

April NEWSLETTER

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100 for 100

#2017 Jaydin Covert, Kathy Hicks and Debbie Dutton \$100

#6004 Sabrina Burton, Hazel Rice and Debbie Dutton \$100

#2019 Tynique Jackson, Kelly Nash and Debbie Dutton \$100

#2009 Madison Stephens, Chanda Fields and Michelle Kratzer \$100

#2022 Samantha Link, Jennifer Corey and Michelle Kratzer \$100

#2032 Jody Coffey, Christie Grenon and Amanda Choate \$100

#1102 Sabrina Richmond, Amy Nations and Amanda Choate \$100

#2018 Leslie Fitch, Shannon Cavanagh and Andy Green \$100

#2035 Summer Cmar, Randy Adams and Andy Green \$100

#2304 Yvette Linen and Dominique Johnson \$100

Employees of the Month

Dominique Johnson's Area:

Full-time: Reta Rambaud – Britton Neck Subway

- Very helpful and great customer service

Part-time: Michelle Hudson – Pee Dee Subway

- Always willing to go the extra mile

Crystal Church's Area:

Full-time: Montrell Polk– Boiling Springs Subway

- Outstanding employee, goes above and beyond

Part-time: Angel Green – Lake Bowen Subway

- Awesome customer service

FEBRUARY MANAGER OF THE MONTH

Name	Division	Location	Award
Tifani Dorsey	Div I	Brevard Rd. 5003	February 2025
Christie Grenon	Div II	Hayesville 2032	February 2025
Pamela Danner	Div III	New Bridge 5001	February 2025
Taylor Mcelrath	Div IV	Speedway 4002	February 2025
Margaret Lipsey	Fast Food Division	Walnut Grove Subway 2305	February 2025

From the President's Desk

As we step into April, I want to take a moment to recognize the energy this month brings. Keep positive in your interactions with fellow employees, vendors, and most importantly our customers. Spring is the season of growth and a time of renewal and fresh perspective. Let's use this opportunity to refocus on our goals, support one another, and keep building momentum towards a successful summer.



Thanks for making Hotspot a great place to work!"

Fast, Friendly & Clean!

Harvey Hicks



EMPLOYEE SPOTLIGHT

Curry Ellis LAURENS LOCATION

Curry starts his day before the sun, keeping up with the cooler, backrooms and anywhere he can to help make sure our customers can find exactly what they need. He keeps smiles and productivity going all day. Between checking in vendors and helping to keep the team moving, he's always doing what he can to keep the day running smooth.

When Curry is not at work, he's enjoying the outdoors and family time. Hunting, fishing, Sunday drives with his wife, tinkering with his Mustang, traveling and trying different foods and experiences in different states and cities.

It's always great coming in to see Curry in the mornings. He is an irreplaceable part of our team and a great person to work with.

Debbie , District Leader

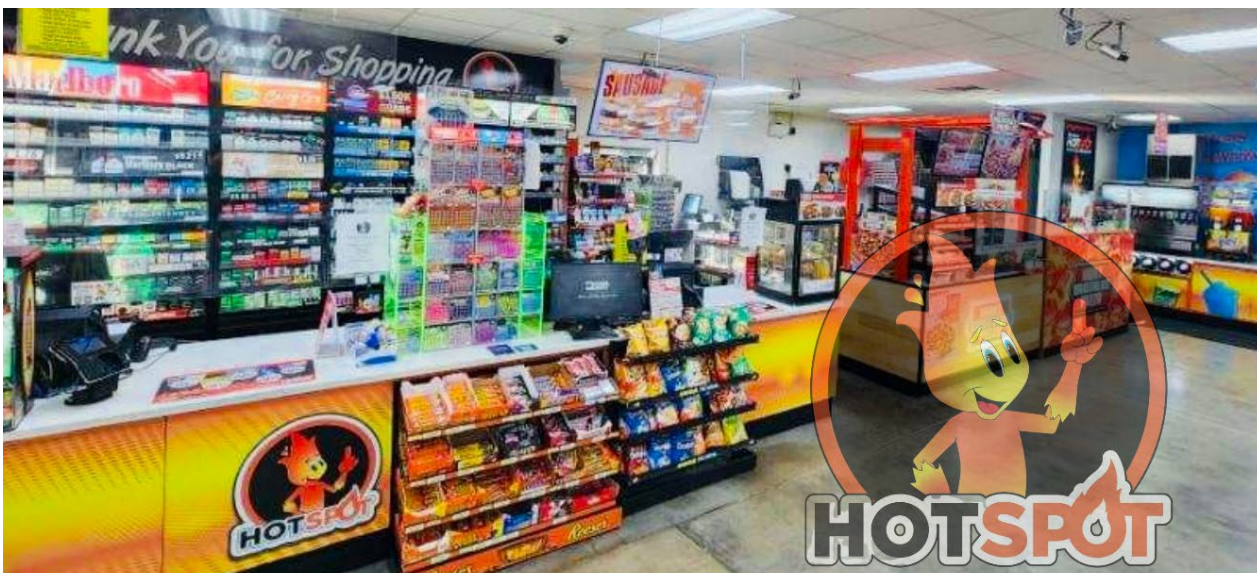


April Birthdays

Tashia	Baldwin	4004	Shelby	Herscha	2010
Alison	Barberi	2042	Michelle	Howell	2028
Myson	Borrillo	2028	April	Hudson	6002
Dezmon	Bowers	8001	Troy	Knox	2991
Stephanie	Bowman	2022	De'andre	Landrum	6002
Demarion	Broadway	2308	Nancy	Mann	5004
Andrea	Choice	2019	Angela	Mathis	2005
Renika	Clark	2306	Amy	Mayberry	4002
Lisa	Coats	6002	Denise	Miller	2025
Jacob	Congleton	6007	Michael	Mooney	2010
Stephen	Cooke	2983	Andrew	Moore	2980
Roxanne	Cothran	2017	Arrick	Moore	2003
Sonya	Crocker	2988	Nylai	Morelos	2308
Jeffrey	Darr	2013	Natalie	Mullins	2018
Steven	Davenport	2009	Erica	Murray	6005
Tracy	Dean	2005	Derek	Orellana	1601
April	Duberry	1601	Fayanna	Owens	2003
Linda	Duncan	2005	Ciara	Piper	2042
Anthony	Edwards	4004	Miranda	Reed	4004
William	Ervin	2011	Hazel	Rice	6004
Rachel	Eyth	3003	Au Jonai	Ritter	1609
Jayleen	Fannon	5003	Caitlin	Roberts	2019
Nivesha	Floyd	2306	Madyson	Rogers	2042
William Heath	Foster	2980	Marquesha	Smalls	3003
Sinciere	Fox	2011	Samuel	Smith	2003
Noah	Fries	2028	Diana	Starovoytov	2303
Jamaria	Fulton	2306	Malisa	Storey	2022
Keisha	Gibbs	3004	Montaria	Switzer	6002
Shelbie	Goble	2042	Jayce	Walker	2306
Patricia	Goodrich	2017	Stephanie	Williams	1601
Keisha	Grant	2019	Katie	Worden	2032
Christina	Gwinn	2042	Maddox	Xayabath	2306
Gary	Hall	2032	Lillianna	Yang	2303
Andy	Harrelson	2042	Alyssa	Zahand	6007

April Employees of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2003 Kim Brewer
2011 Theresa Koon
2013 Sherese Rogers
2018 Tayler Mcabee
2035 James Bovin
3005 Angie Walker
4005 Jessica Hoffman
5003 Sherita Clontz
6002 Brenda Lopez

Amanda's Area

1102 Judy Mullen
2008 Bonnie Turner
2032 Nora Cruz
5001 Jason Redmond
5002 Emily Ingham
5004 Vilma Banag

Ashley's Area

1103 Brittany Jenkins
1601 Michelle Hodge
1607 Dawn Wilfong
1608 Leigha Marchant
2021 India Waterman
2027 Linda Harris
2028 Michelle Howell

Debbie's Area

2005 William Curry
2010 Marquanz Wofford
2017 Roxanne Cothran
2019 Curry Ellis
2042 Christina Gwinn
2043 Abigail Kilburg
6004 Mariah Davis
6007 Tabitha Jones

Michelle's Area

1201 Bethea Segars
2009 Destiny Turner
2022 Stephanie Bowman
3004 Keisha Gibbs
4004 Tyler Wallace
8001 Makaila
Shipman-Cruz

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").



Stress Management, Right Now: Accepting Ups and Downs

Life is a series of positive and negative events. Accepting the downs with the ups and moving forward is a resiliency skill.

Experiment with the following resilience strategy if frustrating or negative experiences keep you distressed for too long: 1) Understand it is natural to experience negative events more acutely than positive ones. 2) When you face an adverse experience, reflect on past experiences, how you got through them, and how time and patience played a role in overcoming the event. Decide the present negative experience will be no different. 3) Recognize what's going well in your life. Doing so is a strong counterbalance to negative emotions. 4) Hit the brakes! Refuse an adverse event's power to pull you into a downward spiral. 5) Embrace uncertainty: Life is unpredictable, and there will always be highs and lows. This mindset reinforces your ability to navigate whatever comes your way in the future. (Note: Tracking your progress reinforces the strategy.)



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.



March/April Sales Contest Items

Bridgeford Beef Jerky \$7.99

5-Hour Energy 2/\$6.00

Slim Jim 2/\$4.00

Hostess 2/\$4.50

Bridgeford
ONLY \$6.99
All Flavors
Bridgeford Sweet 'N Spicy Beef Jerky, Bridgeford Original Beef Jerky, 100% American Beef

5-Hour Energy
2/\$6
Regular & Extra Strength
5-hour ENERGY, 5-hour ENERGY, Regular & Extra Strength

Slim Jim
2/\$4
Giant
Slim Jim, 6g Protein, 6g Protein, CHO Protein

Hostess
2 for \$4.50
Single Serve
Hostess Twinkies, Hostess Cup Cakes, Hostess Snuggles

HOTSPOT
PROMOTION VALID
March 1st - April 30th
hotspotstore.com
facebook.com/HotSpotStores
SCAN TO
DOWNLOAD
OUR APP

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



**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 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.

April is Autism Awareness Month

The first National Autism Awareness Month was declared by the Autism Society in April 1970.

The aim of this month is educating the public about autism. Autism is a complex mental condition and developmental disability, characterized by difficulties in the way a person communicates and interacts with other people. Autism can be present from birth or form during early childhood (typically within the first three years). Autism is a lifelong developmental disability with no single known cause.



People with autism are classed as having autism spectrum disorder (ASD) and the terms autism and ASD are often used interchangeably. A wide spectrum disorder, people with autism have set of symptoms unique to themselves; no two people are the same.

Increasing Awareness About the Common Characteristics of Autism

While no two people with autism will have the same set of symptoms, there are common characteristics found in those with this complex disability. Briefly, these characteristics include:
Social Skills People with autism have problems interacting with others; autistic children do not have adequate playing and talking skills. Mild symptoms on one end of the spectrum may be displayed through clumsy behavior, being out of sync with those around them and inappropriate or offensive comments being made. At the other end of the spectrum an autistic person may not be interested in others.

Empathy - Empathy is the ability to recognize and understand the feelings of another person. People with autism find it harder to show empathy to others although they can be taught to acknowledge the others feelings.

Physical Contact - In some cases, autistic people do not like physical contact such as hugs, tickling or physical play with others.

Sudden Changes to Their Environment - A sudden change in the surrounding environment may affect a person with autism. There could be a loud noise, a change in intensity of lighting or even a change in smell.

Speech - Speech can be affected in people with autism. 'Echolalia' is a typical speech symptom in which the person repeats words and phrases that they hear. The speech tone of an autistic person may be monotonous. Where symptoms are more extreme the person may not speak.

The Puzzle Ribbon Is the Symbol for This Event

Changes to Behavior and Routine People with autism often display repetitive behavior in which they repeat the same action many times over. For example, a person with autism may repeatedly pace around a room in a certain direction. Any change to their behavior or routine can be unsettling for them. This could be a reordering of daily activities such as when a person brushes their teeth, takes a shower and has breakfast when they get up in the morning.

Other characteristics of autism include an unpredictable learning rate, obsessions and physical tics.

Autism Is Widespread, Awareness About This Condition Is Not

In the United States, autism affects 1 in every 110 children. National Autism Awareness Month aims to make the public more aware about this widespread disability and the issues which arise in the autism community. As about 1 in 150 people in America have autism, the chances are that you know someone with this disability. A better-informed public will be more empathetic and supportive towards people with autism.

April is backed by the Autism Society of America which undertake a number of activities to raise awareness about autism. The Autism Society has local chapters throughout the United States which hold special events throughout April.

The 'Puzzle Ribbon' is the symbol for Autism Awareness and is promoted by the Autism Society as means of supporting awareness for autism. The Puzzle Ribbon may take the form of a pin attached to clothing, a fridge magnet or a sticker and are available to purchase from the Autism Society website.



April is Distracted Driving Awareness Month!

Did you know over 3,000 people die every year due to distracted driving? Learn valuable tips to reduce distracted driving and take the pledge to Just Drive.

Tips to Avoid Distracted Driving



When you hear the words “unsafe driving,” you likely think of speeding or drunk driving. But **distracted driving** results in more than 3,000 deaths each year, all of which could have easily been avoided with simple care and planning.

What is Distracted Driving?

Distracted driving is driving while doing another activity that takes your attention away from the road, including talking or texting on the phone, eating, drinking, chatting with people in the car, and adjusting the radio or navigation system.

There are three main types of driver distraction:

- Visual: taking your eyes off the road
- Manual: taking your hands off the wheel
- Cognitive: taking your mind off driving

While we may not all admit it, most of us have done these secondary tasks while driving. And in almost every situation, that secondary task can wait.

Put Down the Phone

It may come almost second nature to so many of us in this day and age, but texting is considered the most dangerous type of **distracted driving** because it combines visual, manual and cognitive distractions.

When you're texting, you are taking your eyes off the road, your hands off the wheel and your mind off driving. That's when accidents happen. In fact, one study found that a texting driver is 23 times more likely to get into a crash.

Even if you aren't typing a response to your latest text, reading one is just as dangerous. It takes less than 5 seconds to read a text message. At 55 mph, that's like driving the length of an entire football field with your eyes closed.

Besides being risky, texting while driving is against the law in 48 states. And when an accident occurs while a driver is texting, they are almost always deemed at fault.

Talking on the phone while driving is extremely dangerous as well. Even hands-free cell phone use involves visual and cognitive tasks at least half of the time, which of course increases the chances of an accident.

Other Steps to Avoid Distraction

Staying off the phone is the first step in reducing **distracted driving**, but there are many other factors that can distract drivers, all of which have easy solutions.

Prepare your GPS. Programming navigation takes, on average, 40 seconds to complete. It then takes another 13 seconds for the brain to refocus. That's almost one full minute of not focusing on driving! Input your route before you start driving and study the directions, so you are familiar with where you're heading. Whenever possible, have a passenger provide directions for you.

Fuel (yourself) up. If your stomach is growling right before you're about to hit the road, make sure to energize your body with a meal or filling snack so you aren't tempted to eat while driving. Munching on food requires attention that should be reserved for the road. For lengthy road trips, stop and pull over to eat. This is also a good opportunity to stretch your legs and get some fresh air.

Check your phone settings. Most smartphones have a "driving mode" option within the settings that can be activated when your phone or Bluetooth connection senses your speed and movement. There are also numerous downloadable apps that can block incoming texts or calls, except certain specified numbers, and don't allow you to use many in-phone apps.

Safe Travels

Driving distracted is a serious issue. Too many lives are lost each year — about nine every day — because of a quick text message or phone call. But the good news is that many accidents can be prevented simply by keeping your eyes, hands and mind focused on driving. Always give the road your complete attention. We want to see you make it safely to your destination. Please remember these tips, and safe travels.

TOOLBOX TALK

Before a Work Task Begins

As part of your job, you may have to complete a wide array of tasks throughout the day. On the other hand, you may only focus on one or two tasks for your entire shift. No matter if you are completing a few or many different work tasks, there are multiple factors that need to be taken into account and actions taken to ensure a work task is completed safely and efficiently.

Human Performance Factors

Some of the most important focus items that you should pay attention to prior to a work task beginning is [human performance factors](#). These factors affect your ability to complete a job safely and efficiently. Some human performance factors include illness, fatigue, knowledge, focus, attention, understanding, stress, etc. It is important to understand how and when these different factors are limiting your ability to complete a work task safely.

Tools and Personnel

After you consider the factors that could possibly affect you at an individual level during the task, you need to ensure that you have the correct tools for the job. You must also take into account whether the [correct personnel](#) are present for the work task as well. Having the correct tools and personnel in place prior to a work task beginning ensures that you are able to complete it safely and efficiently. When the correct tools or personnel are not in place then shortcuts are often taken to make up for the missing parts of the equation which puts everyone at risk.

Implementing Safeguards

Taking the time to go through the proper steps to ensure all the safety procedures are followed and all of the necessary safeguards are in place is critical. [Every single safeguard is important](#). The more safeguards that are put into place and are followed for a work task, the less likely an incident will occur that results in injury or property loss. Considering human performance factors and ensuring the correct tools are in place are two basic safe work practices. There can be many more that need to be put into place before a work task can begin.

Summary

There are many things that need to be considered prior to a work task beginning- even just a simple one. While this talk may make it seem like it is a drawn-out process, for most tasks it is not. It is just a reminder to think about all the different considerations that need to be thought of as well as actions that need to be taken prior to a work task beginning. Proper preplanning is critical to the **SAFE** and efficient operations of every work task.