

February NEWSLETTER

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100 for 100

#2019 Kelly Nash, Jennifer Laye and Belinda Tucker \$100

Referral Bonus

Brandy Jackson \$200

Sled Check

#4004 Martha Mullet \$100

#4005 Brenda Taylor \$100

Employee Shoutout

#2003 Rakesa Barker-Wonderful attitude and great customer service



Fast Food Employee of the Month

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

- Great with coworkers and customers

Part-time: Christopher Hudson - Pee Dee Subway

- Great with customers and a joy to work with

Crystal Church's Area: Full-time: Amy Greene - LB Subway

- Very dependable and great with customers

Part-time: Layne Vaughn - Cross Anchor Hardees

- Very fast learner and very respectful

DECEMBER MANAGER OF THE MONTH

Name	Division	Location	Award
Chanda Fields	Div I	Greenwood #2009	December 2023
Jessica Struchko	Div II	Hayesville #2032	December 2023
Pamela Danner	Div III	New Bridge #5001	December 2023
Linda Lovette	Div IV	Red Bluff #2024	December 2023
Lesla Morris	Fast Food Division	Boiling Springs Subway #2306	December 2023

January Employee of the Month

(To qualify employees must meet the criteria below, and no missed or late shifts)

- Greet Customer
- Smile and be courteous
- Ask for the rewards card and sign customers up if they don't have one
- Plus, sell
- Thank customers
- Ask the customer to return

Great Job and Congratulations to the employees listed below



Andy's Area

1000 Craig Forster
1102 Richard Anthony
2003 Sam Smith
2008 Karen Kimbler
2025 Candy Taylor
2032 Charles Hemler
5001 Ernie Robinson
5002 Devin Echevarria
5003 Jayleen Fannon
5004 Crystal Potetz



Debbie's Area

2005 William Curry
2010 Ashley Caldwell
2011 Brittney Pruitt
2017 Candace Astes
2042 Lana Phillips
3005 LaShawn Hamilton
6004 Rebecca Hunter



Ashley's Area

1103 Hettie Carroll
2027 Dante Beatty



Michelle's Area

1601 Larry Evans
1608 Kandice Toth
2008 Charlsie Potterfield
3004 Lisa Felder



Belinda's Area

1201 Timothy Whittle
2019 Alyson Costa
2022 April Miller
2035 Emily O'Sullivan
2043 Brandi Barker
4002 Jessica Serrato
4004 Matthew Doane
6002 Suzanne Scott
8001 Joseph Rhodes

From the President's Desk

This month brings us another popular holiday to celebrate. There are multiple stories about how the holiday originated but whatever the truth is, it is a day we in this country have made into big business.

Some fun facts about Valentine's Day:

- ✓ 145 million greeting cards are exchanged every year for Valentine's Day.
- ✓ About 25% of pet owners give Valentine's Day gifts to their pets.
- ✓ 8 billion conversation hearts are manufactured each year.
- ✓ Consumers buy over 58 million pounds of chocolate and candy for Valentine's Day.
- ✓ Teachers get more valentines than anyone else.
- ✓ 250 million roses are grown just for Valentine's Day.
- ✓ 63% of us will send a Valentine's Day text.
- ✓ Most adults (85%) plan to celebrate Valentine's Day, according to a recent study. Of those celebrating, 74% expect to dine out or order takeout/delivery from restaurants.



This is just a sampling. There are many other examples of how we have commercialized this holiday but my hope is that no matter how you decide to celebrate you use this day to take time and reflect on your blessings and share time with the ones you love.

Thank you for all for being part of the Hotspot team.

Harvey Hicks



EMPLOYEE SPOTLIGHT



ROSE TUNA

ASSISTANT MANAGER - PRINCETON

Rose is filling in as Manager while Jennifer Corey is in training. The store hasn't missed a beat due to her hard work, dedication and leadership. She is doing a truly fantastic job and will be a great asset to the company for years to come. Rose is always eager to learn and grow and she is always taking on new projects and tasks with eagerness. Rose has been married for 16 years and has 6 beautiful children and her family is the reason that she works so hard. She wants to provide a great life for them. Like Jennifer, she wants to be the best and she is following in Jennifer's footsteps at Princeton. Rose is a highly motivated employee who is creating success for herself, her store and Hot Spot as a company!

FEBRUARY BIRTHDAYS

AMECHAND, CHRISTOPHER
ANGEL, CORI
BAKER, MONTEJA
BENNETT, HARRIETT
BOLT, MICHAEL
BRABHAM, HANNAH
BREEDLOVE, DEE ANNE
BROWN, TAYLOR
BRYAN, RICHARD
BURNEY, JEQUASIA
BURROUGHS, CAROLYN
BYRD, LATIFAH
CANTRELL, AMBER
CLINE, LAWRENCE
COBB, COLLEEN
COLLINS, JEDIDIAH
COLLUM, SHERIKE
COOPER, DANYON
COREY, JENNIFER
DAVIS, JANAYA
DELANEY, REBECCA
DEROUCHIE, CHARLES
FERQUERON, LINDSAY
FOWLER, COURTNEY
FUHRY, MARGARET
GILLESPIE, ASHLEY
GRAVES, DAWN
GREEN, MINDY
HARGRO, JONATHAN
HARRISON, TYRELL
HARTER, CRYSTAL
HENNETT, JILL

HICKS, MARGARET
HUGHES, SHANNON
JOHNSON, DELLA
JOHNSON, LATAVIA
JONES, JAMES BRIAN
KOLESNIK, IGOR
LEE, TAIWAN
MACK, IMANI
MAGUY, DESTINY
MCGEE, IVY
MCGUIRE, PAMELA
MCKENZIE, JEREMIAH
MERCER, KENNETH
MESSER, KATHRYN
MILLER, PAMELA
MITCHUM, CLAYTON
NITTINISI, RUDY
NULL, BOBBY
PHILLIPS, LANA
PORTER, REGINA
PUGH, HEATHER
RICE, ALEXIS
RICH, JANELL
ROJAS JIMENEZ, LUIS
RYCROFT, BRANDON
SCHNEIDER, JAMES
SMITH, SARAH
STEWART JR, RANDALL
THOMSON, KADENCE
TURNER, BONNIE
TWOMBLY, KIRSTEN - LEIGI
WILLIAMS, ARIANNA

January/February Sales Contest Items

Contest items



Beef Stick (Country Archer) 1oz – Buy 1 Get 1 Free

Jerky 2oz - 2 for \$10

Reg & Puff Built Bars 2 for \$6.00

Giants Cashews 4oz 2 for \$9.00

Lindt Truffle Bars 2 for \$3.00

Pecan Nation 4oz 2 for \$10.00

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.

**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

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.

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.

“Do It Now” Revisited

Procrastination would be a thing of the past if “do it now” were as easy as it sounds.

To overcome procrastination, use baby steps. For example, need to finish a report? Step one might be to turn on your computer. Even better, walk into your office with step two being to turn it on. 2) Look at the

clock and promise one minute of dedication to the task. The idea is that one minute will turn into two, and before long you are done. 3) Promise a reward. (“If I finish this task, I am taking myself to a movie!”) This is called a “pull strategy.” 4) Get an accountability partner—ask a person to check in with you to see if you have completed the task. This is a powerful tactic, but avoid choosing those with whom you have strong emotional ties such as a spouse, another family member, or a close friend. Ironically, your relationship can reduce the urgency needed to complete the task if you don’t fear their disappointment or reaction to your failure to follow through. The do-it-now mentality is a stepping stone to something even more powerful—a proactive mindset—which can significantly boost productivity and your ability to take immediate action. Experiment with strategies that work for you. Make it your goal to adopt a proactive mindset that instills an ability to take immediate action.



Stress Tips from the Field: Take It One Day at a Time

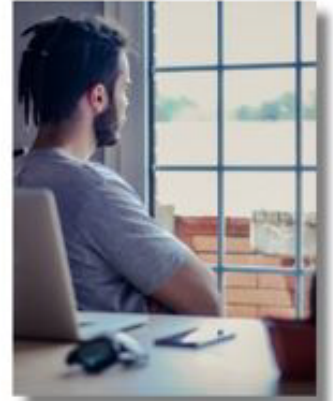
“Taking life one day at a time” is a common saying, meaning to deal with each day’s problems as they come instead of worrying about the future. But it means much more, like pausing and engaging with what is happening right now, thereby appreciating the present moment. This reduces anxiety, produces a calming effect, and puts the brakes on catastrophizing. Instantly, you cease

magnifying potential negative outcomes of a stressor, crisis, or concern that you face. You discover that you can control your responses to these things and not be swept up by them. Consider using the “one day at a time” stress management strategy more often. It doesn’t mean neglecting goals or plans or necessary interventions. It simply encourages balanced living right now and maintaining a perspective about concerns.



End Your Day with a Transition Ritual

If you have struggled with work-life balance, try creating a “transition ritual”—a symbolic approach to ending your day that prompts a mental shift from your professional responsibilities to your personal life and responsibilities at home. For example, at each day’s end, routinely turn off lights, straighten your desk, close the laptop, write tomorrow’s to-do list, and/or take a short walk. You may soon experience a faster and healthier mental separation between work and leisure so you gain the full benefits of your time off.



Supporting a Loved One Who Has Cancer

Upon learning that a loved one has received a cancer diagnosis, you may find it challenging to determine the most supportive and comforting words to express or the best way to offer your support. 1) Be positive and encouraging. Don’t

allow fear of unintentionally causing distress to keep you from this role. 2) “Being there”—meaning listening—is your most crucial role. 3) Discard the notion that you must produce a “right” answer or “solution” to what the person is experiencing. 4) Don’t back away or be avoidant, but make visits and contacts purposeful. 5) Don’t say, “If you need me for anything, just ask.” Instead, offer what you can do to lessen a burden. Use the EAP for help in navigating your emotions about the diagnosis and you’ll feel more empowered to be supportive during this critical time.



Valentine's Day History



Who Is St. Valentine?

It is believed that St. Valentine served as a priest in third century Rome. At that time, Emperor Claudius II had a standing decree that young single men were not to marry. The emperor thought that marriage and children were a distraction to men of fighting age who were needed to serve as soldiers (with their full allegiance given to Rome).

It was perhaps similar thinking that led Claudius to persecute Christians. The emperor (rightly) believed that Christians devoted their strongest allegiance to something and someone other than Rome.

St. Valentine, believing that Claudius was interfering with matters of the Church and of God, is said to have married young lovers in secret. Tradition holds that he also assisted many Christian martyrs, helping some to escape the harsh Roman prisons.

For one or both of these reasons, Valentine himself was imprisoned. Yet, difficult conditions did not hinder his very evident commitment to the Lord.

He preached his faith to his prison guard Asterius, who was converted and baptized along with his whole family. And, it is said that St. Valentine restored sight to the blind, adopted daughter of Asterius, with whom he fell in love (remember, priests were allowed to marry before the fourth century).

When word of these events reached Claudius, he ordered that if Valentine would not immediately deny his faith, he should be beaten and afterwards beheaded. Far from being intimidated by Claudius' command, Valentine apparently tried to convert the emperor — an action which secured his fate.

Just before his death on February 14, around 270 A.D., Valentine is said to have penned a tender farewell letter to the daughter of Asterius, who had visited him regularly during his confinement. He signed the letter, "From Your Valentine."

How Did St. Valentine's Day Begin?

In 496 A.D., Pope Gelasius officially set aside February 14 to honor St. Valentine. It is believed that Christians came to associate Valentine's Day with romantic love because they were trying to supplant a popular pagan Roman festival called Lupercalia, celebrated on February 15.

For the Lupercalia celebration, Roman boys would choose a partner by drawing the name of a girl from a box or urn; the couple would then exchange gifts. The partnership would sometimes last until the next Lupercalia celebration, or it may even result in marriage.

Christian leaders tried to replace this custom by encouraging believers to draw saints' names from a box. The saint would then be your patron saint for the year. But this tradition never quite caught on. Rather, Christians chose to celebrate the virtue of love, particularly romantic love, on St. Valentine's Day. By all accounts, St. Valentine's life modeled this virtue (in the pure and selfless way described in 1 Corinthians 13: 4-8 of the Bible). It seems fitting that the day set aside to remember him would be a day to celebrate love!



Here's the story behind Black History Month — and why it's celebrated in February



At the March on Washington on Aug. 28, 1963, African Americans carry placards demanding equal rights, integrated schools, decent housing and an end to bias.

Warren K Leffler/Universal History Archive/Getty Images

Every February, the U.S. honors the contributions and sacrifices of African Americans who have helped shape the nation. Black History Month celebrates the rich cultural heritage, triumphs and adversities that are an indelible part of our country's history.

There is no American history without African American history," said Sara Clarke Kaplan, executive director of the Antiracist Research & Policy Center at American University in Washington, D.C. The Black experience, she said, is embedded in "everything we think of as 'American history.' "

First, there was Negro History Week

Critics have long argued that Black history should be taught and celebrated year-round, not just during one month each year.

It was Carter G. Woodson, the "father of Black history," who first set out in 1926 to designate a time to promote and educate people about Black history and culture, according to W. Marvin Dulaney. He is a historian and the president of the Association for the Study of African American Life and History (ASALH).

Woodson envisioned a weeklong celebration to encourage the coordinated teaching of Black history in public schools. He designated the second week of February as Negro History Week and galvanized fellow historians through the Association for the Study of Negro Life and History, which he founded in 1915. (ASNLH later became ASALH.)

The idea wasn't to place limitations but really to focus and broaden the nation's consciousness.

Carter G. Woodson (1875-1950) was an American historian, a scholar and the founder of the Association for the Study of Negro Life and History. Woodson was instrumental in launching Negro History Week in 1926.



"Woodson's goal from the very beginning was to make the celebration of Black history in the field of history a 'serious area of study,' " said Albert Broussard, a professor of Afro-American history at Texas A&M University.

The idea eventually grew in acceptance, and by the late 1960s, Negro History Week had evolved into what is now known as Black History Month. Protests around racial injustice, inequality and anti-imperialism that were occurring in many parts of the U.S. were pivotal to the change.

Colleges and universities also began to hold commemorations, with Kent State University being one of the first, according to Kaplan.

Fifty years after the first celebrations, President Gerald R. Ford officially recognized Black History Month during the country's 1976 bicentennial. Ford called upon Americans to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history," History.com reports.

Why February was chosen as Black History Month

February was chosen primarily because the second week of the month coincides with the birthdays of both Abraham Lincoln and Frederick Douglass. Lincoln was influential in the emancipation of slaves, and Douglass, a former slave, was a prominent leader in the abolitionist movement, which fought to end slavery.

Lincoln and Douglass were each born in the second week of February, so it was traditionally a time when African Americans would hold celebrations in honor of emancipation, Kaplan said. (Douglass' exact date of birth wasn't recorded, but he came to celebrate it on Feb. 14.)

Thus, Woodson created Negro History Week around the two birthdays as a way of "commemorating the black past," according to ASALH.

Forty years after Ford formally recognized Black History Month, it was Barack Obama, the nation's first Black president, who delivered a message of his own from the White House, a place built by slaves.

"Black History Month shouldn't be treated as though it is somehow separate from our collective American history or somehow just boiled down to a compilation of greatest hits from the March on Washington or from some of our sports heroes," Obama said.

"It's about the lived, shared experience of all African Americans, high and low, famous and obscure, and how those experiences have shaped and challenged and ultimately strengthened America," he continued.

(Canada also commemorates Black History Month in February, while the U.K. and Ireland celebrate it in October.)