

JUNE NEWSLETTER

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100 for 100

#2017 Candace Aste, Kathy Hicks and Crystal Church \$100

#6007 Cierra Parks, Richard Mize and Debbie Dutton \$100

Sled Check

#4002 Jessica Serrato \$300

#1201 Michelle Vieira \$300

#4004 Beronica Garcia \$300

Referral Bonus

#2304 Crystal Hudson \$200

Director Award

#1103 Nyesha Arnold

#1601 Joseph Thornley



Fast Food Employee of the Month

Dominique Johnson's Area: Full-time: KyAsia Legette - Pee Dee Subway

- Wonderful team player.

Part-time: Jaylin Bell - Pee Dee Subway

- Great with customers.

Crystal Church's Area: Full-time: Noel Flynn - Cross Anchor Hardees

- Fast learner and great with customers.

Part-time: Diana Osborne - Cross Anchor Hardees

- Very respectful to management and team members.

Summer Sales Contest Winners

Associates: Michael Grant, Mark Brown, Brandon Miller, Brittany Jenkins, Michael McDaniel, Amber Buchanan, Mackenna Stidd, Cyrus Davis, Stephanie Blankenship and Nyesha Arnold

Management: Diane Bishop, Mary Davison and Hettie "Lou" Carroll

APRIL MANAGER OF THE MONTH

Name	Division	Location	Award
Luke Halleman	Div I	Murphy 2008	April 2024
Dee Dee Mund	Div II	Greer 4005	April 2024
Lindsey Ferqueron	Div III	Templeton Rd 2043	April 2024
Linda Lovette	Div IV	Red Bluff 2024	April 2024
Margaret Lipsey	Fast Food Division	Walnut Grove Subway 2305	April 2024

June Employee of the Month

Great Job and Congratulations to the employees listed below



★ Andy's Area

2003 Sam Smith
2011 Makaile Johnson
2013 Zazria Jennings
2018 Sarah Aiken
3005 Jerry Saylor
5003 Jayleen Fannon

★ Amanda's Area

1000 Jeff Forster
1102 Ronald Dyer
2025 Petra Lemieux
5001 Ernie Robinson
5002 Tyrell Harrison
5004 Vilma Banag

★ Ashely's Area

1103 Brittany Jenkins
1601 Taylor Wilson
1607 Janette Williams
1608 Maryah Baxter
2021 Anita Combs
2027 Linda Harris
2028 Michelle Howell

★ Debbie's Area

2005 Tracy Dean
2010 Mindy Rivell
2017 Roxanne Cothran
2019 Alexis Holbert
2042 Matthew Bolton
2043 Victoria Knight
6004 Susie Crowder
6007 Harleigh Laughter

★ Michelle's Area

1201 Michelle Vieira
2009 Charlsie Porterfield
3004 Charlene Grooms



EMPLOYEE SPOTLIGHT



This month's employee spotlight shines on Lisa Poole for her accomplishments as a headstrong manager, a stellar employee, and an honest mentor to her employees.

Lisa began her career with the R.L. Jordan Oil Company in February 2014 as a part-time cashier at the Hot Spot store in Sylva, NC. Building upon her experience with retail and customer service at other convenience stores, Lisa eventually became the manager of the Sylva Hot Spot.

She's been awarded Manager of the Year numerous times throughout her time as a Hot Spot manager, which will continue despite the unfortunate closure of the Sylva Hot Spot as of the end of June 2024.

Lisa is now managing the Hot Spot in Hayesville, NC, and will bring her distinguished character and persistent yet patient work ethic to the Hayesville store while the new Sylva store is being built.

Lisa thanks her company, coworkers, employees and customers for helping to make her the manager she is today, worthy of respect and ready to face the future.

From the President's Desk

Summer time is here and it is the prime selling season for our business especially stores on the path to the beach or to the mountains. It is more important than ever that we keep our tanks full, our coolers and stores fully stocked at all times! Together we can make this a great summer.

Kudos to the crew at Lake Bowen. A new Spinx opened up across the street and they continue to do well even with the brand new competition. The store looks great and employees are doing a wonderful job taking care of their customers. Good job!

Also thanks to everyone at the Sangaree store for making their Kitchen #3 in sales in the very short time since they expanded. Keep up the good work.

And lastly this month thanks to the Transportation team for making sure fuel is delivered as needed. Last year they delivered over 65 million gallons to 42 locations. It is not always easy to manage the logistics of fuel delivery but we do it routinely on a daily basis. Thanks to our Dispatchers and our Professional Drivers who deliver fuel ontime and safely every day. Just like we can't sell product if it is not on display we cannot sell fuel if we haven't delivered to the tanks on time.

We all benefit when sales increase. Thanks to all you that make that happen!



Harvey Hicks



JUNE



Birthdays!

ABDUL-RAHIM, SHARIAH	2306	MARTIN, BRANDON	2009
ABERNATHY, JEREMY	2032	MARTIN, ROBERT	4005
ADAMS, LINDA	2042	MARTINEZ, STEPHANIE	2035
BAKER, JUSTIN	2019	MCJUNKINS, WILLIAM	1201
BANAG, VILMA	5004	MEANS, SATOYA	2042
BISHOP, DIANE	1103	MENDOZA, BRIANNA	2028
BLANTON, DARREN	5003	MESSER, RODGER	2025
BROWN, CANDICE	6004	MILLER, BRANDON	1103
BROWN, WYNESHIA	2009	MILLER, HELEN	3003
BRYANT, HAYLEE	2011	MIZE, ELIZABETH	3005
BRYANT, SABRINA	2024	MOORE, ALLISON	4004
CASSELS, FUSHIA	2999	MORTON, BRANDY	4005
CAVANAGH, SHANNON	2035	NORWOOD, LINDSEY	2999
COLLUM, NAOMI	1608	OSBORNE, DIANA	6005
COOK, ALEXUS ELIASIA	2019	PALSHAN, CARLEN	6004
COX, CRYSTAL	2009	PARRIS, MALINA	2003
CROSS, MICHAEL	2010	PEARSON, HANNAH	2305
CROSSLEY, SHARON	2305	PERMENTER, TERESA	2306
DURBIN, DAN	2999	PHILLIPS, SHANDREA	2005
ECHEVARRIA, DEVIN	5002	PITTS, WENDY	8001
ELLIS, BARNITA	3005	POLLARD, WHITNEY	6007
ENGLAND, JAMISON	2991	PORTER, DONNA	2011
GARRETT, TREVION	4005	PRICE, ASHLEY	2019
GESMOND, AMANDA	2021	RICHEY, NAVEAH	2309
GOODRICH, JENNIFER	3003	SERRATO, JESSICA	4002
HALL, SONYA	1607	SIBLE, JAMIE SHARON	1601
HARLOW, BRITTANY	1608	SMITH, BARBARA	4004
HERRERA, HENRIETA	5004	SMITH, PHILLIP	2995
HUNNEYCUTT, STACY	4002	STANDIFER, RHONDA	2035
HUNNICUTT, FRANCES	2027	STOVER, KRYSTAL	2043
INGHAM, HENRY	5003	SUTTRICH, SHERRY	2008
JONES, HALEY	2042	VIEIRA, MICHELLE	1201
JORDAN, LYNN	2985	WALDROP, EMILY	2306
JORDAN, ROB	2989	WEST, DAMIEN	6004
LANE, HAILEY	5004	WHITTLE, TIMOTHY	1201
LEGETTE, TYANNA	2304	WOOD, NICHOLAS	4005
LIVINGSTON, JARRELL	2308		

REFERRAL BONUS



**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

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 referral must be list on the application.

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

Mental Health Awareness Month:

Overcome Fear of Stigma to Seek Counseling



Personal challenges can impact well-being, and mental distractions that often accompany them can keep you from feeling like your best self. Your employee assistance program (EAP) is an easy path to help with challenges, but does stigma or embarrassment hold you back? You are sure of confidentiality, but you believe handling problems on your own better demonstrates you are not incompetent or weak. Here's the big reveal: Nothing could be further from the truth. Seeking counseling is a courageous and proactive decision that demonstrates strength, self-awareness, and a commitment to personal growth. Just as you would seek medical care for a physical ailment, seeking counseling for challenges or emotional pain is a vital aspect of self-care. Today, employers are committed to fostering a culture of support where seeking counseling is encouraged. So, go for it. Make the call. Your future self will thank you for it.

May/June Sales Contest Items

Contest items

10 oz Old Trapper – \$17.99

King Size Hershey's – 2 for \$6.00

Big Bar Kellogg's – 2 for \$3.00

Perfect Hydration (1 gallon) – 2 for \$4.00

Regular Size Hershey's – 2 for \$4.00

Giant Slim Jim – 2 for \$4.00

Body Armor 28oz – Buy 1 Get 1 Free

10oz Bag Old Trapper
ONLY \$17⁹⁹

King Size Hershey's
2 for \$6

RKT Big Bar Kellogg's
2 for \$3

1 Gallon Perfect Hydration
ONLY \$4⁹⁹

Regular Size Hershey's
2 for \$4

Giant Slim Jim
2 for \$4

Flash I.V. 28oz & Body Armor 28oz
BUY 1 GET 1 FREE

HOTSPOT PROMOTION VALID May 1st - June 30th

Download Our App
hotspotstore.com
facebook.com/HotSpotStores

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.

More evidence that ultra-processed foods harm health



Need more reasons to stop eating ultra-processed food? How about 32 of them? That's the number of health problems noted in the largest-ever review of studies about the dangers of diets high in ultra-processed foods. The findings,

published online Feb. 28, 2024, by *the BMJ*, come from a review of 45 analyses published in the last three years, involving about 10 million people in total. When scientists graded the evidence, they found the most convincing or highly suggestive evidence linked diets rich in ultra-processed foods with increased risks for premature death, cardiovascular disease, mental health disorders, diabetes, obesity, and sleep problems. Associations between ultra-processed foods and asthma, gastrointestinal disease, some cancers, and other health issues were limited, the authors say, and need further investigation. What, exactly, are ultra-processed foods? They're ready-to-eat products such as deli meat, microwaveable dinners, or chips. They typically have long ingredients lists, with lots of additives such as preservatives, oil, sugar, salt, coloring, and flavoring. You'll do yourself a favor if you can cut them out of your diet as much as possible and replace them with less-processed options or (best of all) whole foods.

The Historical Legacy of Juneteenth



Emancipation Day celebration, June 19, 1900 held in East Woods on East 25th Street in Austin, Tx.

On “Freedom’s Eve,” or the eve of January 1, 1863, the first Watch Night services took place. On that night, enslaved and free African Americans gathered in churches and private homes all across the country awaiting news that the Emancipation Proclamation had taken effect. At the stroke of midnight, prayers were answered as all enslaved people in Confederate States were declared legally free. Union soldiers, many of whom were black, marched onto plantations and across cities in the south reading small copies of the Emancipation Proclamation spreading the news of freedom in Confederate States. Only through the Thirteenth Amendment did emancipation end slavery throughout the United States.

But not everyone in Confederate territory would immediately be free. Even though the Emancipation Proclamation was made effective in 1863, it could not be implemented in

places still under Confederate control. As a result, in the westernmost Confederate state of Texas, enslaved people would not be free until much later. Freedom finally came on June 19, 1865, when some 2,000 Union troops arrived in Galveston Bay, Texas. The army announced that the more than 250,000 enslaved black people in the state, were free by executive decree. This day came to be known as "Juneteenth," by the newly freed people in Texas.

The post-emancipation period known as Reconstruction (1865-1877) marked an era of great hope, uncertainty, and struggle for the nation as a whole. Formerly enslaved people immediately sought to reunify families, establish schools, run for political office, push radical legislation and even sue slaveholders for compensation. Given the 200+ years of enslavement, such changes were nothing short of amazing. Not even a generation out of slavery, African Americans were inspired and empowered to transform their lives and their country.



Juneteenth marks our country's second Independence Day. Although it has long celebrated in the African American community, this monumental event remains largely unknown to most Americans.

The historical legacy of Juneteenth shows the value of never giving up hope in uncertain times. The National Museum of African American History and Culture is a community space where this spirit of hope lives on. A place where historical events like Juneteenth are shared and new stories with equal urgency are told.

Extreme Heat

Preparedness Checklist

An extreme heat event is a series of hot days, much hotter than average for a particular time and place. Extreme heat is deadly and kills more people than any other weather event. Climate change is making extreme heat events more frequent, more severe and last longer. But we can take action to prepare. Prepare now to protect yourself and your loved ones.



What to Do: Before



Learn How to Stay Hydrated

You need to drink enough water to prevent heat illness. An average person needs to drink about 3/4 of a gallon of water daily. Everyone's needs may vary.

- You can check that you are getting enough water by noting your urine color. Dark yellow may indicate you are not drinking enough.
- Avoid sugary, caffeinated and alcoholic drinks.
- If you are sweating a lot, combine water with snacks or a sports drink to replace the salt and minerals you lose in sweat.
- Talk to your doctor about how to prepare if you have a medical condition or are taking medicines.



Gather Emergency Supplies

Gather food, water and medicine. Stores might be closed. Organize supplies into a Go-Kit and a Stay-at-Home Kit. In the event of a power outage, you may lose access to clean drinking water. Set aside at least one gallon of drinking water per person per day. Consider adding drinks with electrolytes. Include sunscreen and wide-brimmed hats.

- Go-Kit: at least three days of supplies that you can carry with you. Include backup batteries and chargers for your devices (cell phone, CPAP, wheelchair, etc.)
- Stay-at-Home Kit: at least two weeks of supplies.
- Have a 1-month supply of medication in a child-proof container and medical supplies or equipment.
- Keep personal, financial and medical records safe and easy to access (hard copies or securely backed up)
- Consider keeping a list of your medications and dosages on a small card to carry with you.



Make a Plan to Stay Cool

Do not rely only on electric fans during extreme heat. When temperatures are in the high 90s, fans may not prevent heat-related illness. Taking a cool shower or bath or moving to an air-conditioned place is a much better way to cool off.

- Spending a few hours each day in air conditioning can help prevent heat illness.
 - If you have air conditioning, be sure that it is in working order.
 - If you do not have air conditioning or if there is a power outage, find locations where you can stay cool. For example, a public library, shopping mall or a public cooling center. Plan how you will get there.
 - Additional resources may be available from local government or community groups.
- Make sure you have plenty of lightweight, loose clothing to wear.
- Create a support team of people you may assist and who can assist you. Check in with them often to make sure that everyone is safe.



Learn Emergency Skills

- Learn how to recognize and respond to heat illness.
- Learn First Aid and CPR.
- Be ready to live without power. Utilities may be offline. Be ready to live without power, gas and water. Plan for your electrical needs, including cell phones and medical equipment. Talk to your doctor. Plan for backup power



Plan to Stay Connected

- Sign up for free emergency alerts from your local government.
- Plan to monitor local weather and news.
 - Have a backup battery or a way to charge your cell phone.
 - Have a battery-powered radio during a power outage.
 - Understand the types of alerts you may receive and plan to respond when you receive them.
- A WATCH means **Be Prepared!** A WARNING means **Take Action!**

What to Do: During



Stay Hydrated

- Drink plenty of fluids. Encourage others to drink plenty of fluids, too.
- Replace salt and minerals with snacks or a sports drink.



Stay Cool

- Stay in an air-conditioned place as much as possible.
- If your home does not have air conditioning, go to your predesignated cool location.
- Wear lightweight, loose clothing and take cool showers or baths.
- Limit your outdoor activity. If you must work outdoors, schedule tasks earlier or later in the day.



Prevent Heat Illness

Check on your friends, family and neighbors. Help them prevent heat illness. Act fast if you notice someone with symptoms.

Anyone can develop heat illness. But, people at greater risk are:

- Older adults
- Infants, children and pregnant women
- People with medical conditions
- Outdoor workers
- People with limited personal resources
- People living in places that lack green spaces

Heat Illness	What to Look For	What to Do
Heat Cramps are muscle spasms caused by a large loss of salt and water in the body.	Heavy sweating with muscle pain or spasms	<ul style="list-style-type: none"> • Move to a cool place. • Drink water or a sports drink • Get medical help right away if: <ul style="list-style-type: none"> - Cramps last longer than 1 hour - Person affected has heart problems
Heat Exhaustion is severe and may require emergency medical treatment.	<ul style="list-style-type: none"> • Heavy sweating • Cold, pale and clammy skin • Fast, weak pulse • Nausea or vomiting • Muscle cramps • Tiredness or weakness • Dizziness-Headache-Passing out 	<ul style="list-style-type: none"> • Move to a cool place • Loosen tight clothing • Cool the body using wet cloths, misting, fanning or a cool bath • Sip water slowly Get medical help right away if: <ul style="list-style-type: none"> - Vomiting occurs - Symptoms last longer than 1 hour or get worse - Confusion develops
Heat Stroke is deadly and requires immediate emergency treatment.	<ul style="list-style-type: none"> • High body temperature (104°F or higher) • Hot, red, dry or damp skin • Fast, strong pulse • Headache-Dizziness • Nausea-Confusion-Passing out 	<p>Call 911 right away, then:</p> <ul style="list-style-type: none"> • Move to a cool place • Cool the body using wet cloths, misting, fanning or a cool bath • Do NOT give the person anything to drink

What to Do: After



Take Care of Yourself

It's normal to have a lot of bad feelings, stress or anxiety. Eat healthy food and get enough sleep to help you deal with stress.

You can contact the Disaster Distress Helpline for free if you need to talk to someone. Call or text **1-800-985-5990**.

Prepare so you can protect.

For more information, visit [redcross.org/prepare](https://www.redcross.org/prepare)

Download the Emergency App

