

# Weekly Newsletter

THE KENT COMPANIES

Making your life

*easy*

November 30, 2023

Period 13, Week 1

Kent Kwik News



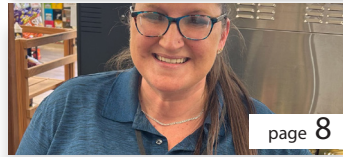
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## CHRISTMAS BLESSINGS

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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](mailto:TMA@kentoil.com).

**LINK TO FORM HERE:**

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

**ALL SUBMISSIONS MUST BE SUBMITTED BY  
FRIDAY, DECEMBER 1<sup>ST</sup> BY 5PM**

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# OPEN ENROLLMENT

**Today is the last day to enroll in benefits for 2024.** It takes about 10 minutes to enroll, so please get this done. As always, if you have any questions please reach out to our benefits Team by calling 432-520-4000 or emailing [benefits@kentoil.com](mailto:benefits@kentoil.com). They are very nice and won't even be that mad at you for waiting until the last minute to get this done.

## 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  
Company Identifier: KentCo

### 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](mailto:benefits@kentoil.com)

# KENT KWIK NEWS

It was an incredible honor to celebrate Constellation Brands one millionth case YTD delivered by Glazer Beer and Beverage. Kent Kwik 221 was selected as the location for the millionth case and we were happy to celebrate such a special occasion. Cheers to the huge milestone, congratulations everyone.



# KENT KWIK NEWS



Welcome our new HR Generalist, Ashley! She's already working hard and getting out to the stores.



Store 204 donated their winnings from a contest to a regular Guest whos fallen on hard times.



Join us in wishing Brandon a very special "happy brithday". Happy birthday, Brandon!



Here are some of the winners of our holiday cash drawing for working over the Thanksgiving weekend. Left to right: Charles at 316, Crystal at 318, Brenda at 320, Mary at 308, and Mercadise at 203. Thank you all for your hard work!



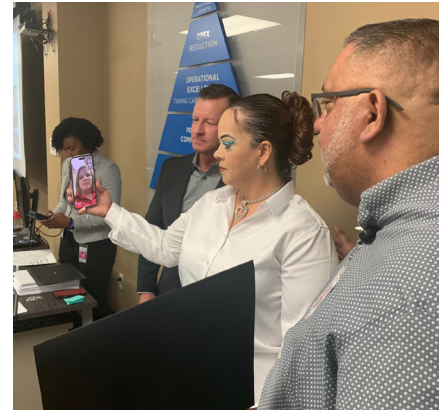
(Left): New hire, Paola, getting some register training at Kent Kwik 326.

(Right): The Team at store 410 came together to cover their store for the holidays. James (not pictured) is the \$100 gift card recipient. Great job on taking care of our Guests!



# KENT KWIK NEWS

Today, at our managers meeting, we took a moment to celebrate and award some of our Team for all their hard work. You all go above and beyond for our Guests every day and truly make our company great. Thank you for everything you do.



## 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.

Proper use of tools are key to safety! Never overload a cart, it can cause injury to the person using it!



# MR. PAYROLL NEWS



Happy belated birthday, Ms. Vikki from 2202!

Ms. Vikki started with us 8 years ago and is known for having amazing Guest service. She loves to swim and spend time with her dogs. She has a daughter in college, a son in the Navy and her youngest son is a relator in Virginia Beach.

Thank you for all your hard work and dedication! We hope you had a wonderful birthday.

# PRINCE SIGNS NEWS

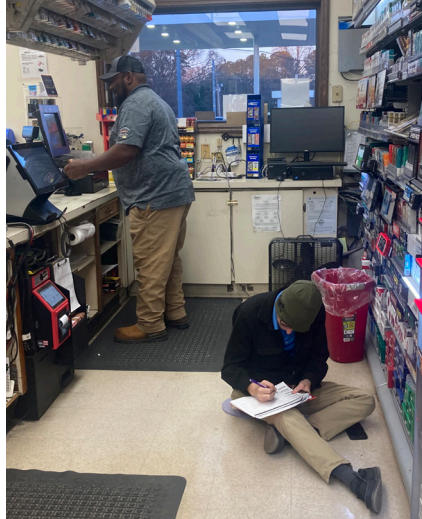


Our Prince Signs Team has been hard at work installing new, modern signs. Check out the awesome work they did on a Dunkin Donuts in Pinehurst, Texas, and the Spark by Hilton signage on I 20 in Midland. Great work, Team!

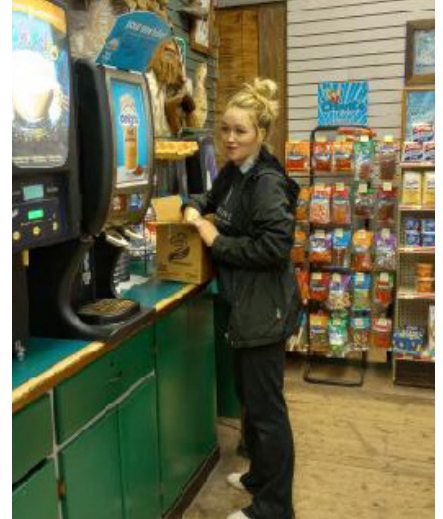
# BOUNTYLAND NEWS



Evelyn, at 716, is working hard in the deli to make sure the hot box is properly stocked for the Guest. You do an amazing job, Evelyn! Keep it up!



Matt, at 703, is zoned in on completing the grocery order and Maurice is making sure the Guests are taken care of. Keep up the good work guys!



Shaylyn, at 709, is making sure the coffee is well stocked for our Guests on this cold morning. Thanks for all your hard work, Shaylyn.



Happy birthday to Amanda at 705! We hope you had an amazing day, Amanda.



Laurel is stocking up the cappuccino for the Guest at 703. She always makes sure everything is well stocked and organized. Keep up the good work!



We would like to welcome Stephanie to the Kent Family as she is our new Manager in Training!

# EPT NEWS

Welcome aboard Michael Migliaccio. Michael is a 34 year veteran of the fuel hauling industry. He comes to us from California where he transported fuel for 28 years before moving to the great state of Texas. Michael breezed through his training were he immediately demonstrated his knowledge and experience. Most of his time in training was spent learning to navigate the software EPT drivers utilize throughout their day. Michael came to EPT already certified to load product at all the terminals currently used. We look forward capitalizing on his experience.



# WESTEX NEWS



Meet Lucy, one of WesTex Urgent Care's Medical Assistants and one of our NCRTs (Non-Certified Radiologic Tech).

Lucy received her academic education in her home country of Maracaibo, Venezuela, at the medical school of La Universidad del Zulia. When she came to the United States in 2017, Lucy earned her Medical Assistant degree from the Texas Medical Board.

Together, with her husband, in 2020, they formed a small business called HerMor's Trucks, for furniture and appliance transportation, installation, and delivery. One of Lucy's goals for 2023 was to get into the health field again, and thanks to the opportunity that WesTex Urgent Care gave her, she began working as a Medical Assistant (MA). This year she also received the X-Ray training to obtain her new license as an NCT, and guess what? Lucy wants to go for more and continue to grow!

Lucy and her husband, Edwin, of 13 years, met on Margarita Island, Venezuela, and moved to Houston, Texas, in 2017. They have 2 beautiful girls, Camille (6) and Sophie (4), and a little 1 year old dog, Oddie, who is their boy! Their family has been part of the Odessa community for the last 3 years.

Lucy loves spending time with her family and is fortunate to have a very large family that has been able to remain united and meet frequently. They love going on trips and seeing other places, especially if there is a beach! Lucy also enjoys watching TV, doing craft activities with her daughters, and cooking delicious things with her husband, "the Chef", and their daughters, "the helpers". Additionally, they enjoy playing Monopoly and BINGO with family and friends when they come to visit and "... se prende la parranda! When we are together!"

\*Editors note according to my sources "se prende la parranda" roughly means "The party is lit up"!

# TOM THUMB NEWS



(Left): Store Manager, Juan Carlos Zepeda, at Kent Kwik 957, ensuring his roller grill is full and fresh for our Guests who are traveling for Thanksgiving.

(Right): Happy birthday to Field Coach Kelynn Cherry. Thank you for all your hard work and great attitude. Hope you had a great birthday.



## FOOD SERVICE NEWS



Lots to be thankful for this year. Team 440 getting together to celebrate Thanksgiving as a Team!

## DISTRIBUTION CENTER NEWS



Jerry, Robert, and Trinidad teaming up on orders for delivery to a Kent Kwik near you!



Nan and Jerry have been busy working inventory and building orders for our partners on the East Coast.