



Safety Team Bonus Program

Every Team Member starts with \$0.00 per hour bonus on top of agreed hourly wage

Eligibility:

- Employed with Slidewaters, LLC
- Seasonal Team Member on the Safety Team, paid an hourly wage
- Work at least 150 hours between Memorial Day and the Saturday after Labor Day
- Submit completed Summer Work Agreement on time
 - Two weeks after Training Day for everyone hired prior to Training Day
 - 1 week after hire date for everyone hired after Training Day
- Work through last day listed on Summer Work Agreement
 - Leaving 1 day early eliminates eligibility for all bonuses
 - "Last day" is Saturday after Labor Day
- Complete Season Exit Interview/Survey prior to deadline
- Miss less than 5 days of work
 - Unable to work a schedule day for any reason
- More than 5 tardies for start of shift or coming off break
- Add no more than 7 days off to Summer Work Agreement
 - Any requested day off that is given after SWA due date
 - Counts as a missed shift if Team Member had a scheduled day

Hourly Bonus Addition Opportunities

Shift Attendance

Miss zero days of work	\$0.50/hr.
Miss 1 day of work	\$0.25/hr.
Miss 2 days of work	\$0.10/hr.

Punctuality

Never later for shift, rotation, or off break	\$0.25/hr.
Late once	\$0.15/hr.
Late twice	\$0.10/hr.

Extra Shifts

Picked up more than 10 shifts	\$0.50/hr.
Picked up more than 7 shifts	\$0.40/hr.
Picked up more than 5 shifts	\$0.30/hr.

Timeclock Management

If time punches need more than three corrections, then your bonus will be reduced by .05 for each correction
 **Punctuality and shift attendance will roll into the other category after 2 instances occur. After 4 total instances, an employment review may be triggered.

Hourly Bonus Rate Accelerators

Worked Hours	Earned Hourly Bonus times:
Worked more than 500 hours	1.5
Worked more than 450 hours	1.4
Worked more than 400 hours	1.3
Worked more than 350 hours	1.2
Worked more than 300 hours	1.1

How it works

Eligible Team Members will be rewarded with additional money per hour based on their performance during the season. As seen in the table above, Team Members can earn extra money for every hour they work between Memorial Day and Labor Day. There are extra money opportunities for; shift attendance, punctuality and picking up extra shifts. For example; a Team Member that misses or is unable to work only 1 posted shift would earn an extra \$.25/hour on every hour they work during the season. If they are never late for a shift, then they would earn an additional \$.25/hour and if they picked up 5 extra shifts during the season, then they would also get \$.30/hour. This would get them a total of an extra \$.80/hour for every hour worked during the summer.

The amount earned by the Team Member could then be multiplied if the Team Member hit certain levels of total hours worked. For example; if the Team Member that earned the \$.80/hour in the above example put in a total of 355 hours during the season, then their \$.80 would be multiplied by 1.2 making it \$.96/hour.

Tip Share Bonus Program

At the end of the season a portion of F&B tips will be shared with Safety Team Members that are eligible for the bonus program (eligibility outlined above). The total shared tip pool will be divided by the number of hours worked by all eligible Safety Team members to create a per hour rate that will then be multiplied by each eligible Safety Team member's hours work between opening day and Labor Day.

Definition of Terms:

Season: Slidewaters season, Training Day to Saturday after Labor Day

Missed Shift: Unable to work a posted shift, even with adequate notice. Finding your own coverage more than 48 hours in advance is not considered a missed shift. Aquatics Manager approval needed for all coverage requests. The initial Safety Team schedule is posted in the first half of June for the entire season.

Posted Shift: Assigned shift either based on Crew Days or announced/released fill-in assignments. Also includes claimed open shifts that are assigned.

Late: Not ready to work at the time you were supposed to be ready to work. Start of the shift or coming off break.

Ready to work: clocked-in, in position, able to perform required duties.

Extra Shift: Working a shift that you were not originally scheduled for when the master schedule was posted in June. For Safety Team Members on a Crew, this is any non-crew day. For Fill-in Safety Team Members, this is any shift not on your original fill-in schedule. Shift swaps or coverage arranged with fellow Team Members more than 48 hours in advance do not count as an extra shift. Swaps and coverage always require the approval of the Aquatics Manager.

Worked Hours: Total hours worked for all positions from Training Day until Labor Day.