

Weekly Newsletter

THE KENT COMPANIES

Making your life



November 10, 2022

Period 12, Week 2

Bountyland News



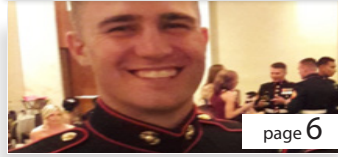
page 4

Safety Message



page 5

EPT News



page 6

Kent Kwik News



page 7-8

CORPORATE NEWS

Thank you to everyone in our Kent Family who is a Veteran. We are externally greatfull for your service to our country, and the work you put in every day to improve our Kent Family. Thank you to all those pictured throughout this weeks newsletter, and any who are not.



John H., Construction Manager.



Tate, Marketing.



Maria M., Pricebook.



Jimmy Y. Jr., Director of Special Projects.



Gerald W., Safety Director.



David T., Maintenance.



Khalil S., Loss Prevention Manager.



Todd W., President, Chief Operations Officer.



Adam S., VP of Strategic Planning and Development.

CORPORATE NEWS

CHRISTMAS BLESSINGS

A TEAM MEMBER CHRISTMAS ASSISTANCE PROGRAM

The Kent Companies realizes the financial strain put on families during the holidays. In an attempt to help, we are bringing the Team Member Christmas assistance program back for the seventh year. The holiday season can be stressful when times are tough, with this program we are here to support our Team Members who are truly struggling this Christmas. Although we would love to fulfill every single request, we will be using funds from The Kent Companies Team Member Assistance Program, so our budget is limited and we can't promise that every submission will be fulfilled. Please be aware of the people who are really in need this year when you submit a request.

Please fill out the form **WITH** much detail as possible. If you have any questions or need help in submitting a request, please email TMA@kentoil.com.

LINK TO FORM HERE:

<https://makingyourjobeasy.com/christmas-blessings/>

**ALL SUBMISSIONS MUST BE SUBMITTED BY
MONDAY, NOVEMBER 28TH**

THE KENT COMPANIES

Making your life

easy

OPEN ENROLLMENT ANNOUNCEMENT

2023

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 termed 12/31/2022.

Please join us at one of our in-person sessions in your town or virtually at one of the scheduled events below:

2023 Open Enrollment Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
November 7 Haskell 9am-12pm - Tye 2pm-4pm	November 8 Lubbock 10am-1pm	November 9 Guymon 8am-10am - Perryton 12pm-3pm	November 10 Highlands, NC 10am-1pm	November 11 All SC/NC locations at the Bountyland Office (1510 Blue Ridge Blvd #202) 8am-5pm
November 14 Graford 468 11am-1pm - Mineral Wells 462,466,467 2pm-7pm	November 15 Weatherford 461 8am-9:30am - Willow Park 465 11am-2pm	November 16 Gun Barrel City 8am-10am - Waco 615 2pm-4pm	November 17 Waco 616 8am-10am - 610 10:30am-12pm - 601 12:30pm-2pm	November 18
November 21 Alamogordo 11am-6pm	November 22	November 23	November 24	November 25
November 28 All Midland locations at the Midland Office (3510 N A St.) Corporate 10am-12pm - Non-Corporate 2-4pm	November 29 Houston (inside Prince Signs)	November 30 Houston (inside Prince Signs)	December 1 Virtual Meeting (call-in info will be sent the day before the event) Non-Corporate 10am - Corporate 2pm	December 2 Last Day to Enroll Virtual Meeting (call-in info will be sent the day before the event) Non-Corporate 10am - Corporate 2pm

BOUNTYLAND NEWS



Welcome to the Team at 705, Amanda!



Katelyn at 706 making sure the cooler looks fantastic! Keep up the good work.



Kristie at 704 keeping things moving by scanning in the grocery order.



Tammy at 706 keeping our location clean!



Falisha at 701 going above and beyond by helping a Guest change the tire on their car.



Shayna at 704 taking care of one of our favorite Guests.



We want to thank some of our Veterans here on the Bountyland Team. On the left, David, from store 701 was in the Air Force from 1976-1981. Jessie, on the right, served in the army and is now part of our HR Team.

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.

In our OPS meeting this week Jimmy Young brought up a good conversation piece. Situational Awareness!!!

Situational Awareness is the Harvard Version. The less sophisticated version of this is, "know what the hell is going on around you".

As the holiday seasons sneak up on us crime rates go up substantially. We often do not think of things in this way. However, the bad guys know that people are more vulnerable around this time of year.

The bet is you out there know of many situations when you should have paid closer attention to the details around you. We would love to hear those comments and concerns. Remember the "What If's". Do not wait until it happens, ask the "What If's Now."

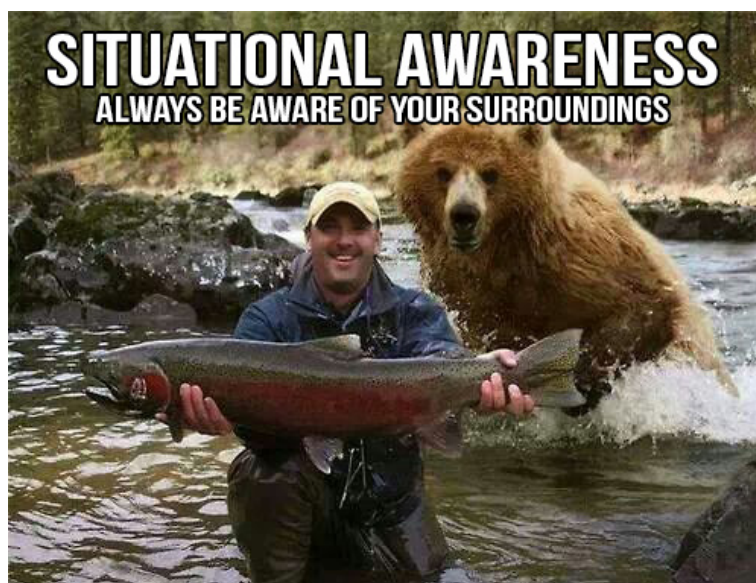
When you leave a store:

Stop at the exit and look out across the parking lot! Do you see anyone "lurking"? Knowing the surroundings is crucial.

The grid here tells a story.

Who are you on the grid? Oblivious, Aware, Alerted?

Oblivious • No attention to surroundings • Asleep • Distracted • "Out to Lunch" Safety depends on luck Not paying attention	Aware • Paying attention • Unconcerned but "scanning the horizon" • Looking for anomalies, something out of place Safety depends on awareness Relaxed but Vigilant
Alerted • Something looks wrong • Considering "what if" threats • Considering defensive options Safety depends on readiness Heightend and focused attention	Action • "What if" threat has become an attack • Not a complete surprise • "Ahead of the game" Safety depends on decisive action Run, Hide, Fight, Tell



EPT NEWS



VETERANS DAY 2022



Express Petro Transportation celebrates and salutes our Veterans! There is just something different about a Veteran, you can spot them from a mile away. Perhaps it's the way they carry themselves or just the way they stand, never giving up that modified "parade rest" or "at ease" stance long after the Drill Instructors / Drill Sergeant's are watching. Perhaps it's the incessive "Yes, sir" or "Yes, Ma'am" that they continue to render no matter how many times you say it is not necessary. One of the biggest traits that we benefit from that stands out is the dedication to duty and the work ethic. EPT is a proud employer of Veterans, and we get a bit excited when we see that designation on their application. Don't get me wrong, all of our drivers do a great job and we value them all. Our Veterans will absolutely separate themselves from the pack.

We have decades of separation in our veteran driver pool. From their 60's to their 20's. Serving in Wars from Vietnam to The Middle East. All branches: Army, Navy, Air Force, and Marines. Our Veterans are:



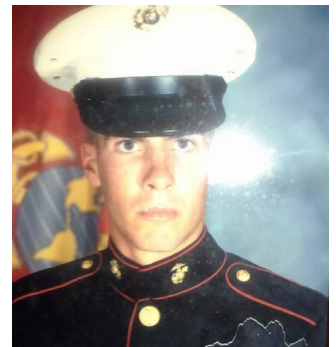
Chance M., Marine Corps



Chris L., Army



Walter E., Marine Corps



Jason S., Marine Corps



Ben A., Marine Corps



Brittney E., Navy

Also not pictured:

Jerry C., Army

Jeff H., Army

John R., Air Force

Carlos R., Marine Corps

KENT KWIK NEWS



This Veterans Day, we want to thank all of our Team Members and their relatives who have served. Thank you to everyone pictured below, and the many more who are part of the Kent Family.



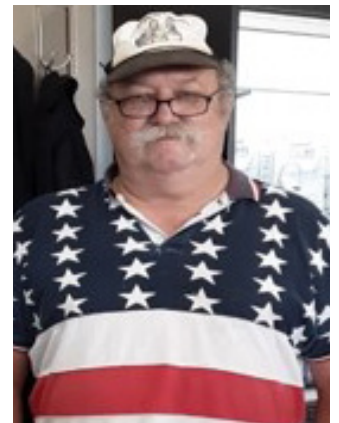
Thank you for your service. My dad, Chevy, served in the army. - Michael.



Joe O., from store 262. He served in the army 1972-1974 and is a Vietnam Veteran.



Christopher A., from store 501.



Jay T., also from store 501.



Will J., Lance's dad was a Commander in the Navy.



Raymond C., is Connie's dad. He was a WWII Veteran.



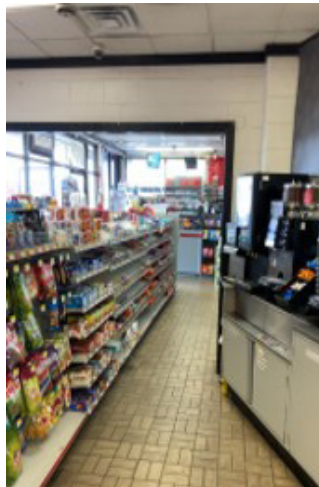
A big thank you to my brother Benny and my dad, Ben for their service. They were in the Army. - Martha.



KENT KWIK NEWS



Great job to stores 202, 208, 211, 215, 303, 317, 410 and 411 for scoring 100% on their safety inspection!



Thank you, Jay, for all the hard work you do at store 317.



Rosie, at store 317, is detailing the gas pumps so that they look great for her Guests. Great job!



Andrew, doing his civic duties. He voted for the first time this week!



Tina, at store 468, proud of her hot box. Looking good!



Welcome our new Team Members this week, Rose (left) and Kassidy (right). We are excited to have you as part of the Team!



Erica, from 317, is a proud mom heading to the football game to cheer for her son!

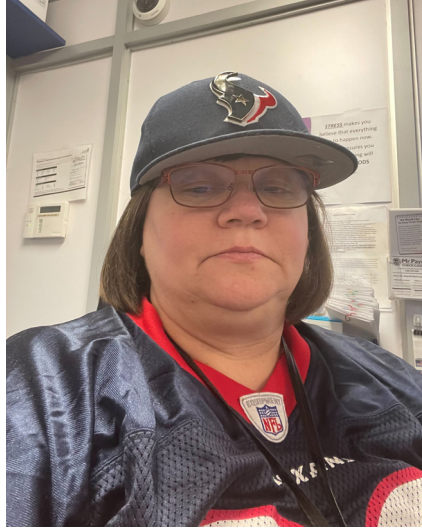
GREAT JOB!

MR. PAYROLL NEWS

The Mr. Payroll Team wanted to share some of their Halloween costumes. Thank you all so much for sharing your pictures with us, the costumes look great!



Two Greek Goddesses, Rosa G. from 2302, and Liz G. from 2315. Also congrats to Rosa on her 10-year Anniversary!



Rachel O., at 2215 is suited up and ready for the big Houston Texans game!



Lisa K., at 2316 is ready to go have a pint or two after a busy day at the tavern.



Jessica L., dressed up at 2206.



Our own little "hunni" bee: Jeanette K.



Vikki V., from 2202, always does a great job dressing up. We also want to wish her a happy birthday, which was on the first of November.

