



BONUS PROGRAM

Multi-Site Director

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.

Part 1: Member Revenue Bonus

In addition to receiving the Store Management bonuses for his/her home store, the Multisite Director receives the Area Director Member Revenue and Fleet Bonuses for his/her 2nd store. Refer to the Location Management Bonus Program - All Sites for details.

Part 2: Gross Profit % Bonus

The Gross Profit % (GP%) Bonus will be calculated monthly based on the overall Gross Profit % for the two stores overseen by an MSD. Monthly bonuses by GP% are below:

Gross Profit Bonus

			Monthly	Annual
Gross Profit %	86% and higher		\$600	\$7,200
	84%	86.0%	\$450	\$5,400
	81%	84.0%	\$300	\$3,600
	78%	81.0%	\$188	\$2,250

Example:

Total Revenue	\$500,000
Total Gross Profit	\$430,000
Gross Profit %	86%
Monthly Bonus	\$600
Annual Bonus	\$9,600

Eligibility

All Multi-Site Directors (MSDs) 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.

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 Multi-Site Director moves from an established location to a new or recently opened location, the Multi-Site Director 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.



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Payment Dates:

The Gross Profit bonus will be paid in the second paycheck of the following month. See the calendar below:

Bonus Month	Paycheck Date
January	02/27/2025
February	03/27/2025
March	04/24/2025
April	05/22/2025
May	06/18/2025
June	07/17/2025
July	08/28/2025
August	09/25/2025
September	10/23/2025
October	11/20/2025
November	12/18/2025
December	01/15/2026