## Reflecting on Your Drinking Pattern?

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.



## Dose of Exercise Fends Off Depression

Significant research for decades has focused on how exercise can help prevent and relieve depression. The latest research demonstrates that exercise is dose-related—the more exercise, the greater the preventive effect. For example, 20 minutes daily of brisk walking for five days weekly was associated with a 16% lower rate of depressive symptoms and 43% lower odds of major depression. Talk to your doctor about exercise, and read the study below to see more dose or impact ratios and what exercise will do for you.



## 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).



# SEPTEMBER IS CHILDHOOD CANCER AWARENESS MONTH



Every September, a gold ribbon is shown to commemorate Childhood Cancer Awareness month. This is an annual awareness month to raise support, funding, and awareness of childhood cancers and the impact for sufferers and families of sufferers of

childhood cancer. Cancer remains the leading cause of death by disease for children under the age of 15.

Every year, approximately 300,000 families around the world will hear, “Your child has cancer.” Childhood cancer is not only devastating to the growth and development in children but also impacts their families and friends. When children should be focusing on school, play and making new friends, if they have cancer, their focus ends up being on treatment, medication, operations, not to mention the physical and emotional effects on all those involved.

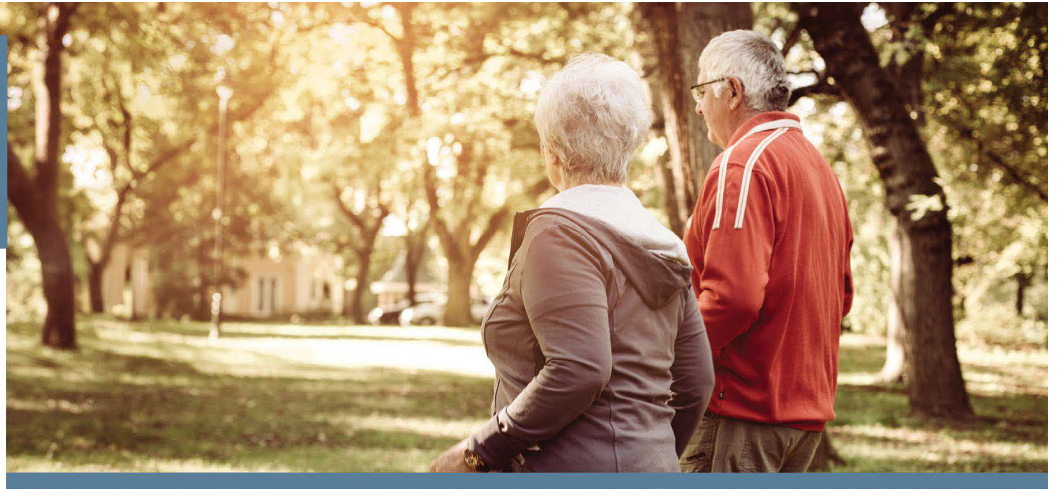
Parents of childhood cancer sufferers can feel helpless watching their children suffer. The stress of making life-altering decisions on medications and treatments as well as missing work and school takes a toll. And what’s worse is trying to explain to a child what is happening to them, questioning life and faith, and not knowing the ultimate outcome.

Some forms of cancer are mostly or exclusively only seen in children, and that is something highlighted by the awareness month. On a positive note, children can be more resilient to cancer and cancer treatments than adults, and there are many cases of successful treatment and complete recovery where these children grow up to live a normal life.

Awareness, education, and support of childhood cancer is vital and is the purpose of Childhood Cancer Awareness Month.

September 2024

# Live Well, Work Well



## Cholesterol and You

Cholesterol is a waxy substance found in your blood that your body needs to build cells; however, too much can pose a problem. Cholesterol travels through the blood on proteins called lipoproteins. There are two types of lipoproteins:

1. Low-density lipoprotein (LDL), known as **bad cholesterol**, makes up most of your body's cholesterol. High levels of LDL cholesterol can increase your risk for heart disease and stroke.
2. High-density lipoprotein (HDL), known as **good cholesterol**, absorbs cholesterol and carries it back to the liver to be flushed from the body.

More than 40% of U.S. adults with high cholesterol don't know they have it, according to a study published in JAMA Cardiology.



High cholesterol usually has no symptoms, so the American Heart Association (AHA) recommends that adults age 20 or older have their cholesterol checked every four to six years. Bad cholesterol can be elevated by age, family history, certain health conditions (e.g., Type 2 diabetes and obesity) and lifestyle factors. While you can't control all those risk factors, you can take steps to lower your risk for high cholesterol with the following lifestyle changes:

- **Eat a heart-healthy, balanced diet.** Saturated and trans fats can increase your cholesterol, so focus on monounsaturated fats (e.g., olive oil, nuts and avocados) and polyunsaturated fats (e.g., salmon, herring and margarine). Also, limit red meat, fried foods, processed meats and baked goods.
- **Exercise regularly.** The AHA recommends individuals get at least 150 minutes of moderate aerobic exercise each week. Adding resistance exercises to your routine at least twice a week can further help.
- **Avoid or quit smoking.** Smoking tobacco increases LDL cholesterol, decreases HDL cholesterol and can result in cholesterol buildup in one's arteries.
- **Limit alcohol use.** If you consume alcohol, do so in moderation. For men, this typically means up to two drinks per day, and for women, one drink per day.
- **Maintain a weight that is healthy for you.** Having excess weight or obesity can increase your risk of developing high cholesterol levels. A doctor can help determine a sustainable weight management plan.

The only way to know whether you have high cholesterol is to check your levels. Visit your doctor for a cholesterol screening and to discuss lifestyle risks.

## Are You Prepped for a Disaster?

Disasters such as hurricanes, tornadoes, floods and earthquakes can strike with little or no warning. September is National Preparedness Month, making it a good time for you and your household to make a plan if you need to evacuate your home or get trapped inside for days. The Federal Emergency Management Agency (FEMA) recommends discussing the following questions when creating an emergency plan:

- How will I receive emergency alerts and warnings?
- What is my shelter plan?
- What is my evacuation route?
- What is my household communication plan?
- Do I need to update my emergency preparedness kit?

You'll also need to consider your household's specific needs, make an [emergency plan](#) and practice it with your family members. These tips pertain to your home, but remember that emergencies can happen anywhere. Visit FEMA's website, [Ready.gov](#), to learn more about preparing for emergencies at home, at work and on the road.

### Emergency Supply Kit Checklist

- |   |  |
|---|--|
| <input type="checkbox"/> Water              | <input type="checkbox"/> Local maps            |
| <input type="checkbox"/> Nonperishable food | <input type="checkbox"/> Manual can opener     |
| <input type="checkbox"/> Flashlight         | <input type="checkbox"/> Battery-powered radio |
| <input type="checkbox"/> Whistle            | <input type="checkbox"/> First-aid kit         |
| <input type="checkbox"/> Dust mask          | <input type="checkbox"/> Pet supplies          |

## Don't Forget About the 988 Mental Health Crisis Hotline

The [988 Suicide and Crisis Lifeline](#) (988) was launched nationwide in July 2022. Like dialing 911 for medical emergencies, people in emotional distress or suicidal crisis can call or text 988 to connect with counselors who will listen, provide support and connect them to resources. Since 988's launch, counselors have answered over 10 million calls, texts and chats. Despite the volume, a new poll revealed that only 23% of Americans are at least somewhat familiar with 988.

988 provides immediate and accessible care to anyone experiencing mental health-related distress, including thoughts of suicide, mental health or substance use crisis, or other emotional struggles. It's vital to continue spreading the word about 988. People can also call if they are worried about a loved one who may need immediate support.

## Rice Bowl Breakfast With Fruit and Nuts

*Makes: 2 servings*

### Ingredients

- 1 cup cooked brown rice
- ½ cup nonfat milk
- ½ tsp. cinnamon
- 1 cup chopped fruit (e.g., apples, bananas, raisins, berries and peaches)
- 2 Tbsp. chopped nuts (e.g., walnuts and almonds)

### Preparations

1. Combine cooked rice, milk and cinnamon in a microwave-safe bowl. Microwave on high for 45 seconds. Stir and heat for another 45-60 seconds or until the rice mixture is heated.
2. Divide the rice mixture between two bowls. Top with fruit and nuts. Serve warm.
3. Refrigerate any leftovers within two hours.

### Nutritional Information (per serving)

Total calories	203
Total fat	5 g
Protein	6 g
Sodium	31 mg
Carbohydrate	35 g
Dietary fiber	4 g
Saturated fat	1 g
Total sugars	10 g

*Source: MyPlate*

# September is Suicide Prevention Month

According to the American Psychological Association approximately 50 percent of all people will experience at least one traumatic event in their lives. Traumatic events include physical, psychological and sexual abuse; terrorism and war; domestic violence; witnessing violence against others; and accidents and natural disasters. Trauma is more common than we realize, it can also be the starting point to depression which is the leading cause of suicide. Each year 1 to many suicides occur and by that, I mean any number past 0. Everyday encourage someone, speak life into them, compliment instead of ridicule, you never know how close to the edge someone is.

