

Weekly Newsletter

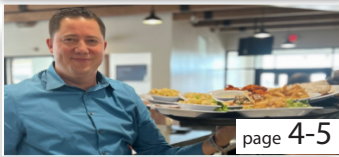
THE KENT COMPANIES

Making your life
easy

October 13, 2022

Period 11, Week 2

Food Service News



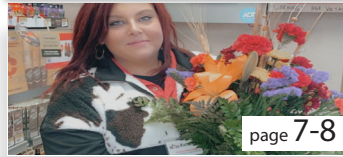
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CORPORATE NEWS

Happy Birthday, Bill Kent!

Today we got together to celebrate the legend himself, Mr. Bill Kent. Thanks to everyone who came down, and those from out of town that joined via video chat. From all of us here in The Kent Companies, we wish you a very special and happy birthday.

Also, a massive shout out of appreciation to Allison, who cooked and organized everything. Thank you for all your hard work and please send in your cake recipe for next weeks newsletter.



CORPORATE NEWS

Flu Season is upon us. We have coordinated with WesTex Urgent Care this year to administer flu shots. All Team Members have the option of going to any of our WesTex Clinics throughout the week of 10/17/22-10/21/2. All clinics are open Monday-Friday from 8am to 7pm. Clinics are located at:

210 W. Longview Ave Suite A - Midland, Texas
3401 Greenbriar Dr. #200 - Midland, Texas
1941 E 37th Street - Odessa, Texas

Team Members can also stop by either the Midland Corporate Office on Monday, 10/17 from 10AM-12PM and 2PM-4PM or the Odessa Training Office on Wednesday, 10/19 from 10AM-2PM to receive their flu shots. All flu shots are free for Team Members, so plan on stopping by and get protected from the flu this season.

Our Midland Corporate Office is located at: 3510 N A St, Midland, TX 79705
The Odessa Training Office is at: 4271 Andrews Hwy, Odessa, TX 79762



WHY I LOVE MY JOB:

"I've been blessed in so many ways working for The Kent Companies, our people come together to rally and help a family member in need, no matter the circumstances, Kent always comes through. I have seen success and growth over the years that no other company that's family owned and operated can touch. I'm honored to be a part of the Kent Family. People from all over the company will help other team members in need in a drop of a hat. That's the love and commitment that I see in the company. Our leaders have developed us into what we are, I have many mentors that are past and present. I am very thankful and appreciative of what I've achieved over the last 20 years. I'd love other Team Members to see this and realize we're more than a company, we are a family. I'm living proof of that." - David T.



OPEN ENROLLMENT ANNOUNCEMENT

Open Enrollment is Here!

Open Enrollment starts Monday, October 17th. That means it's time for you select your 2023 benefits!

What is Open Enrollment (OE)?

Open Enrollment is a once-a-year opportunity where benefits-eligible employees can enroll in or make changes to benefits for themselves and those who are covered under their benefit plans.

When is Open enrollment?

Open Enrollment for the 2023 plan year begins October 17, 2022 and will end on December 2, 2022.

Do you need re-enroll if you are currently enrolled?

Yes. Due to all the changes, if a Team Member does not attend open enrollment to re-enroll or fails to contact us, their insurance benefits will be terminated 12/31/2022.

2023 Open Enrollment Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
<u>October 17</u> All Midland locations at the Midland Office (3510 N A St.) Corporate 10am-12pm - Non-Corporate 2-4pm	<u>October 18</u> All TN locations at the Fayetteville Office (105 Algeria St) 8am-5pm - All Midland locations at the Midland Office (3510 N A St.) Corporate 10am-12pm - Non-Corporate 2-4pm	<u>October 19</u> All TN locations at the Fayetteville Office (105 Algeria St) 8am-5pm - All Odessa locations at the Odessa Office (4271 Andrews Hwy) 8am-5pm	<u>October 20</u> All TN locations at 905 in Ardmore, TN 9am-12pm	<u>October 21</u> Virtual Meetings (call-in info will be sent the day before the event) - Non-Corporate 10am - Corporate 2pm
<u>October 24</u>	<u>October 25</u> All SC/NC locations at the Bountyland Office (1510 Blue Ridge Blvd #202) 8am-5pm	<u>October 26</u> All SC/NC locations at the Bountyland Office (1510 Blue Ridge Blvd #202) 8am-5pm	<u>October 27</u> Big Spring 9am-11am - Colorado City 1-3pm	<u>October 28</u> Big Lake 9-11am - San Angelo (inside HH 1107) 1pm-5pm
<u>October 31</u> All Odessa locations at the Odessa Office (4271 Andrews Hwy) 8am-5pm	<u>November 1</u>	<u>November 2</u> All Ft. Stockton locations 401 10am-11:30am 402 12pm-1pm 403 1:30pm-2:30pm 404 3pm-4pm	<u>November 3</u> All Monahans locations (inside HH 724) 9am-1pm - Kent Tire 2pm-4pm	<u>November 4</u> All Kermit locations (inside HH 725) 9am-1pm - Kent Tire 2-3pm
<u>November 7</u> Haskell 9am-12pm - Tye 2pm-4pm	<u>November 8</u> Lubbock 10am-1pm	<u>November 9</u> Guymon 8am-10am - Perryton 12pm-3pm	<u>November 10</u> Highlands, NC 10am-1pm	<u>November 11</u> All SC/NC locations at the Bountyland Office (1510 Blue Ridge Blvd #202) 8am-5pm
<u>November 14</u> Graford 468 11am-1pm - Mineral Wells 462,466,467 2pm-7pm	<u>November 15</u> Weatherford 461 8am-9:30am - Willow Park 465 11am-2pm	<u>November 16</u> Gun Barrel City 8am-10am - Waco 615 2pm-4pm	<u>November 17</u> Waco 616 8am-10am - 610 10:30am-12pm - 601 12:30pm-2pm	<u>November 18</u>
<u>November 21</u> Alamogordo 11am-6pm	<u>November 22</u>	<u>November 23</u>	<u>November 24</u>	<u>November 25</u>
<u>November 28</u> All Midland locations at the Midland Office (3510 N A St.) Corporate 10am-12pm - Non-Corporate 2-4pm	<u>November 29</u> Houston (inside Prince Signs)	<u>November 30</u> Houston (inside Prince Signs)	<u>December 1</u> Virtual Meeting (call-in info will be sent the day before the event) - Non-Corporate 10am - Corporate 2pm	<u>December 2</u> <i>Last Day to Enroll</i> Virtual Meeting (call-in info will be sent the day before the event) - Non-Corporate 10am - Corporate 2pm

FOOD SERVICE NEWS



Hayley and her Mega BLT's at Rustic 905.



Amber's kiddos really love the french toast she makes for us at Rustic 501.



Rustic 440 would like to welcome Austin to the Rustic family.



Beatrice training on hotbox pizza at Rustic 315.



Rustic 315 is glad to have Maria (Eloise) back from vacation. It was a well deserved vacation, but she is a big asset to our location.



Bri is cross training Lela for the kitchen. Way to go!



Noah's project 2022 taste of Haskell was a success! Sandy and her Team at Rustic 440 did a great job. Guests were amazed by our pizzas.



Mr. Kent came to Rustic 4219 and enjoyed some Really Good Food with Jacob Baker as his server.



Kaden Ward was happy to meet Bill at Rustic 4219.



You are not a true success unless you are helping others be successful! Gabe, our Director of Operations, is helping serve Really Good Food at Rustic 321. Opening soon!

FOOD SERVICE NEWS



Rustic 440 had 20 little 3-4 year old kiddos visit for a Really Good Burger. All the Guests left happy!



Elena making Really Good pizzas for our hotbox at Rustic 440.



Amanda making sure our sidewalks are clean for our Guests at Rustic 501.



Cruz scooping ice cream for a shake.



1492 getting ready for Halloween.



Huddle 1079 wants to welcome Tiffany to our Team!



930 crew working hard, thanks for all you do!



Great job HH 1107 for making 100 on your health inspection. This Team rocks!



MEET OUR LEADERSHIP TEAM

David Land II

Director of Marketing for Eastern Region

What do you feel is the biggest strength of our company right now?

I admire the attitude, work ethic and knowledge of our team members. The smiling faces and welcoming attitudes they show our Guests each day creates a culture that keeps them coming back to shop at Kent Kwik.

What goal do you have for the company?

My main goal for our company is to continue to keep our Guest our number one priority while growing to become one of the leading retailers of our industry.

What was your first job?

When I was turned 15 and was able to drive, I worked at Bountyland #5 (Kent Kwik 705) on the weekends throughout high school.

What was the path you took to get to where you are today?

I started working full time at Bountyland #1 (Kent Kwik 701) after graduating Clemson University in 2009. I was promoted to assistant manager and then managed another location that was owned by Bountyland called "The Wall of Beer". In 2015, Bountyland wanted to take the next step and begin using PDI. At that point, I moved into the office and took over our PDI projects. In October of 2021, Kent Kwik purchased Bountyland, and I joined the Marketing team.

What has been your proudest moment?

The birth of my daughter and watching her as she learns new things every day.

What is your favorite memory with the company?

I have already made several great memories in my short time working at Kent Kwik, but one of my favorites must be at Planning Conference when I was able to ride a steer. I had no idea what I was doing, but it was fun! Those animals are amazing.

What are your outside interests?

My favorite things to do are spend time with my family, golf, hunt, go to the lake, and attend sporting events, especially Clemson Football.

Tell me about your family?

My wife Heather and I have been together for over 11 years. We got married in my parents back yard during COVID and on February 2nd, 2021, we were blessed with our daughter Harper James. We also have a four-legged son named Banks. I have a younger sister who is an early childhood education teacher with two daughters and a brother who is an attorney in Charleston, SC. My wonderful parents both live in Seneca, and we are lucky enough to see them all the time.

What is something most people don't know about you?

I have played a round of golf at Augusta National. When I was younger, my dad was invited to play the course and could bring a guest. We scheduled it for my spring break which happened to be 3 weeks before The Masters tournament. It was the last day the course was open to members before tournament preparation, and many professionals were on the course that day getting in practice rounds. It was a once in a lifetime experience.



BOUNTYLAND NEWS



Amanda at 704 getting ready for a busy morning.



Laurie at 703 surprising Cathy with a flower and cookie for her birthday. Happy Birthday, Cathy!



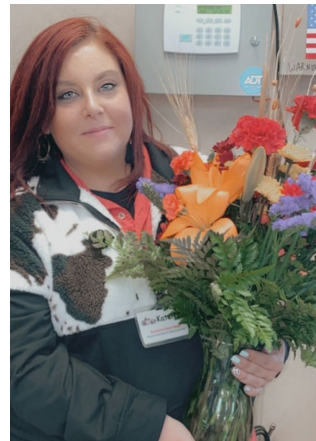
Jorden at 703 showing off her little bundle of joy. Congratulations, Jorden.



Nikki, store manager at 716, is celebrating 8 years with the company. Congratulations, Nikki! We are looking forward to 8 more.



Welcome Amanda at 710 to our Bountyland Team!



Congratulations to Katelyn at 706 on her promotion to Assistant Manager!

KENT KWIK NEWS

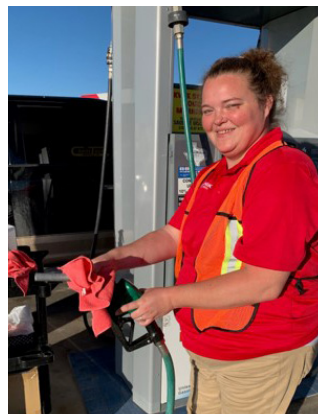


Tish, Gabe, Danielle, and Fred at a recent hiring event.

KENT KWIK NEWS



Great job to stores 219, 312, 316, 411 and 412 for scoring 100% on their safety inspection. Also, 410 which scored 100% on both Operations and safety inspections.



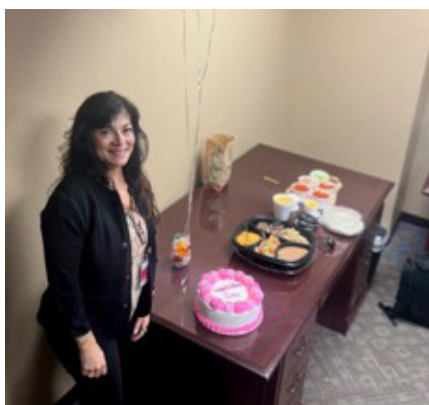
Shelly is following safety procedures by wearing a safety vest while making sure that the gas pumps are nice and clean for the Guests. Great job, Shelly!



Join us in wishing happy birthday to Rhonda from store 321. Happy Birthday Rhonda!



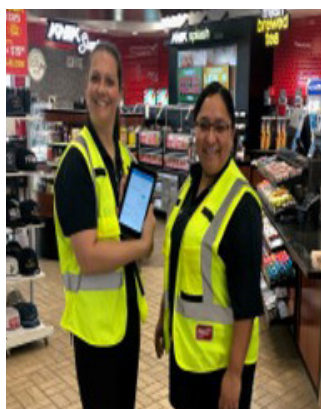
John and Olga having fun while planning their next meeting!



Join us in congratulating Irene Flores on her promotion to Field Coach. She has been with the Kent Companies about a year. Congratulations, Irene!



Brianna with HR is going over policies and benefits with our new Team Members.



Rhonda and Kayla doing their zenput duties at store 325. Way to go!



Join us on wishing good luck to Cynthia on her new stage in life.



Kayla is following procedures when making tea. Great Job!



Arielle is teaching Ashley how to make and wrap juicy hamburgers.

SAFETY NEWS

Keeping Safety in Sight

Nothing is too Small!

Safety Definition: to ensure safe and healthful working conditions for workers by setting and enforcing standards by providing training, outreach, education, and assistance.

Safety! Who cares right? No one pays attention to that! We been doing it this way for years! No one has ever got hurt before! That only happens to stupid people that don't pay attention!

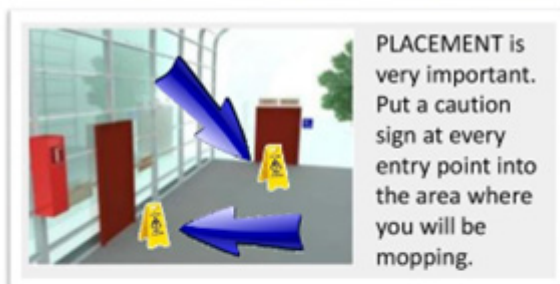
Once upon a time a boss of mine said there is no such thing as an accident, that accidents only happen due to carelessness. I would be curious to see who agrees with that. What are the most common types of injuries and causes of death in the home due to accidents?

Slips, Trips and Falls account for over 33% of all accidents in the workplace. 27% of injury related deaths in the home were due to FALLS. As this winter season comes upon us, please be certain to use the tools at your disposal. Ice melt products for the sidewalks, caution wet floor signs in the doorways and other high traffic areas, routine mopping in those high traffic areas to keep puddles from forming and any other tools that you may know of to keep Team Members and GUEST's safe while visiting our entities.

Preventing accidents and keeping safe is no accident. Do not be careless, Keep Safety in Sight and do not ignore the small stuff, Nothing is Too Small to be addressed.

Please share your feedback through the www.makingyourjobeasy.com portal. Be sure to address it with your name and job title so you can be entered into the drawing!!!

Mopping is not just about cleaning the floor, it's also about keeping people who walk on the floor safe from dirt, soil and slip hazards. Here are some things to keep in mind...



- Do not place too much cleaner in your mop bucket. Follow the product guidelines. More is NOT better.
- Careful not to hit the ceiling with your mop handle when placing in or removing from the mop bucket.
- DO NOT carry items across a wet floor.
- Avoid placing excessive amounts of water down on the floor. Do not 'slop' mop.
- Be sure to change your water frequently, clean your mop head out when done (replace if heavily soiled) and dry upright avoiding its resting on drywall walls or near any type of electrical system, panel or plug.

Use Your PPE

Each job site may have different hazard concerns. Know your mopping PPE and use all such equipment properly every time.

- Wear goggles when filling your mop bucket with chemical.
- Wear ALL required PPE.
- If PPE is not available, STOP, notify your supervisor.



POST caution signs

CAUTION signs must be placed before you start adding any liquid to the floor and remain until the floor is dry. AFTER the floor is dry they must be removed. NEVER leave a wet floor sign on a dry floor.

KLC & CAR WASH NEWS



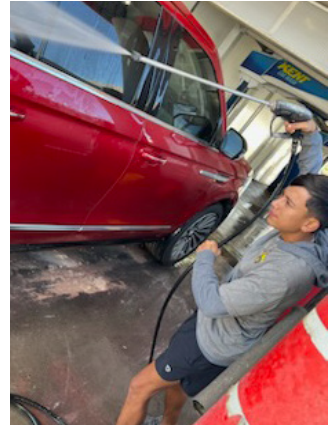
Adrian, Tylik and Brendon from Kent Lube.



Maeson smiling as he washes muddy trucks. Great work!



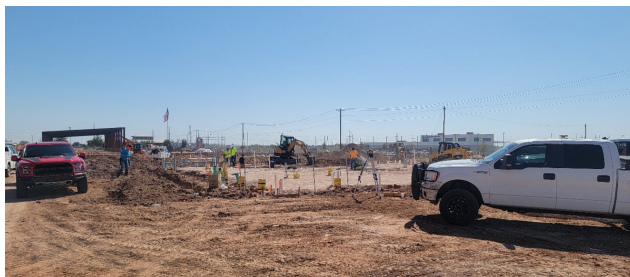
The Team at 318 cleaning the grime off!



CONSTRUCTION NEWS



Store 321 is ready to cross the finish line! We are opening very soon, and the store is looking great!



We've gout our building pad prepped and will be pouring the building slab soon for store 326!



The canopy is up and the building is coming along nicely at store 322.