

Weekly Newsletter

THE KENT COMPANIES

Making your life

easy

November 22, 2023

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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 terminated 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

WESTEX NEWS



Lots of progress on our New Midland clinic 9107. We are excited to have this one open soon!



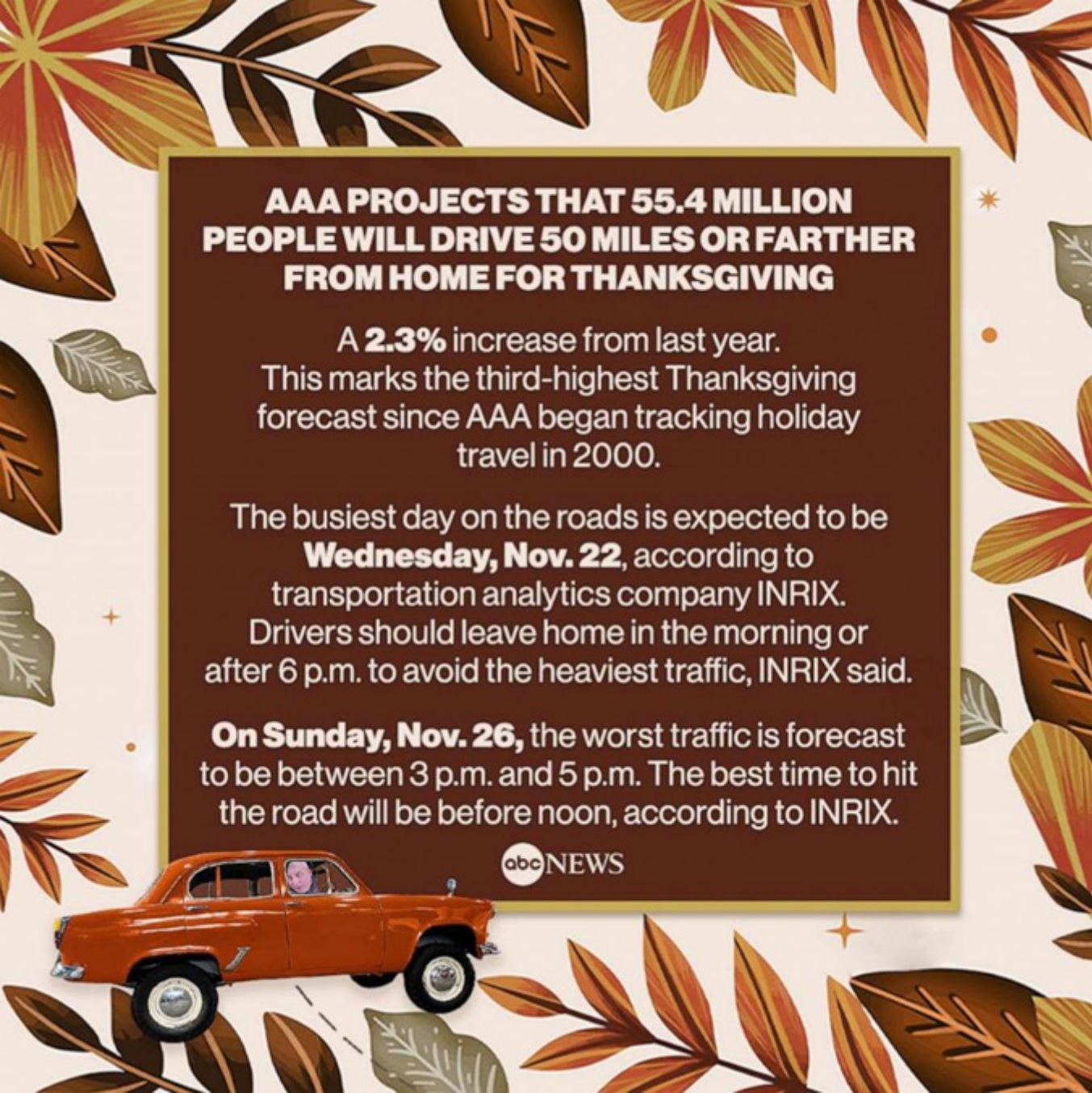
We're also celebrating some very special November birthdays this month! Happy birthday to Karen (left), FN-C, enjoying her favorite baked potato & brownies, and Taylor, FNP-C (Right).

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.

An infographic with a brown background and a gold border, set against a light background with a pattern of autumn leaves in shades of orange, yellow, and brown. At the bottom left, there is a small illustration of a vintage orange car with a driver. The infographic contains text about Thanksgiving travel forecasts from AAA and INRIX.

AAA PROJECTS THAT 55.4 MILLION PEOPLE WILL DRIVE 50 MILES OR FARTHER FROM HOME FOR THANKSGIVING

A **2.3%** increase from last year.
This marks the third-highest Thanksgiving forecast since AAA began tracking holiday travel in 2000.

The busiest day on the roads is expected to be **Wednesday, Nov. 22**, according to transportation analytics company INRIX. Drivers should leave home in the morning or after 6 p.m. to avoid the heaviest traffic, INRIX said.

On Sunday, Nov. 26, the worst traffic is forecast to be between 3 p.m. and 5 p.m. The best time to hit the road will be before noon, according to INRIX.

abc NEWS

EPT NEWS

Pump offs! Love them or hate them, we gotta do them! Pump off deliveries are responsible for a great deal of the business and income that Express Petro Transportation does. They are quite a bit more challenging than the ordinary gravity drop, but then again there is nothing ordinary about EPT. There is a lot of opportunity for things to go wrong during a pump off so the driver has got to be especially focused on safety and the job at hand. At the end of the day it is one of the things that sets EPT apart from the other carriers. We pride ourselves on this heightened level of service and expertise. #FUELINGYOURLIFE

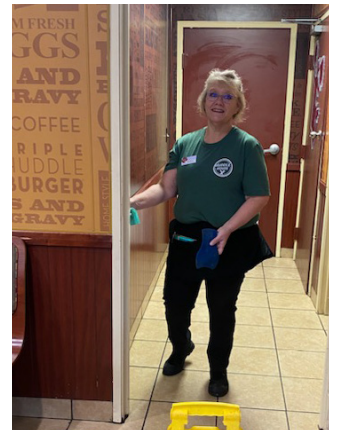


FOOD SERVICE NEWS



Huddle Up! Kermit, Monahans and Fort Stockton celebrating Thanksgiving meals.

FOOD SERVICE NEWS



The amazing Team at Huddle House 591, getting some fall cleaning done for our Guests.

HH 591 welcomes Michelle to the Team!



Misty, at HH 805, getting recognized for excellent Guest service for our Guest.



Huddle House 805 had a big group of military from Dyess AFB! Thank you all for your service.



Joseph and Jesse, at Huddle 1107, ensuring everything is fresh and ready for our Guests.



Huddle 1107, Lindy and Joddie making sure our Guests are well taken care of.

TOM THUMB NEWS



Southern Region Office Team, thankful for our time together.



Kathy, manager at 963, touching up the restroom doors to elevate the Guest experience.



Leyanis, at Subway 9952, preparing sandwiches for the new Grab & Go program!

PRINCE SIGNS NEWS



Check out the menu boards our Prince Signs Team put together for Dunkin Donuts. Great job, Team!

KENT KWIK NEWS



Welcome our new hires for the week; Yolanda, Lucero, Emma and Chessnie.



CONSTRUCTION NEWS



Doesn't look like much, but the lot has been cleared and the fence has been put up for the construction of Kent Kwik 222, Kent Car Wash 222 and WesTex Urgent Care 9109. Our biggest Construction project to date! Really exciting to see all the big things coming!

CONSTRUCTION NEWS



WesTex Urgent Care 9108 in Andrews is trucking right along. We are exciting to have this project coming soon!



306 is getting there! The Team is working on installing new bathroom plumbing in the training center and got a brand new coat of black paint in our C-store ceiling!

MR. PAYROLL NEWS



The Mr. Payroll family would like to send huge appreciation to our amazing bosses Jasmine and Kristi for everything they have done and continue to do for us. Thank you, for never failing to keep us going. We have two amazing leaders whose without we wouldn't be able to be who we are. Thank you both!