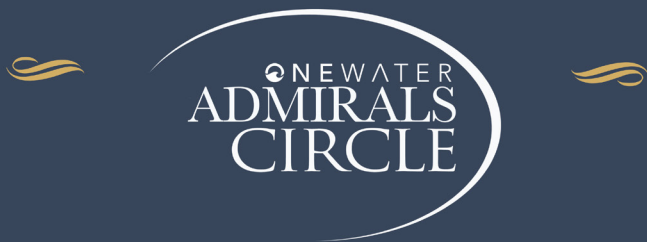




NEWATER CONNECT

December 3, 2024



Join us tomorrow at 10:00 a.m. ET for the Admiral's Circle Live Panel, where our winners will be sharing their best practices.



CONTENTS

1 FEATURES

- Admiral's Circle Live Panel

2 HIGHLIGHTS AND EVENTS

- New HR System and Employee Handbook
- Employee Stock Purchase Plan (ESPP) Enrollment
- SunDance Christmas Spirit

3 REVIEWS AND UPCOMING EVENTS

- Phil Dill Boats Review
- Texas Marine Clearlake Review
- Upcoming Events



IT'S ALMOST TIME!

In the coming weeks, you'll start receiving training and updates about our new HR system, ADP! This powerful tool will streamline everything from payroll and recruiting to time management and more, making your work experience smoother and more efficient.

Alongside ADP, we're also rolling out an updated **OneWater Marine Employee Handbook**. When you log into ADP, you'll be prompted to review and acknowledge the new handbook.

What's New in the Handbook?

The updated handbook will take effect on January 1, 2025, and here are a few highlights:

- **Employee Stock Purchase Plan (ESPP):** Details about this benefit have been added.
- **Expanded PTO Tier:** Employees with more than 10 years of employment at OneWater now enjoy an additional tier of PTO.
- **Policy Refresh:** All current policies have been reviewed and updated to better serve our team.

Get Ready!

A preview of the new handbook is available now in **OnePort**. We encourage you to take a look ahead of time so you're ready to acknowledge it in ADP.

**If you have any immediate questions, please reach out to
hr@onewatermarine.com.**

HIGHLIGHTS AND EVENTS

EMPLOYEE STOCK PURCHASE PLAN ENROLLMENT

The next enrollment window for the Employee Stock Purchase Plan is December 16th-20th. This is for January through June of 2025.

To enroll, please email the [enrollment form](#) to hr@onewatermarine.com (for OneWater Marine employees) or hr@onewaterbrands.com (for OneWater Brands employees) between December 16-20.

The Employee Stock Purchase Plan (ESPP) allows you to defer a percentage of your pay to acquire shares of ONEW at a 15% discount. This benefit is available to full-time employees with 6 months of service who are over 21 years of age.

If you would like to learn more about the Employee Stock Purchase Plan, please [view the recordings on the OneWater Training Portal](#) or email hr@onewatermarine.com.

CLICK HERE to access the signup and opt-out forms (the opt-out form is only needed for those who have been contributing and no longer wish to do so).

Submitted by Krystal Ham

SUNDANCE POMPANO CHRISTMAS SPIRIT

Terry Micheal and Paul Harper are starting the Christmas excitement selling boats at the Sundance Marine Pompano location.



Submitted by Amy McAfoos-Schaefer

REVIEWS AND UPCOMING EVENTS

★ ★ ★ ★ ★ 5-STAR REVIEWS

Phil Dill Boats

We purchased a used tritoon Bennington from another boat shop 3 hours away. We needed some help from a Bennington dealer Phil Dill Boats had the best reviews so I called them . Chris the parts manager was the first person I spoke with he answered all my questions and was so helpful. Told us we can transfer the warranty to are name and get some things fixed. I'm so grateful to Chris he is awesome. I also would like to give shout out to Kim in the business office, she helped us transfer the warranty. These two employees have gone beyond what they had to do for someone who did not buy a boat from their boat shop. We will continue to tell our friends and family about Phil Dill Boats they will receive my future business .

-Donna Nolen

★ ★ ★ ★ ★ 5-STAR REVIEWS

Texas Marine Clearlake

Craig Snyder is the go to gentleman at TX Marine if you need a boat. He walked my wife thru every inch of the boat we were looking to purchase on a Sunday his day off. When she climbed out of the boat, she said make the deal. Sara in finance and Craig made the whole process easy to complete.

-Steve Fields

UPCOMING EVENTS

December

14

**Bosun's Marine
Open House
Christmas Party**