

## September NEWSLETTER

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### Employees of the Month

#### 100 for 100

#4005 Brandy Taylor, DeeDee Mund and Andy Green \$100

#### Referral

#2309 Marcos Santiago \$200

#6005 Vickie Lyons \$200

#### Dominique Johnson's Area:

Full-time: Sarah Robinson – Eutawville Subway

- Great with customers

Part-time: Ameya Washington – Eutawville Subway

- Always on time and always comes in when needed

## JULY MANAGER OF THE MONTH

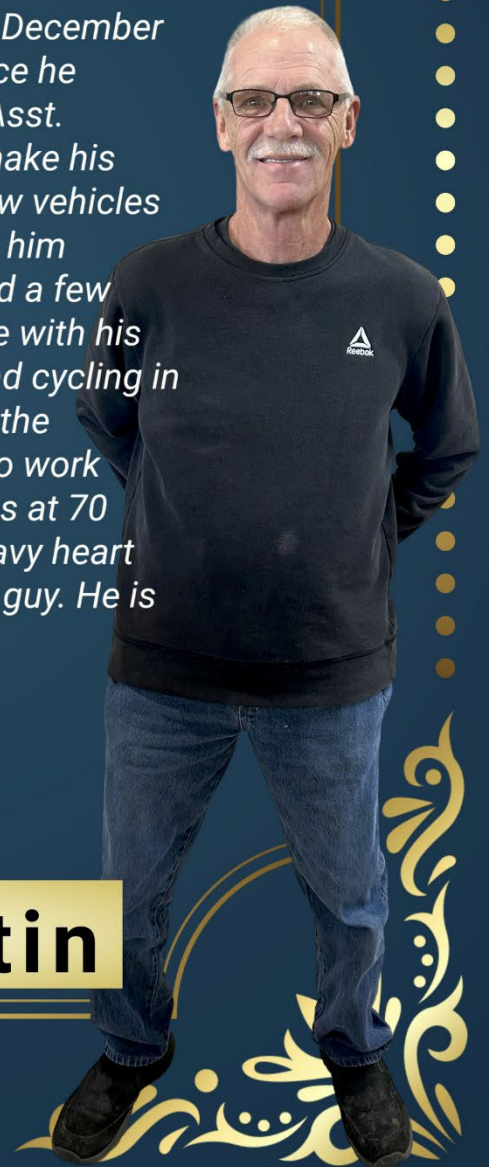
Name	Division	Location	Award
Michael Zahand	Div I	Lake Bowen 2013	July 2025
Christie Grenon	Div II	Hayesville 2032	July 2025
Elizabeth Towery	Div III	Landrum 2035	July 2025
Randy Powell	Div IV	Timmons ville 2027	July 2025
Yvette Linen	Fast Food Division	Pee Dee Subway 2304	July 2025

# HAPPY RETIREMENT

*I hired Rob Martin at the old Greer Store on December 4, 1994. He only wanted part-time work since he worked full time at Bi-lo as a Meat Market Asst. Manager. He wanted extra money to help make his new truck payments. His need/want for new vehicles whether it be trucks, boats or cars has kept him working for Hot Spot for 30 years. He retired a few months ago and is happy to have more time with his beautiful wife, Barbara. He loves hunting and cycling in his spare time. He retired from Bi-Lo when the company was sold to Food Lion and went to work part-time at Lowe's Foods. Working two jobs at 70 years old was getting to be alot, so with heavy heart we at Greer say goodbye to Rob, our cooler guy. He is missed.*

*DeeDee Mund  
4005 Greer Manager*

**Robert Martin**



## President's Desk

September is the month we think of as the start of Fall, a favorite season for many. It is also a time to reflect on what we have accomplished this year and what we want to get done before year end.

Hotspot is running strong thanks to you. When our stores are kept clean and fully stocked, we stand out from the competition.

We plan to continue to add more Hottie's Kitchens in the next year to continue our growth. Convenience stores are becoming major destinations for pizza and other food, with pizza being one of the most common hot food orders. Over 200 million servings of pizza were sold in convenience stores in 2024 and even more in 2025.



It is sobering to realize that this year marks the 24<sup>th</sup> anniversary of the terrorist attacks on 9/11/2001. For those of us who are old enough we will never forget that day and the impact it had on our country. Please take time to treasure the time that you get to spend with those in your life that you care about, and to pray for any victims of senseless violence.

*Harvey Hick*



# EMPLOYEE SPOTLIGHT



## Gabriel Rushing Princeton Location

I've worked at Hot Spot for almost 3 years, while attending college. Recently, I have started working full time.

During our last promotion, I sold most of 4 out of 5 different contest items.

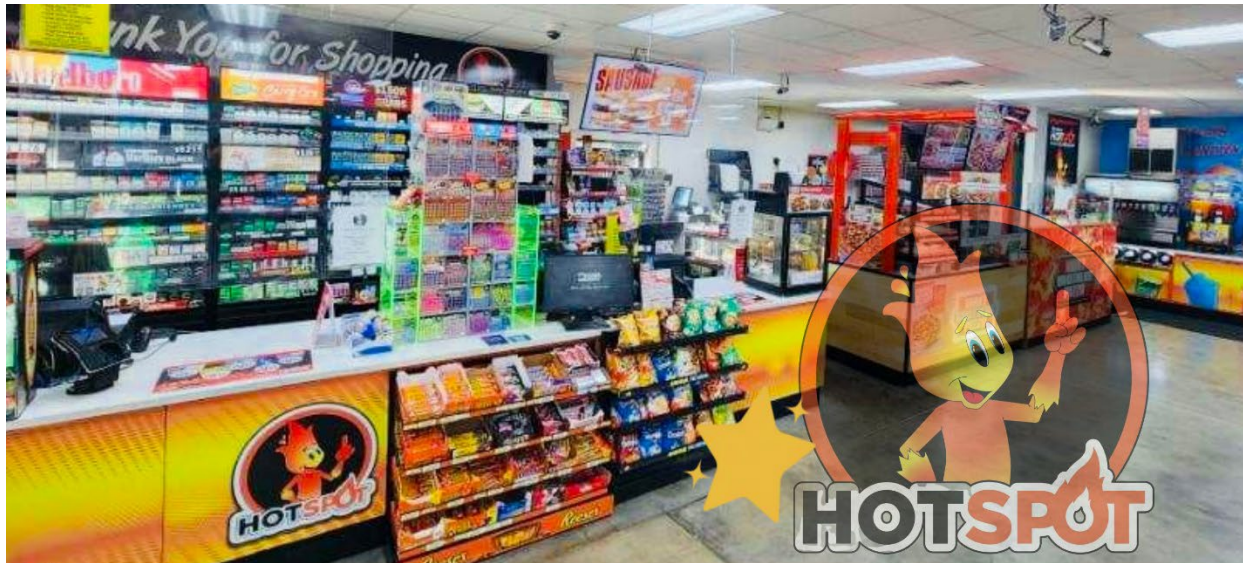
My main motivators are God, my fiance, bosses and co-workers. The reason I strive to be a great employee is due to I believe in the meaning of life, to serve God, my neighbor as myself. I always find ways to go above and beyond for my customers.

Thankful for the opportunities that Hot Spot has given me and I cant wait to see what the future holds.



# September Employees of the Month

Great Job and Congratulations to the employees listed below



## Andy's Area

2003 Lezlie Julian  
2011 Caitlin Schultz  
2013 Alyssa Rosario  
2018 Kylan Mullins  
2035 Brooke Hostetler  
4005 Brandy Taylor  
5003 Sherita Clontz  
6002 Brenda Lopez

## Debbie's Area

2005 Mandy Diehl  
2010 Anthony Reed  
2017 Jaidyn Covert  
2019 Tina Landis  
2042 Lana Phillips  
2043 Trina Fowler  
6004 Kelly Lopez  
6007 Stephannie Hudson

## Ashley's Area

1103 Stephanie Blankenship  
1601 Brittany Marihugh  
1607 Christina Rush  
1608 Baylan Gruber  
2021 India Waterman  
2024 Christina Cox  
2027 Linda Harris  
2028 Cory Fuse

## Amanda's Area

1102 Sabrina Richmond  
2008 Bonnie Turner  
2025 Jade O'Neal  
2032 Ashley Scanlon  
5001 Jason Redmond  
5002 Tryell Harrison  
5004 Vilma Banag

## Michelle's Area

1201 Michelle Vieira  
2009 Destiny Turner  
3004 Keisha Gibbs  
4002 Brady Grey  
4004 Jacob Sherf  
8001 Jessica Serrato



# SEPTEMBER

## Birthdays

Brian	Authement	2995	Crystal	Huitt	2988
Quamel	Benjamin	1609	Rebecca	Hunter	6004
Jazmine	Bishop	5003	Austin	Hunter	2042
Zaniya	Brewton	2011	Wilton li	Jordan	2985
Jeremy	Brown	2017	Venus	Keliikuli	5003
Heather	Bullington	2042	Jennifer	Laye	2019
Sabrina	Burton	6004	Philip	Little	5003
Miranda	Campbell	2043	Vickie	Lyons	6005
Hettie	Carroll	1103	Brittney	Mabry	2013
Kyeta	Chandler	1601	Shannon	Martin	2995
Alana	Cochran	2304	Tabatha	Mercer	3005
Susan	Colquhoun	6004	Jorge Carlos	Munoz Acosta	2900
Elise	Comeaux	2008	Cherish	Murray	6005
Tonya	Couick	2005	Kelly	Nash	2019
Jaidyn	Covert	2017	Shane	Nations	2997
Kathryn	Covington	2999	Christina	Nicholson	1601
Nora	Cruz	2032	Mckenzie	Owens	3005
William	Curry	2005	Tracy	Peace	2999
Amber	Cusack	1601	Lisa	Poole	2032
James	Denny	2990	Brittany	Pruitt	2011
Vince	Difranco	2987	Anthony	Reed	2010
Azalee	Dingle	2304	Jordan	Reed	1201
Tifani	Dorsey	5003	Brenda	Romich	2999
Debbie	Dutton	2988	Janet	Rose	2032
Ashley	Elmore	1607	Christina	Rush	1607
Leslie	Fitch	6007	Sandra	Sanders	6005
Ruby	Fletcher	6007	Jewel	Seely	2042
Shairon	Genwright	2028	Jaidyn	Sexton	1607
Arturo	Gomez	4005	Preston	Sherbert	2303
Ruby Louise	Gossett	2999	Johnathan	Shirley	2009
Angel	Green	2303	Skye	Smith	1609
Dawn	Grooms	2999	Tikerra	Speaks	6005
Dylan	Hager	3005	Joseph	Thornley	1601
William	Halleman	2008	Rollin	Tillie	2983
Lashawn	Hamilton	3005	Lisa	Tyler	2028
Kayla	Harvey Fishtorn	2013	Skylar	Vereen	2028
Jeremy	Henderson	3004	Jayden	Vinson	2306
Laura	Hernandez-Perez	2042	Samantha	Wall	6007
Nacolsha	Higgins	6005	Paige	Williams	2008
Alexis	Holbert	2019	Dalemonica	Wray	3005
Stephanie	Hudson	6007	Rashad	Young	2013

# Vanguard Open Enrollment

## Deadline is 09/30/2025

The company matches 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 of 4% matching contribution from the company to add to your account.

Matching contributions will vest according to the following schedule:



Year 1:	10%
Year 2:	20%
Year 3:	40%
Year 4:	60%
Year 5:	80%
Year 6:	100%

The vesting is based on an employee's hire date so as an example company matching contributions that start this summer will be 100% vested by any current participants with 6 years or more seniority.

If you're currently enrolled in the 401k plan, please use the link below to create an account with Vanguard. We will have open enrollment again in October for eligible employees!

<https://my.vanguardplan.com/vanguard/account/login>

**Customer Service Phone Number: 866-794-2145**



## 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.



## September/October Sales Contest Items

Fatty 2 for \$6.00

Slim Jim

- Giant \$1.00
- Monster \$2.00
- Savage \$3.00

Hostess 2 for \$4.50

Good2grow \$3.39

**FATTY**  
**2 for \$6.00**  
All 2oz & Buffalo 1.6oz Sticks

**SLIM JIM**  
**ONLY \$1 \$2 \$3**  
Giant Monster Savage

**HOSTESS**  
**2 for \$4.50**  
Singles

**GOOD2GROW**  
**ONLY \$3.39**  
Singles

**HOTSPOT**  
PROMOTION VALID  
Sept. 1st - Oct. 31st

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**

# 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 focus 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 are vital and is the purpose of Childhood Cancer Awareness Month.



# Understanding Alcohol's Impact on Health Beyond the Hangover

**Acetaldehyde** is a toxic substance produced by your liver when alcohol is metabolized (and is a main contributor to a hangover). But acetaldehyde is also considered a carcinogen. The Centers for Disease Control and Prevention notes that consuming three or more alcoholic drinks daily raises the risk of stomach and pancreatic cancers, but heavy alcohol use is also a risk factor for cancers of the head and neck (mouth, throat, and voice box), liver, colon, rectum, and breast! Strong suspicions are associated with prostate cancer as well. Is addressing a potential alcohol use disorder a priority for you? Begin with a free, confidential assessment through your EAP or consult with a professional treatment provider. Learn more at [www.cdc.gov](http://www.cdc.gov) (search "alcohol and cancer").



# Reduce Customer Service Stress with Accurate Empathy

**With customer** complaints, try listening for what is not being said. You may hear anger, but is the deeper issue disappointment? If so, saying, "I know you are disappointed" will demonstrate more accurate empathy. It zeros in on the real emotional target. This can calm your customer faster. It takes practice, but don't be surprised if, as a bonus, you get an apology for the overly emotional behavior. Rather than stress out over customers who are complaining, practice accurate empathy to improve customer service and increase your job satisfaction by possibly having less stressful days.



# Teaching Children to Be Better Problem Solvers

If you are a parent of a young child, here's a "formula" for teaching problem solving:

1) Encourage the child to explain the situation needing a fix, solution, or answer. 2) Ask questions that prompt critical thinking and solutions. 3) Help the child break the problem up into smaller parts. Tackle one piece at a time. 4) Let the child brainstorm for answers. 5) Guide the child to the solution. 6) Praise the effort. 7) Talk about mistakes as learning tools and being okay. 8) Have a post-event discussion and reflect on the steps to solving a problem. For more opportunities to learn the problem-solving process, create problems. Example: "I don't know what to make for dinner, but this is what we have in the refrigerator."



# How to Fix Your Day

**Experiencing a** negative event can disrupt your day, causing your previously uplifted mood to seemingly vanish. Take these actions

to restore your positive mindset: 1) Admit things have been thrown out of whack and your feelings are normal. 2) Attempt a short "geographic" change (like a walk outside to change visuals away from the scene of the event). 3) Identify negative thoughts reverberating from the event. 4) Challenge the negative thoughts to disrupt their effects. 5) Identify positive thoughts to make #4 a speedier step. 6) Focus on what you can control—reaction, perspective, prevention, improvements, boundaries, self-care, etc. This gives you a constructive outlet to match your need to respond. 7) Plan a good thing or two—events, experiences, and treats—to rebalance the day. 8) Need support? Reach out to that friend to vent. 9) Find the lesson. Discover or consider what positive outcome exists indirectly or directly because of the event?) 10) Celebrate that you fixed your day!

