



WHITEWATER EXPRESS CAR WASH

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Sign-On Bonus Program for Leadership

At WhiteWater Express, we offer a sign-on bonus program to support leadership team members during their training period, while waiting for an assigned location, or waiting for a new or acquired location to open.

Eligible Positions & Bonus Structure

- Newly Area Director, Multi-Site Director, and General Manager – Eligible for a one-time \$700 sign-on bonus after completing 30 days worked, paid in the first payroll after completion.
- Newly Store Manager – Eligible for a \$500 sign-on bonus after completing 30 days worked, paid in the first payroll after completion.

Additional Bonus Eligibility

- General & Store Managers assigned to a location that is not yet open will continue receiving the sign-on bonus every 30 days worked until the location opens.
- Floating General & Store Managers hired or promoted specifically to work across multiple locations, may receive up to three sign-on bonuses if a physical location has not yet been assigned.
 - For newly hired Floating Managers, the Regional Director must notify the onboarding team to ensure their ADP location is set to their respective market (999-Midwest or 999-Southwest). This designation is for payroll purposes only and does not represent a physical location. The payroll expense for each floating manager will be allocated across the entire region's units.
 - For promoted Floating Managers, the Regional Director must submit a status change form to update their ADP location to the appropriate market (999-Midwest or 999-Southwest).

Bonus Restrictions

- The sign-on bonus ends once a manager is assigned to a physical location. If an extension is needed, the Regional Director must partner with HR to determine the reason for the extension.
- No other bonuses can be earned while participating in the sign-on bonus program.
- The bonus is not considered earned until the designated paycheck date. If employment ends before that date, the employee is not eligible for any unpaid bonuses.

WhiteWater reserves the right to modify, amend, or update this policy at its discretion. This policy is subject to periodic review and may be revised to reflect changes in business operations, legal requirements, or company needs. Employees will be notified of any significant changes as necessary.

For questions, please contact your Regional Director or the HR Department at hr@whitewatercw.com or call 844-715-1250.

Revised: March, 2025