May NEWSLETTER

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#6005 Alex Velazquez, Sarah Smith and Crystal Church \$100 #2042 Kathlin Childers, Gail Adams and Debbie Dutton \$100

Referral Bonus

Bernita Ellis \$200 Donald Killough \$200 Jessica Corrigan \$200



Fast Food Employee of the Month

Dominique Johnson's Area: Full-time: Della Johnson - Eutawville Subway

Outstanding employee, great customer service

Part-time: Donna Dunham- B. Neck Subway

• All-Star employee, always completes her tasks.

Crystal Church's Area: Full-time: Lillianna Yang - L. Bowen Subway

• Great attitude with co-workers and customers.

Part-time: Janae Malia Ivey - Cross Achor Hardees

Dedicated and very reliable employee

MARCH MANAGER OF THE MONTH

Name	Division	Location	Award
Luke Halleman	Div I	Murphy 2008	March 2024
Diane Bishop	Div II	Pawley's Island 1103	March 2024
Lindsey Ferqueron	Div III	Templeton Rd 2043	March 2024
Linda Lovette	Div IV	Red Bluff 2024	March 2024
Renika Clark	Fast Food Division	Boiling Springs Subway 2306	March 2024

May 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

2003 Kimberly Brewer 2011 Theresa Koon 2013 Jessica Smith 2018 Zabian Kindrick 3005 Vicki Cook 4005 Jessica Hoffman 6002 Mark Lanning

Amanda's Area

1102 Pamela McGuire 2008 Jessoca Radgord 5002 Naomi Johnson 5004 Crystal Potetz

Ashely's Area

1103 Brittany Jenkins 1601 Breana Victor 1607 Zonnie Moultrie 1608 Naomi Collum 2021 Anita Combs 2027 Linda Harrie 2028 Lisa Tyler

Debbie's Area

2005 William Curry 2010 Fayyaz Ullah 2017 Roxanne Cothran 2019 Haleigh Johnson 2042 Matthew Bolton 2043 Abigail Kilburg 6004 Mariah Rice Davis 6007 Stephanie Hudson

Michelle's Area

1201 Michelle Vieira 2009 Charlsie Portefield 2022 Rose Tuna 3003 Crystal Glosser 3004 Charlene Groom 4002 Jessica Serrato 4004 Tashia Bladwin





I love working for RL Jordan Oil Company. I have been with the company for 2 ½ years as an assistant manager at the Cowpens location. I am currently finishing my associate degree in business management at DeVry University online. On my days off I enjoy spending time with my family and watching my son play sports.

From the President's Desk

Memorial Day started as an event to honor Union soldiers who had died during the American Civil War. It was inspired by the way people in the Southern states honored their dead. After World War I, it was extended to include all men and women who died in any war or military action.

Memorial Day was originally known as Decoration Day. The current name for this day did not come into use until after World War II. Decoration Day and then Memorial Day used to be held on May 30, regardless of the day of the week, on which it fell. In 1968, the Uniform Holidays Bill was passed as part of a move to use federal holidays

to create three-day weekends. This meant that from 1971, the Memorial Day holiday has been officially observed on the last Monday in May.

This year is expected to be one of the busiest travel years in nearly two decades, with about 43.8 million people expected to travel at least 50 miles, according to AAA. Most travelers will drive that weekend, with AAA predicting a record 38.4 million people will hit the road. That's a 4% increase from last year. It will be a busy weekend in our stores. Please use your best efforts to make sure our customers are taken care. Many of them may well be the veterans we honor on this day.

Harvey Hicks





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 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 Him – 2 for \$4.00

Body Armor 28oz – Buy 1 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.

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.

What a Small Garden

Can Do for Wellness

Spring is the perfect time to explore gardening—for both fresh produce and enhanced well-being. You can start with a single pot or a square



foot of space, and with a bit of sunlight seize this wellness opportunity to help manage stress. Gardening promotes relaxation, relieves tension, enhances mood, improves emotional well-being, encourages mindfulness, and gives you a sense of grounding, connection to world around you, awe of nature, and achievement. A larger garden will give you loads of exercise too. Start today—a handful of seeds is only a couple of bucks!

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 (search "alcohol and cancer").

Avoid Couple Troubles

Over Money

Money troubles among couples are common, but resolving them is possible, or you can try avoiding them if your relationship is new. Tips for couples:



1) Communicate openly and honestly about financial goals, spending habits, and values to reduce misunderstandings and disagreements. 2) Set specific, achievable financial goals together so you work toward a common financial future. 3) Avoid resentment and imbalance in your relationship caused by unequal contributions to your shared financial responsibilities. 4) Few things will cause more stress than debt, so create a budget and stick to it to avoid overspending. (Many couples attempt this task, but they are undermined by not starting first with #1 above.) 5) Avoid secrets or hiding financial information. Money has a powerful impact. Don't underestimate it. Secrets can erode the essential trust needed to make your relationship thrive. 6) Turn to expert sources to help guide your financial future.

Self-Motivation vs. Self-Discipline for Enhanced Success

Self-motivation is the inner drive to achieve a goal, but self-discipline is what makes things happen. Self-motivation is easier to come by than self-discipline. You may know this already if you didn't stick to the action steps of a New Year's resolution. Self-discipline includes consistently resisting distractions, frequently delaying gratification, and



adhering to routines or plans, even in the face of challenges. To improve self-discipline: 1) decide on—and visualize—a goal; 2) divide the goal into small tasks; 3) repeat #2, with the tasks made even smaller; 4) fit the tasks into time slots of an existing daily routine—a key point because a routine *pulls you* along with less reliance on willpower to act; and 5) reward your successes, big and small.

Avoid Workplace Communication Landmines

Many organizations view communication problems as their biggest and costliest challenge. Virtually nothing happens without communication, so this leaves a lot



of room for trouble. Regarding impact on staff, employee conflicts, hard feelings, resentments, and even a desire to leave the employer entirely are consequences associated with problematic communication. How many of the following communication landmines do you recognize? 1) Misreading the tone of text (misinterpreting a received message creates unnecessary tension); 2) lack of clarity or information when given an assignment (leads to confusion, frustration, and delay or possibly fear of asking for further clarification); 3) failure to validate (not giving the speaker verbal and nonverbal cues that confirm the message is being received and understood, causing frustration and tension); 4) withholding information (deliberately withholding information or excluding coworkers from important discussions leads to feelings of exclusion and resentment); and 5) ignoring nonverbal cues such as facial expressions or other body language during a conversation meant to convey feeling and meaning (the person speaking feels the listener is disinterested or lacks empathy, creating tension). If there is one overarching strategy for preventing or overcoming communication challenges, it is promoting a workplace culture that fosters respect. This positive workplace lays the groundwork for better communication by promoting trust, collaboration, and mutual understanding among employees. Respectful workplaces solve conflicts faster and their frequency because employees are more willing to speak up, dialogue about issues, and find solutions. This shortens the life of conflicts and helps avoid damage to relationships.

Osteoporosis: Out of Sight, Out of Mind



Osteoporosis is a disease that weakens bones and contributes to fractures. It's a

myth that only the elderly are affected, although they do experience increased risk. Young people are affected by conditions that impede bone health. For example, a young person suffering from bulimia may sustain a bone fracture due to adverse effects of the condition interfering with the absorption of calcium and essential nutrients. Hormonal disorders, diabetes, celiac disease, inflammatory bowel disease, and conditions like rheumatoid arthritis can play a role in weakening bones. Certain medications also weaken bones, especially if they affect calcium or vitamin D absorption. Brittle bones in osteoporosis are comparable to dried twigs that snap easily when bent or stepped on. This fragility has implications for everyday activities, as even minor stresses could fracture a bone. Work closely with your medical doctor, know your risk for osteoporosis, and follow their guidance.

How to Fix Your Day

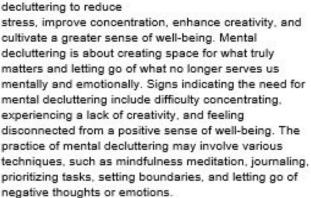
Experiencing a negative event can disrupt your day, causing your previously uplifted mood to seemingly vanish. Take these actions



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 controlreaction, 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

Mental Decluttering— a Different Kind of Spring Cleaning

Mental clutter is overpowering stress created by the daily demands of modern life, our multiple roles, toemotions, responsibilities, and the constant influx of information. Enter the self-help concept of



Live Well, Work Well





Breaking Down Mental Health Stigma

May is Mental Health Awareness Month, a national health observance dedicated to shedding light on mental health conditions and fostering understanding and support for those experiencing them. Mental illnesses are among the most common health conditions in the United States.

According to the National Alliance on Mental Illness (NAMI), 1 in 5 adults experience a mental health disorder each year. Despite the prevalence of illnesses and increasing recognition of mental health as a critical component of overall wellbeing, stigma remains a significant barrier to receiving treatment and support. The fear of judgment and discrimination often prevents individuals from seeking help.

NAMI reports that nearly 60% of adults with a mental illness didn't receive mental health services in the previous year.

It's imperative to raise awareness and educate others about mental health to combat stigma and create a more compassionate and supportive society. Here are some tips for reducing the stigma associated with mental health:

 Educate yourself and others.
 Understanding the complexity of mental illness, including substance use disorders,

- can help dispel misconceptions. Take the time to learn about mental health conditions, symptoms and treatments.
- Talk openly. Break the silence surrounding mental health by initiating open and honest conversations with friends, family and colleagues. By sharing personal experiences or listening without judgment, you can create a safe space for others.
- Choose your words carefully. Avoid stigmatizing words and use person-first language emphasizing the individual, not their condition.
- Encourage equality between physical and mental health conditions. Mental illness is a medical condition, so it should be treated just like a physical ailment.
- Speak up. If you suspect someone is struggling with their mental health, send them messages of support or help them get on the path to treatment.

By taking proactive steps to reduce mental health stigma, you can help create an inclusive and supportive environment where everyone feels empowered to seek help. Together, we can break down the barriers that stand in the way of healing and acceptance.

The Benefits of Active Recovery

A complete fitness routine includes training and strategic recovery. Unlike passive recovery, which involves rest, sitting or inactivity, active recovery keeps you moving and engaged in low-intensity exercises. Active exercises can facilitate faster muscle recovery and enhance performance. Think of it as an add-on to your fitness routine—recovering for 10 to 15 minutes after a strenuous workout or taking it easy the following day. Consider these benefits of active recovery activities:

- Reduced lactic acid buildup in muscles
- Decreased muscle soreness
- Improved circulation
- Flexibility maintenance
- Injury prevention

Active recovery exercises are generally considered safe. However, avoiding active recovery is recommended if you're injured or in pain, and your doctor should immediately evaluate you.



Seasonal Eating Health Benefits

It's normal to see the same produce available year-round in today's market. However, that doesn't mean the quality is the same throughout the seasons. Eating seasonally helps you take advantage of the harvest schedule. Fortunately, May is peak spring mode and offers a variety of produce. Spring vegetables include asparagus, artichokes, radishes, rhubarb and peas, as well as fruit like strawberries.

Not only is spring produce vibrant and fresh tasting, but it also offers health benefits. Picked at the peak of their freshness and nutritional value, spring produce is packed with essential vitamins, minerals and antioxidants, providing a natural boost to your immune system and overall well-being. Eating seasonally also means you're adding variety to your diet, along with diverse vitamins and minerals. Seasonality depends on where you live, so let nature be your guide at your local farmers market or grocery store.

Spring Vegetable Saute

Makes: 4 servings

Ingredients

1 tsp. olive oil

½ cup sweet onion (sliced)

1 garlic clove (finely chopped)

3 tiny new potatoes (quartered)

34 cup carrot (sliced)

34 cup asparagus pieces

34 cup sugar snap peas or green beans

½ cup radishes (quartered)

1/4 tsp. salt

1/4 tsp. black pepper

½ tsp. dried dill

Preparations

- Heat the oil in a skillet. Cook the onion for two minutes, then add the garlic and cook for another minute.
- Stir in the potatoes and carrots. Cover, turn the heat to low, and cook until almost tender, about four minutes. Add a tablespoon or two of water if the vegetables start to brown.
- Add the asparagus, peas, radishes, salt, black pepper and dill. Cook, stirring often, until just tender, about four minutes more.

Nutritional Information (per serving)

Total calories	138
Total fat	1 g
Protein	4 g
Sodium	177 mg
Carbohydrate	29 g
Dietary fiber	5 g
Saturated fat	0 g
Total sugars	4 g

Source: MyPlate

THE FORGOTTEN HISTORY OF MOTHER'S DAY

Mother's Day actually began as a women's movement to better the lives of Americans. Its forgotten origins spring from two lifelong activists who championed efforts toward better health, welfare, and peace. Know your Mother's Day history—and get inspired.

Who Invented Mother's Day?

The creation of a national Mother's Day is primarily attributed to three women: Ann Reeves Jarvis, Julia Ward Howe, and Ann's daughter, Anna M. Jarvis.

Ann Reeves Jarvis

Known as "Mother Jarvis," Ann Reeves Jarvis was a young Appalachian homemaker who taught Sunday school lessons. She was also a lifelong activist who, in the mid-1800s, organized "Mothers' Day Work Clubs" in West Virginia to combat unsanitary living conditions. Reeves Jarvis was



concerned about the high infant mortality rate, especially pervasive in Appalachia, and wanted to educate and help mothers who needed it the most.

During the Civil War, Mother Jarvis had also organized women's brigades, encouraging women to help without regard for which side their men had chosen. After the war, she proposed a Mothers' Friendship Day to promote peace between former Union and Confederate families.

Julia Ward Howe

Julia Ward Howe was a famous poet and reformer. During the Civil War, she volunteered for the U.S. Sanitary Commission, helping them to provide hygienic environments for hospitals and to ensure sanitary conditions during the care of sick and wounded soldiers. In 1861, she authored the famous Civil War anthem, "The Battle Hymn of the Republic," which was first published in February 1862.

Around 1870, Julia Ward Howe called for a "Mother's Day for Peace" dedicated to the celebration of peace and the eradication of war. As expressed in what is called her "Mother's Day Proclamation" from 1870, Howe felt that mothers should gather to prevent the cruelty of war and the waste of life since mothers of mankind alone bear and know the cost.

Howe's version of Mother's Day was held in Boston and other locations for about 30 years, but died a quick death in the years preceding World War I.

Nothing new happened in this department until 1907, when Miss Anna M. Jarvis of Philadelphia took up the banner.

Anna M. Jarvis

After her mother, Ann Reeves Jarvis, died in 1905, Miss Anna Jarvis from Philadelphia wished to memorialize her mother's life and started campaigning for a national day to honor all mothers. "I hope and pray that someone, sometime, will find a memorial Mother's Day commemorating her for the matchless service she renders to humanity in every field of life," Ann Jarvis once said. "She is entitled to it."

THE FORGOTTEN HISTORY OF MOTHER'S DAY

Anna's ideas were less about public service and more about simply honoring the role of motherhood and the sacrifices made in the home. She bombarded public figures and various civic organizations with telegrams, letters, and in-person discussions. She addressed groups large and small. At her own expense, she wrote, printed, and distributed booklets extolling her idea.

Why Mother's Day in the U.S. is in May

In May of 1907, Anna memorialized her mother's lifelong activism with a memorial service held at the Methodist Church in Grafton, West Virginia, where Anna's mother had taught. The following year, on May 10, a Mother's Day service was held at that same church to acknowledge all mothers. Thus, was born the idea that the second Sunday in May, be set aside to honor every mother, whether living or deceased.

Her efforts came to the attention of the mayor of Philadelphia, who proclaimed a local Mother's Day. From the local level, she went on to Washington, D.C. The politicians there knew a good thing when they saw it and were quick to lend verbal support.

While West Virginia was the first state to officially adopt the holiday, others followed suit. Proclamation of the day by the various states led Representative J. Thomas Heflin of Alabama and Senator Morris Sheppard of Texas to present a joint resolution to Congress that Mother's Day be observed nationwide. The resolution was passed by both houses.

In 1914, President Woodrow Wilson signed a bill designating the second Sunday in May as a legal holiday to be called "Mother's Day"—dedicated "to the best mother in the world, your mother." For the first few years, the day was observed as a legal holiday, but in absolute simplicity and reverence—church services were held in honor of all mothers, living and dead.

The Bittersweet Legacy of Mother's Day

According to many sources, Anna simply wanted to honor her mother, claiming that her mother was the originator of the real Mother's Day. As the holiday went mainstream, she was dismayed to see it become more commercialized with the sending of greeting cards and flowers; she also didn't even want the holiday promoted by women's organizations, charitable foundations, or public health reformers to raise money—somewhat ironic considering her mother's public health mission. In 1948, Anna Jarvis died in a sanitarium in a state of dementia.

Mother's Day Today

Mother's Day endures and evolves. Just as Mother's Day was the creation of multiple women, the modern Mother's Day celebrates the varied roles of mothers today. We commemorate the many ways mothers have fought to better the lives of their children, from social welfare to non-violence. We also honor the way mothers have raised and nurtured their children with love and courage.