



Storewide Membership Bonus Program

Introduction

At WhiteWater Express, we recognize the need to offer opportunities for our team to increase compensation as well as be rewarded for their location's performance. As a result, we have instituted a new, team-based monthly bonus program. This program rewards stores for both **growth** and **retention** of members.

Overview

Each month, the store will receive a \$ bonus based on the number of active members at 12/31/22 as laid out below. The base bonus begins at \$500 once the store reaches 500 members.

The stores will also receive \$1.50 per month for every incremental member added from the beginning of the year.

BOY					
Members	\$ Base	\$ Growth	Position	Splits	
0	\$0.00	\$1.50 per plan	Area Director	15%	
500	\$500.00		General Manager	35%	
1000	\$750.00		Store Manager	20%	
1500	\$1,000.00		SL/TL (by hours worked)	30%	
2000	\$1,250.00				
2500	\$1,625.00				
3000	\$2,000.00				
3500	\$2,250.00				
4000	\$2,500.00				
4500	\$3,000.00				
5000	\$3,500.00				
5500	\$3,750.00				
6000	\$4,000.00				
6500	\$4,250.00				
7000	\$4,500.00				
7500	\$4,750.00				
8000	\$5,000.00				

Example: A store has 3,000 members at the beginning of the year and adds 100 members per month. The store would receive a bonus of \$2,150 in Month 1 which would increase to \$2,300 in Month 2 and \$2,450 in Month 3.

	Month 0	Month 1	Month 2	Month 3
Members	3,000	3,100	3,200	3,300
Base Bonus		\$2,000	\$2,000	\$2,000
Members Added		100	200	300
x \$1.50				
Growth Bonus		\$150	\$300	\$450
Total Bonus		\$2,150	\$2,300	\$2,450



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If a store's number of members declines below the beginning of year level to the level below (i.e. from 3,000 to 2,900 it would receive the 2,000 member base until it recovers.

Eligibility

This plan applies to all employees who have worked the full month in their current role at WhiteWater Express. If an employee moves locations, the store which he/she worked at in the beginning of the pay period will be the eligible bonus location for that month.

The employee must be active at the time of the bonus payment.

To be eligible for the bonus allocated between Shift Leaders and Team Leaders, an employee must work 100 hours in a month. This bonus will be split between each Shift Leader or Team Leader on Staff based on hours worked. The monthly calculation of the bonus split does not change if an employee is no longer with WhiteWater, i.e. his hours still count in the percent split.

Effective Date

The bonus will be effective for the month of January. The beginning membership number will be calculated as of 12/31/2022 and all memberships added in January 2023 will apply to the first bonus.

Payment

All bonuses will be paid in the first pay period in the following month. The first pay period for this bonus ends 2/8 and the bonus will be paid 2/16. Calendar is below:

Bonus Month	Pay Period End	Paycheck Date
January	2/9	2/17
February	3/8	3/16
March	4/5	4/13
April	5/3	5/11
May	6/14	6/22
June	7/12	7/20
July	8/09	8/17
August	9/6	9/14
September	10/4	10/12
October	11/1	11/09
November	12/13	12/21
December	1/10	1/18

This plan will be evaluated quarterly and is subject to change.