

## March NEWSLETTER

### INSIDE THIS ISSUE

1. FF Employees of the Month/Manager of the Month
2. Note from President
3. Spotlight Employee
4. March Birthdays
5. Employee of the Month
6. 401K Open Enrollment
7. Benefit Open Enrollment
8. Mission Statement
9. Articles
10. Contest Items March/April
11. Referral Bonus/EAP Info
12. St. Patrick's Day History
13. Health/Fitness
14. Home Maintenance
15. Home Maintenance Cont'd



### 100 for 100

- #6005 Khaliah Nieves, Sarah Smith and Crystal Church \$100
- #5002 Anisa Creasman and Amanda Choate \$100
- #2027 Frances Hunnicutt, Randy Powell and Ashley Choate \$100
- #3004 Tiffany Gleaton, Charlene Grooms and Michelle Kratzer \$100

### Sled

- #4002 Jordan Griswell \$300

### Customer Service Award

- #2021 Latonia Davis \$50

## Employees of the Month

### Dominique Johnson's Area:

**Full-time: Azalea Dingle –Pee Dee Subway**

- Outstanding worker

**Part-time: Jonai Ritter – Eutawville Subway**

- Respectful and always willing to help others

### Crystal Church's Area:

**Full-time: Jaqualin Mitchell– Cross Anchor Hardees**

- Very efficient and dedicated worked

**Part-time: Vickie Lyons – Cross Anchor Hardees**

- Always on time and great with customers

## JANUARY MANAGER OF THE MONTH

Name	Division	Location	Award
Tifani Dorsey	Div I	Brevard Rd. 5003	January 2025
Miranda Hill	Div II	New Ellenton 3003	January 2025
Randy Adams	Div III	Cowpens 2018	January 2025
Amanda Nation	Div IV	Bryson 1102	January 2025
Cheyenne Smith	Fast Food Division	Eutawville Subway 1609	January 2025

## From the President's Desk

**March is named after Mars, the Roman god of war. It was the first month of the early Roman calendar and marked the beginning of military campaigns after winter. In our business we are always fighting a battle to satisfy customers so that they choose to shop with us, and it is time to start our campaign to get ready for the busy summer season.**

**Keep the stores clean, make sure the shelves and coolers are stocked, and above all be friendly and helpful to our customers. With all the angst in our world right now, you can make a big positive impression just being kind and pleasant to everyone who walks through our doors.**

**Fast, Friendly & Clean!**

**Thank you for your efforts every day!**

*Harvey Hicks*





# EMPLOYEE SPOTLIGHT



**Tiffany Gleaton**

## ORANGEBURG LOCATION

Tiffany has been in the convenience store business for 9 years, In 2023 Tiffany joined Hot Spot to manage our Oranburg Location.

She has made a positive change at Orangeburg (3004).

Prior to convenience store Tiffany managed Goodwill stores for 12 years.

She is a mother of 4 and a very proud grandmother of 3 which is her world. .

Michelle Kratzer, District Leader



# March BIRTHDAYS



Kirsten	Bacchus	2308	Brooke	Hostetler	2035
Tahira	Barnes	6007	Lexie	Howell	6007
Jevette	Benjamin	1607	Kylee	Hunt	2309
Sytazia	Boneparte	3004	Wilton lii	Jordan	2987
Brittany	Bossman	2027	Robin	Kinsey	2017
Kimberly	Brewer	2003	Rebecca	Lerminiaux	2011
Nicole	Brown	4002	Deborah	Madaffari	2008
Brenda	Burnett	2009	Leigha	Marchant	1608
Makayla	Butler	1601	Miyona	Mcduffie	2013
Andrew	Chestnutt	2021	Kimberly	Meadows	2011
Summer-Lynn	Cmar	2035	Judy	Mullen	1102
Jody	Coffey	2032	Richard	Myers	2032
Chris	Conroy	1102	Kristen	Nesmith	2025
Daniel	Cunningham	6005	Khaliah	Nieves	6005
Pamela	Danner	5001	Jennifer	Pack	2013
Megan	Davis	2306	Lara	Phillips	3005
Trent	Douthit	2032	Amber	Piper	2018
Kimberly	Dunham	2308	Tracie	Pruett	5004
Eric	Farnham	2032	Patience	Reynolds	1601
Madison	Farris	4005	Ernie	Robinson	5001
Hayden	Fox	6002	Mixie	Shank	1102
Mayah	Frazier	1609	Morghan	Silva	2305
Monica	Garrett	1103	Camden	Smith	3005
Tylasia	Gladden	1601	Patsy	Swaenepoel	2008
Crystal	Glosser	3003	Keyetta	Tart	2021
Courtney	Gosnell	2303	Brenda	Taylor	4005
Sara	Gralewicz-Malone	2011	Jabias	Todd	6002
Lawrence	Gualano	6002	Elizabeth	Towery	3005
Labreshia	Guinyard	3004	Paul	Tyrrell	2991
Cynthia	Hall	2008	Robert	Van Houten	2028
Alysa	Hallock	2309	Viet	Vu	2983
Gavin	Harland	4005	Chong	Waddell	2303
Edward	Helock	2988	Jaylen	Watkins	2306
Sarah	Hicks	2025	Jonathan	Watry	2035
Brianna	Hitt	2009	Emmanuel	Wharton	8001
Thomas	Holaska	4002	Michael	Williams	8001
Taylor	Holster	2025			

# March Employees of the Month

Great Job and Congratulations to the employees listed below



## Andy's Area

2003 Kim Brewer  
2011 Donna Porter  
2013 Sherese Rogers  
2018 Aubrianna Espitia  
2035 Jonathan Watry  
3005 Elizabeth Towery  
4005 Jessica Hoffman  
5003 Troy Creasman  
6002 Brenda Lopez

## Debbie's Area

2005 Mandy Diehl  
2010 Tymir Tindal  
2017 Roxanne Cothran  
2019 Taylor Gosnell  
2042 Lana Philipps  
6004 Leonard Byrd  
6007 Tabitha Jones

## Ashley's Area

1103 Brittany Jenkins  
1601 Cheryl Saxby  
1607 Christina Rush  
1608 Maryah Baxter  
2021 Latonia Davis  
2024 Yana Mintz  
2027 Linda Harris  
2028 Brianna Mendoza

## Amanda's Area

1102 Judy Mullen  
2008 Hailey Murlock  
2025 Kristen Nesmith  
2032 Michelle Taylor  
5001 Ernie Robinson  
5002 Devin Echevarria  
5004 Crystal Potetz

## Michelle's Area

1201 Bethea Segars  
2009 Brandon Martin  
2022 Marsha Wernet  
3003 Crystal Glosser  
3004 Shianne Campbell  
4002 Craig Forster  
4004 Tyler Wallace  
8001 Jessica Serrato

**401K**  
**SECURE YOUR RETIREMENT**  
**OPEN ENROLLMENT**  
**DEADLINE IS MARCH 27, 2025**

If you would like to make any changes to your 401k, please go online and create an account if you hadn't already and make your changes online

### Benefits Now

- Tax deferred savings allows you to save more
- Automatic payroll deduction for easy contribution
- Matching company contribution

### And After

- The potential of reaching life term saving and retirement goals
- The sooner you begin the sooner you will reach your goals

It's easy to enroll in the Vanguard 401k Plan.

Simply just call 866-794-2145 or visit

[my.vanguardplan.com](http://my.vanguardplan.com)



**FREE MONEY**

**HOTSPOT**

### VANGUARD 401K

The company is matching 100% of the first 3% of employee contributions plus a 50% match on deferrals between 3% and 5%. This is a potential for a total 4% matching contribution from the company to add to your account.



# BENEFIT OPEN ENROLLMENT

# 2025

**ENROLL NOW**



**CHANGES TAKE EFFECT MAY 1ST**

**DATES TO ENROLL: APRIL 7TH - 18TH**

**NO ACTION REQUIRED IF YOU ARE NOT  
MAKING ANY CHANGES YOUR CURRENT  
BENEFITS WILL ROLL OVER**

**A LIST OF ELIGIBLE EMPLOYEES WILL BE  
SENT TO THE STORE PRIOR TO OPEN  
ENROLLMENT**



## **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.**

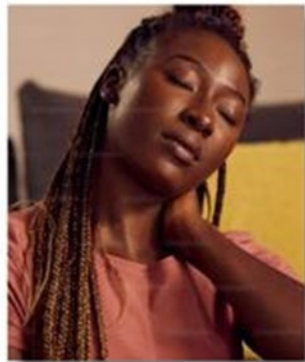


## Avoid the Stress of Last-Minute Income Tax Preparation



Avoid the distress of rushing and last-minute tax preparation this year by dedicating time now if you are still procrastinating. Break up the task into bite-sized pieces by creating a schedule or timeline for each task—gathering documents, organizing receipts, adding things up, filling out forms. Stick to a schedule using your smartphone by setting reminders and gentle nudges so you stay on track. Consider potential obstacles or distractions and develop strategies now to avoid them. Remind yourself of the benefits of completing your taxes early—it helps. And make one of these benefits a big reward for yourself for avoiding the rush this year!

## Mindfulness on the Go



**Mindfulness** is the practice of paying attention to your thoughts, feelings, bodily sensations, and what's going on around you, and doing so while being fully present without distractions or critiquing your thoughts. This reduces tension and can revitalize you during the workday. Nothing special is required to practice mindfulness. A popular example is deep breathing: Focus only on your breath, inhale slowly, hold your breath for a few seconds, and exhale slowly. Repeating the process produces calmness. Another is "mindful walking," where you take a short walk outside and focus only on the sensations of walking, your feet on the ground, and the movement of your body. Don't wait to get home to manage stress. Do it on the go with mindfulness.

## Spring Break Safety Tips for Parents



If you are nerve-wracked over an adult child visiting distant spring break destinations and the safety, responsibility, and substance issues you've heard so much about, have a discussion now about these concerns. Make some agreements—the most important are reaching out to you while away for any reason and setting expectations for regular check-ins. Read and discuss any safety/advisory literature offered by your child's college or university. Talk about substance abuse, responsible drinking, and your expectations. (Research shows it does make a difference in reducing risk and abuse.) Remind them about safety in social gatherings, not accepting drinks from strangers, making smart choices, trusting their instincts, and avoiding risky situations. Make sure your young adult has copies of their identification and important documents, such as their passport or driver's license. Also, encourage them to keep these documents safe while traveling.

## Best Way to Utilize a To-Do List



To improve the effectiveness of to-do lists, consider these valuable tips. 1) Write down all tasks in "mind dump fashion" and prioritize later. 2) Break up any big tasks into small doable steps. 3) Do not make your to-do list too long because if one glance at the list causes you to feel overwhelmed, you may become demotivated, put it aside, and not complete it. Identify urgent versus important tasks—not hardest first and easiest later. 4) Add deadlines to each item because your to-do list is an action plan, not just a memory jogger.

# March/April Sales Contest Items

Bridgeford Beef Jerky \$7.99

5-Hour Energy 2/\$6.00

Slim Jim 2/\$4.00

Hostess 2/\$4.50

**Bridgeford**  
**ONLY \$6.99**  
All Flavors

**5-Hour Energy**  
**2/\$6**  
Regular & Extra Strength

**Slim Jim**  
**2/\$4**  
Giant

**Hostess**  
**2 for \$4.50**  
Single Serve

**HOTSPOT**  
PROMOTION VALID  
March 1st - April 30th

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.**

# 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.

# St Patrick's Day

 **St. Patrick's Day**, feast day (March 17) of St. Patrick, patron saint of Ireland. Born  in Roman Britain in the late 4th century, he was kidnapped at the age of 16 and taken to Ireland as a slave. He escaped but returned about 432 CE to convert the Irish to Christianity. By the time of his death on March 17, 461, he had  established monasteries, churches, and schools. Many legends grew up around him—for example, that he drove the snakes out of Ireland and used the shamrock to explain  the Trinity. Ireland came to celebrate his day with religious services and feasts.

 It was emigrants, particularly to the United States, who transformed St. Patrick's Day into a largely secular holiday of revelry and celebration of things Irish. Cities with large numbers of Irish immigrants, who often wielded political power, staged the most extensive celebrations, which included elaborate parades. Boston held its first St.  Patrick's Day parade in 1737, followed by New York City in 1762. Since 1962 Chicago has colored its river green to mark the holiday. (Although blue was the color traditionally associated with St. Patrick, green is now commonly connected with the day.) Irish and non-Irish alike commonly participate in the “wearing of the green”—sporting an item of green clothing or a shamrock, the Irish national plant, in the lapel. Corned  beef and cabbage are associated with the holiday, and even beer is sometimes dyed green to celebrate the day. Although some of these practices eventually were adopted by the Irish themselves, they did so largely for the benefit of tourists.



# Exercise Can Boost Your Memory and Thinking Skills



You probably already know that exercising is necessary to preserve muscle strength, keep your heart strong, maintain a healthy body weight, and stave off chronic diseases such as diabetes. But exercise can also help boost your thinking skills. "There's a lot of science behind this," says Dr. Scott McGinnis, an instructor in neurology at Harvard Medical School.

Exercise boosts your memory and thinking skills both directly and indirectly. It acts directly on the body by stimulating physiological changes such as reductions in insulin resistance and inflammation, along with encouraging production of growth factors – chemicals that affect the growth of new blood vessels in the brain, and even the abundance, survival, and overall health of new brain cells.

It also acts directly on the brain itself. Many studies have suggested that the parts of the brain that control thinking and memory are larger in volume in people who exercise than in people who don't. "Even more exciting is the finding that engaging in a program of regular exercise of moderate intensity over six months or a year is associated with an increase in the volume of selected brain regions," says Dr. McGinnis.

Exercise can also boost memory and thinking indirectly by improving mood and sleep, and by reducing stress and anxiety. Problems in these areas frequently cause or contribute to cognitive impairment.

Is one exercise better than another in terms of brain health? We don't know the answer to this question, because almost all of the research so far has looked at walking. "But it's likely that other forms of aerobic exercise that get your heart pumping might yield similar benefits," explains Dr. McGinnis.

A study published in the *Journal of the American Geriatrics Society* found that tai chi showed the potential to enhance cognitive function in older adults, especially in the realm of executive function, which manages cognitive processes such as planning, working memory, attention, problem solving, and verbal reasoning. That may be because tai chi, a martial art that involves slow, focused movements, requires learning and memorizing new skills and movement patterns.

Dr. McGinnis recommends establishing exercise as a habit, almost like taking a prescription medication. And since several studies have shown that it takes about six months to start reaping the cognitive benefits of exercise, he reminds you to be patient as you look for the first results – and to then continue exercising for life.

## March Home Maintenance

So where do you start dusting off winter's residue? We've got a handy checklist of home maintenance chores that will get your home ready to rock when the weather actually gets warm. And if you're struggling to muster up the energy to tackle these chores, we've provided tips for how to do them faster and easier—or with the help of a pro. Because, hey, you're busy.

### 1. Clean the gutters

**Task:** Remove leaves, pine needles, and other debris that have accumulated over the winter so your gutter system is ready to handle spring showers. Overflowing gutters and blocked downspouts can damage siding and foundations. **Shortcuts:** Install gutter guards—screens, foam inserts, surface tension covers—which help to keep debris out of gutters. In general, screen types work best, according to the folks at Consumer Reports. **Call in the pros:** A gutter cleaner charges \$100 to \$250 to clean 200 linear feet of gutter on a two-story, 2,500-square-foot house. Professional installation of gutter guards runs \$7.50 to \$10 per linear foot.



### 2. Clean the AC condenser

**Task:** Remove dust and debris that have accumulated on the AC condenser (the big metal box outside your house) so that the AC works efficiently. **Shortcuts:** Hook up a garden hose and spray the outside of the condenser. The water will melt away the gunk. Don't use a brush, and be careful if pressure washing—you could damage or bend the fins.

**Call in the pros:** Having a pro service your AC system costs \$100 to \$250 and includes cleaning the condenser and lubricating the fan motor.

### 3. Prep the yard

**Task:** Start bringing your yard back to life now, before temperatures warm up for real. **Shortcuts:** Remove branches and stones, and use your lawn mower with a catch bag to make short work of dead leaves and twigs. Got roses? For full, beautiful blooms, most landscaping experts will tell you to prune your rose bushes just before the plant breaks dormancy and after the final frost—around mid-March for much of the country. If any buds are diseased, bag and toss them in the trash to avoid spreading fungus and infestations. **Call in the pros:** A lawn service charges \$65 to \$90 for mowing and leaf removal on an average-size lot.



## 4. Clean the siding

**Task:** Get rid of dirt and grime that can cause mildew and shorten the life of your siding. As a bonus, the exterior of your home will look fresh and clean for spring. **Shortcuts:** There's no need for fancy cleaning solutions or power washers; a bucket of warm, soapy water and a long-handled brush are all you need. Rinse with water from a garden hose. **Call in the pros:** Cleaning the siding on a two-story, 2,500-square-foot house runs \$900 to \$1,150.

## 5. Clean and repair outdoor decks

**Task:** Cleaning your deck of leaves and debris—especially between deck boards—prevents staining and reduces the chance of rot. Check for loose boards, and reset protruding nails to keep your deck safe.

**Shortcuts:** Use a flat-bladed screwdriver to pry gunk out from between boards. Use a deck cleaning product to revive faded and stained boards. **Call in the pros:** A deck-cleaning company charges \$80 to \$480 to clean a 16-by-20-foot deck.



## 6. Caulk around windows and doors

**Task:** Inspect the caulking and repair any that was battered during the winter. Check around your windows, doors, and corner trim to prevent water infiltration and avoid costly repairs. **Shortcuts:** Feel like you're always caulking? You can cut down on the frequency of this task if you buy high-quality siliconized acrylic latex caulk rated for exterior use. It has good adhesion and flexibility, cleans up easily with water, and is paintable, too. **Call in the pros:** A professional caulking job on an average-size house cost \$178 to \$410.

## 7. Inspect walkways and driveways

**Task:** Winter is tough on concrete and asphalt—freeze and thaw cycles can break apart stone and concrete. You'll want to seal cracks with sealant made for the specific material of your driveway or walkway to prevent further damage. **Shortcuts:** Stuff foam backer rods in large cracks to reduce the amount of sealant you'll need. **Call in the pros:** You can hire a handyman to repair cracks and holes for anywhere from \$100 to \$250.

## 8. Inspect Roof for repairs

**Task:** Take a close look at your roofing to check for loose and missing shingles, worn and rusted flashing, and cracked boots around vent pipes. **Shortcuts:** Make it easy on yourself by checking your roof with a pair of binoculars while standing firmly—and safely—on the ground. **Call in the pros:** A professional roofing contractor will inspect your roof for free, but will charge for repairs: \$95 to \$127 to replace broken or missing asphalt shingles; \$200 to \$500 to replace boots and flashing.