



BONUS PROGRAM

Market Partner

WHITEWATER EXPRESS CAR WASH
(346) 367-2500
106 VINTAGE PARK BLVD, #100
HOUSTON, TX 77070
WWW.WHITEWATERCW.COM

Introduction

WhiteWater Express prides itself on the quality of its leadership and aims to reward leaders with incentive compensation over and above their base salaries. Our leaders help WhiteWater succeed through forward-looking decision-making, disciplined oversight of operations, and consistency. Our incentives are designed to reward our leaders who exemplify those traits. This program will reward our leaders monthly with additional compensation as they work towards, meet, and exceed operational goals.

Eligibility

All Market Partners (MPs) employed by WhiteWater Express who started their employment prior to the start of the first pay period in each month, and who remain employed with WhiteWater Express through the respective Paycheck Dates, listed below, shall be eligible to earn the monthly bonuses outlined herein. Monthly bonuses are not earned until the listed Paycheck Dates and employees whose employment ends prior to any respective Paycheck Date shall not be entitled to any corresponding monthly bonus, nor any portion thereof.

Part 1 and Part 2: Member Revenue and Fleet Bonus

In addition to receiving the Store Management bonuses for his/her home store, the Market Partners receives the Area Director Member Revenue and Fleet Bonuses for his/her other stores. Refer to the Location Management Bonus Program - All Sites for details.

Part 3: EBITDA Bonus

MPs will also be eligible for a quarterly bonus based upon their store's combined performance compared to our 4-wall EBITDA budget. Payouts are as follows:

Variance to Quarterly EBITDA Budget

Min	Max	Payout
0%	5%	\$1,200
5%	10%	\$2,000
10%	or more	\$4,000

Example:

Actual Q1 EBITDA	\$12,000
Budgeted Q1 EBITDA	\$11,400
% Variance	5.3%
Variance Bucket	5-10%
Quarterly Payout	\$2,000
Annualized	\$8,000



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Store Moves

As we grow, we recognize the need to create new positions and move store responsibilities across our company. As a result, if a Market Partner moves from an established location to a new or recently opened location, the Market Partner will receive a minimum bonus equaling their last three (3) months average bonus for three (3) months provided the store move is not a result of disciplinary action.

Payment Dates:

The EBITDA bonus will be paid in the second paycheck of the following month concluding the quarter. See the calendar below:

Bonus Month	Paycheck Date
March	04/23/2026
June	07/16/2026
September	10/22/2026
December	01/28/2027