

DECEMBER NEWSLETTER

INSIDE THIS ISSUE

1. Employee of the Month/Contests
2. Note from the President
3. Employee Spotlight/Manager the Month
4. December Birthdays
5. Hot Spot News
6. Note from Marketing
7. Note from IT & Maintenance
8. MADD News
9. Store Visits (Photos)
10. Store Visits (Photos)
11. Store Visits (Photos)
12. Store visits (Photos)
13. Contest Items
14. Referral Bonus/EAP info
15. Mission Statement
16. Articles
17. Holiday Safety
18. Jordans

100 for 100

#2306 Renika Clark, Lesa Morris and Crystal Church \$100

#3003 Andrew McCaskill, Miranda Hill and Michelle Kratzer \$100

Referral Bonus

Jacqueline Mickell \$100

Referral Bonus

Kayla Butler \$200

Heather Pugh \$200



Part-time: Marcus Young - Poinsett

- Great worker, keeps cooler in tip top shape

Debbie Dutton's Area: Full-time: Tammy Jones - Lake Bowen

- Very dependable hard-working employee

Part-time: Emily James - Cross Anchor

- She does whatever is needed to help out

Andy Green's Area: Full-time: Vilma Banag - Canton

- Dedicated employee, great asset to the company

Part-time: Pattie Lovingood - Murphy

- Hard worker, great attitude

Dominique Johnson's Area: Full-time: Trietta Varner - PD Subway

- Very hard worker, great customer service

Part-time: Michelle Hudson - PD Subway

- Great team player

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

- Dedicated hardworking employee

Part-time: Luis Rojas - Red Bluff

- Hardworking employee, always has positive attitude

Michelle Kratzer's Area: Full-time: Taylor Wilson - Sangaree

- Taylor is a great team player

Part-time: Johnatan Torres - Greenwood

- Very dependable and hard-working employee

Crystal Church's Area: Full-time: Sandra Sanders - CA Hardees

- Always shows up early for her shift and never calls out

Part-time: Donald Killough - CA Hardees

- Always willing to work over if needed

From the President's Desk

"Christmas is the spirit of giving without a thought of getting. It is happiness because we see joy in people. It is forgetting self and finding more time for others. It is discarding the meaningless and stressing the true values."—Thomas S. Monson

"Peace on earth will come to stay, when we live Christmas every day." — Helen Steiner Rice.

"Joy to the world, the Lord is come, let earth receive her King." —
"Joy to the World"



These are all pertinent quotes that reflect different views of the holiday season but they all share one theme; Christmas should be a magical time of the year that encourages us to be the best, loving people that we can be and to carry that spirit throughout the year, and to remember the reason for the season!

As 2023 draws to a close, let's all reflect on the blessings in our lives and treasure the magic of Christmas when all things feel possible. I am hoping that you are able to share this holiday with the ones you love, creating wonderful memories and spending time together. There is nothing better than a meal shared with family and friends.

I would also encourage you to give whatever you can to those in need and to share that positive Christmas spirit with everyone you meet especially with our customers, who make Hotspot's success possible.

*Merry Christmas to you all.
Harvey Hicks*

Employee in the Spotlight



Vilma Barag

Vilma was born and raised in the Philippines, she moved to Canton 1 year ago. She has been employed with Hot Spot in Canton for 9 months. Vilma is a very hard worker, always goes above and beyond to help anyone. She is always on time, never calls out and is great with customers.

OCTOBER MANAGER OF THE MONTH

Name	Division	Location	Award
Luke Halleman	Div I	Murphy #2008	October 2023
Kathy Hicks	Div II	Walnut Grove 2017	October 2023
Linda Duncan	Div III	Bowling Green 2005	October 2023
Rekesa Barker	Div IV	Sweeten Creek 2003	October 2023
Margaret Lipsey	Fast Food Division	Walnut Grove Subway	October 2023



December BIRTHDAYS

Amia	Aiken	2043	Mary	Lipsey	2305
Bryan	Audet	2018	Brenda	Lopez	6002
Grant	Bagwell	2011	Jessica	Maney	2025
Shannon	Balfe	3003	Jalisa	Mcbee	2019
Cheyenne	Carter	1607	Tamara	Mimms	2010
Sean	Carvajal	2008	Tainejah	Mims	2019
Elias	Carver	1000	Jeffrey	Monge-Garcia	4002
Gregory	Conard	4002	Ashley	Murphy	2999
Angela	Council-Goodwin	1608	Amanda	Nations	5003
Morgan	Crowder	2043	Teresa	Nelson	5002
Matthew	Daniels	2042	Latae'via	Nickles	1609
Brittany	Defee	1607	Cierra	Parks	6007
Janiya	Elmore	1609	Jesse	Patterson	1102
Chanda	Fields	2009	Kristi	Perez	2019
Tykir	Finkley	2308	Jordan	Poteat	2011
Kevin	Foreman	2032	Angelica	Ramirez	2011
Latasha	Foster	6002	Audrey	Reece	4002
Angelea	Fowler	2306	Richard	Respress li	2025
John	Gillis	2995	Kimberly	Reynolds	2013
Elizabeth	Gladson	2985	Leroy	Rice	1608
Ann Michele	Gonzalez	2018	Suzanne	Scott	6002
Tragen	Gottlieb	2309	Makensie	Shepherd	2019
Charles	Haney	5003	Noah	Silvers	2032
Linda	Harris	2027	Charkei	Singleton	2013
Brittney	Harris	2305	Fayyaz	Ullah	2010
Kodie	Hensley	2309	Ashley	Waddell	2305
Nickolas	Hughes	3003	Erica	Ward	2989
Emily	James	6004	Isis	Ward Henley	2011
Jerri	Johnson	3005	Darryl	Wesson	2303
Elizabeth	Jones	2304	Aleeya	Wigfall	2019
Abigail	Kilburg	2043	Ziyoun	Williams	1609
Angela	Kopatch	1608	Taylor	Wilson	1601
Brian	Larson	1201	Deandre	Wingard	6002
Kallon	Lattray	2019	Marquanz	Wofford	2010
Kyasia	Legette	2304	Michael	Zahand	2013



Making Spirits Bright Together!

This holiday season, the incredible Hot Spot family and the Jordan Family have joined forces to spread joy and warmth to those in need. We're thrilled to announce that we've sponsored a wonderful family with two adorable kids in [Spartanburg County School District 3](#): a 5-year-old boy and a 9-year-old girl!

This festive collaboration is all about giving back and making a difference in the lives of others. Our hearts are brimming with excitement as we prepare to make this Christmas unforgettable for our sponsored family.

From the Hot Spot family to yours, we extend our warmest wishes for a holiday season filled with love, laughter, and moments that make your heart glow. Let's come together and make this holiday season a magical one for everyone!

HOTSPOT NEWS

Team,

As we approach the end of the year, the marketing department would like to take a moment to wish you all a wonderful Christmas and a happy New Year. It has been an incredible year filled with hard work, creativity, and successful campaigns, and we couldn't have achieved it without each and every one of you.

We want to express our gratitude for your dedication and passion in promoting our products and services. Your innovative ideas, strategic thinking, and commitment to excellence have played a significant role in our success. Together, we have created impactful campaigns that have resonated with our customers and strengthened our brand.

As we enter the holiday season, let's take this time to unwind, cherish moments with loved ones, and recharge for the exciting opportunities that lie ahead in the new year. Let's reflect on our accomplishments and celebrate the milestones we have achieved together.

We look forward to another year of collaboration and growth. May the coming year bring new challenges, fresh ideas, and even greater achievements. Let's continue to push boundaries, think outside the box, and make a lasting impact in the industry.

Once again, we wish you a joyous Christmas filled with love, laughter, and good cheer. May the new year be filled with success, prosperity, and fulfillment.

Warmest wishes,

Shawn L Holmes
Corporate Manager
Marketing and Merchandising



Tips to Protect Yourself and Family

- Be suspicious of unknown persons calling you. Phone scams aim to heighten your emotional state and create a false sense of urgency—from claiming you owe money to saying you've won a prize. Advanced techniques, such as AI technology impersonating a family member's voice, have also been used. Hang up and try to make contact directly with the entity or person they claim to be representing. Don't provide any personal or financial information to scammers.
- Research a product before purchasing an item from a social media advertisement. See a great deal on vitamins while scrolling through your social media? If it seems too good to be true, there's a chance it could be a scam. Consider learning more about the company first before buying the item. If you have made a purchase, check your statements for recurring charges.
- Going on a trip? Use trusted travel websites. Scammers will often create false websites to advertise for cheap travel. Use trusted travel agents or diligently research websites when booking travel

Rollin Tillie

Work Orders

I would like to remind everyone as we do our daily task to remember to put in work orders every time you see or become aware of an issue that maintenance, pump maintenance, or HVAC should address. Many times we come to a store,

we are told of other issues and no work orders have been submitted. If we can handle it then, we try to do so, but if you submit a work order, we can bring the right tools and required items vs. having to leave to pick up parts, tools, trailer, etc. This saves us time and saves the stores on cost. So, when you see it, try to remember to get it in the system. When creating these work orders, be sure to always use ALL CAPS and start off every work order by writing out the store name first. When these work orders come thru our phones as a text while in the field, we only get to see the first line of the work orders. When they are not typed out first, we have to stop what we are doing and pull the work order up on our laptops just to see the location and the problem. This saves us time and also help us complete things in a more timely manner. Last but not least, if your store has an issue that pertains to sewer, water running, or a major safety issue, don't hesitate to call your supervisor or contact me directly. I can help get it resolved ASAP in emergency situations.

Happy Holidays from the Maintenance Department!!

Shane Nations

This week marks Designated Driver Appreciation Week (December 10th - 16th) and we're thrilled to join hands with @MADDSouthCarolina to celebrate our unsung heroes - the Designated Drivers!

Join us by holding up your lowercase "d"s to show appreciation for those who choose not to drink and ensure everyone gets home safely. Why are Designated Drivers so important? Designated Drivers play a crucial role in promoting responsible drinking and road safety. By taking the wheel and staying sober, they contribute to

preventing accidents, protecting lives, and making our roads safer for everyone. Let's take a moment to acknowledge and thank these incredible individuals for their commitment to keeping our communities safe.

Let's spread the love and gratitude by using the hashtags:

[#CelebrateDDsinSC](#) [#DDAWSC23](#)

Cheers to the Designated Drivers who make a difference every time they say, "I'll be the designated driver tonight!"









**Driver's Christmas Dinner
City Range 2023**





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.

15.5-16oz Monster Energy BUY 2 GET 1 FREE or \$3.39 each

2.36-2.5oz Pringles Grab & Go 2 for \$4.00 reg. price for one.

Mrs. Freshley's 2 for \$3.50 reg. price for one.

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

Lindt Truffles 3 for \$1.00 reg. price for one.

12oz Celsius Energy BUY 2 GET 1 FREE

Promotion 11/01/23 till 12/31/23

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.



**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

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

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.

Mastering Family Get-together Stress



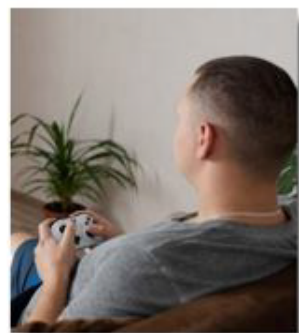
Don't let family get-togethers plunge into stressful discussions. Try these three artful conversational skills. First, plainly decide your comfort zone for specific topics. Decide they will be off limits for you and avoid initiating comments or conversations regarding them. Second, communicate your boundaries and do so with assertiveness and respect, and while maintaining a harmonious atmosphere, simply saying: "I'd appreciate steering our conversation away from [topic] for a more pleasant interaction for all." And finally, use the "redirect." Gently guide discussions away from sensitive subjects, shifting the focus toward neutral or positive topics. This tactful redirection effectively diffuses tension, fostering a more harmonious and enjoyable gathering for all participants. Hint: Before your next get-together, hone these skills. See if they help create more joyful memories.

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.

Adult Child Independence and Failure to Launch



The term "failure to launch" describes young adults who are still living at home with their parents and are not taking on the responsibilities of adulthood. This can be distressing for parents, and it can create marital conflict over how to intervene and a cycle of enabling if they are fearful that the adult child cannot successfully grasp the responsibilities of adulthood. Although there are steps along with many parenting resources for helping resolve failure-to-launch syndrome, a professional counselor can be of enormous benefit if the crisis has existed long term without resolution after many intervention attempts. Although mental health issues like anxiety and depression can make it difficult to transition into adulthood, often parental overprotection (doing too much for too long) can make it difficult for some adult children to learn the skills they need in order to become independent. Your path to resolving failure-to-launch syndrome will include challenges like setting clear expectations and responsibilities, requiring that chores be managed, creating new rules regarding financial support that encourage independence, and working through the natural resistance to change that can be expected, all without returning to a cycle of enabling. You are not alone in this struggle, and with patience, understanding, and support, you can help your child overcome the challenge of becoming an independent adult.

Volunteerism: The Perfect Pick-me-up



The positive effects of volunteering to help others have been demonstrated in many research studies. These include improved feelings of well-being and positive effects on a person's mood and general happiness. Along with helping others, these personal benefits are powerful motivators for some people affected by sadness, depression, and stress during the holidays to reach out. Research has also shown that volunteering can have positive effects on physical health, including lowered blood pressure, reduced risk of heart disease, and increased longevity. Could you use some of the good things that flow from volunteering? To find thousands of opportunities, try www.idealists.org or www.volunteermatch.org and [click on "find opportunities"].

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

HOLIDAY LIGHTS

EXTENSION CORDS

DRY TREES

DECORATIONS

CANDLES

LADDERS

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



MERRY
CHRISTMAS



THE JORDANS

Gene Coal
Lynn Jordan
Dee-Jane
Lizzi Madon