



WHITEWATER EXPRESS CAR WASH

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Sign-On Bonus Program for Hourly Staff at New/Acquired Sites

At WhiteWater Express, we offer a sign-on bonus program to support new and current Shift Leads and Team Leads during their training and while they wait for a new or acquired location to open. This bonus serves as temporary compensation in place of tips, helping to ensure team members are financially supported until the site becomes fully operational.

Eligible Positions:

- Newly hired Team Leaders and Shift Leaders working before the opening of a new or acquired location.
- Current Team Leaders and Shift Leaders transferring to the new or acquired location.

Bonus Structure:

- Team members will receive a \$50 sign-on bonus every biweekly pay cycle.

Eligibility Criteria: To qualify, team members must:

- Complete a full pay period (typically working 8 to 10 days or a minimum of 60 hours).
- Accurately clock in and out using the ADP system for the entire pay period.
- Ensure their work location in ADP is listed as the new or acquired site.

Bonus Restrictions:

- The sign-on bonus will end once the location officially opens and the team member becomes eligible to receive tips.
- 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 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.