

The Kent Companies

NEWSLETTER

Period 11, Week 3

October 22, 2026



A NOTE FROM LEADERSHIP

EVAN BLACK

CHIEF FINANCIAL OFFICER

Hi, Team Members-

For those I haven't had the privilege of meeting yet, I'm Evan, and I joined The Kent Companies in June of last year. I oversee our Accounting, Finance, Technology, Risk Management, and Permits teams. I don't think I've had a dull day yet in the 479 days that I've worked here—but who's counting?!

Before joining Kent, I spent my career in accounting and finance, starting as an auditor at a large accounting firm before spending over a decade in various roles at Amazon. I know "auditor" and "Amazon" don't exactly make me sound like a bundle of fun, but please try not to hold it against me. In my spare time, you can usually find me reading a book, arguing about the latest movie release, or trying to teach my bulldog, Abe, to stop jumping up on people (he's five, so it's probably a lost cause at this point).

As a relative newcomer to The Kent Companies, one thing that has really stood out to me is just how much this company has grown. I imagine that when you're part of that growth every day, it's easy to lose sight of just how big and complex our organization has become. Coming in with a fresh perspective, I've been amazed by the number of businesses we operate, the number of states we're in, the wonderful people who keep everything running, and the tremendous opportunities we have ahead of us.

With that kind of growth comes the need to keep improving how we do things. My goal is to help make sure our teams, systems, and processes continue to grow alongside the business, while making life a little easier for the Team Members who make it all happen.

Most importantly, I want to thank each of you for the work you do every day. Whether you're serving our Guests directly or supporting our operations behind the scenes, you're the reason Kent has become what it is today. I genuinely feel privileged to work alongside all of you, and I'm excited to be part of what comes next!

— Evan

P.S. I realize this photo of me isn't doing much to dispel the "auditor" and "Amazon" stereotypes, but it was the only one I had.

What's Cooking in Food Service?

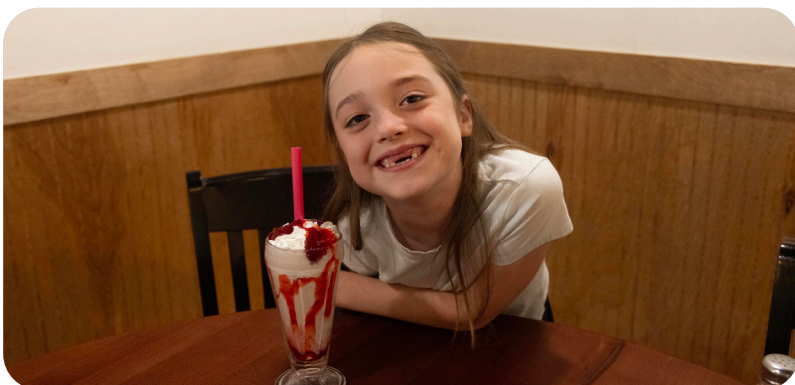


Shaking Things Up at Rustic Cafe!

Rustic Cafe introduced its Milkshake of the Month this year, giving Guests a new specialty flavor to try each month! Each milkshake features a different combination of flavors and toppings, adding something new to the menu throughout the year.

Some of this year's flavors have included August's Salted Caramel Pretzel, September's Strawberry Cheesecake, and October's Halloween-inspired milkshake.

The new monthly feature has been a great way to introduce fun, seasonal flavors and give Guests something to look forward to. Be sure to stop by Rustic Cafe and try the latest creation!





The Latest from Kent Car Wash

New Roles, New Opportunities!



Congratulations, Anabel!

We're excited to congratulate Anabel Hernandez on her promotion to Store Manager at 126!

This is an exciting milestone in Anabel's career, and we're proud to see her take this next step with The Kent Companies. Stepping into a management position comes with new responsibilities and opportunities, and we're excited to see Anabel continue to grow as a leader and support her Team in this new role.

Congratulations on your well-deserved promotion, Anabel! We're lucky to have you on our Team!



Congratulations, Mike!

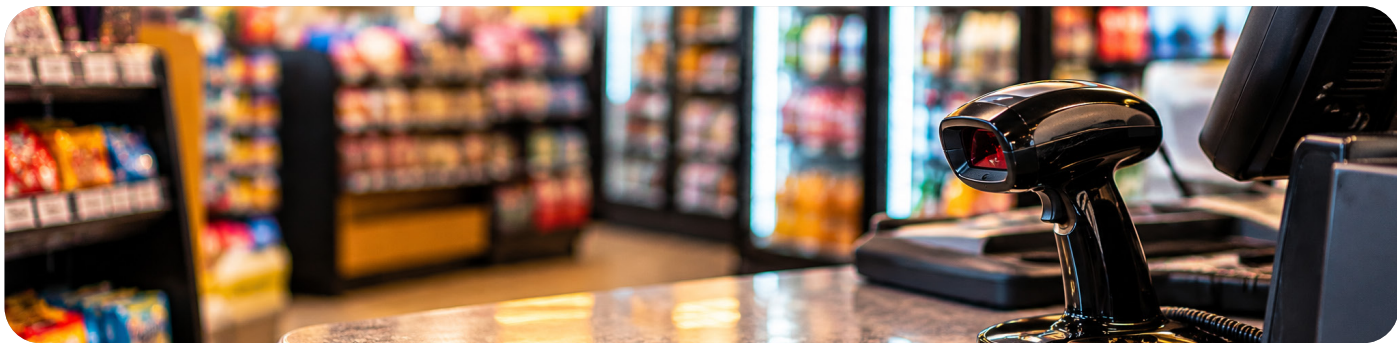
We're excited to congratulate Mike Miller on his promotion to Manager at CW317!

Mike began his career with The Kent Companies at Avis Lube before transitioning into Car Wash Maintenance and later becoming an Assistant Manager. Throughout his time with the company, Mike has continued to grow and take on new responsibilities, leading him to this exciting next step in his career. We're proud to see his hard work and dedication pay off and look forward to seeing him succeed in his new role.

Congratulations on your well-deserved promotion, Mike! We're glad to have you on our Team!

FROM OUR SUPPORT TEAMS

Loss Prevention News



Small Actions, Big Impact!

Loss Prevention Starts With YOU!

Every day, our Team Members play an important role in keeping our stores safe. Whether it's verifying IDs, following cash-handling procedures, or reporting suspicious activity, small actions can make a big difference.

Loss Prevention is about more than preventing theft. It's about protecting our Team Members, Guests, and stores. Remember to stay alert, speak up when something doesn't seem right, and never put yourself in danger to prevent a theft.

See It. Report It. Prevent It.

Meet Sergio!

Sergio serves as an Operations Manager overseeing ATMs for Kent Kwik, where he focuses on supporting his Team and keeping daily operations running smoothly. He values teamwork, communication, and accountability and is always looking for opportunities to grow as a leader.

Outside of work, Sergio enjoys staying active, focusing on fitness, and learning new things. He's always finding new topics to explore, sometimes getting so caught up watching videos that he forgets to get some sleep! With a great sense of humor and a positive attitude, Sergio believes a well-timed joke can make even the busiest workday a little better.



BIG NEWS FROM THE EAST



Giving Back in Highlands, NC!

Our two Kent Kwik locations in Highlands, North Carolina, recently had the opportunity to support Highlands School by helping raise money for its Student Council!

Amy and her fellow Team Member enjoyed spending time with the students and principals, who shared their appreciation for the continued support from our stores. It's always rewarding to see our Teams getting involved and making a difference in their local communities!



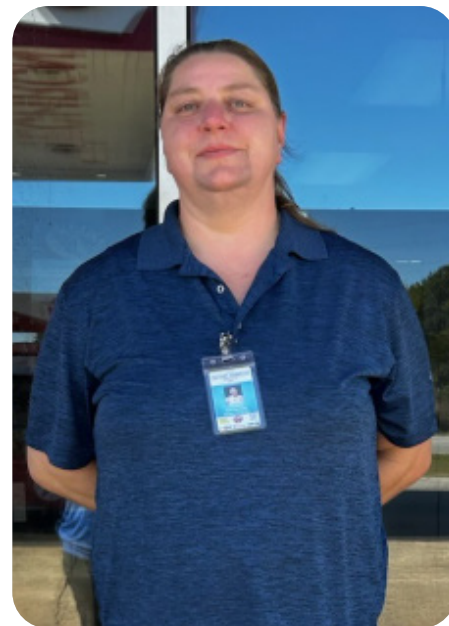
Celebrating Our Newest Managers!

We're excited to congratulate Heather Carroll (right) at Store 706 and Evelyn Vasquez (left) at Store 710 in South Carolina on their promotions to Manager!

Both ladies have shown hard work and dedication to their Teams, and we're proud to recognize them as they take this exciting next step in their careers. Their leadership will play an important role in the continued success of their stores, and we can't wait to see all they accomplish in their new positions.

Congratulations, Heather and Evelyn! We're lucky to have you both on our Team!

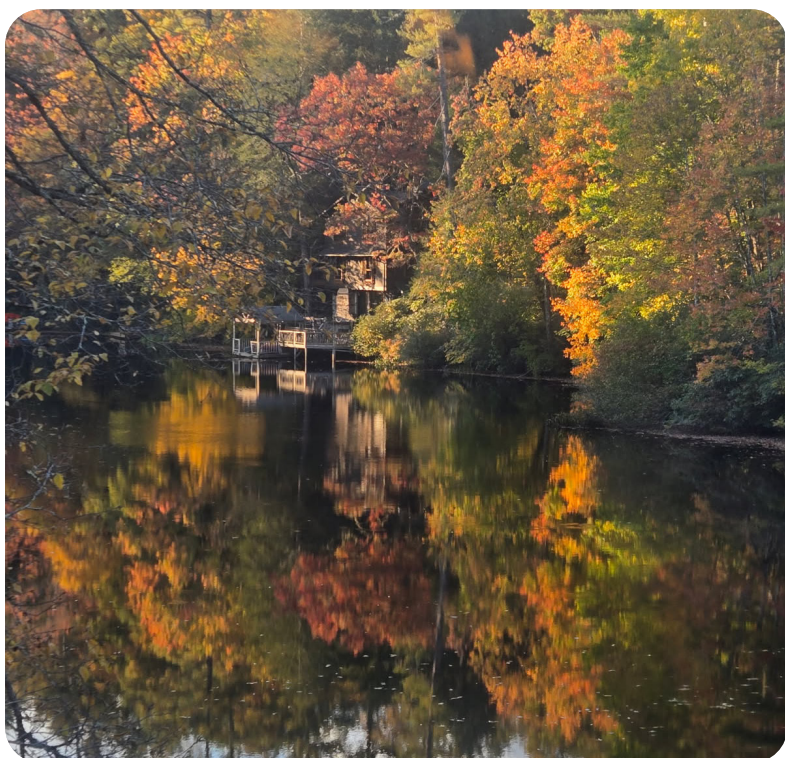
Celebrating More of Our Newest Leaders!



District 11 has three exciting promotions to celebrate! Congratulations to Crystal (left) at Store 710, Diana (middle) at Store 707, and Dusty (right) at Store 706 on their promotions to Assistant Manager!

All three were thrilled to receive their new name badges, marking an exciting milestone in their careers. Their District Manager shared how proud they are to have these three women on the Team and how excited they are to see the positive impact they'll make at their locations.

Congratulations, ladies! We can't wait to see you grow in your new roles!



Fall in Highlands, NC!

There's nothing quite like fall in Highlands, North Carolina! With beautiful mountain views and colorful fall foliage, it's easy to see why this little town is so special.

Our Eastern Region Team wanted to share a glimpse of the beautiful scenery they get to enjoy while traveling to our Highlands locations. If you're ever looking for a peaceful weekend getaway, Highlands is definitely worth a visit!

FROM OUR SUPPORT TEAMS

Construction News

Exciting Things Are Under Construction!



Kent Kwik & Rustic Cafe 905 in Tennessee

Big things are coming to Tennessee! Construction on our newest Kent Kwik and Rustic Cafe location is making great progress, and it's exciting to see everything starting to come together. Site paving is continuing, and the building's exterior is taking shape, bringing us another step closer to opening day!

This new location will bring Guests the convenience they know and love from Kent Kwik, along with the Really Good Food Rustic Cafe is known for. We can't wait to welcome the community and introduce even more Guests to The Kent Companies family!

Kent Lube 132 in Midland, TX

Construction on our newest Kent Lube location is moving forward, with the pit walls and building pad concrete officially poured. These are big steps in the building process, and we're excited to see the progress being made!

As The Kent Companies continues to grow, we're looking forward to bringing another Kent Lube location to the Midland community. Each step of construction brings us closer to welcoming new Guests and creating more opportunities for our Team.

There's plenty to look forward to as both projects continue moving forward. Stay tuned for more updates!



MR. PAYROLL

Celebrating Cristina!

October is an extra special month for Cristina at Mr. Payroll! On October 21, she celebrated 7 years with The Kent Companies, and she also celebrated her birthday on October 3!

Cristina is a wonderful Team Member who consistently goes above and beyond. Her hard work, dedication, and impressive results week after week make her a valuable part of the Mr. Payroll Team.

Thank you, Cristina, for everything you do! Congratulations on 7 years, and we hope you had a wonderful birthday!



FROM OUR SUPPORT TEAMS

Brand Development News

Meet Lynsey!

Hi! My name is Lynsey. I am 20 years old and was born and raised right here in Midland, TX! Growing up here, I have never known Midland without a Kent Kwik, and I am excited to be a part of the Brand Development Team, where I hope to continue bringing fun and eye-catching signage to our stores!

Outside of work, I am a photographer, a Bible study leader for a college Baptist Student Ministry, and a full-time student at Midland College, where I am currently working toward my Bachelor's degree in Organizational Management.





School Spirit Takes Center Stage!

Showing Off Our School Spirit!

Each year, Kent Kwik hosts our School Spirit Showoff, a fun competition that gives local schools and student organizations the opportunity to show off their school pride and compete for cash prizes! Participants submit entries representing their schools, and the community gets involved by voting for their favorites.

This year's competition brought plenty of creativity, excitement, and friendly competition as schools rallied their friends, families, and communities for support. We love seeing the enthusiasm this competition brings each year and can't wait to see what next year's participants come up with!

Celebrating Our School Spirit Winners!

This week, our Brand Development Team had the opportunity to celebrate Midland Christian's Spanish Club with a special check presentation! The group earned \$1,500 after winning the Most Engagement category in this year's School Spirit Showoff.

It was exciting to recognize the students for their hard work and school spirit! Congratulations to Midland Christian's Spanish Club, and thank you to everyone who participated, voted, and helped make this year's competition a success!

THE KENT COMPANIES

TRIVIA

Test your knowledge of The Kent Companies!
See how many of these questions you can get right.

1

IN WHAT YEAR WAS THE KENT COMPANIES FOUNDED?

A. 1947 B. 1957 C. 1967 D. 1977

2

HOW MANY YEARS WILL THE KENT COMPANIES CELEBRATE IN 2027?

A. 60 B. 65 C. 70 D. 75

3

WHO WAS THE FOUNDER OF THE KENT COMPANIES?

A. BILL KENT B. ROBERT KENT C. JAMES KENT D. BUCK KENT

4

HOW MANY STATES DOES THE KENT COMPANIES OPERATE IN?

A. 6 B. 7 C. 8 D. 9

Answer Key: 1. B 2. C 3. D 4. D