

Weekly Newsletter

THE KENT COMPANIES

Making your life



November 16, 2023

Period 12, Week 3

Bountyland News



Food Service News



Kent Kwik News



Tom Thumb News



CHRISTMAS BLESSINGS

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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 eighth 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 as 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
THURSDAY, NOVEMBER 30TH**

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OPEN ENROLLMENT

Don't forget that open enrollment is going on right now for all Members of the company. This includes free medical insurance for all Team Members and Assistant Managers as well as other adjustments for Corporate Team Members. You must enroll or re-enroll in benefits by **November 30th** or you will not have insurance for 2024. Take a minute to look over your options and enroll. If you have any questions please reach out to our benefits Team by calling 432-520-4000 or emailing benefits@kentoil.com

THE KENT COMPANIES

HAVE YOU ENROLLED IN YOUR BENEFITS YET?

Don't miss your opportunity to enroll in benefits for 2024!

Important Announcements:

- **Free medical insurance for all Team Members and Assistant Managers (paid 100% by the company.)** Team Members must enroll in the benefit during open enrollment in order to receive the free health insurance.
- **Corporate health insurance has changed to Cigna with lower weekly rates.** Corporate Team Members must enroll in benefits during open enrollment in order to receive the health insurance starting January 1.



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 12/31/2023.

Download the 2024 Benefits Guides here:

[Corporate Benefit Guide](#)
[Non-Corporate Benefit Guide](#)

How to enroll?

You can make your benefit elections at <http://boss.employeenavigator.com>

- Click: Register as a New User (link can be found toward the bottom of the page)
- Create Your Account using the name and information your pay stub
Company Identifier: KentCo

FAQ'S:

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 2024 plan year begins November 6, 2023 and will end on November 30, 2023.

How to enroll?

You can make your benefit elections at <http://boss.employeenavigator.com>.

- Click: Register as a New User (link can be found toward the bottom of the page)
- Create Your Account using the name and information your pay stub
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Will there be an enrollment meeting?

Yes, and we encourage you to attend! In-person meetings will be held on throughout the enrollment period in your town ([click here to view open enrollment calendar](#))

Can't attend in person? No problem. Join us for one of the Virtual Sessions listed below. (More information on these sessions will be sent out closer to each event.)

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 12/31/2023.

How do I know if I am corporate or non-corporate?

- All Team Members and Assistant managers qualify for non-corporate.
- Managers, Field Coaches, Office/support, EPT, Prince Signs, and Westex qualify for the Corporate benefit offerings

How do I pay for the benefits that I select?

During the enrollment process, you will see the total deduction amount per pay period. These deductions will be from your weekly paycheck. Please keep in mind that you are committing to make this payment each week for the entire year of 2024, unless you have a qualifying life changing event.

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 12/31/2023.

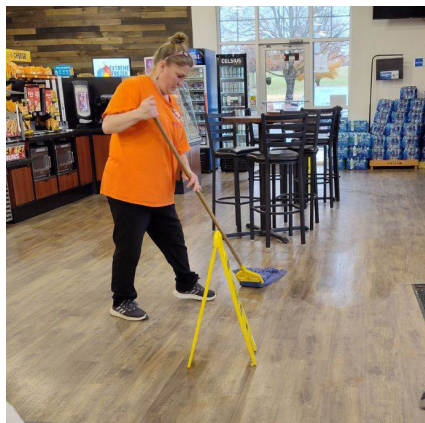
What if I have questions?

Have benefits questions or need help enrolling? Contact our benefits department at 432-520-4000 or email benefits@kentoil.com

BOUNTYLAND NEWS



Emma, at 716, celebrated her 1 year anniversary with us. We are so glad you joined our Team and look forward to many more years with you.



Jennifer is zoned in on cleaning the floors. Thanks so much for all your hard work and dedication.



Michelle, at 716, is celebrating her Birthday. Happy Birthday, Michelle! Hope your day was extra special!



We would like to welcome three new Team Members to our Team in Highlands, NC. We are glad you all joined our Team and are looking forward to working with you all and watching you grow.



KENT FUELS NEWS



Garrett, and his fiancé Yatsiri, drove to Dallas this past weekend to compete in the Tough Mudder 2023! Way to go!

SAFETY NEWS

Keeping Safety in Sight

Nothing is too Small!

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

Please be careful and prepare for travel this holiday season. It is going to be cold this weekend so be prepared!



FOOD SERVICE NEWS



Everton, working hard and developing his Subway skills. Here he is with his very first Guest! Great job stepping up to the challenge and leading by example, Everton.

FOOD SERVICE NEWS



Sugey, Subway Manager, introducing a Guest to the new "Grab & Go" program. Fantastic way to delight the Guest and build sales.



Kellen and Greg working behind the line to make some amazing sandwiches for our Guests.



Mark ensuring all of 1107 dishes are nice and sanitized for our Guests.



Devon, Jesse, Tessa and Nichole ensuring we are taking care of our veterans with free MVP breakfasts.



Baskin Robbins 1493, cross functioning with 317 to provide our Guest with 31 flavors of joy!



Danielle, creating magic at the 1491 Baskin Robbins!



Subway 9953 received an A rating on their quarterly Subway inspection. Here Yani, Greg, manager Maria, and Fred celebrate the achievement!



Huddle House, 805, treating our community of veterans and active military to a great meal on veterans day.



Huddle House 591, demonstrating the Kent Guest Bill of Rights, Guest by Guest! Huddle up!

FOOD SERVICE NEWS



A big thank you for Tonja for helping support Huddle 805 and our veterans



Huddle House 591! Huddle on in for a best in class Guest experience.



WESTEX NEWS

Meet Damary, NCRT

Damary earned her Certified Phlebotomy Tech from Midland College and recently trained for her Non-Certified Radiologic Tech (NCRT). Before joining us at WestTex Urgent Care, Damary worked as a secretary and bookkeeper for 7 years with various companies. She also worked as a phlebotomist in the Midland Memorial Hospital ER from 2019-2020.

Damary has been with WestTex Urgent Care for almost two years and is currently working on earning her certification as a Medical Assistant (MA). She has two sisters and a brother, and enjoys traveling in their RV, decorating her home, and trying new restaurants!



MR. PAYROLL NEWS



(Left): This past Saturday was Ms. Tericka's Birthday! Thank you for being a part of our Team! We hope you had a wonderful day!

(Right): Happy 11 year anniversary, Ms. Rosa G. at 2302! Thank you so much for all your hard work and dedication.



KENT KWIK NEWS



Happy Birthday to Elda, and happy work Anniversary to Rosa, 11 years, and Amy 10 years! Thank you all for being a part of our Team!



Meet our new hire class this week; Archie, Jacob and Abby. Welcome to the Team everyone!



401 Ft. Stockton. Team 401 celebrating Diamond's birthday.



New hire class getting some great pump cleaning training from Sam at Kent Kwik 317.



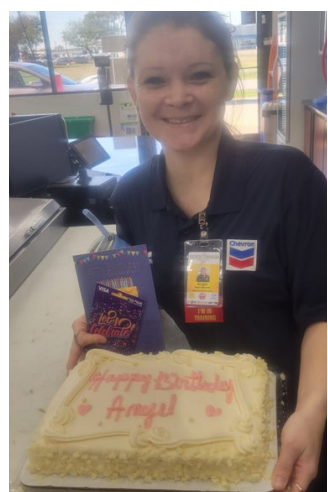
Happy 11 year work anniversary to Maria at 315!



Olga, getting hands on and making fresh cookies and muffins for our Guests!



Happy Birthday, Ashley, from Team 440!



Join us in celebrating Angel's birthday at 615! Happy birthday, Angel!

TOM THUMB NEWS

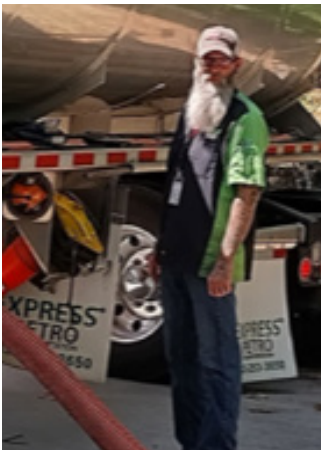


The Florida Keys welcomes superstar, Fred Silhanek, to store 955 and Subway 9955!



Sylvina E., one of Tom Thumb's longest serving Team Members, celebrating her birthday this week at store 956 with Store Manager, Jason. Happy Birthday, Sylvina!

EPT NEWS



Proud Grandpa in the EPT family.

Our South Carolina Team Member and Driver Trainer, Roger Dale Martin, welcomes yet another grandbaby. Pictured is his son Braden (I honestly don't see any resemblance) holding new daughter Charlotte. What a great moment for this family and ours. Congratulations to you and your family, Roger.

CORPORATE NEWS

Congratulations to our favorite video guy, Kevin, for winning a Gold Viddy Award for his LMS Kent Culture Video. Viddy Awards is an international competition honoring video excellence in a digital world. The Judges are industry professionals who look for companies and individuals whose talent exceeds a high standard of excellence and whose work serves as a benchmark for the industry. Kevin's video ranks up there with videos from national brands from all over the country. Kevin's culture video is shown to all new hires and gives them their first impression of The Kent Companies. We are super proud of Kevin and all his hard work. He always makes us look good and makes our company better as a whole.

