

Weekly Newsletter

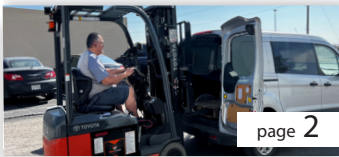
THE KENT COMPANIES

Making your life
easy

Period 5, Week 4

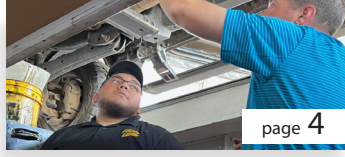
May 11, 2023

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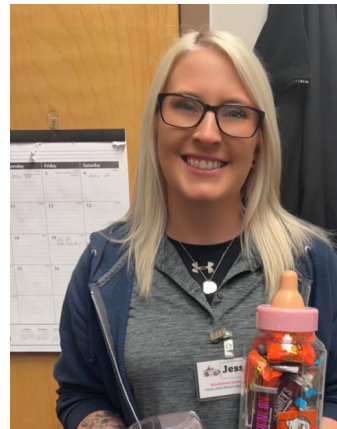
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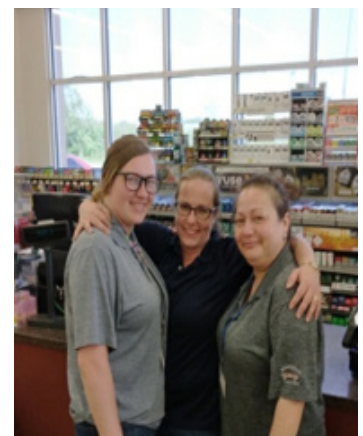
BOUNTYLAND NEWS



We've got a lot of birthday celebrating going on at 701. Hope you all had a fun and blessed day. From left to right; Brittany, Dave, Jessica, and Tryston. Happy Birthday, everyone.



Denise and Tracy spending some quality time away from the store to discuss summer plans for 701.



Congratulations to our 2023 Kent Madness Champions Shayna and her Team at store 704! Impressive victory from start to finish! Great job!

SCHOLARSHIP ANNOUNCEMENT



Our West Texas Strong Memorial Scholarship Program just went live! This scholarship program works to bring our community closer together by assisting residents of Midland or Odessa who plan to continue their education in college or vocational school programs. If you or someone you know is a Midland or Odessa resident planning to enroll full-time in college or technical school in the fall, encourage them to apply! The scholarship provides \$2,500 to three recipients for use on tuition, fees, books and other supplies. All you need to apply is a current transcript of grades uploaded to: https://learnmore.scholarsapply.org/westtexasstrong/?fbclid=IwAR3LhFeRY5QaM5hH_GrvYo3i1KV3k6VFBkvgWdKx117W6ft9ZM20IPLD9p4. If you need assistance getting a transcript with your grades please contact your current school administration for help. Applications need to be submitted by May 25th, so get yours in soon!

DISTRIBUTION CENTER NEWS



Trinidad is an expert with his forklift skills! From quickly moving about the warehouse to loading a pallet of signage into the Brand Development van he makes it look easy. Thanks for all your help and special thanks to our drivers for helping distribute signage to some of our out of town stores. You all are greatly appreciated.

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.

This past week we saw another active shooter situation, this time in Allen, TX. The takeaway from this is, what are you going to do if it happens to you? Now is the time to think about it. It is real, folks. Take it seriously!

This active shooter thing has become a reality for many people lately. For whatever reason, people are emboldened enough to act on their emotions and evil thoughts.

Some will say take away the guns, but how did Cain kill Able? We cannot be sure. So, someone that is willing to kill will do so, whether it is a rock, a knife or with their bare hands.

There are two types of people you cannot stop, maybe more, but these two are certain to be at the top of the list.

- A Person Willing to Do for Their Cause
- A Person that has Nothing Left to Lose

Give yourself a minute to think about it. There is desperation all around us. We do not heed the warning signs of such, though, because we are unaware. We have our own issues in life to deal with, right? Some of the things we can do to protect ourselves are to be situationally aware of what is going on with our fellow Team Members.

Is someone struggling at home? Do you know of abuse or problems with a co-worker? Did you hear someone discussing that they would kill the whole damned bunch? Has someone said, I am tired of this I am going to buy a gun and take care of it?

It is everyone's responsibility in society to try to alert the proper people or authorities if you believe someone is unstable enough to act on their emotions. The one thing we can do is notice the warning signs, do a little homework about those warning signs and situational awareness and alert someone. We are all in this together; you can make a difference!

HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

QUICKLY DETERMINE THE MOST REASONABLE WAY TO PROTECT YOUR OWN LIFE. CUSTOMERS AND CLIENTS ARE LIKELY TO FOLLOW THE LEAD OF EMPLOYEES AND MANAGERS DURING AN ACTIVE SHOOTER SITUATION.

1. Run

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2. Hide

- Hide in an area out of the active shooter's view.
- Block entry to your hiding place and lock the doors

3. Fight

- As a last resort and only when your life is in imminent danger.
- Attempt to incapacitate the active shooter
- Act with physical aggression and throw items at the active shooter

**CALL 911 WHEN IT
IS SAFE TO DO SO**

HOW TO RESPOND WHEN LAW ENFORCEMENT ARRIVES ON THE SCENE

1. HOW YOU SHOULD REACT WHEN LAW ENFORCEMENT ARRIVES:

- Remain calm, and follow officers' instructions
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as attempting to hold on to them for safety
- Avoid pointing, screaming and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

2. INFORMATION YOU SHOULD PROVIDE TO LAW ENFORCEMENT OR 911 OPERATOR:

- Location of the victims and the active shooter
- Number of shooters, if more than one
- Physical description of shooter/s
- Number and type of weapons held by the shooter/s
- Number of potential victims at the location

RECOGNIZING SIGNS OF POTENTIAL WORKPLACE VIOLENCE

AN ACTIVE SHOOTER MAY BE A CURRENT OR FORMER EMPLOYEE. ALERT YOUR HUMAN RESOURCES DEPARTMENT IF YOU BELIEVE AN EMPLOYEE EXHIBITS POTENTIALLY VIOLENT BEHAVIOR. INDICATORS OF POTENTIALLY VIOLENT BEHAVIOR MAY INCLUDE ONE OR MORE OF THE FOLLOWING:

- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism, and/or vague physical complaints
- Depression/Withdrawal
- Increased severe mood swings, and noticeably unstable or emotional responses
- Increasingly talks of problems at home
- Increase in unsolicited comments about violence, firearms, and other dangerous weapons and violent crimes

MR.PAYROLL NEWS



Our Mr.Payroll Coordinator, Liz, celebrated her 4-year anniversary with us. Thank you for being such a valuable Team Member.

LUBE CENTER NEWS

Wesley taking a moment to help out down in the Lube Center! Great to see our leaders always willing to get hands on with the day to day work.



WESTEX NEWS



Join us in celebrating April birthdays at Westex Urgent Care! From left to right; Haley, DeeAnn, Ramon and Tanya. Also not pictured; Victoria, Synthia and Stephanie. Hope everyone had an amazing birthday!

EPT NEWS

We have two new faces at Express Petro Transportation. Both of these exceptional drivers have been driving for a while in different fields and are ready to show their stuff as fuel haulers. Express Petro has the trainers and Team to make these guys professional fuel haulers and we look forward to seeing what they can do.



Meet Laverne C. (Left),

Laverne is a Native of Los Angeles California and has lived in the Midland area for a little over a year. He is married with 3 kids and one on the way. He likes to try new things, and that includes being a fuel hauler. Laverne has been driving since 2015 and has worked in a bunch of different industries including crude oil. He is very happy to be joining the EPT family.

Meet Orlando R. (Right),

Orlando is former sand and water hauler. He even worked for himself doing hot shots. He has also decided to try his hand at hauling fuel. Orlando is 33 years old, he is single and ready to mingle. He is originally from the Big Bend area but has lived in Odessa most of his life.



FOOD SERVICE NEWS



Team 319 hard at work in our Midland commissary. Great job adapting and working hard everyone!



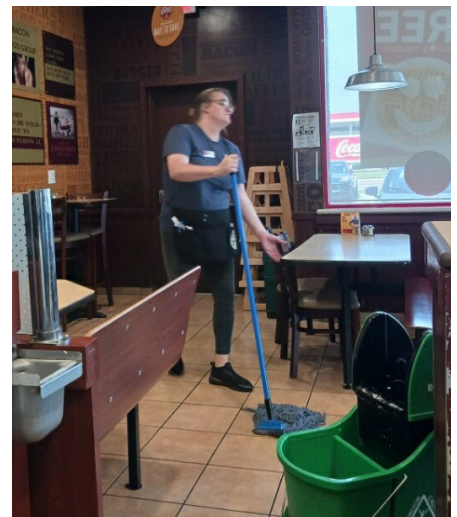
Melissa testing her new salsa recipe with the crew at 321.



Bryce is training our new Huddle House 591 cook, Amanda!



Thomas training new cook, Desirae, at Huddle House 1107!



Thank you, Brandi, for keeping the floor clean for our Guests at Huddle House 591.

TRAINING NEWS

Recently we loaded a few of our Team Members into the SchooX learning management system. This platform will be a place for everyone to receive training of all kinds. We hope to add everyone systematically over the next few months until all team members are included.



The system works this way:

1. You receive an invite from The Kent Companies
2. This invite is sent to your personal email address:
 - a. This email is the one you gave to HR when you onboarded.
 - b. It may go to your spam email, so be sure to check this out.
3. HR will send you a text message when we have sent your invite:
 - a. We are not asking you to complete this task on your personal device.
 - b. Please go to the company computer or your stores zenput tablet and utilize the SchooX app.
4. When you receive this text message:
 - a. Got to your personal email address.
 - b. Find the invite and login.
 - c. If no invite is there, look in your spam folder.
 - d. If no invite is there contact your SchooX admin team below.
5. If you have issues logging in, please reach out to:
 - a. Mason McClendon, mmclendon@kentoil.com
 - b. Gerald Wheelus, gwheelus@kentoil.com
6. Please leave your contact information in the email, and we will get back to you as soon as possible.
7. Most important: hourly team members must be paid to complete all training.
8. One of the first assignments will be to acknowledge the training disclaimer wavier stating that you understand we will never ask you to perform or complete training while off of the clock.
9. Again! If you have issues logging in please reach out to:
 - a. Mason McClendon, mmclendon@kentoil.com
 - b. Gerald Wheelus, gwheelus@kentoil.com



Please Log In

gwheelus@kentoil.com

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Login

[Forgot your password?](#)

or Sign in with

Third Party Login

Login with Facebook

Sign in with Google

HotSchedules Login

KENT KWIK NEWS



Team Kent Kwik Spectrum represent! Thank you all for your hard work, we appreciate everything you do and love having you on the Team.



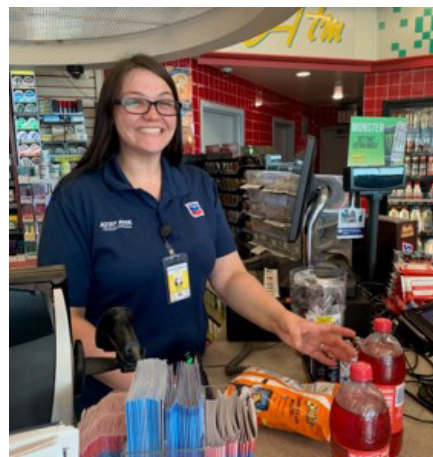
440 had some pretty cool Guests this week! Thanks for stopping by.



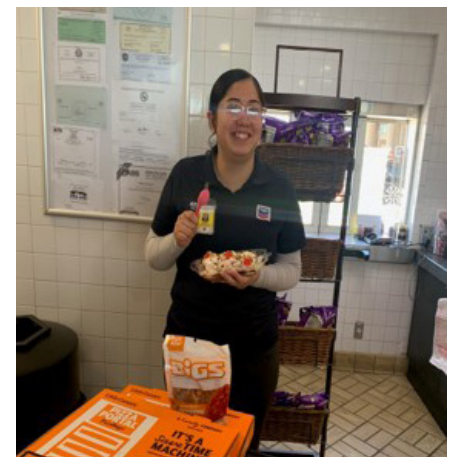
Join us in celebrating Olga's Birthday. Happy Birthday, Olga! Thank you for everything you do.



"Thank you to my Team at store 301 for record sales last week. Teamwork makes the dream work" - Lorena



Thank you so much to Emilia for coming from Mineral Wells to help out!

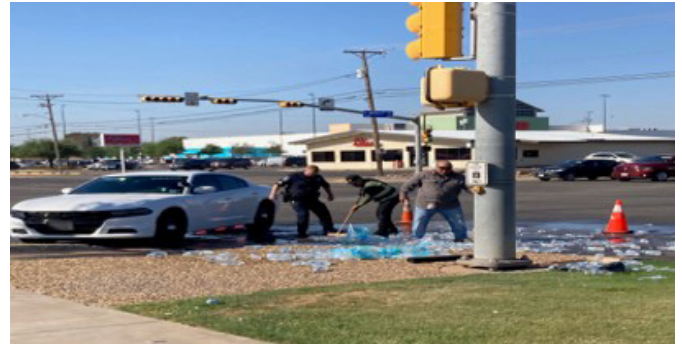


Happy Birthday to Isabel from store 317.

KENT KWIK NEWS



Happy Mother's Day to all of our Kent Moms. We hope you have a great weekend!



Going above and beyond! A big thank you to Polo, our Porter, for helping during a bottle spill next to the store he was working at. Great job!



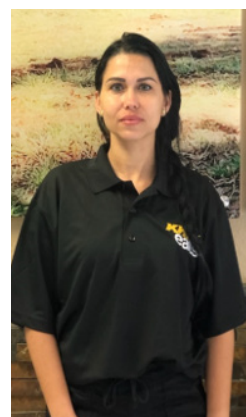
Great job to the following stores on going above and beyond by taking care of safety. They scored 100% on their safety inspection. Great work stores 220, 315, 320, 325, 402 and 440.



Happy one year anniversary to Lanelle, from store 214.



Congratulations to stores 214, 219, 302, 315, 317, 318, 321, 322 and 325 for outstanding sales for the week! Keep up the great work!



Welcome our new Team Members for the week! From left to right; Darien, Donovan, Darian, Mirelys, Jacquesse and Zion.