



## **Interview Excellence Partnership (IEP) - Selling WhiteWater**

*FLIP26 Commitment: Fairness, Love, Integrity, Partnership*

### **Hourly Candidates – Culture, Stability, and Opportunity**

At WhiteWater, we're not just hiring for a shift, we're hiring people we want to grow with us. We're celebrating over a decade in business and now operate 140+ locations nationwide, which gives us both stability and opportunity. Growth here is real, not theoretical. Career opportunity here is real and visible, with leaders growing from the wash into site leadership, regional roles, and even corporate positions.

What truly sets us apart is our culture of Respect and Communication, respect for yourself, respect for others, and clear, direct communication in how we work together.

We believe people do their best work when they're respected, developed for success, and supported by leaders who care.

We offer affordable benefits, including access to River Health for part-time team members, along with free weekly car washes, free uniforms, and clear expectations so you know what success looks like from day one.

For benefit-eligible roles, medical coverage begins the first of the month following 30 days of employment.

For variable-hour team members, eligibility for full benefits is evaluated on a six-month cadence, with coverage effective the first of the month following six months of full-time employment. River Health remains available beginning the first of the month after 30 days.

When you show up, put in the effort, and deliver consistent results, WhiteWater takes care of its people. Many of our leaders started right where you are. We don't just talk about growth, we build it.

### **Exempt / Professional Roles – Leadership, Credibility, and Growth**

I want to address something directly, WhiteWater is not "a car wash job." It's a leadership company that happens to operate in the car wash industry. We regularly see people start in the wash, move into leadership roles, and continue growing into regional and corporate careers.

We've grown deliberately over more than a decade and now operate 140+ locations nationwide, supported by an experienced executive team that understands how to scale responsibly and invest in people.

Our culture is grounded in Respect and Communication. Results matter here, but so does how those results are achieved. We hold leaders to high standards of performance, accountability, and professionalism.

We offer competitive benefits, with coverage for benefit-eligible employees beginning the first of the month following 30 days of employment. For variable-hour employees, benefit eligibility is reviewed on a six-month cadence, with coverage effective the first of the month following six months of full-time employment.





Beyond benefits, there is real opportunity here, exposure to meaningful business challenges, room for advancement, and the chance to help build a company focused on long-term excellence, not short-term wins.

If you're looking for an organization where strong performance is recognized, leadership is developed intentionally, and people are treated with respect, WhiteWater is that place.



*Interview Excellence Partnership- Interviewing aligned to FLIP26: Fairness, Love, Integrity, Partnership.*