



BONUS PROGRAM

Team Member

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

Introduction

At WhiteWater Express, we recognize the need to offer opportunities for our team to increase compensation and be rewarded for their location's performance. As a result, we have instituted a new, team-based monthly bonus program. The membership bonus program rewards stores for both the **growth** and **retention** of Unlimited Speed Club members. Each month, the store will receive a monetary bonus based on the number of active members at the store when the year begins and for each additional member added throughout the year.

Overview

The base bonus begins at \$500 once the store reaches 500 members. From there, the bonus increases at 1,000 members to \$750. After 1,000 members, the base bonus increases at 500-member intervals. So, for every 500 members added and retained each year, the base bonus amount will increase starting in the following year. In addition to the base bonus, stores also receive a growth bonus of \$1.50 for every incremental member added during the calendar month.

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

Eligibility

To be eligible, team members must have worked in their current role at WhiteWater Express, worked 100 hours in the calendar month, started their employment prior to the start of the first pay period in each month, and be employed at the time the bonus is earned and at the time of the bonus payment. If a team member is promoted from an hourly position to a salary position after the first pay period of a month, they will not be eligible for the membership bonus that month. Instead, they will receive a \$200 sign-on bonus for that month. If a team member is promoted from one salary position to another after the first pay period of a month, they will receive the membership bonus for the position they were in when the month started.



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Effective Date

The bonus program will be effective beginning on 01/01/2024. The beginning membership number will be calculated as of 12/31/2023, and all memberships added in January 2024 will apply to the first bonus.

Payment

The storewide membership bonus will be split between the Area Director, General Manager, Store Manager, and each Team and Shift Leader on staff. The Team and Shift Leader positions receive 30 percent of the total bonus earned by the store. That amount is then divided based on the hours each eligible Team and Shift Leader worked during the bonus period.

Monthly Membership Bonus Calculation

WX000	Store Number ("WX000")		
3000	Beginning of Year Memberships		
3200	End of Month Memberships		
Eligible Employees (100 hrs +)			
Number	Name	Monthly Hours	Bonus
1	Team Leader 1	113	\$140.99
2	Team Leader 2	148	\$184.67
3	Team Leader 3	132	\$164.70
4	Shift Leader	160	\$199.64
			NA
			NA
			NA
			NA
			NA
			NA
			NA
		553	
Bonus			
Base		\$2,000.00	
Growth		\$300.00	
Total		\$2,300.00	
AD	15%	\$345.00	
GM	35%	\$805.00	
SM	20%	\$460.00	
SL/TL	30%	\$690.00	

NOTE: The monthly calculation of the bonus split does not change if a team member is no longer with WhiteWater, i.e., their hours still count in the percent split.

Payment Dates

Bonuses will be paid on the paycheck following the team member's first month of employment. If a team member moves locations, the store where they worked at the beginning of the pay period will be the eligible bonus location for that month.

All bonuses will be paid in the first pay period in the following month. The first pay period for this bonus in 2024 ends on 02/07/2024 and will be paid on 02/15/2024. See the calendar below:

Bonus Month	Pay Period End	Paycheck Date
January	02/07/2024	02/15/2024
February	03/06/2024	03/14/2024
March	04/03/2024	04/11/2024
April	05/01/2024	05/09/2024
May	06/12/2024	06/20/2024
June	07/10/2024	07/18/2024
July	08/07/2024	08/15/2024
August	09/04/2024	09/12/2024
September	10/01/2024	10/10/2024
October	11/13/2024	11/21/2024
November	12/11/2024	12/19/2024
December	01/08/2025	01/16/2025