SUNWAVE PLUMBING · BENEFITS

Gym Stipend Program

Rejuvenating is one of our core principles at Sunwave: we believe every person on this team deserves a work experience that's purposeful and restorative, not just productive. Staying active is a big part of that, so we built a Gym Stipend Program to help support you in taking care of your body outside of work.

80% covered	$100/mo cap	By the 10th
OF MONTHLY MEMBERSHIP	MAXIMUM STIPEND	PROOF OF MEMBERSHIP DUE

How It Works

Choose whatever gym fits you best. Sunwave will cover 80% of your monthly membership cost, up to a cap of $100 per month. Whatever balance remains beyond that comes out of pocket.

Who's Eligible

This benefit is available to Sunwave employees only, at the following levels:

Role	Eligible Levels
Technicians	**Level 6 and up**
Office Personnel	**Level 4 and up**

How to Get Reimbursed

- Send proof of your active gym membership to Sandy (sandy@sunwaveplumbing.com) by the 10th of each month. This can be a membership statement, invoice, or

confirmation showing your name and the billed amount.

- Stipends are paid out at the end of the month, following submission.

A Few Things to Keep in Mind

- If proof of membership isn't submitted by the 10th, the stipend for that month is forfeited. There are no exceptions or retroactive payments for late submissions.
- The 80%/$100 cap applies per month, regardless of your membership cost.

WHY WE'RE DOING THIS

At Sunwave, we're committed to Creating Value everywhere we go, and that starts with our own people. Investing in your health outside of work is one more way we try to build a company where our team can show up strong, sustain the pace of this work, and feel genuinely taken care of. If you have questions about enrolling or how the stipend works, reach out to HR or your Location Leader.