

Weekly Newsletter

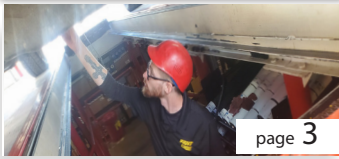
THE KENT COMPANIES

Making your life
easy

Period 13, Week 1

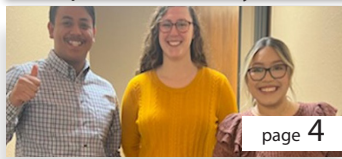
December 1, 2022

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KENT KWIK NEWS



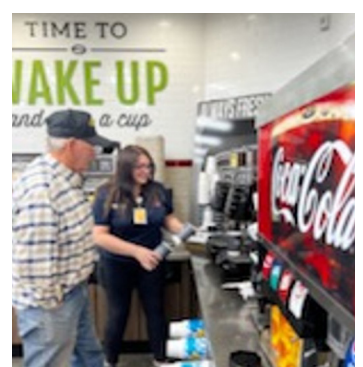
Join us on wishing Happy Birthday to Christian and Taylor from store 316. Happy Birthday!



Having fun while cleaning the parking lot at store 433.



Store 461 is in the Christmas spirit and ready to sell lots of knives.



Emelia at 465 is helping out a regular US Army Veteran with a cup of coffee. Great job Emelia on going above and beyond.



Chris at store 501 is cleaning the pads for all our loyal trucker Guests.



A big thank you to our maintenance Team for cleaning up a gas spill at store 433.



Happy anniversary to Jessica 1 year, Crystal 3 years, and Amy 9 years with the Kent family!



Great job to Brandie M. at store 804 for following company policy and not giving phone numbers out over the phone. Chris and Khalil had called for the store manager's phone number and Brandie let them know she doesn't give anyone's number out. Afterwards she called the store manager to ask for permission to give out her phone number. Great job Brandie! - Misty



KENT KWIK NEWS



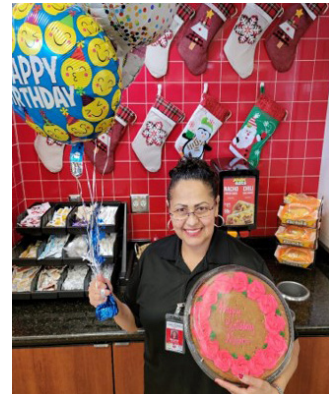
Nellie and Rosa having fun at store 468 while they wait on Guests.



A big thank you to our auditors for everything they do.



The Team at store 302 giving thanks and celebrating the holiday



Celebrating Maggie's birthday today and the entire month of December! Happy birthday, Maggie.



Setting up for Thanksgiving at store 312.



Team celebrating at store 433.



Beautiful view at store 317.



Nicole W. and Team 318 were recognized by a Guest for demonstrating the Guest Bill of Rights, specifically for a clean, inviting, well stocked store and a friendly, hospitable, trained Team! Great job Nicole and Team 318.



Our Team helping stock up the ice cream freezer.



Michael from store 317 has been enjoying training at the Baskin Robbins in his store. "I made my first kid scoop, looks like they liked it!"

KENT KWIK NEWS



Had the pleasure of volunteering, serving meals to food challenged families today with Curbside Bistro and Alex Barrientos. Nice to get involved with the communities we serve. -Jimmy

KENT LUBE CENTER NEWS



The Team at Kent Lube taking care of business! Great work Team.



GOOGLE



11/28/22

Kent Lube, 1609 a Rankin Highway, Midland, TX, 79701, US (...)

The workers were friendly and knowledgeable. Pep by far was the most top notch employee, he found our problem and quickly found the solution. The entire staff was courteous and time efficient. I will tell people that this location is the best in the Permian area.

Raymond "Ray Ray" Bryant



Positive reviews like this show the power of great service and taking care of the Guest. Not only can we earn lifetime Guests, we get word of mouth and support across our community. Great work to Pep and the whole Kent Lube Team.

CORPORATE NEWS



We want to give a massive thank you to our HR Team for everything you do behind the scenes.



Join us in wishing a happy birthday to Mason (left) and Khalil (right), who both celebrated birthdays this week.



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.

Situational Awareness: is being aware of what is happening around you in terms of where you are, where you are supposed to be, and whether anyone or anything around you is a threat to your health and safety.

Many of us get early starts to the day. You Store Managers out there get really early starts, well before dark. That translates to getting to work in the dark. If you are like me, I am still asleep when I get here and that can be dangerous.

The specific danger to be discussed today is the dark. A couple of questions to ask yourself before you open that car door, what is going on around me, is there anyone in the parking lot, is there someone at the door waiting, is there a blind spot someone might be hiding in? I am certain you can think of others as well.

We know everyone wanted another thing to do each day but, take a moment when you pull up anywhere and look around. Specifically, in a quiet area, the bad guys, watch us and learn our patterns. Change the routine every so often. Pull up to the fuel pumps and look at your store from a different one each day, in bigger locations drive the perimeter of the parking lot daily, even backing into your parking spot can be enough. Utilize this time to focus on what is next, make a note of your lighting is something missing or not working properly? You "openers" have a ton of things to be worried about you might find that a using a couple of moments to take a deep breath, look around say a little prayer even, will help to focus on the day's events.

Become aware of the blind spots, hiding places, notice other's routines, and be suspicious. Most of all trust your instincts. Have you encountered any situational awareness moments? Share those thoughts with us. We have many people here that want to make sure you feel safe, safety is more than just the hands and feet part, it is the head and heart part as well.

Please share any comments, questions, concerns, suggestions to safety@kentoil.com and remember nothing is too small when keeping safety in sight.

OPEN ENROLLMENT ANNOUNCEMENT

This is the last reminder that Open Enrollment ends this week. If you still haven't enrolled for the year, there is one last virtual meeting tomorrow you can attend.

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
<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



Hannah and Hayley cooked up an amazing turkey for Thanksgiving at 905.



Rustic 321, April and Amanda ready to take care of our Guest!



Lorena at Rustic 315 is always happy to make sur the line looks great for our Guests.

FOOD SERVICE NEWS



Brennan always going above and beyond for our Guests at Rustic 501.



Melody decorating for the holidays.



Stephanie at Baskin 1493 (left), and Lex Ana at Baskin 1492 (right) ready to serve our Guests.



Jessie and Stephanie having fun at Baskin 1491.



Rustic 321 serving really good food!



905, Mrs. Janet taking a lovely Guest's order!



Laughing while working makes the day that much better at Rustic 321.



Rustic 440, Elena getting food ready for cold box as always with a smile.

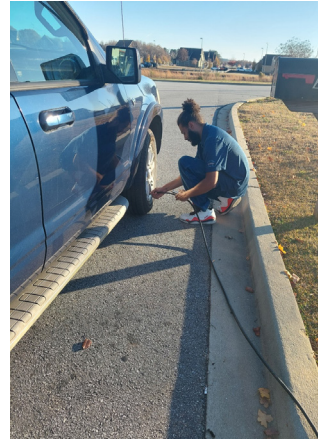
BOUNTYLAND NEWS



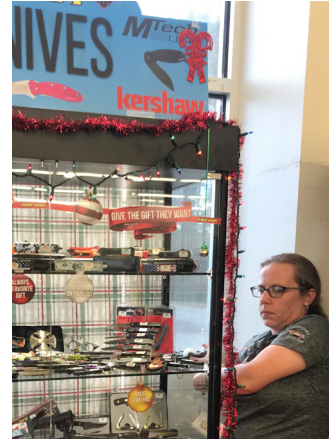
We would like to welcome Shernee to our Team at 703. We are excited to have you join our Team.



Tonya at 704 is getting the roller grill ready for the lunch rush. Thank you for your hard work!



Xavier at 716 is showing off his Guest driven abilities. Thanks for always making sure our Guests are taken care of.



Shayna has the knife case stocked, cleaned and decorated for the next few weeks of sales. Keep up the great work!



Welcome to our Team Krystal at 704. Already keeping the front doors clean and inviting for our Guests.



Ashleigh at 705 is getting her store and Team into the holiday spirit by getting her tree put up.



Little Bit helping a Guest with some car trouble. Way to go above and beyond for our Guest!



The Team at 701 was spending some time together after Thanksgiving. Jesse from HR and his kids joined in with them. They all enjoyed their time together.