

NOVEMBER NEWSLETTER

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100 for 100

- #1601** Christina Nicholson, Charlene Grooms and Ashley Cribb \$100
- #2017** Roxanne Cothran, Jaydin Covert and Debbie Dutton \$100
- #2028** Michelle Howell, Skylar Vereen and Ashley Cribb \$100
- #2022** Gabriel Rushing, Rose Tuna and Michelle Kratzer \$100
- #2017** Roxanne Cothran, Jessica Hill and Debbie Dutton \$100
- #2308** Kim Dunham, Jamarion Frazier and Dominique Johnson \$100
- #1601** Brittany Marihugh, Charlene Grooms and Ashley Cribb \$100
- #2013** Aalisia Dobie, Michael Zahand and Andy Green \$100



Employees of the Month

Dominique Johnson's Area:

Full-time: Skye Smith – Eutawville Subway

- Dependable and always helping others

Part-time: Zy'Rihanna Sellers – Eutawville Subway

- Great customer service

SEPTEMBER MANAGER OF THE MONTH

Name	Division	Location	Award
Joy Bellew	Div I	Chesnee 3005	September 2025
Brittany Cothran	Div II	Pauline General 2042	September 2025
Lindsay Ferqueron	Div III	Templeton Rd 2043	September 2025
Taylor Mcelrath	Div IV	Speedway 4002	September 2025
Margaret Lipsey	Fast Food Division	Walnut Grove 2305	September 2025

President's Desk

In 2025, it's the second LATEST day Thanksgiving can be held in November. The United States celebrates Thanksgiving as a national holiday on the fourth Thursday in November. Thanksgiving has been held on the fourth Thursday in November since 1941, which means that the actual date of the holiday shifts each year. The earliest Thanksgiving can occur is November 22; the latest is November 28.

The "mother of Thanksgiving" is Sarah Josepha Hale, a 19th-century writer and editor who successfully lobbied for decades to make Thanksgiving a national holiday. Her persistent advocacy, through thousands of letters and editorials, eventually led to President Abraham Lincoln issuing a national Thanksgiving Proclamation in 1863 to unite the country during the Civil War.



If you are travelling this week to see family or friends, AAA forecasts a record 81.8 million to 82 million Americans will travel for Thanksgiving 2025, with the majority driving. The busiest travel times to avoid are Wednesday afternoon and Thursday morning, and the best times to travel are early mornings on Tuesday/Wednesday and Saturday. The FAA has lifted flight restrictions, but recent flight disruptions might push some travelers to other modes of transport.

This weekend will be a busy time in our stores and Hotspot is blessed to have such extraordinary employees working for us.

Thank you for taking care of our customers this holiday!

Harvey Hicks



November Birthdays



Sarah	Aiken	2018
Dante	Beatty	2027
Nigel	Beaty	2011
Laquita	Bellamy	2308
Myron	Brown	6004
Kayla	Buss	2011
Jarad	Case	6005
Crystal	Church	2981
Lacey	Compton	6005
Katherine	Conner	6005
Lynda	Dunagan	2043
Tyler	Ellason	6005
Craig	Forster	4002
Jeff	Forster	2025
Tammy	Gilliam	2999
Tommie	Gilliam	2992
Amy	Green	2303
Ancle Andy	Green	2987
Laura	Gregory	2025
Walton	Hitt	2010
Jessica	Hoffman	4005
Maliya	Jackson	2306
Dominique	Johnson	2981
Kyle	Langston	2025
Mya	Lebarron	2019
Labrisha	Lee	1607
Jaime	Leyva Salinas	2303
Tony	Lollis	1201
Seddrick	Mayfield	5001
Veronn	Mobley	3004

Charles	Morgan	5004
Hailey	Morlock	2008
Lisa	Odom	2018
Nicolas	Peters	5001
Ricky	Porter	2303
Jason	Redmond	5001
Marquita	Richards	1608
Sherry	Rodriguez	2013
Carrie	Rogers	5004
Alyssa	Rosario	2013
Kaylea	Royer	2042
Logan	Rushing	2309
Marcos	Santiago	2309
Teresa	Scruggs	2011
Justin	Shull	2032
Nakisha	Smith	4005
Hallie	Smoak	2022
Quantina	Sullivan	6002
Treasure	Sumpter	1601
Faybian	Trigueros	2017
Rose	Tuna	2022
Lauren	Wallace	4005
Patricia	Wallace	1601
Ameya	Washington	1609
Bobby	Watson	2028
Aleigha	Webber	1201
Irveta	Wheeler	3005
Lawrence Alan	Whitlock	6004
Charles	Williams	2025
Shasha	Witherspoon	1601



EMPLOYEE

SPOTLIGHT

Kennedi Burnette Cowpens Location

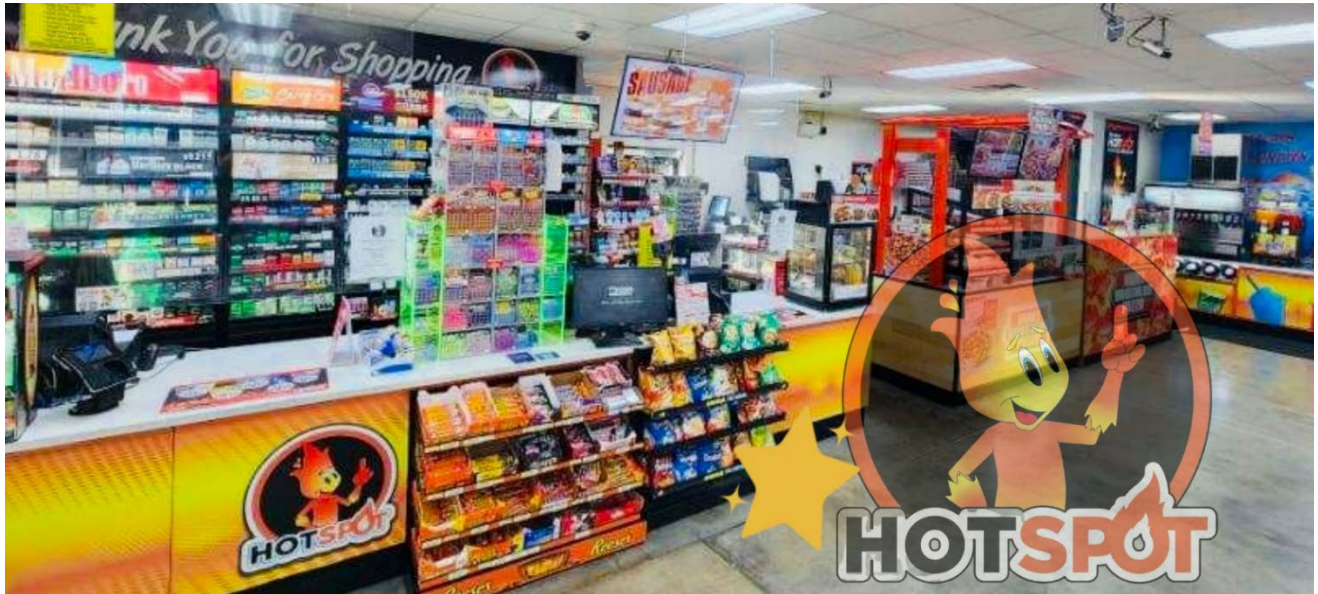
My name is Kennedi Burnett, I work at the Cowpens location as the Kitchen Manager. I was originally hired as the store assistant manager but recently transferred to the kitchen manager.

I have one son and he is 8 years old. In my spare time you can catch me and my family at the ballfields or Gatlinburg TN!



November Employees of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2003 Jessica Watson
2011 Randy Adams
2013 Lindsey Solo
2018 Sarah Aiken
2035 Kayla Reckert
3005 Dylan Hager
5003 Josh Newberry
6002 Rhonda Wilson

Amanda's Area

1102 Sabrina Richmond
2008 Patsy Swaenepoel
2025 Kristen Justice
2032 Jody Coffee
5001 Anyelo Pacheco
5002 Cadance Boals
5004 Crystal Potetz

Ashley's Area

1103 Mark Brown
1601 Cherie McDonald
1607 Dakota Toth
1608 Angela Council-Goodwin
2021 Keyetta Tart
2024 Madyson Kirby
2027 Linda Harris
2028 Bobby Watson

Debbie's Area

2005 Tracy Dean
2010 Marquanz Wofford
2017 Jaidyn Covert
2019 Curry Ellis
2042 Lana Phillips
2043 Trina Fowler
6004 Candace Brown
6007 Stephanie Hudson

Michelle's Area

1201 Michelle Vieira
2009 Steven Davenport
3003 Crystal Glosser
3004 Keisha Gibbs

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



November/December Sales Contest Items

No Man's Land for \$9.79

Pringles \$1.49

Recover 180 2 for \$4.00

Good2grow \$4.09

NO MAN'S LAND

ONLY \$9.79
3oz Bag

PRINGLES

ONLY \$1.49
2.5oz Grab N' Go Can

RECOVER 180

2 for \$4.00
All Flavors

GOOD2GROW

ONLY \$4.09
Singles

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.

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.



Prepare Now for Holidays Ahead

November is a good time to plan support and structure and to brainstorm ideas for coping with stress or loneliness during the holidays. The EAP is here to assist you in addressing the feelings of holiday-related sadness, isolation, anxiety, emptiness, or loneliness that can arise during this season. You don't have to endure these emotions in silence or solitude. While you may witness the joy and enthusiasm of others, the EAP understands that your experience might be different. Together, you and the EAP can work on creating a personalized strategy to help you navigate the season, and also empower you to embrace the energy and excitement of the upcoming new year.



Holiday Foods to Target Alcohol's Effects

Here are the foods you may want to consider serving because they best slow the rate of alcohol absorption at a holiday party. Fatty foods: cheese, avocados, nuts, and meats. These foods may help coat the stomach lining, slowing the passage of alcohol into the bloodstream. Foods high in protein: chicken, fish, eggs, and tofu. Protein takes longer to digest, potentially delaying alcohol's entry into the bloodstream. Fiber-rich foods: fruits, vegetables, and legumes. Fiber can potentially delay the passage of alcohol into the bloodstream by slowing down digestion. Important! Drinking responsibly and having a designated driver or alternate transportation are still key to hosting a safe social event.



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



KIDS in the KITCHEN

DO YOU LIKE HELPING OUT IN THE KITCHEN and cooking up tasty snacks for your friends and family? Preparing yummy treats can be lots of fun, but it's important that kids who like to cook know how to be safe in the kitchen. These tips can help you figure out what you're old enough to do on your own—and when it's time to **ask an adult for help**.

Getting Started: Before you get cooking, you need to get a grown-up's permission. If you plan to use a recipe, look it over with a grown-up first to decide what you can do on your own and what you need help with. And once you get started, never be afraid to ask for help. Even the best chefs rely on their assistants to help them out in the kitchen.

Helping Out is Fun: From mixing up cake batter to cutting shapes out of cookie dough, helping out a grownup in the kitchen can be lots of fun. So if you're not old enough yet to cook on your own, not to worry; being the chef's helper is the most important job in the kitchen.

Cooking for All Ages: All kids are different—and a grown-up should always decide what is safe for you to do in the kitchen—but here are some guidelines that you can use.



Kids aged 3–5 can:

- Get ingredients out of the refrigerator
- Measure and mix ingredients together in a bowl
- Pour liquids into a bowl
- Wash fruits and vegetables off under cold water
- Use a cookie cutter to cut shapes out of cookie dough or sandwiches
- Lick the cake batter off of a spoon (yum!)



Kids aged 6–8 can:

- Open packages
- Use a butter knife to spread frosting, cream cheese, peanut butter or soft cheese
- Peel vegetables
- Measure ingredients
- Stir ingredients in a bowl
- Set the table



Kids aged 9–12 can:

- Begin to follow a recipe
- Open cans
- Use electrical kitchen appliances, such as a microwave oven, when a grown-up is present
- Use a grater to shred cheese and vegetables
- Turn stove burners on and off and select oven temperature when a grown-up is present
- Help plan the meal
- Make a salad



Kids aged 14+ can:

- Operate the stove or oven without an adult present
- Heat food up in the microwave without an adult present
- Drain cooked pasta into a colander
- Take a tray of food out of the oven



Thanksgiving

Top 10 safety tips

- Stay in the kitchen when you are cooking on the stove top so you can keep an eye on the food.
- Stay in the home when cooking your turkey and check on it frequently.
- Keep children away from the stove. The stove will be hot, and kids should stay three feet away.
- Make sure kids stay away from hot food and liquids. The steam or splash from vegetables, gravy or coffee could cause serious burns.
- Keep knives out of reach of children.
- Be sure electric cords from an electric knife, coffee maker, plate warmer or mixer are not dangling off the counter within easy reach of a child.
- Keep matches and utility lighters out of the reach of children — up high in a locked cabinet.
- Never leave children alone in room with lit candles.
- Keep the floor clear so you don't trip over kids, toys, pocketbooks or bags.
- Make sure your smoke alarms are working. Test them by pushing the test button.
- Thanksgiving is the peak day for home cooking fires, followed by Christmas Day, Christmas Eve, and the day before Thanksgiving.
- In 2017, U.S. fire departments responded to an estimated 1,600 home cooking fires on Thanksgiving, the peak day for such fires.
- Unattended cooking was by far the leading contributing factor in cooking fires and fire deaths.
- Cooking equipment was involved in almost half of all reported home fires and home fire injuries, and it is the second leading cause of home fire deaths.

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 worrying 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.

