

SoundWaves JEM Bonus Incentive Programs

JEM is providing the opportunity for all SoundWaves employees to participate in the Retention Bonus and Referral Bonus programs. These programs will highlight those employees who complete the following information outlined below, along with continuing to perform their job responsibilities at the JEM standard and maintain the company's mission of Zero Drownings.

Referral Bonus

Earn Up to \$250 per referral

- \$50 earned after the person you referred, passes the lifeguard class and has worked 3 shifts
- \$200 earned after the person you referred has worked 90 days

Retention Bonus

Earn Up to \$500 in the first 6 months (\$0.50/hour bonus calculated)

**Earn up to \$250 Quarterly (after initial 6-month employment)*

- Payments will be made via paycheck, after the end of each quarter (i.e. the first full paycheck after March 31st, June 30th, September 30th, and December 31st).
- If an employee resigns or is terminated during the quarter, the bonus is forfeited for that quarter.
- If an employee fails a VAT during a quarter, the bonus is forfeited for that quarter.
- For every tardiness, the bonus will be deducted by \$50. For every no call/no show, the bonus will be deducted by \$100.

