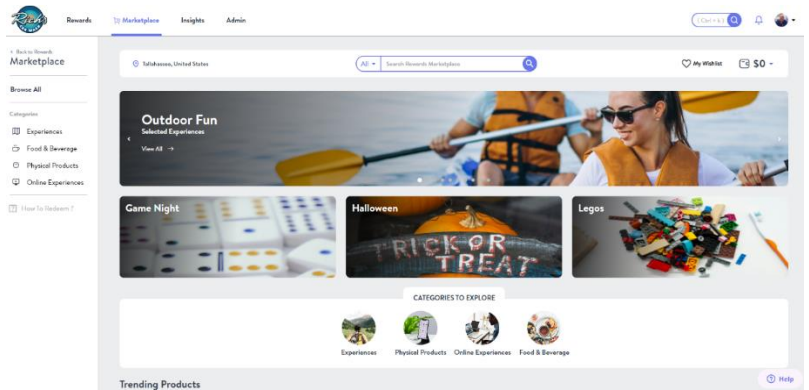


A message from Michael Schultz:

Wishlist Rewards & Recognition Program



Rich's has launched our very first Rewards & Recognition Program for all employees of Rich's Car Wash. The Richardson's want to be able to show all the employees how much they mean to them and the company, and this program is another step in those efforts. Employees will be invited to join the program and set up a profile. They will then have the opportunity to have their Marketplace account grow as they might be recognized by their managers and/or the owners for going above and beyond in their work or for simply being a part of the team that wins a contest. The program will allow our owners and members of our leadership team to recognize employees for a variety of reasons and will deposit funds in their accounts for them to use in the marketplace for cool items, gift cards, and/or unique experiences in their communities. We hope everyone will take advantage of this opportunity and the owners are very excited to show their appreciation to the Rich's Car Wash family! If you have any questions, talk with your Site Manager or District Manager or you can reach out to Michael Schultz in the corporate office for more information.

Safety Focus



Our Safety Spotlight for this month is PPE (Personal Protective Equipment)

It is important that all members of the Rich's Car Wash team make safety a top priority. This month, we want all of our teams to take time to focus on the use of proper PPE whenever they are doing various tasks while on the job. Whether it is gloves and safety glasses when working with

chemicals or making sure we utilize the lock out tag out when we are working on tunnel equipment, the use of PPE can be the difference between going home and going to the hospital. A couple of good tips are as follows:

Safety Gear – When and What to Wear

- Cleaning Vacuums
 - safety glasses / gloves / dust mask
- Nightly cleaning walls, equipment, and floors
 - Gloves / safety glasses
- Blowing off lot
 - safety glasses / hearing protection
- General Maintenance
 - rubber gloves / safety glasses
- General Cleaning
 - safety glasses / gloves
- When lifting anything over 40 lbs. (Team lifting works the best!)
- Deep Cleaning walls, equipment, or concrete
 - Gloves / rain suit / rubber boots / face shield (MNG MUST OVERSEE)
- Opening a drum of soap
 - rubber gloves / safety glasses (MNG MUST OVERSEE)
- Handling Chemical Suction Tube
 - rubber gloves / safety glasses (MNG MUST OVERSEE)

As always, safety is our number one priority so please always make sure every day and you are thinking...is this safe and what can I do to make sure it stays safe.

Membership Madness Contest 2.0



Our latest version of the Membership Madness Contest is underway all around the company. Teams are competing in a 9-week regular season tournament that will then determine who qualifies for the 16 team playoffs. We hope all our teams are out there selling at the pay stations and working hard to grow our customer base and sell those memberships. There are weekly prizes for winners each week deposited in employee Wishlist accounts and there will be

grand prizes for Site Managers and winning teams. And of course, we have the ultimate bragging rights for the winning team, and they will bring home and host the Richardson Cup Trophy!

Through the first few weeks, Texas City, Valley, 9 Mile, Wallisville, and Airport leading the way in sales. And there is no lack of trash talk and bragging coming from many of our managers as they all believe they have what it takes to win this contest!!