

March NEWSLETTER

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100 for 100

- #2013 Courtney Fowler, Michael Zahand and Debbie Dutton \$100
- #2022 Beverly Luff, Jennifer Corey and Belinda Tucker \$100
- #2025 Pam Miller, Andy Green and Taylor Holster \$100
- #1000 Lisa Poole, Andy Green and Craig Forster \$100
- #2305 Margaret Lipsey and Chris Phillips and Crystal Church \$100

Referral Bonus

Cheyenne Timms \$200



Fast Food Employee of the Month

Dominique Johnson's Area: Full-time: Laquita Bellamy - B. Neck Subway

- Hardworking and always completes her tasks
- Part-time: Michelle Hudson - Pee Dee Subway

- Always on time and great with customers

Crystal Church's Area: Full-time: Daryl Wesson - LB Subway

- Always willing to help where needed

Part-time: Timothy Flynn - Cross Anchor Hardees

- Very reliable and works at a fast pace.

JANUARY MANAGER OF THE MONTH

| Name | Division | Location | Award |
|-------------------|--------------------|--------------------------|--------------|
| Kyle Dodson | Div I | Pickens 4004 | January 2024 |
| Diane Bishop | Div II | Pawley's Island 1103 | January 2024 |
| Lindsey Ferqueron | Div III | Templeton Rd 2043 | January 2024 |
| Linda Lovette | Div IV | Red Bluff #2024 | January 2024 |
| Margaret Lipsey | Fast Food Division | Walnut Grove Subway 2305 | January 2024 |

February 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-Mixie Shank
2008-Sherman Thomas
2025-Jade O'Neal
2032-Kevin Foreman
5001-Ernie Robinson
5002-Nathan Russell
5003-Henry Ingham
5004-Vilma Babag



Debbie's Area

2005-William Curry
2010-Ashley Caldwell
2011-Theresa Koon
2013-Jennifer Pack
2017-Roxanne Cothran
2018-Maria Gamill
2042-Jekeithlyn Jeter
3005-Dylan Hager
6004-Susie Crowder
6007-Tabith Jones



Ashley's Area

1103-Mary Davison
2021-Kathy White
2024-Jennifer Beatty
2028-Noah Fries



Michelle's Area

1601-Annette Hayward
1607-Zonnie Moultrie
2009-Johnathan Torres
3003-Crystal Glosser
3004-Hiawatha Mixon



Belinda's Area

1201-Michelle Vieira
2019-Jennifer Laye
2022-Thomas Holaska
2035-Summer Pestocket
2043-Denise Taylor
4002-Courtney Owen
4004-Barbara Smith
4005-Trevion Garrett
6002-Brenda Lopez
8001-Joseph Rhodes

JEAN PARISH

Truck Driver

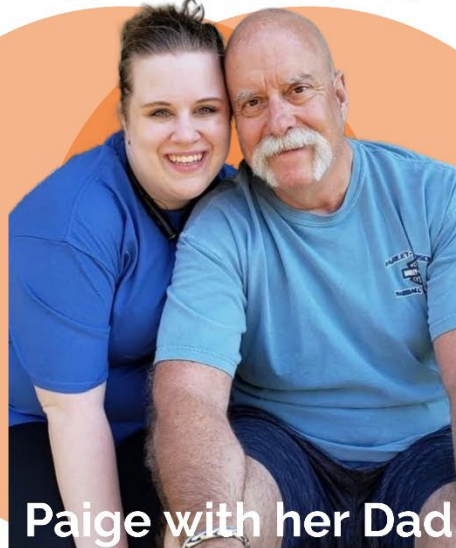
Congratulations on a job well done!

**100% Pre-Trip Inspection Score
Bonus \$250**





EMPLOYEE SPOTLIGHT



Paige with her Dad

Paige Williams

ASSISTANT MANAGER - HAYESVILLE

Paige has been with Hotspot for a year and a half and is a true asset to our team at Hayesville. She is hardworking and truly dedicated to making sure ALL customers have a pleasant and welcoming experience when they come through our doors. Her compassion for others shines through above all else with the way she tries to make each experience unique for our customers.

From the President's Desk

How did we get so many "Days" declared? In any case here is the list for March. Always something to celebrate.

March Daily Holidays and Observances

- **March 1:** National Peanut Butter Lover's Day, World Compliment Day, National Pig Day, National Day of Unplugging (first Friday), Employee Appreciation Day (first Friday)
- **March 2:** Dr. Seuss's Birthday, National Read Across America Day, Old Stuff Day, World Teen Mental Wellness Day
- **March 3:** National Anthem Day, National Mulled Wine Day, World Wildlife Day
- **March 4:** National Pound Cake Day
- **March 5:** National Cheese Doodle Day
- **March 6:** National Dentist's Day
- **March 7:** National Cereal Day, Flapjack Day
- **March 8:** International Women's Day, Solar Appreciation Day (second Friday)
- **March 9:** National Barbie Day, Get Over It Day
- **March 10:** National Women and Girls HIV/AIDS Awareness Day, Daylight Saving Time (second Sunday)
- **March 11:** National Johnny Appleseed Day, Promposal Day, National Napping Day (second Monday)
- **March 12:** National Girl Scout Day, Working Moms Day
- **March 13:** K9 Veterans Day, Good Samaritan Day
- **March 14:** National Pi Day, World Kidney Day (second Thursday)
- **March 15:** The Ides of March
- **March 16:** National Panda Day, Artichoke Day, Freedom of Information Day, National Corn Dog Day (third Saturday)
- **March 17:** St. Patrick's Day
- **March 18:** National Sloppy Joe Day, Awkward Moments Day
- **March 19:** First Day of Spring, Certified Nurses Day, Let's Laugh Day
- **March 20:** National Ravioli Day, French Language Day, Great American Meatout Day
- **March 21:** National Common Courtesy Day, California Strawberry Day, French Bread Day, World Down Syndrome Day
- **March 22:** National Goof Off Day, World Water Day
- **March 23:** National Puppy Day, World Meteorological Day
- **March 24:** Palm Sunday, National Cocktail Day, World Tuberculosis Day
- **March 25:** National Tolkien Reading Day
- **March 26:** Epilepsy Awareness Day (also called Purple Day), National Spinach Day
- **March 27:** National Spanish Paella Day, Manatee Appreciation Day (last Wednesday)
- **March 28:** National Black Forest Cake Day
- **March 29:** Good Friday, Mom and Pop Business Owners Day
- **March 30:** National Take a Walk in the Park Day, Doctors Day
- **March 31:** Easter Sunday, National Prom Day, Crayon Day, Tater Day



Enjoy the month and the start of Spring!

Harvey Hicks



March BIRTHDAYS



| | | | | | |
|-----------|------------------|------|------------|------------|------|
| Scottie | Armstrong | 6007 | Wilton III | Jordan | 2987 |
| Jevette | Benjamin | 1607 | Deborah | Madaffari | 2008 |
| Amber | Blackwell | 2309 | Miyona | Mcduffie | 2013 |
| Sytazia | Boneparte | 3004 | Samantha | Mckinley | 2005 |
| Brittany | Bossman | 2027 | Kimberly | Meadows | 2011 |
| Kimberly | Brewer | 2003 | Meredyth | Osteen | 2011 |
| Nicole | Brown | 4002 | Roger | Owens | 1201 |
| Brenda | Burnett | 2009 | Jennifer | Pack | 2013 |
| Kendall | Carrington | 1000 | Jessica | Pfeiffer | 6002 |
| Aniya | Carson | 2025 | Lara | Phillips | 3005 |
| Brianna | Clary | 2035 | Ashleigh | Porter | 2009 |
| Jody | Coffey | 2032 | Susan | Reese | 2005 |
| Cody | Collins | 2017 | Patience | Reynolds | 1601 |
| Pamela | Danner | 5001 | Ernie | Robinson | 5001 |
| Megan | Davis | 2306 | James | Schlafly | 2017 |
| Korey | Derouen | 2306 | Deborah | Scott | 6007 |
| Trent | Douthit | 2008 | Mixie | Shank | 1000 |
| Joseph | Dries | 1000 | Camden | Smith | 3005 |
| Kimberly | Dunham | 2308 | Jessica | Smith | 2013 |
| Joseph | Farris | 2035 | Lindsey | Solo | 2013 |
| Beronica | Garcia | 4004 | Melody | Stone | 5003 |
| Tylasia | Gladden | 1601 | Courtney | Stone | 1601 |
| Crystal | Glosser | 3003 | Patsy | Swaenepot | 2008 |
| Kimberly | Good | 2008 | Keyetta | Tart | 2021 |
| Courtney | Gosnell | 2303 | Brenda | Taylor | 4005 |
| Sara | Gralewicz-Malone | 2011 | Kathy | Taylor | 2043 |
| Jhamar | Graves | 2308 | Elizabeth | Towery | 3005 |
| Labreshia | Guinyard | 3004 | Paul | Tyrrell | 2991 |
| Gavin | Harland | 4005 | Eliana | Vallejo | 2003 |
| Charles | Hemler | 2032 | Robert | Van Houter | 2028 |
| Timothy | Heschke | 1201 | Viet | Vu | 2983 |
| Eric | Hess | 5002 | Chong | Waddell | 2303 |
| Thomas | Holaska | 2022 | Laci | Watkins | 6007 |
| Taylor | Holster | 2025 | Angela | Williams | 2009 |
| Brooke | Hostetler | 2035 | Amy | Zamora | 4005 |

**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

GREAT JOB



Elijah Wilson • 1st
Problem Solver | Relationship Builder
Veteran | Bringing You the Future of

Book an appointment

6h • 🌐

While in Myrtle Beach for **#SEPetro** I had the awesome opportunity to visit **Hot Spot Convenience Stores** 🎉

Their southern hospitality is second to none, and their stores were nothing short of perfection! 🙄

Big kudos to the store managers, employees, and customers that make **Hot Spot Convenience Stores** a MUST STOP destination if you're in the Carolinas!

#conveniencetail #roadtrip #showsomelove



HOT SPOT NEWS

Here are five telltale signs that your email account maybe taken over:

Weird e-mails: Suddenly you start getting reply e-mails from people you know or from people you don't know that have nothing to do with e-mails you've sent them. Another sign is finding e-mails in your sent messages or deleted items you don't recognize.

New signature: Some type of crazy signature shows up that you don't recognize or maybe your phone number gets changed inside your normal signature.

Profile changes: Your profile gets changed, maybe a new method of authentication is added or maybe your phone number gets updated.

Auto-forwarding: This one is pretty obvious. A new auto-forwarding rule gets applied, sending all the messages that contain the word "invoice" to a weird external e-mail address or putting them directly into the trash. (Attackers do this so they can read these e-mails, update them and place the updated version in your in-box as unread.)

Password changes: You notice a number of password-change requests coming into your mailbox from social media, cloud service providers and other online tools. This is the attacker trying to get to your other accounts.

A few steps to take if you see this sort of behavior:

Immediately change your password(s) using a complex and strong password.

Enable two factor authentication on your accounts (email, social media, etc.)

Use a password manager like Bitwarden to help generate and store your complex passwords.







Rollin Tillie
I.T. Manager, ISA






HAPPY
Women's
DAY



St Patrick's Day

 **St. Patrick's Day**, feast day (March 17) of St. Patrick, patron saint of Ireland. Born  in Roman Britain in the late 4th century, he was kidnapped at the age of 16 and taken to Ireland as a slave. He escaped but returned about 432 CE to convert the Irish to Christianity. By the time of his death on March 17, 461, he had  established monasteries, churches, and schools. Many legends grew up around him—for example, that he drove the snakes out of Ireland and used the shamrock to explain  the Trinity. Ireland came to celebrate his day with religious services and feasts.

 It was emigrants, particularly to the United States, who transformed St. Patrick's Day into a largely secular holiday of revelry and celebration of things Irish. Cities with large numbers of Irish immigrants, who often wielded political power, staged the most extensive celebrations, which included elaborate parades. Boston held its first St.  Patrick's Day parade in 1737, followed by New York City in 1762. Since 1962 Chicago has colored its river green to mark the holiday. (Although blue was the color traditionally associated with St. Patrick, green is now commonly connected with the day.) Irish and non-Irish alike commonly participate in the “wearing of the green”—sporting an item of green clothing or a shamrock, the Irish national plant, in the lapel. Corned  beef and cabbage are associated with the holiday, and even beer is sometimes dyed green to celebrate the day. Although some of these practices eventually were adopted by the Irish themselves, they did so largely for the benefit of tourists.



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.

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

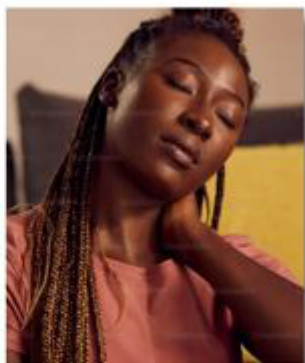
The goal of RL Jordan Oil Company, Hot Spot stores, and our restaurants is to provide our customers with excellent and convenient service, a clean, safe and pleasant environment and quality products at competitive prices for the purpose of building a profitable business. Furthermore, it is the Company's intention to strive to provide satisfying and rewarding employment believing that satisfied employees will result in satisfied customer.

Avoid the Stress of Last-Minute Income Tax Preparation



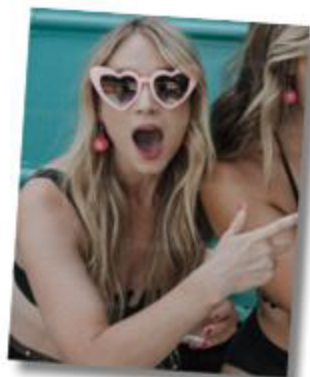
Avoid the distress of rushing and last-minute tax preparation this year by dedicating time now if you are still procrastinating. Break up the task into bite-sized pieces by creating a schedule or timeline for each task—gathering documents, organizing receipts, adding things up, filling out forms. Stick to a schedule using your smartphone by setting reminders and gentle nudges so you stay on track. Consider potential obstacles or distractions and develop strategies now to avoid them. Remind yourself of the benefits of completing your taxes early—it helps. And make one of these benefits a big reward for yourself for avoiding the rush this year!

Mindfulness on the Go



Mindfulness is the practice of paying attention to your thoughts, feelings, bodily sensations, and what's going on around you, and doing so while being fully present without distractions or critiquing your thoughts. This reduces tension and can revitalize you during the workday. Nothing special is required to practice mindfulness. A popular example is deep breathing: Focus only on your breath, inhale slowly, hold your breath for a few seconds, and exhale slowly. Repeating the process produces calmness. Another is "mindful walking," where you take a short walk outside and focus only on the sensations of walking, your feet on the ground, and the movement of your body. Don't wait to get home to manage stress. Do it on the go with mindfulness.

Spring Break Safety Tips for Parents



If you are nerve-wracked over an adult child visiting distant spring break destinations and the safety, responsibility, and substance issues you've heard so much about, have a discussion now about these concerns. Make some agreements—the most important are reaching out to you while away for any reason and setting expectations for regular check-ins. Read and discuss any safety/advisory literature offered by your child's college or university. Talk about substance abuse, responsible drinking, and your expectations. (Research shows it does make a difference in reducing risk and abuse.) Remind them about safety in social gatherings, not accepting drinks from strangers, making smart choices, trusting their instincts, and avoiding risky situations. Make sure your young adult has copies of their identification and important documents, such as their passport or driver's license. Also, encourage them to keep these documents safe while traveling.

Best Way to Utilize a To-Do List



To improve the effectiveness of to-do lists, consider these valuable tips. 1) Write down all tasks in "mind dump fashion" and prioritize later. 2) Break up any big tasks into small doable steps. 3) Do not make your to-do list too long because if one glance at the list causes you to feel overwhelmed, you may become demotivated, put it aside, and not complete it. Identify urgent versus important tasks—not hardest first and easiest later. 4) Add deadlines to each item because your to-do list is an action plan, not just a memory jogger.