

July/August NEWSLETTER

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Employees of the Month

Dominique Johnson's Area:

Full-time: Sarah Robinson – Eutawville Subway

- Hard worker that always shows up

Part-time: Aliyah Shaw – Britton Neck Subway

- Great with customers

Crystal Church's Area:

Full-time: Erica Murray – Cross Anchor Hardees

- Helpful, reliable and dedicated employee.

Part-time: Mariyah Jackson – Boling Springs Subway

- Outstanding team member goes above and beyond.

100 for 100

#5003 Venus Keliikuli, Tifani Dorsey and Andy Green \$100

#2042 Jennifer Pack, Brittney Cothran and Debbie Dutton \$100

#2028 Jurnee Carter, Madison Holcomb and Ashley Cribb \$100

#1608 Naomi Collum, Sky Furjes and Ashley Cribb \$100

#2008 Sherry Suttrich, Luke Halleman and Amanda Choate \$100

#6004 Alexis Rice, Hazel Rice and Debbie Dutton \$100

Sled Check

#2009 Mattie Smith \$300

#1607 Jevette Benjamin \$300

MAY/JUNE MANAGER OF THE MONTH

| Name | Division | Location | Award |
|-----------------------------------|--------------------|--|-----------------------|
| Anisa Creasman Michael Zahand | Div I | Poor Boys 5002 Lake Bowen 2013 | May 2025 June 2025 |
| Christie Grenon Miranda Hill | Div II | Hayesville 2032 New Ellenton 3003 | May 2025 June 2025 |
| Elizabeth Towery Pamela Danner | Div III | Landrum 2035 New Bridge 5001 | May 2025 June 2025 |
| Taylor Mcelrath | Div IV | Speedway 4002 | May 2025 June 2025 |
| Chyenne Smith Margaret Lipsey | Fast Food Division | Eutawville Subway 1609 Walnut Grove Subway 2305 | May 2025 June 2025 |

President's Desk

Another positive year and a year of growth for Hotspot as we head towards our fiscal year end on September 30. We finally broke ground on our new location in Sylva, NC in July. It took a long time to get started due to delays in NCDOT approving the plans, but we finally have the required permits. We expect to be open in March of 2026.

In addition, Cowpens opened a Hottie's Kitchens kitchen in May and has consistently become a top 5 sales kitchen. Great job to the staff and managers at Cowpens. We now have 14 full kitchens in operation.



We want Hotspot to be a great place to work! Never forget, it is our customers who pay the bills. Keep the customer satisfied and we will all benefit!

Harvey Hicks

EMPLOYEE

SPOTLIGHT (July)

Ernie Robinson New Bridge Location

Ernie has been employed at our New Bridge location for 4 years. He is known for his dedication and strong work ethic. He continues to be a valued member of the team.

Outside of work, he enjoys reading, fishing, cooking and spending quality time with his family. A great balance of hobbies that reflect his thoughtfulness and well rounded nature.



EMPLOYEE

SPOTLIGHT

(August)

Michelle Kratzer

Area Supervisor

I've worked for Hot Spot 11 years in October. I was hired as the Store Manager for our New Ellenton location, 5 years ago I was promoted to Area Supervisor.

I have been in Retail Management for the last 34 years. I started in the automotive industry before I found my passion for the Convenience Store industry, where I have spent the last 27 years. I love working for a company that strives to be the best and also cares for their employees.

I am the type of person who tries to let nothing stop me and I push through the bad times.

Outside of work my time is spent caring for my family and spending as much time with them as I can which includes my husband, 2 grown children and my precious grandchildren





★ JULY BIRTHDAYS

ACKLEY-HIRSCH, MARIAN 2017
ANTINUICHE, BRITTANY 1601
BEHELER, MICHAEL 2995
BOALS, CADANCE 5002
BOYCE, CHRISTOPHER 2309
BRANCH, BREANNA 6005
BRANHAM, KYLE 2032
CALDWELL, ASHLEY 2010
CARLAND, MELISSA 5003
CHILDERS, KATLIN 2042
COFFMAN, JOSEPH 2303
CONOVER, ALBERT 2025
CUFFEL, JOSEPH 6002
DAVIS, CYRUS 1103
DODGENS, REGINA 8001
DODSON, JUSTIN 4004
ELROD, ALICE 2019
EVANS, LANIIYAH 2028
GAHAGAN, SHIRLEY 5002
GODBOLT, JACOB 2304
GONZALEZ-SEPULVEDA, DEVIN 2995
GOSNELL, TAYLOR 2019
GROOMS, CHARLENE 3004
HANNON, KATRINA 6002
HARDIN, TAYLOR 2019
HICKS, HARVEY 2999
HITT, MARIA 2017
INGHAM, EMILY 5002
INGHAM, TIFFANY 5002
JACKSON, BRANDY 2019
JENKINS, BRITTANY 1103
JETER, JEKEITHLYN 2042
JOHNSON, NAOMI 5002
KETTERMAN, STEPHEN 5001
KRATZER, MARSHA MICHELLE 2988
LITTLE, BOWDRIE 2019
LOPEZ, KELLY 6004
MARIHUGH, BRITTANY 1601
MCCALL, JOSHUA 2028
MCPETERS, DAKOTA 5001
MEAD, KAYLEIGH 4002
MIZE, RICHARD 6007

MONTGOMERY, TORI 1607
MUND, DORLENE 4005
NORRIS, SHUNDRA 2010
O'NEAL, JADE 2025
OVERLEY, CAITLIN 2032
PARKER, BREAUANA 1601
POINDEXTER, JUSTIN 2990
POOLE, JOSEPH 3005
PORTERFIELD, CHARLSIE 2009
POTEA, CALVIN 2990
POTETZ, CRYSTAL 5004
PRYOR, THOMAS 5001
RAMBAUD, RETA 2308
RAY, DOROTHY 2303
RICE, JESSIE 2043
RICH, TRACY 2028
RICHARDSON, JUMUND 2011
ROBERTS, AMBER 3005
ROUGHTON, HALEY 6007
SAXBY, CHERYL 1601
SEGARS, BETHEA 1201
SHAWLEY, KASSIE 4004
SHERF, JACOB 4004
SMALLS, JOSHUA 2021
SMITH, TIMOTHY 5002
SOWELL, TODD 1601
TAYLOR, CRYSTAL 1102
THOMAS, IVY 4005
THOMPSON, JANAE 2306
TINCHER, LISA 1601
TINDAL, TYMIR 2010
TOMCZEWSKI, PATRICK 2999
VAN HOOK, SHERRY 4002
VELAZQUEZ, ERNESTO 6005
WALLACE, TYLER 4004
WHEELER, CHELSEA 2010
WHITNEY, ANGEL 2019
WILLIAMS JR, RASHEEN 5002
WILLIAMS, DENNIS 2980
WILLIAMS, ZAIKERRIA 2009
WILLIFORD, DEBORAH 6004
YOUNG, MARCUS 6002



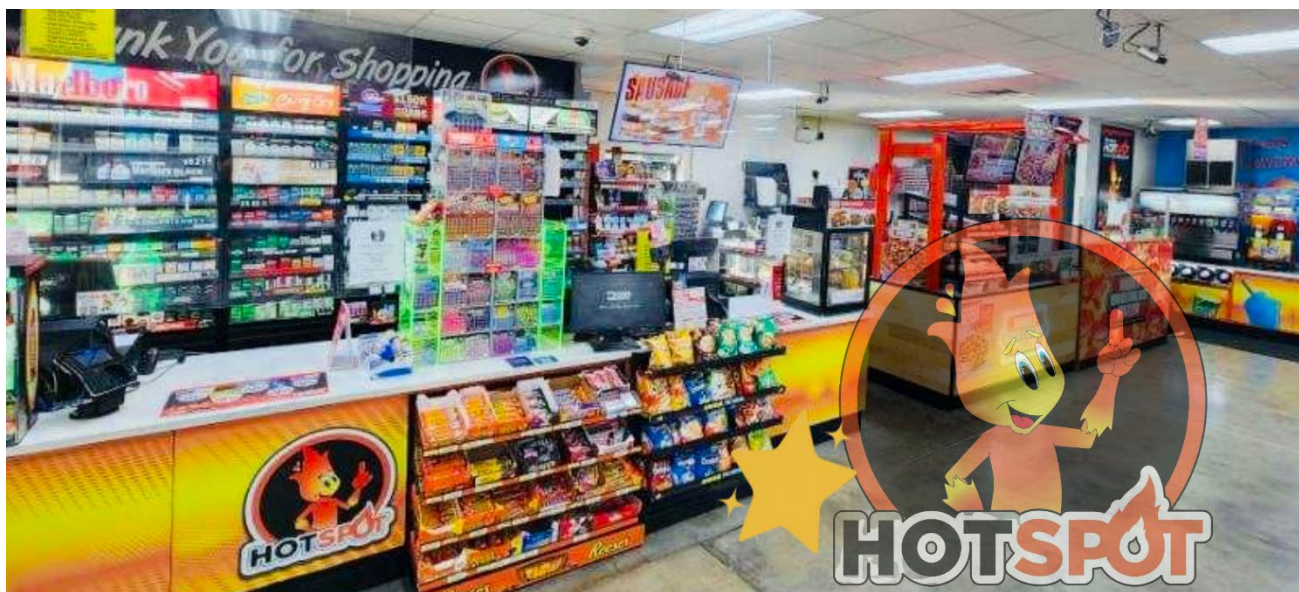
AUGUST

birthdays

| | | | |
|------------------------|------|-----------------------|------|
| ADAMS, RANDALL | 2011 | MANLY, JOSHUA | 6005 |
| ALLEN, KHADEJAH | 2304 | MANNING, ALEXIE | 2025 |
| BAKER, KYONA | 2019 | MARLER, CRYSTAL | 2043 |
| BARRON, DALE | 2013 | MCCASKILL, ANDREW | 3003 |
| BELLEW, JOY | 3005 | MCELRATH, TAYLOR | 4002 |
| BISHOP, MISTY | 8001 | MILLER, LINDA | 2010 |
| BLANKENSHIP, STEPHANIE | 1103 | MILLS, CASEY | 6004 |
| BOLING, KATHERINE | 2022 | NEIGH, FERNANDO | 4002 |
| BROWN, MARK | 1103 | NEWBERRY, JOSHUA | 5003 |
| BURCH, ROBIN | 2025 | NEWTON, HEATHER | 2032 |
| CHARLES, JEROME | 2995 | PICHEY, JOHNATHAN | 2021 |
| COLBERT, WENDY | 2032 | PORTER, KAREN | 2008 |
| COMBS, ANITA | 2021 | POWELL, RANDY | 2027 |
| CONKLIN, BRITTANY | 1601 | PUCKETT, CYNTHIA | 2025 |
| COOK, JEANNE | 2985 | PUCKETT, SHELBY | 2021 |
| CORRIGAN, JESSICA | 4005 | PUTTRE, BAILEY | 1201 |
| COX, CHRISTINA | 2024 | QUAGLIAROLI, ALICIA | 2304 |
| CROWDER, SUSIE | 6004 | RICE, RENAE | 5002 |
| EVANS, LARRY | 1601 | ROWELL, AMBER | 2043 |
| FISHER, JAMES | 2027 | SACKETT, ANDREW | 3003 |
| FLYNN, TIMOTHY | 6005 | SEXTON, BRANDY | 2010 |
| FOWLER, HANNAH | 2009 | SHELTON, ANDREW | 2995 |
| FOWLER, KATRINA | 2043 | SHIPMAN CRUZ, MAKAILA | 8001 |
| FUSE, CORY | 2028 | SHOCKLEY, WANDA | 2019 |
| GONZALEZ, ROSIO | 6005 | SMITH, LLOYD | 2025 |
| GRAVES, BRYAN | 2021 | SQUIRE, KIMBERLY | 5001 |
| HAMES, CURTIS | 2042 | TALLEY, NATHAN | 3003 |
| HANSON, CHERINA | 2043 | THOMPSON, CHARITY | 2035 |
| HEWKO, MEGAN | 6007 | TUCKER, BELINDA | 2988 |
| HOLMES, SHAUN LEE | 2989 | VANCE, WILMA | 3005 |
| KENDRICK, ZABIAN | 2018 | VERNON, CHADRICK | 2010 |
| LANCASTER, CHARLES | 2995 | WARLICK, JILL | 2999 |
| LEMIEUX, PETRA | 2025 | WATERMAN, INDIA | 2021 |
| LEWIS, WINTER | 2028 | WATTS, JAMES | 2025 |
| LIPSEY, KAREN | 2305 | WEEKLEY, MARK | 2990 |
| | | WESLEY, HEAVEN | 2027 |

July Employees of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2003 Gladys Blakely
2011 Randy Adams
2013 Anastasia Averyanova
2018 Natalie Mullins
2035 Summer C-Mar
3005 Jennifer Johnson
4005 Jessica Hoffman
5003 Sherita Clontz
6002 Jeannie Misenheimer

Amanda's Area

1102 Nickolas Polson
2008 Karen Porter
2025 Jade O'Neal
2032 Eric Farnhan
5001 Dakota McPeters
5002 Devin Echevarria
5004 Vilma Banag

Ashley's Area

1103 Hettie Carroll
1601 Larry Evans
1607 Dawn Wilfong
2021 Shelby Puckett
2027 Dante Beatty
2028 Michelle Howell

Debbie's Area

2005 Tracy Dean
2010 Marquanz Wofford
2017 Patricia Goodrich
2019 Taylor Gosnell
6004 Susie Crowder

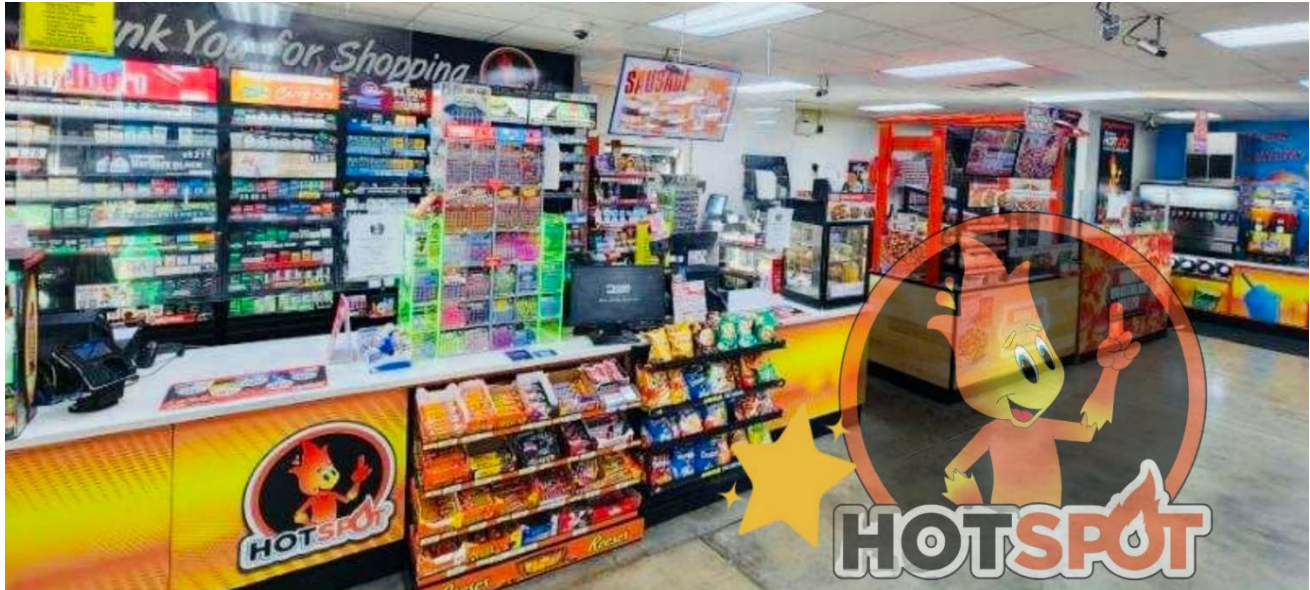
Michelle's Area

1201 Timothy Whittle
2009 Crystal Cox
2022 Amber Nickles
3003 Crystal Glosser
3004 Keisha Gibbs
4002 Thomas Holaska
4004 Kassie Shawley
8001 Jessica Serrato

August Employees of the Month

Great Job and Congratulations to the employees listed below

From
the



Andy's Area

2003 Henry Ingham
2011 Brittany Pruitt
2013 Jennifer Pack
2018 Amber Piper
2035 Cavin Richards
3005 Angie Walker
5003 Troy Creasman
6002 Jeannie Misenheimer

Amanda's Area

1102 Judy Mullen
2008 Bonnie Turner
2025 Jade O'Neal
2032 Eric Farnhan
5001 Jason Redmond
5002 Tryell Harrison
5004 Vilma Banag

Ashley's Area

1103 Michael McDaniel
1601 Brittany Marihugh
1607 Kandice Toth
1608 Maryah Baxter
2021 Anita Combs
2024 Yana Mintz
2027 Jennifer Beatty
2028 Lisa Tyler

Debbie's Area

2005 William Curry
2010 Shundra Norris
2017 Margaret Hicks
2042 Pearl Kennedy
6004 Alexis Rice
6007 Tabitha Brown

Michelle's Area

1201 Timothy Whittle
2009 Jordan Davenport
2022 Rose Tuna
3004 Keisha Gibbs
4002 Fernando Neigh
4004 Jacob Sherf
8001 Jessica Serrato

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.

Don't Just "Fix and Forget" Customer

Go further when resolving customer complaints by discovering root causes. Start by understanding the customer's experience. Ask, "Can you tell me more about what led to this issue?" or "What were your expectations before this problem occurred?" Think about why—and keep asking to discover the root causes. Once confirmed, brainstorm and develop potential solutions. Implement, monitor, and evaluate a solution. Taking these steps will lead to fewer complaints, happier customers, and more love for your job. This is called root cause analysis.



Dose of Exercise Fends Off Depression

Significant research for decades has focused on how exercise can help prevent and relieve depression. The latest research demonstrates that exercise is dose-related—the more exercise, the greater the preventive effect. For example, 20 minutes daily of brisk walking for five days weekly was associated with a 16% lower rate of depressive symptoms and 43% lower odds of major depression. Talk to your doctor about exercise and read the study below to see more dose or impact ratios and what exercise will do for you.



Have a Better Mood All Day

Have a more positive day at work by experimenting with these positivity strategies, and see if they don't become a habit for having a more productive day.

- 1) Be intentional about making your day positive by reminding yourself of the things you appreciate about your job.
- 2) Have achievable goals each day. Don't just "let things happen."
- 3) Prioritize tasks associated with these goals.
- 4) Practice time management during the day.
- 5) Initiate positive interactions with others and nurture these relationships to maintain a positive and enjoyable workplace.
- 6) Consciously practice gratitude for a minute or two during the day to reflect on what you like about your job. Doing so cultivates a positive mindset and builds resilience for when the going gets tough. Incorporating these strategies into your daily routine will empower you to navigate challenges that may arise, ensuring a fulfilling and resilient journey in your professional life.



Stop the Midnight Eating

Sure, those cheese and crackers at midnight might sound tempting if you're up late and the munchies hit, but could you be putting yourself at risk for contracting type 2 diabetes as a night owl? Researchers found that shift workers are more at risk for type 2 diabetes, and family history and socioeconomic status don't fully account for it. Instead, the culprit, according to research, appears to be "mistimed food intake" that impairs glucose tolerance. You may not be a shift worker, but poor sleep and eating habits can place you at comparable risk. Circadian rhythms are biological mechanisms that regulate sleep-wake cycles and other metabolic functions. A simple experiment with shift workers who changed their food intake to daytime instead of nighttime solved the glucose tolerance problem. Talk to your doctor about your diet, including late-night eating, especially as you age, because risk increases in senior years.



JULY/AUGUST Sales Contest Items

Body Armor Buy 1 Get 1
FREE

Hi-Chew 2 for \$5.00

Monster Buy 2 Get One FREE

1st Phorm 2 for \$5.00

Red Bull 3 for \$8.00



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

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 listed on the employment application.



**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

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 problem 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.

Best of Spartanburg

- Best Craft Beer Store (5 years in a row!)
- Best Employer (2 years in a row!)
- Best Eco-Friendly Business

We are beyond honored — and it's all thanks to YOU! Our incredible team, loyal customers, and supportive communities made this possible. From ice-cold brews to green initiatives and everything in between, Hot Spot is here to serve you with heart



An achievement worth toasting to—Hot Spot has officially been voted Best Craft Beer Store for the 5th year in a row! 🍷 We're honored to receive this recognition and couldn't have done it without the incredible crew at our East Henry location. Your passion, product knowledge, and dedication to customer service make all the difference!

A huge thank you to our amazing craft beer vendors as well—your unique, flavorful selections help us keep the coolers stocked with the best brews around. Whether you're a hop head, a sour lover, or a stout devotee, there's always something new to discover at Hot Spot.

Here's to five years and many more to come!

BIG CONGRATS (again!) to our Sales GOAT for JUNE – **Amanda Choate!**

We're thrilled to celebrate Amanda Choate, our North Carolina District Manager, for being named Sales GOAT Leader of the Month! Her outstanding leadership, relentless dedication, and inspiring drive have led to incredible results and a motivated, high-performing team.

Amanda's commitment to excellence and her unwavering support for her stores make her a true standout in the Hot Spot family.

Let's hear it for Amanda and everything she brings to the table – this recognition is well deserved!



MENTAL HEALTH MINUTE

August 2025



The Power of Self-care

Self-care is the practice of intentionally engaging in activities that positively impact mental, physical and emotional well-being. It directly correlates to mental health, as self-care techniques can help create healthy coping mechanisms for unavoidable stressors in everyday life. Practicing these techniques can soothe negative symptoms of mental conditions or help you relax.

Not everyone engages in self-care the same way. Having self-awareness when practicing self-care for mental health can help you recognize when you're experiencing certain emotions or worsened symptoms of a mental condition. Once you know your common triggers and symptoms, you can find the best techniques to care for yourself. Here are some self-care ideas to practice:

- Eat a balanced diet and stay hydrated. The foods and drinks you consume impact your mood and fuel your body with the nutrients it needs.
- Prioritize movement. Doing an activity outside is even better, as spending time in nature can boost your mental health.

- Practice healthy sleep habits (e.g., stick to a schedule, get enough sleep and avoid devices before bedtime) and make time to rest and recharge.
- Prioritize activities you enjoy, such as listening to music, reading, spending time in nature and engaging in hobbies.
- Find ways to relax, such as meditating, doing yoga, trying breathing exercises or journaling.
- Set self-care goals and priorities to help you better understand what triggers certain symptoms and what coping mechanisms work best for managing your mental health.

Self-care looks different for every person since it involves activities you enjoy or need. A simple goal is to try to do something you enjoy every day. Self-care is not a cure for mental conditions, but it can help you understand what best manages your mental health. Talk to your doctor or a mental health professional if you have concerns.

Best Exercises for Treating Depression

The Centers for Disease Control and Prevention reports that depression affects about 16 million adults annually. With early treatment from a medical professional, people can gain control of their symptoms and feel better. In fact, depression is one of the most treatable mental health conditions. While many people benefit from talk therapy or medication, emerging evidence shows that exercise may also help manage or improve symptoms.

A new study published in The BMJ, a peer-reviewed medical journal, found that exercise is an effective treatment option for depression either independently or when combined with therapy and medications. The research studied various exercises, including walking, jogging, yoga, strength training, mixed aerobic exercises, tai chi and qigong. The study found that while low-intensity exercise is helpful, more vigorous activity brings even greater benefits.

Although the differences in effectiveness among all the exercise regimens were marginal, here are the study's top exercises:

- Yoga
- Walking or jogging

- Strength training

The study found that yoga reduced depression the most compared to other forms of exercise studied. Also, walking or jogging were effective for both men and women. While younger people and women reaped the most benefits from strength training, yoga was more effective for men and older adults. Furthermore, yoga and strength training were especially well-tolerated by study participants, meaning the exercise could be done without experiencing significant discomfort or pain.

Although exercise has long been recommended for people experiencing depression, there aren't many guidelines on how to exercise effectively. If you're getting started with exercise, doctors recommend focusing on a form you enjoy the most rather than prioritizing one type of exercise as the "best." Vary your workout types; you may be surprised to find something different from your usual routine.

Talk to your doctor if you wonder how exercise fits into your treatment plan.