

MARCH NEWSLETTER

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Dominique Johnson's Area:

Fast Food Employees of the Month

Full-time: Sky Smith – Eutawville Subway

- Always on time and always willing to work extra shifts

Part-time: Au'Jonai Ritter – Eutawville Subway

- Great customer service skills

100 for 100

#2042 Jewel Seely, Brittney Cothran and Debbie Dutton \$100

#2042 Maggieann Burton, Heidi Herrera and Amanda Choate \$100

#2042 Joshua Newberry, Tifani Dorsey and Andy Green \$100

#2042 Sytazia Boneparte, Tiffany Gleaton and Michelle Kratzer \$100

#6005 Sarah Smith and Crystal Church \$100

#6007 Megan Hewko, Tabitha Jones and Debbie Dutton

Sales Contest

#2008 Amber Myers \$250.00

#2008 Hailey Morlock \$250.00

Sled

#1103 Mary Davison \$300

FAST FOOD EMPLOYEE OF THE MONTH

JANUARY MANAGERS OF THE MONTH

Name	Division	Location	Award
Anisa Creasman	Div I	Poor Boys 5002	January 2026
Linda Duncan	Div II	Bowling Green 2005	January 2026
Tiffany Gleaton	Div III	Orangeburg 3004	January 2026
Wendy Pitts	Div IV	Arch Street 8001	January 2026
Margaret Lipsey	Fast Food Division	Walnut Grove Subway 2305	January 2026

From the President's Desk

March brings one of the most awaited days of the year - the last day of winter. Given the recent ice and snow storm that we experienced most of us will be definitely be celebrating the end of winter and the approach of spring.



The month of March represents new growth and its flower symbol is Daffodil – which represents forgiveness, trust, honesty, and love. Appropriate since they are one of the first flowers to bloom in the spring.



It is also time for us to keep growing at Hotspot. More Kitchens and the new Sylva location will soon be open as we position ourselves for a successful summer.

Thank you all for making Hotspot a great place to work!"Fast, Friendly & Clean!

Harvey Hicks

401K

SECURE YOUR RETIREMENT

OPEN ENROLLMENT

DEADLINE IS MARCH 31, 2026

If you would like to make any changes to your 401k, please go online and create an account if you haven't already and make your changes online

Benefits Now

- Tax deferred savings allows you to save more
- Automatic payroll deduction for easy contribution
- Matching company contribution

And After

- The potential of reaching life term saving and retirement goals
- The sooner you begin the sooner you will reach your goals

It's easy to enroll in the Vanguard 401k Plan.

Simply just call 866-794-2145 or visit

my.vanguardplan.com

HOTSPOT

VANGUARD 401K

The company is matching 100% of the first 3% of employee contributions plus a 50% match on deferrals between 3% and 5%. This is a potential for a total 4% matching contribution from the company to add to your account.



MARCH BIRTHDAYS

Chelsea	Adkins	1607	Savannah	Knight	3003
Kirsten	Bacchus	2308	Rebecca	Lerminiaux	2011
Eve	Baldrige	2018	Deborah	Madaffari	2008
Sytazia	Boneparte	3004	Leigha	Marchant	1608
Brittany	Bossman	2027	Kimberly	Meadows	2011
Kimberly	Brewer	2003	Chase	Mitchell	2010
Nicole	Brown	4002	Richard	Myers	2032
Amanda	Busby	5002	Lara	Phillips	3005
Jody	Coffey	2032	Sarah	Price	2025
Chris	Conroy	1102	Jodon	Ray	8001
Pamela	Danner	5001	Ernie	Robinson	5001
Kimberly	Dunham	2308	Jessica	Smith	2013
Eric	Farnham	2032	Sylvia	Smith	1601
Mayah	Frazier	1609	Tammy	Smith	6007
Tylasia	Gladden	1601	Lindsey	Solo	2013
Courtney	Gosnell	2303	Alyssa	Stewart	2305
Sara	Gralewicz-Malone	2011	Patsy	Swaenepoel	2008
Labreshia	Guinyard	3004	Keyetta	Tart	2021
Cynthia	Hall	2008	Brenda	Taylor	4005
Edward	Helock	2988	Kathy	Taylor	2019
Ian	Henderson	2018	Jeffrey	Tichenor	2009
Tyasia	Hill	2010	Jabias	Todd	6002
Taylor	Holster	2025	Elizabeth	Towery	2035
Brooke	Hostetler	2035	Paul	Tyrrell	2991
Linda	Huggins	3003	Viet	Vu	2983
Sarah	Isphording	2042	Chong	Waddell	2303
Wilton Iii	Jordan	2987	Destiny	Westmoreland	2027
Heidi	Justice	2303	Holly	Williams	2011
Kristen	Justice	2025	Terry	Williams Jr.	6007



EMPLOYEE SPOTLIGHT



Hi, my name is CURRY ELLIS. I've worked at Hot Spot for 3 years at our Laurens location.

In my spare time I enjoy spending time with my wonderful wife, grandsons, and my work family here at Hot Spot #2019.

My hobbies include hunting, fishing, traveling and going to Mustang Meets.

September Employees of the Month

Great Job and Congratulations to the employees listed below



Andy's Area

2003 Sam Smith
2013 Latisha Armstrong
2018 Brittany Pruit
2035 Stephanie Martinez
3005 Irveta Wheeler
4005 Debbie Glass
5003 Joshua Newberry
6002 Davari Foster

Amanda's Area

1102 Nick Polson
2008 Sherry Suttrich
2025 Laura Gregory
2032 Eric Farnham
5001 Anyelo Perez
Pacheco
5002 Nathan Russell
5004 Vilma Banag

Jennifer's Area

1103 Michael McDaniel
1601 Brittory Marihugh
1607 Dawn Wilfong
2024 Yana Mintz
2027 Linda Harris
2028 Michelle Howell

Debbie's Area

2005 Myrtle Dickerson
2010 Linda Miller
2017 Candace Aste
2019 Kathy Taylor
2042 Desiree Simmons
2043 Katrina Fowler
6004 Diana Osborne
6007 Megan Hewko

Michelle's Area

1201 Michelle Vieira
2009 Ariannah Kelley
3004 Keisha Gibbs
4004 Jacob Sherf
8001 Jessica Serrato

March/April Sales Contest Items



Slim Jim 2 for \$2.00

Red Bull 3 for \$8.00

Cattleman's 2 for \$12.00

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

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

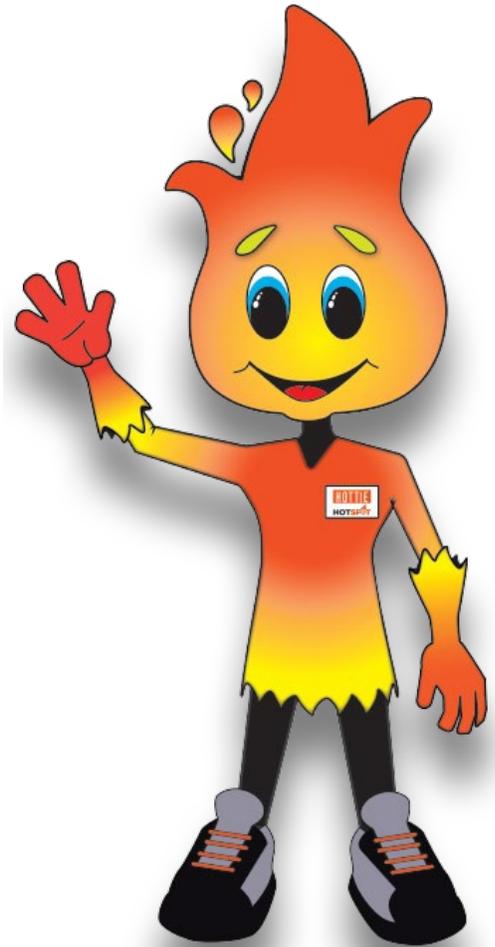
First time users click register

Organization Web ID: HLF902



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.

Spring Break Safety Tips for Parents

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



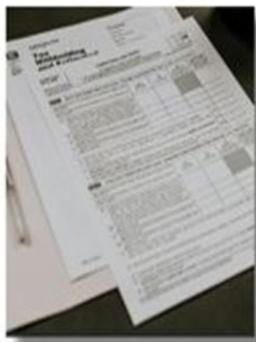
Best Way to Utilize a To-Do List

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



Avoid the Stress of Last-Minute Income Tax Preparation

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



Mindfulness on the Go

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



March Home Maintenance

So where do you start dusting off winter's residue? We've got a handy checklist of home maintenance chores that will get your home ready to rock when the weather gets warm. And if you're struggling to muster up the energy to tackle these chores, we've provided tips for how to do them faster and easier—or with the help of a pro. Because, hey, you're busy.

1. Clean the gutters

Task: Remove leaves, pine needles, and other debris that have accumulated over the winter, so your gutter system is ready to handle spring showers. Overflowing gutters and blocked downspouts can damage siding and foundations. **Shortcuts:** Install gutter guards—screens, foam inserts, surface tension covers—which help to keep debris out of gutters. In general, screen types work best, according to the folks at Consumer Reports. **Call in the**

pros: A gutter cleaner charges \$100 to \$250 to clean 200 linear feet of gutter on a two-story, 2,500-square-foot house. Professional installation of gutter guards runs \$7.50 to \$10 per linear foot.



2. Clean the AC condenser

Task: Remove dust and debris that have accumulated on the AC condenser (the big metal box outside your house) so that the AC works efficiently. **Shortcuts:** Hook up a garden hose and spray the outside of the condenser. The water will melt away the gunk. Don't use a brush and be careful if pressure washing—you could damage or bend the fins.

Call in the pros: Having a pro service your AC system costs \$100 to \$250 and includes cleaning the condenser and lubricating the fan motor.

3. Prep the yard

Task: Start bringing your yard back to life now, before temperatures warm up for real.

Shortcuts: Remove branches and stones and use your lawn mower with a catch bag to make short work of dead leaves and twigs. Got roses? For full, beautiful blooms, most landscaping experts will tell you to prune your rose bushes just before the plant breaks dormancy and after the final frost—around mid-March for much of the country. If any buds are diseased, bag and toss them in the trash to avoid spreading fungus and infestations. **Call in the pros:** A lawn service charges \$65 to \$90 for mowing and leaf removal on an average-size lot.



4. Clean the siding

Task: Get rid of dirt and grime that can cause mildew and shorten the life of your siding. As a bonus, the exterior of your home will look fresh and clean for spring. **Shortcuts:** There's no need for fancy cleaning solutions or power washers; a bucket of warm, soapy water and a long-handled brush are all you need. Rinse with water from a garden hose. **Call in the pros:** Cleaning the siding on a two-story, 2,500-square-foot house runs \$900 to \$1,150.

5. Clean and repair outdoor decks

Task: Cleaning your deck of leaves and debris—especially between deck boards—prevents staining and reduces the chance of rot. Check for loose boards and reset protruding nails to keep your deck safe.

Shortcuts: Use a flat-bladed screwdriver to pry gunk out from between boards. Use a deck cleaning product to revive faded and stained boards. **Call in the pros:** A deck-cleaning company charges \$80 to \$480 to clean a 16-by-20-foot deck.



6. Caulk around windows and doors

Task: Inspect the caulking and repair any that was battered during the winter. Check around your windows, doors, and corner trim to prevent water infiltration and avoid costly repairs. **Shortcuts:** Feel like you're always caulking? You can cut down on the frequency of this task if you buy high-quality siliconized acrylic latex caulk rated for exterior use. It has good adhesion and flexibility, cleans up easily with water, and is paintable, too. **Call in the pros:** A professional caulking job on an average-size house cost \$178 to \$410.

7. Inspect walkways and driveways

Task: Winter is tough on concrete and asphalt—freeze and thaw cycles can break apart stone and concrete. You'll want to seal cracks with sealant made for the specific material of your driveway or walkway to prevent further damage. **Shortcuts:** Stuff foam backer rods in large cracks to reduce the amount of sealant you'll need. **Call in the pros:** You can hire a handyman to repair cracks and holes for anywhere from \$100 to \$250.

8. Inspect Roof for repairs

Task: Take a close look at your roofing to check for loose and missing shingles, worn and rusted flashing, and cracked boots around vent pipes. **Shortcuts:** Make it easy on yourself by checking your roof with a pair of binoculars while standing firmly—and safely—on the ground. **Call in the pros:** A professional roofing contractor will inspect your roof for free, but will charge for repairs: \$95 to \$127 to replace broken or missing asphalt shingles; \$200 to \$500 to replace boots and flashing.

Exercise Can Boost Your Memory and Thinking Skills



You probably already know that exercising is necessary to preserve muscle strength, keep your heart strong, maintain a healthy body weight, and stave off chronic diseases such as diabetes. But exercise can also help boost your thinking skills. "There's a lot of science behind this," says Dr. Scott McGinnis, an instructor in neurology at Harvard Medical School.

Exercise boosts your memory and thinking skills both directly and indirectly. It acts directly on the body by stimulating physiological changes such as reductions in insulin resistance and inflammation, along with encouraging production of growth factors – chemicals that affect the growth of new blood vessels in the brain, and even the abundance, survival, and overall health of new brain cells.

It also acts directly on the brain itself. Many studies have suggested that the parts of the brain that control thinking and memory are larger in volume in people who exercise than in people who don't. "Even more exciting is the finding that engaging in a program of regular exercise of moderate intensity over six months or a year is associated with an increase in the volume of selected brain regions," says Dr. McGinnis.

Exercise can also boost memory and thinking indirectly by improving mood and sleep, and by reducing stress and anxiety. Problems in these areas frequently cause or contribute to cognitive impairment.

Is one exercise better than another in terms of brain health? We don't know the answer to this question, because almost all of the research so far has looked at walking. "But it's likely that other forms of aerobic exercise that get your heart pumping might yield similar benefits," explains Dr. McGinnis.

A study published in the *Journal of the American Geriatrics Society* found that tai chi showed the potential to enhance cognitive function in older adults, especially in the realm of executive function, which manages cognitive processes such as planning, working memory, attention, problem solving, and verbal reasoning. That may be because tai chi, a martial art that involves slow, focused movements, requires learning and memorizing new skills and movement patterns.

Dr. McGinnis recommends establishing exercise as a habit, almost like taking prescription medication. And since several studies have shown that it takes about six months to start reaping the cognitive benefits of exercise, he reminds you to be patient as you look for the first results – and to then continue exercising for life.

St Patrick's Day

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

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

