



# BONUS PROGRAM

## External Management

WHITEWATER EXPRESS CAR WASH  
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### ***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 externally hired management team members monthly with additional compensation as they work towards, meet, and exceed operational goals.

### ***Part 1: 30 Day Bonus***

Externally hired managers employed by WhiteWater Express will receive a monetary bonus of \$500 after their first 30 days of employment. The bonus will be payable on the first payroll after the first 30 days of employment.

### ***Part 2: 60 Day Bonus***

If the manager has been placed in a new location prior to 60 days of employment, the new manager will receive a bonus of \$500 or the Location Management bonus (See Location Management Bonus Program), whichever amount is higher. The bonus will be payable on the first payroll after the first 60 days of employment.

If the manager has not been placed in a new location prior to 60 days of employment, the new manager will receive a bonus of \$500. The bonus will be payable on the first payroll after the first 60 days of employment.