



Relocation Bonus Program

WhiteWater Express Relocation Bonus Program supports leaders who relocate as part of site transitions, whether to assist with operational needs at existing locations or to help launch new or acquired sites. The program is designed to ensure a smooth transition and promote successful adaptation to new roles and environments.

Bonus Calculation

The relocation bonus is based on the average monthly bonus earned over the previous three months. If there is no bonus history available (e.g., for new hires or recent promotions), a fixed relocation bonus will be applied:

- General Manager: \$500 per month (paid out after 30 days from the effective date of the transfer)
- Store Manager: \$350 per month (paid out after 30 days from the effective date of the transfer)

Eligibility Criteria

1. New or Acquired Sites: Managers who relocate to a site that is newly acquired or not yet operational (and not yet participating in the WhiteWater bonus program) are eligible for the relocation bonus.

Once the site becomes operational, joins the bonus program, and the leader qualifies for the standard bonus (either the average or minimum amount), the relocation bonus will end.

2. Low-volume Locations: Managers who relocate to low-volume locations are eligible to receive the relocation bonus for up to 90 days from the effective transfer date. After 90 days, the relocation bonus ends, and the Manager begins receiving the standard site-based bonuses.

Relocation Bonus Protocol

The Area Director or Regional Director must submit a status change form and email payroll@whitewatercw.com at least two weeks before the effective transfer date to request a Relocation Agreement.

Bonus Restrictions

- If an extension is needed, the Regional Director must partner with HR to determine the reason for the extension.
- This relocation bonus is only available to high-performing Managers. Transfers made due to performance issues are not eligible.
- No other bonuses can be earned while participating in the relocation bonus program.



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- 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 Express 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.