

SEPTEMBER NEWSLETTER

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Sales Contest

#2032 Richard Myers \$500

Fast Food Employees of the Month

Dominique Johnson's Area:

Full-time: Britton's Neck Subway

- Madison Foxworth - Always willing to learn new things

Part-time: Britton's Neck Subway

- Demetrius Long - Always on time and very fast learner

Crystal Church's Area:

Full-time: Walnut Grove Subway

- Hannah Pearson - Always dependable and always on time.

Part-time: Boiling Springs Subway

- Kaliph Booker - Outstanding employee

July MANAGERS OF THE MONTH

Name	Division	Location	Award
Christie Grenon	Div I	2032 Hayesville	July 2026
Theresa Koon	Div II	2018 Cowpens	July 2026
Tiffany Gleaton	Div III	3004 Orangeburg	July 2026
Ashley Gillespie	Div IV	4002 Speedway	July 2026
Margaret Lipsey	Fast Food Division	2305 Walnut Grove Subway	July 2026

Vanguard Open Enrollment



Deadline is 09/30/2025

The company matches 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 of 4% matching contribution from the company to add to your account.

Matching contributions will vest according to the following schedule:

The vesting is based on an employee's hire date so as an example company matching contributions that start this summer will be 100% vested by any current participants with 6 years or more seniority.



Year 1

10%



Year 2

20%



Year 3

40%



Year 4

60%



Year 5

80%



Year 6

100%



[https://my.vanguardplan.com/
vanguard/account/login](https://my.vanguardplan.com/vanguard/account/login)



Customer Service
Phone Number:
866-794-2145



From the President's Desk

September is special because it marks the transition from summer to autumn, bringing seasonal changes, major cultural observances, and important awareness months. The autumnal Equinox is September 22 this year. The Equinox marks the official start of fall in the Northern Hemisphere and spring in the Southern Hemisphere. If you were born this month, you know your birthstone is the sapphire, symbolizing wisdom, truth, and loyalty.

Hispanic Heritage Month: Celebrated from September 15 to October 15 to honor the histories, cultures, and contributions of Hispanic and Latino Americans.

Labor Day: Observed on the first Monday of the month in the United States and Canada.

Patriot Day: Observed on September 11 in the U.S. to remember the victims of the 2001 attacks. Never forget!

We expect the new Sylva location to be open by the end of this month, and we have broken ground on our next new location in the Myrtle Beach area. Exciting times for Hotspot! It is only possible because we take care of our customers. Rob Jordan mentioned in a recent email that "Customer service begins as soon as the customer pulls in the parking and ends when they pull out." Good advice. Keep that in mind and we will be able to continue to grow opportunities for both the company and all of us.

Fast, Friendly & Clean!
Harvey Hicks



September Birthdays

ARRINGTON, ASHLEY	2028	HUNTER, REBECCA	6004
AUTHEMENT, BRIAN	2995	JACKSON, NANCY	6007
BENJAMIN, QUAMEL	1609	JENNINGS, AZARIA	2013
BLUE, JONATHAN	2032	JOHNSON, SHAWN	2017
BROWN, AMBER	1201	JONES, KYLEIGH	2305
BURNSIDE, ISAIAH	2019	JORDAN, WILTON II	2985
BURTON, SABRINA	6004	KELIHKULI, VENUS	4005
CARROLL, HETTIE	1103	LAYE, JENNIFER	2019
CHANDLER, KYETA	1601	LEWIS, WILLIAM	4005
COCHRAN, ALANA	2304	LIMEHOUSE, SHARON	1601
COLQUHOUN, SUSAN	6004	LISTER, ALYSSA	2017
COMEAX, ELISE	2008	LOFTIN, MADISON	2011
CORBI, VICTORIA	6005	LYONS, VICKIE	6005
COUICK, TONYA	2005	MARSHALL, JOSHUA	6002
COVERT, JAIDYN	2017	MARTIN, SHANNON	2995
COVINGTON, KATHRYN	2999	MCCLURE, CHRISTINA	2032
CRUZ, NORA	2032	MERCER, TABATHA	3005
CURRY, WILLIAM	2005	MILLER, DANIEL	2988
DENNY, JAMES	2990	MUNOZ ACOSTA, JORGE CARLOS	2900
DINGLE, AZALEE	2304	NASH, KELLY	2019
DORSEY, TIFANI	5003	NATIONS, SHANE	2997
ELMORE, CARLOS	6005	NICHOLSON, CHRISTINA	1601
EVANS, JAKAYLA	2304	OWENS, MCKENZIE	3005
FERRELL, BREANNA	2005	PEACE, TRACY	2999
FLUHARTY, EMMA	2022	PEARSON, MONAISIA	2028
FORSTER, DEBORAH	2025	PHILLIPS, JENNILEIGH	4002
GARCIA MENDOZA, FLADIMIR	2025	PRUITT, BRITTANY	2018
GARGIULO, THOMAS	4002	RASNIC, JOSHUA	2025
GENWRIGHT, SHAIRON	2028	REED, ANTHONY	2010
GOMEZ, ARTURO	4005	REED, JORDAN	2024
GOSSETT, RUBY LOUISE	2999	ROGERS, DELANTA	2308
GRANT, COURTNEY	4005	ROMICH, BRENDA	2999
GRAY, JANILAH	2306	RUSH, CHRISTINA	1607
GREEN, ANGEL	2303	SANDERS, SANDRA	6005
GROOMS, DAWN	2999	SEXTON, JAIDYN	1607
HAGER, DYLAN	2018	SHERBERT, PRESTON	2303
HALL, RAVEN	2018	SHIRLEY, JOHNATHAN	2009
HALLEMAN, WILLIAM	2008	SMITH, SKYE	1609
HARVEY FISHTORN, KAYLA	2013	SPENCER, SAMANTHA	2013
HENDERSON, JEREMY	3004	THOMAS, VICTORIA	5004
HERNANDEZ-PEREZ, LAURA	2042	TILLIE, ROLLIN	2983
HOLBERT, ALEXIS	2019	VEREEN, SKYLAR	2028
HUDSON, STEPHANIE	6007		
HUNTER, REBECCA	6004		

EMPLOYEE SPOTLIGHT

Ashley Gillespie

**Manager at Speedway
since July 2026**

4 years with Hot Spot

**Started at the Pickens store
in 2022**

**Transferred to the Easley
store at the end of 2022**

- Deli team member then Assistant Manager in October 2025
- Management experience in disabilities services and apartments

**Hot Spot was my first
retail job, and it is
where I have grown
the most**

**The most
rewarding
part is our
customers.**

**Outside of work, I
enjoy time with my
husband and
and three
children, reading,
and quiet time
at home.**

**Thanks, Hot Spot,
for the opportunity.**





SPOTLIGHT EMPLOYEE OF THE MONTH



TARA BROADWAY

"I'm a loving and family-oriented person who enjoys spending quality time with my babies and loved ones. One of my favorite things to do is go to the lake with my babies and enjoy swimming together. I also enjoy watching TV, cooking, shopping, and making memories with my family. I've been with the company for a little over a year, and I'm grateful for the experience and opportunities."

FROM BRITTON NECK SUBWAY # 2308

June Employees of the Month

Great Job and Congratulations to the employees listed below



Hot Spot

EMPLOYEE OF THE MONTH



Andy's Area

2011	REBECCA LERMINIAUX
2013	JEFFERY DARR
2018	APRIL JONES
2035	JAMES BOVIN
4005	NAKISHA SMITH
5003	TROY CREASMAN
6002	NICHOLE SMITH



Amanda's Area

1102	RONALD DYER
2008	TYLER QUEEN
2025	PETRA LEMIEUX
2032	DEVIN SHAFER
5002	DAKOTA HATLEY
5004	VILMA BANG



Debbie's Area

2005	TRACY DEAN
2010	MELINDA MAAS
2017	Faybian Trigueros
2019	Jennifer Laye
2042	LANA PHILLIPS
2043	Ronald Wilder
6004	Stephanie Rittenburg
6007	JAMES WRIGHT



Jennifer's Area

1103	Brandon Miller
1601	Larry Evan
1607	Jaidyn Sexton
1608	Donna Wharam
2021	Candice Wilber
2024	Jordan Reed
2027	Linda Harris
2028	Skylar Vereen



Michelle's Area

1201	Amber Brown
2009	Ashley Casey
2022	Marsha Wernet
3003	Hillary Smith
3004	Keisha Gibbs
4002	Fernando Neigh
4004	Jacob Sherf
8001	Jessica Serrato



GREAT JOB



Drug and Alcohol Impairment

At a convenience store, impairment can put employees, customers, and the business at risk.



Unsafe stocking, lifting, and ladder use can cause serious injuries.



Impaired judgment can lead to cash-handling errors and missed safety checks.



Slower reactions increase the risk of slips, spills, burns, and equipment injuries.



Impairment can cause mistakes when serving customers, handling products, or operating equipment.



Fatigue and poor coordination can make opening, closing, and cleaning unsafe.



Impairment can increase conflict with customers and make emergencies harder to manage.



It can put coworkers and customers at risk throughout the store.



Advise employees to stay fit for duty and speak up about workplace safety concerns.

REFERRAL BONUS

This program applies to ALL employees, except management. Employees will receive a **\$200 bonus for referrals that are still employed after 60 days.**

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

HOT SPOT

PROMOTION VALID:
September 1st - October 31st

GIANTS

**2 for
\$10**

Cashews 4oz



ALBANESE

**ONLY
\$2** each

Gummj 7-7.5oz & True to Fruit 5oz



CATTLEMAN'S

**2 for
\$5**

Sticks 9.0oz



RUDOLPH'S

**2 for
\$5**

Southern Recipe



- 1 cashier winner for each of the 4 divisions, **\$500** per item
- 1 store manager winner for each of the 4 divisions, **\$250** per item
- 1 overall district manager for each contest, **\$250** 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

Work Well, Live Well.



A fulfilling life is built on more than professional success. It also depends on health, meaningful relationships, personal growth, and time to recharge. When we learn to work well and live well, we create a balanced lifestyle that supports both achievement and happiness.



Working well begins with focus and purpose. Setting clear goals, organizing priorities, and managing time effectively can make each day more productive. It is also important to communicate openly, stay adaptable, and continue learning. These habits help us handle challenges with confidence while reducing unnecessary stress.



Living well means caring for the whole person. Regular movement, nourishing food, quality sleep, and moments of relaxation all contribute to greater energy and well-being. Time spent with family, friends, and personal interests is equally valuable.



Balance does not mean dividing every moment equally between work and personal life. Instead, it means giving attention to what matters most at the right time. Setting healthy boundaries, taking meaningful breaks, and making space for rest can improve concentration and creativity.



Ultimately, working well and living well is an ongoing practice. With intention and balance, we can pursue success without losing sight of the life that makes success worthwhile.

Teaching Children to Be Better Problem Solvers

If you are a parent of a young child, here's a "formula" for teaching problem solving:

1) Encourage the child to explain the situation needing a fix, solution, or answer. 2) Ask questions that prompt critical thinking and solutions. 3) Help the child break the problem up into smaller parts. Tackle one piece at a time. 4) Let the child brainstorm for answers. 5) Guide the child to the solution. 6) Praise the effort. 7) Talk about mistakes as learning tools and being okay. 8) Have a post-event discussion and reflect on the steps to solving a problem. For more opportunities to learn the problem-solving process, create problems. Example: "I don't know what to make for dinner, but this is what we have in the refrigerator."



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 control—reaction, 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 day!



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").



Reduce Customer Service Stress with Accurate Empathy

With customer complaints, try listening for what is not being said. You may hear anger, but is the deeper issue disappointment? If so, saying, "I know you are disappointed" will demonstrate more accurate empathy. It zeros in on the real emotional target. This can calm your customer faster. It takes practice, but don't be surprised if, as a bonus, you get an apology for the overly emotional behavior. Rather than stress out over customers who are complaining, practice accurate empathy to improve customer service and increase your job satisfaction by possibly having less stressful days.



SEPTEMBER IS CHILDHOOD CANCER AWARENESS MONTH

Every September, a gold ribbon is shown to commemorate Childhood Cancer Awareness Month.



Every year, approximately 300,000 families around the world will hear hear, “Your child has cancer.”

Awareness, education, and support of childhood cancer are vital.

Childhood Cancer Awareness Month

A photograph of three glass cups filled with a layered dessert. The base is a dark brown layer of crushed cookies. The middle layer is a thick, orange-colored pumpkin mixture. The top layer is a dollop of white whipped cream, garnished with a cinnamon stick, a small piece of pecan, and a dusting of brown powder. The cups are arranged on a rustic wooden surface. In the background, there are whole pumpkins, dried orange slices, and autumn leaves. The lighting is warm and soft, creating a cozy fall atmosphere.

Maple Pumpkin Crunch Cups

A viral fall treat

Ingredients

1 cup pumpkin purée
1/2 cup maple syrup
1 teaspoon pumpkin spice
2 cups crushed
cinnamon cookies
1 cup whipped cream

Directions

Layer cookie crumbs, pumpkin mixture, and whipped cream. Chill 30 minutes, then finish with a maple drizzle and a pinch of pumpkin spice.