

## NOVEMBER NEWSLETTER

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### 100 for 100

#6007 Stephanie Hudson, Richard Mize and Debbie Dutton \$100

#2017 Stacy Ackley-Hirsch, Kathy Hicks and Debbie Dutton \$100

#5004 Vilma Banag, Heidi Herrera and Andy Green \$100

#5003 Alex Calloway, Amanda Nations and Andy Green \$100

#6004 Sabrina Burton, Hazel Rice and Debbie Dutton \$100

#2009 Chanda Fields, Ashleigh Porter and Michelle Kratzer \$100

### Sled

#4004 Michelle Vieira \$100

#1201 Bethea Segars \$100

### Referral Bonus

Taylor Gosnell \$200

Beronica Garcia \$200

Belinda Tucker's Area: Full-time: Kassie Shawley - Pickens

- Performs tasks w/o delegation, does a great job in sales

Part-time: Brandy Morton - Greer

- Great employee, works really hard & has a great attitude

• Debbie Dutton's Area: Full-time: Ann Gonzalez - Cowpens

- Always covers call out and other employees missed time

Part-time: Crystal Espitia - Cowpens

- Always helps cover shifts

Andy Green's Area: Full-time: Bonnie Turner - Murphy

- Dedicated hard-working employee

Part-time: Billy Hodgson - Hayesville

- Always smiling, great customer service

Dominique Johnson's Area: Full-time: Kayla Sanders - S. Hardees

- Super Star Employee

Part-time: Laquita Bellamy - Britton's Neck Subway

- Goes the extra mile for her store

Ashley Hogan's Area: Full-time: Jennifer Beatty - Timmonsville

- Dedicated hardworking employee

Part-time: Lisa Tyler - Pee Dee

- Positive Attitude, always willing to help

Michelle Kratzer's Area: Full-time: Tori Montgomery - Eutawville

- Great Team Player

Part-time: Brandon Martin - Greenwood

- Always willing to help co workers

Crystal Church's Area: Full-time: Rosio Gonzalez - CA Hardees

- Great work ethic, always cleaning and helping others

Part-time: Angelea Fowler - Boiling Springs Subway

- Great with customers and co-workers

## From the President's Desk

Hard to believe but another year is drawing to a close. Thanksgiving is almost here! A good time to reflect on the blessings in our lives and to remember who and what we are truly thankful for. Without a doubt I am thankful for the wonderful team here at Hotspot that make us so successful. THANK YOU ALL!



I love interesting facts about the holidays so here are some for Thanksgiving. They contain some history and remind us of how large the USA truly is:

- ✓ The first Thanksgiving was celebrated in 1621 in Plymouth, MA.
- ✓ Abraham Lincoln proclaimed Thanksgiving a national holiday on October 3, 1863.
- ✓ The average number of calories consumed on Thanksgiving is 4,500. An estimated 46 million turkeys are consumed and 88% of Americans eat turkey.
- ✓ Whether you call it dressing or stuffing comes down to where you live. People in the South are more likely to call it dressing, while people from northern and western states tend to stick with stuffing.
- ✓ Sweet potatoes aren't really potatoes. True potatoes like russets are members of the nightshade botanical family, while sweet potatoes belong to the morning glory family.
- ✓ More than 117 million Americans are expected to travel during the Thanksgiving holiday this year. Another opportunity for Hotspot!

Happy Thanksgiving everyone!

*Harvey Hicks*

# Employee in the Spotlight



*Bonnie Turner*

Bonnie has been employed with Hot Spot in Murphy for 13 years. She is a dedicated, hardworking employee. She goes way above and beyond to help all aspects of Hot Spot. Very prideful and detailed oriented in all her work. Always has a smile and friendly hello for every customer that she comes in contact with. All employees in Murphy depend on her for guidance and knowledge.

Bonnie has 2 daughters and 2 grandsons she loves dearly.

## SEPTEMBER MANAGER OF THE MONTH

Name	Division	Location	Award
Joy Bellew	Div I	Chesnee 3005	September 2023
Kathy Hicks	Div II	Walnut Grove 2017	September 2023
Randy Adams	Div III	Cowpens 2018	September 2023
Lee Gilmore	Div IV	Harleyville 1608	September 2023
Margaret Lipsey	Fast Food Division	Walnut Grove Subway	September 2023

# November Birthdays



Justin	Abernathy	2032	Michelle	Hudson	2304
Sarah	Aiken	2018	Dominique	Johnson	2981
Lacie	Alderman	6002	Robin	Kuhrt	6004
Destiny	Barker	1609	Richard	Lancaster	2992
Dante	Beatty	2027	Kresstina	Larsen	2008
Laquita	Bellamy	2308	Labronjai	Lee	1609
Ethen	Brown	2022	A'yiana	Lippman	1609
Myron	Brown	6005	Tony	Lollis	1201
Debra	Chavis	5004	Holly	Mccullough	2032
Crystal	Church	2981	Ian	Moua	2306
Vickie	Cook	3005	Stacey	Nixon	2024
Stephanie	Diaz	2025	Adam	Pate	2027
Tyler	Ellason	6005	Jessica	Radford	2008
Siere	Etheredge	2019	Jason	Redmond	5001
Ruth	Fendich	2306	Marquita	Richards	1608
Craig	Forster	1000	Michael	Robinson	5003
Jeff	Forster	1000	Teresa	Scruggs	2011
Destiny	Franklin	5003	Antonia	Smith	2028
Isaias	Garcia	2013	David	Sowers	2306
Isaiah	Gary	2011	Edna	Stephens	2013
Tammy	Gilliam	2999	Daniel	Stewart	5002
Tommie	Gilliam	2992	Jessica	Struchko	2032
Haley	Goode	2032	Donna	Taylor	3005
Amy	Green	2303	Rose	Tuna	2022
Ancle Andy	Green	2987	Rashod	Weaver	8001
David	Haney	5003	Lawrence Alan	Whitlock	6004
Jessica	Hoffman	4005	Charles	Williams	2025
Jean	Horne	5001	Kyndal	Yarbrough	1607



WE ARE GRATEFUL



**Customer Feedback:**

**A lady had an allergic reaction while traveling with her husband, they got off the interstate and went in our Princeton Store for help. She had nothing but great things to say about the employees list below. She said they did everything right and got her the help she needed. Thank you Sabianne, Kodie and Malisa for going above and beyond.**

**Sabianne Owens  
Kodie Hensley  
Malisa Storey**

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**Customer Feedback:**

**I would like to thank store number 2019. I was driving with my disabled mother on Sunday 11/05/23 and happened to stop at this store. I can't say enough good things about the employees. Those ladies went above and beyond. They were so helpful, kind, and friendly. From the time I was helping mother from car, a young lady was already opening and holding the door for us. Once inside we were guided to the very clean restrooms. Overall, it was a very pleasant experience. I usually try to find a QT to stop at but not anymore, from now on I will look for a HOT SPOT!**

**Ashley Price  
Torry Tennyson  
Taylor Gosnell**

## Employee Recognition

I want to recognize **Paige Williams** at store 2032 for being such a great employee and person. My son "Benjamin Patterson (13)" has severe anxiety and PTSD. Ben had to be hospitalized for two weeks to deal with his anxiety and PTSD, upon his return Paige talked with him to help him understand that it's not a bad thing to seek help. Every time we stop at store 2032, she gives him a hug and asks how he is doing. She has become like a big sister to him. I want to thank her for not only being a smiling face but a friend and mentor, she is the best.

Thank you  
Grateful Customer

P.S.

The raccoon hat he is wearing, Paige bought out of her own person money and gave to him.



# HALLOWEEN

## 2023





Exciting news! Our marketing team has just welcomed Michael Wood as our newest member. With experience in photography, social media, TikTok, visual marketing, digital advertising, and retail, Michael brings a diverse set of skills to the table. He holds a degree in Computer Science from Spartanburg Methodist College and a degree in Marketing at University of South Carolina Upstate. Michael will report to me as our Digital Marketing Specialist. We can't wait to see the impact he will make on our team!

**Shawn L Holmes**  
Corporate Manager  
Marketing and Merchandising



This is the best and cutest costume!



Great day at the Jesse Boyd Elementary Fun Run! Happy to sponsor the active youth and our local schools!

# HOT SPOT NEWS



We hope this message finds you all in good health and high spirits. As we approach the end of the year, we wanted to take a moment to reflect on the incredible achievements and milestones we have accomplished together.

First and foremost, we would like to express our gratitude to each and every member of the team for their hard work, dedication, and resilience throughout the year. your unwavering commitment to excellence has propelled us forward.

We are thrilled to announce that our company has recently reached a significant milestone. With your collective efforts, we have successfully surpassed our annual sales and Gross Profit targets for the year. This remarkable achievement is a testament to the exceptional skills and expertise that each team member brings to the table.

Furthermore, we would like to acknowledge the exceptional teamwork and collaboration that has been displayed across all departments. Our ability to work seamlessly together, has been truly remarkable. It is this spirit of unity that has allowed us to overcome obstacles and achieve remarkable results.

In addition to our sales success, we have also received positive feedback from our customers highlighting the outstanding service and support they have received from our team. Your dedication to providing exceptional customer experiences has not gone unnoticed, and we thank you for going above and beyond to ensure customer satisfaction.

Looking ahead, we recognize that our success is directly tied to the growth and development of our team members on Marketing objectives.

Finally, we would like to extend our warmest appreciation to everyone for your ongoing dedication, hard work, and innovative thinking. Together, we have achieved great things, and we are confident that our future holds even greater possibilities.

Thank you for your continued commitment to our company's success.



**Think Sales,  
Shawn L Holmes  
Corporate Manager  
Marketing and Merchandising**

# November/December Sales Contest Items

## Contest items

Monster Energy 15.5-16oz – Buy 2 Get 1 Free

Pringles 2.5oz - 2 for \$4

Mrs. Freshley's 2 for \$3.50

Bridgford 3.25oz Bag Sweet Baby Ray's Only \$6.99 each

Lindt Truffles 3 for \$1.00

Celsius Energy 12oz Buy 2 Get 1 Free

**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.**



**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)**

## REFERRAL BONUS

### 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 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

# 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.

## More Tips about: Living Well in Anxious Times

**Terrible news** about war and terrorism can be extremely unsettling, but completely avoiding news is probably not the best solution. To strike a balance, consider these few tips: 1) Schedule—not just prioritize—your self-care practices such as exercise, meditation, and hobbies to help reduce stress and promote mental well-being. 2) Maintain a supportive network of loved ones you can share concerns and process emotions with. 3) Focus on what you can control—your goals, daily activities, and well-being are still important! 4) If anxiety feels overwhelming, speak to a mental health professional at your Employee Assistance Program (EAP). 5) There are now free apps *that block other apps* and let you get news or schedule access only at specific times. Some will even block you from tweaking the schedule in case you get the urge to peek!



Learn more: [beeboom.com/app-blocker-apps/](http://beeboom.com/app-blocker-apps/)

## Make Your Medical Visit More Beneficial

**Bring health** questions to your doctor to maximize the benefits of a medical exam. It could save your life. For example, forgetting to mention the curious bump under your arm could be disastrous if it is cancerous. Ask questions about risk given your family's medical history and about genetic tests that can help prevent them. And don't hold back questions you feel squeamish about, like sexual health issues. The bottom line—team with your doctor to maximize wellness.



## Get Help for Complex Grief

**Grief is a unique** experience for everyone. There is no "right amount of time" to navigate grief, but some people do experience prolonged (complex) grief. It can be intense and debilitating. If you are struggling with the inability to move forward in your grief journey, consider professional counseling. There are peaks, valleys, and new horizons in overcoming grief, but taking this step to wellness can help protect your physical and mental health and relationships at home and at work. Learn more about complex grief with this resource: [www.abct.org/wp-content/uploads/2021/03/complicated-grief.pdf](http://www.abct.org/wp-content/uploads/2021/03/complicated-grief.pdf)



## Tips for Managing a Heavy Workload

**Many surveys** show the primary cause of job stress is a heavy workload. If reducing your workload is not possible, set boundaries between work and personal life by first gauging the amount of work and then scheduling the time necessary to complete it. Also schedule personal, family, or leisure time around these hours. Stick rigorously to this schedule. Here's why: Work tasks naturally consume all the time allocated or perceived to be available to complete them. (This is known as Parkinson's Law.) By rigorous scheduling, you leverage this principle to complete the work but still have a personal life—and all the benefits you derive from it!



## Holidays Hazards-Home Safety Tips for Christmas Holidays

Christmas holiday season is here with us, again. You should be out shopping and visiting loved ones without the worry of what is going on at your house. Keep your home and family safe during this holiday season with these practical tips on holiday hazards.

### Christmas Tree

Most residential homes catch fire during winter months. On average, 240 home fires start from Christmas tree each year. Place the Christmas tree away from high traffic areas, doorways and exits. Never place Christmas tree near any heating source. For a real Christmas tree, cut off about 2 inches of the trunk and place in a sturdy stand. Know the Holiday Hazards that could creep up on you.

### Holiday Lights

About 350 people are injured by broken lights, being burned or getting shocked. To avoid fire, make sure you turn off all decoration lights when you leave the house or go to bed. Place extension cords next to the wall so no one will trip. Avoid running cords under rugs or carpet. One extension cord should connect a maximum of 3 mini light sets or a maximum of 50 screw-in bulbs.

### Candles

Candles cause more than 10 deaths, 175 injuries, and \$20 million in damage each year. Never place any decorations near candles to lower risk of fire.

### Holiday Cooking

Unattended cooking is the leading cause of home cooking fires during the holidays in the U.S. Stay in the kitchen while you're frying, broiling and grilling food. If you leave the kitchen for a short period, turn off the stove.

During this holiday, be especially careful with kids and make sure nothing spoils the fun. Keep your family safe this Christmas.

# Check the Halls for Holiday Safety

fa-la-la-la-la la-la-la-la

**BE SAFE**

- ★ **Christmas Trees** – Water trees regularly. Dry trees can burn faster than newspaper. They can be completely covered in flames in seconds.
- ★ **Ladders** – Heed warnings on ladders. Tens of thousands of people are treated for injuries related to ladder falls in November and December.
- ★ **Cords** – Always look for the marking of a recognized testing lab. Don't overload extension cords and power strips.
- ★ **Holiday Lights** – Prevent fires and shock. Throw out damaged or frayed light sets.
- ★ **Candles** – Be careful with candle placement. Candle fires cause millions of dollars of property damage each year.
- ★ **Decorations** – Avoid sharp, breakable decorations in homes with young children.

**NSN** NEIGHBORHOOD SAFETY NETWORK  
A PRODUCT OF THE U.S. CONSUMER PRODUCT SAFETY COMMISSION