

OCTOBER NEWSLETTER

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100 FOR 100

#2011 Shawnisha Chennault and Andy Green \$100

#1608 Leigha Marchant, Brittney Furjes and Jennifer Corey \$100

Referral

#2309 Zander Link \$200

Sales Contest

#2042 Jaqueline Hernandez \$500

Fast Food Employees of the Month

Dominique Johnson's Area:

Full-time: Eutawville Subway

- Della Johnson - Always helping other, very hard worker.

Part-time: Eutawville Subway

- Samiyah Davis - Always in uniform and always comes in when needed.

Crystal Church's Area:

Full-time: Walnut Grove Subway

- Emily Stewart - Great worker, very dependable.

Part-time: Princeton Subway

- Tyler Morgan - Outstanding worker, always on time.

AUGUST MANAGERS OF THE MONTH

Name	Division	Location	Award
Christie Grenon	Div I	2032 Hayesville	August 2026
Theresa Koon	Div II	2018 Cowpens	August 2026
Tiffany Gleaton	Div III	3004 Orangeburg	August 2026
Amanda Nations	Div IV	1102 Bryson City	August 2026
Margaret Lipsey	Fast Food Division	2305 Walnut Grove Subway	August 2026

HotSpot™

Convenience. Fuel. More.

NEW
HOT SPOT
SYLVA, NC

BEFORE



AFTER



NEW STORE MANAGER
CRAIG FORSTER

WELCOMES YOU TO
HOT SPOT SYLVA, NC!

SAME GREAT
CONVENIENCE.
BRAND NEW LOOK!



FUEL



CONVENIENCE



FOOD

From the **President's Desk**

The new store in Sylva, NC is now open as of October 6th. Thanks to everyone on the team that had a hand in getting it ready! It is a beautiful store.



Thanks to all of you who have made this possible.

Harvey Hicks



BIRTHDAYS

Randy	Alley	2995	Brandon	Larios-Mendoza	2042
Casandra	Bell	2019	Harley	Laughter	6007
Melodi	Bowers	2035	Yvette	Linen	2304
Caylee	Bradley	1609	Melinda	Maas	2010
Catherine	Brantley	2021	Vicky	Mathias	5004
Shelby	Braybon	2032	Joseph	Maurice	2303
Aimee	Bryant	2013	Jaylen	Miller	2990
Shynia	Burgess	2308	Yoshida	Mills	5003
Jared	Cardenas	2025	David	Murphy	2988
Margie	Carson	6005	Milum	Nations	2992
Andres	Chacon	4005	Madison	Pettit	2042
Amanda	Choate	2987	Levi	Pitts	2306
Anisa	Creasman	5002	Ashley	Preston	1201
Latonia	Davis	2021	Elisa	Price	2022
Daniel	Deyton	2034	Cavin	Richards	2035
Jackie	Doughty	5004	Gabriel	Rushing	2022
Jennifer	Dowdle	2025	Steven	Sanders	4004
Kenneth	Enstad	2032	Shawnda	Shields	1601
Jennifer	Flack	3005	Phyllis	Shropshier	2999
Brittney	Furjes	1608	Ernestine	Sistrunk	3004
Shaquilla	Gause	2308	Najai	Smith	2010
John	Gibson	2043	Alexia	Thomas	4005
Tressa	Gottlieb	2005	Sherman	Thomas	2008
Dondricas	Grady	6002	Angel	Thompson	2999
Tommy	Granfors	6004	Donna	Thompson	2999
Christie	Grenon	2032	Kandice	Toth	1607
Jaqueline	Hernandez	2042	Juanita	Waters	6005
Ashley	Holman	3004	Marsha	Wernet	2022
Tiffany	Inabinett	5003	Ronald	Wilder	2043
Dwight	Jackson	6005	Dennis	Williams	2011
Tabitha	Jones	6007	Rhonda	Wilson	2035
Madyson	Kirby	2024			

OCTOBER TOOLBOX TALK

FIRE EXTINGUISHERS

YOUR SAFETY COMES FIRST



Raise the alarm. Follow site procedure. Evacuate if in doubt.



Only tackle a small, contained fire if you are trained and it is safe.

PASS

P



PULL the pin

A



AIM at the base of the fire

S



SQUEEZE the handle

S



SWEEP side to side



Keep a clear exit behind you.



Use the correct extinguisher for the fire.



Stop if the fire grows, smoke builds, or your escape route is at risk.



Never use water on burning oil or live electrical equipment.



Know the extinguisher locations and exits. Follow your site's emergency procedures.

Director's Award



“

Hello, my name is James “Terry” Wright, I’m 70 now and have been employed at HotSpot for quite a few years now. I’ve had the opportunity to perform different job tasks at different stores. The Jordan family has allowed me to work for them for a long time and for that I am very thankful!! HotSpot has always had a place for me as long as I did my part. All of us get out of life what we put into it; Good attitude plus Good Effort equals GREAT results. These are words we should all strive for. During my employment I have served under different directors, district managers, store managers and a host of sales associates; out of all these years have came friendships that have stood the test of time and for this I am the most proud!! May God richly bless each and everyone of you as He has me.

-JTW

”

Lake Bowen Subway



Spotlight EMPLOYEE OF THE MONTH

I have worked for Subway for 10 years. I first started in 2016 and have loved this job ever since then.

Most of all my time has been at Lake Bowen, with times where I have helped out at other stores as well.

I love to travel and also visit national/state parks. There's always wonderful places and forests to explore, even the abandoned ones.

Playing video games and often finding new random hobbies is always fun, however, I enjoy working in food service and meeting lots of cool people along the way.

EMPLOYEE SPOTLIGHT

Marian Ackley-Hirsh (Stacy)

Walnut Grove Hot Spot

I've been with the company
since 2019.

I love listening to music of all genres and can play a few different instruments. I enjoy crafting, learning new languages, and being out in nature. Cooking and sharing food with family and friends is one of my biggest passions!





CATHERINE BRANTLEY & INDIA WATERMAN

A special shout-out to Catherine Brantley and India Waterman for going above and beyond to help a customer in need.

A customer with a broken leg recently shared how Catherine and India took the time to shop for her and make her shopping experience easier. She was so grateful for their kindness and assistance that she wanted to make sure someone knew about their outstanding customer service.

Thank You,
CATHERINE AND INDIA!

Your compassion, kindness, and willingness to go the extra mile for our customers are truly appreciated!

THANK YOU FOR MAKING A DIFFERENCE!

August Employees of the Month

Great Job and Congratulations to the employees listed below

Hot Spot
EMPLOYEE OF THE MONTH

Andy's Area

2011	BECKY LERMINIAUX
2013	DALE BARRON
2018	ANN GONZALEZ
2035	RHONDA WILSON
3005	WILLIAM MOONEY
4005	JESSICA HUDSON
5003	CHERYL BATES
6002	BRENDA LOPEZ

Amanda's Area

2008	KIM MCFARLAND
2025	DANIEL DEYTON
2032	KATIE WARDEN
5001	KIM BERLY SQUIRE
5002	CRYSTAL RIDDLE
5004	REGINA PORTER

Debbie's Area

2005	William Curry
2010	Marquanz Wofford
2017	Marion Ackley-Hirsch
2019	Kathy Taylor
2042	Ciara Piper
6007	Carrie Chalk

Jennifer's Area

1103	Stephanie Blankenship
1601	Vanessa Pasco
1607	Ashley Miller
1608	Donna Wharam
2021	Bryan Graves
2024	Dawn Delong
2027	Eric Houser

Michelle's Area

1201	Brian Larson
2009	Ashley Casey
3004	Keisha Gibbs
4002	Candice Surret
4004	Tashia Baldwin
8001	Jessica Serrato

GREAT JOB



HOT SPOT[®]

VENDOR APPRECIATION GOLF TOURNAMENT 2026

Thank You!

**to all our volunteers and vendors
that showed up!**

*It was a great day filled with
good weather, better people, and great food!*





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

HOT SPOT

PROMOTION VALID:
September 1st - October 31st

GIANTS

**2 for
\$10**

Cashews 4oz



ALBANESE

**ONLY
\$2** each

Gummj 7-7.5oz & True to Fruit 5oz



CATTLEMAN'S

**2 for
\$5**

Sticks 9.0oz



RUDOLPH'S

**2 for
\$5**

Southern Recipe



- 1 cashier winner for each of the 4 divisions, **\$500** per item
- 1 store manager winner for each of the 4 divisions, **\$250** per item
- 1 overall district manager for each contest, **\$250** per item

REFERRAL BONUS

This program applies to ALL employees, except management. Employees will receive a **\$200 bonus for referrals that are still employed after 60 days.**

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**

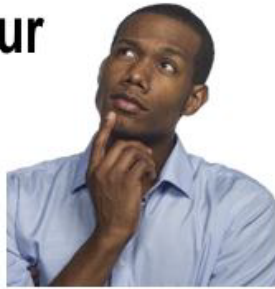
APPLY TODAY AT WWW.WEBSITE.COM

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).





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.