

NOVEMBER NEWSLETTER

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Employee of the Month

Dominique Johnson's Area: Full-time: Aliyah Shaw – Brittons Neck Subway

- Very reliable and very helpful to customers and co-workers

Part-time: Mayah Frazier – Eutawville Subway

- Dependable and hard working

Crystal Church's Area: Full-time: Darryl Wesson – Lake Bowen Subway

- Good with customers and always willing to help
- ### Part-time: Breanna Branch – Cross Anchor Hardees
- Has improved tremendously and is very helpful to co-work

100 for 100

#2304 Yvette Linen, Rhine Woodberry and Dominique Johnson \$100

#6007 Tabatha Jones, Richard Mize and Debbie Dutton \$100

#2303 Amber Cantrell, Chong Waddell and Crystal Church \$100

2028 Noah Fries and Ashley Cribb \$100

#2024 Madison Kirby, Linda Lovette and Ashley Cribb \$100

#2008 Patsy Swaenpoel, Luke Halleman and Amanda Choate

#2308 Laquita Bellamy, Kinberly Dunham and Dominique Johnson

#2017 Kathy Hicks and Debbie Dutton

Sled

#1607 Christina Rush \$300

SEPTEMBER MANAGER OF THE MONTH

Name	Division	Location	Award
Kyle Dodson	Div I	Pickens 4004	September 2024
DeeDee Mund	Div II	Greer 4005	September 2024
Pamela Danner	Div III	New Bridge 5001	September 2024
Linda Lovette	Div IV	Red Bluff 2024	September 2024
Margaret Lipsey	Fast Food Division	Walnut Grove 2305	September 2024

From the President's Desk

In 2024, it's the LATEST day Thanksgiving can be held in November. The United States celebrates Thanksgiving as a national holiday on the fourth Thursday in November.

Thanksgiving has been held on the fourth Thursday in November since 1941, which means that the actual date of the holiday shifts each year. The earliest Thanksgiving can occur is November 22; the latest is November 28.



Today, we celebrate Thanksgiving for a multitude of reasons. For some, it remains a way to express gratitude for our many blessings, for family, or to a higher power; for others, it's a holiday built upon being united as a family (in person or virtually!) and sharing a special meal. In any case, whatever your reason to celebrate enjoy your traditions and the time spent with family and friends.

This weekend will be a busy time in our stores and Hot Spot is blessed to have such extraordinary employees working for us.

Thank you for taking care of our customers this holiday!

Harvey Hicks

New Upgraded Hot Spot Mobile App

csnews.com



SPARTANBURG, S.C. — Hot Spot Convenience Stores is launching an upgraded mobile app to enhance the retailer's digital engagement strategy.

The newly designed Hot Spot Rewards app seeks to provide a new level of personalized and dynamic content that aligns with modern consumers' changing expectations and supports the c-store chain's rapid growth, the company said.

"This announcement represents a significant milestone for Hot Spot," said Shawn Holmes, corporate marketing manager. "As we expand in one of the country's most competitive markets, bolstering our digital engagement is essential for boosting brand recognition. This new app allows us to effectively compete with larger regional players while providing our customers with the personalized interactions they desire."

Hot Spot, which celebrated its 75th anniversary earlier this year, previously used a white-labeled app but recognized the need for a more flexible and customizable solution, Holmes noted. To meet this need, the retailer partnered with RoviTown to create a next-generation app experience that sets it apart in the digital landscape.

The new Hot Spot Rewards app opens up new opportunities for offers supported by consumer packaged goods, personalized engagement and discounts on age-restricted items while enhancing the existing Hot Spot Rewards loyalty program.

"The convenience retail landscape has changed significantly in recent years. Whether in-store or online, being agile and adaptable is crucial," Holmes said. "For a company of our size, having such advanced digital engagement and loyalty features gives us a competitive edge. I am proud of our team's achievements, and I believe our customers will appreciate these improvements."

The app's flexibility will allow for ongoing enhancements as Hot Spot grows, the company said. This includes the upcoming Hot Spot Employee Hub feature that will make it easier for staff to access benefits.

Spartanburg-based Hot Spot operates 41 c-stores in North Carolina and South Carolina.

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EMPLOYEE SPOTLIGHT



Edna Stephens **LAKE BOWEN LOCATION**

Edna has been with Hot Spot for 17 years at our Lake Bowen location. She does a wonderful job keeping the coffee area cleaned and fully stocked.

Edna is from Killbuck Ohio, married for 19 years. Edna has 1 daughter and 1 granddaughter. She enjoys casinos, bingo, visiting family and crocheting.



November Birthdays

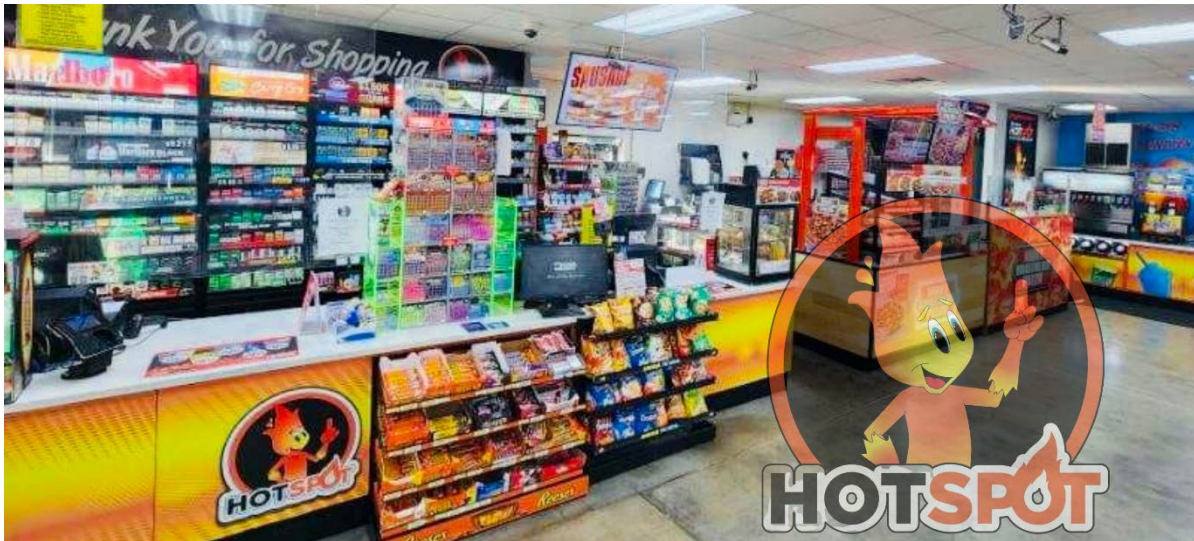


Sarah	Aiken	2018	Richard	Lancaster	2992
Destiny	Barker	1609	Mya	Lebarron	2019
Dante	Beatty	2027	Tony	Lollis	1201
Jaylin	Bell	2304	Holly	Mccullough	2032
Laquita	Bellamy	2308	Jacqueline	Mickell	3004
Ethen	Brown	2022	Veronn	Mobley	3004
Abbie	Burdick	2035	Hailey	Morlock	2008
Jennifer	Chauncey	5001	Adam	Pate	2027
Crystal	Church	2981	Jada	Perez	2303
Vickie	Cook	3005	Migdalia	Pichardo	1601
Amanda	Davis	2011	Jason	Redmond	5001
Naomi	Drummond	2306	Marquita	Richards	1608
Laquala	Eaddy	2304	David	Rodriguez	2022
Destiny	Eaddy	2021	Logan	Rushing	2309
Tyler	Ellason	6005	Teresa	Scruggs	2011
Craig	Forster	1102	Danille	Simmons	1607
Jeff	Forster	2032	Nakisha	Smith	4005
Destiny	Franklin	2003	Whitney	Smith	2042
Nicholas	Gainer	2005	Dakota	Smith	2011
Tommie	Gilliam	2992	Chelsea	Smith	3003
Tammy	Gilliam	2999	Jazmin	Smith	2003
Haley	Goode	2032	David	Sowers	2306
Amy	Green	2303	Edna	Stephens	2013
Ancle Andy	Green	2987	Hannah	Stevenson	4002
Lexi	Grizzle	2032	Treasure	Sumpter	1601
David	Haney	5003	Nickalas	Surrett	2032
Walton	Hitt	2010	Jennifer	Tarlton	5001
Jessica	Hoffman	4005	Rose	Tuna	2022
Michelle	Hudson	2304	Ameya	Washington	1609
Chandra	Jackson	1607	Aleigha	Webber	4002
Malachi	Jackson	1607	Lawrence Alan	Whitlock	6004
Collin	Jennings	2009	Charles	Williams	2025
Ladarius	Johnson	3004	Jametta	Williams	1607
Dominique	Johnson	2981	Shasha	Witherspoon	1601



October Employee of the Month

Great Job and Congratulations to the employees listed below



★ Andy's Area

2003 Kimberly Brewer
2011 Kenneth Ewrin
2013 Jeffery Darr
2018 Kennedi Burnett
2035 James Bovin
3005 Angie Walker
4005 Arturo Gomez
5003 Sherita Clontz
6002 Suzanne Scott

Amanda's Area ★

1102 Mixie Shank
2008 Karen Porter
2025 Jonathan Hargro
2032 Judy Coffee
5001 Ernie Robinson
5002 Nathan Russell
5004 Crystal Portetz

Ashley's Area ★

1103 Brittan Jenkins
1601 Michelle Hodge
1607 Sonya Hall
1608 Maryah Baxter
2021 India Waterman
2027 James Fisher
2028 Michelle Howell

★ Debbie's Area

2005 Samantha Diehl
2010 Anthony Reed
6004 Sabrina Burton
2042 Anthony Dush

Michelle's Area ★

1201 Brian Larson
2022 Rose Tuna
3003 Crystal Glosser
3004 Charlene Grooms

Meeting Street Scholarship Fund

\$40M in Scholarship Funding Available for Local Students

Officially announced last week, the Meeting Street Scholarship Fund is expanding to Spartanburg County, and students from all nine public high schools who meet scholarship criteria are eligible. The Fund's expansion is made possible through a commitment from Spartanburg community leaders and philanthropists George Dean and Susu Johnson.

The Fund is designed to bridge financial gaps to cover the cost of college, picking up the tab for tuition, housing, food, or other expense not covered by other scholarships.

Scholarship program that enables debt-free college now available in 13 SC counties. The fund will pay each student up to \$40,000 over four years. Applications open Jan. 6, 2025.

Below is the link for more information.

<https://meetingstreetscholarshipfund.org/>

How do students qualify?

Students must meet five criteria:

- Live in one of the covered counties, which grew to 13 with the announcement.
- Graduate from a public school.
- Receive a state lottery-backed LIFE Scholarship or the more difficult Palmetto Fellows Scholarship. A LIFE Scholarship requires students to meet two of the following three: Rank in the top 30 percent of their class, graduate with a grade-point average of at least 3.0 and/or score 1100 or more on the SAT or the equivalent on the ACT college entry exam.
- Receive a federal Pell Grant, which means they're poor.
- Enroll full-time in any of 17 colleges in South Carolina where at least 50 percent of their students receive a diploma — an indicator of students' ability to succeed.

College's students can pick from to get a Meeting Street scholarship:

Anderson University

Bob Jones University

Clafin University

Clemson University

College of Charleston

Columbia College

Columbia International University

Converse University

Furman University

Furman University

Newberry College

North Greenville University

Presbyterian College

Southern Wesleyan University

The Citadel

The University of South Carolina (Columbia campus)

Wofford College

Winthrop University

November/December Sales Contest Items

12oz Celsius
2 for \$5

2oz Vacadillos
2 for \$10

4oz Good 2 Grow
ONLY \$3³⁹

Chips Lay's
2 for \$8⁵⁰ or \$4.99 each

12oz Red Bull
BUY 2 GET 1 FREE

16oz Monster-NOS Full Throttle
BUY 1 GET 1 FREE

Single Serve Hostess
2 for \$4⁵⁰

HotSpot

PROMOTION VALID Sept. 1st - Oct. 31st
hotspotstore.com
facebook.com/HotSpotStores

Download Our App

f X

QR codes for app download

Celsius 2 for \$5.00

Vacadillos 2 for \$10.00

Good 2 Grow Only \$3.39

Monster BOGO

Lay's Chips 2 for \$8.50

Red Bull BOGO

Hostess 2 for \$4.50

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.

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 listed on the employment 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.

Make Your Medical Visit More Beneficial

Bring health questions to your doctor to maximize the benefits of a medical exam. It could save your life. For example, forgetting to mention the curious bump under your arm could be disastrous if it is cancerous. Ask questions about risk given your family's medical history and about genetic tests that can help prevent them. And don't hold back questions you feel squeamish about, like sexual health issues. The bottom line—team with your doctor to maximize wellness.



Avoid the Term "High-Functioning Depression"

"High-functioning depression" is not a real clinical subtype of depression, but it may be tempting to use this term as a descriptor for a person we suddenly discover suffered with the disease and took his or her own life. Such was the case with beauty pageant queen and attorney Cheslie Kryst, whose suicide was widely reported in the national news recently. As with alcoholism, symptoms of depression can be very real but masked or unseen by others, except possibly by those who are close associates, friends, or loved ones. Every person's presentation of symptoms is unique. Some loved ones may play a role in minimizing or protecting the victim, which allows us, the public, to believe all is well. The ill person may complement this enabling with denial, along with minimizing symptoms as the illness grows worse. Mustering this willpower can only last so long, however. The Kryst tragedy brought to national attention the importance of avoiding terms like "high functioning" in describing chronic diseases or, in this case, falsely portraying a different type of depression that is unlike the "normal" depression others experience. Just as "functional alcoholic" also enables continuation of the disease by reinforcing denial, the phrase high-functioning depression signals a special case exception that can fuel denial, resistance to self-diagnosis, and delayed treatment.



Stopping Rumors in the Workplace

Rumors are stories that are doubtful or of uncertain truth. In the workplace, the first victims of rumors are trust and morale. Misinformation and gossip fuel rumors, and each time a tale is shared, it acquires additional layers of untruth. What a mess! Since rumors can be disruptive it makes sense to understand how to quash them. Rule #1 is don't participate. Many rumors are associated with astonishing, amusing, interesting, or spicy information. You may feel an earnest need to repeat the information. This is a signal you're caught in the rumor mill. Rejecting participation will dampen the motivation of your coworkers to further repeat the rumor. Asking, "Is it true?" will often end the progression of a rumor by exposing its lack of confirmable information.



Prepare Now for Holidays Ahead

November is a good time to plan support and structure and to brainstorm ideas for coping with stress or loneliness during the holidays. The EAP is here to assist you in addressing the feelings of holiday-related sadness, isolation, anxiety, emptiness, or loneliness that can arise during this season. You don't have to endure these emotions in silence or solitude. While you may witness the joy and enthusiasm of others, the EAP understands that your experience might be different. Together, you and the EAP can work on creating a personalized strategy to help you navigate the season, and also empower you to embrace the energy and excitement of the upcoming new year.



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.



Here's what you need to know about type 1 diabetes. Type 1 diabetes occurs at every age and in people of every race, shape, and size. There is no shame in having it, and you have a community of people ready to support you. Learning as much as you can about it and working closely with your diabetes care team can give you everything you need to thrive.



LET'S BEAT DIABETES TOGETHER

In type 1 diabetes, the body does not produce insulin. The body breaks down the carbohydrates you eat into blood sugar (blood glucose) that it uses for energy—and

insulin is a hormone that the body needs to get glucose from the bloodstream into the cells of the body. With the help of insulin therapy and other treatments, everyone can learn to manage their condition and live long, healthy lives.

Remember: this is a condition that can be managed. By living a healthy lifestyle filled with exercise and proper diet, you can live a normal life and do everything you set out to do.

Type 2 diabetes is the most common form of diabetes—and it means that your body doesn't use insulin properly. And while some people can control their blood sugar levels with healthy eating and exercise, others may need medication or insulin to help manage it. Regardless, you have options—and we're here with the tools, resources, and support you need.

A key part of managing type 2 diabetes is maintaining a healthy diet. You need to eat something sustainable that helps you feel better and still makes you feel happy and fed. Remember, it's a process. Work to find helpful tips and diet plans that best suit your lifestyle—and how you can make your nutritional intake work the hardest for you.

Fitness is another key to managing type 2. And the good news, all you have to do is get moving. The key is to find activities you love and do them as often as you can. No matter how fit you are, a little activity every day can help you put yourself in charge of your life

Thanksgiving



Top 10 safety tips

- Stay in the kitchen when you are cooking on the stove top so you can keep an eye on the food.
- Stay in the home when cooking your turkey, and check on it frequently.
- Keep children away from the stove. The stove will be hot and kids should stay three feet away.
- Make sure kids stay away from hot food and liquids. The steam or splash from vegetables, gravy or coffee could cause serious burns.
- Keep knives out of the reach of children.
- Be sure electric cords from an electric knife, coffee maker, plate warmer or mixer are not dangling off the counter within easy reach of a child.
- Keep matches and utility lighters out of the reach of children — up high in a locked cabinet.
- Never leave children alone in room with a lit candle.
- Keep the floor clear so you don't trip over kids, toys, pocketbooks or bags.
- Make sure your smoke alarms are working. Test them by pushing the test button.
- Thanksgiving is the peak day for home cooking fires, followed by Christmas Day, Christmas Eve, and the day before Thanksgiving.
- In 2017, U.S. fire departments responded to an estimated 1,600 home cooking fires on Thanksgiving, the peak day for such fires.
- Unattended cooking was by far the leading contributing factor in cooking fires and fire deaths.
- Cooking equipment was involved in almost half of all reported home fires and home fire injuries, and it is the second leading cause of home fire deaths.

KIDS in the KITCHEN

DO YOU LIKE HELPING OUT IN THE KITCHEN and cooking up tasty snacks for your friends and family? Preparing yummy treats can be lots of fun, but it's important that kids who like to cook know how to be safe in the kitchen. These tips can help you figure out what you're old enough to do on your own—and when it's time to **ask an adult for help**.

Getting Started: Before you get cooking, you need to get a grown-up's permission. If you plan to use a recipe, look it over with a grown-up first to decide what you can do on your own and what you need help with. And once you get started, never be afraid to ask for help. Even the best chefs rely on their assistants to help them out in the kitchen.

Helping Out is Fun: From mixing up cake batter to cutting shapes out of cookie dough, helping out a grownup in the kitchen can be lots of fun. So if you're not old enough yet to cook on your own, not to worry; being the chef's helper is the most important job in the kitchen.

Cooking for All Ages: All kids are different—and a grown-up should always decide what is safe for you to do in the kitchen—but here are some guidelines that you can use.



Kids aged 3–5 can:

- Get ingredients out of the refrigerator
- Measure and mix ingredients together in a bowl
- Pour liquids into a bowl
- Wash fruits and vegetables off under cold water
- Use a cookie cutter to cut shapes out of cookie dough or sandwiches
- Lick the cake batter off of a spoon (yum!)



Kids aged 6–8 can:

- Open packages
- Use a butter knife to spread frosting, cream cheese, peanut butter or soft cheese
- Peel vegetables
- Measure ingredients
- Stir ingredients in a bowl
- Set the table



Kids aged 9–12 can:

- Begin to follow a recipe
- Open cans
- Use electrical kitchen appliances, such as a microwave oven, when a grown-up is present
- Use a grater to shred cheese and vegetables
- Turn stove burners on and off and select oven temperature when a grown-up is present
- Help plan the meal
- Make a salad



Kids aged 14+ can:

- Operate the stove or oven without an adult present
- Heat food up in the microwave without an adult present
- Drain cooked pasta into a colander
- Take a tray of food out of the oven