

## FRANCHISE DISCLOSURE DOCUMENT

EOS Worldwide Franchising, LLC  
a Delaware limited liability company  
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Birmingham, MI 48009  
Telephone: (248) 278-8220  
Website: [www.eosworldwide.com](http://www.eosworldwide.com)  
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EOS Worldwide Franchising, LLC (franchisor) offers an opportunity to establish and operate a franchised business as an EOS Implementer<sup>®</sup> that provides entrepreneurial training, leadership and business development products and services to business owners, executives and leadership teams utilizing our Entrepreneurial Operating System<sup>®</sup>, under the name “EOS<sup>®</sup>”, and which is comprised of franchisor’s proprietary tools, products and training and facilitation materials, methods, techniques, practices, procedures and processes.

The total investment necessary to begin operation of an EOS Worldwide franchise is between \$61,045 and \$150,660, this includes between \$52,895 and \$58,780 that must be paid to the franchisor or its affiliate(s).

This disclosure document summarizes certain provisions of your Franchise Agreement and other information in plain English. Read this disclosure document and all accompanying agreements carefully. You must receive this disclosure document at least 14 calendar days before you sign a binding agreement with, or make any payment to, the franchisor or an affiliate in connection with the proposed franchise sale. **Note, however, that no governmental agency has verified the information contained in this document.**

You may wish to receive your disclosure document in another format that is more convenient for you. To discuss the availability of disclosures in different formats, contact EOS Worldwide Franchise Administration via e-mail at [franchise@EOSworldwide.com](mailto:franchise@EOSworldwide.com) or via telephone at (248) 278-8220.

The terms of your contract will govern your franchise relationship. Don’t rely on the disclosure document alone to understand your contracts. Read all of your contracts carefully. Show your contracts and this disclosure document to an advisor, like a lawyer or an accountant.

Buying a franchise is a complex investment. The information in this disclosure document can help you make up your mind. More information on franchising, such as “*A Consumer’s Guide to Buying a Franchise*,” which can help you understand how to use this disclosure document, is available from the Federal Trade Commission. You can contact the FTC at 1-877-FTC-HELP or by writing to the FTC at 600 Pennsylvania Avenue, NW, Washington, D.C. 20580. You can also visit the FTC’s home page at [www.ftc.gov](http://www.ftc.gov) for additional information. Call your state agency or visit your public library for other sources of information on franchising.

There may also be laws on franchising in your state. Ask your state agencies about them. Issuance

Date of this Disclosure Document: March 25, 2025

## How to Use This Franchise Disclosure Document

Here are some questions you may be asking about buying a franchise and tips on how to find more information:

QUESTION	WHERE TO FIND INFORMATION
<b>How much can I earn?</b>	Item 19 may give you information about outlet sales, costs, profits or losses. You should also try to obtain this information from others, like current and former franchisees. You can find their names and contact information in Item 20 or <u>Exhibit F</u> and <u>Exhibit G</u> .
<b>How much will I need to invest?</b>	Items 5 and 6 list fees you will be paying to the franchisor or at the franchisor's direction. Item 7 lists the initial investment to open. Item 8 describes the suppliers you must use.
<b>Does the franchisor have the financial ability to provide support to my business?</b>	Item 21 or <u>Exhibit B</u> include financial statements. Review these statements carefully.
<b>Is the franchise system stable, growing, or shrinking?</b>	Item 20 summarizes the recent history of the number of company-owned and franchised outlets.
<b>Will my business be the only EOS Worldwide business in my area?</b>	Item 12 and the "territory" provisions in the Franchise Agreement describe whether the franchisor and other franchisees can compete with you.
<b>Does the franchisor have a troubled legal history?</b>	Items 3 and 4 tell you whether the franchisor or its management have been involved in material litigation or bankruptcy proceedings.
<b>What's it like to be an EOS Worldwide franchisee?</b>	Item 20 and <u>Exhibit F</u> and <u>Exhibit G</u> list current and former franchisees. You can contact them to ask about their experiences.
<b>What else should I know?</b>	These questions are only a few things you should look for. Review all 23 Items and all Exhibits in this disclosure document to better understand this franchise opportunity. See the table of contents.

## What You Need To Know About Franchising Generally

**Continuing responsibility to pay fees.** You may have to pay royalties and other fees even if you are losing money.

**Business model can change.** The Franchise Agreement may allow the franchisor to change its manuals and business model without your consent. These changes may require you to make additional investments in your franchise business or may harm your franchise business.

**Supplier restrictions.** You may have to buy or lease items from the franchisor or a limited group of suppliers the franchisor designates. These items may be more expensive than similar items you could buy on your own.

**Operating restrictions.** The Franchise Agreement may prohibit you from operating a similar business during the term of the franchise. There are usually other restrictions. Some examples may include controlling your location, your access to clients, what you sell, how you market, and your hours of operation.

**Competition from franchisor.** Even if the Franchise Agreement grants you a territory, the franchisor may have the right to compete with you in your territory.

**Renewal.** Your Franchise Agreement may not permit you to renew. Even if it does, you may have to sign a new agreement with different terms and conditions in order to continue to operate your franchise business.

**When your franchise ends.** The Franchise Agreement may prohibit you from operating a similar business after your franchise ends even if you still have obligations to your landlord or other creditors.

### Some States Require Registration

Your state may have a franchise law, or other law, that requires franchisors to register before offering or selling franchises in the state. Registration does not mean that the state recommends the franchise or has verified the information in this document. To find out if your state has a registration requirement, or to contact your state, use the agency information in [Exhibit C](#).

Your state also may have laws that require special disclosures or amendments be made to your Franchise Agreement. If so, you should check the State Specific Addenda. See the Table of Contents for the location of the State Specific Addenda.

## Special Risks to Consider About *This* Franchise

Certain states require that the following risk be highlighted:

1. **Out-of-State Dispute Resolution.** The Franchise Agreement requires you to resolve disputes with the franchisor by mediation and/or arbitration only in Michigan, and any litigation only in Delaware. Out-of-state mediation, arbitration, or litigation may force you to accept a less favorable settlement for disputes. It may also cost more to mediate, arbitrate, or litigate with the franchisor in Michigan or Delaware than in your own state.
2. **Sales Performance Requirement.** You must maintain minimum performance levels. Your inability to maintain these levels may result in the termination of your franchise and loss of your investment.
3. **Supplier Control.** You must purchase all or nearly all of the inventory or supplies that are necessary to operate your business from the franchisor, its affiliates, or suppliers that they designate, at prices the franchisor or they set. These prices may be higher than prices you could obtain elsewhere for the same or similar goods. This may reduce the anticipated profit of your franchise business.

Certain states may require other risks to be highlighted. Check the “State Specific Addenda” (if any) to see whether your state requires other risks to be highlighted.

**NOTICE REQUIRED BY  
STATE OF MICHIGAN**

**THE STATE OF MICHIGAN PROHIBITS CERTAIN UNFAIR PROVISIONS THAT ARE SOMETIMES IN FRANCHISE DOCUMENTS. IF ANY OF THE FOLLOWING PROVISIONS ARE IN THESE FRANCHISE DOCUMENTS, THE PROVISIONS ARE VOID AND CANNOT BE ENFORCED AGAINST YOU.**

Each of the following provisions is void and unenforceable if contained in any documents relating to a franchise:

- (a) A prohibition on the right of a franchisee to join an association of franchisees.
- (b) A requirement that a franchisee assent to a release, assignment, novation, waiver, or estoppel which deprives a franchisee of rights and protections provided in this act. This shall not preclude a franchisee, after entering into a franchise agreement, from settling any and all claims.
- (c) A provision that permits a franchisor to terminate a franchise prior to the expiration of its term except for good cause. Good cause shall include the failure of the franchisee to comply with any lawful provision of the franchise agreement and to cure such failure after being given written notice thereof and a reasonable opportunity, which in no event need be more than 30 days, to cure such failure.
- (d) A provision that permits a franchisor to refuse to renew a franchise without fairly compensating the franchisee by repurchase or other means for the fair market value at the time of expiration of the franchisee's inventory, supplies, equipment, fixtures, and furnishings. Personalized materials which have no value to the franchisor and inventory, supplies, equipment, fixtures, and furnishings not reasonably required in the conduct of the franchise business are not subject to compensation. This subsection applies only if: (i) the term of the franchise is less than 5 years and (ii) the franchisee is prohibited by the franchise or other agreement from continuing to conduct substantially the same business under another trademark, service mark, trade name, logotype, advertising, or other commercial symbol in the same area subsequent to the expiration of the franchise or the franchisee does not receive at least 6 months advance notice of franchisor's intent not to renew the franchise.
- (e) A provision that permits the franchisor to refuse to renew a franchise on terms generally available to other franchisees of the same class or type under similar circumstances. This section does not require a renewal provision.

(f) A provision requiring that arbitration or litigation be conducted outside this state. This shall not preclude the franchisee from entering into an agreement, at the time of arbitration, to conduct arbitration at a location outside this state.

(g) A provision which permits a franchisor to refuse to permit a transfer of ownership of a franchise, except for good cause. This subdivision does not prevent a franchisor from exercising a right of first refusal to purchase the franchise. Good cause shall include, but is not limited to:

(i) The failure of the proposed transferee to meet the franchisor's then-current reasonable qualifications or standards.

(ii) The fact that the proposed transferee is a competitor of the franchisor or subfranchisor.

(iii) The unwillingness of the proposed transferee to agree in writing to comply with all lawful obligations.

(iv) The failure of the franchisee or proposed transferee to pay any sums owing to the franchisor or to cure any default in the franchise agreement existing at the time of the proposed transfer.

(h) A provision that requires the franchisee to resell to the franchisor items that are not uniquely identified with the franchisor. This subdivision does not prohibit a provision that grants to a franchisor a right of first refusal to purchase the assets of a franchise on the same terms and conditions as a bona fide third party willing and able to purchase those assets, nor does this subdivision prohibit a provision that grants the franchisor the right to acquire the assets of a franchise for the market or appraised value of such assets if the franchisee has breached the lawful provisions of the franchise agreement and has failed to cure the breach in the manner provided in subdivision (c).

(i) A provision which permits the franchisor to directly or indirectly convey, assign, or otherwise transfer its obligations to fulfill contractual obligations to the franchisee unless provision has been made for providing the required contractual services.

**If the Franchisor's most recent financial statements are unaudited and show a net worth of less than \$100,000.00 the Franchisee may request the Franchisor to arrange for the escrow of initial investment and other funds paid by the Franchisee until the obligations, if any, of the Franchisor to provide real estate, improvements, equipment, inventory, training or other items included in the franchise offering are fulfilled. At the option of the Franchisor, a surety bond may be provided in place of escrow.**

**The fact that there is a notice of this offering on file with the attorney general does not constitute approval, recommendation, or endorsement by the attorney general.**

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

Any questions regarding this notice should be directed to the Department of Attorney General, State of Michigan, Consumer Protection Division, Franchise Section, G. Mennen Williams Building, 1<sup>st</sup> Floor, 525 W. Ottawa Street, Lansing, Michigan 48913, telephone (517) 373-7117.

**THE MICHIGAN NOTICE APPLIES ONLY TO FRANCHISEES WHO ARE RESIDENTS OF MICHIGAN OR LOCATE THEIR FRANCHISES IN MICHIGAN.**

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### Exhibits:

- A. Form of Franchise Agreement
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  - C – Form of Joinder to Franchise Agreement
- B. Financial Statements
- C. State Administrators and State Agents for Service of Process
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- F. List of Franchisees



- G. Franchisees Who Have Left The System
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APPLICABLE STATE LAW MAY REQUIRE ADDITIONAL DISCLOSURES REGARDING THE INFORMATION IN THIS FRANCHISE DISCLOSURE DOCUMENT OR STATE-SPECIFIC AMENDMENTS TO THE FRANCHISE AGREEMENT. THESE ADDITIONAL DISCLOSURES OR STATE-SPECIFIC AMENDMENTS, IF ANY, APPEAR IN THE STATE ADDENDA IN EXHIBIT D.

**ITEM 1**  
**THE FRANCHISOR, AND ANY PARENTS, PREDECESSORS, AND AFFILIATES**

**The Franchisor**

The franchisor is EOS Worldwide Franchising, LLC, doing business as “EOS Worldwide,” which will be referred to as “we”, “us”, or “EOSW” in this Disclosure Document. References to “you” or “your” means the individual person that acquires the franchise from us and will and operate the franchise as an EOS Implementer. EOS Implementers may operate the Franchised Business (as defined below) as a sole practitioner (sole proprietorship), or they may form a Business Entity (as defined below) to operate the Franchised Business. We use the terms “franchisee” and “Implementer” interchangeably to describe you, however, from a legal standpoint, the franchisee is the person or entity that signs the Franchise Agreement (as defined below).

We are a Delaware limited liability company formed on January 11, 2021. We and our affiliates currently conduct business under our corporate name “EOS Worldwide”. We currently maintain a small collaborative space in Birmingham, Michigan that we designate as our principal place of business; however, EOS Worldwide is largely a remote company with employees spread throughout the United States, including our executive leadership team members. Our principal business address is currently 2254 Cole Street, Suite 130, Birmingham, MI 48009. Our telephone number is (248) 278-8220 and our website is [www.eosworldwide.com](http://www.eosworldwide.com) (collectively, with any future websites we create, the “Website”).

Our current agent for service of process in Delaware is Corporate Creations Network Inc., located at Brandywine Plaza, 1520 Concord Pike, Suite 201, Wilmington, Delaware 19803. Our agents for service of process in each of the applicable franchise registration or filing states are disclosed in Exhibit C. If a state is not listed, we have not appointed an agent for service of process in that state in connection with the requirements of franchise laws. There may be states in addition to those listed in Exhibit C in which we have appointed an agent for service of process. There may also be additional agents appointed in some of the states listed.

We began offering EOS Worldwide franchises as of February 16, 2021. We also operate our online store (the “EOS Online Store”), which offers and sells EOS branded books, educational materials and other related EOS products to franchisees, Clients (as defined below), and the public. You are required to purchase certain educational and instructive materials used with your Client sessions from us through the EOS Online Store. Other materials that you may need to operate your EOS Worldwide franchise, including EOS branded books, may be purchased wherever available, subject to the terms and conditions of the Franchise Agreement.

We do not own or operate any businesses of the type you will be operating. We have not offered franchises in any other line of business. Additionally, we do not engage in any other business activities outside of operating the EOS Worldwide franchise system, the EOS Online Store and EOS related business matters. From time to time, we allow certain full-time employees to maintain, own, and operate a Franchised Business under circumstances that we feel help them to better support the franchise community in their corporate roles. These businesses are individually owned and operated by these corporate employees; they are not affiliated with us and we do not maintain any rights to manage or control these businesses. Any full-time EOS Worldwide corporate employee that also operates an EOS Implementer business does so on a part-time basis, and therefore only supports a limited number of Clients.

**Parent, Predecessors and Affiliates**

Our parent company is EOS HoldCo, LLC, a Michigan limited liability company formed on

November 13, 2008 (“EOS Holdco”). The principal business address of EOS Holdco is also 2254 Cole Street, Suite 130, Birmingham, MI 48009. Prior to May 2018, EOS Holdco was owned by its founder, Gino Wickman and his business partner and one of the first EOS Implementers trained by Mr. Wickman, Don Tinney. At the time of their ownership, Gino and Don each also operated their own EOS Worldwide business similar to the Franchised Business. Gino and Don each sold a majority of their interest in EOS Holdco in May 2018, and are now EOS Worldwide franchisees that operate an EOS Franchised Business.

Our principal operational affiliate is EOS Worldwide, LLC (“EOS OpCo”), a Michigan limited liability company, formed on June 15, 2018. EOS OpCo is a wholly-owned subsidiary of EOS Holdco. The principal business address of EOS OpCo is also 2254 Cole Street, Suite 130, Birmingham, MI 48009. EOS OpCo owns the trademarks “Entrepreneurial Operating System”, “EOS”, and “EOS Implementer” and the Intellectual Property described in Items 13 and 14 below. As part of a restructuring, EOS OpCo acquired the Intellectual Property from its parent, EOS Holdco in July 2018. EOS OpCo has operated the EOS Worldwide business since its formation, offering monthly membership subscriptions to, and training on, EOS. EOS OpCo also provides other non-franchise educational business resources under different trademarks such as Rocket Fuel™ and EOS One®, a proprietary business-to-business software. We currently provide an incentive referral program under which active EOS Implementers can earn referral fees based on their tier designation levels. We may discontinue, terminate, modify, or amend this referral program at any time. Unless we agree otherwise in writing, you will not have any other rights to participate in these separate businesses as a franchisee of EOSW.

EOSW International, Inc., a Michigan corporation formed on September 27, 2019, is a wholly-owned subsidiary of EOS OpCo. EOSW International, Inc. was created to capture revenue from international operations of EOS OpCo for United States tax purposes. The principal business address of EOSW International, Inc. is also 2254 Cole Street, Suite 130, Birmingham, MI 48009.

EOS Worldwide UK, LTD., a United Kingdom private company formed on May 16, 2019, is a wholly-owned subsidiary of EOSW International, Inc. and exists to conduct EOS OpCo’s operations in the United Kingdom. The principal business address of EOS Worldwide UK, LTD. is also 2254 Cole Street, Suite 130, Birmingham, MI 48009 with a registered office of 1 Chapel Street, Warwick, United Kingdom CV34 4HL.

Neither EOS Holdco nor any of our other affiliates have ever offered franchises in this or any line of business and do not currently provide products or services to franchisees except as described above.

Other than those described above, we have no predecessors or other affiliates that are required to be disclosed in this Disclosure Document.

## **The Franchise**

We offer franchises for the establishment and operation of a turnkey type business (the “Franchised Business”) which provides EOS related services (collectively, the “Services”) and products (collectively, the “Products”) that help entrepreneurs, business owners, leadership teams, and other customers and clients (collectively, the “Clients”) achieve their business objectives by operating on the Entrepreneurial Operating System or “EOS”. EOS includes a complete set of simple concepts and practical tools that strengthen what we refer to as the “Six Key Components” of any business which, once implemented by a Client, is designed to help it to achieve ultimate Vision, Traction and Healthy. Clients begin their introduction to EOS with an initial session called a “90 Minute Meeting.”

The “EOS Franchise System” consists of our Products and Services as well as our know-how, our distinctive and identifiable trade-dress and the specifications, information, policies, methods, controls,

advertising and promotional programs, and procedures for operations, management and financial control all of which is identified by our principal trademark “EOS” and other names and marks (collectively, the “Marks”) and other Intellectual Property we now or in the future may designate in writing for use in connection with the EOS Franchise System which are described in more detail below in Item 13. We may periodically make changes to the EOS Franchise System, including changes to the Services and Products offered (including EOS) and our methods, tools, software, training materials and other requirements. You may have to make additional investments in the Franchised Business periodically during the term of the Franchise Agreement if those kinds of changes are made or for other reasons. To ensure that Clients receive the consistent quality of Services and Products associated with EOS, all Franchised Businesses must be operated to EOS Franchise System specifications and standards.

We currently categorize “full-time “operating Implementers into three different tiers, “Professional”, “Certified” or “Expert”, as further described in Item 6 and Item 12. We also have created separate tiers, “Legacy” and “Emeritus”, for Implementers who are transitioning into retirement but would like to remain part of our EOS Implementer Community. All new Implementers to the EOS Franchise System that complete Boot Camp are designated initially as a “Professional EOS Implementer” and pay the same initial franchise fee and the same Boot Camp Fee, to receive our proprietary and comprehensive training program described in Item 11. However, each tier pays a different set monthly fee (in lieu of a traditional royalty), as further described in Item 6. Tier designations govern: (1) the lists of Products and Services offered by the Franchised Business; (2) the level and amount of training received and experience with implementing EOS as an EOS Implementer; (3) the opportunities to market and advertise your Franchised Business and your tier within the EOS Franchise System; (4) requirements to maintain levels of proficiency for your tier and (5) other rights and features described in this Disclosure Document and the Operations Manual (as defined in Item 8). We may require that Implementers obtain designated certifications or meet certain qualifications to be eligible for a tier, and we may change or modify those standards from time to time at our discretion.

You must sign our form of Franchise Agreement (“Franchise Agreement”), in the form attached to this Disclosure Document as Exhibit A. If you operate your franchise using a legal entity, then your entity (the “Operating Entity” or as referred to in the Franchise Agreement, your “Business Entity”) must either sign the Franchise Agreement or otherwise agree to abide by the terms of the Franchise Agreement by signing our form of Joinder to Franchise Agreement in the form attached as Exhibit C to the Franchise Agreement. An Operating Entity may have multiple owners, equity holders, shareholders, partners or members, but you must act as the sole decisionmaker and point person for the Operating Entity and only you may provide EOS Services to Clients as the “EOS Implementer” (or “Implementer”) and therefore only you may attend our Implementer trainings. If you use an Operating Entity for your Franchised Business, you must own and control the Operating Entity (with at least a 51% ownership interest unless we permit otherwise). You may also determine that you want or need additional operators, managers, employees, personnel or administrative staff to assist you in operating the Franchised Business, but these individuals may not provide functions required by an Implementer, including providing any Clients with implementation Services as described in the Operations Manual (“Implementer Services”).

Currently, we allow franchisees to operate their Franchised Businesses without any physical location. This means you may operate your Franchised Business from a home office or any other location you choose. Many franchisees rent, lease or acquire space or shared space containing session rooms to meet with Clients. You may decide to do so at your discretion. We do not provide support or required specifications or standards for any office or acquired space and we do not review or approve any real estate agreements, such as a lease. However, we may at our discretion provide you with recommendations on the layout, floor plan and design for your session rooms, upon request. However, you are required to make sure your session rooms and any other EOS business premises comply with applicable laws and reflect a professional atmosphere consistent with our Franchise System Standards (as defined in Item 8 below). We

do not set any restricted territories (see Item 12), therefore you may provide Implementer Services anywhere in the world, if and as permitted by applicable law.

### **Market and Competition**

The market for entrepreneurial coaching, consulting or training services is competitive. Your competition will include individual independent contractors, consultants and executive trainers, offering business coaching services, leadership coaching and other competitive services and products. Your competition will also include local, regional, national and international businesses offering similar products, services and resources, some of which may be franchise systems. You will also compete with educational enterprises and institutions, peer-to-peer organizations, trade associations and similar organizations in the industries and geographic location where your clients operate that may not offer directly competitive products, services or resources, but provide guidance and peer-to-peer networking services and cater to our clientele. In our experience, there is potential seasonality as we find more sessions occur between the months of November through February due to annual planning.

### **Industry Specific Laws and Regulations**

Many of the laws, rules, and regulations that apply to businesses generally, such as the Americans with Disabilities Act, Wage and Hour Laws, Privacy Laws, and the Occupational Safety and Health Act, also apply to coaching businesses like ours. There may also be industry specific laws and regulations that would affect the operation of your Franchised Business. These may include state or local licensing or regulatory requirements currently in effect or which may be adopted in the future relating to the operation of your Franchised Business in the state in which you operate, including, without limitation, any special licensing requirements. There may also be local, state, federal, or international tax and contracting laws that may apply to operating the Franchised Business. If you collect any payments from Clients via credit or debit card, you must comply with the Payment Card Industry Data Security Standard (“PCI DSS”) established by major credit card brands to ensure that merchants like your Franchised Business securely store, process, and transmit customer credit information. Certain states or governmental authorities may have restrictions on the use of offering warranties or guarantees or requirements regarding oral or written contracts with Clients.

You should investigate the laws or regulations applicable to the operation of your Franchised Business. The nature and extent of regulation relating to this business could change rapidly and without prior notice. You should consult counsel or contact your state and local agencies for detailed information about applicable laws and regulations.

## **ITEM 2** **BUSINESS EXPERIENCE**

**Mark O'Donnell - CEO/Visionary.** Mark O'Donnell (also known as MOD) has been our CEO/Visionary since our formation in January 2021. Mark also has been the CEO/Visionary for EOS OpCo and each of our other affiliates since September 2020. He fulfills these roles remotely from Sinking Springs, Pennsylvania. From August 2014 to September 2020, MOD was a Certified EOS Implementer and he served as our Head Coach for EOS Implementers from October 2019 to December 2020 prior to joining our Leadership Team.

**Kelly Knight - President/Integrator.** Kelly Knight has been our President/Integrator since our formation in January 2021. Kelly also has been the President/Integrator for EOS OpCo since August 2016 and for each of our other affiliates since their formations. She fulfills these roles remotely from Clarkston,

Michigan.

**Benjamin Ertischek - Finance Leader/CFO.** Benjamin Ertischek has been our and our affiliates' CFO/Finance Leader since December 2023. He fulfills his roles remotely from Portland, Oregon. From March 2022 to December 2023, Ben was a principal consultant with E78 Partners in Portland, Oregon. During February 2022, he took a career break before working with E78. From December 2019 to January 2022, he served as President for Blue Volt in Portland, Oregon.

**Jennifer Yruegas - Legal and Compliance Leader.** Jennifer Yruegas has been our and our affiliates' Legal and Compliance Leader since December 2024. She fulfills these roles remotely from Portland, Oregon. From September 2017 to November 2024, Jennifer was the General Counsel, Dean for the College of Business, and AVP Human Resources for Pacific University in Forest Grove, Oregon.

**Alex Tapper - Product Leader.** Alex Tapper has been our and our affiliates' Product Leader since September 2023. He fulfills his roles remotely from Austin, Texas. From August 2020 to September 2023, Alex was Head of Innovation for Frogslayer LLC in Austin, Texas. From May 2018 to July 2020, he was Strategy Director for Hypergiant, LLC in Austin, Texas.

**Victoria Cabot - Programming & Community Training Director.** Victorica Cabot is our Programming & Community Training Director and has held this position since January 2024. Victoria was also our Community Leader from January 2024 to October 2024. Prior to becoming as our Community Leader, Victoria was our Director of Client Engagement from June 2022 to December 2023. She fulfills these roles with us remotely from San Diego, California. Victoria has also been an EOS Implementer since November 2014, and still operates as an EOS Implementer on a part-time basis in San Diego, California under the arrangement described in Item 1.

**Brian Costanzo – Community Leader.** Brian Costanzo has been our Community Leader since June, 2024. He fulfills this role remotely from Alexandria, Virginia. From August to 2018 to May 2024, Brian was self-employed as an independent consultant, business manager, volunteer, investor and EOS integrator in Alexandria, Virginia.

### **ITEM 3** **LITIGATION**

No litigation information is required to be disclosed in this Item.

### **ITEM 4** **BANKRUPTCY**

No bankruptcy information is required to be disclosed by this Item.

### **ITEM 5** **INITIAL FEES**

#### **Initial Franchise Fee**

You must pay us an initial franchise fee of \$5,000 (the “Initial Franchise Fee”) to obtain a franchise.

You will pay the Initial Franchise Fee in full at the time you sign your Franchise Agreement. The Initial Franchise Fee is deemed fully earned upon payment and, is paid in consideration of administrative

and other expenses we incur in granting this franchise and therefore is nonrefundable under our Franchise Agreement.

We have discounted the Initial Franchise Fee to \$2,500 for certain former Implementers who have left and then rejoined the EOS Implementer Community within five years of leaving. Also, beginning in August 2023, new franchisees that join our Australian community or our United Kingdom and Netherlands communities now pay an Initial Franchise Fee in local currency: \$5,000 AUD for Australia and £5,000 for the United Kingdom and the Netherlands.

### **Boot Camp Fee**

Our franchise initial training we call our “Boot Camp” is \$45,000 (“Boot Camp Fee”) for new franchisees based in the United States. The Boot Camp Fee must be paid in full along with the Initial Franchise Fee at the time you sign the Franchise Agreement.

Boot Camps are offered quarterly. Details about our Boot Camp are provided under “The Training Program” in Item 11 below. You may not begin offering sessions to Clients until you have successfully completed Boot Camp. You must complete Boot Camp within six (6) months of signing the Franchise Agreement.

The Boot Camp Fee is in consideration of administrative and other expenses we incur in providing Boot Camp training programs to our franchisees.

We may waive or discount the Boot Camp Fee and/or waive the requirement to successfully complete Boot Camp training for former Implementers who have left and then rejoined the community and therefore who have already completed proper Boot Camp training. The range for any such remedial training will generally range from \$995 to \$10,000, depending upon the length of the required remedial training, training experience, materials used in conducting the training and other factors we deem appropriate.

Also, beginning in August 2023, we discounted our Boot Camp Fee for new franchisees that join our Australian community or our United Kingdom and Netherlands communities as these regions are less developed and advanced as the United States and Canada. New franchisees in these regions also now pay the Boot Camp Fee in local currency: currently AUD \$23,000 for Australia and GBP £11,000 for the United Kingdom and the Netherlands. These international rates increase 1,000 in local currency each quarter as the markets continue to develop.

The Boot Camp Fee is not refundable under our Franchise Agreement.

### **Start-Up Inventory**

You must purchase from us or EOS OpCo, a start-up package of certain training binders and materials to use with your Client sessions and when providing the Services (including manuals and educational materials). The cost of this start-up inventory typically ranges from \$1,500 to \$3,200 depending upon anticipated Client demand and is not refundable under any circumstances.

### **Monthly Membership Fee**

You will receive access to certain online materials when you sign the Franchise Agreement, but you will not begin paying a monthly membership fee (the “Monthly Membership Fee”) until the first day of the month that you are scheduled to attend Boot Camp. We do not prorate the Monthly Membership Fee

for any reason. Monthly Membership Fees are fixed monthly payments paid in lieu of a typical royalty and currently range from \$1,395 to \$1,695 based on your designated tier as described in Item 6 and Item 12 below. Implementers who are new to EOS will initially be designated as Professional EOS Implementers which requires a Monthly Membership Fee of \$1,395. Boot Camps are offered quarterly; as part of your initial onboarding once you sign your Franchise Agreement, you will sign-up for an upcoming available Boot Camp. If for any reason you fail to sign up for a Boot Camp scheduled to occur within the initial 6-month period from signing your Franchise Agreement and your franchise is not terminated (See “Time to Commence Operations” under Item 11), your Monthly Membership Fee will begin on the first day of the month following that 6-month period.

Because you do not start paying your Monthly Membership Fee until the month you are scheduled to attend Boot Camp, the total amount you will pay us towards your Monthly Membership Fee prior to “commencing” operations can be as low as one month’s fee or \$1,395, and should not exceed \$5,580, which equals four months of fees. Most new franchisees attend Boot Camp within a 3-6 month period after execution of their Franchise Agreement and commence operations immediately thereafter; if you are able to attend Boot Camp sooner, you may commence operations and begin to offer Implementer Services once you have attended and satisfactorily completed Boot Camp and have completed all your other onboarding obligations by that time (see Section 10.6 of the Franchise Agreement). Once you complete Boot Camp, you will be deemed to have commenced operations assuming you have completed all your other onboarding obligations by that time.

The Monthly Membership Fee is not refundable under any circumstances. If you sign up for a Boot Camp and then fail to attend for any reason, the Monthly Membership Fee will begin on the first (1<sup>st</sup>) day of the month of that scheduled Boot Camp notwithstanding any failed attendance or ultimate attendance and completion of a subsequent Boot Camp. We may waive or discount Monthly Membership Fees from time to time based on circumstances we feel are warranted, including for those franchisees that may be materially impacted by circumstances beyond their reasonable control (e.g., Acts of God that may limit ability to operate in a region). Otherwise, Monthly Membership Fees will be uniform for all franchisees based on their tier.

### **Uniformity; Additional Incentives**

Except as we described above, our Initial Fees are uniformly imposed for all new franchisees. However, we may in the future waive or reduce Franchise Fees, Boot Camp Fees, and/or other Initial Fees, or offer other special incentives to one or more franchisees on a case-by-case basis and from time to time under certain circumstances in our reasonable discretion. These circumstances may include providing economic incentives to expedite growth, develop untapped markets, address current economic conditions regionally, or for other business reasons that we believe in good faith is best for the System or our EOS Implementer Community.

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**ITEM 6**  
**OTHER FEES**

Type of Fee <sup>(1)</sup>	Amount	Due Date	Remarks
Monthly Membership Fee <sup>(2)</sup>	<p>As of April 2025, Monthly Membership Fees are as follows:</p> <p>\$1,395 for all franchisees designated in the “Professional”, “Legacy” or “Emeritus” tier.</p> <p>\$1,495 for all franchisees designated in the “Certified” tier.</p> <p>\$1,695 for all franchisees designated in the “Expert” tier.</p> <p>We may increase the Monthly Membership Fees from time to time, but will not increase these fees more than once in any calendar year and any incremental fee increase will not exceed \$200 per month (\$2,400 annually) in any calendar year during the initial term of your Franchise Agreement.</p>	First day of the month for your scheduled Boot Camp.	<p>All new franchisees are designated at the “Professional” tier and pay the “Professional” tier level monthly fee. Tier designations may change throughout your time as a franchisee upon request or due to performance type issues, which will also affect the Monthly Membership Fee you pay.</p> <p>See Note 2 below.</p>
Brand Development Fund <sup>(3)</sup>	<p>Currently we do not have a brand marketing fund (“<u>Brand Development Fund</u>”).</p> <p>We may however establish a Brand Development Fund in the future, but we will limit the initial fee to no more than \$100 per month, and will not increase the fee more than once in a calendar year and any incremental fee increase will not exceed \$100 per month (\$1,200 annually) in any calendar year during the initial term of your Franchise Agreement.</p>	Determined if and when the Brand Development Fund is established, likely would be payable in the same manner and at the same time as the Monthly Membership Fee.	We reserve the right to establish the Brand Development Fund and increase its fee, in each case upon sixty (60) days’ notice to you.
Local or Regional Advertising Cooperative and Special Marketing Programs <sup>(4)</sup>	<p>Currently we do not have any local or regional advertising cooperatives or other special advertising programs that require participation or contributions from franchisees.</p> <p>If we establish any cooperative advertising or other special marketing programs in the future, your contribution along with those from other franchisees will be determined at that time based on factors we deem appropriate. To be consistent with</p>	Determined if and when we establish a local or regional advertising cooperative or other special marketing program(s).	See Note 4.

Type of Fee <sup>(1)</sup>	Amount	Due Date	Remarks
	market standards, we would look to limit total annual contributions to no more than 1% of average gross session revenues. If we establish franchisor-owned businesses, then they will be required to contribute and participate on the same basis as the franchisees.		
Warm Leads Fee <sup>(5)</sup>	50% of the paid session fee for the initial (or any one-time) session provided for or on behalf of a Warm Lead, with a minimum of \$1,500.	Payable within fourteen (14) days after the session.	You may request to participate in our optional warm leads program where we may refer you potential or prospective Clients (“ <u>Warm Leads</u> ”).
Speaking Referral Fee <sup>(6)</sup>	25% of gross revenue	Payable within fourteen (14) days after the session.	If a conference or other third party requests an EOS Talk or workshop, then you must pay us 25% of the gross revenue generated from this referral.
Technology Fee <sup>(7)</sup>	Currently, we do not have a Technology Fee.  We may establish a Technology Fee in the future, but we will limit the fee initially to no more than \$100 per month, and will not increase the fee more than once in a calendar year and any incremental fee increase will not exceed \$100 per month (\$1,200 annually) in any calendar year during the initial term of your Franchise Agreement.	Determined if and when the Technology Fee is established, likely would be payable in the same manner and at the same time as the Monthly Membership Fee.	We reserve the right to establish this fee and increase this fee, in each case upon thirty (30) days’ notice to you.  See Note 7
Additional Training Fees	Our then-current fees, currently ranging from \$995 to \$10,000, but we reserve the right to increase these fees, plus travel and related costs and expenses.	Prior to attending Additional Training.	Additional Training is optional training requested by you typically in the form of workshops, in addition to Boot Camp or Mandatory Remedial Training or training we require upon renewal or transfer of your Franchise Agreement.
Mandatory Remedial Training Fee	Our then-current fees, currently ranging from \$995-\$10,000, but we reserve the right to increase these fees, plus applicable travel and related costs and expenses.	Prior to attending Mandatory Remedial Training.	Mandatory Remedial Training is additional training we determine is necessary or appropriate for you to complete upon your breach of the Franchise Agreement, violation of the Operations Manual or to

Type of Fee <sup>(1)</sup>	Amount	Due Date	Remarks
			<p>protect the quality, integrity and reputation of the EOS Franchise System, Marks and Intellectual Property.</p> <p>We may also require completion of Mandatory Remedial Training for former EOS Implementers who sign a Franchise Agreement in lieu of the full Boot Camp.</p>
Quarterly Collaborative Exchanges (“QCEs”) Fee <sup>(8)</sup>	<p>For any QCEs beyond those included in your Monthly Membership Fees, the then-current registration fee, currently \$1,000. Late registrations, changes, cancellations, and no-shows may result in an additional fee, payable on demand.</p> <p>Currently:</p> <ul style="list-style-type: none"> <li>• Late registrations and changes - \$250</li> <li>• Cancellations 15 days or more - \$0</li> <li>• Cancellations 4 – 14 days - \$250</li> <li>• Cancellations 3 days or less and no shows - \$850</li> </ul> <p>The QCE Fee does not include any incremental expenses you may incur in attending, including travel, food not provided to attendees and lodging expenses, and any connection fees for virtual sessions.</p>	Upon registration.	<p>Your Monthly Membership Fee includes your registration fee for your attendance at one QCE offered per quarter. Should you wish to attend additional QCEs offered in any quarter, we will charge you the registration fee.</p> <p>See Note 8 detailing your requirements to attend the QCEs.</p>
Annual EOS Conference Fee <sup>(9)</sup>	<p>Depending on the number of your Clients that attend, you may be eligible to attend the EOS Conference. If you are eligible to and choose to attend, you are required to pay the current registration fee, half of the registration fee, or you may not be required to pay any registration fee. For 2026, the registration fee will be \$2,500.</p> <p>The EOS Conference Fee does not include any incremental expenses you may incur in attending, including travel,</p>	Upon registration.	<p>We hold an annual conference designed for companies operating on EOS (the “EOS Conference”).</p> <p>See Note 9 for requirements regarding qualifications for franchisees to attend the EOS Conference.</p>

Type of Fee <sup>(1)</sup>	Amount	Due Date	Remarks
	food not offered to attendees and lodging expenses, and any connection fees for virtual sessions.		
Renewal Fee	Currently none.  We may establish a Renewal Fee, but any Renewal Fee that we establish will not apply to the renewal of the Franchise Agreement you sign in connection with this Disclosure Document.	Not applicable.	We currently do not charge a fee for renewing your Franchise Agreement, but there are other conditions for renewal, including but not limited to being in good standing, signing our then- current Franchise Agreement, and executing a release.
Transfer Fee <sup>(10)</sup>	\$5,000	Payable at the time of transfer.	Payable to us if you transfer your Franchise.  See Note 10 for circumstances where we waive the Transfer Fee.
Accounting/Audit Fee	Cost and expenses of audit.	When incurred.	We may audit your Franchised Business to confirm you are consistently submitting quarterly reports. If we determine that you understated revenue or made other misrepresentations and owe us additional amounts, then you will pay the Accounting/Audit Fee.
Interest on Overdue Amounts	The lower of 1.5% interest per month or the highest rate available by law on the past due amount.	First day of late period.	Interest is due on all overdue payments and begins to accrue thirty (30) days' after the original due date until payment is received in full.
Management Fee <sup>(11)</sup>	Our costs and expenses (including wages and personnel costs) incurred in managing your Franchised Business.	Payable on demand out of Franchised Business proceeds.	The Management Fee is paid to us. In addition to our right to terminate the Franchise Agreement, we (or our designee) may step-in to provide Services or Products to your Clients if you fail to cure a default within the applicable cure period (if applicable).  See Note 11.
Insurance Reimbursement <sup>(12)</sup>	The premium, plus up to 20% of the premium.	When incurred.	If you fail to maintain the required insurance, we have the right, but not the obligation, to procure insurance on your behalf and you must reimburse us the premium payment plus a fee of up to 20% of the premium to cover our costs.

Type of Fee <sup>(1)</sup>	Amount	Due Date	Remarks
Indemnification	Amount will vary under the circumstances.	Date incurred.	You must reimburse us and/or our affiliate if we incur liability as a result of the operation of your Franchised Business.
Costs of Enforcement and Defense	Amount will vary under the circumstances.	Date incurred.	You must pay our costs and legal fees if we must take action to enforce your obligations to us.
Non-compliance cure costs and fee	Our out-of-pocket costs and internal cost allocation, plus up to 10%.	When billed.	We may cure your default on your behalf, and you will owe our costs plus a 10% administrative fee.
ACH/Credit Card Administration Fees <sup>(13)</sup>	<p>Our then-current fees, currently up to \$50 per incident, for cancelled payment/credit card declined or insufficient funds instances.</p> <p>Our then-current fees, if any (currently up to \$50 per change), for changes to account on file information.</p> <p>Up to 4% of any credit card charges subject to applicable law and Visa, Master Card, AMX, and other card brands' applicable terms and conditions.</p>	As incurred.	See Note 13.
Additional E-mail Accounts	<p>After attending and completing Boot Camp, we provide you with an e-mail address and an e-mail address for your administrative employees, if applicable.</p> <p>1<sup>st</sup> administrative e-mail account is included in the Monthly Membership Fee.</p> <p>Additional administrative e-mail accounts are at our then current fees.</p> <p>Current fees:</p> <ul style="list-style-type: none"> <li>• \$18/month for a 2<sup>nd</sup> account</li> <li>• \$25/month each for 3 or more accounts</li> </ul>	As incurred.	<p>You may request additional e-mail accounts, which we may provide in our sole discretion, and which may be subject to additional fees at our then current rates.</p> <p>You are required to use your issued EOS Worldwide e-mail account for all e-mail correspondence related to the operation of your Franchised Business.</p>
Reimbursement of Taxes	Will vary.	As incurred.	If sales and use or similar taxes are imposed or levied, then we reserve the right to pass along such costs to you. This does not include any responsibility to reimburse us for any of our income taxes.

Type of Fee <sup>(1)</sup>	Amount	Due Date	Remarks
Practice Management <sup>(14)</sup>	Currently \$195 - \$495/month	Monthly in advance.	Practice Management (our CRM) is included in the Monthly Membership Fee. Practice Management+ (formerly known as Session Guru), provides additional tools and is optional for franchisees. Pricing is based on the number of active Clients you have.

**Notes:**

1. **Non-Refundable.** The Item 6 table describes other recurring or isolated fees or payments that you must pay to us or our affiliates, or which we or our affiliates may impose or collect on behalf of a third party, in whole or in part. Except as otherwise stated above or below in this Item 6, all of the fees listed in the table above are uniformly imposed by, payable to, and collected by us or our affiliates, and are non-refundable. We may however offer special incentive, amnesty, and other programs from time to time, which may decrease, waive, or provide for deferral of, any of the fees listed in this Item 6. Programs may only be available for specific eligible franchisees or for specified markets that we determine in our sole discretion. We may alter or discontinue these programs at any time in our sole discretion.

2. **Monthly Membership Fee.** You must pay us a fixed Monthly Membership Fee based upon your tier designation in lieu of a traditional royalty. The Monthly Membership Fee can, and will likely, increase over the duration of your franchise. The Monthly Membership Fee commences the first (1st) day of the month of your scheduled Boot Camp; however, if for any reason you do not timely attend and complete Boot Camp during the six-month period from signing and (and if your Franchise Agreement is not terminated due to such failure), your Monthly Membership Fee will commence the first (1st) day of the month immediately following the expiration of that six-month period. If however, you sign up for a Boot Camp and fail to attend for any reason, the Monthly Membership Fee will begin on the first day of the month of that scheduled Boot Camp notwithstanding any failed attendance or ultimate attendance or completion of a subsequent Boot Camp.

We have established certain criteria for each of our tiers. Our criteria and the rights associated with each tier is described in Item 12 below and outlined in detail in our Operations Manual and may change from time to time at our discretion. If you meet the criteria outlined in the Operations Manual and elect to upgrade your tier, then you will pay the Membership Fee for that tier commencing the month your tier changes. Upgrading your tier is optional. If you fail to meet the criteria outlined in the Operations Manual resulting in us downgrading your tier, then you will pay the Monthly Membership Fee for that tier commencing the month you are downgraded. Implementers may also submit requests to downgrade their tier. We must approve any requests to downgrade your tier. After you upgrade your tier, we may place continuing on-going qualifications, requirements or other necessary credentials you must satisfy to preserve your upgraded tier status.

We may transition to a standard payment date for all franchisees (e.g., 1st of the month), if we do so, we will provide you with at least thirty (30) days' notice.

3. **Brand Development Fund.** We may establish a Brand Development Fund. If we do, then you will begin paying the Brand Development Fund fee ("**Brand Development Fund Fee**") under the Franchise Agreement. We will provide you at least sixty (60) days' notice before implementing a Brand Development

Fund Fee. See Item 11 for more information on the Brand Development Fund.

4. **Local or Regional Advertising Cooperative and Special Marketing Programs.** We may also establish or otherwise participate in cooperative or special marketing programs. Cooperative advertising or other special marketing programs may include select paid media or other advertising as a flat fee or minimum percentage of revenue. These cooperative or special marketing programs may vary in duration, apply on a local, regional, national, or international basis, or involve clusters or groups of franchisees utilizing services on a shared basis. Examples include sales and marketing programs and customer satisfaction programs. Programs may be optional for franchisees or we may require participation. While franchisees may not have rights to vote on these matters, if we do decide to implement any of these programs, our standard practice is to consult with our Implementer Development Team and other experienced and trusted EOS Implementers, and we may even form an advisory council to support us in doing so (See Item 11 below). At this time, there are no documents governing these types of advertising programs, if and when established, we will make such governing documents available for review upon written request. Some local regions engage in informal and optional cooperative and advertising programs on their own.

5. **Warm Leads Fee.** We have a Warm Leads Referral Program (“Warm Leads Program”) where we may refer potential or prospective Clients (referred to above as “Warm Leads”) to franchisees. Participation in the Warm Leads Program is currently optional. Participation in the Warm Leads Program does not guarantee that you will receive any minimum number of Warm Leads or any Warm Leads at all. We may modify, change, eliminate or amend the Warm Leads Program at any time. If any Warm Lead results in a paid session or otherwise generates any session revenue for your Franchised Business, then you must pay us fifty percent (50%) of the gross revenue generated from that initial (or one-time) session provided to or on behalf of the Warm Lead, with a minimum of \$1,500 (“Warm Leads Fee”).

6. **Speaking Referral Fee.** We may also refer to you certain requests for speaking engagements, workshops and other opportunities. If you accept any referrals for a speaking, workshop or other similar engagement, then you must pay us twenty-five percent (25%) of the gross revenue generated from this referral. We may waive this fee from time to time in connection with certain partnerships or other opportunities that may generate these opportunities.

7. **Technology Fee.** If established, the Technology Fee would likely cover the cost of website development and maintenance, support of our e-mail system and other technology developments, support or services. We may offer additional, optional technology services for an additional fee in our sole discretion.

8. **Quarterly Collaborative Exchanges Fee.** We currently hold numerous QCEs per year. Your Monthly Membership Fee includes your registration for one QCE per quarter. We typically only host one QCE during the first quarter of each calendar year, but we typically hold multiple QCEs each other quarter throughout the remainder of the year. If you request to attend more than one QCE in a quarter, you will be required to pay the then-current registration fee, currently \$1,000. If you register for a QCE less than two weeks before the QCE, we may charge a late fee, which is currently set at \$250. If you register for a QCE and cancel, we may charge you a cancellation fee based on when you cancel to offset our costs and other losses as a result of your cancellation. You understand that our costs will likely increase if there is a delay in notifying us of any cancellation and therefore we expect you to notify us as soon as possible of any decision to cancel. These fees are not a penalty but rather are amounts to help offset our additional costs as a result of your change of plans. QCEs may be held in person or virtually; however, we may require that you attend any of the QCEs in person. We currently require Implementers to attend a minimum number of QCEs to maintain their tier designation. You are responsible for your own airfare, lodging, and other costs incurred in attending.

9. **Annual EOS Conference Fee.** We hold an annual EOS Conference designed for companies operating on EOS. These companies include Clients, businesses that self-implement EOS and their teams. Implementers are permitted, but not required, to attend the EOS Conference only if three or more Clients of yours attend. The registration fee for each Implementer varies and is determined based on the number of your Clients registered for the EOS Conference. If three to five of your Clients attend, you may attend the EOS Conference and will be required to pay the full registration fee. If six to nine of your Clients attend, you may attend the EOS Conference and will be required to pay half of the registration fee. If ten or more of your Clients attend the EOS Conference, you may attend the EOS Conference and will not be charged a registration fee. When determining the number of Clients attending, we look at the number of individual registrations, therefore, for example, if two individuals from the same organization/Client attend, then they will count as two Clients for purposes of determining your qualification and registration fee. We reserve the right to revise the Client attendance thresholds. If you qualify to attend the EOS Conference, you will be responsible for your own airfare, lodging, and other costs incurred in attending. We reserve the right to hold the EOS Conference virtually.

10. **Transfer Fee.** We may waive a portion of the Transfer Fee upon a transfer resulting from your death or disability or for transfers to your spouse, child, parent or sibling. We will also not charge a Transfer Fee for transfers of any existing equity of your Operating Entity to other existing current owners as long as there is no change to the Implementer as a result of such transfer, and the Implementer continues to qualify with each of the conditions set forth in the Franchise Agreement. Waiving any portion of the Transfer Fee does not limit our rights to approve your transfer. Transferees cannot provide Implementer Services until they are approved by us, sign our then-current Franchise Agreement and complete Boot Camp and pay the then-current Boot Camp Fee. The Transfer Fee is intended to cover legal and other administrative expenses to be incurred by us in connection with these transfers.

11. **Management Fee.** We also have the right to step in and operate your Franchised Business in certain circumstances, including your death, disability or prolonged absence to prevent harmful interruption of your Franchised Business. The reimbursable expenses include our and our representatives' wages, travel, lodging and meals. During any management period, you will still be required to pay to us all recurring fees.

12. **Insurance Reimbursement.** If you fail to comply with our minimum insurance requirements, we have the right to obtain and maintain the requisite insurance coverage on your behalf and at your sole expense. You must pay us the premium cost of any insurance we obtain on your behalf plus an administrative fee of up to twenty percent (20%) of the premium cost for obtaining insurance on your behalf. We have the right to increase, or otherwise modify the minimum insurance requirements upon thirty (30) days' prior written notice to you and you must comply with any modification within the time specified in the notice.

13. **ACH/Credit Card Administration Fees.** If a card payment is declined for any reason or if there are not sufficient funds in your account to permit us to debit the account for the payments you owe us, we may charge a fee per incident. Recurring late or non-payments may also be grounds for termination. A change fee may be required with submission of new ACH or card submission form. The up to 4% convenience fee is intended to help cover our expenses incurred in allowing you to pay fees by card.

14. **Practice Management.** EOS Implementers currently receive access to Practice Management to help build their business, report sessions, and collaborate more effectively with us. Features include (or will soon include): (i) contact management; (ii) standardized business development and session e-mail templates; (iii) session reporting; (iv) performance dashboard and reporting and (v) additional related features. Practice Management+ solution includes (or will soon include) CRM features plus customizable options and additional session management tools. Practice Management is currently included in the Monthly Membership Fee and Practice Management+ is an upgraded subscription available for an



additional monthly fee. The fee for Practice Management+ may increase over time.

### **ITEM 7**

#### **ESTIMATED INITIAL INVESTMENT YOUR ESTIMATED INITIAL INVESTMENT**

Type of Expenditure <sup>(1)</sup>	Amount		Method of Payment	When Due	To whom payment is to be made
	Low	High			
Initial Franchise Fee <sup>(2)</sup>	\$5,000	\$5,000	Lump Sum	At signing of Franchise Agreement	Us
Required Boot Camp Training <sup>(3)</sup>	\$45,000	\$45,000	Lump Sum	At signing of Franchise Agreement	Us
Additional Costs to attend Boot Camp Training and QCEs <sup>(4)</sup>	\$1,000	\$10,000	As Arranged	As Arranged	Vendors
Opening/Start-Up Inventory <sup>(5)</sup>	\$1,500	\$3,200	As Arranged	Prior to Commencing Operations	Us, EOS OpCo or Approved Suppliers
Computer Technology Hardware <sup>(6)</sup>	\$2,000	\$10,000	As Arranged	As Arranged	Vendors
Initial Marketing <sup>(7)</sup>	\$1,000	\$5,000	As Arranged	As Arranged	Vendors
Insurance <sup>(8)</sup>	\$1,500	\$4,000	As Arranged	As Arranged	Insurance Carriers
Miscellaneous 1 <sup>st</sup> Year Expenses <sup>(9)</sup>	\$1,650	\$5,250	As Arranged	As Arranged	Vendors
Accounting and Professional Fees <sup>(10)</sup>	\$1,000	\$3,000	As Arranged	As Arranged	Legal Counsel, Accountants and Advisors
Monthly Membership Fees for First 6 Months <sup>(11)</sup>	\$1,395	\$5,580	Monthly	As Needed	Us

Type of Expenditure <sup>(1)</sup>	Amount		Method of Payment	When Due	To whom payment is to be made
	Low	High			
Additional Funds for First 6 Months of Operation <sup>(12)</sup>	\$0	\$54,630	As Arranged	As Needed	Vendors, Suppliers, Employees, Business Partners
TOTAL <sup>(13)</sup>	\$61,045	\$150,660			

**Notes:**

1. **Type of Expenditure.** Unless otherwise indicated, none of the expenses listed in the above chart are refundable. You must check with suppliers as to the ability to obtain a refund of any amounts you pay. We may waive or reduce Franchise Fees, Boot Camp Fees, and/or other Initial Fees (See Item 5), or offer other special incentives to one or more franchisees on a case-by-case basis and from time to time under certain circumstances in our reasonable discretion. These circumstances may include providing economic incentives to expedite growth, develop untapped markets, address current economic conditions regionally, or for other business reasons that we believe in good faith is best for the System or our EOS Community.
2. **Initial Franchise Fee.** The Initial Franchise Fee for all new franchisees to EOS is currently \$5,000. We may reduce the Initial Franchise Fee for those who have left and then rejoined the community. See Item 5. You will pay the Initial Franchise Fee in one lump sum at signing of the Franchise Agreement.
3. **Required Training.** This includes the fee to attend our Boot Camp training. See Item 5. You will pay the Boot Camp fee in one lump sum upon execution of your Franchise Agreement. We reserve the right, in our sole discretion, to waive or reduce training and training fees for those who may have previously attended and completed a Boot Camp.
4. **Additional Costs for you to attend Boot Camp and QCEs.** This includes an estimate for travel, lodging, meals not provided to attendees, and other costs for you to attend Boot Camp and up to four QCEs in the first year. These costs will depend on the distance you must travel to attend these events and your travel vendors and accommodations. We may also make available additional optional training opportunities for new franchisees, including workshops. We or the party providing these additional training opportunities may charge a fee, and you may incur travel and related costs when attending these additional trainings. The costs associated with these optional training programs are not included in this Item 7.
5. **Opening/Start-Up Inventory.** This includes the cost of the training binders and materials, including one (1) Leadership Team Manual, fifteen (15) copies of the Proven Process, fifteen (15) V/TOS, fifteen (15) Focus Days, one (1) copy of each of the following articles from the Harvard Business Program Collection –*Building Your Company's Vision* and *Make Your Values Mean Something*, and five (5) We Run On EOS™ badges.
6. **Computer Technology and Hardware.** This includes the cost to acquire a device (desktop, laptop or tablet) capable of accessing the Internet with a current version of Google Chrome, Microsoft Edge, Apple Safari or Firefox Internet browser to view training, report sessions and attend virtual meetings. Our computer system estimate includes the cost of purchasing a new computer and licensing required software. If you already own a device less than three years old which meets our specifications, your cost may be less.

Additional information about the required computer system is included in Item 11.

7. **Initial Marketing.** This range includes the cost to purchase up to 200 *Traction* books at a current price of \$16.00 per book, plus estimated shipping. We recommend, but do not require, that you conduct initial local marketing of your Franchised Business using these books.

8. **Insurance.** You must purchase general commercial liability insurance, errors and omission liability insurance and other insurance we specify in the Operations Manual or required by applicable law (e.g., workers compensation insurance) or your lease agreement, should you rent space. See Item 8 for more details. Our estimates assume the annual premium for your insurance policies will be paid in full upon the purchase of these insurance policies.

9. **Miscellaneous First Year Expenses.** This includes business cards, client meals, and estimated conference room rental fees for holding sessions or meetings with clients for the first year of operations. As part of our review process for new franchisees, we may start implementing a background check requirement which may require that you pay a processing fee to our background check provider, currently estimated at between \$150-\$250 depending on where you are located.

10. **Accounting and Professional Fees.** We strongly advise you to consult with your own financial and legal advisors, and we anticipate that you will incur professional fees related to your evaluation of this Disclosure Document, including the Franchise Agreement and evaluating compliance obligations with any applicable laws or regulations as described in Item 1. In addition, you may form an entity for your Franchised Business, which will incur legal and administrative fees and expenses.

11. **Monthly Membership Fees.** The low range amount includes one month of Monthly Membership Fees at a Professional Tier of \$1,395 per month, assuming that you attend Boot Camp approximately six months after you sign your Franchise Agreement. The high range amount includes four months of Monthly Membership Fees at a Professional Tier of \$1,395 per month, assuming that you attend Boot Camp approximately three months after you sign your Franchise Agreement. Most franchisees attend Boot Camp within this 3-6 month range, if you are able to attend Boot Camp sooner, your initial investment may be higher, however, you may begin to offer Implementer Services once you have attended and satisfactorily completed Boot Camp. All new franchisees will be designated at the Professional Tier when they commence operations. Franchisees that are designated at the Certified or Expert Tier pay higher Monthly Membership Fees. Franchisees designated as Legacy and Emeritus currently pay the same Monthly Membership Fee as Professional Tier members. However, because of the criteria for those tiers, new franchisees will not qualify for any of these tiers prior to commencing operations as a franchisee. See Item 6 for more information about the Monthly Membership Fees.

12. **Additional Funds for First 6 Months of Operation.** This item estimates your initial startup expenses (other than the items identified separately in the table) for the initial period of operation of your Franchised Business, which we anticipate will be three to six months. You will need additional capital to support ongoing expenses and possibly your cost of living to the extent these costs are not covered by sales revenue. Operating expenses might include payroll costs if your start up plan includes hiring support staff and/or paying yourself a salary. These estimates assume you will not rent or purchase space to operate your Franchised Business.

13. **Total.** We relied on our affiliates', employees', and principals' experience in developing, operating and supporting an EOS Worldwide business similar to the one offered under this Disclosure Document to compile these estimates. These estimates are also based on our general business experience and knowledge of the industry. You should review these figures carefully with a business advisor before deciding to purchase the Franchised Business. We do not offer financing directly or indirectly for any part of the initial

investment. Your ability to obtain third-party financing or the franchise purchase and business start-up depend on many factors, including the availability of financing generally, your creditworthiness and collateral and lending policies of financial institutions from which you request a loan.

## **ITEM 8**

### **RESTRICTIONS ON SOURCES OF PRODUCTS AND SERVICES**

To help ensure that we maintain a consistent brand image and uniform and consistent quality and service within the EOS Franchise System, you must operate and develop your Franchised Business in strict conformance with our methods, standards and specifications and obtain certain supplies, inventory, and advertising materials in strict compliance with our specifications and only from us, our affiliates or the authorized manufacturers, distributors, suppliers, vendors, merchants or providers designated or approved by us. Our methods, standards and specifications (our “Franchise System Standards”) are prescribed in the Franchise Agreement and our confidential operations manual, which we provide to you in the form of one or more manuals, Internet catalogues, technical bulletins or other written materials in hard copy, electronic or otherwise, and which we update from time to time (“Operations Manual”). See Item 11 for more information about our Operations Manual. All Services, inventory, supplies, computer software and hardware, insurance, marketing components and techniques, customer service standards, and other supplies used in your Franchised Business must comply with our Franchise System Standards.

We formulate and modify our Franchise System Standards based upon the collective experience of our franchisees, affiliates, employees, and principals. We will disclose to you, in the Operations Manual or otherwise in writing, any specifications for the Services and the Products by designating approved brands, types, compositions, performance standards, qualities or suppliers. You must sell and offer for sale all Services required by us in the manner and method we require. You must not deviate from our Franchise System Standards without obtaining our prior written consent, and must discontinue selling and offering for sale any items and Services that we may disapprove in writing at any time. This creates a pure, consistent experience for all EOS Clients. We may periodically change our Franchise System Standards at our sole discretion and we reserve the unlimited right to formulate, modify and supplement our Franchise System Standards for operating the Franchised Business. We will try to provide you with as much written notice as possible of any changes as they occur, which may include through mail, e-mail, newsletters, posting on our Website, updates to the Operations Manual or by other means. You must implement all changes as soon as practical at your sole expense. You may incur increased costs to comply with our changes. We may also require you to occasionally participate in the test marketing of potential products and services.

#### **Approved Products, Services, and Suppliers**

With our turnkey type model, currently, you must only purchase Leadership Team Manuals, certain designated EOS branded session materials and supplies, business cards, as well as other written and bound materials used with Clients and prospects during your Client sessions, from or through us. Each of these materials and supplies are sold through the EOS Online Store. You are prohibited from reproducing, copying, replicating or translating any Leadership Team Manuals, videos, books, documents, or other copyrighted materials used in your Client sessions or otherwise in any way related to the EOS Franchise System or the Marks (see Item 13 below), unless you receive expressed prior written permission from us.

Other than the items described above, you may purchase all other products, services, signs, supplies, fixtures, inventory, tools, books (including *Traction* books sold in our EOS Online Store) and other items used in the operation of your Franchised Business from vendors or suppliers of your choice as long as the items meet or exceed our Franchise System Standards.

We reserve the right, in the future and at any time, to require you to purchase certain additional items exclusively from us, our affiliates or unaffiliated vendors, merchants, or suppliers who sell and provide quality and reliable products and services and who we identify in the Operations Manual or otherwise in writing (“Approved Suppliers”). We currently as of the date of this Disclosure Document, along with BenBella Books, Inc. supply books through our EOS Online Store, and The KalBlue Group and Commercial Graphics are currently our exclusive Approved Suppliers for business cards and other marketing materials in the United States through our EOS Online Store. Print Three, Breathe Print and Kwik Kopy are our Approved Suppliers for business cards and other marketing materials in Canada, Europe, and Australia/Pacific, respectively. We also currently provide a proprietary software resource called EOS One, which includes Practice Management and Practice Management+, through our affiliate, EOS OpCo (i.e., EOS Worldwide, LLC). Other than as described above, neither we nor our affiliates are an Approved Supplier for any other items.

### **Purchase According to Our Specifications**

The following are our current specific obligations for franchisees:

**Advertising:** All advertising, marketing and other promotional materials, business cards, signs, stationery and other marketing or promotional items we designate must bear the Marks in the form, color, location and manner we prescribe. In addition, all your advertising, marketing, and other promotional efforts that are in any way related to the Franchised Business or that include or otherwise identify any of the Marks, in any form or medium, must be conducted in a dignified manner and must conform to our Franchise System Standards, the requirements listed in the Operations Manual or otherwise communicated by us, and any other branding guidelines and policies we prescribe from time to time. We require that all advertising and marketing materials contain our website address and that you prominently identify that the business is an independently owned and operated franchise. We and our affiliates reserve the right to be the exclusive suppliers for, and to pre-approve any, advertising materials used in the EOS Franchise System. There are currently no advertising funds or formal cooperatives in our System. We reserve the right to create the Brand Development Fund and require you to contribute to the Brand Development Fund in our sole discretion. See Item 11 for more information about advertising.

**Insurance Coverage:** You also must obtain, before beginning any operations under the Franchise Agreement, and maintain in full force and effect at all times during the term of the Franchise Agreement, at your own expense, the insurance described in the Franchise Agreement and in our Operations Manual. Our current minimum insurance requirements for the United States as of the Issuance Date are: Commercial General Liability insurance and Professional (Errors & Omissions) Liability insurance with no limits no less than \$1,000,000 for each occurrence and in the aggregate. Exhibit I to this Disclosure Document provides additional details about our required minimum levels of insurance. Under our Franchise Agreement, we may change these insurance requirements, upon reasonable notice to you, to conform to reasonable local business practices or for other relevant changes in circumstances or for other commercial reasonable business reasons we deem appropriate. Our insurance coverage requirements are only minimum requirements; franchisees should consult with their insurance agents, brokers, legal counsel and/or other insurance advisors to discuss insurance needs on an ongoing basis.

**Client Satisfaction and Other Programs:** Subject to compliance with applicable law, you must institute and honor all EOS network satisfaction, loyalty and promotional programs that we require on the terms associated with such network programs, as specified in the Operations Manual, and verify your compliance with all such programs in writing at our request. It is especially critical for the goodwill and reputation of EOS that all Clients agree the Services received provide value to their businesses. Therefore, we require all of our franchisees adhere to our Client satisfaction program (“Client Satisfaction Program”). The Client Satisfaction Program requires that franchisees not charge any fee for any session if the Client

concludes the session did not provide sufficient business value and sets additional parameters for providing the Services to Clients. The Client Satisfaction Program (including the additional components and terms) is more fully described in the Operations Manual. We further require that you send an annual survey to your Clients to evaluate your performance. We may modify, change, eliminate or amend the terms of the Client Satisfaction Program or such other network programs on thirty (30) days' notice to you. We also reserve the right to contact all Clients directly for the purposes of determining their satisfaction with EOS.

### **Change of Suppliers, Products or Services**

We may require that you obtain our prior written approval if you wish to purchase any items we have not previously approved, or you wish to purchase from a supplier that we have not previously approved. We may require that certain items be sourced exclusively from us, our affiliates, or our Approved Suppliers or other designated sources, including a single supplier or a limited number of suppliers for certain products, to achieve uniformity or better pricing, simplify inventory and purchasing, or for other legitimate business reasons. We do not promise to evaluate or approve alternate products or suppliers on your request and we may decline to do so.

If we elect to evaluate a product or supplier at your request, you must provide us with adequate information and samples to evaluate the proposed product or supplier. We currently do not charge an evaluation or testing fee. If we agree to evaluate a proposed product or supplier, we will provide you with written notification of the approval or disapproval of the product or supplier within sixty (60) days from the date we receive notice and all information and samples necessary to process your request. We may revoke approval of any supplier upon written notice to you for any reason in our sole discretion. We are not required to provide to you or any supplier the evaluation criteria we use.

### **Rebates, Material Benefits, Cooperatives, Revenues from Restricted Purchases**

We may periodically negotiate purchase arrangements with suppliers for the benefit of franchisees, but we do not do so at this time. Other than as we expressly authorize, you may not in any manner reship, transship, or re-distribute any of the EOS Worldwide Services or Products or other items purchased from us or any Approved Supplier to any third party, including but not limited to other current or former EOS Worldwide franchisees with or without mark-up, without our prior written consent.

We do not provide you with any other material benefits based on your use of Approved Suppliers or other designated or approved sources, such as the grant of a renewal or an additional franchise, but you must purchase those goods and services we require from Approved Suppliers or other designated sources to be in compliance with your Franchise Agreement, which may be us or our affiliates. Active EOS Implementers may however refer their Clients and other third-parties to our EOS One proprietary platform and receive fees based on their tier designation levels. We reserve the right to discontinue, terminate, modify, or amend the referral program at any time with notice to our franchisees.

There are currently no purchasing or distribution cooperatives in which you must participate, though we reserve the right to require that in the future.

We reserve the right, as permitted by applicable law, under the Franchise Agreement to receive incentives, volume rebates, allowances, consideration, and other benefits from suppliers and manufacturers, including Approved Suppliers, directly or indirectly, as a result of sales of supplies, products or services to you by reason of such supplier, provider or manufacturer furnishing supplies, products or services to you and whether or not such supplies, products or services are required to be purchased in connection with the operation of the Franchised Business. There are currently no such arrangements in place.

We do derive revenue from your required purchases. In 2024, EOS Worldwide, as the franchisor,

derived revenues from sales of required purchases by franchisees of \$3,309,031, which accounted for approximately 13.90% franchisors total revenues of \$23,813,492. This amount does not include revenue from providing required training for new franchisees. While neither we nor our affiliates currently derive any revenues from purchases or leases we require; we and our affiliates sell certain other supplies, products and services to franchisees from time to time that are not required, and therefore derive revenue from those sales. In the future, we and our affiliates may receive other types of revenues, material benefits, and other consideration as described above from your purchase of supplies, products and services we require to operate your Franchised Business, including, through books that we may author.

We continue to update our Franchise System Standards for establishing and operating an EOS Franchised Business and with advertising and other costs that must align with our Franchise System Standards. We estimate that the costs of your purchases from Approved Suppliers, or according to our Franchise System Standards, may range from 3% to 10% of the total cost of establishing your Franchised Business and approximately 3% to 15% of the total cost of operating your Franchised Business after that time.

Other than ownership interests in EOS Holdco, neither we, nor our affiliates, officers, managers or our ownership groups own any other interest in any other supplier from whom we require you to purchase goods or services. In the future, we or our officers may acquire or receive an ownership interest in other suppliers we designate to supply your franchise.

## **ITEM 9**

### **FRANCHISEE'S OBLIGATIONS**

This table lists your principal obligations under the Franchise Agreement. It will help you find more detailed information about your obligations in this agreement and in other items of this franchise disclosure document.

<b>Obligation</b>	<b>Section in Franchise Agreement</b>	<b>Disclosure Document Item</b>
(a) Site selection and acquisition/lease	Not Applicable	Items 1 and 12
(b) Pre-opening purchases/leases	Sections 4 and 10	Items 5, 7, 8 and 11
(c) Site development and other pre-opening requirements	Sections 4 and 10	Items 5, 6, 7, 8 and 11
(d) Initial and ongoing training	Sections 4.7, 5 and 7	Items 5, 6, 7 and 11
(e) Opening	Sections 10.6 and 10.8	Items 5, 6, 7 8 and 11
(f) Fees	Section 4	Items 5, 6, 7, 8 and 11
(g) Compliance with standards and policies/Operations Manual	Sections 1, 2, 3, 6, 7, 8, 9, 10 and 11	Items 8, 11, 14, 15 and 16
(h) Trademarks and proprietary information	Sections 7, 8, 9, 11 and 16	Items 13, 14 and 15
(i) Restrictions on products/services offered	Sections 3, 10 and 16	Items 8, 11 and 16

<b>Obligation</b>	<b>Section in Franchise Agreement</b>	<b>Disclosure Document Item</b>
(j) Warranty and customer service requirements	Section 10.10	Item 8
(k) Territorial development and sales quotes	Sections 3 and 10.16	Item 12
(l) On-going product/service purchases	Sections 4, 7, 8, and 10	Items 7, 8 and 11
(m) Maintenance, appearance and remodeling requirements	Sections 2, 8, and 10	Item 11
(n) Insurance	Section 10.4	Items 6, 7 and 8
(o) Advertising	Sections 4 and 11	Items 6, 7, 8 and 11
(p) Indemnification	Sections 4.13, 6.3, 10.11, 12.2, 13 and 15.9	Item 6
(q) Owner's participation/management/staffing	Sections 2.8, 6, 10.3, 10.8, 10.15 and 10.16	Items 1, 11, 15 and 16
(r) Records and reports	Sections 6, 10, 14 and 19	Item 6
(s) Inspections and audits	Sections 10.10 and 14	Item 6
(t) Transfer	Section 15	Item 6 and 17
(u) Renewal	Section 2	Item 6 and 17
(v) Post-termination obligations	Sections 15, 16 and 17	Item 17
(w) Non-competition covenants	Sections 16.5, 16.6 and 16.7	Item 17
(x) Dispute resolution	Sections 4 and 20	Item 17

## **ITEM 10** **FINANCING**

We do not offer direct or indirect financing. We do not guarantee your note, lease or obligation.

Franchisees of EOSW Worldwide Franchising, LLC may be eligible for expedited and streamlined SBA loan processing to purchase the Franchised Business through the SBA's Franchise Registry Program, [www.franchiseregistry.com](http://www.franchiseregistry.com).

## **ITEM 11** **FRANCHISOR'S ASSISTANCE, ADVERTISING, COMPUTER SYSTEMS AND TRAINING**

Except as listed below, EOS Worldwide Franchising, LLC is not required to provide you with any assistance.

### **Pre-Opening Obligations**



Before you commence operations of your Franchised Business we or our designee will:

1. Help onboard you as a new franchisee/Implementer and will provide you with your 180 Day Sprint Coach to help you prepare for Boot Camp and beyond (See “Implementer Development” under the Training Program below).
2. Provide our Boot Camp training program to you. This training is described in detail later in this Item 11. (Section 5 Franchise Agreement).
3. Provide you with information regarding sources for supplies, signs, and other products and services for your Franchised Business, including a list of Approved Suppliers, as applicable. We do not deliver or install any of these items. We provide written specifications for these items and this information is described in greater detail in Item 8. (Section 7.3 Franchise Agreement).
4. Provide you with access to our Operations Manual and other guidelines which designate our Franchise System Standards and operating techniques of the Franchised Business, and which we will update from time to time. (Section 7 Franchise Agreement). If the Operations Manual or such other guidelines are in tangible form, our provision to you shall be considered a loan, and if electronic, such access shall be deemed temporary. Your rights to use and access to our Operations Manual and such other materials will terminate on the termination or expiration of your Franchise Agreement.
5. Provide you access to our online training platform that serves as our training and communication platform for the EOS Implementer Community, as well as other applicable EOS systems we own or control and make available to franchisees. (Section 7.2(g) Franchise Agreement). Your rights to use and access our online training platform and such other EOS systems will terminate on the termination or expiration of your Franchise Agreement.
6. Upon request and subject to availability, provide you access to our optional Warm Leads Program. (Section 4.5 Franchise Agreement).
7. Provide you with a start-up package or initial inventory of training binders, other Materials and marketing collateral, at the time you commence operations, to assist with the establishment and operation of the Franchised Business, the size and composition of any such start-up package or in initial inventory and corresponding fees may vary depending on your business, location and other factors. The costs for these materials are not included in the Initial Franchise Fee or Boot Camp Fee.

We do not provide any assistance with respect to hiring your employees. Unless requested by you, we do not provide training to your employees and we reserve the right to not train your employees upon request. As a reminder, your Franchised Business is independently-owned and operated meaning that while we require you to follow our Franchise System Standards, we do not control you or any of your personnel. We also do not provide any site selection assistance.

### **Ongoing Assistance**

After you attend and satisfactorily complete Boot Camp and commence operations, we will:

1. Provide you with one dedicated EOS e-mail address for you and one dedicated EOS e-mail address for an administrative employee of your Franchised Business, if applicable, that you must use in connection with the operation of the Franchised Business. (Section 7.2(e) Franchise Agreement).
2. List your Franchise in our online directory of EOS Worldwide businesses as your EOS

microsite. (Section 7.2(f) Franchise Agreement).

3. Provide you with on-going updates of information and programs regarding your Franchised Business, EOS and the EOS Franchise System, including, without limitation, information about improvements or modifications to EOS, special or new services or products which may be developed and made available to franchisees. (Section 7.2(a) Franchise Agreement).

4. At your reasonable request and subject to our availability, consult with you by telephone, e-mail, virtual meeting, webinar, or otherwise regarding the operation of your Franchised Business and advise you regarding Services, sales techniques, utilizing our tools and EOS, client relations and similar topics. (Section 7.2(c) Franchise Agreement). See information about our “Implementer Development” program below in this Item 11.

5. Periodically and in our sole discretion, make our employees or other designees (which may be other franchisees) available to you for advice and assistance with the on-going operation of the Franchised Business. (Section 7.2(d) Franchise Agreement).

6. If and when formed, administer the Brand Development Fund. (Sections 4.3, 7.2(i) and 11.4 Franchise Agreement).

7. Administer our referral fee program where, for any new franchisee that you refer to us that signs a Franchise Agreement and successfully completes Boot Camp, you will be eligible receive a referral fee (currently One Thousand Five Hundred and 00/100 Dollars (\$1,500)) (Section 7.4 Franchise Agreement).

8. Set you up for and administer our EOS One Referral Program (see below).

9. We may, in our discretion, hold the EOS Conference, QCEs and other programs, at such times and in such locations as we determine in our discretion. (Sections 5 and 7.2(l) Franchise Agreement).

10. We may, in our sole discretion, provide you with administrative, bookkeeping, or accounting services. If such services are offered, they may be offered to you at an additional cost. (Section 7.2(m) Franchise Agreement).

11. We may, in our sole discretion, provide you with additional software or other technology services. If such products or services are offered, they may be offered to you at an additional cost and may not be mandatory to purchase. This is separate and apart services or products provided in exchange for any Technology Fee. (Sections 4.4 and 7.2(n) Franchise Agreement).

12. While we provide you with tips and guidelines to assist you in establishing fees for your Franchised Business you are responsible for setting your own fees.

### **Time to Commence Operations**

You must attend, and complete to our satisfaction, Boot Camp within six (6) months of signing the Franchise Agreement. (Sections 5.1 and 10.6 Franchise Agreement). We estimate that the time from the signing of the Franchise Agreement to commencing operations of the Franchised Business will be approximately 30 to 180 days. This time may be shorter or longer due to (1) availability of Boot Camp after you sign the Franchise Agreement (Boot Camps are offered quarterly), (2) availability and delivery of initial inventory and marketing materials, (3) your ability to complete your official online profile and provide required website content, including professional, high quality headshot(s), lifestyle photo(s) and video(s), and updating of social media accounts per EOS brand guidelines, and (4) the time needed to obtain permits,

licenses, insurance and certifications necessary for the operation of the Franchised Business, as well as other factors. Prior to the opening of your Franchised Business, you must pay to us all amounts that are due and owing.

You must begin operating your Franchised Business within six (6) months after signing the Franchise Agreement. (Section 10.6 Franchise Agreement). You may not open your Franchised Business until (1) all amounts owed to us have been paid, (2) you have provided to us proof of insurance coverage, (3) all supplies have been purchased according to our specifications, (4) you complete Boot Camp training, (5) your website content is uploaded; and (6) you satisfy any other requirements of new franchisees under the Franchise Agreement. We will reasonably extend the time to commence the operation of your Franchised Business for a period of up to sixty (60) days if you are unable to despite your best efforts or for reasons beyond your control.

If you do not begin operating your Franchised Business within the timeframes specified above, we may terminate the Franchise Agreement. (Section 17.2(j) Franchise Agreement).

### **EOS One Referral Program**

We will provide you access to our EOS One Referral program. Active EOS Implementers who refer their Clients and other third-parties to our EOS One proprietary platform are currently eligible to earn referral fees based on their tier designation levels (Professional 10%; Certified 15%; Expert 20%; Legacy and Emeritus – based on previous designation). We reserve the right to discontinue, terminate, modify, or amend the referral program at any time with notice to our franchisees.

### **Marketing Approval Process**

All your advertising, marketing and other promotional efforts that are in any way related to the Franchised Business and that include or otherwise identify any of the Marks, must conform to all provisions of the Franchise Agreement, our Franchise System Standards that we state in the Operations Manual or otherwise, and any other EOS branding guidelines and policies we prescribe from time to time. You must participate in all required marketing and sales promotion programs that we may authorize or develop for Franchised Businesses. All advertising, marketing and promotional efforts and/or materials, including any advertising and/or marketing plan or material used for advertising and marketing on the Internet and/or a worldwide web page, must be completely clear and factual and not misleading and conform to the highest standards of ethical advertising, and must be conducted in a dignified manner. You must promptly discontinue use of any advertising, marketing or promotional plans or materials on notice from us.

All use of any of the Marks must meet our Franchise System Standards as defined in the Operations Manual. (Section 9.1 of the Franchise Agreement.) We have the right to require you to obtain pre-approval of your local advertising marketing and to include certain language in your local advertising materials, such as “Interested in becoming a Professional EOS Implementer” and the address of our Website and phone number.

### **Grand Opening/Start-Up Promotion**

There is currently no requirement that you engage in a specific grand opening or start-up promotion outside of regular marketing efforts, such as through social media, e-mail marketing, and local networking and business resources. You are not required to spend any amount on grand opening or start-up promotions, but we recommend you purchase *Traction* books (which are available for purchase at the EOS Online Store or from third parties) as described in Item 7 as these books should be used in your marketing and promotional efforts.

### **Local Marketing Requirement**

There is currently no minimum requirement or spending for local marketing, however, you are permitted to conduct local marketing and advertising activities at your own cost and expense and create marketing co-ops with fellow franchisees, including sponsoring local peer groups. We may make certain marketing assets, including but not limited to customizable marketing collateral, available for utilization in these programs.

### **Advertising Cooperative/Special Marketing Programs**

There are currently no advertising cooperatives for the Franchise System. You are not currently required to join or participate in any local or region advertising cooperative; however, we may require that you participate in cooperative advertising or other special marketing programs in the future. Cooperative advertising or other special marketing programs may include select paid media or other advertising as a flat fee or minimum percentage of revenue. These cooperative or special marketing programs may vary in duration, apply on a local, regional, national, or international basis, or involve clusters or groups of franchisees utilizing services on a shared basis. Examples include sales and marketing programs and customer satisfaction programs. Programs may be optional for franchisees or we may require participation. If we establish franchisor-owned businesses, then they will be required to contribute or participate on the same basis as the franchisees.

If we establish any cooperative advertising or other special marketing programs, your contribution along with those from other franchisees will be determined at that time based on factors we deem appropriate. To be consistent with market standards, we would look to limit total annual contributions to no more than 1% of average gross session revenues. While franchisees may not have rights to vote on these matters, if we do decide to implement any of these programs, our standard practice is to consult with our community leaders, coaches and Expert EOS Implementers, and we may even form an advisory council to support us in doing so. At this time, there are no documents governing these types of marketing programs, if and when established, we will make such governing documents available for review upon written request.

### **Social Media and Internet Advertising**

You may wish to use Social Media Platforms (i.e., web-based platforms such as Facebook, X (formerly Twitter), LinkedIn or Instagram and other networking and sharing sites) or use Social Media Materials (i.e., any material on any Social Media Platform that makes use of our Intellectual Property, Marks, name, brand, products or your Franchised Business whether created by us, you or a third-party). You are required to comply with the restrictions and requirements described below in this Item 11 under “Websites” and any other Franchise System Standards described in the Franchise Agreement, the Operations Manual, or otherwise in writing. You must abide by all official EOS Worldwide brand guidelines and best practices, including the designation of your status as a franchisee. You must comply with the quality considerations and requirements for your official online profile as outlined in Section 8.2 of the Franchise Agreement.

### **Brand Development Fund**

We currently do not have a Brand Development Fund (i.e., any national, regional, or international marketing fund) for the EOS Franchise System, but we may form a Brand Development Fund in the future to promote EOS, the EOS Franchise System and/or its Services and Products and reserve the right to do so in the Franchise Agreement. If we form a Brand Development Fund, we anticipate that the terms will be consistent with those for marketing funds in other franchise systems, such as:

- you will be required to contribute to it;
- if we establish franchisor-owned businesses, then they will be required to contribute to the Brand Development Fund on the same basis as the franchisees;
- our Brand Development Fund will be used for international, national and regional advertising, publicity and promotion relating to EOS and the EOS Franchise System;
- we will have the right to determine the manner in which the contributions to the Brand Development Fund are spent;
- we could use any form of media we determine is appropriate to conduct the advertising and may utilize an in-house advertising department or outside agencies;
- some portion of the Brand Development Fund may be used for creative concept production, website development, marketing surveys, test marketing and related purposes;
- we will have the right to direct all advertising activities with sole discretion over creative concepts, materials and media used, as well as their placement and allocation;
- we will also have the right to determine, in our sole discretion, the composition of all geographic and market areas for the implementation of these advertising and promotional activities’
- we will have the right to reimburse ourselves out of the Brand Development Fund for the total costs (including indirect costs) of developing, producing and distributing any advertising materials and administering the Brand Development Fund (including without limitation, legal, auditing and accounting fees, salaries of in-house advertising personnel and outside advertising agencies and other expenses incurred in connection with collecting any Brand Development Fund Fees or other amounts);
- funds from the Brand Development Fund paid will be kept separate and distinct and will be accounted for separately from our other funds; these funds will not be used to defray any of our general operating expenses, except as described in the paragraph above;
- any sums paid to the Brand Development Fund that are not spent in the year they are collected will carry over to the following year;
- within one hundred twenty (120) days of the fiscal year-end, we will prepare, and furnish to you upon written request, an annual, unaudited statement of funds collected and costs incurred. (Section 11 Franchise Agreement).

We anticipate that any Brand Development Fund we create would strive to maximize general public recognition in all media of the Marks and patronage of EOS Worldwide businesses. There will however never be any obligation to ensure that expenditures of the Brand Development Fund in or affecting any geographic area are proportionate or equivalent to contributions into the Brand Development Fund by franchisees operating in that geographic area or that any franchisees will benefit directly or in proportion to the amounts paid for the development of advertising and marketing materials or the placement of advertising.

We will not require ourselves to spend any amount on advertising in any franchisee’s area or territory, and no amount of the Brand Development Fund will be spent for advertising that is principally a

solicitation for the sale of franchises, although we may retain the right to include “Franchises Available” or “Interested in becoming a Professional EOS Implementer” or similar language along with our contact information on all Brand Development Fund advertising. (Section 11.5 Franchise Agreement).

Although the Brand Development Fund would be created with the intention that it would be perpetual, we will reserve the right to terminate (and reinstate) the Brand Development Fund at any time; however, we would take steps to ensure that it would not be terminated until all monies in the Brand Development Fund were spent for advertising or promotional purposes or returned to contributors in accordance with the Franchise Agreement. (Section 4.3 Franchise Agreement).

### **Advisory Council**

We reserve the right to form an advisory council to assist us with various components of our System, including Services offered by Franchised Businesses, marketing and promotion, training, and other aspects of the EOS Franchise System. If we create an advisory council, it will act in an advisory capacity only and will not have decision-making authority. We will have the right to form, change, merge and dissolve any advisory council at any time. (Section 11.5 Franchise Agreement).

While the membership of any advisory council will be determined in our sole discretion, members will likely include our representatives and franchisee representatives however no franchisee will have the right to sit on any advisory council. If you are chosen and agree to participate in an advisory council, you will pay all costs and expenses you incur related to your participation and attendance at council meetings, including travel, lodging and meals. (Section 11.5 Franchise Agreement).

### **Computer System**

You must purchase or lease computer equipment, including hardware and software we specify, for your Franchised Business. We currently require you to have a computer (desktop or laptop) able to run the most current version of Google Chrome, Microsoft Edge, Apple Safari, or Firefox Internet browser (the “Computer System”) in order to view training, report sessions, facilitate virtual sessions as needed, and attend virtual meetings. Computers should be less than three years old and have the most current version of its operating system, such as MacOS (Sequoia) or Windows, and be up to date with all system and software patches. Although the necessary programs should function on Firefox, Safari, Google Chrome, and Microsoft Edge, we will only assist you in troubleshooting potential issues related to the software when operating on Google Chrome. Your Computer System must have the capacity to submit to us reports through our cloud-based software containing information about the number of sessions held by your Franchised Business, revenue generated, average ratings and other information we require, all in the form prescribed in the Operations Manual which we may change from time to time upon notice. You may purchase your Computer System from any supplier, unless we designate a specific Approved Supplier. You must also have access to high-speed Internet to access our online systems, and are responsible for all costs and expenses associated with your access, including connection charges. (Section 8.1 Franchise Agreement).

We also currently provide franchisees with access to customer relationship management software, Practice Management. Our Practice Management is cloud-based and is included in the Monthly Membership Fee. This tool is designed to help your business, report sessions, and collaborate more effectively. Features include (or will soon include): (i) contact management for your Clients and leads including contact information; (ii) standardized business development and session e-mail templates; (iii) session reporting; (iv) performance dashboard and reporting and (v) additional related features. Practice Management+ solution is an upgraded subscription available for an additional monthly fee. Practice Management+ includes (or will soon include) CRM features plus customizable options and additional

session management tools. Pricing is based on the number of active Clients you have and is currently between \$195 to \$495 per month.

We anticipate that the initial cost of your Computer System will be between \$2,000 and \$10,000. If you already own computer and communications equipment which meets our specifications, your cost may be less. We currently do not require you to have a maintenance contract for your computer system, but we strongly suggest that you do so. You will keep your Computer System in good maintenance and repair and, at your expense, promptly make any and all additions, changes, modifications, substitutions, and/or replacements to your Computer System as we direct. Whether or not you choose to have a maintenance contract for your Computer System, you must pay to us a Technology Fee, if and when we choose to implement one (see Item 6). We reserve the right to increase the Technology Fee as described in Item 6. (Section 4.4 Franchise Agreement). You will pay any and all, annual, monthly or otherwise, software fees, or other fees, as required by us or our Approved Suppliers in order to maintain your Computer System. You further acknowledge and agree that we reserve the right to change our Approved Suppliers, including any software suppliers, at any time and in our sole discretion.

If you are in default of any obligations under the Franchise Agreement, we may, in addition to any other remedy we may have under the Franchise Agreement, temporarily inhibit your access to all or part of the EOS related data contained within the Computer System, until you have cured such default completely. We will not have access to your hardware, but we will have independent access to certain software systems you are required to use, such as EOS One, Practice Management (our CRM) and e-mail system.

Computer networks and systems are vulnerable in varying degrees to computer viruses, bugs, power disruptions, communication line disruptions, Internet access failures, Internet content failures, data related problems and attacks by hackers and other unauthorized intruders (“E-Problems”). We do not guarantee that information or communication systems we or others supply will not be vulnerable to E-Problems. It is your responsibility to protect yourself from E-Problems. You should also take reasonable steps to verify your suppliers, lenders, landlords, clients, and governmental agencies on which you rely, have reasonable protection from E-Problems. This may include trying to secure your Computer Systems (including firewalls, password protection, and anti-virus systems), and to provide backup systems.

You must upgrade the Computer System, and/or obtain service and support, as we require or as is necessary because of technological developments or events. There are no contractual limitations on the frequency and cost of your obligation to obtain maintenance, updates or upgrades. We have no obligation to reimburse you for any of these costs. Unless we otherwise agree in writing, neither we nor any of our affiliates will provide you with any maintenance repairs, updates or upgrades for your computer system. (Section 8.1 Franchise Agreement). We estimate that you will spend between \$0 and \$1,000 on an annual basis on the optional or required maintenance, support, upgrading and updating your computer system, excluding the payment of the Technology Fee.

### **Confidential Operations Manual**

Attached to this Disclosure Document, as Exhibit E, is the Table of Contents for our current Operations Manual which is approximately 425 pages in length. We are in the process of updating our Operations Manual. The updated version of the Operations Manual will include links to other information including copies of our Implementer Guides, and we anticipate the updated version will be approximately the same length when including the information that we link to separately.

The Operations Manual is highly confidential, contains our trade secrets and you must use your best efforts to maintain its absolute confidentiality. The Operations Manual remains our property, and any hard copies must be maintained in a safe place and returned upon request. We reserve the right to revise or modify the Operations Manual to reflect new Franchise System Standards. You must accept and comply

with such revisions, modifications and additions, which we may communicate to you through written notification by mail, e-mail, posting on our Website or otherwise. You must maintain a current copy of the Operations Manual at all times. You are prohibited from copying or distributing the Operations Manual in any manner whatsoever. You must only use the information contained in the Operations Manual to manage your Franchised Business and may not use such information for any other purpose. (Section 7.1 Franchise Agreement).

**Training Program**

We will provide you with approximately three days of initial franchisee training in our methods and techniques called our Boot Camp. Prior to attending Boot Camp, we will provide you with access to our online training platform that provides access to tools, supplies, teaching materials, video guides, printable guidelines, and support needed to implement EOS and prepare you for our Boot Camp program. Once you are provided access, then you can utilize the materials and resources at your own pace. Currently, our online training platform provides franchisees with the following, which we may modify, update, amend or change at our discretion:

1. The EOS Toolbox containing downloadable EOS tools
2. Downloadable worksheets
3. Training videos and printable guides
4. Online training courses that must be completed before you attend Boot Camp
5. Option to purchase Leadership Team Manuals (LTMs) and other materials
6. Additional resources to assist you in learning and executing the EOS 4-2-1 Business Development system

Currently, our North America Boot Camps are held at locations in Detroit, Michigan and Denver, Colorado, however locations may be added or changed at our discretion. Additionally, at our discretion, we may make virtual training available to franchisees. Boot Camp is mandatory for you. We reserve the right to modify any aspect of our Boot Camp or other training to accommodate the needs or experience of any individual trainee. The cost of the Boot Camp for new franchisees in 2025 is \$45,000, and you are responsible for all costs and expenses associated with your attendance at Boot Camp, including the cost of travel, lodging, meals, wages, and connection charges. We reserve the right to waive attendance at Boot Camp or the fee in whole or in part for this training for Implementers who have previously completed our EOS Boot Camp to our satisfaction. See Item 5.

Only EOS Implementers attend Boot Camp, and Boot Camp must be completed within six months of signing the Franchise Agreement. Failure to complete Boot Camp to our satisfaction will give us the right to terminate your Franchise Agreement. (Sections 10.6 and 17.2(e) Franchise Agreement).

The materials we use at Boot Camp include the Boot Camp Training Manual, Operations Manual, other printed materials, and printed workbooks Boot Camp is intended to be interactive. The current topics of Boot Camp are as follows:

**THE TRAINING PROGRAM**

Subject of Training	Hours of Classroom Training	On the Job Training Hour	Location <sup>(1)</sup>
---------------------	-----------------------------	--------------------------	-------------------------



<ul style="list-style-type: none"> <li>➤ The history of EOS</li> <li>➤ Generating your own Warm Leads to build your Client list</li> <li>➤ Following our One-Page Business Development Process to grow Franchised Business;</li> <li>➤ How to create the context with a potential client by delivering a powerful 90 Minute Meeting</li> <li>➤ How to use all of the EOS Worldwide resources to grow and support your Franchised Business</li> <li>➤ How to clarify your personal business plan and achieve the future you want with your Franchised Business</li> </ul>	27.0	0	<p>Instructor led training in Detroit, MI; Denver, CO</p> <p>We do not currently offer Boot Camp training virtually but reserve the right to do so in the future or at other locations</p>
<b>TOTAL HOURS</b>	<b>27</b>	<b>0</b>	

Note 1: International options are also available (e.g., London, England and Sydney Australia); however, you may not attend an international Boot Camp without our express written permission, as these are designed to support new Implementers in those regions. No refunds or adjustments to your Boot Camp Fee will be provided if you attend any such international Boot Camp even with our permission, even if the fees are different for any such international Boot Camp.

We reserve the right to amend, modify, supplement, vary and/or delete any portion of the contents of our training programs.

Currently, we schedule one Boot Camp session per location per calendar quarter. However, we may change this schedule based on demand. We reserve the right to hold our Boot Camp on an “as-needed” basis based on the number of new franchisees in the EOS Franchise System and the number of new Implementers attending, staffing and other factors. Training is currently conducted by the Implementer Development Team under the direction of Victoria Cabot, our Programming & Community Training Director. Victoria also is an EOS Implementer, like you. Please see Item 2 for additional information about Victoria’s background. We may engage other experienced EOS Implementers as instructors for our training programs.

### **On-Going Training Access**

In addition to Boot Camp, we will provide you continuing access to our online training platform (currently called the Dojo). As this access is included as part of your Monthly Membership Fee, we do not charge an additional fee for this access; however, your access to our online training platform terminates on the termination or expiration of your Franchise Agreement. In addition, you must complete the online training courses from time to time.

### **Implementer Development**

We may employ or engage others that may assist you with the ongoing operation of the Franchised Business as we deem appropriate and which may be other franchisees. As part of our Implementer Development Program, we will assign to you a 180 Day Sprint coach to act as your coach during your first one hundred eighty (180) days taking you through Boot Camp. After your first one hundred eighty (180) days, you will transition under the guidance of our Professional leader, an EOS Implementer that develops programs for our Professional EOS Implementer Community. As you progress through your EOS journey,

you will progress through our Implementer Development Program which currently includes separate programs for Certified EOS Implementers, Expert EOS Implementers and QCEs. You may too be able to serve as a contributor or coach in our Implementer Development Program. There is no additional cost to participate in our Implementer Development Program, however, certain workshops may carry an additional fee. See Item 6 for more information. While you will not have an assigned coach after your 180 Day sprint, you will have access to various experienced Implementers that will support you through your journey with EOS.

### **Additional Training**

At your request, and subject to our availability, we may provide additional training for specific areas of interest such as: coaching, ongoing breakouts, and other support packages as we make available from time to time at our discretion (“Additional Training”). Current programs include, for Professional Implementers, our Mentality Workshop, Practicality Workshop, and other Professional workshops focused on learning and facilitating with our EOS tools; for Certified Implementers, our Certified Celebration Workshop, Certified Mastery Sessions, and 300 Mastery Sessions; and for Expert Implementers, the Expert Sanctuary, among others. We may charge you our then-current fee for any Additional Training. Our current fee ranges from \$995 to \$10,000, but we reserve the right to increase these fees. In addition to our training fees, you must reimburse us for any reasonable travel or related costs and expenses we incur in providing you with Additional Training. You are also responsible for your own costs and expenses incurred in attending Additional Training, including travel, lodging and miscellaneous costs, where applicable. Additional training or refresher courses are not required, except in the event of a renewal or transfer of the Franchised Business, and may change from time to time.

### **Remedial Training**

If you are in default under the Franchise Agreement or if we determine in our sole discretion that you are in violation of Franchise System Standards (including any failure to meet the requirements to maintain your Professional Implementer status), or we feel training is otherwise necessary to protect the quality, reputation or integrity of the EOS Franchise System, Marks, or our Intellectual Property, then we may require you attend mandatory remedial training or assistance and you must pay our then-current fees and expenses of \$995-\$10,000, as further outlined in Item 6. (Section 5.2 Franchise Agreement). In addition to our training fees, you must reimburse us for any reasonable travel or related costs and expenses we incur in providing you with Remedial Training.

We may also require completion of Remedial Training (in lieu of Boot Camp) for former, non-active Implementers who sign a Franchise Agreement.

### **QCEs**

Currently, we organize and offer numerous Quarterly Collaborative Exchanges (QCEs) annually. QCEs, our quarterly continuing education conferences for Implementers in our franchise system, are an opportunity to gain practical, useful insight for implementing EOS, operating your Franchised Business, working with entrepreneurial leadership teams, and managing and servicing your Clients. QCEs allow a comprehensive exchange of ideas, recommendations, suggestions, best practices, tips and advice based on the combined experiences of Implementers in the Franchise Model.

We currently hold numerous QCEs per year. Your Monthly Membership Fee includes your registration for one QCE per quarter. We typically only host one QCE during the first quarter of each calendar year, but we typically hold multiple QCEs each other quarter throughout the remainder of the year. If you request to attend more than one QCE in a quarter, you will be required to pay the then-current

registration fee, currently \$1,000. See Item 6 for additional information about our QCEs and associated fees. You must attend QCEs as part of your tier requirements (See Item 12 below). QCEs may be held in person or virtually; however, we may require that you attend any of the QCEs in person. You are responsible for your own airfare, lodging, meals not provided to attendees and other costs incurred in attending.

### **Additional Seminars, Meetings and Conferences**

In addition to our QCEs we may also conduct other seminars or hold annual meetings or conferences from time-to-time for the benefit of all franchisees whose attendance may or may not be mandatory. We will charge our then-current registration fee, once established, and you must pay for the expense of salaries, travel, meals, lodging, and miscellaneous expenses of you attending such seminars, meetings or conferences.

We also currently hold an annual EOS Conference designed for companies operating on EOS. Implementers are permitted, but not required, to attend the EOS Conference only if three or more of your Clients attend. The registration fee for each Implementer varies and is determined based on the number of your Clients registered for the EOS Conference. If three to five of your Clients attend, you may attend the EOS Conference and will be required to pay the full registration fee. In 2025, the registration fee is \$2,500. If six to nine of your Clients attend, you may attend the EOS Conference and will be required to pay half of the registration fee. If ten or more of your Clients attend the EOS Conference, you may attend the EOS Conference and will not be charged a registration fee. We reserve the right to revise the Client attendance thresholds. When determining the number of Client attending, we look at the number of individual registrations, therefore, if two or more individuals from the same organization/Client attend, then they will count as two Clients for purposes of determining your qualification and registration fee. If you qualify to attend the EOS Conference and attend in person, you will be responsible for your own airfare, lodging, meals not provided to attendees, and other costs in attending. We reserve the right to hold the EOS Conference virtually, if we do, you will be responsible for charges you incur in attending virtually.

### **Websites**

You will not have any right to update, upgrade, amend or host the Website. We may (but we are not required to) include at the Website interior pages (sometimes referred to as microsites) containing information about you and your Franchised Business and if we do, you may, however, revise certain designated sections on the microsite for you or your Franchised Business, but the framework will be set by us. You may suggest changes to the microsite with items of news and events and related content. The Website will contain information about the EOS Franchise System. The Website may also contain other information we deem appropriate and all changes, deletions and additions are at our sole discretion. We may restrict, limit, control or designate your use of websites, the Internet, intranets, worldwide web home pages or e-mail, and require you to participate in a centralized website. Neither you, nor any of your employees, are permitted to use an e-mail address that is not associated with our Website in connection with the operation of your Franchised Business. (Sections 7.2 and 8.2 Franchise Agreement). You may not establish any separate website, blog, other World Wide Web or Internet-based presence which uses or displays any of our Intellectual Property without our prior consent. (Section 8.2(a) Franchise Agreement). Any other blog, account on a Social Media Platform, e-mail distribution list, or other World Wide Web or Internet-based presence which uses or displays any of our Intellectual Property must be conducted in accordance with our Brand Guidelines and other Franchise System Standards. Except as we may authorize in writing in advance, you cannot: (i) link or frame our Website, (ii) conduct any business or offer to sell or advertise any Services on the worldwide web, or (iii) create or register any Internet domain name in connection with your Franchised Business.

## **ITEM 12**

### **TERRITORY**

You do not receive an exclusive territory. You may face competition from other franchisees, from outlets that we own, or from other channels of distribution or competitive brands that we control.

You are permitted to offer and sell applicable Products and the Services anywhere in the world, subject to applicable law and our reservation of certain rights described below and in the Franchise Agreement. You may conduct sessions in-person or virtually, in each case in accordance with our Franchise System Standards. While you may provide Implementer Services applicable Products and the Services generally anywhere, you may not do so with or within any country that is the target of any laws administered by the Office of Foreign Assets Control, Department of the Treasury or any other governmental entity of any applicable jurisdiction imposing economic sanctions or trade embargoes against designated countries.

Because we do not grant franchises for specific locations or grant protected or exclusive territories, there are no provisions in the Franchise Agreement for modification of territorial rights, nor do we have any restrictions on the relocation of any leased or session space. However, as a United States based Franchised Business, you will be a member of our North American community and will therefore attend Boot Camp, QCEs and other training, meetings and events provided to or for the benefit of Franchised Businesses from time to time in the United States, and will be subject to the applicable Franchise System Standards for the United States. You may not change communities without our prior written consent. We will approve or disapprove a change request based on such factors as we deem appropriate (acting reasonably), including the basis for the change request. Also, our Website currently lists franchisees geographically, so if you do look to relocate, even within the United States, you should notify us so we can update this information accordingly. Franchisees may only designate locations where they actively operate their Franchised Business in accordance with our policies and procedures that are in effect from time to time, and can update their locations from time to time with our approval.

We retain the right in our sole discretion to offer products and services under the Marks in the same manner as offered by the EOS Worldwide franchises or in any other manner we determine in our sole discretion. Our rights also include the ability to sell the products and services through alternate channels of distribution such as our website and online stores, mobile application, e-commerce, retail or wholesale stores, catalog sales, telemarketing or other channels of distribution and retain all the profits from such activities. We also reserve the right to develop software or other similar programs or products; however, if we do, we may permit you to engage in revenue sharing for such products in which we share the revenue collected with you in a manner we determine. Unless we provide prior permission, you may not use alternative channels of distribution to make sales and you will not receive any compensation for our sales through alternative channels of distribution.

Unless specifically agreed with you in writing, our grant of the Franchised Business does not include any option or promise to allow you to purchase any additional franchises whether by option, right of first-refusal or similar right.

We currently categorize full-time operating franchisees in three different tiers, “Professional”, “Certified” or “Expert”. We also have created separate tiers, for EOS Implementers that are transitioning into retirement and would like to remain part of our EOS Implementer Community. Your franchise rights and your rights to qualify for and maintain your tier designation depend on your achieving certain productivity standards, as judged by the number of sessions conducted and your ratings for these sessions. Our evaluation criteria and productivity standards are outlined in our Operations Manual and summarized below, and may change from time to time at our discretion. If an Implementer meets the criteria and elects to upgrade its tier, then we may upgrade an Implementer’s tier on a going forward basis, subject to satisfying

the criteria for the upgraded tier. Upgrading a tier is optional. If an Implementer fails to meet the evaluation criteria and productivity standards outlined in the Operations Manual, we may downgrade that Implementer's tier. We also reserve the right to require Remedial Training. If you fail to meet the minimum ratings or minimum productivity standards for the Professional Tier (as defined below) following completion of Remedial Training, we reserve the right to terminate your Franchise Agreement. Implementers may also submit requests to downgrade their tier.

All new EOS Implementers are placed in the Professional Tier once they have completed Boot Camp. Franchisees may only offer and sell the Products and Services, and engage in the business activities, permitted for their tier, and may only market, advertise and promote themselves at their designated Tier.

We reserve the right to modify the ratings descriptions if we discontinue, amend or change our internal programs and systems for ratings so long as the ratings are not more materially burdensome than prior to the modification.

Below is a brief description of the differences in the benefits and requirements for each tier as of the Issuance Date of this Disclosure Document:

	<b>PROFESSIONAL</b>	<b>CERTIFIED</b>	<b>EXPERT</b>	<b>LEGACY</b>	<b>EMERITUS</b>
Flat Monthly Fee	\$1,395/month	\$1,495/month	\$1,695/month	\$1,395/month	\$1,395/month
Designation Criteria	See below	See below	See below	See below	See below
Part-Time (session limit)				X	X
Revenue Share Opportunities	X	X	X	X	X
Can Join Speaker's Bureau		X	X	X	X
Can Own/Lead Firm		X	X	X	X
EOSW Content Contributor		X	X	X	X
EOS Talk	X	X	X	X	X
LMA™/Mid-Manager's	X	X	X	X	X
Internal EOS Training Classes		X	X	X	
EOS Workshop		X	X	X	
Great Boss Facilitator			X		X
Rocket Fuel Facilitator			X		X
Advanced Community Team Roles			X		X
Special EOS Training	N/A	N/A	N/A	N/A	N/A
Priority EOS Conference Attendance	Qualify and Pay	Qualify and Pay	Qualify and Pay	Pay Fee	Pay Fee

**EOS Implementer Designation Criteria (United States) (Effective May 1, 2025)\***

We do not require minimum availability of any Implementer, or track availability of any Implementer. Except to maintain tier status, Implementers may set their own schedules and fees and perform sessions in their discretion without any requirement to allocate a minimum number of hours or days to their EOS Franchised Business.

All EOS Implementers must:

- Graduate Boot Camp
- Follow the guidelines provided in Base Camp and the Operations Manual
- Share EOS Worldwide's Vision (Core Values, Core Focus, Core Target, Marketing Strategy and 3-Year Picture)
- GWC the EOS Implementer "seat" and exhibit continual growth towards EOS mastery

#### **Criteria to Maintain Professional EOS Implementer Designation:**

- At the end of your first five quarters, including your Boot Camp quarter, you must have implemented at least four pure Focus Days, with a minimum session fee of \$2,500\*
- Positively participated in QCEs during two of the previous four quarters. One QCE must be in-person.\*\*
- At the beginning of your eighth full quarter and every quarter thereafter, you must have implemented at least 20 pure EOS session days in your prior four full quarters with a minimum session fee of \$3,000\*, and achieved an average session rating of 8.75+ in at least two of your prior four full quarters.

If you fail to meet the Professional Designation criteria as of any measurement date above, you will move into the Cure. When in the Cure, you have two full quarters with the help of available support to meet the Professional Designation criteria on a trailing four quarter basis.

#### **Additional Criteria to Become a Certified EOS Implementer:**

To earn and use the designation "Certified EOS Implementer," members of our Professional EOS Implementer Community must also:

- Have implemented 10+ pure Focus Days & at least one of each of the other four pure EOS sessions (Vision Building Day 1, Vision Building Day 2, Quarterly & Annual)
- Have implemented 80+ lifetime EOS pure session days
- Have achieved an average session rating of 8.75+ in three of your prior four full quarters
- Positively participated in QCEs during three of the previous four quarters with at least two QCEs in-person.\*\*

#### **Criteria to Maintain Certified Designation:**

- Have implemented 30+ EOS pure session days in your prior four full quarters
- Have achieved an average session rating of 8.75+ in three of your prior four full quarters
- Positively participated in QCEs during three of the previous four quarters. Two QCEs must be in-person.\*\*

*Certified EOSIs will downgrade to Professional if at any measurement period you do not meet designation requirements.*

#### **Additional Criteria to Become an Expert EOS Implementer:**

Expert designation will be given to EOS Implementers who meet the following criteria:

- Met the designation criteria for Certified EOS Implementer
- Implemented 500+ lifetime EOS pure session days

- EOS 400K System™ or better (# of sessions/\$fee)
- Meet the EOS Mastery and Purity requirements detailed in the Operations Manual

**Criteria to Maintain Expert Designation:**

- Have implemented 30 EOS pure session days in your prior four full quarters
- Have achieved an average session rating of 8.75+ in three of your prior four full quarters
- Positively participated in QCEs during three of the previous four quarters. Two QCEs must be in-person.\*\*

**Additional Criteria to Become a Legacy EOS Implementer:**

Legacy designation will be given to EOS Implementers who meet the following criteria:

- Have a minimum of 10 years of EOS Implementation experience based on your Boot Camp date
- On a go forward basis, implement no new Focus Days
- On a go forward basis, implement less than 30 sessions per rolling 4 quarters

**Criteria to Maintain Legacy Designation:**

- Have achieved an average session rating of 8.75+
- Have implemented no new Focus Days
- Have implemented less than 30 session days per rolling 4 quarters
- May participate at any QCE, but is not required.

*Legacy EOSIs must either revert to full-time status and designation or choose to exit the Community if at any measurement period you do not meet designation requirements.*

**Additional Criteria to Become an Emeritus EOS Implementer:**

Emeritus designation will be given to EOS Implementers upon invitation from EOS Worldwide. These individuals also meet the following criteria:

- Have met the Expert designation criteria
- Have contributed richly to EOS Worldwide and the EOS Implementer Community, as determined by EOS Worldwide in its discretion
- On a go forward basis, implement less than 30 sessions per rolling 4 quarters

**Criteria to Maintain Emeritus Designation:**

- Continue Community contributions and engagement
- Have achieved an average session rating of 8.75+
- Have implemented less than 30 session days per rolling 4 quarters
- May participate at any QCE, but is not required.

*Emeritus EOSIs must either revert to full-time status and designation or choose to exit the Community if at any measurement period you do not meet designation requirements.*

\* Amounts in US dollars. As a reminder, EOS Implementers are responsible for establishing their own session fees, however, the fees you charge may impact your designation.

\*\*Those who leave a QCE early may not receive credit for attendance.

**Tier criteria/designations may be updated from time to time under our Franchise Agreement.**

### **ITEM 13** **TRADEMARKS**

You receive the right to use the name “EOS®” which is the primary Mark used to identify our Franchise System. You may also use any other current or future Mark in connection with the operation of your Franchised Business that we designate in writing and in the manner we permit, including the logo on the front page of this Disclosure Document and the Marks listed below. By “Marks” we mean the trade names, trademarks, service marks and logos used to identify EOS and our Products and Services.

The Marks contain marks registered (the “Registered Marks”) with the United States Patent & Trademark Office (“USPTO”) and marks with current applications for registration pending (the “Pending Marks”) with the USPTO. The following is a list of the principal Marks we may authorize you to use. EOS OpCo owns all of these Marks listed below. This list does not include all of the Marks the EOS OpCo owns, or that may be used in your Franchised Business, and we may add or subtract from this list from time to time.

<b>Registered Marks</b>	<b>Registration No.</b>	<b>Registration Date</b>
EOS	3432932	05/20/2008
ENTREPRENEURIAL OPERATING SYSTEM	3565934	01/20/2009
TRACTION	4513247	04/15/2014
EOS IMPLEMENTER	5761861	05/28/2019
CERTIFIED EOS IMPLEMENTER	5761867	05/28/2019
PROFESSIONAL EOS IMPLEMENTER	5761868	05/28/2019
THE EOS LIFE	5762869	05/28/2019
EOS PROCESS	5761870	05/28/2019
EOS MODEL	5761878	05/28/2019
IDS	6854133	09/20/2022
VISION/TRACTION ORGANIZER	6965187	01/24/2023
V/TO	6965188	01/24/2023
	6987152	02/21/2023
	6987153	02/21/2023
	6987150	02/21/2023
	6987151	02/21/2023
QCE	6875098	10/18/2022



Registered Marks	Registration No.	Registration Date
THE ACCOUNTABILITY CHART	7289242	01/23/2024
FOCUS DAY	7058176	05/23/2023
SIX KEY COMPONENTS	7095823	07/04/2023
GREAT BOSS	7241165	12/12/2023
LEVEL 10 MEETING	7495688	09/03/2024

We or our affiliates have filed all required affidavits for the Registered Marks. Following registration of the Pending Marks, and at the appropriate times, we intend to renew the registrations and to file all appropriate affidavits.

We do not have a federal registration for some of our principal trademarks. Therefore, our trademark does not have many legal benefits and rights as a federally registered trademark. If our right to use the trademark is challenged, you may have to change to an alternative trademark, which may increase your expenses.

We have the right to the use, license and sublicense the Marks as well applicable copyrights, patents, know-how and trade secrets owned and developed by EOS OpCo (including any intellectual property developed by us, the “Intellectual Property”), under a license agreement between us and EOS OpCo (the “License Agreement”). On February 15, 2021, EOS OpCo licensed to us a worldwide non-exclusive right to use, and sublicense the use of, the Marks, Intellectual Property and System in connection with the offer, sale and operation of EOS Worldwide businesses. The License Agreement is for a term of 99 years unless EOS OpCo or we terminate the license. However, termination of the license agreement will not affect existing Franchise Agreements. We will sub-license to you the right to use the Marks to operate your Franchised Business upon the terms of your Franchise Agreement.

With the exception of the License Agreement, there are no agreements currently in effect which significantly limit our rights to use or sub-license the use of the Marks in a manner material to your Franchised Business. There are no currently effective adverse material determinations of the USPTO, the Trademark Trial and Appeal Board, the trademark administrator of any state or any court, nor are there any pending infringement, cancellation or opposition proceedings or material litigation against us or our affiliates, involving the Registered Marks.

We may occasionally add additional trademarks for use with EOS Franchised Businesses which may not be federally registered, and those additions will be considered part of the Marks, will be licensed to you, and will be subject to the restrictions discussed below. If additional trademarks do not have a federal registration, those trademarks would not have many legal benefits and rights as those available for a federally registered trademark. If our right to use such a trademark is challenged, you may have to change to an alternative trademark, which may increase your expenses.

### **Use of the Marks**

You must follow our rules when you use the Marks. You may not use the Marks as part of your corporate or any other legal name unless we authorize such use in writing in advance. We must approve your business entity name and all fictitious names under which you propose to do business in writing before use. You must identify yourself using your name either alone or a fictitious name that is in accordance with our Franchise System Standards, as allowed or required under applicable law. You must promptly register your fictitious or assumed name at the state office as provided for by the laws of the state in which your Franchised Business is located and/or if required at the office of the county in which your Franchised

Business is located, as doing business under any such assumed business name as allowed under applicable law. You cannot use any Mark in connection with the performance or sale of any unauthorized services or products or in any other manner we have not expressly authorized in writing.

We or our affiliates are the lawful and sole owner of the domain name [www.eosworldwide.com](http://www.eosworldwide.com). In addition to our restrictions, you may not register any of the Marks now or in the future owned by us or any abbreviation, acronym or variation of the Marks, or any other name that could be deemed confusingly similar, as Internet domain names. We retain the sole right to advertise the EOS Franchise System on the Internet and to create, operate, maintain and modify, or discontinue use of a website using the Marks. Except as we may authorize in writing in advance, you cannot: (i) link or frame our Website, (ii) conduct any business or offer to sell or advertise any Services on the worldwide web, or (iii) create or register any Internet domain name in connection with your Franchised Business.

You may use only the Marks which we designate and only for the operation of the Franchised Business or in advertising for the Franchised Business, and may use them only in the manner we authorize and permit. Any goodwill associated with the Marks, including any goodwill which might be deemed to have arisen through your operation of the Franchised Business, inures directly and exclusively to our and our affiliate's benefit. You must use all Marks without prefix or suffix and in conjunction with the symbols "SM," "®," or "TM" as instructed by us.

We are not aware of any superior prior rights or infringing uses that could materially affect your use of our principal Marks in any state; however, a federal trademark registration does not necessarily protect the use of the concerned trademark against a prior user. Therefore, before entering into the Franchise Agreement, you should make every effort to confirm that there are no existing uses of the Marks or confusingly similar marks being used where you wish to do business. You should immediately notify us of any confusingly similar marks you discover.

### **Infringements**

You must notify us immediately of any apparent infringement or challenge to your use of any Mark, or of any claim by any person of any rights in any Mark or Intellectual Property, and you may not communicate with any person other than us, our legal counsel and your legal counsel in connection with any infringement, challenge or claim. We or our affiliates, in our sole judgment, may take any action that we deem appropriate and we have the right to control exclusively any litigation, USPTO proceeding or any other administrative proceeding arising from any infringement, challenge or claim or otherwise relating to any Mark or Intellectual Property. You must sign any instruments and documents, provide assistance and take any action that, in the opinion of our legal counsel, may be necessary or advisable to protect and maintain our interests in any litigation or USPTO or other proceeding or otherwise to protect and maintain our interests in the Marks or Intellectual Property. The Franchise Agreement requires us to participate in your defense and/or indemnify you for expenses or damages if you are a party to an administrative or judicial proceeding involving a Mark or Intellectual Property licensed to you by us or if the proceeding is resolved unfavorably to you provided that you have used such Mark or Intellectual Property in compliance with the Franchise Agreement.

### **Changes to the Marks**

If we determine that it becomes advisable for us and/or you to modify or discontinue the use of any Mark and/or use one or more additional or substitute trade or service marks, you must comply with our directions within a reasonable time after receiving notice. You will pay the expense of changing any materials used in the operation of your Franchised Business. Further, we will not be obligated to reimburse you for any loss of revenue attributable to any modified or discontinued Mark or for any expenditure you

make to promote a modified or substitute trademark or service mark.

## **ITEM 14**

### **PATENTS, COPYRIGHTS AND PROPRIETARY INFORMATION**

#### **Patents**

We do not currently own any issued patents which are material to the Franchised Business.

#### **Copyrights**

We or our affiliates claim copyrights in the Operations Manual, the Website, Product and Service materials, training and session materials, advertising materials and related items used in operating the Franchised Business (the “Copyrighted Materials”). The License Agreement described in Item 13 provides us with the right to use, license and sublicense the Copyrighted Materials. We may further register, develop, change, cancel, enhance or modify Copyrighted Materials at any time. We have registered some, but not all, of the Copyrighted Materials with the United States Registrar of Copyrights.

There currently are no effective determinations by, pending proceedings with, the Copyright Office (Library of Congress) or any court regarding any of the Copyrighted Materials which limit our rights to use or authorize franchisees to use any Copyrighted Materials in a manner material to your Franchised Business. Nor are there any agreements currently in effect which significantly limit our right to use or authorize franchisees to use the Copyrighted Materials. Furthermore, there are no infringing uses actually known to us which could materially affect a franchisee’s use of the Copyrighted Materials in any state. We are not required by any agreement to protect or defend Copyrighted Materials or confidential information, although we intend to do so when this action is in the best interests of the EOS Franchise System. During the term of your Franchise Agreement, you are granted the right to use certain of our Copyrighted Materials only for the operation of the Franchised Business or in advertising for the Franchised Business, and only in the manner we authorize and permit.

#### **Confidential Information**

Our Confidential Information includes the Operations Manual; the Boot Camp Manual; the Implementer Guides; training content; EOS Online Store materials; Franchise System Standards; information related to our Services and Products; methods for operating, managing, developing, performing, or coordinating aspects of the Franchised Business; recruitment, training, marketing or compensation methods; Client names and lists; referral sources; billing and collection methods; pricing strategies; financial information; business plans and other information about us, our affiliates and information about our Approved Suppliers; strategic partners, vendors, employees, and independent contractors and any other information we deem confidential (collectively, the “Confidential Information”). You may not use our Confidential Information in an unauthorized manner and must take reasonable steps to prevent its disclosure to others.

You may never – during the initial term, any renewal term, or after the Franchise Agreement expires or is terminated – reveal any of our Confidential Information or any other materials, goods and information created or used by us and designated for confidential use within the EOS Franchise System to another person or use it for any purpose other than to operate your Franchised Business. You may not copy any of our Confidential Information or give it to a third party except as we authorize in writing. You must limit access of your employees and any others who help support your Franchised Business to Confidential Information used in connection with the EOS Franchise System on a need to know basis. We may, periodically and in our sole discretion, amend the contents of the Operations Manual and your

confidentiality obligations will extend to these amendments. You may only share access to Confidential Information with your employees or other persons affiliated with your Franchised Business on a strict need to know basis. We may however require that such other persons and employees affiliated with your Franchised Business sign our then-standard form confidentiality agreement; however, you are ultimately responsible for ensuring confidentiality of Confidential Information that you share with any such employees or other third person, directly or by providing access to any EOS Worldwide system.

All ideas, concepts, techniques and other newly developed information or materials relating to the Franchised Business (hereinafter “Information”), whether or not constituting protectable intellectual property, and whether created by or on behalf of you, must be promptly disclosed to us, will be considered our property and part of our System and will be considered to be works made-for-hire for us. You assign the Information to us under the Franchise Agreement, and you must sign whatever documents we request to evidence our ownership or to assist us in securing intellectual property rights in these ideas, concepts, techniques or materials. We may, in our sole discretion determine whether you will receive any form of compensation or consideration in exchange for ideas, concepts, and techniques and other newly developed information or materials relating to the Franchised Business which you develop. We make no guarantees that you will be entitled to any form of compensation for such Information.

### **Client Data**

All information, mailing lists, Client information and databases of Client Data from whatever source derived, will, at our request, and in any event when provided by you to us, be our property. You must enter all Client Data and information accurately into our systems as outlined in the Operations Manual and failure to do so could result in termination of your Franchise Agreement. You may not use such information, except in connection with your Franchised Business in accordance with the Franchise Agreement and the Operations Manual. You also may not use, process, copy, display, publish, store or transfer the Client Data without our express written approval. You must comply with all applicable laws with respect to Client Data; in addition, you must comply with all data privacy and security requirements we may establish from time to time and to exert commercially reasonable efforts to prevent the unauthorized use, dissemination, or publication of Client Data, subject in all instances to applicable laws. You will promptly notify us if you become aware of or suspect any unauthorized access to the Client Data, or if you become the subject of any governmental, regulatory or other enforcement or private proceeding relating to your data handling practices of Client Data. You agree in the Franchise Agreement to indemnify us for all third-party claims related to your use of Client Data.

## **ITEM 15**

### **OBLIGATION TO PARTICIPATE IN THE ACTUAL OPERATION OF THE FRANCHISE BUSINESS**

You must sign the Franchise Agreement personally as the “Franchisee” under the Franchise Agreement and must serve as the sole Implementer for your Franchised Business. You may still choose to use an Operating Entity in connection with the operation of your Franchised Business but you must maintain a majority ownership (i.e., at least 51% unless we permit otherwise) in the Operating Entity. This interest may not be pledged, mortgaged, hypothecated, or be subjected to any lien, charge, or encumbrance, voting agreement, proxy, security interest or purchase right or option, without our prior written consent. You may have other owners, operators, or managers, for your Franchised Business or Operating Entity, but such individuals may not be an Implementer or provide Implementer Services to Clients, and such individuals will not attend, or be required to successfully complete, Boot Camp. You must disclose to us any such passive owners, operators, or managers.

You must attend and successfully complete Boot Camp, our training program, prior to providing

any Implementer Services.

You must devote your best efforts to the Franchised Business operations under the Franchise Agreement.

You must notify us promptly if you cannot continue to serve as the Implementer of your Franchise. You will have thirty (30) days from the date of the notice (or from any date that we independently determine you no longer meets our standards) to take corrective action. During that thirty (30) day period, you must provide for interim management of your operations in compliance with the Franchise Agreement.

We recognize that our franchisees may encounter extraordinary circumstances that may require extended time away from their Franchised Business. We have created a policy that is intended to provide franchisees with an ability to request a leave of absence or hiatus for those extraordinary circumstances that may or may not qualify as a disability; however, any such leave of absence or hiatus may not in and of itself relieve you of your obligation to continue to pay Monthly Membership Fees. Leaves of absence or other hiatuses, as applicable, may be granted on a case-by-case basis, in our sole discretion.

Any personnel, owners, operators, managers or any other person assisting in providing the Services or Products or working on behalf of the Franchised Business and who has access to the Operations Manual, Client Data or other Confidential Information must maintain the confidentiality of such information in accordance with the Franchise Agreement and upon our request, must sign our then-standard confidentiality agreement agreeing to maintain the confidentiality of Confidential Information. You must promptly notify us of the names of any personnel or any other person who has access to the Operations Manual, Client Data or other Confidential Information, and you will remain responsible for the confidentiality of any such information shared with them on your behalf.

## **ITEM 16**

### **RESTRICTIONS ON WHAT THE FRANCHISEE MAY SELL**

All clients should receive EOS in its purest form. Therefore, unless we are limited by applicable law, you must offer each of the Services and Products we specify for sale through the Franchised Business in accordance with our Franchise Systems Standards, and may not offer other products or services without our prior written approval. You are only permitted to cross-sell or refer Clients to other providers in the manner described in the Operations Manual, if at all.

We understand that our franchisees are successful, abundance minded entrepreneurs that may engage in other opportunities during their term as a franchisee. While we do not require our franchisees to be full-time operators and therefore understand they may engage in outside opportunities, those opportunities must not violate the restrictive covenants in the Franchise Agreement or create a conflict of interest with the role as an EOSW franchisee. To prevent potential conflicts of interest, we created guidelines set forth in the Operations Manual defining the kind of outside opportunities that we determine are acceptable, and those that we determine are not. To summarize this process and our guidelines, essentially anytime you have created or pursued, or are even in the planning stages of creating or pursuing, a separate venture alongside your EOS Implementer Franchised Business, then you may be required to clear it with us by submitting for what we refer to as our “Item 16” review. As part of this evaluation process for new franchisees, we may ask you a series of questions designed to determine whether you are engaged in any outside opportunities that could create a conflict of interest. These questions are referred to as our “Item 16” review and is part of our screening process.

Not every opportunity requires an Item 16 review. Generally speaking, if the opportunity could potentially create a conflict of interest with the EOS Worldwide brand or your business or otherwise materially impact your ability to operate your EOS Implementer business, you should go through an Item

16 review.

Unlike many franchise concepts, you are not required to operate your EOS business full-time; in fact, one of the benefits of EOS and what is a core principle to living The EOS Life is that even as an EOS Implementer, you have time for your other passions. But that does not mean you can essentially do whatever you want. As a franchisee/Implementer, you may not engage in activity that is competitive or that would create a conflict of interest with your business.

This does not mean that any income producing venture must go through this process. There are of course various types of opportunities and investments that would have no tangible impact on your Franchised Business. For example, a purely passive investment unrelated to business operating systems should not require an “Item 16” review.

But those that do or might, we expect that you will clear those with us as part of this process.

When considering your next steps, please consider these simple rules:

1. Don’t damage the EOS brand, use EOS Intellectual Property, or compete with either EOS Worldwide or the EOS Implementer Community
2. Don’t use the EOS brand or any EOS brand assets without our express written permission, and
3. Ask us for input before investing any time or money.

We require all of our franchisees to participate in our Client Satisfaction Program described in Item 8. You must offer all the authorized Products and Services at your Franchised Business unless we otherwise agree in writing.

We have the right to change the types of authorized Products and Services, and there are no limits on our right to do so, although we will provide you with notice when changes become effective. You may not offer for sale any products or perform any services that we have not approved, nor may you engage in any other business enterprise through the entity that you use to operate the Franchised Business without our prior written consent.

Other than as we expressly authorize in writing or otherwise designate in the Operations Manual, you may not in any manner purchase, reship, sell, transship, or re-distribute any of the EOS Worldwide materials or other items purchased from us to any third party, including any current or former franchisee. Franchisees may however provide EOS Worldwide materials or other items purchased from us to other current franchisees without our consent provided such items are provided without any mark-up.

We place no other restrictions on where or to whom you may provide EOS Services and Products.

## **ITEM 17**

### **RENEWAL, TERMINATION, TRANSFER AND DISPUTE RESOLUTION**

**This table lists certain important provisions of the Franchise Agreement. You should read these provisions in the Franchise Agreement attached to this Franchise Disclosure Document.**

### **THE FRANCHISE RELATIONSHIP**

Provision	Section in Franchise Agreement	Summary
a. Length of the franchise term	2.2	Five (5) year term ending on the last day of the calendar month following your five-year anniversary.
b. Renewal or extension of the term	2.3	The franchise may be renewed for up to two 3-year year terms if you are in good standing and we are still in the business of offering and selling new EOS Worldwide franchises.
c. Requirements for franchisee to renew or extend	2.3	<p>Requirements include: (i) you provide us the prior notice required in the Franchise Agreement; (ii) you complete, to our satisfaction all maintenance and upgrading necessary we require; (iii) you are in good standing; (iv); you satisfy all monetary obligations you owe us, our affiliates, and our Approved Suppliers; (v) you execute our then-current form of Franchise Agreement; (vi) you satisfy our then-current requirements for new franchisees and our training requirements; (vii) you and your applicable co-owners sign a general release; and (viii) we are still in the business of offering and selling new EOS franchises.</p> <p>The then-current standard Franchise Agreement may contain materially different terms and conditions than your original Franchise Agreement.</p>
d. Termination by franchisee	17.1	<p>You may terminate at any time with 60 days' prior written notice.</p> <p>You may also terminate prior to registering for Boot Camp with at least 10 days' prior written notice.</p> <p>To do so, you and your applicable co-owners must execute a full release and you must be in good standing and must pay your monthly fees until your termination date. Except as described above, you are not entitled to any refunds of any fees.</p> <p>Provisions regarding termination by us are subject to state law.</p>
e. Termination by franchisor without cause	Not Applicable	We may not terminate without cause.
f. Termination by franchisor with cause	17.2-17.3	Each of your obligations under the Franchise Agreement is a material and essential obligation, the breach of which may result in termination.

Provision	Section in Franchise Agreement	Summary
g. "Cause" defined – curable defaults	17.3	You have 30 days from our written notice to cure breaches of obligations, covenants or representations under the Franchise Agreement that are subject to cure, except that the following breaches provide a shorter time period specified in the Franchise Agreement: (i) you failed to timely remit the required monthly payments (10 days from our written notice); (ii) you fail to remit any other payments when due to us or our affiliates (payments (10 days from our written notice); (iii) you fail to remit any payments immediately when due to a supplier, vendor, broker, landlord, or other third party owed by the Franchised Business payments (30 days from our written notice); (iv) you make any unauthorized use of the Marks or violate the Intellectual Property provisions of the Franchise Agreement (5 business days from our written notice); (v) you fail to maintain proper insurance (5 business days from our written notice); (vi) you fail to pay your other debts or expenses (15 days from our written notice); or (vii) you fail to meet the minimum performance requirements (e.g., number of sessions, attendance at QCEs and ratings) and fail to meet those requirements with the participation in required remedial training (with at least a 30-day period to cure).
h. "Cause" defined – non- curable defaults	17.2	Non-curable defaults include: (i) you are convicted of a crime of moral turpitude or theft; (ii) you engage in any misconduct or become involved in any situation or occurrence which actually hurts (or may hurt) the goodwill or reputation of EOS or the EOS Franchise System in a material manner or that otherwise brings you, us, our affiliates, or another EOS Implementer or any of our respective businesses into actual or potential public disrepute, contempt, scandal, or ridicule, or information becomes public of such conduct by you in the past; (iii) you make any unauthorized transfer of the Franchised Business or Franchise Agreement; (iv) your bankruptcy or insolvency; (v) you fail to successfully complete Boot Camp or other required training; (vi) you fail to meet the minimum performance requirements (e.g., number of sessions, attendance at QCEs and ratings) and fail to participate in required remedial training; (vii) you breach your in- term restrictive covenants; (viii) you knowingly fail to accurately report other payments due to us, our affiliates, or suppliers/creditors, or you commit any acts of fraud or misrepresentation; (ix) you default, on three (3) or more separate occasions within any term of your franchise, on any of your material obligations to us or an affiliate, whether or not cured (including failure to adhere to any of our Core Values); (x) you fail to commence business within the time prescribed in the Franchise Agreement; (xi) you fail to pay any taxes when due; or (xii) you make any misrepresentation on your franchise application or supporting documentation.



Provision	Section in Franchise Agreement	Summary
i. Franchisee's obligations on termination/non-renewal	17.6	You must: (i) immediately cease to use any of the Confidential Information, the Intellectual Property and the Marks; (ii) immediately return to us (or destroy upon our request) all of your copies of any materials containing any of the Confidential Information or any materials bearing the Intellectual Property or the Marks and all copies and records of any Client or other similar lists; (iii) upon our request, cooperate in assigning to us or to a person or entity designated by us any and all vendor agreements or sales or service contracts for the Services with Clients of your Franchised Business, which will be automatic at our option as a result of the termination or expiration; (iv) immediately cease all use of our Marks and Intellectual Property including any of our marketing materials and brochures and stop holding yourself out to the public as associated with us in any way including remove all trade dress and removing any stickers of our trade dress; (v) immediately terminate your access to our computer systems, any e-commerce activities we designate, and any other applicable EOS systems to which you had access as a franchisee (e.g., the Dojo, Slack, Practice Management (our CRM), EOS e-mail), and immediately remove any EOS franchise related proprietary software from your computer(s); (vi) immediately pay us all unpaid fees and pay us, our affiliates, and our approved and designated suppliers and vendors that relates to the operation of the EOS Franchise, all other monies owed; (vii) comply with the post-termination covenants; and (viii) cease any and all contact with EOS Clients, suppliers, vendors, employees or our agents without our prior written consent.
j. Assignment of contract by franchisor	15.1	We may assign our interest in the Franchise Agreement, directly or indirectly, by merger, public or private offering, assignment, pledge, or other means.
k. "Transfer" by franchisee – defined	15.3	Your voluntary, involuntary, direct or indirect assignment, sale, gift, pledge, mortgage, disposal or other disposition of any legal or beneficial interest in: (i) the Franchise Agreement, (ii) any material asset of your Franchised Business; or (iii) the ownership interest in your Franchised Business, including any transfers resulting from proceedings under the U.S. Bankruptcy Code or any similar applicable law, and transfers resulting from death, disability or divorce.
l. Franchisor approval of transfer by franchisee	15.5	You must obtain our prior written consent before transferring any interest in the assets of the Franchised Business, which such consent shall not be unreasonably withheld.

Provision	Section in Franchise Agreement	Summary
m. Conditions for franchisor approval of transfer	15.5	<p>Conditions include you are in full compliance with the Franchise Agreement and: (i) the transferee meeting or exceeding the approval criteria including passing a background check and holding all required certifications necessary to provide the Services all at our sole discretion;</p> <p>(ii) you pay all amounts owed to us, our affiliates or to third-party creditors and have submitted all required reports and statements; (iii) the transferee enters into our then-current form of Franchise Agreement for new franchisees for the remainder of the current term under the Franchise Agreement (with any remaining renewal terms available) and any required related agreements (or an assignment and assumption agreement in a form reasonably acceptable to use if we are no longer offering franchises); (iv) the transferee agrees to upgrade the Franchised Business to conform to our then-current Franchise System Standards and attends Boot Camp at our then current Boot Camp fees prior to performing any Implementer Services; (v) a \$5,000 transfer fee is paid;</p> <p>(vi) you and your co-owners have signed a general release; (vii) we approve the material terms and conditions of such transfer; (viii) if you finance any part of the sale price of the transferred interest, you subordinate transferee's obligation to pay to our right to monthly fees and other amounts due to us and otherwise to comply with the Franchise Agreement; and (ix) upon our request, you have agreed that you will provide guidance and support for a period of no less than ninety (90) days from the transfer date.</p>
n. Franchisor's right of first refusal to acquire franchisee's business	Not Applicable	We do not have a right of first refusal to acquire your business on a proposed transfer.
o. Franchisor's option to purchase franchisee's business	17.7	If the Franchise Agreement is terminated by either party or you cease to do business for any reason then we have the right to purchase some or all of your assets at book value (cost less depreciation).
p. Death or disability of franchisee	15.7	You must transfer the Franchise Agreement to a new Implementer in the time we designate. Assignments are subject to our approval rights. We have the right to manage the Franchised Business or select other trained Implementers to help operate the Franchised Business during such period and charge a management fee if we feel, in our sole discretion, that the Franchised Business is not being operated properly.
q. Non-competition covenants during the term of the franchise	16.5	You are prohibited from operating or having an interest in a competitor or a similar or competitive business to the Franchised Business. You are also prohibited from diverting any business or Clients to a competitive business or competitor or engaging in any other act injurious or prejudicial to the goodwill associated with the Marks, Intellectual Property or the EOS Franchise System and from inducing the termination of or otherwise attempting to interfere with our or our affiliates' business relationships or potential business relationships.

Provision	Section in Franchise Agreement	Summary
r. Non-competition covenants after the franchise is terminated or expires	16.6	For a period of one year, you are prohibited from (i) soliciting any EOS Clients to a competitive business; (ii) inducing or attempting to induce or solicit any strategic partners, Clients, referral sources or brokers associated with the EOS Franchise System to accept an affiliation with you; (iii) from diverting or inducing our or our affiliates' business relationships or potential business relationships from doing business with us or our affiliates or otherwise attempting to interfere with any such business relationships or potential business relationships; or (iv) engaging in any other act injurious or prejudicial to the goodwill associated with us or our affiliates or the Marks, our trade names or other Intellectual Property. You may, however, continue to engage with Clients for other services not related to EOS and that do not make use of our Marks, Copyrights, or other Intellectual Property or information, and for whom you provided such other services in compliance with the Franchise Agreement prior to termination.
s. Modification of the agreement	21.3	You must comply with the Operations Manual as periodically updated or amended. The Franchise Agreement may only be modified or amended in writing signed by all parties.
t. Integration/merger clause	21.3	Only the terms of the Franchise Agreement and other related written agreements are binding (subject to applicable state law). Any representations or promises outside of the disclosure document may not be enforceable.
u. Dispute resolution by arbitration or mediation	20.4-20.5	At our discretion, all disputes must be submitted to mediation and then arbitration in Michigan (subject to state law).
v. Choice of forum	20.2	Delaware (subject to state law)
w. Choice of law	20.1	Delaware (subject to state law), except whether federal law applies (e.g., that disputes regarding the Marks will be governed by the Lanham Act, 15 U.S.C. Sec. 1051 et seq. and disputes over copyrights will be governed by federal copyright laws of the United States)

## **ITEM 18**

### **PUBLIC FIGURES**

We do not use any public figure to promote our franchise.

## **ITEM 19**

### **FINANCIAL PERFORMANCE REPRESENTATIONS**

The FTC's Franchise Rule permits a franchisor to provide information about the actual or potential financial performance of its franchised and/or franchisor-owned outlets, if there is a reasonable basis for the information, and if the information is included in the disclosure document. Financial performance information that differs from that included in Item 19 may be given only if: (1) a franchisor provides the actual records of an existing outlet you are considering buying; or (2) a franchisor supplements the

information provided in this Item 19, for example, by providing information about possible performance at a particular location or under particular circumstances.

In February 2021, EOS Worldwide transitioned its business model from a membership-based model to a franchise model. Under the previous membership-based model, EOS Implementers licensed the right to offer and sell EOS products and services through consulting businesses marketed under their own name and brand. Under this membership-based model, certain EOS Implementers offered both EOS and other products and services in addition to EOS. With the transition to the franchise model, EOS Implementers that signed a Franchise Agreement now operate their franchise businesses exclusively on EOS under our principal trademark as an EOS Worldwide franchisee.

As of December 31, 2024, there were 732 EOS Worldwide franchisees operating a Franchised Business based in the United States. More specifically, that means that 732 active EOS Worldwide franchisees completed Boot Camp training and are eligible to provide Implementer Services under a Franchise Agreement signed on or after February 2021.

Franchisees may not start offering EOS until they complete Boot Camp training. Some franchisees completed Boot Camp under the membership-based model prior to February 2021, and therefore, were able to operate immediately after signing the Franchise Agreement. Any transitioning Implementer who did not complete Boot Camp training under the membership-based model was required to do so after signing the Franchise Agreement.

Each of the tables provided in this Item 19 only include franchises that have been teaching on EOS for more than twelve (12) months (i.e., they completed Boot Camp more than 12 months prior to the start of the reporting period). The tables do not include information for any franchisees that were not operating for more than 12 months from the start of the applicable Reporting Period (i.e., they did not complete Boot Camp training more than 12 months from the start of the applicable Reporting Period).

Each of the terms and concepts are used throughout this Item 19 with the following meanings:

(1) “Reporting Period” means each of the following quarterly periods Franchisees report performance to us:

Quarter	Months
First Quarter	February 1 <sup>st</sup> to April 30 <sup>th</sup>
Second Quarter	May 1 <sup>st</sup> to July 31 <sup>st</sup>
Third Quarter	August 1 <sup>st</sup> to October 31 <sup>st</sup>
Fourth Quarter	November 1 <sup>st</sup> to January 31 <sup>st</sup>

(2) “Session Days” are days in which an Implementer conducts a session with a Client. These include Focus Days, Vision Building Day sessions, Quarterly Pulsing sessions, Annual Planning sessions and special or requested sessions with a Client.

(3) “Session Revenue” is defined as the total revenue derived from Session Days with Clients, whether received in cash, check or credit card, or in a lump sum or in installments, and adjusted for sales related taxes and refunds. Franchisees are responsible for establishing their own rates, however, the rates they charge may impact their Implementer’s tier designation.

See also Exhibit D to this Franchise Disclosure Document, Amendment to Franchise Disclosure Document under California Franchise Investment Law, #15.

**February 1, 2024 to January 31, 2025 Reporting Period (US only)**

The tables below include aggregate performance information for operating franchisees based in the United States for the four (4) quarterly consecutive Reporting Periods beginning February 1, 2024 and ending January 31, 2025.

<b>Tier<sup>(1)</sup></b>	<b>Professional (US Only)</b>	<b>Certified (US Only)</b>	<b>Expert (US Only)</b>	<b>System Wide (US Only)</b>
# of Operational Franchisees*	111	254	103	468
<b>Session Revenue (Annual)</b>				
Lowest Total Session Revenue (Annual)	\$20,000	\$132,500	\$219,000	\$20,000
Highest Total Session Revenue (Annual)	\$488,750	\$1,014,000	\$1,583,500	\$1,583,500
Average of Total Session Revenue (Annual)	\$162,542	\$413,902	\$704,649	\$418,274
# Above Average	55	104	43	196
% Above Average	49.55%	40.94%	41.75%	41.88%
<b>Median Session Revenue (Annual)**</b>	\$161,648	\$389,250	\$666,750	\$367,975
<b>Tenure Since Boot Camp (in Months)</b>				
Shortest Tenure	14	14	33	14
Longest Tenure	135	223	189	223
Average Tenure Since Boot Camp	32	43	99	52
# Above Average	29	108	45	193
% Above Average	26.13%	42.52%	43.69%	41.24%
<b>Median Tenure**</b>	23	38	93	41
<b>Average Per Session Fee</b>				
Lowest Average Per Session Fee	\$2,813	\$3,215	\$3,622	\$2,813
Highest Average Per Session Fee	\$7,909	\$10,463	\$13,176	\$13,176
Average Per Session Fee	\$4,995	\$5,706	\$7,176	\$5,861
# Above Average	53	111	43	208
% Above Average	47.75%	43.70%	41.75%	44.44%
<b>Median Per Session Fee**</b>	\$4,928	\$5,537	\$6,987	\$5,679
<b>Total Session Days (Annual)</b>				
Lowest # of Total Session Days (Annual)	5	18	39	5
Highest # of Total Session Days (Annual)	65.5	143	171	171

Average # of Total Session Days (Annual)	33	72	98	68
# Above Average	56	104	51	218
% Above Average	50.45%	40.94%	49.51%	46.58%
Median Total Session Days (Annual)**	33	67	98	65

*\* Operational franchisees are defined as franchisees that have been fully operational for one full year (i.e., completed Boot Camp Training more than 12 months prior to the start of the Reporting Period). Operational franchisees do not include (i) the 2 franchisees that are designated in the Emeritus tier, which is designed for those franchisees that are in or transitioning into retirement or (ii) the 3 franchisees that were full-time EOS Worldwide corporate employees and who maintained their EOS Implementer business on a limited part-time basis while employed to help provide support for the community.*

*\*\* Median is defined as the data point in the center of all data points being used.*

*\*\*\* One long standing EOS Implementer requested to reduce its Tier from Certified to Professional in Q4 2021-22. For purposes of this Item 19, we have grouped that franchisee with the Certified cohort instead of the Professional cohort.*

As of the end of the Reporting Period on January 31, 2025, we had 730 total franchisees operating in the United States. Of the 262 operating franchisees not included in the table above, 257 franchisees had not completed Boot Camp more than 12 months from the start of the Reporting Period. We also had 2 franchisees that are designated as Emeritus (semi-retired) and had 3 franchisees that were full-time EOS Worldwide corporate employees and who maintained their EOS Implementer business on a limited part-time basis while employed to help provide support for the community. We had 47 operational franchisees terminate their Franchise Agreements during this Reporting Period. Those franchisees are also therefore excluded from the table above.

#### **400K System and Historical Performance (US Only)**

The EOS 400k System is our business development process designed to help Implementers get to \$400,000 of Session Revenue on an annualized basis by the end of the third year of operations after completing Boot Camp.

The tables below are progressive and designed to illustrate how those Implementers that have been in our EOS Community for at least 3 years (i.e., at least three years since completing Boot Camp) have performed (i) within their initial thirty-six (36) months (or three (3) years) after Boot Camp and (ii) during their entire time as an EOS Implementer.

*Note these tables do not include any Implementers that are no longer part of the EOS Community (e.g., terminated Franchise Agreements). For detailed information regarding the number of terminations over the past three fiscal years, please see Item 20. In addition, these results include performance of EOS Implementers that were members of our community under our previous membership model and prior to our franchise transition in 2021.*

*Results date back to 2008 for longest tenured EOS Implementers.*

*All dollar amounts reflect Session Revenue for a 12-month period and not on a calendar year basis.*

Tier	Professional (US Only)	Certified (US Only)	Expert (US Only)	System Wide (US Only)
# EOS Implementers*	52	195	103	350

<b>Tier</b>	<b>Professional (US Only)</b>	<b>Certified (US Only)</b>	<b>Expert (US Only)</b>	<b>System Wide (US Only)</b>
Achieved at least <b>\$400k</b> over 12 months within 1 <sup>st</sup> 3 years	2	66	55	123
% that achieved milestone	3.85%	34.02%	53.40%	35.24%
Highest 12-month peak for an EOS Implementer within 1st 3 Years	\$473,000	\$835,750	\$1,134,750	\$1,134,750
Lowest 12-month peak for an EOS Implementer within 1st 3 Years	\$21,500	\$51,000	\$42,750	\$21,500
Average 12-month peak for an EOS Implementer within 1st 3 Years	\$182,526	\$354,736	\$425,381	\$349,927
Median 12-month peak for an EOS Implementer within 1st 3 Years **	\$172,666.00	\$367,375.00	\$415,500.00	\$326,000
# Above Average	23	85	50	150
% Above Average	44.23%	43.81%	48.54%	42.98%
Achieved at least <b>\$100k</b> over 12 months within 1 <sup>st</sup> 3 years	47	189	97	333
% that achieved milestone	90.38%	97.42%	94.17%	95.42%
Achieved at least <b>\$200k</b> over 12 months within 1 <sup>st</sup> 3 years	19	164	88	271
% that achieved milestone	36.54%	84.54%	85.44%	77.65%
Achieved at least <b>\$300k</b> over 12 months within 1 <sup>st</sup> 3 years	4	119	74	197
% that achieved milestone	7.69%	61.34%	71.84%	56.45%
Achieved at least <b>\$100k</b> over 12 months within entire time as an EOS Implementer	50	195	103	348
% that achieved milestone	96.15%	100.00%	100.00%	98.86%
Achieved at least <b>\$200k</b> over 12 months within entire time as an EOS Implementer	26	195	103	324
% that achieved milestone	50.00%	100.00%	100.00%	92.05%
Achieved at least <b>\$300k</b> over 12 months within entire time as an EOS Implementer	7	169	103	279
% that achieved milestone	13.46%	86.67%	100.00%	79.26%
Achieved at least <b>\$400k</b> over 12 months within entire time as an EOS Implementer	4	113	102	219
% that achieved milestone	7.69%	57.95%	99.03%	62.22%
Achieved at least <b>\$500k</b> over 12 months within entire time as an EOS Implementer	3	76	99	178
% that achieved milestone	5.77%	38.97%	96.12%	50.57%
Achieved at least <b>\$600k</b> over 12 months within entire time as an EOS Implementer	1	38	83	122

<b>Tier</b>	<b>Professional (US Only)</b>	<b>Certified (US Only)</b>	<b>Expert (US Only)</b>	<b>System Wide (US Only)</b>
% that achieved milestone	1.92%	19.49%	80.58%	34.66%
Achieved at least <b>\$700k</b> over 12 months within entire time as an EOS Implementer	1	18	61	80
% that achieved milestone	1.92%	9.23%	59.22%	22.73%
Achieved at least <b>\$800k</b> over 12 months within entire time as an EOS Implementer	0	8	44	52
% that achieved milestone	0.00%	4.10%	42.72%	14.77%
Achieved at least <b>\$900k</b> over 12 months within entire time as an EOS Implementer	0	1	28	29
% that achieved milestone	0.00%	0.51%	27.18%	8.24%
Achieved at least <b>\$1M</b> over 12 months within entire time as an EOS Implementer	0	1	18	19
% that achieved milestone	0.00%	0.51%	17.48%	5.40%
Highest 12-month peak for an EOS Implementer during entire time as an EOS Implementer	\$713,500	\$1,181,500	\$1,603,500	\$1,603,500
Lowest 12-month peak for an EOS Implementer during entire time as an EOS Implementer	\$21,500	\$213,000	\$385,500	\$21,500
Average 12-month peak for an EOS Implementer during entire time as an EOS Implementer	\$228,661	\$467,669	\$798,157	\$529,417
Median 12-month peak for an EOS Implementer during entire time as an EOS Implementer**	\$198,750	\$428,250	\$759,000	\$506,775
# Above Average	14	87	45	162
% Above Average	26.92%	44.62%	43.69%	46.02%

*\*These tables include all Professional, Certified, and Expert Implementers that have been operating as an EOS Implementer for at least three years (i.e., graduated from Boot Camp at least three years from the Issuance Date). This group does not include the 2 franchisees that are designated as Emeritus (semi-retired) and had 3 franchisees that were full-time EOS Worldwide corporate employees as noted above.*

*In addition, the metrics for the initial 3 years of operation exclude Gino Wickman, our founder and current Certified EOS Implementer. Gino did not track Session Revenue separately when he founded EOS Worldwide.*

*\*\* Median is defined as the data point in the center of all data points being used.*

### General Notes to Item 19

(1) Operating EOS Implementers are currently designated as either: Professional Tier, Certified Tier, or Expert Tier. The Legacy and Emeritus Tiers are reserved for those EOS Implementers that are transitioning into retirement. See Items 1, 6, and 12.



(2) Franchisees self-report their session information on a quarterly basis. All tables were prepared on a consistent basis. Written substantiation of the data illustrated in this statement will be made available to prospective franchisees upon reasonable request.

**Some Franchised Businesses have earned this amount. Your results may differ. There is no assurance that you'll earn as much.**

Other than the preceding financial performance representations, we do not make any representations about a franchisee's future performance or the past financial performance of company-owned or franchised outlets. We also do not authorize our employees or representatives to make any such representations either orally or in writing. If you are purchasing an existing outlet, however, we may provide you with the actual records of that outlet. If you receive any other financial performance information or projections of your future income, you should report it to the franchisor's management by contacting Franchise Administration at 2254 Cole Street, Suite 130, Birmingham, MI 48009 or via telephone at (248) 278-8220, the Federal Trade Commission, and the appropriate state regulatory agencies.

## **ITEM 20** **OUTLETS AND FRANCHISEE INFORMATION**

**Table No. 1**

**System wide Outlet Summary For years 2022 through 2024**

<b>Outlet Type</b>	<b>Year</b>	<b>Outlets at the Start of the Year</b>	<b>Outlets at the End of the Year</b>	<b>Net Change</b>
Franchised (United States)	2022	389	525	+136
	2023	525	662	+137
	2024	662	732	+60
Company-Owned (United States)  (See Note 1)	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Total Outlets (United States)  (See Note 2)	2022	389	525	+136
	2023	525	662	+137
	2024	662	732	+60

Note 1: The Franchised Businesses operated by Gino Wickman and any full-time EOS Worldwide corporate employee are not affiliated with EOSW, and therefore are not treated as company-owned business for any purposes.

Note 2: Outlets for purposes of this Table 1 include only those then-active franchisees that have completed Boot Camp training as of the end of the referenced calendar year and are therefore able to provide Implementer Services under their Franchise Agreement.

**Table No. 2**

**Transfers of Outlets from Franchisees to New Owners (Other than the Franchisor)  
for years 2022 through 2024**

State	Year	Number of Transfers
Total (United States)	2022	0
	2023	0
	2024	0

**Table No. 3**

**Status of Franchised Outlets For Years 2022 through 2024**

State (See Note 1)	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non- Renewals	Re- acquired by Franchisor	Ceased Operations Other Reasons (See Note 2)	Outlets at the End of the Year (See Note 3)
Alabama	2022	4	3	0	0	0	0	7
	2023	7	2	0	0	0	0	9
	2024	9	1	0	0	0	0	10
Arizona	2022	11	4	0	0	0	0	15
	2023	15	0	0	0	0	0	15
	2024	15	3	0	0	0	1	17
Alaska	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
Arkansas	2022	4	1	0	0	0	0	5
	2023	5	3	0	0	0	0	8
	2024	8	0	0	0	0	0	8
California	2022	26	10	0	0	0	0	36
	2023	36	7	0	0	0	2	41
	2024	41	5	0	0	0	3	43
Colorado	2022	19	6	0	0	0	1	24
	2023	24	7	0	0	0	3	28
	2024	28	8	0	0	0	1	35
Connecticut	2022	2	2	0	0	0	0	4
	2023	4	4	0	0	0	1	7
	2024	7	3	0	0	0	0	10
Delaware	2022	1	1	0	0	0	0	2

State (See Note 1)	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non- Renewals	Re- acquired by Franchisor	Ceased Operations Other Reasons (See Note 2)	Outlets at the End of the Year (See Note 3)
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
Florida	2022	15	8	0	0	0	2	21
	2023	21	8	0	0	0	1	28
	2024	28	8	1	0	0	2	33
Georgia	2022	14	4	0	0	0	1	17
	2023	17	3	0	0	0	0	20
	2024	20	4	0	0	0	4	20
Hawaii	2022	2	1	0	0	0	0	3
	2023	3	0	0	0	0	0	3
	2024	3	0	0	0	0	0	3
Idaho	2022	5	5	0	0	0	1	9
	2023	9	2	0	0	0	1	10
	2024	10	1	0	0	0	2	9
Illinois	2022	18	6	1	0	0	1	22
	2023	22	4	0	0	0	1	25
	2024	25	2	0	0	0	2	25
Indiana	2022	4	2	0	0	0	0	6
	2023	6	8	0	0	0	1	13
	2024	13	2	0	0	0	3	12
Iowa	2022	7	3	0	0	0	0	10
	2023	10	1	0	0	0	0	11
	2024	11	3	0	0	0	0	14
Kansas	2022	3	1	0	0	0	0	4
	2023	4	0	0	0	0	0	4
	2024	4	0	0	0	0	0	4
Kentucky	2022	5	2	0	0	0	0	7
	2023	7	4	0	0	0	0	11
	2024	11	1	0	0	0	1	11
Louisiana	2022	6	0	0	0	0	0	6
	2023	6	5	0	0	0	0	11
	2024	11	2	0	0	0	1	12

State (See Note 1)	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non- Renewals	Re- acquired by Franchisor	Ceased Operations Other Reasons (See Note 2)	Outlets at the End of the Year (See Note 3)
Maine	2022	1	1	0	0	0	0	2
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	1	1
Maryland	2022	4	0	0	0	0	0	4
	2023	4	2	0	0	0	1	5
	2024	5	2	0	0	0	0	7
Massachusetts	2022	7	0	0	0	0	0	7
	2023	7	1	0	0	0	0	8
	2024	8	4	0	0	0	0	12
Michigan	2022	34	7	0	0	0	0	41
	2023	41	7	0	0	0	0	48
	2024	48	3	0	0	0	5	46
Minnesota	2022	27	2	0	0	0	0	29
	2023	29	8	0	0	0	0	37
	2024	37	5	0	0	0	4	38
Mississippi	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
Missouri	2022	12	4	0	0	0	1	15
	2023	15	2	0	0	0	1	16
	2024	16	1	0	0	0	1	16
Montana	2022	2	1	0	0	0	0	3
	2023	3	0	0	0	0	1	2
	2024	2	1	0	0	0	0	3
Nebraska	2022	1	4	0	0	0	0	5
	2023	5	2	0	0	0	1	6
	2024	6	1	0	0	0	0	7
Nevada	2022	2	2	0	0	0	0	4
	2023	4	1	0	0	0	0	5
	2024	5	0	0	0	0	0	5
New Hampshire	2022	1	1	0	0	0	0	2
	2023	2	0	0	0	0	0	2

State (See Note 1)	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non- Renewals	Re- acquired by Franchisor	Ceased Operations Other Reasons (See Note 2)	Outlets at the End of the Year (See Note 3)
	2024	2	1	0	0	0	0	3
New Jersey	2022	10	6	0	0	0	0	16
	2023	16	5	0	0	0	0	21
	2024	21	1	0	0	0	0	22
New Mexico	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
New York	2022	13	12	0	0	0	1	24
	2023	24	10	0	0	0	1	33
	2024	33	5	1	0	0	7	30
North Carolina	2022	18	3	0	0	0	0	21
	2023	21	2	0	0	0	0	23
	2024	23	5	0	0	0	0	28
North Dakota	2022	1	0	0	0	0	0	1
	2023	1	1	0	0	0	0	2
	2024	2	0	0	0	0	0	2
Ohio	2022	16	3	0	0	0	1	18
	2023	18	9	0	0	0	0	27
	2024	27	6	0	0	0	0	33
Oklahoma	2022	3	2	0	0	0	0	5
	2023	5	1	0	0	0	0	6
	2023	6	2	0	0	0	0	8
Oregon	2022	3	4	0	0	0	0	7
	2023	7	1	0	0	0	0	8
	2024	8	1	0	0	0	0	9
Pennsylvania	2022	17	2	0	0	0	0	19
	2023	19	6	0	0	0	1	24
	2024	24	8	0	0	0	1	31
Puerto Rico	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
Rhode Island	2022	1	0	0	0	0	0	1

State (See Note 1)	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non- Renewals	Re- acquired by Franchisor	Ceased Operations Other Reasons (See Note 2)	Outlets at the End of the Year (See Note 3)
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
South Carolina	2022	5	3	0	0	0	2	6
	2023	6	2	0	0	0	0	8
	2024	8	1	0	0	0	0	9
South Dakota	2022	2	2	0	0	0	0	4
	2023	4	4	0	0	0	0	8
	2024	8	1	0	0	0	0	9
Tennessee	2022	3	3	0	0	0	1	5
	2023	5	6	0	0	0	0	11
	2024	11	5	0	0	0	0	16
Texas	2022	40	15	0	0	0	1	54
	2023	54	17	0	0	0	4	67
	2024	67	16	1	0	0	6	76
Utah	2022	4	2	0	0	0	0	6
	2023	6	5	0	0	0	0	11
	2024	11	3	0	0	0	0	14
Vermont	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
Virginia	2022	3	3	0	0	0	0	6
	2023	6	3	0	0	0	0	9
	2024	9	3	0	0	0	0	12
Washington	2022	9	4	0	0	0	0	13
	2023	13	3	0	0	0	3	13
	2024	13	2	0	0	0	1	14
Washington D.C.	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
West Virginia	2022	0	1	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	1	0

State (See Note 1)	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non- Renewals	Re- acquired by Franchisor	Ceased Operations Other Reasons (See Note 2)	Outlets at the End of the Year (See Note 3)
Wisconsin	2022	3	4	0	0	0	0	7
	2023	7	4	0	0	0	0	11
	2024	11	2	0	0	0	2	11
Wyoming	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
Total (United States)	2022	389	150	1	0	0	13	525
	2023	525	160	0	0	0	23	662
	2024	662	122	3	0	0	49	732

Note 1: EOS Franchisees are not required to maintain a physical office or location for their Franchised Businesses. Table 3 is therefore based on the principal address of the franchisee's EOS Implementer, unless the franchisee provided a different address for its business or operations.

In 2024, we had three franchisees/Implementers relocate from one state to another which are reflected in the table above as follows:

- California to North Carolina
- Maine to Arizona
- Kentucky to Florida

These 3 are reflected in the table above as "Outlets Opened" in a new state and "Ceased Operations Other Reasons" in the state moved from.

Note 2: Each of the franchisees that "Ceased Operations for Other Reasons" exercised their 60-day termination for convenience rights in the Franchise Agreement. Franchisees may terminate their franchise for any reason on 60 days' notice to us. For a complete list of franchisees who had a Franchise Agreement terminated, cancelled, not renewed, or otherwise voluntarily or involuntarily ceased to do business under the Franchise Agreement during the last fiscal year or during the current year through the Issuance Date of this Disclosure Document, or who have not communicated with us within ten (10) weeks of the Issuance Date of this Disclosure Document, please see [Exhibit G](#).

Note 3: Outlets for purposes of this Table 3 include only those then-active franchisees that have completed Boot Camp training as of the end of the referenced calendar year and are therefore able to provide Implementer Services under their Franchise Agreement.

**Table No. 4**  
**Status of Company-Owned Outlets For Years 2022 through 2024**

State	Year	Outlets at Start of Year	Outlets Opened	Outlets Reacquired From Franchisees	Outlets Closed	Outlets Sold to Franchisees	Outlets at End of Year
Total Outlets (United States) (See Note 1)	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Note 1: The Franchised Businesses operated by Gino Wickman and any full-time EOS Worldwide corporate employee are not affiliated with EOSW, and therefore are not treated as company-owned business for any purposes.

**Table No. 5**

**Projected Openings**

**As of December 31, 2024**

State	Franchise Agreements Signed But Outlet Not Opened (Note 1)	Projected New Franchised Outlet in the Next Fiscal Year	Projected New Company-Owned Outlet in the Next Fiscal Year
Alabama	0	1	0
Alaska	0	0	0
Arizona	0	2	0
Arkansas	0	1	0
California	0	4	0
Colorado	0	4	0
Connecticut	0	2	0
Delaware	0	0	0
Florida	0	5	0
Georgia	1	2	0
Hawaii	0	0	0
Idaho	1	1	0
Illinois	0	3	0
Indiana	0	3	0
Iowa	0	1	0
Kansas	0	0	0
Kentucky	0	2	0
Louisiana	0	2	0
Maine	0	0	0
Maryland	0	2	0
Massachusetts	0	1	0
Michigan	0	2	0
Minnesota	0	3	0
Mississippi	0	1	0
Missouri	0	1	0
Montana	0	0	0
Nebraska	0	1	0
Nevada	0	1	0



State	Franchise Agreements Signed But Outlet Not Opened (Note 1)	Projected New Franchised Outlet in the Next Fiscal Year	Projected New Company-Owned Outlet in the Next Fiscal Year
New Hampshire	0	0	0
New Jersey	1	2	0
New Mexico	0	0	0
New York	0	4	0
North Carolina	1	2	0
North Dakota	0	0	0
Ohio	0	1	0
Oklahoma	0	0	0
Oregon	0	1	0
Pennsylvania	0	2	0
Puerto Rico	0	0	0
Rhode Island	0	1	0
South Carolina	1	2	0
South Dakota	0	0	0
Tennessee	0	3	0
Texas	0	6	0
Utah	0	2	0
Vermont	0	0	0
Virginia	0	1	0
Washington	0	1	0
West Virginia	0	1	0
Wisconsin	0	2	0
Wyoming	0	0	0
<b>Total (United States)</b>	<b>5</b>	<b>76</b>	<b>0</b>

Note 1: “Franchise Agreements Signed But Outlets Not Opened” refers to those franchisees that signed Franchise Agreements but have not completed Boot Camp as of December 31, 2024. Franchisees may not provide any Implementer Services until their designated Implementer completes Boot Camp to our satisfaction. We project approximately 76 EOS Worldwide Franchised Businesses to commence operations during calendar year 2025.

All of our franchisees’ e-mail addresses and telephone numbers are listed in Exhibit F. A list of franchisees who had a Franchise Agreement terminated, cancelled, not renewed, or otherwise voluntarily or involuntarily ceased to do business under the Franchise Agreement during the last fiscal year or during the current year through the Issuance Date of this Disclosure Document, or who have not communicated with us within ten (10) weeks of the Issuance Date of this Disclosure Document is attached as Exhibit G.

In some instances, current and former franchisees sign provisions restricting their ability to speak only about their experience with the EOS Franchise System. You may wish to speak with current and former franchisees, but be aware that not all such franchisees will be able to communicate with you. **If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise system.**

At this time, there are no trademark-specific franchisee organizations associated with our System that have been created, sponsored or endorsed by us or that have asked to be included in our Disclosure

Document.

## **ITEM 21**

### **FINANCIAL STATEMENTS**

Attached to this Disclosure Document as Exhibit B are our audited fiscal year-end financials for the years ending 2024, 2023 and 2022. Our fiscal year end is December 31<sup>st</sup> of each year.

## **ITEM 22**

### **CONTRACTS**

The following agreements and other exhibits are attached to this Disclosure Document in the pages immediately following:

- A. Form of Franchise Agreement
  - A – Form of General Release
  - B – Multi-State Addenda
  - C- Form of Joinder to Franchise Agreement
- B. Financial Statements
- C. State Administrators and State Agents for Service of Process
- D. State Addenda to FDD
- E. Operations Manual Table of Contents
- F. List of Franchisees
- G. Franchisees Who Have Left The System
- H. Franchise Disclosure Acknowledgment Statement
- I. Minimum Insurance Requirements (United States)
- J. State Effective Dates
- K. Receipts

## **ITEM 23**

### **RECEIPTS**

Exhibit K of this Disclosure Document contains a detachable document, in duplicate, acknowledging receipt of this Disclosure Document by a prospective franchisee. You should sign and date both copies of the Receipt. You should retain one signed and dated copy for your records and return the other signed and dated copy to: EOS Worldwide Franchising, LLC, 2254 Cole Street, Suite 130, Birmingham, MI 48009, or by e-mailing a .pdf copy of the signed and dated copy of the receipt to EOS Worldwide Franchising, LLC at [franchise@EOSworldwide.com](mailto:franchise@EOSworldwide.com).

United States



## FRANCHISE AGREEMENT

**Franchisee Name:**

**Region:** , United States

**Effective Date:**

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**Exhibit A – Form of General Release**  
**Exhibit B – Multi-State Addenda**  
**Exhibit C - Form of Joinder to Franchise Agreement**

## FRANCHISE AGREEMENT

**THIS FRANCHISE AGREEMENT** (this “Agreement”), between EOS Worldwide Franchising, LLC, a Delaware limited liability company (“we,” “us,” “our,” or “Franchisor”), and (“you,” “your,” or “Franchisee”), is effective as of the date of our signature below (the “Effective Date”). This Agreement will not be effective until it has been countersigned by us and delivered to you, and not until you have paid the Initial Franchise Fee and the Boot Camp Fee (each as described below).

### 1. **PREAMBLE.**

#### 1.1 **The Entrepreneurial Operating System.**

As a result of the expenditure of time, effort, and money, we and our affiliates have developed a unique franchise opportunity (the “Franchise” or the “EOS Franchise”) for establishing and operating a business as an EOS Implementer® which offers entrepreneurial training, leadership and business development services (the “Services”) and, as applicable, related products (the “Products”), using our Entrepreneurial Operating System (“EOS”) comprised of tools, concepts, training and facilitation materials, methods, techniques, practices, procedures and processes, which include the EOS Model consisting of the “Six Key Components”, the EOS Toolbox, and the EOS Process. The EOS Process begins with our signature introductory 90 Minute Meeting and continues with a Focus Day, the Vision Building days, Quarterly Pulsing and Annual Planning sessions (collectively with any other applicable sessions that are or become part of the EOS Process, as we may update it from time to time, “Sessions”).

#### 1.2 **The EOS Franchise System.**

Our franchise system includes elements of know-how; certain distinctive, identifiable trade-dress; specifications, information, policies, methods, controls, and procedures for operations; procedures for management and financial control; business relationships, training and assistance; advertising and promotional programs; a communication strategy; and the Marks and related Intellectual Property described below; all of which we may register, change, cancel, alter, amend, further improve, discontinue, develop or otherwise modify, from time to time in accordance with this Agreement (collectively, the “EOS Franchise System” or the “System”).

#### 1.3 **The Intellectual Property.**

The distinguishing characteristics of the EOS Franchise System include the trademarks “*EOS*®”, “*Entrepreneurial Operating System*®” and “*EOS Implementer*®”, and such other names and marks we now or in the future may designate in writing for use in connection with the EOS Franchise System (collectively, the “Marks”) and other intellectual property, including all copyrights, titles, symbols, logotypes, trade dresses, emblems, slogans, insignias, terms, know-how, methods, specifications, designations, designs, diagrams, anecdotes, artworks, worksheets, techniques, rules, ideas, Session and meeting scripts and components, plans and course materials, advertising and promotional materials, and other audio, video and written materials developed and designated for use in connection with the EOS Franchise System, or as we may hereafter acquire, develop or designate for use in connection with the EOS Franchise System, from time to time (together with the Marks, the “Intellectual Property”).

#### 1.4 **The License.**

We grant to candidates who meet our qualifications and are willing to undertake the investment and effort and exemplify our Core Values, the right to own and operate an EOS Franchise using the EOS Franchise System, the Intellectual Property and the Marks.



### 1.5 **The Franchise.**

You desire to acquire the right to operate an EOS Franchise (the “Franchised Business”), using the EOS Franchise System, the Intellectual Property and the Marks, to market, sell, provide, render and perform the Services and Products to entrepreneurs, business owners and other end-users (collectively, the “Clients”).

### 1.6 **Franchisee’s Application.**

You submitted an application to us representing and warranting that all information provided to us is true, complete, correct and not misleading in any material respects (“Franchise Application”). We approved the application in reliance upon your representations and warranties set forth in the Franchise Application.

### 1.7 **Acknowledgments.**

(a) You understand and acknowledge the importance of our high and uniform standards of quality, operations and service and the necessity of operating the Franchised Business in strict conformity and consistency with the EOS Franchise System, and you acknowledge that the terms of this Agreement are reasonably necessary to maintain such high and uniform standards among all EOS Franchises (“Franchise System Standards”), and to protect and preserve the goodwill of the Marks, the Intellectual Property and the System.

(b) You further understand and acknowledge that the rights and duties along with the Franchise granted in this Agreement are personal to you, and Franchisor has entered into this Agreement in reliance on your personal skills, experience and financial ability.

### 1.8 **EOS Worldwide Global Operations.**

(a) You understand and acknowledge that Franchisor is based in the United States of America and operates primarily in the English language. Accordingly, subject to applicable law, Materials (as defined in Section 3.1(b)) below and including training, instructional, education materials, worksheets, guides, modules, Leadership Team Manuals, videos, and books that may be used in your Client Sessions) and other resources may not be available in every language. As further discussed in Section 3.1(b) and Section 9.2 below, you may not translate or otherwise modify any Materials unless you receive express prior written permission from us in accordance with this Agreement.

(b) As a United States based Franchised Business, you will be a member of our North American community and will therefore attend Boot Camp, QCEs and other training, meetings and events provided to or for the benefit of Franchised Businesses from time to time in the United States, and will be subject to the applicable Franchise System Standards for the United States. If you travel internationally, such travel may result in increased costs and travel time, travel restrictions and other burdens or inconveniences that may not be applicable to others. Accordingly, you accept all such known and unknown incremental costs, burdens, inconveniences and other risks of conducting any part of your Franchised Business outside of the United States. You will be solely responsible for managing visa and travel requirements associated with any such international travel. If you require an entry visa into any other foreign country including the United States of America, you must allow sufficient time for the visa application procedure. In addition, you may not change communities without our prior written consent. We will approve or disapprove a change request based on such factors as we deem appropriate (acting reasonably), including the basis for the change request.

(c) While Franchised Businesses perform Implementer Services for Clients generally

anywhere in the world subject to applicable law (including Economic Sanctions Laws (as defined below)), please understand that we operate primarily within the United States and on Eastern Time, and therefore, you may need to communicate with us from time to time on Eastern Time, and support may be limited outside of our standard support windows. Notwithstanding the foregoing, nothing in this Agreement permits you to operate or provide Implementer Services with (i) or within any country that is the target of any laws administered by the United States Office of Foreign Assets Control, Department of the Treasury or any other governmental entity of any applicable jurisdiction imposing economic sanctions or trade embargoes (“Economic Sanctions Laws”) against designated countries, regimes, entities, and persons (collectively, “Embargoed Targets”), (ii) any person or entity who is named on the United States Specially Designated Nationals and Blocked Persons List or other similar lists maintained by any governmental entity pursuant to any Economic Sanctions Laws, or (iii) or within any other jurisdiction where doing so would violate any applicable laws.

(d) Without limiting the generality of the foregoing, you shall not (i) directly or indirectly export, re-export, transship, transfer, or otherwise deliver or provide any Products, Services, Materials (as defined below), technology, or any Confidential Information or Client Data (each as defined below) to an Embargoed Target or (ii) otherwise facilitate any transaction in violation of any Economic Sanctions Law or other applicable law.

## **2. GRANT, TERM AND LOCATION.**

### **2.1 Grant and Acceptance.**

Subject to and upon the terms and conditions of this Agreement, we hereby grant you a revocable, limited license and right to (i) operate a Franchised Business and (ii) use the Intellectual Property in connection with the establishment and operation of the Franchised Business, anywhere in the world, subject to applicable law. You accept this Agreement and the license granted herein, and undertake the obligation to operate the EOS Franchise, using the Marks and other Intellectual Property, in strict compliance with the terms and conditions of this Agreement and our Franchise System Standards for the entire Term (as defined below), together with any renewal or extension. For the avoidance of doubt, the Franchised Business you will be operating is an individually owned and operated franchised business, and you, and not Franchisor, shall be responsible for investigating, understanding and complying with all laws, rules and regulations applicable to such operation, as well as for the supervision and oversight of all your Personnel (as defined below), if any, in each case as further described in this Agreement.

### **2.2 Term.**

Your grant to own and operate a Franchise begins on the Effective Date and ends on the last day of the calendar month following the fifth (5<sup>th</sup>) anniversary of the Effective Date (the “Initial Term”), unless sooner terminated pursuant to this Agreement. The word “Term” means this Initial Term and any Renewal Term (as defined below) or extension of that time period.

### **2.3 Renewal Terms.**

If this Agreement is at such time in full force and effect, you have the right to renew the Initial Term for two (2) consecutive terms of three (3) years each (each a “Renewal Term” and together the “Renewal Terms”), provided the following conditions are met:

(a) You have notified us of your intention to renew the Term in writing at least ninety (90) days (but no more than three hundred and sixty (360) days) prior to the expiration of the Initial Term or then-current Renewal Term (and any such notice to renew shall be irrevocable unless prohibited by applicable law);

(b) You have at your expense completed, to our satisfaction, at least sixty (60) days

prior to the expiration of the Initial Term or then-current Renewal Term, all reasonable refurbishment, modernization, maintenance and upgrading, as applicable, necessary to bring your Franchise into full compliance with our then-current Franchise System Standards;

(c) You are not in material breach of any provision of this Agreement, or any other agreement with us, our affiliates, or our approved/designated suppliers and vendors that relates to the operation of the EOS Franchise, and you have substantially and timely complied with all of the material provisions of such agreements during their respective terms;

(d) You have satisfied all monetary obligations you owe us, our affiliates, and our approved/designated suppliers and vendors that relate to the operation of the EOS Franchise;

(e) At least fifteen (15) days prior to the expiration of the Initial Term or then-current Renewal Term, you execute our then-current form of franchise agreement, the terms of which may vary substantially from the terms of this Agreement and may include, without limitation, increased monthly membership fees and advertising obligations, it being understood that the terms of such renewal (including those within any then-current form of franchise agreement) shall supersede this Agreement in all respects for purposes of such Renewal Term; provided, however that you will not be required to pay any Initial Franchise Fee with such renewal franchise agreement;

(f) You satisfy our then-current qualifications and standards for a new franchisee and have satisfied training requirements for renewing franchisees prior to the expiration of the then-current Term at your sole expense, if any;

(g) You sign a general release in the form set forth on Exhibit A attached hereto (or any other form required by or acceptable to us) in favor of us and our affiliates, and our and our affiliates' respective members, owners, officers, directors, employees, consultants, advisors, agents, successors and assigns (in their corporate and individual capacities), for all claims arising out of or related to this Agreement or your Franchise through the date of the general release, except in respect of those claims and causes of action which cannot be released under applicable law; and

(h) We are still offering and selling new EOS Franchises at the time of the Renewal Term.

## **2.4 Extension of Term.**

If you do not renew the Term pursuant to the terms of Section 2.3, and continue to accept the benefits of this Agreement beyond the stated Term, then, at our option, this Agreement may be treated as (i) expired as of the last day of the Initial Term or then-current Renewal Term, as applicable, which will result in your operating the Franchise without a license in violation of our rights; or (ii) continued on a month-to-month basis until we provide you with notice of our intent to terminate the month-to-month term. In the latter case, all of your obligations shall remain in full force and effect as if this Agreement had not expired, and all obligations and restrictions imposed upon you upon the expiration of this Agreement shall be deemed to take effect upon the termination of the month-to-month term.

## **2.5 Renewal by Law.**

If you fail to satisfy each of the conditions set forth in Section 2.3, but we are otherwise required to renew or extend your Franchise under applicable law, rule, regulation, statute, by-law, ordinance, or legal order, then the Renewal Term will be subject to the conditions of the franchise agreement we are using for new franchisees at the time the Renewal Term begins. If we are not then offering new franchises, your Renewal Term will be subject to the terms of our most recent franchise agreement. If for any reason that is

not allowed, the Renewal Term will be governed by the terms of this Agreement.

**2.6 Refusal to Renew Franchise Agreement.**

We may refuse to renew your Franchise if you fail to satisfy each of the conditions set forth in Section 2.3.

**2.7 Your Election Not to Renew.**

For the purposes hereof, you shall be deemed to have irrevocably elected not to renew the Franchise hereunder (and the option to do so shall thereupon terminate) if you fail to timely satisfy each of the conditions required by us to renew your Franchise pursuant to Section 2.3 above.

**2.8 Implementer.**

(a) We authorize only one (1) individual person to act as the designated Implementer for each Franchise. Therefore, only you may act as an EOS Implementer (“Implementer”) for the Franchise. Only the Implementer attends Franchisor training and franchisee events (e.g., QCEs) and provides Services on behalf of your Franchised Business to Clients as described in the Operations Manual (as defined below) (“Implementer Services”). Franchisees that form Business Entities (as defined in Section 19 below) for the operation of their Franchised Businesses may have multiple owners, shareholders, partners, operators, directors, or managers, but only you may serve as the designated Implementer (and not any such other individuals). As between you and your Business Entity, if any, or any other owners, shareholders, employees, partners, operators, directors, or managers, you will (i) be responsible for the operation of the Franchised Business under this Agreement and all decisions made on behalf of the Franchised Business; (ii) have the authority on behalf of the Franchise to bind it in any dealings with us and our affiliates; and (iii) direct any action necessary to ensure compliance with this Agreement and any other agreements relating to the Franchised Business, and Franchisor may therefore rely on any and all directions, elections, information and other communication from you.

(b) You shall perform the obligations under this Agreement faithfully and honestly, shall continuously exert best efforts to promote and enhance your Franchised Business and the EOS Franchise System, and shall not engage in any other business or activity that conflicts with your obligations to operate the Franchise, for the full Term, including any subsequent renewal thereof.

**3. TERRITORIAL RIGHTS AND RESTRICTIONS.**

**3.1 Grant.**

Subject to all of the terms and conditions of this Agreement and applicable law and so long as you are in compliance with this Agreement, you will have the non-exclusive right, and you undertake the obligation, to operate your Franchised Business, including to market, offer and sell Services and Products (as applicable), directly to Clients anywhere in the world. You will not receive an exclusive, protected or designated geographic market, service area or territory with your Franchise. Further, this Agreement does not grant you the right and you are expressly prohibited from, unless you receive expressed prior written permission from us:

(a) Selling any Products (i) at wholesale, or (ii) to any distributor, vendor, supplier, or retailer or reseller, or (iii) in any manner except through the Franchised Business in connection with providing Services to Clients or to other active EOS Worldwide franchisees with or without mark-up; or

(b) Reproducing, copying, translating, replicating, or creating derivative works from any training, instructional, education materials, worksheets, guides, modules, Leadership Team Manuals, videos, books, documents, or other materials used in your Client Sessions or otherwise in any way related to the EOS Franchise System, the Marks or the Intellectual Property (“Materials”).

Except pursuant to Section 15 below, you may not assign or transfer your rights or obligations under this Agreement, nor may you grant a sub-franchise or otherwise sublicense any such rights or obligations, and any attempt to do so shall be void and of no force and effect and constitute a material breach of this Agreement.

### 3.2 **Tiers.**

(a) Currently, we have three (3) designated operating tiers for Implementers: (1) Professional Tier, (2) Certified Tier and (3) Expert Tier (each herein referred to as a “Tier”). We also have created two separate Tiers, the Legacy Tier and the Emeritus Tier for EOS Implementers that are transitioning into retirement and would like to remain a part of our EOS Implementer Community. All new EOS Implementers are initially designated in the Professional Tier subject to completion of our initial training program which we call Boot Camp. We reserve the right to create additional Tier designations in our sole discretion. You will pay the Membership Fee as described in Section 4.2 associated with your Tier. Your Franchised Business may only offer and sell the Products and Services, and engage in the business activities, permitted in the Operations Manual for your Tier. You may only market, advertise and promote yourself and your Franchised Business at your designated Tier. The rights, duties and obligations of each Tier are set forth in the Operations Manual.

(b) You may request a modification to your Tier designation only upon formal written request to us in the form and manner set forth in the Operations Manual. We may condition your Tier qualification on meeting certain standards, terms and requirements. Participation in a Tier may require (i) additional purchase of inventory or supplies; (ii) additional Implementer training; (iii) additional marketing requirements; (iv) additional payment obligations; and (v) other conditions, all of which you must meet at your own expense. We may modify, eliminate, discontinue, merge or otherwise alter Tier designations at any time in our sole discretion and we disclaim any liability to you related to any such change. If you do not continue to satisfy the conditions and requirements of a Tier designation, then we may modify your Tier designation upon written notice, which may require Mandatory Remedial Training in accordance with Section 5.2 and Section 10.16 below, and/or terminate this Agreement, as applicable, in accordance with Section 10.16 and Section 17 below.

### 3.3 **Rights We Reserve.**

We and our affiliates retain the right, at our sole discretion, to engage in any other activities not expressly prohibited in this Agreement. Without limiting the generality of the foregoing, we and our affiliates retain the right to own and operate EOS Worldwide businesses under the Marks or using the Intellectual Property, or to license others the right to own and operate an EOS Worldwide business or franchise under the Marks and System or using the Intellectual Property anywhere in the world, and to allow others to solicit Clients anywhere we may permit in their agreements with us or our affiliates. We and our affiliates also retain the right, at our sole discretion, to own and operate other businesses using our Marks or Intellectual Property or other trademarks or intellectual property, or to license others the right to use our Marks or Intellectual Property or other trademarks or intellectual property, or to license others the right to own and operate other businesses or franchises using our Marks or Intellectual Property or other trademarks or intellectual property, anywhere in the world. Your rights as a franchisee do not include any right of first refusal for any additional business or franchise programs or other rights to use our Marks or Intellectual Property or other trademarks or intellectual property, which we may now or in the future create. Additionally, we may acquire or merge with, or be otherwise acquired by, any business, including without limitation, a competitive business or another franchisor offering competitive businesses, located anywhere and operate that business using the Intellectual Property, Marks and EOS Franchise System and/or other intellectual property, marks or system components. We and our affiliates also may sell other products or

services under trademarks other than the Marks. We and our affiliates reserve the right to enter into any marketing partnerships or programs that could be local, regional, national or international in scope, and could also be digital in nature through the Internet, and provide the same Products and Services your Franchised Business will offer and sell.

### **3.4 Alternative Channels of Distribution.**

In addition to those retained rights described in Section 3.3, you understand and acknowledge that we and our affiliates retain the right, in our sole discretion, to sell the Services or Products under the Marks in the same manner as offered by the EOS Worldwide franchises or in any other manner we determine in our sole discretion. Our rights include the ability to sell the Materials, Products and Services through all channels of distribution such as through our Website and our online store (referred to herein as our “EOS Online Store”), or through mobile application(s), e-commerce, retail or wholesale stores, catalog sales, telemarketing or other channels of distribution (together, “Alternative Channels of Distribution”) and retain all the profits from such activities. We also reserve the right to develop software or other similar programs or products to distribute through Alternative Channels of Distribution; however, if we do, we may permit you to engage in revenue sharing for such products in which we share the revenue collected with you in a manner we determine, and as further described in the Operations Manual. Unless we provide prior permission, you may not use Alternative Channels of Distribution to make sales and you will not receive any compensation for our sales through Alternative Channels of Distribution.

## **4. FEES AND PAYMENT.**

### **4.1 Initial Franchise Fee.**

In consideration of the Franchise granted to you by us, you must pay us the initial franchise fee of Five Thousand Dollars (\$5,000) (the “Initial Franchise Fee”). The Initial Franchise Fee is payable in cash by wire transfer or ACH upon the execution of this Agreement. The Initial Franchise Fee is deemed fully earned upon payment and is non-refundable under any circumstances. The Initial Franchise Fee is payment, in part, for expenses incurred by us and our affiliates in furnishing assistance and services to you as set forth in this Agreement and for costs incurred by us, including costs incurred in offering and selling franchises, franchise sales and marketing activities to promote the sale of a franchise to qualified franchisees, our participation in the franchise sales process, legal compliance with franchise laws and regulations, the development and hosting of training programs, marketing expenses, legal, accounting and other professional fees.

### **4.2 Monthly Membership Fees.**

In addition to the Initial Franchise Fee, you will pay to us or our affiliates for each full or partial month during the Term, our then-current monthly membership fee for your applicable Tier, in consideration of your use of the Marks, Intellectual Property and System (the “Membership Fee”). As of April 1, 2025, the Membership Fees in the United States are as follows: (i) for the Professional Tier, Legacy Tier and Emeritus Tier, \$1,395 per month; (ii) for the Certified Tier, \$1,495 per month; and (iii) for the Expert Tier, \$1,695 per month, and the Membership Fee in each case is not refundable under any circumstances. We reserve the right at any time to increase the Membership Fee on thirty (30) days’ written notice to you, provided that we will not increase the Membership Fee more than once in any calendar year, and any incremental fee increase will not exceed \$200 per month during your current Term. If you request, and we approve, your qualification as a different Tier, then you will commence paying the then-current Membership Fee for the new Tier designation in the first full month after we approve the changed Tier designation. The Membership Fee is payable monthly in advance beginning on the first (1<sup>st</sup>) day of the month of your scheduled Boot Camp and continuing each month thereafter on such date and in such manner as we may designate; provided, that if for any reason you fail to sign up for a Boot Camp scheduled to occur within the initial 6-month period from the Effective Date of this Agreement and your franchise is not terminated (see Section 10.6 below), your Membership Fee will begin on the first day of the month

following that 6-month period. If you sign up for a Boot Camp that you fail to attend for any reason, the Membership Fee will begin on the first (1<sup>st</sup>) day of the month of that scheduled Boot Camp notwithstanding any failed attendance or ultimate attendance and completion of a subsequent Boot Camp.

#### **4.3 Brand Fund Contribution.**

If we establish a Brand Development Fund (“Brand Fund” or the “Brand Development Fund”), you will be required to pay a fee in the amount and in the manner we designate (the “Brand Contribution”). If the Brand Contribution is a fixed fee (as opposed to a variable amount based on your Franchise’s performance), we will limit any increases to no more than once in any calendar year and not more than \$100 per month during your current Term. Brand Contributions remitted to us will not be refundable except in the limited circumstances as set forth in Section 11 hereof. If we establish, but then terminate, the Brand Fund, we have the right to reinstate it at any time and you will again be required to provide a Brand Contribution.

#### **4.4 Technology Fee.**

We may, on an exclusive or non-exclusive basis, as the case may be, license, sell, lease or otherwise distribute or provide access to our website, certain technology services, and software, computer programs, electronic e-mail and other network componentry we have or may create, develop, upgrade, improve or maintain for use by our franchisees or EOS Implementers from time to time, and other software and technology we may require, and we may provide certain ongoing support and maintenance in connection with the foregoing (the “Required Technology”). You are required to utilize all Required Technology. We do not currently charge a fee for the use of the Required Technology (“Technology Fee”); however, we reserve the right to impose a Technology Fee in the future upon thirty (30) days’ written notice to you to cover technology related costs, including: the cost of website development and maintenance; support of our e-mail system and other Required Technology; development of software, programs, mobile applications; and other technology developments, support or services. If we establish a Technology Fee, you will be required to pay the Technology Fee in the amount and in the manner we designate. We may increase the Technology Fee from time to time based on circumstances we deem relevant, which may include, level of usage and our overall costs, but barring unusual circumstances, we will limit any such increase to only once in any calendar year and to not more than \$100 per month during your current Term. We and our affiliates also reserve the right to offer additional technology services and products that are not part of the Required Technology, and to charge an additional fee for such services or products.

#### **4.5 Warm Leads Fee.**

We currently maintain a Warm Leads Referral Program (the “Warm Leads Program”). Participation in the Warm Leads Program is currently optional and is subject to certain terms and conditions for the Warm Leads Program. Under the Warm Leads Program, we, in our discretion, refer potential or prospective clients (“Warm Leads”) to Implementers. Participation in the Warm Leads Program does not guarantee that you will receive any Warm Leads or generate any level of business. We pair Warm Leads with the Implementers we believe will service the needs of the particular Warm Leads most effectively based on our experience and factors we deem appropriate. We may modify or eliminate the Warm Leads Program at any time. If a Warm Lead results in a Session or otherwise generates any Session revenue for your Franchised Business, then you must pay us the greater of (i) fifty percent (50%) of the Gross Revenue (defined below) generated from the Session fee, or (ii) \$1,500 (“Warm Leads Fee”). Warm Leads Fees are payable within fourteen (14) days of the applicable underlying Session(s).

#### **4.6 Speaking Referral Fee.**

At our discretion, we may also refer to you opportunities for speaking, workshop or other similar type engagements (each, a “Speaking Engagement”). If you accept any referrals for a Speaking Engagement, then you must pay us twenty-five percent (25%) of the Gross Revenue generated from the Speaking Engagement within fourteen (14) days of the underlying Speaking Engagement. We may waive

this fee from time to time in connection with certain partnerships or other opportunities that may generate speaking opportunities.

#### **4.7 Boot Camp Fee.**

You must pay us a fee to attend Boot Camp (the “Boot Camp Fee”), our initial training program. The Boot Camp Fee is Forty-Five Thousand Dollars (\$45,000). Upon execution of this Agreement, you must pay us the Boot Camp Fee in cash by wire transfer or ACH. The Boot Camp Fee is deemed fully earned upon payment and is non-refundable under any circumstances.

#### **4.8 Start-up Fees.**

Prior to commencing operations of the Franchised Business, you will pay to us or affiliates or applicable third-party Approved Suppliers, a one-time fee representing the purchase price for our start-up package of inventory. Your requirement to purchase a start-up package is set forth in Section 7.2(h) of this Agreement.

#### **4.9 Definition of Gross Revenue.**

For purposes of Section 4.5 and Section 4.6 of this Agreement, the term “Gross Revenue” shall mean the gross amount all revenues and all other income of any type or nature generated or received from a Client or third party in connection with the Warm Lead or Speaking Engagement, as applicable, in whatever form and from whatever source, including but not limited to cash, services in-kind from barter and/or exchange, on credit or otherwise, without deduction for expenses, income related taxes or any other liability. Each charge or sale upon credit, even if payable in installments, shall be treated as generated for the full price upon the completion of the first Session or Speaking Engagement in which the fee relates, irrespective of whether you receive payment at a later date (whether full or partial). Gross Revenue specifically excludes (a) refunds, credits, and other monetary allowances issued in good faith and (b) sales and equivalent taxes collected for or on behalf of governmental taxing authorities and paid thereto.

#### **4.10 Manner of Payment.**

The Initial Franchise Fee and the Boot Camp Fee are payable in cash by wire transfer, ACH or such other form of payment reasonably acceptable to us. Any other fees including the Membership Fee, are payable in cash via ACH or through such other payment methods we accept from time to time. Credit or debit card payments, if applicable and permitted, will require you to provide card information authorizing us, our affiliates, or our third-party payment processor to maintain your account information and to charge your card for all applicable fees, including those for your recurring fees (e.g., Monthly Membership Fees) with no further action required by you. We reserve the right to charge a reasonable administrative fee for credit card payments to the extent permitted by applicable law. As a condition to accepting payments by credit or debit card, you agree to the fullest extent permitted by applicable law to waive any rights you may have under applicable law or credit card issuer procedures, to request a credit (or chargeback) from your credit or debit card issuer for disputed charges arising from transactions related to this Agreement. Any disputes regarding any credit or debit card charges shall be addressed with us directly in accordance with the IDR procedures set forth in Section 20.3 below. For ACH or similar payments using your bank account, you shall maintain an account at a national banking institution reasonably acceptable to us, allowing us to electronically withdraw applicable fees due to us or our affiliates from the account, and must maintain a balance in this account sufficient to allow us, our affiliates or our processors to collect all such amounts owed when due. If required by us, you must sign our standard payment authorization form(s) to authorize and direct to the transfer of such funds to us or our affiliates, and shall execute such additional documents as may be reasonably requested by us or your financial institution to evidence such authorization. If you desire to change your payment method on file, you must provide us with at least thirty (30) days prior written notice by completing an updated draft authorization with the updated account information. We reserve the right to assess a reasonable fee upon each such change request to help offset costs we may incur in administering your change request.



#### **4.11 Insufficient Funds Fees.**

If your payment method cannot be authorized or is otherwise in error, due to expiration, insufficient funds, or otherwise, you will pay to us an insufficient funds fee equal to our then current reasonable fee for delinquent funds per violation. For some payment methods, your bank or the issuer may charge you certain additional fees relating to the processing of your failed payment. In the event of a failure of your payment method, we may take reasonable steps to retry your payment method, or we may contact you to reconfirm or update your payment method. This fee is in addition to interest on any overdue amount, as described in Section 4.12 below. You are responsible for any other penalties, fines or other similar expenses associated with the transfer of funds described in this Agreement, including, foreign transaction fees and any overdraft fees.

#### **4.12 Interest on Late Payments.**

If any fee or other payment due to us or our affiliates under this Agreement is not paid on or before its due date, you agree to pay us, in addition to the overdue amount, interest on any overdue payment of one and one-half percent (1.5%) per month (or the highest rate allowed by law, whichever is lower). Interest on any overdue amount shall begin to accrue thirty (30) days after the original due date until payment in full is received. Interest as enumerated in this Section 4.12 shall also apply to any understated amounts as revealed by an audit of your financial records. You acknowledge that this Section 4.12 is not our agreement to accept any payments after they are due or our commitment to extend credit to, or otherwise finance your operation of, your Franchise. You further acknowledge that your failure to pay all amounts that you owe us when due constitutes grounds for our terminating this Agreement under Section 17, notwithstanding this Section.

#### **4.13 Fees and Payments.**

(a) Unless expressly stated otherwise, each payment to be made to us hereunder shall be free and clear and without deduction for any (i) currency control restrictions, bank charges, fees, duties or other transactional costs or (ii) applicable sales taxes, use taxes, value added taxes (VAT), goods and services taxes (GST), and similar taxes (as defined in Section 12.2(b)) that are properly chargeable thereon (in each case, as applicable, “Transfer Taxes”). We will not in any event be liable to withhold or deduct any such amounts or for any claim, loss, damages, costs or payments whatsoever arising in relation to the withholding or deduction of such amounts.

(b) You are responsible for ascertaining if payments made to us or our affiliates under this Agreement require any withholding or deduction for present or future Transfer Taxes under applicable law, and are also responsible for remitting such Transfer Taxes in a timely manner to the appropriate taxing authority in each respective jurisdiction. If any such Transfer Taxes are payable on our (including our affiliates’) supply of any goods or services to you, our fees will be increased to account for any such Transfer Taxes.

(c) If any amounts payable by you to us are subject to any such withholding taxes as required under applicable law, you shall promptly deliver to us at the time of payment all receipts of applicable governmental authorities for all such taxes withheld or paid. If you or any other person is required by any law or regulation to make any deduction or withholding (on account of a Transfer Tax or otherwise) from any payment for us or our affiliate’s account, you shall, at our option, either: (a) together with the payment, pay such additional amount as will ensure that we or our affiliate receives (free and clear of any Transfer Tax or other deductions or withholding) the full amount which we would have received if no such deduction or withholding had been required; or (b) make such payment having taken into account the relevant deduction or withholding (on account of Transfer Tax or otherwise).

(d) Transfer Taxes are calculated by multiplying the fees payable by you (excluding the amount payable as a Transfer Tax) for the taxable supply of goods or services by the prevailing rate.

(e) You shall fully and promptly cooperate with and assist us to provide all information and records we may request in connection with any application by us to any taxing authority with respect to Transfer Tax credits, exemptions or refunds available for any withholding or other taxes paid or payable by you.

(f) If either Franchisee or Franchisor (or any Franchisor affiliate) is required to pay or reimburse the other for the whole or any part of any cost, expense, loss or other amount that the other party has incurred or will incur in connection with this Transfer Tax liability, the amount to be paid or reimbursed is first to be reduced by an amount equal to any input tax credit the other party is entitled to in respect of the cost, expense, or loss and then increased in accordance with pursuant to this Section, as applicable. If we or our affiliates are required to refund to you any amounts paid hereunder, we and our affiliates will not be required to refund that portion of those amounts that were withheld by you in order to comply with any applicable tax law unless and until we or our affiliates receive a refund of those amounts from the applicable taxing authority thereof, and which is directly attributable to those amounts on us or our affiliates' income or with respect to which the period within which the credit may be reduced or disallowed has expired.

(g) If any uncollected Transfer Tax is or becomes chargeable on any supply of goods or services by us or our affiliates under this Agreement, we shall issue you, or cause to be issued to you, an invoice and you will pay an amount equal to amount equal to such Transfer Tax in addition to the fees for that supply of goods or services (being the fees listed under this Agreement).

(h) To the extent applicable, you agree that you will act as the importer for Tax and customs purposes in relation to any goods delivered by us or our affiliates to you in connection with your Franchise and will account for import Taxes and duties on those goods as required under applicable law.

For the avoidance of doubt, you shall (i) be registered for Transfer Tax purposes as required by applicable law, (ii) charge and collect all applicable Transfer Taxes on applicable sales, revenue and receipts of any kind derived from the operation of the Franchised Business and (iii) properly remit same to the relevant taxation authorities. Required Licenses, as defined in Section 10.5 below, shall include, without limitation, any applicable local tax or business registrations necessary to evidence that you are acquiring all products and services from us and our affiliates in connection with this Agreement for the purpose of operating your Franchise as a business enterprise (as opposed to a consumer) in all applicable jurisdictions. To claim any exemption from applicable Transfer Taxes imposed on the fees or other amounts under this Agreement and on services or products furnished to you by us or our affiliates, you must timely provide us with proof of exemption as required by applicable law, including applicable tax identification numbers and certifications. It is your sole responsibility to make sure that your proof of exemption remains current, and you shall indemnify us and our affiliates for any claims for any taxes, including interest and penalties, by any such tax or governmental authority or any person or entity acting on behalf of any such authority, for your failure to maintain such exempt status.

#### 4.14 **No Right to Set-Off.**

You agree that you shall not, on grounds of the alleged non-performance or default by us of any of our obligations under this Agreement, withhold payment of any fee or other amount payable to us under this Agreement or otherwise. Notwithstanding any designation by you, we have the right to apply any payments to any past due amounts and accrued interest thereon as we see fit in our discretion, subject to applicable law.

## 5. **TRAINING.**

## 5.1 **Initial Training and Continuing Training.**

(a) Prior to providing any Implementer Services to any Clients and within six (6) months of the Effective Date, you must attend and complete to our reasonable satisfaction, our initial training program we call Boot Camp (“Boot Camp”). We currently offer Boot Camps quarterly at different locations in the United States each February, May/June, August/September and November/December. You may not attend any of our Boot Camps that may be offered outside of the United States without our prior written permission, as those Boot Camps are designed to support local operations within those regions. To the extent we allow you to attend an international Boot Camp, there will not be any adjustment to your Boot Camp Fee; however, you may be responsible for additional taxes or other fees imposed by any local governmental authority as a result of your attendance at such international Boot Camp. In addition to paying the Boot Camp Fee, you must pay all expenses incurred in connection with attending Boot Camp, including travel, lodging, meals, local transportation expenses and wages. Actual dates and locations of Boot Camp are subject to change at any time, and we assume no responsibility for any costs incurred by you as a result of such changes. If you fail to timely complete Boot Camp to our reasonable satisfaction, and are permitted to repeat such training, you will be charged our then current cost for repeating Boot Camp. At Boot Camp, at other EOS Worldwide events for which you have registered (e.g., QCEs) or otherwise from time to time in connection with our or our affiliates’ EOS business operations (e.g., as part of our training curriculum), we or our affiliates, or our respective employees, photographers or other designees may take photos or video recordings, in which you may be shown or appear. By attending any such event or by otherwise participating in any such program, you consent to any and all uses and displays by us and our agents, contractors and other authorized representatives of your likeness, image, voice, appearance, or other personal attributes in, on or in connection with any such pictures, photographs, audio and video recordings, digital images, or other forms of printed or other electronic media or reproductions, as determined in our or our affiliates’ sole reasonable discretion, which we or our affiliates, licensees or designees may use for marketing, training or other EOS business related purposes without any payment or remuneration to you. As between you and us, we are the exclusive owner of all rights, title and interest in any such materials created from any such photographic or electronic reproductions. By providing your consent, you understand that you may be identifiable from such photographic or electronic reproductions, and knowingly waive any and all rights you may have to control the use thereof or any infringement, moral or other similar rights you may have, including rights of attribution. If you are the feature of a recording, the photographer will typically ask you before the recording/taking the photo whether you agree and consent; however, the failure to do so does not limit or waive your consent or our rights above.

(b) Prior to attending Boot Camp, we will provide you with access to our comprehensive online training containing tools, supplies, teaching materials, video guides, printable guidelines, and support needed to implement EOS. You must review, utilize and complete certain tasks to prepare for Boot Camp. You will continue to receive access to our training after Boot Camp and throughout the Term, as further provided in Section 7 below.

(c) In advance of Boot Camp, we will assign to you a 180 Day Sprint coach during your first one hundred eighty (180) days as an Implementer taking you through Boot Camp. After that first one hundred eighty (180) days, you will transition under the guidance of our Professional leader, an EOS Implementer that develops programs for our Professional Implementer Community. As you progress through your EOS journey, you will progress through our Implementer Development Program which currently includes programs for QCEs, Certified Implementers and Expert Implementers. You may too be able to serve as a contributor or coach in our Implementer Development Program. There is no additional cost to participate in our Implementer Development Program, however, certain workshops may carry an additional fee. While you will not have an assigned coach after your 180 Day sprint, you will have access to one or more experienced Implementers that will support you through your journey with EOS. We may modify or eliminate our coaching and developmental programs at any time, and may change your coach

from time to time. These coaches may be franchisees like you, employees of ours or others we deem to have requisite experience to serve as coaches. Other franchisees, even if acting in a Franchise support role, are not our employees or agents, and do not have any right or authority to bind us to any agreement.

## **5.2 Mandatory Remedial Training or Additional Training.**

(a) We may require, in our sole discretion, that you attend additional training courses in person, at locations we designate from time to time, or by teleconference call, webinar, online training or videoconference if we determine it is appropriate (i) as a result of your violations of Franchise System Standards (including if we determine you are not performing satisfactorily pursuant to our Client Satisfaction Program or adhering to the Core Values set forth in our Operations Manual), (ii) as a result of your breach of this Agreement or violation of the Franchise System Standards, (iii) to protect the quality, reputation or integrity of the EOS Franchise System, Marks, or our Intellectual Property, or (iv) you fail to meet the requirements to maintain your current Implementer status as set forth in our Operations Manual, as applicable (“Remedial Training”). The then-current cost for the Remedial Training (currently ranges from \$995 to \$10,000) must be paid in full prior to attending. These fees are fully earned and non-refundable when paid. We reserve the right to increase these fees from time to time. In addition to the Remedial Training fee, you must also reimburse us for any reasonable travel or related costs and expenses we incur in providing you with Remedial Training, and also pay all of your expenses incurred in connection with attending the Remedial Training, including travel, lodging, and meals.

(b) Upon your request and subject to availability, we may provide you with additional, refresher, continuing, supplemental, specialized, focused or subject-matter specific training in addition to Boot Camp, or such additional training may be required upon renewal or transfer of this Agreement (“Additional Training”). This includes workshops that we make available from time to time. Additional Training may be focused on one subject or generalized. The current cost for the Additional Training ranges from \$995 to \$10,000 depending upon the length of Additional Training, trainer experience, materials used in conducting the training and other factors we deem appropriate. Our then-current Additional Training fees must be paid in full prior to attending. These fees are also fully earned and non-refundable when paid unless a refund is required under applicable law. We reserve the right to increase these fees from time to time. In addition to the Additional Training fee, you must reimburse us for any reasonable travel or related costs and expenses we incur in providing you with Additional Training, and also pay your expenses incurred in connection with the Additional Training, such as travel, lodging, and meals.

## **5.3 Quarterly Collaborative Exchanges.**

(a) You acknowledge and agree that regular attendance at our Quarterly Collaborative Exchanges (“QCE(s)”) is currently required and is a necessary component to the continuing education of all EOS Franchise System franchisees, and to maintain Tier designations. Implementers only receive credit for one QCE per calendar quarter towards their Tier designation status. QCE(s) may be online, virtual or in-person; however, we may require attendance in person. You are responsible for all of your expenses incurred in connection with attending any QCE, including airfare, lodging, meals and other travel costs.

(b) The Membership Fee includes registration for one (1) QCE per calendar quarter, for an aggregate four (4) QCEs annually. If you register for more than one (1) QCE offered during a quarter, then you must pay the then-current registration fee for such QCE prior to attendance. In addition, if you register for a QCE less than two (2) weeks prior to the date of the QCE, then we may charge a late fee, and if you change or cancel your registration within two (2) weeks prior to the date of the QCE, we may also charge you a cancellation or change fee. The current fee for late registrations, changes or cancellations that occur within two (2) weeks but more than three (3) days from the start of the QCE is \$250. The current fee for cancellations within three (3) days or no shows is \$850. These fees are to help to offset our costs and

other losses as a result of your change or cancellation and are not a penalty. You understand that our costs will likely increase if there is a delay in notifying us of any cancellation or change and therefore we expect you to notify us as soon as possible of any change in circumstances. You are responsible for your own airfare, lodging, meals not provided to attendees and other costs incurred in attending.

#### 5.4 **Annual EOS Conference.**

Currently we hold an annual EOS Conference (“EOS Conference”) designed for companies operating on EOS, including Clients. We may allow EOS Implementers to attend the EOS Conference only if three or more of their Clients register to attend. The registration fee for implementers varies and is determined based on the number of Clients registered to attend the EOS Conference as set forth in the Operations Manual. We may change the criteria for our implementers to attend the EOS Conference, but we try to apply consistent standards and criteria for similarly situated franchisees. If you qualify to attend the EOS Conference, you will be responsible for all of your expenses incurred in connection with attending, including airfare, lodging, meals not provided to attendees, and other travel costs. We reserve the right to hold the EOS Conference virtually or eliminate it completely.

### 6. **EMPLOYEES.**

#### 6.1 **Employees.**

You may decide whether you need additional employees, personnel or administrative staff to assist you in operating the Franchised Business, but these individuals may not be an Implementer or provide any Implementer Services to Clients (“Personnel”). As a reminder, your Franchise is an individually owned and operated business, therefore you are solely responsible for all hiring, firing, evaluation and employment decisions relating to your Personnel, complying with all laws applicable to such employment, including withholding and wage related laws, and setting the compensation to be paid to your Personnel. We will not be responsible for payment of any compensation to you or your Personnel.

#### 6.2 **Confidentiality Agreements.**

(a) You must ensure that all Personnel or any other person assisting in providing the Services or Products or working on behalf of the Franchised Business associated with your Franchise are only provided access to the Operations Manual, Client Data or other Confidential Information on a strict need to know basis in accordance with Section 16.2 below. At our request, you must cause any such Personnel to sign a confidentiality agreement in such form as we may require or otherwise approve from time to time, prior to receiving access to the Operations Manual, Client Data, or other Confidential Information. You shall maintain copies of all confidentiality agreements signed by your Personnel and others associated with your Franchised Business and provide, if and when requested by us, and in the manner we designate, a copy of each such confidentiality agreement showing compliance with the foregoing requirements. Notwithstanding the foregoing, you shall be responsible for each of your Personnel’s and such other persons’ compliance with your obligations under this Agreement in accordance with Section 16.2 below.

(b) Without limiting your obligations under Section 6.2(a) or elsewhere in this Agreement, you shall, in compliance with any applicable laws, promptly notify us of the names of any Personnel or any other person who has access to the Operations Manual or other Confidential Information, and any additions or deletions to any of the foregoing.

#### 6.3 **Indemnification.**

You will indemnify us, hold us harmless from, and defend us against any and all liabilities, losses,

expenses, and obligations that we may incur related to any of your Personnel (or any person assisting in providing the Services or Products or working on behalf of the Franchise) arising out of any claim, cause of action, complaint, proceeding (in litigation, arbitration, mediation, administrative process or otherwise) relating to your obligations to pay them any compensation or remuneration or otherwise relating to an employment relationship. You understand and acknowledge that we are under no obligation or liability to you or to any of your Personnel for any remuneration, compensation, commission, benefits, employment or any other duty, responsibility, liability or obligation. Your indemnification obligations: (i) include reimbursement to us of any and all of our legal fees and costs in defending any such claim from your Personnel, (ii) survive expiration or termination of this Agreement, and (iii) extend to our affiliates, representatives and agents.

## **7. OPERATIONS MANUALS AND FRANCHISOR GUIDANCE.**

### **7.1 Operations Manual.**

During the Term, we will provide you with access to our Operations Manual or other guidelines in which we designate our Franchise System Standards (which if tangible, is considered a loan to you for the Term and if electronic, such access is deemed temporary for the duration of the Term). For purposes of this Agreement, our “Operations Manual” means a set of one or more manuals or user guides we make available to franchisees in writing (including in electronic format), and includes any written, audio or visual guidelines, bulletins, newsletters, worksheets, modules, descriptions, videotapes, audiotapes, magnetic media, computer software or instructions concerning Franchise System Standards and other EOS Franchise System operational information, including updates, amendments and supplements. The Operations Manual may be modified, supplemented, or updated by us from time to time to reflect changes in the Franchise System Standards and may be communicated by us, our affiliates, or our designees. Our revisions to the Operations Manual will be effective on delivery to you (including via electronic format), unless we specify a later effective date for a particular revision. If a tangible copy of the Operations Manual is lost, stolen or damaged, you must obtain a replacement from us and we may charge you for such replacement. If a dispute develops with respect to the contents of the Operations Manual, the version of the Operations Manual we designate (or the master copy we maintain at our principal office) will be controlling. You must keep the Operations Manual in a secure location, , which allows access only to those who are bound by duties of confidentiality in manner no less restrictive than those in this Agreement. The Operations Manual is our property and must be returned to us upon our request.

### **7.2 Guidance and Assistance.**

During the Term, we will from time to time furnish you with guidance and assistance with respect to Franchise System Standards. This guidance and assistance will be furnished in the form of training materials, the Operations Manual, other bulletins and newsletters, written reports and recommendations, written or electronic materials (such as within our online training platform), telephone consultations, electronic mail, training programs, meetings (such as QCEs), conferences and/or personal consultations. Our guidance and assistance generally consists of:

(a) Providing on-going updates of information and programs regarding your Franchised Business, EOS and the EOS Franchise System, including, information about improvements or modifications to EOS and special or new Services or Products which may be developed and made available to franchisees;

(b) Upon your request and subject to availability, providing you with recommendations on the layout, floor plan and design for your Session rooms (Session rooms shall however be maintained at all times at your expense in a “clean, neat and professional” condition, with all furnishings, fixtures and signage in compliance with the Americans with Disabilities Act (“ADA”) and other applicable health and safety laws, rules, standards and regulations, and signage shall be posted in the manner we may specify from time to time in the Operations Manual or otherwise);

(c) Upon your reasonable request and subject to our availability, consulting with you by telephone, e-mail, virtual meeting, webinar, or otherwise regarding the operation of your Franchised Business and advise you regarding Services, sales techniques, utilizing our tools and EOS, client relations and similar topics;

(d) Periodically and in our sole discretion, making our employees or designees (which may be other franchisees) available to you for advice and assistance with the on-going operation of the Franchised Business;

(e) After attending and completing Boot Camp, providing you with an e-mail address for you and an e-mail address for one Personnel, if applicable;

(f) After you attend and satisfactorily complete Boot Camp, listing your Franchise in our online directory of EOS Worldwide businesses as your EOS microsite;

(g) Providing you with access to our online training platform and other applicable EOS systems, as available;

(h) Providing you, at your cost, with a start-up package of an inventory of training binders, other Materials and marketing collateral, at the time you commence operations, to assist with the establishment and operation of the Franchised Business, the size and composition of any such start-up package or initial inventory and corresponding fees may vary depending on your business, location and other factors;

(i) If and when formed, administering the Brand Fund;

(j) Evaluating requests to modify your Tier designation;

(k) Issuing, modifying and supplementing Franchise System Standards for the EOS Franchise as we deem necessary;

(l) Holding the EOS Conference, QCEs, and other programs, as we determine appropriate in our discretion;

(m) At our sole discretion, making available to you administrative, bookkeeping, or other services. If such services are offered, they may be offered to you at an additional fee, and you acknowledge however that we will not provide advice on local tax and accounting requirements;

(n) At our sole discretion, providing you with software or other technology services. If such services are offered, we may require you utilize such services and pay a Technology Fee or we may offer the technology services as an option and charge you a separate cost for such services; and

(o) Modifying the EOS Franchise System as we deem necessary, including, the adoption and use of new or modified techniques, supplies, equipment, products, trade names, trademarks, service marks, copyrighted materials, and information technology tools.

The e-mail addresses we provide in [Section 7.2\(e\)](#) must be used exclusively in connection with the operation of the Franchised Business, including for communicating with us, our affiliates, other franchisees and Clients. You may request additional e-mail accounts, which we may provide in our sole discretion, and which may be subject to additional fees. We provide important information and updates to our franchise

network via e-mail; therefore, you must actively monitor these e-mail accounts regularly and may not take any action that would restrict our ability to communicate with you via these e-mail addresses, including by way of opting out or unsubscribing from business or operational e-mail lists. These e-mail accounts may be provided on domains or servers owned or controlled by us, and to the extent permitted by applicable law, we may inspect and search these domains and related accounts when an inspection or investigation is necessary for purposes of promoting safety, troubleshooting technology issues or for other legitimate business purposes. You should therefore have no expectation of absolute privacy regarding the use of Franchisor issued e-mail accounts, and you should inform your applicable Personnel who may use these e-mail accounts on our domains of these rights and must ensure that any such issued e-mail accounts are only used for Franchised Business operations and not for personal or unrelated business. You must, and must also ensure that any Personnel who use such e-mail accounts, comply with any published notices, guidelines, policies or other acceptable use rules that we or our affiliates may prescribe from time to time in connection with any such e-mail use.

### 7.3 **Approved Equipment and Supplies.**

(a) Any vendor, supplier, merchant, retailer, wholesaler or seller we require or permit that you purchase goods or services from is an “Approved Supplier(s)”. Unless otherwise approved by us in writing and to help preserve the integrity of the EOS Franchise System and our brand reputation and to help ensure brand consistency, you must purchase Leadership Team Manuals, certain designated EOS branded items, other written and bound materials used with Clients during your Sessions, and related products we designate from our EOS Online Store as the sole Approved Supplier. You are prohibited from reproducing, copying, translating or replicating any Materials (including Leadership Team Manuals) or other copyrighted materials used with Clients during your Sessions or otherwise. We reserve the right to: (i) designate Approved Suppliers for any other products, services, branded items, signs, supplies, fixtures, inventory, tools and other services, assets, products, or materials utilized by you to operate your Franchise, which we may change, alter, or amend from time to time; (ii) name us or any of our affiliates as Approved Suppliers and require you to order through us certain Products, goods, materials or services, as we may specify from time to time; and/or (iii) derive revenue from your required purchases ordered through us or our Approved Suppliers to the fullest extent permitted by applicable law.

(b) Other than the items we may require as described above, you may purchase all other products, services, signs, supplies, fixtures, inventory, tools, books (including *Traction* books sold in our EOS Online Store) and other items purchased for use in the operation of your Franchised Business from vendors or suppliers of your choice as long as the items meet or exceed Franchise System Standards.

(c) If you propose to substitute any Approved Suppliers or any Materials, Products or Services, you must notify us in writing and submit sufficient information, samples, and specifications to allow us to determine if the supplier and/or supplies meet our approved criteria. It is in our sole discretion whether to test additional supplies and/or suppliers you propose. If we agree to evaluate a proposed substitute, then we will provide you with written notification of the approval or disapproval within sixty (60) days from the date we receive notice and all information and samples. All criteria used by us or our designee in making our determination and any further procedures for obtaining approval of a new supplier or supplies are set forth in the Operations Manual.

(d) Approved Suppliers are selected based on factors we deem appropriate in our discretion in a manner designed to help preserve the integrity of the EOS Franchise System and our brand reputation and ensure brand consistency. Factors include, without limitation, previous experience with us, our affiliates or the EOS Franchise System; recommendations we have received from franchisees or other third parties; reputation in the industry; and willingness to provide preferred pricing for franchisees. However, by listing any third party as an Approved Supplier or otherwise recommending any third party,



or any advice or recommendations we may offer with respect to any such party, is not, and in no shall be deemed, a representation or guarantee as to the products or services provided by these third parties, or will make us responsible in any way for any such third parties' performance or provision of products or services to any franchisee.

#### **7.4 Referral Fee Program.**

We currently administer a referral fee program where, for any new franchisee that a franchisee refers to us that signs a franchise agreement and successfully completes Boot Camp, such franchisee will receive \$1,500 only if the referred franchisee successfully completes Boot Camp and subject to our terms and conditions for this program. To receive a referral fee, you must be active and in good standing under this Agreement both at the time of the referral and at the time the referred franchisee successfully completes Boot Camp. We reserve the right to eliminate or modify this program upon written notice to you. Additional criteria used by us in administering the referral fee program may be set forth in the Operations Manual.

### **8. SYSTEM TECHNOLOGIES.**

#### **8.1 Computer System.**

(a) You must acquire, license and use a laptop or desktop computer with certain computer services, components, peripherals, equipment and computer hardware and general business software and any proprietary software (the "Software") designated or approved by us in the future from time to time as Required Technology and as described in the Operations Manual (collectively, the "Computer System"). We may require you to obtain as part of the Computer System or other Required Technology, computer and communications hardware, equipment, components or software and may modify our specifications for, and required components of, the Computer System or Required Technology from time to time. You agree to make such modifications and meet such requirements, which may require you to incur additional costs. We may require that the Computer System: (i) must have the capacity to submit to us reports through our internal system containing information about the number of Sessions held by your Franchised Business, revenue generated, average ratings and other information we require, and otherwise be capable of connecting with our computer system, (ii) perform the functions we designate including viewing training, reporting sessions, facilitating virtual sessions and attending virtual meetings, (iii) operate the most current version of Google Chrome, Microsoft Edge, Apple Safari, or Firefox Internet browser; (iv) permit us to review the results of your Franchise's operations, and/or (v) be capable of engaging in any E-Commerce (as defined below) activities that we designate or approve. You may purchase your Computer System from any supplier, unless we designate a specific or exclusive Approved Supplier.

(b) You must upgrade the Computer System, and/or obtain service and support, as we require or as is necessary because of technological developments, risk assessments, or events. To the fullest extent permitted by applicable law, there are no contractual limitations on the frequency and cost of your obligation to obtain any such maintenance, updates or upgrades, and we have no obligation to reimburse you for any of these costs. Unless we otherwise agree to in writing, neither we nor any of our affiliates will provide you with any maintenance repairs, updates or upgrades for your Computer System but we may assist you in our discretion in troubleshooting potential issues related to the Software.

(c) You must have access to high-speed Wi-Fi Internet to access our online systems (such as our online training platform), and are responsible for all costs and expenses associated with your access, including connection charges.

(d) If you are in default of any material obligations under this Agreement, we may, in addition to any other remedy we may have under this Agreement, temporarily restrict your access to all or

part of the EOS related data contained within the Computer System or any Required Technology, until you have cured such default completely.

## **8.2 Websites: E-Commerce.**

(a) We have the right to control all use of [www.eosworldwide.com](http://www.eosworldwide.com) and any future websites we create (collectively, the “Website”). You do not have any right to update, upgrade, amend, or host the Website. We have the right to control all use of URLs, domain names, websites, addresses, meta-tags, links, key words, e-mail addresses and any other means of electronic identification or origin (“e-names”) related to the Franchise. We may however provide you certain rights to revise designated sections on your microsite, but the framework is owned and determined by us. The Website will contain information on the EOS Franchise System, as well as other information we deem appropriate and all changes, additions, and deletions are at our sole discretion. Further, you shall, at your sole expense, participate in our websites on the Internet or other on-line communications, including an intranet system that we may develop in the future unless we provide otherwise. You acknowledge that certain information obtained through your participation on our Website may be considered Confidential Information, including access codes and identification codes. Your right to participate in our Website terminates when this Agreement expires or terminates. You may not establish any separate website, blog or other world wide web or internet-based presence which uses or displays any of the e-names, Marks or other Intellectual Property without our prior consent. Any other blog, account on a Social Media Platform, e-mail distribution list, or other World Wide Web or Internet-based presence which uses or displays any of our Intellectual Property must be conducted in accordance with our Franchise System Standards set forth in the Operations Manual.

(b) We may require you to, at your expense, operate certain aspects of the Franchised Business through E-Commerce methods that we designate from time to time, and in the manner we designate from time to time. You must follow all of our policies and procedures for the use and regulation of E-Commerce. We may restrict your use of E-Commerce, or any Client’s or other person’s use of E-Commerce in connection with the Product and the Services purchases, to a centralized website, portal or network or other form of E-Commerce designated by us operated by us or our designee. You recognize and agree that between you and us, we own all rights to all interest in and to any data collected via E-Commerce related to the EOS Franchise System, the Intellectual Property and the Marks, including any Client Data, click-stream data, cookies, user data, hits and the like. All such information constitutes our Confidential Information. We may require that Clients be provided access to certain E-Commerce activities that we designate from time to time.

For purposes of this Agreement, “E-Commerce” is collectively defined as Internet, intranet system, World Wide Web, wireless technology, digital cable, use of e-names, virtual worlds, social media, portals, search engine optimization, pay-per-click advertising, home pages, bulletin boards, chat rooms, linking, framing, blogs, text messaging, on-line purchasing cooperatives, marketplaces, barter exchanges, and related technologies, methods, techniques, registrations, networking, and any electronic communication, commerce, computations, or any means of interactive electronic documents contained in a network of computers or similar devices linked by communications software.

## **8.3 Client Data and Data Security.**

(a) Any information on Clients related to the Franchised Business, including information that identifies or can be used to identify, contact, locate, or be traced back to the specific person or Client to whom such information pertains, or from which identification or contact information of an individual person or Client can be derived, including but not limited to, personally identifiable information (“Client Data”) and all information, mailing lists and databases of Client Data from whatever source derived, must be used only in accordance with this Agreement. We retain ownership of all Client Data collected or received during the Term and hereby license such Client Data back to you without charge solely

for your use in connection with the operation of the Franchised Business in accordance with this Agreement.

(b) You agree to comply with all applicable laws, regulations and industry standard best practices with respect to Client Data, all in accordance with the terms of this Agreement and including specifically, Section 8.5 below. It is your responsibility to determine the data privacy laws applicable to you and your Franchise. We expressly disclaim knowledge of the data privacy laws applicable to you and your Franchise. Notwithstanding any other provision, we may use an individual's own Personal Information (as defined below) to the extent directed by, consented to or requested by such individual. You shall promptly notify us if you become aware of or suspect any unauthorized access to any Client Data or other Personal Information, or if you become the subject of any governmental, regulatory or other enforcement or private proceeding relating to your data handling practices. You shall promptly carry out at your cost and expense any request from us with respect to Client Data or other applicable Personal Information related to your Franchised Business that is reasonably necessary to allow us to comply with data privacy laws applicable to us regarding processing, storage, handling, collection, use, disclosure, transfer and transmission of Client Data and such other Personal Information.

(c) You must use reasonable physical, organizational, and technological security measures that are appropriate having regard to the sensitivity of the information to protect Client Data and other Personal Information against loss, theft and unauthorized access, disclosure, copying, use, modification or disposal. You must at all times be compliant with all applicable legal requirements including: (i) PCI (as defined below) standards, norms, requirements and protocols, including PCI Data Security Standard; (ii) the NACHA ACH Security Framework; (iii) the operating rules and regulations of all credit card and merchant services providers; (iv) local, state, provincial, federal, national or international laws, codes or regulations relating to data privacy, data security, cyber security and security breaches; and (v) our and our affiliates' data privacy and security policies and guidelines, all as they may be amended from time to time. If there is a conflict between our standards and policies pertaining to Applicable Privacy Law (as defined below) and other applicable law, you shall: (1) comply with the requirements of applicable law; (2) immediately give us written notice of said conflict; and (3) promptly and fully cooperate with us and our counsel as we may request to assist us in our determination regarding the most effective way, if any, to meet its standards and policies pertaining to Applicable Privacy Law.

#### 8.4 **PCI Compliance.**

If you accept credit card payments, you are required to maintain your credit card processing hardware and software in compliance with the Payment Card Industry ("PCI") Data Security Standard. It is your responsibility to maintain and report your PCI compliance, which encompasses operational policies and practices as well as networks and computer hardware/software used to process credit card transactions, as well as attesting that you are abiding by (i) the PCI Data Security Standard enacted by the applicable card associations (as they may be modified from time to time or as successor standards are adopted); and (ii) all other security standards and guidelines that may be published from time to time by payment card companies and/or enacted by law, and are applicable to customer credit card and debit card information. If you know or suspect a security breach, you must immediately notify both your credit card transaction acquirer and us. You assume all responsibility for providing notice of breach or compromise, along with duties and costs associated with fraudulent transactions, penalties, and ongoing fees for monitoring customer credit card histories and/or transactions for affected Clients of your Franchise.

#### 8.5 **Privacy Compliance.**

(a) The following terms shall have the following meanings:

(i) "Anti Spam Law" means the *Can-Spam Act of 2003*, the *Telephone Consumer Protection Act of 1991*, as well as any other applicable law regulating

the sending of commercial marketing communications and/or other electronic communications, each as amended or supplemented from time to time and any regulations promulgated thereunder;

(ii) “Applicable Privacy Law” means any and all applicable laws relating to privacy and the collection, use and disclosure of Personal Information in all applicable jurisdictions;

(iii) “Good Industry Practice” means the exercise of that degree of skill, diligence, prudence, foresight and operating practice which would be expected from a highly skilled and highly experienced service provider engaged in the same type of activity as Franchisee under the same or similar circumstances; and

(iv) “Personal Information” means information about an identifiable individual.

(b) You represent, warrant, covenant and guarantee to us, in respect of Personal Information collected, used or disclosed by you in or in connection with the acquisition, establishment, transfer or operation of the Franchised Business, that any and all such Personal Information has been, is and will be collected, used and disclosed in accordance with all Applicable Privacy Law and Good Industry Practice, and that, without limiting the generality of the foregoing: (i) such Personal Information has been, is and will be collected, used and transmitted by you to us with the consent of all relevant individuals; (ii) you have informed and will inform such individuals that when applicable, Personal Information is collected by you on our behalf and not in your own capacity; and (iii) all such individuals have been, are and will be informed of and have or will have consented to the collection, use and/or disclosure by you and us of such Personal Information for the purposes contemplated by this Agreement and where such purposes involve secondary uses of Personal Information, such as marketing, have been given the opportunity to opt-out of such uses and disclosure or have been asked to voluntarily opt-in on an optional basis, as may be required under Applicable Privacy Law. This includes Personal Information related to your personnel as well as any applicable Client Data, and includes all rights and permissions required for us, our affiliates, and our service providers to use, disclose and transfer the Personal Information to locations both within and outside the point of collection in accordance with our privacy statement and Applicable Privacy Law. You must obtain all necessary rights, consents and permissions required by Applicable Privacy Law and/or any requirements established by us from time to time prior to disclosing or providing any Personal Information to us or our affiliates or inputting any Personal Information into our systems.

(c) You shall (i) abide by all applicable international, national, federal, provincial, or municipal laws, codes or regulations that regulate the processing of information that can be used (alone or when used in combination with other information within your control) to identify, locate or contact an individual or pertains in any way to an identified or identifiable individual and all other Personal Information in any way, including, but not limited to, national data protection laws, laws regulating marketing communications and/or electronic communications, including applicable Anti-Spam Law, information security regulations and security breach notification rules and such other Applicable Privacy Law; (ii) comply with all standards, specifications, requirements, criteria, and policies that have been and are in the future developed and compiled by us that relate to Applicable Privacy Law and the privacy and security of Personal Information; (iii) refrain from any action or inaction that could cause us to breach any Applicable Privacy Law or any Anti-Spam Law; (iv) do and execute, or arrange to be done and executed, each act, document and thing we deem necessary in our business judgment to keep us in compliance with the Applicable Privacy Law and Anti-Spam Law; and (v) immediately report to us the theft or loss of Personal Information (other than the Personal Information of your own officers, directors, shareholders, employees or service providers).

(d) You further represent, warrant, covenant and guarantee to us that you will operate the Franchised Business in compliance with Applicable Privacy Law, Anti-Spam Law and Good Industry Practice. You acknowledge and agree that certain data including Confidential Information and Personal Information, may be transferred to, processed, and stored by us, our affiliates or other service providers located in other jurisdictions, including outside of the United States and agree to inform individuals of this fact at or before the time Personal Information is collected, as required by Applicable Privacy Law. You agree not to disclose Personal Information without consent of the individual or as required by law. You agree to cooperate with any investigation or inquiry by a regulatory authority with jurisdiction over Applicable Privacy Law. You agree to allow us and our affiliates to audit your practices to ensure compliance with this Section.

(e) You represent and warrant that you will comply with Anti-Spam Law, Applicable Privacy Law and Good Industry Practice in respect of any commercial messages you send, or cause or permit to be sent. Without limiting the generality of the foregoing, you shall ensure that: (i) commercial messages are only sent by or on your behalf to individuals who have consented, in the manner required by Anti-Spam Law and Applicable Privacy Law, to receive them; (ii) all commercial messages sent by or on your behalf shall comply with the form, content and other requirements prescribed by Anti-Spam Law and Applicable Privacy Law; and (iii) you maintain evidence sufficient to prove your compliance with subsections (i) and (ii) above.

(f) You represent and warrant that you will ensure that any request for consent to send any commercial messages, whether such request is made by you on your own behalf or on our behalf (if applicable), shall constitute a valid request for express consent under Anti-Spam Law and Applicable Privacy Law and shall comply with all applicable requirements of Anti-Spam Law and Applicable Privacy Law such that you, us and our respective affiliates, as applicable, shall be permitted under Anti-Spam Law and Applicable Privacy Law to send commercial messages to any individual who provides consent in response to such request. You agree to maintain evidence of all such consents given and to clearly identify those Clients who have (i) given such consent, (ii) not given such consent, or (iii) withdrawn a consent previously given.

## **8.6 Artificial Intelligence Usage.**

You acknowledge and agree that in order to protect the goodwill of the EOS Franchise System and our brand, the use of artificial intelligence (“AI”) in the Franchised Business must be conducted in a safe, thoughtful, and ethical manner. Accordingly, you shall comply with all applicable Franchise System Standards and guidelines set forth in the Operations Manual, as updated from time to time. You are strictly prohibited from using AI solutions to: (i) access, use, or transmit Confidential Information or Intellectual Property without our prior written authorization; (ii) collect, use, disclose, or otherwise utilize Client Data in any way not expressly permitted under this Agreement and applicable data privacy laws; (iii) engage in any activity that could harm the EOS Franchise System or our brand reputation or expose it or us to legal or regulatory risk; and (iv) develop or deploy AI solutions that violate applicable laws or regulations, including those pertaining to discrimination, data privacy, and consumer protection. We reserve the right to periodically audit your use of AI solutions to ensure compliance with this Agreement and our Franchise System Standards. Upon request, you agree to provide us with regular reports related to the performance and impact of your AI solutions.

## **9. INTELLECTUAL PROPERTY AND MARKS.**

### **9.1 EOS Intellectual Property.**

(a) You acknowledge that, as between you and us, we or our affiliates are the exclusive owners of the Intellectual Property, Client Data, Franchise System Standards, and other elements of the

EOS Franchise System. You further acknowledge and agree that any modifications to the EOS Franchise System or any substitutions or additions to the Intellectual Property suggested or developed by you shall be owned exclusively by us and may be incorporated by us or our affiliates into the Intellectual Property without any compensation to you. As such, you hereby assign and transfer to us all of your entire right, title and interest in and to any rights in or to any Intellectual Property which you may acquire, by operation of law or otherwise, as applicable, or to any improvements, modifications, substitutions, or additions to the Intellectual Property suggested or developed by you and in and to any and all works of authorship and processes embodied therein, and in all goodwill signified thereby, and any and all intellectual property rights and any legal equivalent thereof, including the right to apply for, register, or claim priority to, patents, copyrights, trademark, trade secret and other intellectual property protection, and the right to enforce such rights, title and interest by lawsuit or otherwise. Additionally, all processes, ideas, concepts, methods, techniques or materials relating to the Franchise, whether or not constituting protectable intellectual property, and whether created by or on behalf of you or in connection with the development or operation of your Franchise, will be promptly disclosed to us. If we adopt any of them as part of the EOS Franchise System, they will be deemed to be our sole and exclusive property and part of the EOS Franchise System and deemed to be works made for hire for us.

(b) Your right to use the EOS Franchise System, Client Data, the Marks, and the Intellectual Property is derived solely from this Agreement, is nonexclusive and is limited to the conduct of the Franchised Business pursuant to, and in compliance with, this Agreement. You shall use the EOS Franchise System, Client Data, the Marks, and the Intellectual Property strictly in accordance with the terms of this Agreement and all policies set forth from time to time in the Operations Manual. Any unauthorized use of the EOS Franchise System, Client Data, the Marks and/or the Intellectual Property is and shall be deemed to be an infringement of our rights and our affiliates' rights and a material breach of this Agreement.

(c) Except as expressly provided in this Agreement, you shall acquire no right, title or interest to the EOS Franchise System, Client Data, the Marks or the Intellectual Property; all goodwill associated with the EOS Franchise System, Client Data, the Marks and the Intellectual Property used by you shall inure exclusively to our benefit (or to the extent any particular Mark is owned by one of our affiliates, the goodwill for that Mark shall inure exclusively to that affiliates' benefit); and upon the termination of the Franchise, no monetary amount shall be assigned as attributable to any goodwill associated with your use of the EOS Franchise System, Client Data, the Marks or the Intellectual Property.

(d) You acknowledge that the use of any computer or electronic medium or social networking website, including but not limited to, Facebook, LinkedIn, X (formerly known as Twitter), Instagram, Pinterest, TikTok, Snapchat, Yelp, Google, YouTube, or any blogs or other bulletin boards, or chat rooms, other networking and share sites in connection with your Franchise must comply with any social media policy or other use policy contained in our Operations Manual. We retain ownership of the materials posted on any webpage or site that use our Marks or Intellectual Property. All postings must comply with the social media policies and other policies set forth in the Operations Manuals, as well as the terms and conditions of the site(s).

(e) You shall at no time (i) take, omit to take, or permit any action which will or may dilute the Intellectual Property or tarnish or bring into disrepute the reputation of or goodwill associated with us or our affiliates, the Marks, or the EOS Franchise System, or which will or may invalidate or jeopardize any registration of any Intellectual Property; (ii) apply for, or obtain, or assist any person or entity, other than us or our affiliates, in applying for or obtaining any registration of the Marks, any Copyrighted Materials (as defined below), or any other Intellectual Property, anywhere in the world, or any other trademark, service mark, trade name, or other indicia confusingly similar to the Marks or our other Intellectual Property; or (iii) take any action whatsoever to contest the validity, ownership, distinctiveness or enforceability of the Marks or other Intellectual Property and the goodwill associated therewith. You agree that your use of all or any part of the EOS Franchise System or the Intellectual Property contrary to

any provision of this Agreement, or your use of any confusingly similar method, format, procedure, technique, system, name, trade dress, mark, symbol, emblem, slogan, insignia, term, designation, design, diagram, promotional material or course material, during or after the Term, shall cause irreparable injury to our affiliates and us and shall constitute a material breach of this Agreement, and shall entitle our affiliates and us to obtain temporary, preliminary, interlocutory or permanent injunctive relief or other applicable emergency relief, as applicable, from a court or agency of competent jurisdiction, and to recover court costs, reasonable expenses of litigation, reasonable legal fees, and any other appropriate remedies.

(f) We maintain the ownership rights or interest in any Client lists, and lists of potential leads or prospects compiled by you after signing this Agreement or otherwise as part of your operation of the Franchise (the “Lists”), and hereby license such Lists back to you without charge solely for your use in connection with the operation of the Franchised Business in accordance with this Agreement. Upon expiration or termination of this Agreement for any reason, we retain ownership of all Lists.

## **9.2 Translations and Derivative Materials.**

(a) You acknowledge that we own the worldwide copyright and all intellectual property rights and other ownership rights to the Operations Manual, and all components of the EOS System that are media subject to copyright or other intellectual property rights (referred to above as the “Materials”). You further acknowledge and agree that you may only make translations, copies, or adaptations of or modifications to the Materials upon receiving our prior written consent, which may be withheld in our sole discretion and subject to additional terms and conditions, or to the extent that you have non-excludable rights to do so under applicable laws. You are solely responsible in determining whether local applicable law requires the translation of any Materials into the local language before use.

(b) You will provide us with a copy of any translations of the Materials promptly, and you may not use any such translations without our prior written approval. You will bear the cost of such translations and will hold confidential all such translations to the same extent as the EOS original materials. We may require that you use our Approved Suppliers to translate any materials.

(c) You acknowledge that as between you and us, we (or our affiliates) will own the copyright and all other rights to translations, modifications, or adaptations of or to the Materials (whether or not made in violation of this Agreement). Without limiting the generality of Section 9.1 above, you hereby assign to us and our affiliates, as applicable, all copyright and economic rights and waive any moral rights and similar rights with respect to the copyright in the translated, modified or adapted Materials, and agree to execute any and all instruments and documents, render such assistance and do such acts and things as may, in the opinion of our counsel, be necessary or advisable in furtherance of such assignment and waiver, and you will require the same assignment, waiver and covenant in favor of us and our affiliates by your Personnel and by any independent contractors or other third parties who translate, modify or adapt the Materials.

(d) You agree to use proper copyright and other proprietary notices in connection with all Materials or translations, modifications, or adaptations of the Materials and conform to our standards for protecting our and our affiliates’ rights.

## **9.3 Infringements and Claims.**

You must notify us immediately in writing of any apparent infringement of or challenge to your use of any Mark or Intellectual Property, or claim by any person of any rights in any Mark or Intellectual Property or similar copyright, trade name, trademark or service mark of which you become aware. You must not communicate with anyone except us and our legal counsel in connection with any such infringement, challenge or claim. We have sole discretion to take whatever action we deem appropriate. We have the sole right to control exclusively any action by or in front of the U.S. Patent and Trademark

Office or U.S. Copyright Office, or any other litigation or proceeding arising out of any infringement, challenge or claim relating to any Mark or Intellectual Property. You must sign any documents, give any assistance, and do any acts that we or our legal counsel believe are necessary or advisable in order to protect and maintain our interests in any litigation or proceeding related to the Marks or Intellectual Property or otherwise to protect and maintain our interests in the Marks or Intellectual Property. You may not, at any time, contest the validity or ownership of any of the Marks or Intellectual Property, or assist any other person in contesting the validity or ownership of any of the Marks or Intellectual Property. We do not make any representation or warranty to you that any of the Marks are registered or registrable, that we have the right or exclusive right to use any of the Marks, or that the Marks do not infringe on any intellectual property, proprietary or other right of any person.

#### **9.4 Discontinuance of Use.**

If it becomes advisable at any time in our sole judgment for your Franchise to modify or discontinue the use of any of the Marks or for your Franchise to use additional or substitute trademarks or service marks, you agree, at your sole expense, to comply with our directions to modify or otherwise discontinue the use of such Mark or Intellectual Property, or use additional or substitute trademarks or service marks, within a reasonable time after our notice to you.

#### **9.5 Further Acts.**

(a) You agree to execute any and all instruments and documents, render such assistance and do such acts and things as may, in the opinion of our counsel, be necessary or advisable in furtherance of the implementation of any assignment provided for in Section 9.1 or Section 9.2 above or the consummation of the transactions contemplated hereby, and you will require the same assignments, waivers and covenants in favor of us and our affiliates by your Personnel and by any independent contractors or other third parties who translate, modify or adapt the Materials or otherwise develop any intellectual property for your Franchised Business.

(b) If registration of any Marks or any copyright of any of the Materials, or translations, modifications, or adaptations of the Materials, is required by law or deemed advisable by us or our affiliates, you agree to cooperate with and assist us and our affiliates in obtaining the registration in our or our affiliate's name, as applicable, and will not register or attempt to register or assist or be involved in any way with the registration (either directly or indirectly) of any Marks, Materials, or translations, modifications, or adaptations of the Materials, in the name of anyone other than us or our affiliates.

#### **9.6 Franchisee Name.**

You may not use any of our EOS or EOS-related trademarked terms in your Business Entity's name (or any other business entity's name) without our prior written permission. You will hold yourself out to the public as an individually owned and operated business operating an EOS Franchise. Whenever practical, you will clearly indicate on your employment related documents (e.g., employment policies, applications, disciplinary documents, identification cards), business checks, stationery, business cards, invoices, receipts, advertising, public relations and promotional materials, website, and other written materials that you are a franchise business. If you are operating as a Business Entity, you will file for a business name registration (d/b/a) or other fictitious business name equivalent in the manner required by applicable local law so as to notify the public that you are operating the Franchise as an independent business pursuant to this Agreement. Prior to adoption of a business name, you shall obtain the written approval of such name from us.

#### **9.7 Further Reservation of Rights.**

Because complete and detailed uniformity under many varying conditions may not be possible or practical, we specifically reserve the right and privilege, in our sole and unrestricted discretion and as we may deem to be in the best interests of all concerned in any specific instance, to vary standards for any franchisee or franchisees based on business potential, business practice or other factors we deem important



to the successful operation of such franchise owner's business. We may grant to one (1) or more franchisees variations from standard specifications and practices as we determine in our sole and unrestricted discretion, and we shall have no obligation to grant you like or similar variations. You acknowledge that, over time, we have entered, and will continue to enter, into agreements with other franchisees that may contain provisions, conditions and obligations that differ from those contained in this Agreement. The existence of different forms of agreement does not in and of itself affect our or your duties to comply with the terms of this Agreement.

## **10. DUTIES AND RESPONSIBILITIES.**

### **10.1 Methods.**

You must follow our Franchise System Standards when marketing and selling the Products and Services (including but not limited to, conducting Sessions and meetings) and must only market the Products and Services we have authorized you to offer and sell. You must not make any misrepresentations to prospective Clients regarding EOS, the Products, Services, or concerning the Franchise or the EOS Franchise System. Moreover, you must not alter, modify, change or misrepresent the Products or the Services or their marketing materials in any manner whatsoever. Accordingly, you will not disseminate any information, or represent to prospective Clients or others, any information that conflicts with any of the materials we provide you to assist in the sale of the Services or we approve for use by you in the marketing and selling of Services and Products.

### **10.2 Record Keeping.**

You must keep and maintain full, complete, and accurate books, records and accounts in accordance with reasonable standards required by us from time to time, including, full, complete, and accurate records of (i) your meetings and Sessions held with Clients both solicited on your own and Warm Leads; and (ii) all Products sold or provided, or Services sold or rendered. The records must include whatever information we consider necessary (and will include information relating to meetings, follow-up calls, etc.) in such format as we may prescribe in the Operations Manual. We may require you to complete and transmit to us periodic reports detailing your activities as provided in the Operations Manual, including additional information we may request from time to time in order to ensure that you satisfy your Minimum Performance Requirements (as defined in Section 10.16 below) or to prepare a financial performance representation for our franchise disclosure document(s). All reports and other records or information provided to us in connection with this Agreement shall be in the English language, unless otherwise agreed by us in writing. We may require that you use our proprietary software or systems, if created, to store this information. Such books, records, and accounts shall comply in all material respects with all requirements of all applicable laws and requirements of all applicable governmental authorities, and shall be retained during the term of your Franchise (including applicable renewals and extension thereof) and for at least seven (7) years thereafter (unless otherwise required or prohibited by applicable law).

### **10.3 Delegation.**

Although you may delegate some of your administrative duties under this Agreement to your other Personnel, you remain fully responsible for your performance and only the Implementer is permitted to hold Sessions, meet with Clients and perform the Services. You must use your best efforts to ensure that the Personnel or other persons acting on your behalf do not cause you to breach this Agreement or fail to meet the EOS standards.

### **10.4 Insurance.**

(a) You are required to procure prior to providing any Implementer Services to Clients, and maintain at all times during the Term and therefore, as required, at your sole cost and expense, valid, effective and collectible commercial insurance coverage for your Franchised Business that is consistent with industry standards for business coaches, with at a minimum, the types and minimum

coverage amounts and on the terms set forth in this Agreement and the Operations Manual.

(b) The cost of the insurance policies may vary depending on the insurance carrier charges, terms of payment, broker commissions, risk profile, deductibles, anticipated or actual business volume, and your loss history. ***The standards and specifications for insurance coverage as set forth in this Agreement and in the Operations Manual are intended as “minimum” standards and you must review your insurance coverage and policies, and you should consult with your insurance agents, brokers, legal counsel or other insurance advisors, to determine if additional coverage is necessary, desired or appropriate for your Franchise in addition to the coverage and limits required by us. We do not represent or warrant that any insurance that you are required to purchase, or which we procure on your behalf, will provide adequate coverage for you. The requirements of insurance specified in this Agreement and in the Operations Manual are for our protection.*** If you believe that you should not be required to carry an identified type of insurance or otherwise comply with our minimum insurance requirements, you must submit a written waiver request and obtain a written waiver from us. Until such time as we notify you in writing of our waiver, you are obligated to comply with all minimum insurance requirements.

(c) If you fail to obtain or maintain the required insurance coverage, we may purchase it for you and require you to pay to us the premium cost plus up to 20% of such costs and expenses as an administrative fee for doing so. We may change or increase insurance requirements, upon reasonable notice to you, to conform to reasonable local business practices or other relevant changes in circumstances or for other commercially reasonable business reasons we deem appropriate. You must use reasonable efforts to ensure that each insurance policy required by us requires the insurer to notify us in writing if the policy is cancelled or expires and you must give us at least thirty (30) days prior written notice before any such event occurs. The insurance must be primary coverage without the right of contribution from any of our insurance.

(d) Insurance policies required under this Agreement and the Operations Manual must name, as permitted by applicable law, us, our affiliates and our and their respective officers, directors, managers, partners, members, affiliates, subsidiaries, employees, and agents as additional insureds, through an endorsement or otherwise, as provided in the Operations Manual. Additional insured coverage must also be primary without the right of contribution from any of our insurance and must be as broad as the coverage provided to the franchisee as the named insured. Additional insured coverage shall include coverage for ongoing and completed operations, and shall not be limited to vicarious liability and shall extend to (and there shall be no endorsement limiting coverage for) the negligent acts, errors or omissions of us or other additional insureds.

(e) Your obligation to obtain and maintain insurance shall not be limited in any way by reason of any insurance that may be maintained by us, nor shall the existence or non-existence of any insurance relieve you of liability under the indemnification provisions set forth in this Agreement.

(f) You shall provide, annually, or more frequently if requested by us, evidence of insurance showing compliance with our insurance requirements, in the manner we provide in the Operations Manual or otherwise designate from time to time. Our receipt, review or verification of certain elements of your insurance does not in any way reduce or eliminate your obligations to fully comply with all of the insurance requirements set forth in this Agreement and/or in the Operations Manual. It is your sole obligation to fully comply with these insurance requirements and it is your sole obligation to confirm with your insurance providers that your policies are in compliance.

#### **10.5 Compliance with Laws and Good Business Practices.**

You will secure and maintain in force all required licenses, permits, approvals and certificates relating to the operation of the Franchise including all licenses required to perform the different types of

Services, including, if applicable, performing Services across jurisdictional lines (the “Required Licenses”). You must promptly and diligently do all things necessary (including providing prompt, thorough, professional and complete responses to any local, state, provincial, federal, national or international regulatory or administrative body with oversight responsibilities for any Required Licenses) to facilitate obtaining the Required Licenses prior to the commencement of business and maintain and renew such Required Licenses when needed. You must operate the Franchise in full compliance with all applicable laws, ordinances, by-laws, and regulations, including, all government regulations relating to occupational hazards and health, safety, privacy, worker’s compensation insurance, unemployment insurance, the ADA, workplace safety, and withholding and payment of local, state, provincial, federal, national or international income taxes, social security taxes, employment, sales and goods and services taxes. You will, in all dealings with Clients, suppliers, us and the public, adhere to the highest standards of professionalism, honesty, integrity, fair dealing and ethical conduct. You agree to refrain from any business or advertising practice which may be injurious to our business and the goodwill associated with the EOS Franchise System, the Marks and other franchisees.

#### **10.6 Time to Commence Business.**

You must commence operation of your Franchise within six (6) months from the Effective Date. We will reasonably extend the time to commence the operation of your Franchise for a period of up to sixty (60) days if you are unable to (i) obtain the Required Licenses, (ii) attend Boot Camp, or (iii) otherwise complete all pre-commencement obligations under this Agreement, despite your best efforts and for reasons beyond your reasonable control. Prior to commencing operations, you must (a) furnish us with certificate(s) of insurance for all insurance policies required by Section 10.4; (b) obtain all Required Licenses; (c) complete Boot Camp to our satisfaction; (d) purchase the initial inventory of training binders and other Materials as designated in the Operations Manual (which may be provided in the form of a start-up package); and (e) pay in full all amounts due to us and our affiliates.

#### **10.7 Authorized Products and Services.**

You shall offer for sale all Products and Services, and participate in all programs, which we designate for the EOS Franchise System, including any additional Services or Products we may now or in the future specify and any other ancillary products and services which we prescribe. You further agree to only sell those goods and services, which we prescribe or otherwise authorize. You may not offer any other products for sale, rent or lease without having received our prior written authorization. You must comply fully and on a timely basis with any changes that we implement, including the introduction or cessation of any Services or Products.

#### **10.8 Operations.**

(a) You must devote reasonable best efforts to the operation of your Franchised Business.

(b) You must maintain sufficient inventory of training binders and other Materials as designated in the Operations Manual.

(c) You must be the only Implementer providing services to Clients for your Franchised Business.

(d) You must pay on a timely basis all fees and costs incurred in the operation of the Franchise, whether owing to us or third parties, and you are aware that failure to make prompt payment causes irreparable harm to the reputation and credit of other franchisees and the EOS Franchise System generally.

(e) You must operate the Franchise in compliance with Franchise System Standards

so as to preserve, maintain and enhance the reputation and goodwill of the System.

(f) You may not engage in any activity, practice, or acts that may create a conflict of interest with the operation of the Franchised Business.

(g) You agree to provide the highest standard of service in a professional manner in connection with the provision or sale of the Services and Products to ensure complete Client satisfaction and you must also cooperate with us to honor all refund policies that we develop from time to time.

(h) You must participate in our Client Satisfaction Program and any other applicable programs as set forth in the Operations Manual and as applicable, in Section 10.10 below

(i) You must adhere to our Core Values when operating your Franchised Business.

#### **10.9 Modification of System.**

You expressly acknowledge that the EOS Franchise System must continue to evolve in order to reflect changing market conditions and to meet new and changing client demands. Therefore, variations and additions to the EOS Franchise System may be required from time to time to preserve and enhance the public image of the EOS Franchise System and to improve the continuing operating efficiency of all franchisees. Accordingly, you agree that we may from time to time, upon written notice, add to, subtract from or otherwise change the EOS Franchise System, including, without limitation, adopting new or modified Marks, Products, Services, systems, fees, equipment and techniques and methods relating to the sale, promotion and provision of Services or Products or other changes to the EOS Franchise System.

#### **10.10 Client Satisfaction and Other Programs.**

You must institute and honor all EOS network satisfaction, loyalty and promotional programs that we require on the terms associated with such network programs, as specified in the Operations Manual, and verify your compliance with all such programs in writing at our request. Without limiting the generality of the foregoing, you acknowledge that Client satisfaction is essential to the Franchised Business's success as well as the reputation, standing and success of the EOS Franchise System and other franchisees and company or affiliate owned outlets. Accordingly, you agree that:

(a) You will participate in the Client Satisfaction Program to the fullest extent permitted by applicable law. The Client Satisfaction Program requires that you will not charge any fee for any session if the Client believes the session did not provide sufficient business value to the Client and sets additional parameters for providing the Services to Clients. The Client Satisfaction Program (including the additional components and terms) is more fully described in the Operations Manual.

(b) You will issue refunds to Clients in accordance with the Client Satisfaction Program.

(c) You will send surveys to your Clients to evaluate your performance with your Clients in such form and at such intervals as we designate in the Operations Manual and that are conducted in compliance with applicable laws.

(d) You will include the terms of the Client Satisfaction Program in any engagement agreements you sign with any Client.

(e) We reserve the right to contact your Clients directly for the purposes of determining their satisfaction with EOS.

(f) We may modify, change, eliminate or amend the terms of the Client Satisfaction Program or other network programs on thirty (30) days' notice to you.

#### **10.11 Payment of Debts.**

You are solely responsible for selecting, retaining and paying your Personnel; the payment of all invoices for the purchase of goods for use in the Franchise; and determining whether, and on what terms, to obtain any financing or credit which you deem advisable or necessary for the conduct of the Franchise. You shall pay all current obligations and liabilities to suppliers, lessors and creditors on a timely basis and indemnify us in the event that we elect to pay any of your obligations in order to preserve the relationship between Approved Suppliers and EOS Franchise System franchisees. You shall make prompt payment of all local, state, provincial, federal, national or international taxes, including individual and corporate taxes, sales and use taxes, franchise taxes, goods and services taxes, gross receipts taxes, employee withholding taxes and other remittances, FICA taxes, and personal property and real estate taxes, arising from your operation of the Franchise. You shall indemnify us in the event that we are held responsible for these taxes and other amounts.

#### **10.12 Notification of Legal Proceedings and Crisis Management Events.**

(a) You will notify us in writing as soon as possible but in no event more than twenty-four (24) hours of the commencement of any action, suit, or proceeding, and of the issuance of any order, writ, injunction, award, or decree of any court, agency, or other governmental instrumentality, of which you become aware and which may materially adversely affect the operation or financial condition of your Franchised Business.

(b) Upon the occurrence of a Crisis Event (defined below), you will immediately inform us by telephone and e-mail (or other electronic medium authorized by us for this purpose). You will cooperate fully with us with respect to our response to the Crisis Event. In the event of the occurrence of a Crisis Event, we may also establish emergency procedures which may require you to temporarily cease operations, in which event we shall not be liable to you for any loss or costs, including consequential damages or loss of profits occasioned thereby.

For purposes of this Section, a “Crisis Event” is any event that runs the risk of (1) causing severe harm to Clients, Personnel or the public or damage to their respective property or the environment; (2) falling under close media or governmental or regulatory scrutiny; or (3) jeopardizing or materially interrupting the operation of the Franchised Business, the Marks or the System’s reputation, image, products, brand, intellectual property, or management and therefore negatively impacting its future.

#### **10.13 Press Releases.**

Any press releases or interviews regarding your Franchised Business must comply with the standards and Core Values set forth and described in the Operations Manual. You shall not however make any public statements (including giving interviews or issuing press releases) regarding, directly or indirectly, us or our affiliates, the EOS Franchised System, or any particular incident or occurrence related to the Franchised Business, without our prior written approval.

#### **10.14 Contributions and Donations.**

Any contributions or donations of items, services, or money to any individual or entity, or the provision of any type of other benefit to any charitable, religious, political, social, civic, or other type of organization (or to any individual on behalf of any organization) that associates with any Mark must be done in compliance with the policies set forth in the Operations Manual or with our prior written approval.

#### **10.15 Best Efforts and Personal Conduct.**

You shall refrain from committing any act or pursuing any course of conduct that may bring the Marks or EOS Franchise System into disrepute. You shall use best efforts to promote and increase the demand for the Services and Products of the Franchise. All of your advertising and promotion shall be completely factual and shall conform to the highest standards of ethical advertising. You shall refrain from any business or advertising practice which may be injurious to the Franchise or the goodwill associated with the Marks and EOS Franchise System.

#### **10.16 Minimum Performance Requirements.**

Commencing after you successfully complete Boot Camp, for each measurement period (each a “Measurement Period”), you must perform the minimum number of Client Sessions, receive the minimum average rating for these Sessions, attend at least the minimum number of QCEs, and otherwise maintain any other then-applicable minimum performance requirements to maintain the proficiency for your Tier, as set forth in the Operations Manual (“Minimum Performance Requirements”). Minimum Performance Requirements are evaluated on a rolling quarterly basis or at such other times as we may determine from time to time (each, an “Evaluation Date”). Measurement Periods are periods in which performance is evaluated on a trailing basis as of such Evaluation Date, which are typically twelve (12) month rolling lookback periods but may be extended or otherwise modified from time to time in our reasonable discretion. You must keep and maintain full, complete, and accurate records of all of your Client Session information and provide such information to us along with other periodic reports or other Client Session data we designate in accordance with Section 10.2 of this Agreement. Should you fail to meet the Minimum Performance Requirements in any Measurement Period as a Professional EOS Implementer, we reserve the right to require you to participate in Remedial Training at your own expense. If you fail to meet the Minimum Performance Requirements as of any applicable Evaluation Date in conjunction with your participation in Remedial Training or if you fail to attend and actively participate in any required Remedial Training, we reserve the right to terminate this Agreement pursuant to Section 17.2(f) or Section 17.3(g) of this Agreement, as the case may be. For advanced Tiers, should you fail to meet the Minimum Performance Requirements in any Measurement Period, we reserve the right to lower your Tier and/or require you to participate in Remedial Training at your own expense. We reserve the right to modify the Tier requirements or descriptions set forth in the Operations Manual if we discontinue, amend or change our internal programs and systems for ratings so long as the Minimum Performance Requirements are not materially more burdensome than prior to the modification of the Minimum Performance Requirements.

#### **10.17 No Discrimination.**

You may not discriminate in the conduct and operation of the Franchised Business against any person or group of persons because of marital status, physical or mental disability, genetic information, race, creed, color, sex, age, national origin or ancestry of such person or group of persons or any other prohibited grounds for discrimination.

### **11. ADVERTISING AND PROMOTION.**

#### **11.1 Generally.**

All your advertising, marketing and other promotional efforts that are in any way related to the Franchised Business and that include or otherwise identify any of the Marks, must conform to all provisions of this Agreement, the Operations Manual, and any other of our branding guidelines and policies that we prescribe from time to time. All advertising, promotion and marketing must be completely clear and factual and not misleading and conform to the highest standards of ethical advertising, marketing and promotion policies that we prescribe from time to time. In no event may any of your promotional materials contain any statement or material which may be considered: (a) in bad taste or offensive to any group or person; (b) defamatory or discriminatory to any person or an attack on a competitor; (c) inconsistent with our public image or Core Values; or (d) not in accord with Franchise System Standards. You must promptly

discontinue use of any advertising, marketing or promotional plans or materials, whether or not previously approved, on notice from us. Advertising and promotional efforts and programs include, but are in no way limited to, local advertising, national or other advertising, press releases, uses of social media platforms or other public statements, media and other promotional or public relations events, sponsorships, endorsements and online activities (to the extent permissible in this Agreement). You acknowledge that if you enter into any contract or binding arrangement to use any unapproved advertising or otherwise engage in any unauthorized advertising or promotional efforts, you are doing so at your own risk and therefore, in addition to any rights and remedies in law or in equity that we may have pursuant to this Agreement, you may be obligated to pay for advertising or promotional materials or programs which we will not allow to be used for the Franchised Business or the EOS Franchise System.

#### **11.2 Grand Opening Advertising.**

There is currently no requirement that you engage in a specific grand opening promotion outside of regular marketing efforts, such as through social media, e-mail marketing, and local networking and business resources. You are not required to spend any amount on grand opening promotions, but we recommend you purchase *Traction* books (which are available for purchase at the EOS Online Store or from third parties) to use in your marketing and promotional efforts.

#### **11.3 Local Marketing; Special Marketing or Cooperative Programs.**

We do not currently require you spend any minimum amount for local marketing, however, you may wish to conduct local marketing and advertising activities and create marketing co-ops with fellow franchisees, including sponsoring local peer groups to publicize your Franchised Business. We may also establish or otherwise participate in cooperative or special marketing programs. Cooperative advertising or other special marketing programs may include select paid media or other advertising as a flat fee or minimum percentage of revenue. These cooperative or special marketing programs may vary in duration, apply on a local, regional, national or international basis, or involve clusters or groups of Franchised Businesses utilizing services on a shared basis. Examples include sales and marketing programs and customer satisfaction programs. Any such programs may be optional for franchisees or we may require participation.

#### **11.4 Brand Development Fund.**

(a) We may form a Brand Development Fund to promote EOS, the EOS Franchise System and its Services and Products. The terms of this Section 11.4 are forward thinking to the extent any such Brand Fund may be formed in the future; provided, however, you would be required to comply with applicable terms and conditions for the Brand Fund as we may establish and update from time to time. The Brand Fund will be used for national, international and/or regional advertising, publicity and promotion relating to EOS and the EOS Franchise System. We will have the right to determine the manner in which the contributions to the Brand Fund are spent, and we may use any form of media we determine is appropriate to conduct advertising and may utilize an in-house advertising department or outside agencies. Some portion of the Brand Fund may be used for creative concept production, website development, marketing surveys, test marketing and related purposes. We will have the right to direct all advertising activities with sole discretion over creative concepts, materials and media used, as well as their placement and allocation, and the right to determine, in our sole discretion, the composition of all geographic and market areas for the implementation of any such advertising and promotional activities.

(b) The Brand Fund will be operated to maximize general public recognition of the Marks and patronage of EOS Worldwide businesses and therefore, we have no obligation to ensure that expenditures of the Brand Fund in or affecting any geographic area are proportionate or equivalent to payments of the Brand Fund contributions by franchisees operating in that geographic area, or that any franchisee's business will benefit directly from any uses or proportionately with any other franchisees.

(c) Brand Fund contributions paid will be kept separate and distinct and will be accounted for separately from our other funds. These funds will not be used to defray any of our general operating expenses, except as described in the paragraph above, and no amount of the Brand Fund will be spent for advertising that is principally a solicitation for the sale of franchises, although we will retain the right to include “Franchises Available” or “Interested in becoming a Professional EOS Implementer” or similar language along with our contact information on Brand Fund advertising.

(d) We may reimburse ourselves out of the Brand Fund for the total costs (including indirect costs) of developing, producing and distributing any advertising materials and administering the Brand Fund (including without limitation, legal, auditing and accounting fees, salaries of in-house advertising personnel and outside advertising agencies and other expenses incurred in connection with collecting any Brand Fund contributions).

(e) Any sums paid to the Brand Fund that are not spent in the year they are collected will carry over to the following year. For any fiscal year in which we operate or maintain a Brand Fund to which you contribute, then within one hundred twenty (120) days of the fiscal year-end, we will prepare, and furnish to you upon written request, an annual, unaudited statement of funds collected and costs incurred.

(f) Except as expressly provided in this Section, we assume no direct or indirect liability or obligation to you with respect to collecting amounts due to the Brand Fund.

(g) For purposes of this Agreement, the Brand Fund will be deemed to be our affiliate.

#### **11.5 Advisory Council.**

We reserve the right to form an advisory council. Any advisory council created will act in an advisory capacity only and will not have decision making authority. We will have the right to form, change, merge and/or dissolve any advisory council at any time. The membership of any advisory council may be determined in our sole discretion and you have no right to sit on an advisory council. If you are chosen and agree to participate on an advisory council, you will pay all costs and expenses you incur related to your participation, including expenses for travel, lodging and meals incurred during attendance at council meetings.

### **12. RELATIONSHIP OF THE PARTIES.**

#### **12.1 Independent Contractors.**

We do not have a fiduciary relationship with you. Neither you nor we are general or special agents, representatives, joint venturers, partners or employees of the other for any purpose whatsoever. You are not entitled to workers’ compensation, unemployment compensation, or any other statutory or regulatory benefit or right predicated on an employer-employee relationship. We have no obligation to carry workers’ compensation coverage or pay unemployment compensation taxes or withhold any amounts from payment to you for local, state, provincial, federal, national or international income taxes or for social security taxes, employment taxes, withholdings or other applicable remittances, unless otherwise required by applicable laws and regulations. We have no obligation to provide you with any employment and fringe benefits that we may provide to employees, such as health insurance, for example. The foregoing also applies to any relationship we have with your Personnel.

#### **12.2 Taxes.**

(a) You shall promptly pay when due all taxes (as defined below), levied or assessed, and all accounts and other indebtedness of every kind incurred by you in the conduct of the Franchised



Business under this Agreement, including Transfer Taxes required under Section 4.13 and applicable law. Without limiting the provisions hereof, you shall be solely liable for the payment of all taxes and shall indemnify us and hold us and our affiliates harmless for the full amount of all such taxes and for any liability (including penalties, interest and expenses) arising from or concerning the payment of taxes or the failure to timely remit them to the appropriate taxing authority, whether such taxes were correctly or legally asserted or not. Upon our request you shall submit a copy of all tax filings sent to federal, provincial and municipal tax authorities to us within ten (10) business days of our request.

(b) The terms “tax(es)” means any present or future taxes, levies, imposts, duties, or other charges of whatever nature, including any interest or penalties thereon, imposed by any government or political subdivision of such government on or relating to the operation of the Franchised Business, the payment of monies, taxes imposed on the Membership Fees paid to us, or the exercise of rights granted pursuant to this Agreement, whether imposed upon you or us, and include specifically, applicable Transfer Taxes.

(c) In the event of any bona fide dispute as to your liability or obligations for taxes assessed or other indebtedness, you may contest the validity or the amount of the taxes or indebtedness in accordance with the procedures of the taxing authority or applicable law. However, in no event shall you permit a tax sale or seizure by levy of execution or similar writ or warrant or attachment by a creditor to occur against the premises of the Franchised Business or any improvements thereon.

(d) We will have no liability for any sales, use, service, occupation, excise, gross receipts, income, payroll, property, withholding or other taxes in connection with the business you conduct (except any Transfer Taxes we are required by law to collect from you with respect to purchases from us, subject to Section 4.13). Payment of all such taxes is your responsibility.

### **13. INDEMNIFICATION.**

#### **13.1 By You.**

(a) You agree to indemnify, defend and hold harmless us, our affiliates and our and our affiliates’ respective members, directors, officers, owners, employees, agents, contractors, advisors, successors and assignees (each an “Indemnified Party” and collectively the “Indemnified Parties”) against and to reimburse each Indemnified Party for all losses, expenses, judgments, settlements, claims, liabilities, investigations, reasonable legal fees, costs (including, without limitation, expert witness fees, court costs, accounting fees, travel and living expenses) and damages arising out of any claim directly or indirectly related to the operation of your Franchise or your Franchised Business, or arising out of a breach of this Agreement or any other agreement you sign with us or any affiliate of ours in connection with your Franchise as well as any and all of your obligations to file and pay taxes described in this Agreement; provided, however, that you shall not be required to hold harmless or indemnify us for any losses relating to any claim to the extent such losses arise out of our gross negligence or willful misconduct. This indemnity will continue in full force and effect subsequent to and notwithstanding the expiration, transfer, or termination of this Agreement. Under no circumstances will we or any other Indemnified Party be required to seek recovery from any insurer or other third party, or otherwise to mitigate our, their or your losses and expenses. You agree that a failure to pursue such recovery or mitigate a loss will in no way reduce or alter the amounts we or another Indemnified Party may recover from you.

(b) We have the right to retain counsel of our own choosing in connection with any claim, investigation or other proceeding that may give rise to a claim for indemnification from you in this Agreement. In order to protect our reputation and goodwill or the reputation or goodwill of others, we have the right to, at any time and with or without notice, take such remedial or corrective actions as we deem

expedient with respect to any claim, investigation other or proceeding if, in our sole judgment, there are grounds for indemnification by you under this Agreement. You shall cooperate with us in our handling of any such claim, investigation or other proceeding. If our exercise of our rights under this Section causes your insurers to refuse to pay a third-party claim, all cause of action and legal remedies you might have against such insurer shall automatically be assigned to us without the need for any further action on either party's part.

#### 13.2 **By Us.**

We agree to hold harmless and indemnify you against any third party claim for copyright, service mark or trademark infringement, including reasonable legal fees and court costs in connection with such claims, arising out of your authorized use of our materials or the Intellectual Property in accordance with this Agreement and the Operations Manual; provided you notify us in writing within thirty (30) days, or within such shorter period as is necessary to avoid prejudice, after learning of any claim, and also provided we have the right to control any litigation or proceeding resulting from any such claim.

### 14. **REPORTS, FINANCIAL STATEMENTS, INSPECTIONS AND AUDITS.**

#### 14.1 **Our Rights to Inspect the Franchise.**

To determine whether you are complying with this Agreement and all Franchise System Standards, to the extent permitted by applicable law, we and our designees (which may include other franchisees) have the right at any time to:

- (a) observe, photograph and videotape the operations of the Franchise and any Services it provides or Products it sells for such consecutive or intermittent periods as we deem necessary;
- (b) interview Personnel and Clients that receive Sessions, Services or Products from the Franchised Business; and
- (c) inspect and copy, download or archive any books, records, computer data, and documents relating to your operation of the Franchise or the Franchised Business.

If you are in default of any obligations under this Agreement, we may, in addition to any other remedy we may have under this Agreement, temporarily restrict your access to any Computer System or Required Technology, or all or any part of the EOS related data contained within the Computer System or Required Technology, until you have cured such default completely. You must immediately correct or repair any unsatisfactory conditions we specify. We assume no liability or responsibility for monitoring, tracking or tracing of your Personnel or Franchise operations. Any temporary access to your Computer System is solely for the purpose of confirming your compliance with the terms of this Agreement, Operations Manual and Franchise System Standards.

#### 14.2 **Our Rights to Audit.**

We have the right at any time during your business hours, and upon forty-eight (48) hours prior notice to you, to inspect and audit, or cause to be inspected and audited, your business, bookkeeping, accounting and invoicing records, sales and income tax records and returns, online bank accounts, online credit card accounts and any other records related to the Franchised Business. You must segregate all Franchised Business records and agree to cooperate fully with us and our representatives to help facilitate any such audit. If our inspection or audit is made necessary by your failure to furnish reports, supporting records or other information we require, or to furnish such items on a timely basis, you agree to reimburse us for the cost of such inspection or audit, including, without limitation, the charges of legal counsel, independent accountants, and employees and their travel expenses, room and board. You also must

immediately pay us any shortfall in the amounts you owe us, including late fees and interest as described in Section 4.12. The foregoing remedies are in addition to our other remedies and rights under this Agreement and applicable law.

#### **14.3 Distribution of Franchisee Information.**

(a) You acknowledge and agree that we have the right to share any information about your Franchise collected by us or our affiliates or agents, including historical performance of the Franchised Business, to any third party, including other franchisees, prospective buyers of your or our business, lenders, and prospective franchisees (including within our franchise disclosure documents), for any legitimate business purpose, including for benchmarking purposes. This information may include, but is not limited to, historical performance information and data regarding your sales, Sessions, expenses, revenues, costs, taxes, profit margins, warranty claims, or customer service survey results.

(b) Without limiting the foregoing, you hereby consent to our disclosure of Personal Information concerning you and the Franchised Business, namely the identity of Franchisee, Business Entity if applicable, address, e-mail address and telephone number, in our franchise disclosure document, whether or not such disclosure is required by law, and other documents relating to the sale of EOS franchises.

### **15. TRANSFERS.**

#### **15.1 By Us.**

This Agreement is fully transferable by us and will inure to the benefit of any transferee or other legal successor to our interests. We may assign our interest in this Agreement, directly or indirectly, by merger, public or private offering, assignment, pledge or other means, without your approval or consent; provided, however, that with respect to any assignment resulting in the subsequent performance by the assignee of the functions of Franchisor, the assignee shall assume the obligations of Franchisor under this Agreement and the assigning Franchisor shall thereafter have no liability for the performance of any obligations contained in this Agreement subject to applicable law. You expressly and specifically waive any claims, demands or damages arising from or related to the loss of any Marks (or any variation thereof) and/or the loss of association with or identification of EOS Worldwide Franchising, LLC or its affiliates. Nothing contained in this Agreement will require Franchisor or its affiliates to continue to offer franchises, whether in the event that Franchisor exercises its rights to assign or otherwise transfer its rights in this Agreement or otherwise.

#### **15.2 By You.**

The rights and duties along with the Franchise granted in this Agreement are personal to you, and we have granted the Franchise to you in reliance upon our perceptions of your individual character, skill, aptitude, business ability and financial capacity. Accordingly, you may make no Transfer (as defined below) without our prior written approval, such approval not to be unreasonably withheld. Any purported Transfer without such approval will be null and void and constitute a material breach of this Agreement and will entitle us to terminate this Agreement.

#### **15.3 Definition of Transfer.**

As used in this Agreement, the term “Transfer” means your voluntary, involuntary, direct or indirect assignment, sale, gift, pledge, mortgage, disposal or other disposition of any legal or beneficial interest in: (i) the Franchise Agreement, (ii) any material asset of the Franchised Business; or (iii) the ownership interest in the Franchised Business, whether in the form of equity or voting interest. Transfers may include any merger or consolidation of the Business Entity, the issuance of additional securities or other ownership interests of the Business Entity, and transfers resulting from proceedings under the U.S.

*Bankruptcy Code* or any other similar applicable law, and transfers resulting from death, divorce or disability.

**15.4 Notice of Transfer.**

You agree to notify us in writing of any planned Transfer and provide us with any information we may reasonably request in order to permit us to evaluate the planned Transfer. We must approve all transfers.

**15.5 Conditions for Approval of Transfer.**

If you are in full compliance with this Agreement, then subject to the other provisions of this Agreement, we will approve a Transfer that meets all the applicable requirements of this Section:

(a) the transferee meeting or exceeding the approval criteria applied to new franchisees of the System, including, without limitation, passing a background check and having sufficient business experience, aptitude and financial resources to operate the Franchise, all at our sole discretion;

(b) you have paid all amounts owed for purchases from us and all other amounts owed to us, our affiliates, or to third-party creditors and have submitted all required reports and statements;

(c) the transferee has entered into our then-current form of franchise agreement for new franchisees for the remainder of the current Term under this Agreement (with any remaining Renewal Terms available); provided, that, or if we have ceased offering franchises, an assignment and assumption agreement in a form acceptable to us in which the transferee has agreed to assume all obligations, debts and liabilities under this Agreement or with respect to the Franchised Business;

(d) the transferee agrees to upgrade the Franchise to conform to our then-current Franchise System Standards and attend Boot Camp at our then-current Boot Camp fees prior to performing any Implementer Services;

(e) you or the transferee pay us a transfer fee equal to \$5,000;

(f) you and the transferee sign a general release in the form set forth on Exhibit A attached hereto (or any other form required by or acceptable to us) in favor of us and our affiliates, and our and our affiliates' respective members, owners, officers, directors, employees, consultants, advisors, agents, successors and assigns (in their corporate and individual capacities), for all claims arising out of or related to this Agreement or your Franchise up to the date of the transfer, except in respect of those claims and causes of action which cannot be released under applicable law;

(g) we have approved the material terms and conditions of such Transfer and determined that the price and terms of payment will not adversely affect the transferee's operation of the Franchise;

(h) if you finance any part of the sale price of the transferred interest, you have agreed that all of the transferee's obligations pursuant to any promissory notes, agreements or security interests that you have reserved in the sale documents are subordinate to the transferee's obligation to pay Membership Fees and other amounts due to us and our affiliates, and otherwise to comply with this Agreement; and

(i) upon our request, you have agreed that you will provide guidance and transitional support related to existing Clients, personnel, marketing, and compliance of Franchise System Standards for a period of no less than ninety (90) days from the effective date of the Transfer.

#### 15.6 **Permitted Transfers.**

(a) **For Individuals for Planning To Family Members Only.** You may Transfer this Agreement to a spouse, child, parent, sibling (each, a “Permitted Transfer”); provided, that in the case of a Permitted Transfer, you obtain our prior written consent in the same manner as that required under Section 15.2 above, except that our consent to any such Permitted Transfer shall not require the payment of a Transfer fee as set forth in Section 15.5(e).

(b) **For Business Entities to Existing Members Only.** As a Business Entity, only Transfers of any existing equity of the Business Entity to other existing current owners may qualify as a “Permitted Transfer” and may qualify only to the extent that there is no change to the Implementer as a result of such Transfer, and the Implementer continues to qualify with each of the conditions set forth in Section 2.8 of this Agreement.

If a proposed Transfer fails to qualify as a Permitted Transfer, then such Transfer shall be subject to the conditions set forth to the terms and conditions of this Section 15 of the Franchise Agreement without regard to this Section 15.6.

#### 15.7 **Operation and Transfers Upon Death, Disability or Other Extraordinary Circumstances.**

Upon your death or disability, you or your executor, administrator, or other personal representative must within a reasonable time, not to exceed one hundred and eighty (180) days from the date of death or disability, Transfer this Agreement to a new Implementer who must be approved by us. For purposes of this Agreement, the term “disability” means a mental or physical disability, impairment or condition that is reasonably expected to prevent or actually does prevent the Implementer from managing and operating the Franchise for an extended period of time. We recognize that our franchisees may also encounter other extraordinary circumstances that may require extended time away from their Franchised Business. We may also in our reasonable discretion create a policy that is intended to provide franchisees with an ability to request a leave of absence or hiatus for those extraordinary circumstances that may or may not qualify as a disability. Leaves of absence or other hiatuses, as applicable, may be granted on a case-by-case basis, in our sole discretion, subject to applicable law. Pending the Transfer to a new Implementer as provided above or return from a leave of absence or hiatus, as the case may be, if, in our judgment, the Franchise is not being managed properly, we have the right, but not the obligation, to exercise our Step-In Rights pursuant to Section 17.5(b) below during any such period. A failure to timely Transfer this Agreement to a new Implementer within such 180-day period or to timely return from a granted leave of absence or hiatus constitutes a material breach of this Agreement. Any Transfer of this Agreement as a result of any such death or disability, including, without limitation, Transfers by bequest or inheritance, will be subject to all of the terms and conditions applicable to Transfers contained in this Section; provided, however, that we will waive the Transfer fee required under Section 15.5(e) for the initial Transfer as a result of a death or disability.

#### 15.8 **Effect of Consent to Transfer.**

(a) Our consent to a Transfer of this Agreement and the Franchise or any interest in you shall not constitute a waiver of any claims we may have against you, nor shall it be deemed a waiver of our right to demand compliance with the terms of this Agreement. Further, our consent to a Transfer of this Agreement and the Franchise or any interest in you does not constitute a representation as to the fairness of the terms of any contract between you and the transferee, a guarantee of the prospects of success of the Franchise or transferee or a waiver of any claims we may have against you or of our right to demand the transferee’s exact compliance with any of the terms or conditions of this Agreement.

(b) You further acknowledge that a Transfer will not relieve you of any of your obligations contained in this Agreement unless expressly released by us in writing. Accordingly, you will unless otherwise released by us in writing, remain jointly and severally responsible with your transferee for any obligations arising or accruing in connection with your operation of the Franchised Business, including with respect to any indemnification obligations under this Agreement and any obligations to provide us information and cooperation related to the Franchise, which shall survive such Transfer and the execution by the transferee of any new franchise agreement for all purposes. For purposes of Section 16 of this Agreement, such Transfer shall be deemed a termination of this Agreement for purposes of determining your post-Transfer obligations therein.

(c) Subject to Section 15.8(b) above, upon the consummation of a Transfer approved by us, you will not have any liability under this Agreement for any claim, debt, liability, cause of action or other obligation that accrues as a result of your transferee's operation of the Franchised Business.

#### **15.9 Waiver of Interference Claims.**

You acknowledge that we have legitimate reasons to evaluate the qualifications of potential transferees and to analyze and critique the terms of their purchase contracts with you. You also acknowledge that our contact with potential transferees for the purpose of protecting our business interests will not constitute wrongful conduct, including without limitation, unlawful interference with your business or contracts. You expressly authorize us to investigate any potential transferee's qualifications, to analyze and critique the proposed purchase terms with the transferee, and to withhold consent to economically questionable transactions where reasonable to do so. Without limitation of the foregoing, you waive any claim that any action we take in relation to a proposed Transfer to protect our business interests constitutes tortious interference with contractual or business relationships and you shall indemnify us, hold us harmless from, and defend us against any and all claims by your transferee in connection with any such reasonable action we take in relation to a proposed Transfer to protect our business interests, including claims for tortious interference with contractual or business relationships.

### **16. RESTRICTIVE COVENANTS.**

#### **16.1 Confidential Information.**

During the Term, we will give you, and you will have access to, a variety of information concerning us, our affiliates and the EOS Franchise System including: the Operations Manual; Franchise System Standards; Services; methods for operating, managing, developing, performing, or coordinating any aspect of the Franchised Business; equipment or supplies, including, without limitation, those used in the provision of the Services; recruitment, training, marketing or compensation methods; Client and prospective Client information and lists; referral sources; billing and collection methods; financial information; pricing methods, business plans and other information about us, our affiliates and information about our approved suppliers; strategic partners, vendors, employees, and independent contractors and any other information we deem confidential (collectively, the "Confidential Information"). However, Confidential Information will not include any information which (i) was publicly known and made generally available in the public domain prior to the disclosure to you; (ii) becomes publicly known and made generally available after disclosure to you through no action or inaction of you, your Personnel or the Franchised Business; (iii) is obtained from a third party lawfully in possession of such information and without duties of confidentiality with respect to such information; or (iv) is independently developed without use of or reference to the any Confidential Information. Specific information shall not be deemed subject to any of the foregoing exceptions merely because it is embraced by more general information subject to one or more of such exceptions, nor shall specific combinations of information be deemed subject to any of the foregoing exceptions merely because the individual items which make up the combination are embraced by one or more of such exceptions. You will bear the burden of proof that Confidential Information falls into any one

of the above exceptions. We consider the Confidential Information to be confidential and our trade secrets. You acknowledge that we have expended and continue to expend great amounts of time, money and effort in devising and processing the Confidential Information.

#### **16.2 Restrictions On Use.**

You will use your best efforts and diligence both during and after the Term to protect the Confidential Information and our goodwill. You will not, directly or indirectly, use (for yourself or others) or disclose any of the Confidential Information to any other person or entity except as is necessary for the operation of your Franchise in accordance with our Franchise System Standards; provided, that, in each instance, such person or entity, including any Personnel, is on a strict need to know basis and that prior to any disclosure of Confidential Information to such person or entity, you shall advise such them of the confidential nature of such Confidential Information, your and their obligations hereunder and shall ensure that such person or entity is bound by non-use and non-disclosure obligations not materially less protective than those set forth in this Agreement. You will remain liable for any failure of any such person's or entity's failure to comply with the non-use and non-disclosure obligations set forth in this Agreement as if such failure was your own act or omission.

#### **16.3 Mandatory Requests For Information.**

If you or anyone to whom you transmit or make available the Confidential Information becomes legally compelled (by court order, interrogatories, discovery requests for information or documents, subpoenas, civil investigative demands or similar process) to disclose any Confidential Information, you must immediately notify us in writing so that we may seek a protective order, injunction, or other interlocutory or emergency relief or remedy. You will reasonably cooperate with us in our efforts to seek such protective order or other remedy. In any event, you will furnish only that portion of the Confidential Information which is legally required and exercise your best efforts to obtain reliable assurance that confidential treatment will be accorded to the Confidential Information.

#### **16.4 Return.**

Upon termination, expiration, Transfer or non-renewal, or any other time at our request, you must promptly deliver to us, or destroy at our request, any and all documents or other materials (including documents or notes created by you and information embodied in intangible form, e.g., in computer memory) in your possession or control relating, directly or indirectly, to any Confidential Information and all copies of it without retaining any copies, duplicates, extracts or portions of it. You shall certify, within five (5) days of our request, as to the return or destruction of all such information.

#### **16.5 During Term – Competitive Activities.**

You acknowledge our legitimate business interest in the Confidential Information and goodwill associated with the Franchise System. Therefore, you covenant that during the Term, unless we otherwise permit in writing, you may not, directly or indirectly (in any capacity, on your own account or as an owner, partner, associate, agent, consultant, licensor, licensee, advisor, employee, independent contractor, member, stockholder (except for the passive ownership of five percent (5%) or less of the equity of a publicly traded company), officer or otherwise of another), whether alone or in conjunction with any other person or entity, do any of the following:

- (a) Divert or attempt to divert any business or Client to any competitor or competing business, or do or perform any other act injurious or prejudicial to the goodwill associated with the Marks, Intellectual Property or the Franchise System;
- (b) Own, maintain, engage in, carry on, participate, be employed by, finance, or have any interest in any competitor or competing business; or
- (c) Divert, induce, or attempt to divert or induce any of our or our affiliates' clients,

referral sources, brokers, insurers, suppliers, or any other parties with whom we (or our affiliates) do business or whom you know we (or any of our affiliates) have contacted or solicited for business relationships, to terminate any such engagement with us or our affiliates, or otherwise attempt to interfere with any such business relationships or potential business relationships, as the case may be.

For purposes of this Agreement, the term “competing business” shall mean any business that, directly or indirectly, anywhere in the world (i) owns, operates, or otherwise carries on a non-EOS business operating system, (ii) provides training materials, resources, or support for any non-EOS business operating system, (iii) provides outsourced entrepreneurial training, coaching, or facilitation type services or products similar to those provided by EOS or any EOS franchisee or implementer, and/or (iv) otherwise competes with Franchisor, its affiliates or the EOS Franchise System (including through franchising) in general, as such businesses have been conducted, are proposed to be conducted or are being conducted, in each case, during the Term, and the term “competitor” shall mean any person or entity located anywhere in the world which (x) owns, operates, or otherwise engages in a competing business, or (y) provides training materials, resources, or support for any competing business.

#### **16.6 Post-Term Competitive Activities.**

In addition to those in-term covenants set forth in Section 16.5, for a period of one (1) year following the expiration or termination of the Term for any reason, unless we otherwise permit in writing, you may not, directly or indirectly (in any capacity, on your own account or as an owner, partner, associate, agent, consultant, licensor, licensee, advisor, employee, independent contractor, member, stockholder (except for the passive ownership of five percent (5%) or less of the equity of a publicly traded company), officer or otherwise of another), and whether alone or in conjunction with any other person or entity, do any of the following:

(a) Solicit, divert, or induce, any EOS Clients to any competitor or competing business, by direct or indirect inducement or otherwise;

(b) Induce or attempt to induce, or solicit any of our or other EOS franchisee’s strategic partners, Clients, referral sources or brokers, to accept any affiliation with you;

(c) Solicit, divert, or induce, directly or indirectly, any of our or our affiliates’ clients, referral sources, brokers, insurers, suppliers, or any other parties with whom we (or our affiliates) do business or whom you know we (or any of our affiliates) have contacted or solicited for business relationships, to terminate any such engagement with us or our affiliates, or otherwise attempt to interfere with any such business relationships or potential business relationships, as the case may be; or

(d) Perform or contribute to any other act injurious or prejudicial to the goodwill associated with us or our affiliates or the Marks, our trade names or other Intellectual Property;

provided, that, you may continue to engage with Clients for other services not related to EOS and that do not make use of our Marks, Copyrights, or other Intellectual Property or information, and for whom you provided such other services in compliance with this Agreement prior to termination.

#### **16.7 Non-Disparagement.**

You agree not to take any action or make any statement, either directly or indirectly, and shall ensure that your Personnel or others associated with your Franchised Business do not take any action or make any such statement, including through social media, the effect of which would be to directly or indirectly impair our goodwill or our rights to our Intellectual Property or the goodwill of the EOS Franchise System, our affiliates, or be materially detrimental to us, our affiliates, or our franchisees or other



Franchises, including, but not limited to any action or statement intended, directly or indirectly, to benefit any of our competitors. The foregoing however shall not apply to any judicial, arbitration or other dispute resolution process in connection with any litigation, mediation, arbitration or administrative or other judicial proceeding arising under any claim brought in connection with this Agreement, or when compelled to testify under oath by subpoena, regulation or court order. This provision survives forever.

**16.8 Equitable Relief.**

Due to our interest in the Confidential Information and Client goodwill, you agree that damages cannot fully compensate us if you breach this Section 16 of this Agreement. Thus, if you breach Section 16 of this Agreement, we are entitled to an injunction restraining you from any further breach and other equitable relief. We may obtain the injunction without bond and without notice. Your only remedy if such an injunction is issued is its dissolution, if warranted, upon an appropriate hearing. You waive any claims for damages as a result of the obtaining of any such injunction.

**16.9 Extension of Time Period.**

The time period during which you are to refrain from the activities described in this Section 16, will be extended by any length of time during which you are in breach of the relevant provisions of this Section 16.

**16.10 Modification of Provision.**

If any court determines that any of the covenants set forth in this Section 16, or any part thereof, is unenforceable because of the duration or geographic scope of such provision, if permitted by applicable law, such court shall have the power to reduce the duration or scope of such provision, as the case may be, and, in its reduced form, such provision shall then be enforceable. Furthermore, if any of the restrictions set forth in Sections 16.5 or 16.6 are deemed entirely unenforceable or invalid under any local, state, provincial, federal, national or international law, rule, regulation, administrative decision or finding, then you will not be bound by such unenforceable or invalid provision(s), as the case may be, but the covenant may be unilaterally replaced by us with a covenant of lesser scope or duration which would be enforceable and you shall continue to be bound by all other provisions of these sections which are valid and enforceable.

**17. TERMINATION.**

**17.1 By Franchisee.**

If you are in full compliance with this Agreement, then subject to the other provisions of this Agreement, including those in this Section 17.1, you may terminate this Agreement:

(a) at any time prior to registering for Boot Camp, with at least ten (10) days' prior written notice to us; or

(b) at any other time, with at least sixty (60) days' prior written notice to us provided, that, you must continue to pay your Membership Fees through your termination date.

By exercising your right to terminate this Agreement pursuant to this Section 17.1, you acknowledge that you will not be entitled to any refunds of any portion of the Initial Franchise Fee, the Boot Camp Fee, or any Membership Fees or any other fees or amounts paid to us or our affiliates under this Agreement in connection with such termination, and further provided that any such termination shall be conditioned on you signing a general release effective as of your termination date in the form set forth on Exhibit A attached hereto (or any other form required by or acceptable to us) in favor of us and our affiliates, and our and our affiliates' respective members, owners, officers, directors, employees, consultants, advisors, agents, successors and assigns (in their corporate and individual capacities), for all claims arising out of or related to this Agreement or your Franchise up to and including termination, except in respect of those claims and causes of action which cannot be released under applicable law.

If you provide a notice of termination pursuant to this Section 17.1, we may in our discretion, subject to applicable law, accept or otherwise accelerate such termination as of a date earlier than the end of the notice period, in which case such termination shall be deemed effective as of such earlier date.

**17.2 By Franchisor – Non-Curable Defaults.**

We may, at any time, terminate this Agreement effective immediately upon written notice if you:

(a) are convicted by a trial court of, plead no contest or enter into a consent decree in connection with any violation of the rules or regulations of franchise laws, or any local, state, provincial, federal, national or international securities laws, or any felony or any other crime or offense that is likely to adversely affect your reputation, our reputation or otherwise involving any fraud or breach of trust, or to any crime or offense that may adversely affect the reputation of the goodwill associated with the Marks or the EOS Franchise System; or

(b) engage in any misconduct or become involved in any situation or occurrence which may or could unfavorably affect your or our reputation or the goodwill associated with the Marks or the EOS Franchise System in a material manner or that otherwise brings you, us, our affiliates, or another EOS Implementer or any of the foregoing's respective businesses into actual or potential public disrepute, contempt, scandal, or ridicule (including, but not limited to, child abuse or other mistreatment, theft of customer or Client property, health or safety hazards, drug or alcohol problems, sexual harassment, discrimination, other acts of moral turpitude, or allowing unlawful activities or unauthorized or illegal items to be used or distributed in connection with the Franchise), or information becomes public of such conduct by you in the past; or

(c) make any direct or indirect Transfer in violation of Section 15 of this Agreement, or grant a sub-franchise or otherwise sublicense your rights and obligations under this Agreement; or

(d) become insolvent or make a general assignment for the benefit of creditors; if a petition in bankruptcy is filed by you or such a petition is filed against and not opposed by you; are adjudicated bankrupt or insolvent; if a bill in equity or other proceeding for the appointment of a receiver of you or other custodian for your Franchise or assets is filed and consented to by you; if a receiver or other custodian (permanent or temporary) of your assets or property, or any part thereof, is appointed by any court of competent jurisdiction; if proceedings for a composition with creditors under any state or federal law should be instituted by or against you; if a final judgment remains unsatisfied or of record for thirty (30) days or longer (unless a supersedeas bond is filed); if you are dissolved; if execution is levied against your Franchise or property; if suit to foreclose any lien or mortgage against the premises or equipment is instituted against you and not dismissed within thirty (30) days; or if the real or personal property of the Franchise shall be sold after levy thereupon by any sheriff, marshal, or constable; or if any similar event occurs to you under applicable law; or

(e) fail to timely and successfully complete Boot Camp or any other mandatory training; or

(f) for Professional EOS Implementers, fail to meet the Minimum Performance Requirements for a Measurement Period pursuant to Section 10.16 of this Agreement, and fail to attend and actively participate in required Remedial Training as a result thereof pursuant to Section 10.16 of this Agreement; or

(g) breach Section 16 of this Agreement; or

(h) knowingly fail to accurately report payments to us, any affiliate, and/or any

supplier/creditor of ours or you commit any act or omission constituting fraud, misrepresentation or similar act or omission, whether with respect to us, any related entities and/or any third party; or

(i) default, on three (3) or more separate occasions within any term of your Franchise, on any of your material obligations to us or an affiliate, whether or not cured (including failure to adhere to any of our Core Values), and/or other third parties, the Operations Manual or otherwise;

(j) fail to commence operation of the Franchise within the time prescribed in Section 10.6 of this Agreement; or

(k) fail to pay any taxes when due; or

(l) make any misrepresentation on your franchise application or supporting documentation.

### **17.3 By Franchisor – Curable Breaches.**

The occurrence of any of the following events shall constitute a curable default under this Agreement. You may cure such default by taking appropriate remedial action within the prescribed time set forth below. Unless you cure such default before the end of the indicated remedial period, we may terminate this Agreement or take any other actions as this Agreement permits.

(a) You fail to timely remit the monthly Membership Fee under Section 4.2 hereof which is not cured within ten (10) days after written notice from us.

(b) You fail to remit any other payments immediately when due to us or our affiliates and fail to cure such breach within ten (10) days after written notice from us.

(c) You fail to remit any payments immediately when due to a supplier, vendor, broker, landlord, or other third party owed by the Franchise and fail to cure such breach within thirty (30) days after written notice from us.

(d) You make any unauthorized use of the Marks or you otherwise violate any of the provisions of Section 9 hereof which is not cured within five (5) business days of written notice from us.

(e) You breach Section 10.4 and fail to cure such breach within five (5) business days after written notice from us.

(f) You breach Section 10.11 and fail to cure such breach within fifteen (15) days after written notice from us.

(g) For Professional EOS Implementers, fail to meet the Minimum Performance Requirements for a Measurement Period pursuant to Section 10.16 of this Agreement, and fail to cure such failure within the applicable cure period prescribed by us along with your attendance and active participation in required Remedial Training (and which such cure period shall be no less than thirty (30) days).

(h) You breach any other obligation, covenant or representation under this Agreement (other than the non-curable defaults described in Section 17.2 above or those with shorter cure periods described in Section 17.3(a) through (g) above) and fail to remedy such breach within thirty (30) days after written notice from us specifying the breach alleged to have occurred and the action to be taken by you curing the same, whether or not such breach is outlined in the Operations Manual, including but not limited to your: (i) failure to operate the Franchise in accordance with the Operations Manual and/or other manuals,

(ii) failure to conform to our Franchise System Standards, or failure in any other way to maintain our standards of quality in the operation of the Franchise, or (iii) taking for your own personal use any assets or property of the Franchise.

#### **17.4 Cross Defaults, Non-Exclusive Remedies, Etc.**

Any default by you under this Agreement may be regarded as a default under any other agreement between us (or any affiliate of ours) and you. Any default by you under any other agreement between us (or any of our affiliates) and you (or any person/company affiliated with you), and any default by you under any obligation to us (or any of our affiliates) may be regarded as a default under this Agreement. Any default by you (or any person/company affiliated with you) under any loan agreement, security agreement, lease, supply or service agreement or otherwise and that was signed in connection with the operation of your EOS Franchise, whether with us, any of our affiliates and/or any third party which is not cured by the time period specified in such agreement may be regarded as a default under this Agreement and/or any other agreement between us (or any of our affiliates) and you (or any of your affiliates). In each of the foregoing cases, we (and any of our affiliates) will have all remedies allowed at law, including termination of your rights (and/or those of any person/company affiliated with you) and our (and/or our affiliates') obligations. No right or remedy which we may have (including termination) is exclusive of any other right or remedy provided under law or equity and we may pursue any rights and/or remedies available.

#### **17.5 Rights Upon Default.**

(a) If you breach or default any provision of this Agreement, we may (but have no obligation to) take any action to cure the default on your behalf, without any liability to you. You shall reimburse us for our costs and expenses (including the allocation of any internal costs) for such action, plus up to 10% of such costs and expenses as an administrative fee.

(b) Except in the case of your death or disability which is governed by Section 15.7 hereof, if we determine in our sole judgment that the operation of your Franchise is in jeopardy, or if you are in default under this Agreement, then, in addition to our other remedies, to the fullest extent permitted by applicable law and without waiving your obligations under this Agreement, we may discontinue sales of any products and provision of other services to you, including access to our online training platform and other network components, until you cure the default. In addition, in order to prevent an interruption of the Franchise which would cause harm to the EOS Franchise System and thereby lessen its value, you authorize us to operate your Franchise for as long as we deem necessary and practical, which may include designating another Implementer to provide Implementer Services on your or our behalf, and without waiver of any other rights or remedies which we may have under this Agreement ("Step-In Rights"). In the event of the exercise of the Step-In Rights by us, you agree to hold harmless us, our designees, and our representatives for all actions occurring during the course of such temporary operation except to the extent that you incur losses due to our gross negligence or willful misconduct. You agree to pay all of our reasonable fees and costs incurred as a consequence of our exercise of our Step-In Rights including wages and personnel costs which are payable on demand out of Franchised Business proceeds. Operation of the Franchise during any such period will be on your behalf; provided, that we only have a duty to utilize commercially reasonable efforts and we will not be liable to you for any debts, losses or obligations incurred by the Franchise or to any of your creditors for any products, materials, supplies or services the Franchise purchases during any period it is managed by our appointed manager. Nothing contained herein shall prevent us from exercising any other right, which we may have under this Agreement, including, without limitation, termination.

#### **17.6 Obligations Upon Termination/Expiration.**

Upon any expiration or termination of this Agreement for any reason, you must, at your cost and expense:

(a) immediately cease to use any of the Confidential Information, the Intellectual Property and the Marks;

(b) immediately return to us (or destroy upon our request) all of your copies of any materials containing any of the Confidential Information or any materials bearing the Intellectual Property or the Marks and all copies and records of the Lists and Client Data;

(c) upon our request, cooperate in assigning to us or to a person or entity designated by us any and all vendor agreements or sales or service contracts for the Products or the Services with Clients of your Franchise, which will be automatic at our option as a result of the termination or expiration;

(d) immediately cease all use of our Marks and Intellectual Property including any of our marketing materials and brochures and stop holding yourself out to the public as associated with us in any way including the removal of all trade dress;

(e) immediately terminate your access to our Computer Systems, any Required Technology, any E-Commerce activities we designate, and any other applicable EOS systems to which you had access as a franchisee, and immediately remove any Franchise related proprietary software from your computer(s);

(f) immediately pay us all unpaid fees and pay us, our affiliates, and our approved and designated suppliers and vendors that relates to the operation of the EOS Franchise, all other monies owed thereto; and

(g) comply with the post-termination covenants set forth in Section 16 hereof and elsewhere in this Agreement, all of which will survive the transfer, termination or expiration of this Agreement and cease any and all contact with Clients, suppliers, vendors, employees or our agents without our prior written consent.

Alternatively, we may elect in our sole discretion, to undertake the obligations set forth in subsections (a)-(f) above and charge you for our costs and expenses incurred therewith. You hereby appoint us as your duly appointed agent and attorney in fact by way of power of attorney with the absolute right (but not the obligation) to perform the acts specified in this Section at your sole cost and expense. The appointment of us as your agent and attorney in fact by way of power of attorney for the purposes set forth herein is declared and acknowledged to be coupled with an interest and is irrevocable. The grant of power of attorney herein shall include full powers of substitution.

#### **17.7 Right to Purchase Assets.**

If (i) this Agreement expires or is terminated by either party for any reason whatsoever, (ii) you at any time cease to do business as an EOS Franchise, then we have the right, but not the obligation, to purchase your Franchise, including the then-usable supplies, inventory, and all other assets owned by you in your Franchise and to acquire your lease or other contract rights (hereinafter referred to in this provision as the “Franchise Assets”) as determined by us in our sole discretion, at book value (cost less depreciation) without considering any value for goodwill associated with the name “EOS”. We will have the right, but not the obligation, to purchase any or all of the Franchise Assets from you for cash within thirty (30) days after the event triggering this second right of first refusal occurs. Nothing in this provision may be construed to prohibit us from enforcing the terms and conditions of this Agreement, including the covenants not to compete contained in Section 16.

#### **18. NOTICES.**

All notices, requests, consents and other communications required hereunder shall be in writing and shall be duly given if hand delivered and a signed receipt obtained, sent by registered or certified mail, postage prepaid, return receipt requested, sent by overnight express type service, or sent by electronic mail with confirmed delivery, addressed:

If to us:

EOS Worldwide Franchising, LLC Attn: Legal  
Department  
2254 Cole Street, Suite 130  
Birmingham, MI 48009  
[e-mail to:legal@eosworldwide.com](mailto:legal@eosworldwide.com)

If to you:

To the address set forth on the signature  
page below.

In the alternative, notice shall be sent to such other address as you or we shall specify in a written notice given to the other party. Each such notice shall be deemed delivered (a) on the date delivered, if by personal delivery; (b) on the date delivered, if by overnight express type service; (c) on the date of transmission by e-mail with confirmed delivery; and (d) on the first occurring of (i) three (3) business days after mailing, postage prepaid, or (ii) the date upon which the return receipt is signed or delivery is refused or the notice is designated by the postal authorities as not deliverable, as the case may be, if mailed. Any notice provided by e-mail or other electronic method shall be confirmed by one of the delivery methods listed under subsection (a), (b), or (d) although this shall not affect the time notice is deemed given hereunder.

Notwithstanding anything to the contrary contained in this Section 18, any notices Franchisor is required or authorized to deliver to Franchisee in order to advise Franchisee of alleged violations of Franchisee's covenants or other agreements contained in this Agreement (but for the avoidance of doubt, a form of non-electronic delivery shall accompany any termination notices provided under this Agreement) shall be deemed to have been duly given or served upon Franchisee by Franchisor if provided by e-mail (without any need for non-electronic delivery) to the e-mail address provided on the signature page below; provided a copy of such e-mail is also provided to the EOS e-mail address then on file, if different, which may be updated from time to time pursuant to the terms of this Section 18).

#### **19. BUSINESS ENTITY.**

You will sign this Agreement personally in your individual capacity but you may, but are not required, and only with our prior written consent, such consent not be unreasonably withheld, form a business organization (e.g., corporation, limited liability company or partnership) (a "Business Entity") to operate your Franchised Business in whole or in part.

By signing this Agreement (including by way of a Joinder), you and the Business Entity, as applicable, jointly and severally agree and represent that:

(a) Unless waived by us in writing, you must own at least fifty one percent (51%) of the equity interests of the Business Entity throughout the remainder of the Term;

(b) The provisions of this Agreement that apply to you individually in this Agreement shall apply equally to your Business Entity, and that your Business Entity must execute a Joinder to this Agreement (a "Joinder") in the form set forth on Exhibit C attached hereto (or any other form required by or acceptable to us), agreeing to be bound by the terms and conditions of this Agreement;

(c) The Business Entity is duly organized or formed and validly existing and remains in good standing under the laws of the state of your incorporation or formation throughout the Term;

(d) Unless waived by us in writing, such Business Entity is newly organized for

purposes of operating the Franchised Business and will only conduct the Franchised Business and no other business; and

(e) you personally and unconditionally, jointly and severally with the Business Entity (a) guarantee to us and our successors and assigns that the Business Entity, as applicable, will punctually perform each and every undertaking, agreement and covenant set forth in this Agreement as if the Business Entity was the named “franchisee” hereunder; and (b) agree to be personally liable, jointly and severally with the Business Entity, to us and our affiliates for the performance by, and any breach of, the Business Entity of each and every covenant and other provision in this Agreement.

## **20. DISPUTE RESOLUTION.**

### **20.1 Governing Law.**

Except to the extent this Agreement or any particular dispute is governed by the U.S. *Trademark Act of 1946 (Lanham Act, 15 U.S.C. §1051* and the sections following it) or other federal law, this Agreement and the Franchise shall be enforced and governed by and under the substantive law of the State of Delaware, without regard to choice of law rules, unless otherwise provided herein.

### **20.2 Jurisdiction.**

Except as otherwise set forth herein, the exclusive venue and exclusive forum for all disputes between the parties shall be any court of general jurisdiction located in Delaware and/or the United States District Court for the District of Delaware, and the parties to this Agreement hereby waive any and all objections with regard to personal jurisdiction and/or venue.

Notwithstanding Section 20.1 or Section 20.2 to the contrary, if the laws of the state or jurisdiction in which you operate the Franchised Business requires or deems or the laws of any other state or jurisdiction in which you do business require or deem that the laws of such state or jurisdiction apply to this Agreement and/or the grant of the franchise contemplated hereunder, then the laws of such state or jurisdiction and any dispute resolution proceedings shall apply and be conducted in and in accordance with the applicable laws of such state or jurisdiction to the extent required. Nothing in this Agreement shall restrict the application of the applicable franchise legislation in such state or jurisdiction or to restrict jurisdiction or venue to a forum outside of such state or jurisdiction with respect to a claim otherwise enforceable under such applicable franchise legislation.

### **20.3 Internal Dispute Resolution.**

Prior to the initiation of formal dispute resolution procedures, you must first attempt to resolve any dispute with us or our affiliates informally in accordance with the following internal dispute resolution procedure (“IDR”):

- (a) You must notify us in writing of any dispute in accordance with Section 18;
- (b) You and a member of our management team with decision making authority will then meet as often, for a duration and as promptly as the parties deem necessary, to discuss the dispute and negotiate in good faith to resolve the dispute. The specific format for such discussions will be left to the discretion of the parties.
- (c) Formal proceedings for the resolution of a dispute may not be commenced until the earlier of: (i) the good faith determination by either party that amicable resolution through continued negotiation of the matter does not appear likely; or (ii) sixty (60) days following the date of your initial written notice to us.

This agreement to first attempt resolution of disputes internally through IDR will survive

termination or expiration of this Agreement.

#### 20.4 **Mediation.**

At our sole discretion, any disputes and claims arising out of or relating to this Agreement, the rights and obligations of the parties hereto, third-party beneficiaries, and/or any guarantors and/or transferees of this Agreement, or any claims between any of the above parties, or any other claims or causes of action relating to the making, interpretation, or performance of either party under this Agreement or that is in any way related to your Franchise, will be submitted to non-binding mediation conducted before a sole neutral mediator who has at least five (5) years' experience in franchise and distribution law and who is referred by the American Arbitration Association ("AAA") in accordance with its Commercial Mediation Procedures. Mediation will be conducted in Michigan. Franchisor and Franchisee shall each bear all of their own costs of mediation; provided, however, the fees of the mediator shall be divided equally between you and us. The mediator will be disqualified as a witness, expert or counsel for any party with respect to the dispute and any related matter. Mediation is a compromise negotiation and will constitute privileged communications under the law governing this Agreement. This means that the entire mediation process will be confidential and the conduct, statements, promises, offers, views and opinions of the mediator and the parties will not be discoverable or admissible in any legal proceeding for any purpose; provided, however, that evidence which is otherwise discoverable or admissible will not be excluded from discovery or admission as a result of its use in the mediation. We will notify you of our election to submit any dispute to non-binding mediation within thirty (30) days of receiving written notice of a dispute, claim, or alleged cause of action from you or at the time we provide you with notice of a dispute, claim, or alleged cause of action, as applicable. If the dispute has not been resolved through the mediation proceedings, any party may terminate the mediation and proceed to arbitration as set out below.

#### 20.5 **Arbitration.**

At our sole discretion, any disputes and claims arising out of or relating to this Agreement, the rights and obligations of the parties hereto, third-party beneficiaries, and/or any guarantors and/or transferees of this Agreement, or any claims between any of the above parties, or any other claims or causes of action relating to the making, interpretation, or performance of either party under this Agreement or that is in any way related to your Franchise, may be resolved by submission to binding arbitration by and before a neutral franchise attorney referred by AAA and selected by the parties in accordance with the then-existing Commercial Arbitration Rules of the AAA. All hearings and other proceedings will take place in Michigan. We will notify you of our election to submit any dispute to arbitration (i) within thirty (30) days of receiving written notice of a dispute, claim, or alleged cause of action from you; or (ii) within thirty (30) days of a non-binding mediation determination pursuant to Section 20.4 above; or (iii) at the time we provide you with notice of a dispute, claim, or alleged cause of action, as applicable.

(a) The following shall supplement and, in the event of a conflict with any law or rule, including but not limited to the AAA Commercial Arbitration Rules, shall govern any dispute submitted to arbitration. The parties shall select one (1) arbitrator from the proposed list of neutral arbitrators provided by the AAA who has at least five (5) years' experience in franchise and distribution law. If the parties are unable to agree upon an arbitrator, each party to the dispute shall have fifteen (15) days from the transmittal date of the proposed list in which to strike names objected to, number the remaining names in order of preference, and return the list to the AAA. If a party does not return the list within the time specified, all persons named therein shall be deemed acceptable. From among the persons who have been approved on both lists, and in accordance with the designated order of mutual preference, the AAA shall invite the acceptance of an arbitrator to serve. If the parties fail to agree on any of the persons named, or if acceptable arbitrators are unable to act, or if for any other reason the appointment cannot be made from the submitted lists, the process of submitting lists shall continue until a suitable arbitrator is selected. In all aspects of conducting the arbitration and in rendering his or her decision, the arbitrator shall enforce and apply the substantive laws of the State of Delaware for interpretation of this Agreement, without regard to choice of law rules. The parties may conduct one (1) seven-hour discovery deposition of the opposing party. Any



party wishing to take such a deposition must describe with reasonable particularity, in the notice of deposition, the matters to be inquired into at the deposition, and where we are the party being deposed, we must designate at least one designated representative who consents to testify on our behalf. No other discovery depositions shall occur, unless the arbitrator finds such additional depositions to be necessary after written request and an opportunity to be heard. Each party shall be permitted up to ten (10) interrogatories and reasonable requests for production of documents. Each party shall be entitled to file a motion to dismiss, a motion for summary judgment and reasonable motions in limine. The arbitrator shall permit a responding party a reasonable period of time to respond in writing to any such motions. The arbitrator shall apply the Federal Rules of Evidence at the hearings. The arbitrator's award shall include an award of pre-hearing interest from the date upon which any damages were incurred, and from the date of the award until paid in full, at a rate to be fixed by the arbitrator, but in no event less than one and one-half percent (1.5%) per month, or part of a month (unless a lower rate is required by law). The prevailing party shall be entitled to recover from the non-prevailing party all costs of arbitration, including, without limitation, the arbitrator's fee, interest, and costs of investigation pursuant to Section 20.14 below. In addition, the prevailing party shall be entitled to an award of its reasonable and necessary legal fees. The arbitration hearings shall be completed within one hundred and fifty (150) days of the filing of the arbitration demand, unless the arbitrator, for good cause, must extend this deadline.

(b) The arbitrator shall have no authority to amend or modify the terms of the Agreement. To the extent permitted by applicable law, no issue of fact or law shall be given preclusive or collateral estoppel effect in any arbitration hereunder, except to the extent such issue may have been determined in another proceeding between the parties. Judgment upon the award of the arbitrator shall be submitted for confirmation to the United States District Court for the District of Delaware or any other court of general jurisdiction located in Delaware and, if confirmed, may be subsequently entered and/or docketed, including as a judgment, in any court having competent jurisdiction. Similarly, any appeals from and/or relating to any arbitration which may be brought in accordance with this Section 20.5 shall be heard before the United States District Court for the District of Delaware, or any other court of general jurisdiction located in Delaware.

(c) The arbitration provisions of this Agreement shall survive any termination or expiration of this Agreement.

#### **20.6 Injunctive Relief.**

Nothing contained in this Agreement shall prevent us from applying to and/or obtaining from any court having competent jurisdiction, a writ of attachment, injunctive relief, including without limitation, a temporary, preliminary or permanent injunction and/or other interlocutory or emergency relief available to safeguard and protect our interests. We are entitled to seek this relief without the posting of any bond or security and, if a bond is nevertheless required by a court of competent jurisdiction, the parties expressly agree that the sum of \$1,000 is a sufficient bond.

#### **20.7 Third Party Beneficiaries.**

Our affiliates, and the Brand Fund (as applicable) and their respective officers, directors, members, agents, representatives, affiliates, and/or employees are express third party beneficiaries of the provisions of this Agreement, including rights to indemnification and the mediation and arbitration provision set forth in this Section 20, each having authority to specifically enforce the right to mediate/arbitrate/litigate claims asserted against such person(s) by you or asserted in relation to this Agreement.

#### **20.8 Prior Notice of Claims.**

As a condition precedent to commencing an action for damages or for our violation or breach of

this Agreement, you must notify us within ninety (90) days after the occurrence of the violation or breach, and failure to timely give such notice will preclude any claim for damages.

**20.9 Cumulative Remedies.**

The remedies available to any party if the other party breaches this Agreement are cumulative. The exercise of any remedy will not limit any other remedies that may be available. Both parties will also be entitled to any and all remedies available under applicable law.

**20.10 Waiver of Punitive Damages.**

WITHOUT LIMITING YOUR OBLIGATIONS TO INDEMNIFY US PURSUANT TO THIS AGREEMENT, BOTH PARTIES EACH WAIVE, TO THE FULLEST EXTENT PERMITTED BY LAW, ANY RIGHT TO, OR CLAIM OF, ANY PUNITIVE OR EXEMPLARY DAMAGES AGAINST THE OTHER. YOU AND WE ALSO AGREE THAT, IN THE EVENT OF A DISPUTE BETWEEN YOU AND US, THE PARTY MAKING A CLAIM WILL BE LIMITED TO RECOVERY OF ANY ACTUAL DAMAGES IT SUSTAINS AND ANY OTHER DAMAGES AWARD SPECIFICALLY REFERENCED IN THIS AGREEMENT.

**20.11 Limitations of Claims.**

ANY AND ALL CLAIMS ARISING OUT OF THIS AGREEMENT OR THE RELATIONSHIP BETWEEN AND/OR AMONG YOU AND US MUST BE MADE BY WRITTEN NOTICE TO THE OTHER PARTY WITHIN ONE (1) YEAR FROM THE OCCURRENCE OF THE FACTS GIVING RISE TO SUCH CLAIM (REGARDLESS OF WHEN IT BECOMES KNOWN); EXCEPT FOR CLAIMS ARISING FROM: (A) INDEMNIFICATION; OR (B) UNAUTHORIZED USE OF THE MARKS, INTELLECTUAL PROPERTY OR CONFIDENTIAL INFORMATION. HOWEVER, THIS PROVISION DOES NOT LIMIT THE RIGHT TO TERMINATE THIS AGREEMENT IN ANY WAY.

**20.12 Waiver of Jury Trial.**

BOTH PARTIES IRREVOCABLY WAIVE TRIAL BY JURY IN ANY ACTION, PROCEEDING OR COUNTERCLAIM, WHETHER AT LAW OR IN EQUITY, BROUGHT BY EITHER YOU OR US.

**20.13 Waiver of Class Actions.**

Each of the parties hereby irrevocably waives the right to litigate on a class action basis, in any action, proceeding, or counterclaim, whether at law or in equity, brought by any party.

**20.14 Arbitration/Litigation Expenses.**

In any action or dispute, at law or in equity, that may arise under or otherwise relate to the terms of this Agreement, the prevailing party shall be entitled to full reimbursement of its arbitration or litigation expenses from the other party. Litigation or arbitration expenses include reasonable legal fees, arbitrator's fee, defense costs, witness fees including expert witness fees and costs and other related expenses including paralegal fees, administrative costs, investigative costs, court reporter fees, sales and use taxes, if any, travel and lodging expenses, court or arbitration costs, and all other charges billed by the legal counsel to the prevailing party. Reimbursement is due within thirty (30) days of written notice of an award or other notice of the expenses due. If we engage legal counsel for your failure to pay when due any monies owed under this Agreement or to submit when due any reports, information or supporting records, or for any failure otherwise to comply with this Agreement, you must reimburse us on demand for all of the above-listed expenses we incur.

**21. MISCELLANEOUS.**

**21.1 Severability.**

If any of the provisions of this Agreement are held invalid for any reason, then that provision shall be modified to the minimum extent necessary to make it enforceable, unless that modification is not permitted by law, in which case that provision will be disregarded, and if an unenforceable provision is modified or disregarded, then the rest of this Agreement will not be affected and will remain in full force and effect in accordance with its terms; provided, however, if we determine that a finding of invalidity adversely affects the basic consideration of this Agreement, we have the right to, at our option, terminate this Agreement.

#### 21.2 **Waivers.**

Waiver of any provision of this Agreement will not be valid unless in writing and signed by the person against whom it is sought to be enforced. The failure by either party to insist upon strict performance of any provision will not be construed as a waiver or relinquishment of the right to insist upon strict performance of the same provision at any other time, or any other provision of this Agreement.

#### 21.3 **Entire Agreement.**

This Agreement, including any schedules, amendments, addenda, and exhibits comprise the entire Agreement between the parties relating to its subject matter, and supersedes all prior agreements, proposals, representations and commitments, oral or otherwise; provided, however, that nothing in this or any related agreement is intended to disclaim the representations made by us in the Disclosure Document, or its attachments or exhibits, that was furnished to you by us. This Agreement may only be amended in writing by an instrument signed by the authorized representatives of each party.

#### 21.4 **Counterparts.**

This Agreement may be executed in two (2) or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one (1) and the same instrument. Counterparts may be delivered via facsimile, electronic mail (including pdf or any electronic signature complying with the U.S. federal ESIGN Act of 2000, e.g., www.docusign.com) or other transmission method and any counterpart so delivered shall be deemed to have been duly and validly delivered and be valid and effective for all purposes.

#### 21.5 **Timing.**

Time is of the essence of this Agreement. However, whenever the time for the performance of any action or condition contained in this Agreement falls on a Saturday, Sunday or legal holiday, such time will be extended to the next business date. Indications of time of day mean time in Delaware.

#### 21.6 **Multi-State Addendum.**

Attached as Exhibit B to this Agreement (the “Multi-State Addenda”) and incorporated herein by reference, as applicable, are additional terms and conditions applicable to franchisees based in certain states within the United States of America. Each provision of the Multi-State Addenda shall be effective only to the extent that the jurisdictional requirements of the applicable state law are met independent of the Multi-State Addenda. To the extent the Multi-State Addenda shall be deemed to be inconsistent with any terms or conditions of this Agreement (including its exhibits or attachments thereto (other than the applicable Multi-State Addenda)), the terms of the Multi- State Addenda shall control. When you sign this Agreement, we may ask that you also sign your state’s Multi-State Addendum, if applicable.

#### 21.7 **Construction.**

The headings of sections are for convenience only and do not define, limit or construe the contents of such sections. All words used in this Agreement, regardless of the number or gender in which they are used, will be construed to include any other number, singular or plural, in any other gender, masculine, feminine or neuter, as the context of this Agreement may require.

#### 21.8 **Further Assurances.**

Franchisor and Franchisee will each execute and deliver, or cause the execution and delivery of, such further instruments, contracts, forms or other documents, and will perform such further acts, as may be necessary or desirable to perform or complete any term, covenant or obligation contained in this Agreement.

21.9 **Compliance with Anti-Terrorism Laws.**

You agree to comply, and to assist us to the fullest extent possible in our efforts to comply with Anti-Terrorism Laws. “Anti-Terrorism Laws” mean Executive Order 13224 issued by the President of the United States (see Section 21.15 below), the USA PATRIOT Act, and all other present and future local, state, provincial, federal, national or international laws, ordinances, regulations, policies, lists, and other requirements of any governmental authority addressing or in any way relating to terrorist acts and acts of war. Any violation of the Anti-Terrorism Laws by you, or any blocking of your assets under the Anti-Terrorism Laws, shall constitute good cause for immediate termination of this Agreement.

21.10 **Survival.**

All obligations under this Agreement (whether yours or ours) which expressly or by their nature survive the expiration or termination of this Agreement will continue in full force and effect after and notwithstanding the expiration or termination of this Agreement until such provisions are satisfied in full or by their nature expire.

21.11 **Notice of Potential Franchisor and Affiliate Profit.**

You acknowledge that we and our affiliates will make available to you products and/or services for use in the Franchised Business on terms which we and our affiliates will make a profit. We further advise you that we and our affiliates periodically may receive incentives, volume rebates, allowances, consideration, and other benefits from suppliers and manufacturers, including Approved Suppliers, directly or indirectly, as a result of sales of products, supplies or services to you or by reason of such supplier, provider or manufacturer furnishing products or services to you and whether or not such products, supplies or services are required to be purchased in connection with the operation of the Franchise. Therefore, you acknowledge that we and our affiliates are entitled to retain such profits, consideration, and/or other benefits without sharing the same with you or advising you of the existence, amount, or nature of same, in case subject to and to the fullest extent permitted by applicable law.

21.12 **Force Majeure.**

Whenever a period of time is provided in this Agreement for either party to perform any act, except for Franchisee’s payment of monies to Franchisor or any Franchisor affiliate, neither party shall be liable nor responsible for any delays due to strikes, lockouts, casualties, acts of God, war, terrorism, governmental regulation or control or other causes beyond the reasonable control of Franchisor and Franchisee, and the time period for the performance of such act shall be extended for the amount of time of the delay. This clause shall not result in an extension of the Term.

21.13 **Interpretation.**

(a) Whenever this Agreement provides that we have a certain right, that right is absolute and the parties intend that our exercise of that right will not be subject to any limitation or review. We have the right to operate, administrate, develop, and change the EOS Franchise System in any manner that is not specifically precluded by the provisions of this Agreement, although this right does not modify any express limitations set forth in this Agreement.

(b) Subject to applicable law, whenever in this Agreement we are permitted or

required to act, make a decision or determination, or provide an approval or consent (i) in our “good faith determination”, “good faith discretion”, “determination in good faith”, “reasonable determination”, “reasonable discretion”, “acting reasonably” or under another express reasonableness type standard, then we will act under such standard exercising our reasonable business judgment; and (ii) in our “determination”, “sole determination”, “discretion” or “sole discretion”, then we make decisions in our sole determination considering such interests and factors as we deem appropriate. Our decisions or actions will be deemed to be the result of reasonable business judgment, even if other reasonable or even arguably preferable alternatives are available, if our decision or action is intended, in whole or significant part, to promote or benefit the EOS Franchise System generally even if the decision or action also promotes our interests. In either case, we may make determinations or exercise our discretion differently due to varying circumstances.

(c) Each of the parties agrees that they have been or have had the opportunity to have been represented by their own counsel throughout the negotiations and at the signing of this Agreement and all of the other documents signed incidental to this Agreement. None of the parties can, while this Agreement is effective or after its termination or expiration, assert that any provisions of this Agreement or any of the other documents should be construed against the drafter of this Agreement or any of the other documents.

(d) Definitions for defined terms used in this Agreement are set forth throughout this Agreement. In this Agreement, unless a clear contrary intention appears: (i) the singular number includes the plural number and vice versa; (ii) reference to any person includes such person’s heirs, successors and assigns but, if applicable, only if such heirs, successors and assigns are not prohibited by this Agreement, and reference to a person in a particular capacity includes such person in any other applicable capacity or individually; (iii) reference to any gender includes each other gender; (iv) reference to any agreement, document or instrument means such agreement, document or instrument as amended or modified and in effect from time to time in accordance with the terms thereof; (v) reference to any law, means such law, as amended, modified, codified, replaced or reenacted, in whole or in part, and in effect from time to time, including rules and regulations promulgated thereunder, and reference to any section or other provision of any law means that provision of such law, from time to time, in effect and constituting the substantive amendment, modification, codification, replacement or reenactment of such section or other provision; (vi) “hereunder,” “hereof,” “hereto,” “herein” and words of similar import shall be deemed references to this Agreement as a whole and not to any particular Section or other provision of this Agreement; (vii) “including” (and with correlative meaning “include”) means including without limiting the generality of any description preceding such term; (viii) “or” is used in the inclusive sense of “and/or”; (ix) with respect to the determination of any period of time, “from” means “from and including” and “to” means “to but excluding”; (x) references to a governmental authority also refer to any regulatory body that succeeds the function of such authority; (xi) references to documents, instruments or agreements shall be deemed to refer as well to all addenda, exhibits, schedules or amendments thereto; and (xii) references to any right under this Agreement which a party “may” exercise shall imply that such party shall in no way be deemed obligated to exercise such right.

(e) The parties agree that this Agreement is drafted in the English language. Each party accepts and approves the English version of the Agreement signed by all parties as controlling in any dispute among the parties arising from or related to the Agreement.

#### 21.14 **Currency.**

Unless otherwise specified, all dollar figures disclosed in our Franchise Disclosure Document and referenced in this Agreement are stated in United States Dollars, and do not include any applicable taxes, which such taxes are your responsibility in accordance with Section 4.13 and Section 12.2 above.

Accordingly, unless otherwise specified, the word “dollar” and the “\$” sign refer to United States Dollars, and all amounts to be advanced, paid, tendered or calculated under this Agreement are to be advanced, paid, tendered or calculated in United States Dollars. However, from time to time, we may calculate amounts to be paid under this Agreement, and we may require or allow you to advance, pay or tender such amounts, in currency other than the United States Dollar, which may be your local currency. By way of example, if you attend a conference or another event outside of the United States, those conference or registration fees may be calculated and charged in the currency where the conference or event takes place, which may not be in United States Dollars and also may be different from your local currency. To the extent we calculate or require you to pay any amount in a currency other than the United States Dollar, we will provide you notice of the US Dollar equivalent for such amount, which may be in the form of an invoice. We will calculate US Dollar equivalents in accordance with our standard processes and policies in effect from time to time based on the applicable spot exchange rate. If a payment is transmitted after the date payment is due, we may adjust the US Dollar equivalent for your payment if there was a change to the applicable spot exchange rate and invoice you for any shortfall. Our determination of the US Dollar equivalent and any shortfall controls, absent manifest error.

21.15 **Acknowledgment.**

You acknowledge and represent that:

We have made no promise or representation to you as to the renewal of this Agreement or the grant of a new franchise after the end of the Initial Term set forth in Section 2 hereof INITIAL HERE:

Our Franchise Disclosure Document, or “FDD”, has been in your possession for at least fourteen (14) days before you signed this Agreement and before your payment of any monies to us, refundable or otherwise, and that any unilateral, material changes to this Agreement were memorialized in writing in this Agreement for at least seven (7) days before you signed this Agreement, or as otherwise required by state law. INITIAL HERE:

(a) We have advised you to consult with your own legal counsel, accountants, or other advisers about the potential benefits and risks of entering into this Agreement; and (b) Our legal counsel has not advised or represented you with respect to this Agreement or the relationship created hereby. INITIAL HERE:

The restrictive covenants in Section 16 of this Agreement are fair and reasonable, and will not impose any undue hardship on you, since you have other considerable skills, experience, and education that afford you the opportunity to derive income from other endeavors. INITIAL HERE:

There are no “side-deals”, “side letters” or similar arrangements that are different from the understandings expressly contained in this Agreement. INITIAL HERE:

Other franchisees of ours have or will be granted franchises at different times and in different situations, and that the provisions INITIAL HERE:

of such franchises may vary from those contained in this Agreement.

You acknowledge that neither we nor any of our officers, directors, shareholders, employees, or agents have made any representation that: (a) we may purchase any or all products made, produced, fabricated, or modified by you; (b) we guarantee that you will derive income from the Franchised Business; (c) we guarantee that we will refund all or part of the Initial Franchise Fee or any other fees or amounts if you are not satisfied with the Franchise; or (d) we will provide a sales program or marketing program that will enable you to derive income from the Franchised Business. INITIAL HERE:

By signing below, you acknowledge that you are acquiring the rights under this Agreement solely as a business enterprise and not as a consumer of products or services, and that applicable consumer protection laws may not therefore apply to franchisees or any of their equity holders in connection with this Agreement. INITIAL HERE:

You further acknowledge that the President of the United States of America has issued Executive Order 13224 (the “Executive Order”) prohibiting transactions with terrorists and terrorist organizations and that the United States government has adopted, and in the future may adopt, other anti-terrorism measures. Franchisor therefore requires certain certifications that the parties with whom it deals are not directly involved in terrorism. For that reason, you hereby certify that neither you nor any of your employees, co-owners (if any), Business Entity (if any), agents or representatives, nor any other person or entity associated with you, is or will be at any time during the Term (i) a person or entity listed in the Annex to the Executive Order; (ii) a person or entity otherwise determined by the Executive Order to have committed acts of terrorism or to pose a significant risk of committing acts of terrorism; (iii) a person or entity who assists, sponsors, or supports terrorists or acts of terrorism; or (iv) owned or controlled by terrorists or sponsors of terrorism. INITIAL HERE:

**No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of Franchisor. This provision supersedes any other term of any document executed in connection with this Franchise.**

[Signatures on Following Page]

IN WITNESS WHEREOF, the parties hereto have duly signed this Agreement to be effective as of the Effective Date.

**FRANCHISEE:**

By:

Print Name:

Date:

**FRANCHISOR:**

**EOS WORLDWIDE FRANCHISING, LLC**

By:

Print Name:

Date:

Title:

**NOTE: IF A RESIDENT OF THE STATE OF OHIO, PLEASE SEE NOTICE OF CANCELLATION PROVIDED IN THE OHIO STATE ADDENDUM ATTACHED AS EXHIBIT B.**

**NOTE: FOR MINNESOTA, WASHINGTON AND MARYLAND FRANCHISEES, PLEASE ALSO SIGN YOUR STATE ADDENDUM ATTACHED AS EXHIBIT B.**

**Franchisee Notice Information (for Section 18)**

Address:

E-mail Address:

Telephone Number:



## **Exhibit A**

### **Form of General Release**

This General Release (the “Release”) is made by each of the undersigned EOS Franchisee (“Releasor”) for the benefit of and in favor of EOS Worldwide Franchising, LLC, a Delaware limited liability company (the “Franchisor”), its affiliates and each of the other Released Parties (defined below).

#### RECITALS

**WHEREAS**, Releasor owns and operates an EOS Franchise (the “Franchise”) under that Franchise Agreement dated \_\_\_\_\_, as it may have been amended (the “Franchise Agreement”);

**WHEREAS**, Releasor desires to (initial one), in accordance with the Franchise Agreement:

- \_\_\_\_\_ Make a Transfer pursuant to Section 15 of the Franchise Agreement (as applicable, a “Transfer”);
- \_\_\_\_\_ Renew the Franchised Agreement pursuant to Section 2.3 of the Franchise Agreement (“Renewal”); or
- \_\_\_\_\_ Terminate the Franchise Agreement pursuant to Section 17.1 of the Franchise Agreement (“Termination”); and

**WHEREAS**, all capitalized terms not defined in this Release shall have the meaning given to them in the Franchise Agreement.

**NOW, THEREFORE**, in consideration of the consent by Franchisor to the proposed Transfer or Renewal, or acceptance by Franchisor of a notice of Termination, as applicable, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged:

(1) Releasor hereby, except for those matters which cannot be released under applicable law, absolutely and forever releases and discharges Franchisor from any and all claims, demands, damages, debts, liabilities, accounts, costs, expenses, liens, losses, charges, actions, suits, proceedings and causes of action of every kind and nature whatsoever (collectively, the “Released Matters”), whether now known or unknown, suspected or unsuspected, which Releasor now has, owns or holds, or at any time heretofore ever had, owned or held, or could, shall or may hereafter have, own or hold, pertaining to, arising out of or in connection with the Franchise Agreement, any related agreements or the franchisor-franchisee relationship in connection therewith or the operation of the Franchise, including, without limitation, claims arising under local, state, provincial, federal, national or international laws, rules and ordinances.

(2) Releasor hereby understands and agrees that this Release shall extend to and be binding upon any and all of Releasor’s legal counsel, officers, members, directors, co-owners, employees, agents, representatives, heirs, spouses, estate executors, administrators, successors, affiliates, associates and assigns, and their respective insurers and underwriters. If more than one party shall execute this Release, the term “Releasor” shall mean all parties executing this Release, and all parties shall be bound by its terms.

(3) Releasor hereby understands and agrees that this Release shall extend to and inure to the benefit of Franchisor, its affiliates, and each of Franchisor’s and its affiliates’ shareholders, members,

managers, legal counsel, officers, directors, owners, employees, agents, representatives, legal representatives, successors, affiliates, associates and assigns, and its and their respective insurers and underwriters (parent and affiliated entities), and its and their officers, directors, shareholders, members, managers, employees, representatives and agents (whether acting in an agency capacity or in their individual capacities), and their respective heirs, successors, beneficiaries and assigns, as applicable, each of whom is intended as a beneficiary of this Release (collectively, with Franchisor, the “Released Parties”).

(4) For California Residents Only - Releasor expressly waives and relinquishes any and all released claims and likewise waives to the fullest extent permitted by law, the provisions, rights and benefits of Section 1542 of the California Civil Code, which provides:

“GENERAL RELEASE; EXTENT. A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR.”

(5) For Washington Residents Only – The General Release does not apply with respect to claims arising under the Washington Franchise Investment Protection Act, RCW 19.100, and the rule adopted thereunder.

(6) Releasor hereby understands and agrees that this Release supersedes any prior agreement, oral or written, with respect to its subject matter. Releasor further understands and agrees that no representations, warranties, agreements or covenants have been made with respect to this Release, other than those set forth in this Release, and that in executing this Release, Releasor is not relying upon any representations, warranties, agreements or covenants not set forth in this Release.

(7) Releasor covenants not to sue or to assert, prosecute or maintain, directly or indirectly, in any form, any claim or cause of action against any Released Party with respect to any matter, cause, omission, act, or thing whatsoever, occurring in whole or in part on or at any time prior to the date of this Release, and which is subject to such release provided for in this Release.

(8) Releasor represents and warrants that Releasor has not filed nor made any claims, charges, complaints, or actions of any type, whether legal, equitable, or administrative, against any Released Party.

This Release and all acts and transactions under it shall in all respects be interpreted, enforced and governed by the internal laws of the State of Delaware.

If the releases provided herein are inconsistent with applicable law, including, as provided in the Multi-State Addenda set forth in Exhibit B of the Franchise Agreement, then you agree to execute a release of comparable scope that is legal and enforceable.

This Release may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. Counterparts may be delivered via facsimile, electronic mail (including pdf or any electronic signature complying with the U.S. federal E-SIGN Act of 2000, e.g., [www.docusign.com](http://www.docusign.com)) or other transmission method and any counterpart so delivered shall be deemed to have been duly and validly delivered and be valid and effective for all purposes.

[Signatures Appear on Following Page]

**IN WITNESS WHEREOF**, the undersigned hereto have executed this Release effective as of the date below.

**RELEASOR**

By:

Print Name:

Date:

**RECEIVED:**

**EOS WORLDWIDE FRANCHISING, LLC**

By:

Print Name:

Title:

Date:

## **Exhibit B**

### **Multi-State Addenda**

#### **FOR THE STATE OF CALIFORNIA**

In recognition of the requirements of the California Franchise Investment Law, Cal. Corp. Code §§31000-3516 and the California Franchise Relations Act, Cal. Bus. And Prof. Code §§20000-20043, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. Termination and Non-Renewal. The California Franchise Relations Act and the California Franchise Relations Act, Cal. Bus. And Prof. Code provide rights to franchisees concerning termination or non-renewal of a franchise agreement that may supersede provisions in the Franchise Agreement, specifically those in Sections 2.3 and 17.
2. Bankruptcy. Section 17.2(d), which terminates the Franchise Agreement upon the bankruptcy of Franchisee, may not be enforceable under federal bankruptcy law (11 U.S.C. Section 101, et seq.).
3. Restrictive Covenants. The Franchise Agreement contains a covenant not to compete or interfere which extends beyond the termination of the franchise. This provision may not be enforceable under California law.
4. Governing Law and Venue. Both the governing law and choice of law for franchisees operating outlets located in California, will be the California Investment law and the California Franchise Relations Act regardless of the choice of law or dispute resolution venue stated elsewhere. Any language in the Franchise Agreement or amendment to or any agreement to the contrary is superseded by this condition.
5. Arbitration. Sections 20.4 and 20.5 of the Franchise Agreement may require you to mediate or submit to binding arbitration. The mediation and arbitration will occur at the forum indicated in Sections 20.4 and 20.5 with the costs of arbitration being borne by the non-prevailing party. Prospective franchisees are encouraged to consult with legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of the Franchise Agreement restricting venue to a forum outside of the State of California.
6. Interest Rates. Any interest rate charged to a California franchisee shall comply with the California Constitution. The interest rate shall not exceed either (a) 10% annually or (b) 5% annually plus the prevailing interest rate charged to banks by the Federal Reserve Bank of San Francisco, whichever is higher.
7. Management. Neither the franchisor nor any person listed in Item 2 of this Franchise Disclosure Document is subject to any currently effective order of any national securities association or nation securities exchange, as defined in the Securities Exchange Act of 1934, 15 U.S.C.A 78a et seq., suspending or expelling such person from membership in such association or exchange.
8. Acknowledgments. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any

document executed in connection with the franchise.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

**ACKNOWLEDGED AND AGREED:**

**FRANCHISOR:**

By:  
Name:  
Title:  
Date:

**FRANCHISEE:**

By:  
Name:  
Date:

## **FOR THE STATE OF CONNECTICUT**

If Franchisor fails to deliver the products or supplies or fails to render the services necessary to begin substantial operation of the Franchised Business within forty-five days of the delivery date stated in the Franchise Agreement, you may notify Franchisor in writing and demand that Franchise Agreement be cancelled. Further, any provision of the Franchise Agreement which limits your right to a refund shall be qualified by the foregoing in the event you exercise this right to cancel the Franchise Agreement. In all other respects, the Franchise Agreement will be construed and enforced with its terms.

## **FOR THE STATE OF HAWAII**

In recognition of the requirements of the Hawaii Franchise Investment Law, Hawaii Revised Statutes, Title 26, Chapter 482E et seq., the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. Termination; Non-Renewal and Transfers. The Hawaii Franchise Investment Law provides rights to Franchisee concerning non-renewal, termination and transfer of the Franchise Agreement. If the Agreement, and more specifically Sections 2.3 and 17, contains a provision that is inconsistent with the Hawaii Franchise Investment Law, the Hawaii Franchise Investment Law shall control.
2. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; each such release shall exclude claims arising under the Hawaii Franchise Investment Law.
3. Bankruptcy. Section 17.2(d), which terminates the Franchise Agreement upon the bankruptcy of Franchisee, may not be enforceable under federal bankruptcy law (11 U.S.C. Section 101, et seq.).

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

## **FOR THE STATE OF IDAHO**

In recognition of the requirements of the Idaho Code, Title 29, Chapter 1, Section 29-110 (Limitations on Right to Sue – Franchise Agreement), the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. Jurisdiction and Venue. Notwithstanding any provision in the Franchise Agreement to the contrary, in the event Franchisee is a business entity organized under the laws of the state of Idaho or is an individual resident of Idaho, jurisdiction and venue for court litigations shall be in Idaho, and any provision in the Franchise Agreement that designates jurisdiction or venue in a forum outside the State of Idaho is void.
2. Limitations of Claims. Notwithstanding any provision in the Franchise Agreement to the contrary, in the event Franchisee is an individual resident of Idaho, any provision in the Franchise Agreement which limits the time frame in which either party may enforce its rights is void.
3. No Limitations on Rights. Notwithstanding any provision in the Franchise Agreement to the contrary, in the event Franchisee is an individual resident of Idaho, any provision in the Franchise Agreement which restricts either party from enforcing its rights under this Agreement by the usual proceedings in ordinary tribunals is void.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

#### **FOR THE STATE OF ILLINOIS**

In recognition of the requirements of the Illinois Franchise Disclosure Act, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. General Release. No general release shall be required as a condition of renewal, transfer or termination that is intended to require Franchisee to waive compliance with the Illinois Franchise Disclosure Act, 815 ILCS 705.
2. Governing Law. Section 20.1 of the Franchise Agreement is amended to provide that any provision that designates governing law to be other than Illinois is void under the Illinois Franchise Disclosure Act of 1987.
3. Jurisdiction and Venue. In conformance with Section 4 of the Illinois Franchise Disclosure Act, any provision in the Franchise agreement that designates jurisdiction and venue in a forum outside of the State of Illinois is void. However, the Franchise Agreement may provide for arbitration or mediation to take place outside of Illinois.
4. Termination and Non-Renewal. The conditions under which the Franchise Agreement can be terminated and Franchisee's rights upon termination or non-renewal, as well as the application by which Franchisee must bring any claims, may be governed by the Illinois Franchise Disclosure Act, 815 ILCS 705/19 and 705/20.
5. No Limitations on Rights. In conformance with Section 41 of the Illinois Franchise Disclosure Act, any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or any other law of Illinois is void. This Section shall not prevent any person from entering into a settlement agreement or executing a general release regarding a potential or actual lawsuit filed under any of the provisions of the Illinois Franchise Disclosure Act, nor shall it prevent the arbitration of any claim pursuant to the provisions of Title 9 of the United States Code.
6. Limitations of Claims. No action for liability under the Illinois Franchise Disclosure Act shall be maintained unless brought before the expiration of three (3) years after the act or transaction constituting the violation upon which it is based, the expiration of one (1) year after Franchisee becomes aware of facts or circumstances reasonably indicating that he may have a claim for relief in respect to conduct governed by the Act, or ninety (90) days after delivery to Franchisee of a written notice disclosing the violation, whichever shall first expire.
7. Acknowledgments. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

#### **FOR THE STATE OF INDIANA**

In recognition of the requirements of the Indiana Deceptive Franchise Practices Law, IC 23-2.2.7 and the Indiana Franchise Disclosure Law, IC 23-2-2-2.5, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. Governing Law. The laws of the State of Indiana supersede any provision of the Franchise Agreement or Delaware Law if such provisions are in conflict with Indiana law. The Franchise Agreement will be governed by Indiana law.
2. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; such release shall exclude claims arising under the Indiana Deceptive Franchise Practices Law or the Indiana Franchise Disclosure Law.
3. Termination. Section 17 of the Franchise Agreement is amended to prohibit unlawful unilateral termination of a franchise unless there is a material violation of the Franchise Agreement and termination is not in bad faith.
4. Franchisee Indemnification. The Franchise Agreement is amended to provide that Franchisee shall not be required to indemnify Franchisor for any liability imposed upon Franchisor as a result of Franchisee's reliance upon or use of procedures or products that were required by Franchisor, if such procedures or products were utilized by Franchisee in the manner required by Franchisor.
5. Governing Law. Section 20.1 of the Franchise Agreement is amended to provide that in the event of a conflict of law, the Indiana Franchise Disclosure Law, IC 23-2-2.5, and the Indiana Deceptive Franchise Practices Law will prevail.
6. Jurisdiction and Venue. The Franchise Agreement is amended to provide that Franchisee may commence litigation in Indiana for any cause of action under Indiana law. Choice of forum for litigation will not be limited to the State of Delaware.
7. Arbitration. The Franchise Agreement is amended to provide that arbitration between Franchisor and Franchisee shall be conducted in Indiana or a site mutually agreed upon.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.



## **FOR THE STATE OF MARYLAND**

In recognition of the requirements of the Maryland Franchise Registration and Disclosure Law, Md. Code Ann., Bus. Reg. §§14-201-14-233, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; such release shall exclude claims arising under the Maryland Franchise Registration and Disclosure Law.
2. Dispute Resolution. The following language is added to Section 20 of the Franchise Agreement:  
  
“Franchisee may bring a lawsuit in Maryland for claims arising out of the Maryland Franchise Registration and Disclosure Law. All claims arising under the Maryland Franchise Registration and Disclosure Law (Md. Code Bus. Reg., Sections 14-201 through 14-233) shall be commenced within three (3) years after the grant of the franchise.”
3. Bankruptcy. Section 17.2(d), which terminates the Franchise Agreement upon the bankruptcy of Franchisee, may not be enforceable under federal bankruptcy law (11 U.S.C. Section 101, et seq).
4. Governing Law. The Franchise Agreement requires that the Franchise be governed by the laws of the State of Delaware; however, in the event of a conflict of laws to the extent required by the Maryland Franchise Registration and Disclosure Law, the laws of the State of Maryland shall prevail.
5. Jurisdiction and Venue. The Franchise Agreement requires litigation to be conducted in the State of Delaware; the requirement shall not limit any rights Franchisee may have under the Maryland Franchise Registration and Disclosure Law to bring suit in the State of Maryland.
6. Arbitration. The Franchise Agreement requires arbitration to be conducted in the State of Michigan; the requirement shall not limit any rights Franchisee may have under the Maryland Franchise Registration and Disclosure Law to bring suit in the State of Maryland.
7. Limitations of Claims. Any Section of the Franchise Agreement or any questionnaire requiring Franchisee to assent to any release, estoppel or waiver of liability as a condition of purchasing the Franchise are not intended to, nor shall they act as a, release, estoppel or waiver of any liability incurred under the Maryland Franchise Registration and Disclosure Law. Any claims arising under the Maryland Franchise Registration and Disclosure Law may be brought within three (3) years after the grant of the Franchise.
8. EOS Surety Bond. A surety bond has been obtained by Franchisor. The Maryland Securities Commissioner has made the issuance of Franchisor’s permit contingent upon the Franchisor maintaining surety bond coverage acceptable to the Administrator until (a) all Maryland franchisees have (i) received all initial training that they are entitled to under the franchise agreement or Franchise Disclosure Document, and (ii) are open for business; or (b) the Administrator issues written authorization to the contrary.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

**FOR MARYLAND FRANCHISEES ONLY (PLEASE SEE SECTION 21.6 OF THE FRANCHISE**

AGREEMENT):

**ACKNOWLEDGED AND AGREED:**

**FRANCHISOR:**

By:  
Name:  
Title:  
Date:

**FRANCHISEE:**

By:  
Name:  
Date:

## **FOR THE STATE OF MINNESOTA**

In recognition of the Minnesota Franchise Law, Minn. Stat., Chapter 80C, Sections 80C.01 through 80C.22, and the Rules and Regulations promulgated pursuant thereto by the Minnesota Commission of Securities, Minnesota Rule 2860.4400, et. seq., the parties to the attached Franchise Agreement for EOS Worldwide Franchising, LLC agree as follows:

1. Termination By Franchisor. The Franchise Agreement is amended to add that with respect to franchises governed by Minnesota Law, Franchisor shall comply with Minnesota Statutes, Section 80C.14, Subd. 3-5, which requires, (except in certain specified cases) (1) that Franchisee be given 90 days' notice of termination (with 60 days to cure) and 180 days' notice of non-renewal of the Franchise Agreement; and (2) that consent to the transfer of the franchise will not be unreasonably withheld.
2. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; such release shall exclude claims arising under the Minnesota Franchise Law. Minn. Rule 2860.4400D prohibits a franchisor from requiring a franchisee to assent to a general release.
3. Franchisor Indemnification. The Minnesota Department of Commerce requires Franchisor to indemnify Minnesota franchisees against liability to third parties resulting from claims by third parties that the Franchisee's use of the tradename infringes trademark rights of the third party. Franchisor will protect the Franchisee's right granted hereby to use the Marks or will indemnify the Franchisee from any loss, costs or expenses arising out of any claim, suit or demand regarding the use of the Marks. Specifically, Franchisor indemnifies Franchisee against the consequences of Franchisee's use of the tradename in accordance with the requirements of the license, and, as a condition to indemnification, Franchisee must provide notice to Franchisor of any such claims within ten (10) days and tender the defense of the claim to Franchisor. If Franchisor accepts the tender of defense, Franchisor has the right to manage the defense of the claim including the right to compromise, settle or otherwise resolve the claim, and to determine whether to appeal a final determination of the claim.
4. Transfers. Franchisor will comply with Minn. Stat. Sec. 80C.14, Subds. 3, 4, and 5 which require (except in certain specified cases) that Franchisor's consent to the transfer of the franchise not to be unreasonably withheld.
5. Equitable Relief; Bonds Generally. Franchisor may seek injunctive relief, without bond if determined by the court of competent jurisdiction that a bond is not required, against Franchisee restraining the unauthorized use of any Mark or Copyrighted Materials, or the unauthorized use or disclosure of Franchisor's confidential information.
6. Limitations of Claims. No action may be commenced pursuant to the Franchise Agreement more than three (3) years after the cause of action accrues in accordance with Minnesota Statutes, Section 80C.17, Subd. 5.
7. Jurisdiction and Venue. Minnesota Statutes, Section 80C.21 and Minnesota Rules 2860.4400(J) prohibit Franchisor from requiring litigation to be conducted outside Minnesota, requiring waiver of a jury trial, or requiring Franchisee to consent to liquidated damages, termination penalties or judgment notes. In addition, nothing in the Disclosure Document or Franchise Agreement can abrogate or reduce (1) any of Franchisee's rights as provided for in Minnesota Statutes, Chapter

80C or (2) Franchisee's rights to any procedure, forum, or remedies provided for by the laws of the jurisdiction.

8. Injunctive Relief. Section 20.6 is hereby deleted in its entirety and replaced with the following "Nothing contained in the Franchise Agreement shall prevent Franchisor from seeking from any court having competent jurisdiction, a writ of attachment, injunctive relief, including without limitation a temporary injunction or preliminary injunction, and/or other emergency relief available to safeguard and protect Franchisor's interests. Franchisor is entitled to seek this relief without the posting of any bond or security if determined by the court of competent jurisdiction that a bond is not required."
9. Waiver of Jury Trial. Section 20.12 of the Franchise Agreement is hereby deleted in its entirety and replaced with "[Intentionally omitted.]"

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

FOR MINNESOTA FRANCHISEES ONLY (PLEASE SEE SECTION 21.6 OF THE FRANCHISE AGREEMENT):

**ACKNOWLEDGED AND AGREED:**

**FRANCHISOR:**

By:  
Name:  
Title:  
Date:

**FRANCHISEE:**

By:  
Name:  
Date:

## **FOR THE STATE OF NEW YORK**

In recognition of the requirements of the General Business Laws of the State of New York, Article 33, §§ 680 through 695, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; such release shall exclude claims arising under the New York State General Business Law and the regulations issued thereunder.
2. Franchisor Assignment. Franchisor shall not transfer and assign its rights and obligations under the Franchise Agreement unless the transferee is able to perform the Franchisor's obligations under the Franchise Agreement, in Franchisor's good faith judgment, so long as it remains subject to the New York State General Business Law and the regulations issued thereunder.
3. Franchisee Indemnification. Franchisee shall not be required to indemnify Franchisor for any liability imposed upon Franchisor as a result of Franchisee's reliance upon or use of procedures or products that were required by Franchisor, if such procedures or products were utilized by Franchisee in the manner required by Franchisor.
4. Franchisee Termination. Franchisee may terminate the Franchise Agreement upon any grounds available at law.
5. Governing Law. Section 20.1 of the Franchise Agreement requires that the franchise be governed by the laws of the State of Delaware, such a requirement will not be considered a waiver of any right conferred upon the Franchisee by Article 33 of the New York State General Business Law and the regulations issued thereunder.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

## **FOR THE STATE OF NORTH DAKOTA**

The North Dakota Securities Commission requires that certain provisions contained in the Franchise Agreement for EOS Worldwide Franchising, LLC be amended to be consistent with North Dakota Law, including the North Dakota Franchise Investment Law, North Dakota Century Code Addendum, Chapter 51-19, Sections 51-19-01 et seq. Such provisions in the Agreement are hereby amended as follows:

1. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; such release shall exclude claims arising under the North Dakota Franchise Investment Law.
2. Covenant Not to Compete. Covenants not to compete upon termination or expiration of the Franchise Agreement are generally unenforceable in the State of North Dakota except in limited instances as provided by law.
3. General Release. Any provision in the Franchise Agreement which requires the Franchisee to sign a general release upon renewal of the Franchise Agreement is hereby deleted from any Franchise Agreement issued in the State of North Dakota.

4. Waiver of Damages. Any provision in the Franchise Agreement which requires the Franchisee to consent to a waiver of exemplary and punitive damages is hereby deleted from any Franchise Agreement issued in the State of North Dakota.
5. Limitations of Claims. Any provision in the Franchise Agreement which requires the Franchisee to consent to a limitation of claims within one year is hereby amended to read the statute of limitations under North Dakota Law will apply in any Franchise Agreement issued in the State of North Dakota.
6. Dispute Resolution. Sections 20.4 and 20.5 of the Franchise Agreement are amended to provide that the site of arbitration or mediation is to be agreeable to all parties and may not be remote from the Franchisee's place of business.
7. Governing Law; Jurisdiction and Venue. The laws of the State of North Dakota supersede any provisions of the Franchise Agreement, the other agreements or Delaware law if such provisions are in conflict with North Dakota law. Any provision in the Franchise Agreement which designates jurisdiction or venue, or requires the Franchisee to agree to jurisdiction or venue, in a forum outside of North Dakota, is deleted from any Franchise Agreement issued in the State of North Dakota.
8. Waiver of Jury Trial. Section 20.12 of the Franchise Agreement is hereby deleted in its entirety and replaced with "[Intentionally omitted.]"

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

#### **FOR THE STATE OF OHIO**

The Ohio Business Opportunity Plan Law requires that certain provisions contained in the Franchise Agreement for EOS Worldwide Franchising, LLC be amended to be consistent with Ohio Law. Such provisions in the Agreement are hereby amended as follows:

1. Governing Law. In the event of a conflict of laws, Ohio law shall prevail.
2. Jurisdiction and Venue. Any action may be brought in the appropriate state or federal court in Ohio.
3. Limitations of Claims. The statute of limitations under Ohio Law shall apply.
4. Revocation Period.

#### **Ohio Notice of Cancellation (FOR OHIO FRANCHISEES ONLY)**

(Enter date of transaction)

You may cancel this transaction, without penalty or obligation, within five business days from the above date. If you cancel, any payments made by you under the agreement, and any negotiable instrument executed by you will be returned within ten business days following the seller's receipt of your cancellation notice, and any security interest arising out of the transaction will be cancelled. If you cancel, you must make available to the seller at your business address all goods delivered to you under this agreement; or you may if you wish, comply with the instructions of the seller regarding the return shipment of the goods at the seller's expense and risk. If you do make the goods available to the seller and the seller does not pick them up within twenty days of the date of your notice of cancellation, you may retain or dispose of them without further obligation. If you fail to make the goods available to the seller, or if you agree to return them to the seller and fail to do so, then you remain liable for the performance of all obligations under this

agreement. To cancel this transaction, mail or deliver a signed and dated copy of this cancellation notice or any other written notice, or send a telegram, to EOS Worldwide Franchising, LLC, at 2254 Cole Street, Suite 130, Birmingham, MI 48009, not later than midnight of (enter date).

I hereby cancel this transaction.

\_\_\_\_\_  
(Date) (Purchaser's signature)

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

#### **FOR THE STATE OF RHODE ISLAND**

In recognition of the requirements of The Rhode Island Franchise Investment Act §19-28.1-14, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. General Release. Sections 2.3 and 15.5(f) require Franchisee to sign a general release as a condition of renewal or transfer of the franchise and Section 17.1 requires Franchisee to sign a general release as a condition to exercising its right to terminate the Franchise Agreement; such release shall exclude claims arising under The Rhode Island Franchise Investment Act.
2. Governing Law. The laws of the State of Rhode Island supersede any provisions of the Franchise Agreement with respect to a claim otherwise enforceable under The Rhode Island Franchise Investment Act.
3. Jurisdiction and Venue. With respect to a claim otherwise enforceable under The Rhode Island Franchise Investment Act, any provision in the Franchise Agreement which designates jurisdiction or venue, or requires the Franchisee to agree to jurisdiction or venue, in a forum outside of Rhode Island, is deleted.
4. In all other respects, the Franchise Agreement will be construed and enforced with its terms.

#### **FOR THE COMMONWEALTH OF VIRGINIA**

In recognition of the requirements of Virginia Retail Franchising Act, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. Bankruptcy. Section 17.2(d), which terminates the Franchise Agreement upon the bankruptcy of Franchisee, may not be enforceable under federal bankruptcy law (11 U.S.C. Section 101, et seq).
2. Cross-Defaults. Section 17.4 of the Franchise Agreement will not be applicable to the Franchise Agreement signed by the Virginia franchisee entering into the Franchise Agreement.
3. Termination. Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any grounds for default or termination stated in the Franchise Agreement does not constitute "reasonable cause," as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.
4. Undue Influence. Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful

for a franchisor to use undue influence to induce a franchisee to surrender any right given to him under the franchise. If any provision of the Franchise Agreement involves the use of undue influence by the franchisor to induce a franchisee to surrender any rights given to him under the franchise, that provision may not be enforceable.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.



## **FOR THE STATE OF WASHINGTON**

The provisions of this Addendum form an integral part of, are incorporated into, and modify the Franchise Agreement for EOS Worldwide Franchising, LLC and all related agreements regardless of anything to the contrary contained therein. This Addendum applies if: (a) the offer to sell a franchise is accepted in Washington; (b) the purchaser of the franchise is a resident of Washington; and/or (c) the franchised business that is the subject of the sale is to be located or operated, wholly or partly, in Washington.

1. **Conflict of Laws.** In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, chapter 19.100 RCW will prevail.

2. **Franchisee Bill of Rights.** RCW 19.100.180 may supersede provisions in the Franchise Agreement or related agreements concerning your relationship with the franchisor, including in the areas of termination and renewal of your franchise. There may also be court decisions that supersede the Franchise Agreement or related agreements concerning your relationship with the franchisor. Franchise agreement provisions, including those summarized in Item 17 of the Franchise Disclosure Document, are subject to state law.

3. **Site of Arbitration, Mediation, and/or Litigation.** In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the Franchise Agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

4. **General Release.** A release or waiver of rights in the Franchise Agreement or related agreements purporting to bind the franchisee to waive compliance with any provision under the Washington Franchise Investment Protection Act or any rules or orders thereunder is void except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel, in accordance with RCW 19.100.220(2). In addition, any such release or waiver executed in connection with a renewal or transfer of a franchise is likewise void except as provided for in RCW 19.100.220(2).

5. **Statute of Limitations and Waiver of Jury Trial.** Provisions contained in the Franchise Agreement or related agreements that unreasonably restrict or limit the statute of limitations period for claims under the Washington Franchise Investment Protection Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

6. **Transfer Fees.** Transfer fees are collectable only to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

7. **Termination by Franchisee.** The franchisee may terminate the Franchise Agreement under any grounds permitted under state law.

8. **Certain Buy-Back Provisions.** Provisions in the Franchise Agreement or related agreements that permit the franchisor to repurchase the franchisee's business for any reason during the term of the Franchise Agreement without the franchisee's consent are unlawful pursuant to RCW 19.100.180(2)(j), unless the franchise is terminated for good cause.

9. **Fair and Reasonable Pricing.** Any provision in the Franchise Agreement or related agreements that requires the franchisee to purchase or rent any product or service for more than a fair and reasonable price is unlawful under RCW 19.100.180(2)(d).

10. **Waiver of Exemplary & Punitive Damages.** RCW 19.100.190 permits franchisees to seek treble damages under certain circumstances. Accordingly, provisions contained in the Franchise Agreement or elsewhere requiring franchisees to waive exemplary, punitive, or similar damages are void, except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel, in accordance with RCW 19.100.220(2).

11. **Franchisor's Business Judgement.** Provisions in the Franchise Agreement or related agreements stating that the franchisor may exercise its discretion on the basis of its reasonable business judgment may be limited or superseded by RCW 19.100.180(1), which requires the parties to deal with each other in good faith.

12. **Indemnification.** Any provision in the Franchise Agreement or related agreements requiring the franchisee to indemnify, reimburse, defend, or hold harmless the franchisor or other parties is hereby modified such that the franchisee has no obligation to indemnify, reimburse, defend, or hold harmless the franchisor or any other indemnified party for losses or liabilities to the extent that they are caused by the indemnified party's negligence, willful misconduct, strict liability, or fraud.

13. **Attorneys' Fees.** If the Franchise Agreement or related agreements require a franchisee to reimburse the franchisor for court costs or expenses, including attorneys' fees, such provision applies only if the franchisor is the prevailing party in any judicial or arbitration proceeding.

14. **Noncompetition Covenants.** Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee, unless the employee's earnings from the party seeking enforcement, when annualized, exceed \$100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed \$250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provision contained in the franchise agreement or elsewhere that conflicts with these limitations is void and unenforceable in Washington.

15. **Nonsolicitation Agreements.** RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the Franchise Agreement or elsewhere are void and unenforceable in Washington.

16. **Questionnaires and Acknowledgments.** No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

17. **Prohibitions on Communicating with Regulators.** Any provision in the Franchise Agreement or related agreements that prohibits the franchisee from communicating with or complaining to regulators is inconsistent with the express instructions in the Franchise Disclosure Document and is unlawful under RCW 19.100.180(2)(h).

18. **Advisory Regarding Franchise Brokers.** Under the Washington Franchise Investment Protection Act, a “franchise broker” is defined as a person that engages in the business of the offer or sale of franchises. A franchise broker represents the franchisor and is paid a fee for referring prospects to the franchisor and/or selling the franchise. If a franchisee is working with a franchise broker, franchisees are advised to carefully evaluate any information provided by franchisor broker about a franchise.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

**FOR WASHINGTON FRANCHISEES ONLY (PLEASE SEE SECTION 21.6 OF THE FRANCHISE AGREEMENT):**

**ACKNOWLEDGED AND AGREED:**

**FRANCHISOR:**

By:  
Name:  
Title:  
Date:

**FRANCHISEE:**

By:  
Name:  
Date:

## **FOR THE STATE OF WISCONSIN**

The Wisconsin Fair Dealership Law Title XIV-A Ch. 135, Sec. 135.01-135.07 shall supersede any conflicting terms of the Franchise Agreement for EOS Worldwide Franchising, LLC.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

## **FOR THE TERRITORY OF PUERTO RICO**

In recognition of the requirements of the Puerto Rico Dealers Act known as Law 75, the Franchise Agreement for EOS Worldwide Franchising, LLC is amended as follows:

1. Termination and Non-Renewal. Law 75 makes it unlawful for a franchisor to cancel or not renew a franchise without just cause. If any grounds for default, termination or non- renewal stated in the Franchise Agreement does not constitute “just cause,” as that term may be defined by Law 75 or the laws of Puerto Rico, that provision may not be enforceable.
2. Jurisdiction and Venue. The Franchise Agreement is amended to state that restricting jurisdiction or venue to a forum outside the territory of Puerto Rico or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under Law 75. In the event of a conflict of laws, the provisions of Law 75 shall prevail.
3. Limitations of Claims. Provisions such as those that unreasonably restrict or limit the statute of limitations period for claims under Law 75, or which unreasonably restrict other rights or remedies available to a franchisee under Law 75, such as a waiver of the right to a jury trial may not be enforceable.

In all other respects, the Franchise Agreement will be construed and enforced with its terms.

**Exhibit C**

**Form of Joinder to Franchise Agreement**

**Form of Joinder to  
Franchise Agreement**

**THIS JOINDER TO FRANCHISE AGREEMENT** (this “Joinder”) is delivered in connection with that certain EOS Worldwide Franchise Agreement (the “Agreement”), by and between EOS Worldwide Franchising, LLC, a Delaware limited liability company (“Franchisor”) and the undersigned Franchisee. Capitalized terms not defined in this Joinder shall have the meaning given to those terms in the Franchise Agreement.

Pursuant to Section 19 of the Franchise Agreement, Franchisee may, with Franchisor’s prior written consent, form a business organization (i.e., corporation, limited liability company or partnership) (a “Business Entity”) to operate the Franchised Business in whole or in part, subject to the terms and conditions of the Franchise Agreement.

By executing and delivering this Joinder to Franchisor, the undersigned Business Entity, as provided in Section 19(b) of the Franchise Agreement, hereby agrees to become a party to, to be bound by, and to comply in full with the provisions of, the Franchise Agreement, jointly and severally with Franchisee, as if the undersigned were an original franchisee signatory to the Franchise Agreement.

In addition, each of undersigned further certifies to Franchisor that:

1. attached hereto as Exhibit A is a true and correct copy of the articles of incorporation (or other form of company charter) of the Business Entity (the “Charter”) and such Charter is in full force and effect as of the date hereof and has not been amended other than as appearing herein; and
2. as of the date hereof, Franchisee owns [\_\_\_\_\_] % of the equity interests of the Business Entity.

Also by executing and delivering this Joinder to Franchisor below, each of Franchisee and Business Entity agree to be fully responsible for the performance by the other of each and every covenant and other provision in the Franchise Agreement.

[Signatures Appear on Following Page]

IN WITNESS WHEREOF, each of the undersigned has executed this Joinder as of the date of their respective signature below.

**Business Entity:**

Name of Business Entity: \_\_\_\_\_  
(must match the entity name on Exhibit A)

State/Province/Country of Formation:

\_\_\_\_\_

By:

Print Name:

Title:

Date:

**Franchisee:**

Print Name:

Signature:

Date:

*Please attach the "as filed" Articles of Incorporation/Formation Documents for the Business Entity*

Exhibit A to Joinder to Franchise Agreement



**EXHIBIT B  
TO THE DISCLOSURE DOCUMENT**

**Financial Statements**

**EOS WORLDWIDE FRANCHISING, LLC**

**FINANCIAL STATEMENTS**  
**Year Ended December 31, 2024 and**  
**Year Ended December 31, 2023**

# **EOS Worldwide Franchising, LLC**

Financial Report  
December 31, 2024

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**Independent Auditor's Report**

Board of Directors  
EOS Worldwide Franchising, LLC

**Opinion**

We have audited the financial statements of EOS Worldwide Franchising, LLC (the Company), which comprise the balance sheets as of December 31, 2024 and 2023, the related statements of operations, member's equity and cash flows for the years then ended, and the related notes to the financial statements (collectively, the financial statements).

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2024 and 2023, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

**Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

**Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.



In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.

*RSM US LLP*

Indianapolis, Indiana  
March 24, 2025

EOS Worldwide Franchising, LLC

Balance Sheets

December 31, 2024 and 2023

	2024	2023
<b>Assets</b>		
Current assets:		
Cash	\$ 233,339	\$ 1,260,748
Due from affiliates	5,710,569	2,436,390
<b>Total assets</b>	<b>\$ 5,943,908</b>	<b>\$ 3,697,138</b>
<b>Liabilities and Member's Equity</b>		
Current liabilities:		
Deferred revenue	\$ 1,801,403	\$ 2,277,196
<b>Total liabilities</b>	<b>1,801,403</b>	<b>2,277,196</b>
Member's equity	4,142,505	1,419,942
<b>Total liabilities and member's equity</b>	<b>\$ 5,943,908</b>	<b>\$ 3,697,138</b>

See notes to financial statements.

**EOS Worldwide Franchising, LLC**

**Statements of Operations**

**Years Ended December 31, 2024 and 2023**

	2024	2023
Memberships/subscriptions	\$ 12,779,658	\$ 10,446,384
Boot Camp	5,367,595	5,140,657
Events	176,750	196,800
Store income	3,309,031	3,044,704
Warm lead referral	1,343,657	1,564,593
Franchise fees	818,901	580,494
Other revenues	17,900	14,959
<b>Total revenues</b>	<b>23,813,492</b>	<b>20,988,591</b>
Cost of revenues	5,490,931	4,162,212
<b>Gross profit</b>	<b>18,322,561</b>	<b>16,826,379</b>
General and administrative expenses	14,431,334	14,303,404
<b>Operating income</b>	<b>3,891,227</b>	<b>2,522,975</b>
Other expense:		
Interest	(1,168,664)	(1,176,544)
<b>Net income</b>	<b>\$ 2,722,563</b>	<b>\$ 1,346,431</b>

See notes to financial statements.



**EOS Worldwide Franchising, LLC**

**Statements of Member's Equity**  
**Years Ended December 31, 2024 and 2023**

	Member's Deficit	Retained Earnings	Member's Equity
Balance, December 31, 2022	\$ (3,000,000)	\$ 3,788,511	\$ 788,511
Net income	-	1,346,431	1,346,431
Member's distribution	(715,000)	-	(715,000)
Balance, December 31, 2023	(3,715,000)	5,134,942	1,419,942
Net income	-	2,722,563	2,722,563
<b>Balance, December 31, 2024</b>	<b>\$ (3,715,000)</b>	<b>\$ 7,857,505</b>	<b>\$ 4,142,505</b>

See notes to financial statements.

EOS Worldwide Franchising, LLC

Statements of Cash Flows

Years Ended December 31, 2024 and 2023

	2024	2023
Cash flows from operating activities:		
Net income	\$ 2,722,563	\$ 1,346,431
Adjustments to reconcile net income to net cash (used in) provided by operating activities:		
Increase in assets:		
Due from affiliates	(3,274,179)	(1,016,647)
(Decrease) increase in liabilities:		
Deferred revenue	(475,793)	926,157
<b>Net cash (used in) provided by operating activities</b>	<b>(1,027,409)</b>	<b>1,255,941</b>
Cash flows from financing activities:		
Member distribution	-	(715,000)
<b>Net cash used in financing activities</b>	<b>-</b>	<b>(715,000)</b>
<b>Net (decrease) increase in cash</b>	<b>(1,027,409)</b>	<b>540,941</b>
Cash:		
Beginning	1,260,748	719,807
Ending	<b>\$ 233,339</b>	<b>\$ 1,260,748</b>
Supplemental disclosure of cash flow information:		
Interest paid	<b>\$ 1,168,664</b>	<b>1,176,544</b>

See notes to financial statements.

## EOS Worldwide Franchising, LLC

### Notes to Financial Statements

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#### Note 1. Nature of Operations and Summary of Significant Accounting Policies

**Nature of operations:** EOS Worldwide Franchising, LLC (the Company), was organized on January 11, 2021, under the laws of the state of Delaware as a limited liability company, and is a wholly owned subsidiary of EOS HoldCo, LLC (the Parent) disregarded for federal income tax purposes.

EOS Worldwide, LLC, an affiliate of the Company (the Affiliate), combines timeless business principles with a set of simple, practical, real-world tools to help entrepreneurs get what they want from their businesses. They also offer comprehensive training and support to entrepreneurs and business coaches who want to implement the Entrepreneurial Operating System (EOS) effectively with one or many businesses. The Affiliate is the owner of the trade name and service mark EOS and other trademarks and intellectual property the Company will use in connection with EOS franchises. The Affiliate licenses to the Company the right to use EOS trademarks and intellectual property under a 99-year license agreement and to further sublicense them. The Company will sublicense to franchisees the right to use the EOS trademarks and intellectual property in connection with their franchises.

The Company's duration shall be in perpetuity, unless sooner dissolved in accordance with the operating agreement and applicable law.

**Basis of presentation:** The accompanying financial statements are prepared in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).

**Use of estimates:** The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Cash:** At times, bank deposit accounts may exceed federally insured limits. The Company has not experienced any losses in such accounts. The Company believes it is not exposed to any significant credit risk on cash.

**Revenue recognition:** The Company recognizes revenue in accordance with Accounting Standards Codification (ASC) Topic 606, Revenue from Contracts with Customers, which provides a five-step model for recognizing revenue from contracts with customers as follows:

- Identify the contract with a customer
- Identify the performance obligations in the contract
- Determine the transaction price
- Allocate the transaction price to the performance obligations in the contract
- Recognize revenue when or as the performance obligations are satisfied

Under ASC 606, revenue is recognized when control of the promised goods or service is transferred to the Company's customers, in an amount that reflects the consideration the Company expects to be entitled to in exchange for those goods or service.

## EOS Worldwide Franchising, LLC

### Notes to Financial Statements

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#### Note 1. Nature of Operations and Summary of Significant Accounting Policies (Continued)

Revenue is primarily derived of the following:

**Membership/subscriptions:** The Company generates revenues by billing its franchisees for subscribed monthly membership fees. The franchisees are billed monthly upfront at their respective subscription renewal date and revenue is recognized at the renewal date. Any membership periods that overlap year-end are reclassified to deferred revenue. Deferred revenue is typically recognized within one year.

**Boot Camp:** Boot Camp event revenue is billed and received as part of the initial franchise agreement with new franchisees. These fees received are carried as deferred revenue until it is recognized when the respective franchisee attends the Boot Camp training.

**Store income:** The Company generates revenues by selling training materials, educational literature and other various products through their website. Revenue is recognized upon shipment, as that is when the customer obtains control of the promised good. The Company has elected to treat shipping and handling activities related to contracts with customers as costs to fulfill the promise to transfer the associated product and not as a separate performance obligation.

**Warm lead referral:** The Company generates revenues by referring general inquiries for coaching services to its franchisees. Once the member holds an initial meeting with the prospect and the relationship is deemed to have substance, the Company records revenue for the referral fee, which varies based on the go forward level of service.

**Franchise fee:** The Company bills and receives revenue associated with new franchisee agreements. This revenue is deferred and is recognized monthly pro rata over the life of the agreement, typically 45 months.

**Practice management:** The Company generates revenue with its franchisee network offering a monthly subscription-based learning management program. Revenue is recognized upon receipt and no deferred revenue exists for this stream due to recurring monthly membership periods.

**Contract assets and liabilities:** The timing revenue recognized may not align with the right to invoice the customer. The Company records accounts receivable when it has the unconditional right to issue an invoice and receive payment, regardless of whether revenue has been recognized. If revenue has not yet been recognized, a contract liability also is recorded. If revenue is recognized in advance of the right to invoice, a contract asset is recorded. The Company recognized the following contract assets and liabilities as of December 31, 2024 and 2023:

	2024	2023
Accounts receivable	\$ 5,710,569	\$ 2,436,390
Deferred revenue	(1,801,403)	(2,277,196)

As of January 1, 2023, the Company recognized approximately \$1,420,000 of accounts receivable and \$1,351,000 of deferred revenue.

**Advertising:** The Company charges advertising costs to expense as incurred. Advertising expenses amounted to approximately \$1,051,000 and \$873,000 for the years ended December 31, 2024 and 2023, respectively.

## EOS Worldwide Franchising, LLC

### Notes to Financial Statements

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#### **Note 1. Nature of Operations and Summary of Significant Accounting Policies (Continued)**

**Variable interest entity:** The Company has elected Accounting Standards Update (ASU) 2018-17 which allows all legal entities under common control to elect not to apply the variable interest entity (VIE) consolidation guidance.

**Income taxes:** As a limited liability company, the allocated share of income or loss is includable in the income tax returns of the members; accordingly, income taxes are not reflected in the Company's financial statements. The Company follows the provisions of ASC 740-10-25, Income Taxes, which requires that realization of an uncertain income tax position must be more likely than not (i.e., greater than 50% likelihood of receiving benefit) before it can be recognized in the financial statements. Further, ASC 740-10-25 prescribes the benefit to be recorded in the financial statements as the amount most likely to be realized assuming a review by the tax authorities having all relevant information and applying current conventions. ASC 740-10-25 also clarifies the financial statement classification of tax related penalties and interest and sets forth disclosures regarding tax benefits. The Company does not believe that there are any uncertain tax positions that should be recorded. No interest or penalties were included in the statements of operations for the years ended December 31, 2024 and 2023. With few exceptions, the Company is no longer subject to tax examinations by the U.S. federal, state or local tax authorities for the years before 2019.

**Management evaluation subsequent events:** The Company has performed an evaluation of subsequent events through March 24, 2025, which is the date the financial statements were available to be issued.

#### **Note 2. Related-Party Transactions**

The Company has entered into an expense sharing agreement with the Affiliate. The Affiliate pays all expenses on behalf of the Company and allocates expenses, including payroll, advertising, information technology, interest and other operating expenses, to the Company based on the terms stipulated in the expense sharing agreement.

The Affiliate may offset those expenses against amounts it may collect on behalf of the Company and the balance is transferred in cash between the Company and the Affiliate periodically for cash flow purposes. At December 31, 2024 and 2023, there is approximately \$5,711,000 and \$2,436,000, respectively, outstanding that is due from the Affiliate under this arrangement.

The Company has granted a security interest in all assets of the Company per the terms of a note purchase agreement among the Company, Parent, Affiliate, and other affiliates of the Company, collectively as the borrowers, and other third parties. The balance outstanding at December 31, 2024 and 2023, is approximately \$17,675,000 and \$15,675,000, respectively. No amount due is reflected on the accompanying balance sheets.

#### **Note 3. Member's Equity**

The Parent owns 100% of the membership interests of the Company.

#### **Note 4. Concentration of Credit Risk**

The Company's financial instruments that are exposed to concentrations of credit risk consist primarily of cash and cash equivalents. The Company places its cash and cash equivalents with one financial institution. At times, such amounts may be in excess of the FDIC insured limit. The Company has never experienced any losses related to these balances.

**EOS WORLDWIDE FRANCHISING, LLC**

**FINANCIAL STATEMENTS**  
**Year Ended December 31, 2023 and**  
**Year Ended December 31, 2022**

# **EOS Worldwide Franchising, LLC**

Financial Report  
December 31, 2023

## Contents

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RSM US LLP

## Independent Auditor's Report

Board of Directors  
EOS Worldwide Franchising, LLC

### Opinion

We have audited the financial statements of EOS Worldwide Franchising, LLC (the Company), which comprise the balance sheet as of December 31, 2023, the related statements of operations, member's equity and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Other Matter

The financial statements of the Company as of and for the year ended December 31, 2022, were audited by other auditors, whose report dated March 20, 2023, expressed an unmodified opinion on those statements.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

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**Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.

*RSM US LLP*

Indianapolis, Indiana  
March 25, 2024

**EOS Worldwide Franchising, LLC**

**Balance Sheets**

**December 31, 2023 and 2022**

	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
Current assets:		
Cash	\$ 1,260,748	\$ 719,807
Due from affiliates	<u>2,436,390</u>	<u>1,419,743</u>
<b>Total assets</b>	<b><u>\$ 3,697,138</u></b>	<b><u>\$ 2,139,550</u></b>
<b>Liabilities and Member's Equity</b>		
Current liabilities:		
Deferred revenue	<u>\$ 2,277,196</u>	<u>\$ 1,351,039</u>
<b>Total liabilities</b>	<b><u>2,277,196</u></b>	<b><u>1,351,039</u></b>
Member's equity	<u>1,419,942</u>	<u>788,511</u>
<b>Total liabilities and member's equity</b>	<b><u>\$ 3,697,138</u></b>	<b><u>\$ 2,139,550</u></b>

See notes to financial statements.

**EOS Worldwide Franchising, LLC**

**Statements of Operations**

**Years Ended December 31, 2023 and 2022**

	<b>2023</b>	<b>2022</b>
Revenue	<b>\$ 20,988,591</b>	<b>\$ 16,551,321</b>
Cost of revenues	<b>4,162,212</b>	<b>3,596,601</b>
<b>Gross profit</b>	<b>16,826,379</b>	<b>12,954,720</b>
General and administrative expenses	<b>14,303,404</b>	<b>9,261,139</b>
<b>Operating income</b>	<b>2,522,975</b>	<b>3,693,581</b>
Other expense:		
Interest	<b>(1,176,544)</b>	<b>(950,454)</b>
<b>Net income</b>	<b>\$ 1,346,431</b>	<b>\$ 2,743,127</b>

See notes to financial statements.

**EOS Worldwide Franchising, LLC**

**Statements of Member's Equity  
Years Ended December 31, 2023 and 2022**

	Member's Deficit	Retained Earnings	Member's Equity
Balance, December 31, 2021	\$ 500,000	\$ 1,045,384	\$ 1,545,384
Net income	-	2,743,127	2,743,127
Member's distribution	(3,500,000)	-	(3,500,000)
Balance, December 31, 2022	(3,000,000)	3,788,511	788,511
Net income	-	1,346,431	1,346,431
Member's distribution	(715,000)	-	(715,000)
<b>Balance, December 31, 2023</b>	<b>\$ (3,715,000)</b>	<b>\$ 5,134,942</b>	<b>\$ 1,419,942</b>

See notes to financial statements.

**EOS Worldwide Franchising, LLC**

**Statements of Cash Flows**

**Years Ended December 31, 2023 and 2022**

	<b>2023</b>	<b>2022</b>
Cash flows from operating activities:		
Net income	<b>\$ 1,346,431</b>	<b>\$ 2,743,127</b>
Adjustments to reconcile net income to net cash provided by operating activities:		
(Increase) decrease in assets:		
Due from affiliates	<b>(1,016,647)</b>	<b>(481,969)</b>
Increase (decrease) in liabilities:		
Deferred revenue	<b>926,157</b>	<b>1,176,616</b>
<b>Net cash provided by operating activities</b>	<b>1,255,941</b>	<b>3,437,774</b>
Cash flows from financing activities:		
Member distribution	<b>(715,000)</b>	<b>(3,500,000)</b>
<b>Net cash used in financing activities</b>	<b>(715,000)</b>	<b>(3,500,000)</b>
<b>Net decrease in cash</b>	<b>540,941</b>	<b>(62,226)</b>
Cash:		
Beginning	<b>719,807</b>	<b>782,033</b>
Ending	<b>\$ 1,260,748</b>	<b>\$ 719,807</b>

See notes to financial statements.

## EOS Worldwide Franchising, LLC

### Notes to Financial Statements

---

#### Note 1. Nature of Operations and Summary of Significant Accounting Policies

**Nature of operations:** EOS Worldwide Franchising, LLC (the Company), was organized on January 11, 2021, under the laws of the state of Delaware as a limited liability company, and is a wholly owned subsidiary of EOS HoldCo, LLC (the Parent) disregarded for federal income tax purposes.

EOS Worldwide, LLC, an affiliate of the Company (the Affiliate), combines timeless business principles with a set of simple, practical, real-world tools to help entrepreneurs get what they want from their businesses. They also offer comprehensive training and support to entrepreneurs and business coaches who want to implement the Entrepreneurial Operating System (EOS) effectively with one or many businesses. The Affiliate is the owner of the trade name and service mark EOS and other trademarks and intellectual property the Company will use in connection with EOS franchises. The Affiliate licenses to the Company the right to use EOS trademarks and intellectual property under a ninety-nine-year license agreement and to further sublicense them. The Company will sublicense to franchisees the right to use the EOS trademarks and intellectual property in connection with their franchises.

The Company's duration shall be in perpetuity, unless sooner dissolved in accordance with the operating agreement and applicable law.

**Basis of presentation:** The accompanying financial statements are prepared in conformity with accounting principles generally accepted in the United States of America (GAAP).

**Use of estimates:** The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Cash:** At times, bank deposit accounts may exceed federally insured limits. The Company has not experienced any losses in such accounts. The Company believes it is not exposed to any significant credit risk on cash.

**Revenue recognition:** The Company recognizes revenue in accordance with Accounting Standards Codification (ASC) Topic 606, Revenue from Contracts with Customers, which provides a five-step model for recognizing revenue from contracts with customers as follows:

- Identify the contract with a customer
- Identify the performance obligations in the contract
- Determine the transaction price
- Allocate the transaction price to the performance obligations in the contract
- Recognize revenue when or as the performance obligations are satisfied

Under ASC 606, revenue is recognized when control of the promised goods or service is transferred to the Company's customers, in an amount that reflects the consideration the Company expects to be entitled to in exchange for those goods or service.

**EOS Worldwide Franchising, LLC**

**Notes to Financial Statements**

---

**Note 1. Nature of Operations and Summary of Significant Accounting Policies (Continued)**

Revenue is primarily derived of the following:

**Membership/subscriptions:** The Company generates revenues by billing its franchisees for subscribed monthly membership fees. The franchisees are billed monthly upfront at their respective subscription renewal date and revenue is recognized at the renewal date. Any membership periods that overlap year-end are reclassified to deferred revenue.

**Boot Camp:** Boot Camp event revenue is billed and received as part of the initial franchise agreement with new franchisees. These fees received are carried as deferred revenue until it is recognized when the respective franchisee attends the Boot Camp training.

**Store income:** The Company generates revenues by selling training materials, educational literature and other various products through their website. Revenue is recognized upon shipment, as that is when the customer obtains control of the promised good. The Company has elected to treat shipping and handling activities related to contracts with customers as costs to fulfill the promise to transfer the associated product and not as a separate performance obligation.

**Warm lead referral:** The Company generates revenues by referring general inquiries for coaching services to its franchisees. Once the member holds an initial meeting with the prospect and the relationship is deemed to have substance, the Company records revenue for the referral fee, which varies based on the go forward level of service.

**Franchise fee:** The Company bills and receives revenue associated with new franchisee agreements. This revenue is deferred and is recognized monthly pro rata over the life of the agreement, typically 45 months.

**Practice management:** The Company generates revenue with its franchisee network offering a monthly subscription-based learning management program. Revenue is recognized upon receipt and no deferred revenue exists for this stream due to recurring monthly membership periods.

**Advertising:** The Company charges advertising costs to expense as incurred. Advertising expenses amounted to approximately \$873,000 and \$703,000 for the years ended December 31, 2023 and 2022, respectively.

**Variable interest entity:** The Company has elected Accounting Standards Update (ASU) 2018-17 which allows all legal entities under common control to elect not to apply the variable interest entity (VIE) consolidation guidance.

**Income taxes:** As a limited liability company, the allocated share of income or loss is includable in the income tax returns of the members; accordingly, income taxes are not reflected in the Company's financial statements. The Company follows the provisions of ASC 740-10-25, Income Taxes, which requires that realization of an uncertain income tax position must be more likely than not (i.e., greater than 50% likelihood of receiving benefit) before it can be recognized in the financial statements. Further, ASC 740-10-25 prescribes the benefit to be recorded in the financial statements as the amount most likely to be realized assuming a review by the tax authorities having all relevant information and applying current conventions. ASC 740-10-25 also clarifies the financial statement classification of tax related penalties and interest and sets forth disclosures regarding tax benefits. The Company does not believe that there are any uncertain tax positions that should be recorded. No interest or penalties were included in the statements of operations for the years ended December 31, 2023 and 2022. With few exceptions, the Company is no longer subject to tax examinations by the U.S. federal, state or local tax authorities for the years before 2019.



**EOS Worldwide Franchising, LLC**

**Notes to Financial Statements**

---

**Note 1. Nature of Operations and Summary of Significant Accounting Policies (Continued)**

**Management evaluation subsequent events:** The Company has performed an evaluation of subsequent events through March 25, 2024, which is the date the financial statements were available to be issued.

**Note 2. Related-Party Transactions**

The Company has entered into an expense sharing agreement with the Affiliate. The Affiliate pays all expenses on behalf of the Company and allocates expenses, including payroll, advertising, information technology, interest and other operating expenses, to the Company based on the terms stipulated in the expense sharing agreement.

The Affiliate may offset those expenses against amounts it may collect on behalf of the Company and the balance is transferred in cash between the Company and the Affiliate periodically for cash flow purposes. At December 31, 2023 and 2022, there is approximately \$2,436,000 and \$1,420,000, respectively, outstanding that is due from the Affiliate under this arrangement.

The Company has granted a security interest in all assets of the Company per the terms of a note purchase agreement among the Company, Parent, Affiliate, and other affiliates of the Company, collectively as the borrowers, and other third parties. The balance outstanding at December 31, 2023 and 2022, is approximately \$15,675,000 for both years, respectively. No amount due is reflected in the accompanying balance sheets.

**Note 3. Member's Equity**

The Parent owns 100% of the membership interests of the Company.

**Note 4. Concentration of Credit Risk**

The Company's financial instruments that are exposed to concentrations of credit risk consist primarily of cash and cash equivalents. The Company places its cash and cash equivalents with one financial institution. At times, such amounts may be in excess of the FDIC insured limit. The Company has never experienced any losses related to these balances.

**EXHIBIT C  
TO THE DISCLOSURE DOCUMENT**

**State Administrators and State Agents For Service Of Process**

<p><b><u>California</u></b> California Department of Financial Protection and Innovation Toll Free #: 1-866-275-2677 Website: www.dfpi.ca.gov E-mail: Ask DFPI@dfpi.ca.gov</p> <p><b>Sacramento</b> 651 Bannon Street, Suite 300 Sacramento, CA 95811</p> <p><b>San Francisco</b> One Sansome Street, Suite 600 San Francisco, CA 94104-4428</p> <p><b>Los Angeles</b> 320 West 4<sup>th</sup> St., Suite 750 Los Angeles, CA 90013-2344</p> <p><b><u>Agent for Service of Process:</u></b> Commissioner of Financial Protection and Innovation 320 West 4th Street, Suite 750, Los Angeles, California 90013-2344 1-866-275-2677</p>	<p><b><u>Hawaii</u></b> Business Registration Div. Dept. of Commerce &amp; Consumer Affairs Commissioner of Securities King Kalakaua Building 335 Merchant Street, Room 203 Honolulu, Hawaii 96813 (808) 586-2722</p> <p><b><u>Agent for Service of Process:</u></b> Same Address</p>	<p><b><u>Illinois</u></b> Franchise Division Office of Attorney General 500 South Second Street Springfield, IL 62706 (217) 782-4465</p> <p><b><u>Agent for Service of Process:</u></b> Same Address</p>
<p><b><u>Connecticut</u></b> Department of Banking Securities &amp; Business Investments Division 260 Constitution Plaza Hartford, CT 06103</p> <p><b><u>Florida</u></b> Florida Division of Consumer Services Attn: Business Opportunities 2005 Apalachee Parkway Tallahassee, FL 32399-6500</p>	<p><b><u>Indiana</u></b> Securities Commissioner Indiana Securities Division 302 W. Washington St Room E- 111 Indianapolis, IN 46204 (317) 232-6681</p> <p><b><u>Agent for Service of Process:</u></b> Indiana Secretary of State 201 State House Indianapolis, Indiana 46204</p>	<p><b><u>Kentucky</u></b> Office of the Attorney General Consumer Protection Division Attn: Business Opportunity 1024 Capital Center Drive Frankfort, Kentucky 40601-8204</p> <p><b><u>Maryland</u></b> Office of the Attorney General Securities Division 200 St. Paul Place Baltimore, MD 21202-2020 (410) 576-6360</p> <p><b><u>Agent for Service of Process:</u></b> Maryland Securities Commissioner Same Address</p>

<p><b><u>Maine</u></b>  Department of Professional and Financial Regulations  Bureau of Banking  Securities Division  121 Statehouse Station  Augusta, Maine 04333</p>	<p><b><u>Nebraska</u></b>  Nebraska Department of Banking and Finance  Commerce Court  1230 O Street, Suite 400  Lincoln, Nebraska 68509</p>	<p><b><u>Oregon</u></b>  Department of Insurance &amp; Finance  Corporate Securities and Franchise  Corporate Securities Section  Labor and Industries Building  Salem, OR 97310  (503) 378-4387</p>
<p><b><u>Michigan</u></b>  Department of Attorney General State of Michigan  Consumer Protection Division,  Franchise Section  G. Mennen Williams Building  1st Floor  525 W. Ottawa Street  Lansing, Michigan 48913  (517) 373-7117</p> <p><b><u>Agent for Service of Process:</u></b>  Michigan Department of Commerce  Corporations and Securities Bureau  Same Address</p>	<p><b><u>New York</u></b>  NYS Department of Law  Investor Protection Bureau  Franchise Section  120 Broadway, 23<sup>rd</sup> Floor  New York, NY 10271-0332  (212) 416-8236  (212) 416-6042 (Fax)</p> <p><b><u>Agent for Service of Process:</u></b>  New York Secretary of State  Once Commerce Plaza  99 Washington Avenue  6<sup>th</sup> Floor  Albany, New York 12231-0001</p>	<p><b><u>Rhode Island</u></b>  Department of Business Regulation  Securities Division  Franchise Section  John O. Pastore Complex - Bldg. 69-1  1511 Pontiac Avenue  Cranston, RI 02920  (401) 462-9588</p> <p><b><u>Agent for Service of Process:</u></b>  Director of the Rhode Island  Department of Business Regulation  Same Address</p>
<p><b><u>Minnesota</u></b>  Minnesota Dept. of Commerce  85 7<sup>th</sup> Place East, Suite 280  St. Paul, MN 55101-2198  (651) 539-1600</p> <p><b><u>Agent for Service of Process:</u></b>  Commissioner of Commerce  Same Address</p>	<p><b><u>North Carolina</u></b>  Secretary of State  Securities Division  300 North Salisbury Street  Suite 100  Raleigh, North Carolina 27603-5909</p>	<p><b><u>South Carolina</u></b>  Office of the Secretary of State  1205 Pendleton Street  Edgar Brown Building  Suite 525  Columbia, South Carolina 29201</p>
	<p><b><u>North Dakota</u></b>  North Dakota Securities Department  600 East Boulevard Avenue  State Capitol  5<sup>th</sup> Floor, Dept. 414  Bismarck, ND 58505-0510  (701) 328-4712</p> <p><b><u>Agent for Service of Process:</u></b>  North Dakota Securities Comm'r  Same Address</p>	<p><b><u>South Dakota</u></b>  Department of Labor and Regulation  Division of Securities  124 S Euclid, Suite 104  Pierre, SD 57501  (605) 773-3563</p> <p><b><u>Agent for Service of Process:</u></b>  Director of South Dakota Division of Securities  Same Address</p>

<p><b><u>Texas</u></b>  Secretary of State  Statutory Documents Section  P.O. Box 12887 Austin, TX 78711-2887</p>	<p><b><u>Washington</u></b>  Director of Department of Financial Institutions  P. O. Box 41200  Olympia, Washington 98504-1200  (360) 902-8762</p> <p><b><u>Agent for Service of Process:</u></b>  Director of Department of Financial Institutions  Same Address</p>	<p><b><u>Wisconsin</u></b>  Department of Financial Institutions  Division of Securities  201 W. Washington Ave.  Suite 300  Madison, WI 53703  (608) 266-8557</p> <p><b><u>Agent for Service of Process:</u></b>  Commissioner of Securities  Same Address</p>
<p><b><u>Virginia</u></b>  State Corporation Commission  Division of Securities and Retail Franchising  1300 East Main Street  Tyler Building, 9<sup>th</sup> Floor Richmond, Virginia 23219  (804) 371-9733</p> <p><b><u>Agent for Service of Process:</u></b>  Clerk of the State Corporation Commission  Same Address</p>		

**EXHIBIT D  
TO THE DISCLOSURE DOCUMENT**

**State Addenda to FDD**

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE CALIFORNIA FRANCHISE INVESTMENT LAW**

1. The California Franchise Investment Law requires a copy of all proposed agreements relating to the sale of the franchise be delivered together with the Franchise Disclosure Document.
2. California Business and Professions Code 20000 through 20043 provides rights to the franchisee concerning termination, transfer or non-renewal of a franchise. If the Franchise Agreement contains a provision that is inconsistent with the law, the law will control.
3. Item 3 of the Disclosure Document is amended to provide that:

“neither the franchisor, nor any person in Item 2 of the Disclosure Document, is subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities Exchange Act of 1934, 15 U.S.C. § 78(a) et seq., suspending or expelling such persons from membership in that association or exchange.”
4. The Franchise Agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law. (11 U.S.C.A. Sec. 101 et seq.).
5. The Franchise Agreement contains a covenant not to compete which extends beyond the termination of the franchise. This provision may not be enforceable under California law.
6. The Franchise Agreement requires binding arbitration. The arbitration will occur in Michigan with the costs of the arbitrators’ fees and the fees payable to the American Arbitration Association being borne jointly by you and us but you must pay your own legal fees, legal expenses, transportation, and travel accommodations.
7. Prospective franchisees are encouraged to consult private legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of a Franchise Agreement restricting venue to a forum outside the State of California.
8. Section 31125 of the California Corporations Code requires us to give you a disclosure document, in a form containing the information that the commissioner may by rule or order require, before a solicitation of a proposed material modification of an existing franchise.
9. You must sign a general release if you renew or transfer your franchise. California Corporations Code §31512 voids a waiver of your rights under the Franchise Investment Law (California Corporations Code §§31000 through 31516). Business and Professions Code §20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professions Code §§20000 through 20043).
10. OUR WEBSITE HAS NOT BEEN REVIEWED OR APPROVED BY THE CALIFORNIA DEPARTMENT OF FINANCIAL PROTECTION AND INNOVATION. ANY COMPLAINTS CONCERNING THE CONTENT OF THIS WEBSITE MAY BE DIRECTED TO CALIFORNIA DEPARTMENT OF FINANCIAL PROTECTION AND INNOVATION AT [www.dfpi.ca.gov](http://www.dfpi.ca.gov).
11. Your spouse will be liable for all financial obligations under the Franchise Agreement even though your spouse has no ownership interest in the franchise. This guarantee will place both your and your spouse’s marital and personal assets, perhaps including your house, at risk if your franchise fails.

12. Any interest rate charged to a California franchisee shall comply with the California Constitution. The interest rate shall not exceed either (a) 10% annually or (b) 5% annually plus the prevailing interest rate charged to banks by the Federal Reserve Bank of San Francisco, whichever is higher.
13. The Antitrust Law Section of the Office of the California Attorney General views maximum price agreements as per se violations of the Cartwright Act.
14. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.
15. The financial performance representations do not reflect the costs of sales, operating expenses, or other costs or expenses that must be deducted from the gross revenue or gross sales figures to obtain your net income or profit. You should conduct an independent investigation of the costs and expenses you will incur in operating your EOS Worldwide franchise business. Franchisees or former franchisees, listed in the Disclosure Document, may be one source of this information.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE CONNECTICUT BUSINESS OPPORTUNITY INVESTMENT ACT**

**DISCLOSURES REQUIREMENT BY CONNECTICUT LAW**

The State of Connecticut does not approve, recommend, endorse or sponsor any business opportunity. The information contained in this disclosure has not been verified by the state. If you have any questions about this investment, see an attorney before you sign a contract or agreement.

Notwithstanding anything to the contrary in the disclosure document, the following provisions shall supersede and apply to all franchises offered and sold in the State of Connecticut:

1. If the seller fails to deliver the products or supplies or fails to render the services necessary to begin substantial operation of the business within forty-five days of the delivery date stated in your contract, you may notify the seller in writing and demand that the contract be cancelled.
2. Item 2 of the Disclosure Document is amended to provide that each seller's current address is the address of EOS Worldwide Franchising, LLC which is 2254 Cole Street, Suite 130, Birmingham, MI 48009.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE HAWAII FRANCHISE INVESTMENT LAW**

1. THESE FRANCHISES WILL BE/HAVE BEEN FILED UNDER THE FRANCHISE INVESTMENT LAW OF THE STATE OF HAWAII. FILING DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION OR ENDORSEMENT BY THE DIRECTOR OF COMMERCE AND CONSUMER AFFAIRS OR A FINDING BY THE DIRECTOR OF COMMERCE AND CONSUMER AFFAIRS THAT THE INFORMATION PROVIDED HEREIN IS TRUE, COMPLETE AND NOT MISLEADING.
2. THE FRANCHISE INVESTMENT LAW MAKES IT UNLAWFUL TO OFFER OR SELL ANY FRANCHISE IN THIS STATE WITHOUT FIRST PROVIDING TO THE PROSPECTIVE FRANCHISEE, OR SUBFRANCHISOR, AT LEAST FOURTEEN DAYS PRIOR TO THE EXECUTION BY THE PROSPECTIVE FRANCHISEE OF ANY BINDING FRANCHISE OR OTHER AGREEMENT, OR AT LEAST FOURTEEN DAYS PRIOR TO THE PAYMENT OF ANY CONSIDERATION BY THE FRANCHISEE, OR SUBFRANCHISOR, WHICHEVER OCCURS FIRST, A COPY OF THE DISCLOSURE DOCUMENT, TOGETHER WITH A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE SALE OF THE FRANCHISE.
3. THIS DISCLOSURE DOCUMENT CONTAINS A SUMMARY ONLY OF CERTAIN MATERIAL PROVISIONS OF THE FRANCHISE AGREEMENT. THE CONTRACT OR AGREEMENT SHOULD BE REFERRED TO FOR A STATEMENT OF ALL RIGHTS, CONDITIONS, RESTRICTIONS AND OBLIGATIONS OF BOTH THE FRANCHISOR AND THE FRANCHISEE.
4. Registered agent in the state authorized to receive service of process:

Commissioner of Securities Department of Commerce & Consumer Affairs  
Business Registration Division Securities Compliance Branch 335 Merchant Street, Room 203  
Honolulu, Hawaii, 96813  
(808) 586-2722
5. Item 3 of the Disclosure Document is amended to provide that:

“neither the franchisor, nor any person in Item 2 of the Disclosure Document, has within the last 10 years, been subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities Exchange Act of 1934, 15 U.S.C. § 78(a) et seq., suspending or expelling such persons from membership in that association or exchange or is subject to any currently effective order or ruling of the Federal Trade Commission or is subject to any currently effective order relating to business activity as a result of an action brought by any public agency or department.”
6. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf



of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE ILLINOIS FRANCHISE DISCLOSURE ACT**

Notwithstanding anything to the contrary in the Disclosure Document, the following provisions shall supersede and apply to all franchises offered and sold in the State of Illinois:

1. Illinois law governs the Franchise Agreement.
2. In conformance with Section 4 of the Illinois Franchise Disclosure Act, any provision in a franchise agreement that designates jurisdiction and venue in a forum outside of the State of Illinois is void. However, a franchise agreement may provide for arbitration to take place outside of Illinois.
3. Your rights upon termination and non-renewal are set forth in Sections 19 and 20 of the Illinois Franchise Disclosure Act.
4. In conformance with Section 41 of the Illinois Franchise Disclosure Act, any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or any other law of Illinois is void.
5. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE INDIANA FRANCHISE DECEPTIVE FRANCHISE PRACTICES ACT**

Notwithstanding anything to the contrary set forth in the Disclosure Document, the following provisions shall supersede and apply to all franchises offered and sold in the State of Indiana:

1. The laws of the State of Indiana supersede any provisions of the Franchise Agreement, the other agreements or Delaware law if such provision are in conflict with Indiana law.
2. The prohibition by Indiana Code § 23-2-2.7-1(7) against unilateral termination of the franchise without good cause or in bad faith, good cause being defined therein as material breach of the Franchise Agreement, shall supersede the provisions of Section 17 of the Franchise Agreement in the State of Indiana to the extent they may be inconsistent with such prohibition.
3. Item 12 and Section 3.1 of the Franchise Agreement are subject to Indiana Code § 23-2-2.7-1(2) and § 23-2-2.7-2(4) which prohibit us from competing unfairly with you within a reasonable area.
4. No release language set forth in the Disclosure Document or Franchise Agreement, including but not limited to Item 17 or Section thereof, respectively, shall relieve us or any other person, directly or indirectly, from liability imposed by the laws concerning franchising of the State of Indiana.
5. Section 20 of the Franchise Agreement is amended to provide that such agreement will be construed in accordance with the laws of the State of Indiana.
6. Any provision in the Franchise Agreement which designates jurisdiction or venue, or requires you to agree to jurisdiction or venue, in a forum outside of Indiana, is deleted from any Franchise Agreement issued in the State of Indiana.
7. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE MARYLAND FRANCHISE REGISTRATION AND DISCLOSURE LAW**

Notwithstanding anything to the contrary set forth in the Disclosure Document, the following provisions shall supersede and apply to all franchises offered and sold in the State of Maryland:

The following sentence is added to the end of the “Summary” section of Item 17(c) and Item 17(m):

“However, any general release required as a condition for our approval of a transfer, renewal, or assignment of your Franchise Agreement will not apply to claims arising under the Maryland Franchise Registration and Disclosure Law.”

1. Item 17(v) is supplemented with the following: “A franchisee may bring a lawsuit in Maryland for claims arising under the Maryland Franchise Registration and Disclosure Law.”
2. Item 17 is amended by adding the following at the end of the section: “Despite any provision in the Franchise Agreement to the contrary, any claim arising under the Maryland Franchise Registration and Disclosure Law must be commenced within 3 years from the grant of the franchise.”
3. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.
4. A surety bond has been obtained by the Franchisor. The Maryland Securities Commissioner has made the issuance of the Franchisor’s permit contingent upon the Franchisor maintaining surety bond coverage acceptable to the Administrator until (a) all Maryland franchisees have (i) received all initial training that they are entitled to under the Franchise Agreement or Franchise Disclosure Document, and (ii) are open for business; or (b) the Administrator issues written authorization to the contrary.

## **ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER THE MINNESOTA FRANCHISE INVESTMENT LAW**

Notwithstanding anything to the contrary set forth in the Disclosure Document or Franchise Agreement, as applicable, the following provisions shall supersede and apply to all franchises offered and sold in the State of Minnesota:

1. The following language is added to Item 13 of the Disclosure Document:

“Minnesota considers it unfair to not protect the franchisee’s right to use the trademarks. As such, the Minnesota Department of Commerce requires the Franchisor to indemnify Minnesota franchisees against liability to third parties resulting from claims by third parties that the Franchisee’s use of the tradename infringes trademark rights of the third party. Franchisor indemnifies Franchisee against the consequences of Franchisee’s use of the tradename in accordance with the requirements of the license, and, as a condition to indemnification, Franchisee must provide notice to Franchisor of any such claims within ten (10) days and tender the defense of the claim to Franchisor. If Franchisor accepts the tender of defense, Franchisor has the right to manage the defense of the claim including the right to compromise, settle or otherwise resolve the claim, and to determine whether to appeal a final determination of the claim.”

2. Item 17 of the Disclosure Document:

“With respect to franchises governed by Minnesota law, we will comply with Minn. Stat. Sec. 80C.14, Subds. 3, 4, and 5 which require (except in certain specified cases) (1) that a franchisee be given 90 days’ notice of termination (with 60 days to cure) and 180 days’ notice for non- renewal of the franchise agreement and (2) that consent to the transfer of the franchise will not be unreasonably withheld.”

“Pursuant to Minnesota Statutes, Section 80C.21 and Minn. Rule Part 2860-4400J, this Section shall not in any way abrogate or reduce (1) any of the franchisee’s rights as provided for in Minnesota Statutes, Chapter 80C or (2) franchisee’s rights to any procedure, forum, or remedies provided for by the laws of the jurisdiction.”

“Minnesota Statutes, Section 80C.21 and Minnesota Rules 2860.4400(J) prohibit the franchisor from requiring litigation to be conducted outside Minnesota, requiring waiver of a jury trial, or requiring the franchisee to consent to liquidated damages, termination penalties or judgment notes.”

“The franchisee cannot consent to the franchisor obtaining injunctive relief. The franchisor may seek injunctive relief and a court will determine if a bond is required. See Minn. Rules 2860.4400J.”

“You may not bring any action under Chapter 80C of the Minnesota Statutes more than three years after the cause of action accrues.”

3. Minnesota Rules 2860.4400(D) prohibits a franchisor from requiring a franchisee to assent to a general release.

4. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

## **ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER THE NEW YORK FRANCHISE LAW**

Notwithstanding anything to the contrary set forth in the Disclosure Document or Franchise Agreement, as applicable, the following provisions shall supersede and apply to all franchises offered and sold in the State of New York:

1. The following information is added to the cover page of the Franchise Disclosure Document:

**INFORMATION COMPARING FRANCHISORS IS AVAILABLE. CALL THE STATE ADMINISTRATORS LISTED IN EXHIBIT C OR YOUR PUBLIC LIBRARY FOR SERVICES OR INFORMATION. REGISTRATION OF THIS FRANCHISE BY NEW YORK STATE DOES NOT MEAN THAT NEW YORK STATE RECOMMENDS IT OR HAS VERIFIED THE INFORMATION IN THIS FRANCHISE DISCLOSURE DOCUMENT. IF YOU LEARN THAT ANYTHING IN THIS FRANCHISE DISCLOSURE DOCUMENT IS UNTRUE, CONTACT THE FEDERAL TRADE COMMISSION AND THE APPROPRIATE STATE OR PROVINCIAL AUTHORITY. THE FRANCHISOR MAY, IF IT CHOOSES, NEGOTIATE WITH YOU ABOUT ITEMS COVERED IN THE FRANCHISE DISCLOSURE DOCUMENT. HOWEVER, THE FRANCHISOR CANNOT USE THE NEGOTIATING PROCESS TO PREVAIL UPON A PROSPECTIVE FRANCHISEE TO ACCEPT TERMS WHICH ARE LESS FAVORABLE THAN THOSE SET FORTH IN THIS FRANCHISE DISCLOSURE DOCUMENT.**

2. The following is added to the end of Item 3:

With regard to the franchisor, its predecessor, a person identified in Item 2, or an affiliate offering franchises under the franchisor's principal trademark:

- A. No such party has an administrative, criminal or civil action pending against that person alleging: a felony; a violation of a franchise, antitrust, or securities law; fraud, embezzlement, fraudulent conversion, misappropriation of property; unfair or deceptive practices, or comparable civil or misdemeanor allegations.
- B. No such party has any pending actions, other than routine litigation incidental to the business, which are significant in the context of the number of franchisees and the size, nature or financial condition of the franchise system or its business operations.
- C. No such party has been convicted of a felony or pleaded nolo contendere to a felony charge or, within the 10-year period immediately preceding the application for registration, has been convicted of or pleaded nolo contendere to a misdemeanor charge or has been the subject of a civil action alleging: violation of a franchise, antifraud, or securities law; fraud; embezzlement; fraudulent conversion or misappropriation of property; or unfair or deceptive practices or comparable allegations.
- D. No such party is subject to a currently effective injunctive or restrictive order or decree relating to the franchise, or under a Federal, State, or Canadian franchise, securities, antitrust, trade regulation or trade practice law, resulting from a concluded or pending action or proceeding brought by a public agency;

or is subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities and Exchange Act of 1934, suspending or expelling such person from membership in such association or exchange; or is subject to a currently effective injunctive or restrictive order relating to any other business activity as a result of an action brought by a public agency or department, including, without limitation, actions affecting a license as a real estate broker or sales agent.

3. The following is added to the end of the “Summary” sections of Item 17(c), titled “**Requirements for franchisee to renew or extend**,” and Item 17(m), entitled “**Conditions for franchisor approval of transfer**”:

However, to the extent required by applicable law, all rights you enjoy and any causes of action arising in your favor from the provisions of Article 33 of the General Business Law of the State of New York and the regulations issued thereunder shall remain in force; it being the intent of this proviso that the non-waiver provisions of General Business Law Sections 687(4) and 687(5) be satisfied.

4. The following language is added to the end of the “Summary” section of Item 17(d) titled “**Termination by franchisee**”: “You may also terminate the Franchise Agreement on any grounds available by law.”
5. The following is added to the end of the “Summary” sections of Item 17(v), titled “**Choice of forum**”, and Item 17(w), titled “**Choice of law**”:

The foregoing choice of law should not be considered a waiver of any right conferred upon the franchisor or upon the franchisee by Article 33 of the General Business Law of the State of New York.

6. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.
7. Receipts--Any sale made must be in compliance with § 683(8) of the Franchise Sale Act (N.Y. Gen. Bus. L. § 680 et seq.), which describes the time period a Franchise Disclosure Document (offering prospectus) must be provided to a prospective franchisee before a sale may be made. New York law requires a franchisor to provide the Franchise Disclosure Document at the earlier of the first personal meeting, ten (10) business days before the execution of the franchise or other agreement, or the payment of any consideration that relates to the franchise relationship.



**NOTICE REQUIRED BY STATE OF NORTH CAROLINA**

**The State of North Carolina has not reviewed and does not approve, recommend, endorse or sponsor any business opportunity. The information contained in this disclosure has not been verified by the State. If you have any questions about this investment, see an attorney before you sign a contract or agreement.**

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE NORTH DAKOTA FRANCHISE LAW**

Notwithstanding anything to the contrary in the Disclosure Document, the following provisions shall supersede and apply to all franchises offered and sold in the State of North Dakota:

1. Item 17(u) is deleted and is replaced by the following:

(u) Dispute resolution by arbitration or mediation	Section 20.4-20.5	The site of arbitration or mediation is to be agreeable to all parties and may not be remote from the Franchisee's place of business.
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2. Item 17(v) is deleted and is replaced by the following:

(v) Choice of Forum	Section 20.1	North Dakota
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3. Item 17(w) is amended by adding the following sentence in the Summary Section:

“The laws of the state of North Dakota supersede any provisions of the Franchise Agreement, the other agreements or Delaware law if such provisions are in conflict with North Dakota law.”

4. North Dakota has determined that (i) requiring a franchisee to sign a general release upon renewal of the Franchise Agreement; (ii) requiring a franchisee to consent to a waiver of trial by jury; and (iii) requiring the franchisee to consent to a waiver of exemplary and punitive damages are unfair, unjust and inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law. Accordingly, (i) all references to the Franchisee signing a general release upon renewal of the Franchise Agreement; (ii) all references to the Franchisee requiring waiver of a jury trial; and (iii) all references requiring the franchisee to consent to a waiver of exemplary and punitive damages are deleted.

5. Summary column (r) in Item 17 of the Disclosure Document and Section 16.6(a) of the Franchise Agreement prohibit you from soliciting any of your Client or the Clients of any other EOS Franchisee to a competitive business for 1 year after termination or expiration of the Franchise Agreement. Covenants not to compete such as those mentioned above are generally considered unenforceable in the State of North Dakota. The Commissioner has held that covenants restricting competition are contrary to Section 9-08-06 of the North Dakota Century Code, and are unfair, unjust, or inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law.

6. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE SOUTH DAKOTA FRANCHISE LAW**

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE RHODE ISLAND FRANCHISE DISCLOSURE ACT**

1. Item 17(v) Summary section is amended to read:

“We must litigate in the state and judicial district where we maintain our principal place of business except that to the extent required by applicable law, you may bring an action in Rhode Island for claims arising under the Rhode Island Franchise Investment Act.”

2. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE VIRGINIA RETAIL FRANCHISING ACT**

Notwithstanding anything to the contrary set forth in the Disclosure Document or Franchise Agreement, as applicable, the following provisions shall supersede and apply to all franchises offered and sold in the Commonwealth of Virginia:

In recognition of the restrictions contained in Section 13.1-564 of the Virginia Retail Franchising Act, the Franchise Disclosure Document for use in the Commonwealth of Virginia shall be amended as follows:

The following statements are added to Item 17.h.

“Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any ground for default or termination stated in the franchise agreement does not constitute “reasonable cause,” as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.”

No statement, questionnaire, or acknowledgement signed or agreed to by you in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by us, any franchise seller, or any other person acting on our behalf. This provision supersedes any other term of any document executed in connection with the franchise.

## **ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER THE WASHINGTON FRANCHISE INVESTMENT LAW**

The provisions of this Addendum form an integral part of, are incorporated into, and modify the Franchise Disclosure Document, the Franchise Agreement, and all related agreements regardless of anything to the contrary contained therein. This Addendum applies if: (a) the offer to sell a franchise is accepted in Washington; (b) the purchaser of the franchise is a resident of Washington; and/or (c) the franchised business that is the subject of the sale is to be located or operated, wholly or partly, in Washington.

1. **Conflict of Laws.** In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, chapter 19.100 RCW will prevail.

2. **Franchisee Bill of Rights.** RCW 19.100.180 may supersede provisions in the Franchise Agreement or related agreements concerning your relationship with the franchisor, including in the areas of termination and renewal of your franchise. There may also be court decisions that supersede the Franchise Agreement or related agreements concerning your relationship with the franchisor. Franchise agreement provisions, including those summarized in Item 17 of the Franchise Disclosure Document, are subject to state law.

3. **Site of Arbitration, Mediation, and/or Litigation.** In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the Franchise Agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

4. **General Release.** A release or waiver of rights in the Franchise Agreement or related agreements purporting to bind the franchisee to waive compliance with any provision under the Washington Franchise Investment Protection Act or any rules or orders thereunder is void except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel, in accordance with RCW 19.100.220(2). In addition, any such release or waiver executed in connection with a renewal or transfer of a franchise is likewise void except as provided for in RCW 19.100.220(2).

5. **Statute of Limitations and Waiver of Jury Trial.** Provisions contained in the Franchise Agreement or related agreements that unreasonably restrict or limit the statute of limitations period for claims under the Washington Franchise Investment Protection Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

6. **Transfer Fees.** Transfer fees are collectable only to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

7. **Termination by Franchisee.** The franchisee may terminate the Franchise Agreement under any grounds permitted under state law.

8. **Certain Buy-Back Provisions.** Provisions in the Franchise Agreement or related agreements that permit the franchisor to repurchase the franchisee's business for any reason during the term of the Franchise Agreement without the franchisee's consent are unlawful pursuant to RCW 19.100.180(2)(j), unless the franchise is terminated for good cause.

9. **Fair and Reasonable Pricing.** Any provision in the Franchise Agreement or related agreements that requires the franchisee to purchase or rent any product or service for more than a fair and reasonable price is unlawful under RCW 19.100.180(2)(d).

10. **Waiver of Exemplary & Punitive Damages.** RCW 19.100.190 permits franchisees to seek treble damages under certain circumstances. Accordingly, provisions contained in the Franchise Agreement or elsewhere requiring franchisees to waive exemplary, punitive, or similar damages are void, except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel, in accordance with RCW 19.100.220(2).

11. **Franchisor's Business Judgement.** Provisions in the Franchise Agreement or related agreements stating that the franchisor may exercise its discretion on the basis of its reasonable business judgment may be limited or superseded by RCW 19.100.180(1), which requires the parties to deal with each other in good faith.

12. **Indemnification.** Any provision in the Franchise Agreement or related agreements requiring the franchisee to indemnify, reimburse, defend, or hold harmless the franchisor or other parties is hereby modified such that the franchisee has no obligation to indemnify, reimburse, defend, or hold harmless the franchisor or any other indemnified party for losses or liabilities to the extent that they are caused by the indemnified party's negligence, willful misconduct, strict liability, or fraud.

13. **Attorneys' Fees.** If the Franchise Agreement or related agreements require a franchisee to reimburse the franchisor for court costs or expenses, including attorneys' fees, such provision applies only if the franchisor is the prevailing party in any judicial or arbitration proceeding.

14. **Noncompetition Covenants.** Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee, unless the employee's earnings from the party seeking enforcement, when annualized, exceed \$100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed \$250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provision contained in the Franchise Agreement or elsewhere that conflicts with these limitations is void and unenforceable in Washington.

15. **Nonsolicitation Agreements.** RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the Franchise Agreement or elsewhere are void and unenforceable in Washington.

16. **Questionnaires and Acknowledgments.** No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

17. **Prohibitions on Communicating with Regulators.** Any provision in the Franchise Agreement or related agreements that prohibits the franchisee from communicating with or complaining to regulators is inconsistent with the express instructions in the Franchise Disclosure Document and is unlawful under RCW 19.100.180(2)(h).

18. **Advisory Regarding Franchise Brokers.** Under the Washington Franchise Investment Protection Act, a “franchise broker” is defined as a person that engages in the business of the offer or sale of franchises. A franchise broker represents the franchisor and is paid a fee for referring prospects to the franchisor and/or selling the franchise. If a franchisee is working with a franchise broker, franchisees are advised to carefully evaluate any information provided by franchisor broker about a franchise.

1.



**ADDENDUM TO THE DISCLOSURE DOCUMENT UNDER  
THE WISCONSIN FRANCHISE LAW**

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

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TO THE DISCLOSURE DOCUMENT**

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**EXHIBIT F  
TO THE DISCLOSURE DOCUMENT**

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	Tricia Drake	Lindon	801.598.0583	tricia.drake@eosworldwide.com
	Gordon Boyce	Mayflower Mountain	817.733.5001	gord.boyce@eosworldwide.com
	Adam Frederico	Pleasant Grove	801.669.1107	adam.frederici@eosworldwide.com
	Adrian Dayton	Salt Lake City	801.414.7675	adrian.dayton@eosworldwide.com



State	Implementer	City	Telephone Number	E-mail Address
	John Annunziata	Sandy	646.354.8780	john.annunziata@eosworldwide.com
	Alessandra Wendt	South Jordan	612.877.2373	ali.wendt@eosworldwide.com
	Jules Thomas Lambries	South Jordan	801.842.1234	jules.lambries@eosworldwide.com
	Juliana Lindsay	South Jordan	801.369.2040	juliana.lindsay@eosworldwide.com
	Robert A. Rouse	West Mapleton	801.388.2879	bobby.rouse@eosworldwide.com
<b>Virginia</b>				
	Nancy C. Inman	Charlottesville	434.825.9955	nancy.inman@eosworldwide.com
	Ryan Plante	Chesapeake	207.522.1533	ryan.plante@eosworldwide.com
	J. William Karbach	Daleville	540.815.3146	will.karbach@eosworldwide.com
	Paul B. Meadows	Forest	434.841.7668	paul.meadows@eosworldwide.com
	Stephen J. Byler	Hinton	540.490.2870	steve.byler@eosworldwide.com
	Ted Williamson	Leesburg	571.278.3414	ted.williamson@eosworldwide.com
	Brittany Toler	Midlothian	910.232.6767	brittany.toler@eosworldwide.com
	James J. White	Midlothian	540.915.2900	jj.white@eosworldwide.com
	Gabriel Muller	Purcellville	765.404.6213	gabriel.muller@eosworldwide.com
	Scott Young	Purcellville	570.204.4728	scott.young@eosworldwide.com
	Dave Ingram	Richmond	804.467.4397	david.ingram@eosworldwide.com
	Jason Williams	Virginia Beach	757.572.7325	jason.williams@eosworldwide.com
<b>Washington</b>				
	Craig Wigginton	Battle Ground	360.448.0944	craig.wigginton@eosworldwide.com
	Stacy Luckensmeyer	Cashmere	509.670.7787	stacy.luckensmeyer@eosworldwide.com
	Cheri Kuhn	East Wenatchee	509.421.7662	cheri.kuhn@eosworldwide.com
	Matt Hansen	Everett	615.513.3892	matt.hansen@eosworldwide.com
	Julie Ellen Markee	La Center	360.975.8110	julie.markee@eosworldwide.com
	James D. Paras	Liberty Lake	509.981.9393	jim.paras@eosworldwide.com
	Mark Treas	Lynden	859.409.0257	mark.treas@eosworldwide.com
	Jonathon Kludt	Manson	509.470.4000	jon.kludt@eosworldwide.com
	Eric McGrath	Puyallup	702.808.6220	eric.mcgrath@eosworldwide.com
	Dwight N. Miller, Jr.	Snohomish	877.367.1877	dwight.miller@eosworldwide.com
	James E. Kinnier	Spokane	503.488.0408	jim.kinnier@eosworldwide.com
	Martin W. Vondrell	Stanwood	425.877.8808	marty.vondrell@eosworldwide.com
	Jordan P. Kuhn	Wenatchee	360.770.2100	jordan.kuhn@eosworldwide.com
	Matthew D. Todd	Yacolt	360.518.7718	matt.todd@eosworldwide.com
<b>Wisconsin</b>				
	Patrick Van Abel	Appleton	920.428.4878	patrick.vanabel@eosworldwide.com
	Daniel W. Mallin	Balsam Lake	612.840.1404	dan.mallin@eosworldwide.com
	Hani Malek	Cedarburg	309.267.3046	hanimalek@yahoo.com

State	Implementer	City	Telephone Number	E-mail Address
	Margaret A. Thoreson	Lake Nebagamon	715.292.6348	meg.thoreson@eosworldwide.com
	Joshua S. Kosnick	Middleton	608.239.3510	josh.kosnick@eosworldwide.com
	John Schwab	Milwaukee	414.331.3978	john.schwab@eosworldwide.com
	Jon Teraoka	New Berlin	414.349.7341	jon.teraoka@eosworldwide.com
	Phil Ouellette	Middleton	608.215.3015	phil.ouellette@eosworldwide.com
	Jeffrey Peck	Chili	717.940.3405	jeff.peck@eosworldwide.com
	Steven Solano	Sussex	512.262.8097	steven.solano@eosworldwide.com
	Paul Krejcarek	Wauwatosa	414.403.1166	paul.krejcarek@eosworldwide.com
<b>Wyoming</b>				
	Katina Koller	Cody	520.999.0239	katina.koller@eosworldwide.com

**Franchisees that have signed agreements, but have not yet opened for business (i.e., not completed Boot Camp as of December 31, 2024):**

State	Franchisee/Implementer Name	City	Telephone Number	E-mail
Georgia	David Peterson	Buford	470.493.2185	dpeterson1899@aol.com
Idaho	Dale Boone	Idaho Falls	208.390.9766	dale.intermountainauto@gmail.com
New Jersey	Jennifer Forte	Medford	856.297.3687	jennforte620@gmail.com
North Carolina	Carlie Lockey	Newport	252.808.7767	carlie@remarkablepeoplesolutoins.com
South Carolina	Richard Maynard	Greenwood	864.992.4436	maynardrb@gmail.com

**EXHIBIT G  
TO THE DISCLOSURE DOCUMENT**

**Franchisees Who Have Left The System**

**If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise System.**

The following franchisees have had an outlet terminated, canceled, not renewed, or otherwise voluntarily or involuntarily ceased to do business under the franchise agreement during the most recently completed fiscal year:

State	Implementer Name	Termination Date	Termination Reason	Telephone Number	E-mail Address
<b>Arizona</b>	Scott Goodrich	06/01/24	Ceased Operations – Other Reasons	602.228.4373	sgoodrich23@gmail.com
<b>California</b>	Jennifer Carrasco	02/01/24	Ceased Operations – Other Reasons	707.724.9522	jennifercarrasco.co@gmail.com
	Frederick Morrison	01/10/24	Ceased Operations – Other Reasons	949.500.4634	fredm@mtetrad.com
<b>Colorado</b>	Dawn C. Abbott	12/09/24	Ceased Operations – Other Reasons	720.203.4226	dawn@abbottconsult.com
<b>Florida</b>	Guy Richard Balan	01/23/24	Ceased Operations – Other Reasons	786.659.5584	guy_balan@yahoo.com
	Elena Volnova	10/01/24	Ceased Operations – Other Reasons	917.847.1074	elena@theprofitrecipe.com
<b>Georgia</b>	Vince Bakshani	03/14/24	Ceased Operations – Other Reasons	678.249.8495	vince@eonize.co
	Bryan Glutting	06/22/24	Ceased Operations – Other Deceased	Deceased	Deceased
	Wayne A. Kurzen	11/13/24	Ceased Operations – Other Reasons	678.362.7734	wayne@kurzengroup.com
	Tim McAfee	11/21/24	Ceased Operations – Other Reasons	678.428.2902	timmcafee2012@gmail.com
<b>Idaho</b>	Blaine U. Bergeson	02/16/24	Ceased Operations – Other Reasons	208.867.5934	blaine@bergesonleadership.com
	Aaron Marcum	03/25/24	Ceased Operations – Other Reasons	208.390.8473	aaron@vueadvisors.com
<b>Illinois</b>	William A. Hickey, Jr.	07/31/24	Ceased Operations – Other Reasons	847.371.8473	whickey93@gmail.com
	Rene Boer	11/30/24	Ceased Operations – Other Reason	708-369.8190	rene@tractionprocess.com
<b>Indiana</b>	Mike Hutson	07/31/24	Ceased Operations – Other Reasons	317.691.6811	mhutson@edgefinancialstrategies.com
	Penny Theresa Steele	12/31/24	Ceased Operations – Other Reasons	260.750.7050	theresa@steelebc.com
	Matthew Hupp	12/31/24	Ceased Operations – Other Reasons	317.531.6829	matthupp10@gmail.com
<b>Louisiana</b>	Andrew Plauche	01/13/24	Ceased Operations – Other Reasons	337.344.3166	andypdvm@gmail.com

<b>Michigan</b>	Tiffany Kruczek	03/03/24	Ceased Operations – Other Reasons	734.658.2160	tiffany@businessevolutiongroup.com
	Wesley Mathews	06/07/24	Ceased Operations – Other Reasons	734.945.4039	wesley.mathews@gmail.com
	Robert C. Shenefelt	03/01/24	Ceased Operations – Other Reasons	248.390.5259	bob@coachbobdetroit.com
	Andrew Williams	12/15/24	Ceased Operations – Other Reasons	547.370.7376	andrew@nexusbusiness.com
	Andrew Pass	05/07/24	Ceased Operations – Other Reasons	248.302.1829	andrew.pass@passededucation.com
<b>Minnesota</b>	Jillian Mittelmark	12/31/24	Ceased Operations – Other Reasons	651.334.0565	jillian@resolve-works.com
	Jordan Onnen	07/03/24	Ceased Operations – Other Reasons	320.894.5868	jo@integrativevisionary.com
	Christopher Emerson	12/24/24	Ceased Operations – Other Reasons	612.916.2592	christopher.emerson@whiteoaksecurity.com
	Kenneth Ritterspach	10/15/24	Ceased Operations – Other Reasons	952.835.4436	kritterspach@tractionresults.com
<b>Missouri</b>	Craig Allan Teich	03/05/24	Ceased Operations – Other Reasons	314.865.9050	craig@teamteich.com
<b>New York</b>	Rudy Cazares	03/17/24	Ceased Operations – Other Reasons	718.747.4115	rudy@m2c.nyc
	Nicholas P. Dickinson	03/03/24	Ceased Operations – Other Reasons	203.482.4088	nick@vargasandrews.com
	Rachel Lebowitz-Jaroslavit	12/27/24	Ceased Operations – Other Reasons	917.474.8383	lebowswife@gmail.com
	Howard Mann	06/24/24	Ceased Operations – Other Reasons	917.922.9248	howard@howardmann.com
	Ben Beiss	08/17/24	Ceased Operations – Other Reasons	347.977.0612	beissben@gmail.com
	Mitchell York	12/22/24	Ceased Operations – Other Reasons	516.314.7169	mittchell@york.coach
	Mayer Davud Lowenstein	12/31/24	Ceased Operations – Other Reasons	718.687.6397	mdl@mayeir.com
<b>Pennsylvania</b>	Rodney Nolt	02/26/24	Ceased Operations – Other Reasons	717.629.0313	rodney@westfieldeg.com
<b>Texas</b>	Jackson Smith	04/12/24	Ceased Operations – Other Reasons	512.623.0066	jackson92792@gmail.com
	Chris Champion	07/15/24	Ceased Operations – Other Reasons	214.642.9386	cchampion1124@gmail.com
	Clint Fiore	09/05/24	Ceased Operations – Other Reasons	830.353.2383	clint@bisonbusiness.com
	Melinda Gage	01/26/24	Ceased Operations – Other Reasons	512.998.6490	eyeargan@gmail.com
	Clarence Robinson	06/27/24	Ceased Operations – Other Reasons	817.822.7171	clarence.robinson@parkplacepower.com
	Wright Wommack	05/02/24	Ceased Operations – Other Reasons	432.528.5565	wright.wommack@atlasbend.com
<b>Washington</b>	William Gunderson	04/26/24	Ceased Operations – Other Reasons	503.791.4527	billgunderson@comcast.net

<b>West Virginia</b>	John Headlee	05/29/24	Ceased Operations – Other Reasons	216.777.0642	john@amplexus.biz
<b>Wisconsin</b>	John D. Lake, Jr.	12/09/24	Ceased Operations – Other Reasons	608.792.3419	john@jdlake.com
	Sean McGinnis	04/19/24	Ceased Operations – Other Reasons	262.617.8800	mcg@prorevservices.com

<b>Florida</b>	Richard Schultz	12/31/24	Termination	727.515.9230	Rss10@tampabay.rr.com
<b>New York</b>	Joel Rottenberg	12/31/24	Termination	845.502.3639	Jr11206@gmail.com
<b>Texas</b>	Erik Yeargan	04/24/24	Termination	512.998.0490	eyeargan@gmail.com

The following franchisees have not communicated with the franchisor within 10 weeks of the disclosure document issuance date:

None.

There are no other franchisees who have had their franchise terminated, cancelled, not renewed or otherwise voluntarily or involuntarily ceased to do business under a Franchise Agreement during the most recently completed fiscal year, or who have not communicated with us within 10 weeks of the Issuance Date.

**EXHIBIT H**  
**TO THE DISCLOSURE DOCUMENT**

**Franchisee Disclosure Acknowledgment Statement**

As you know, EOS Worldwide Franchising, LLC (the “Franchisor”, “we”, “us”, or “our”) and you are preparing to enter into an EOS Worldwide Franchise Agreement (the “Franchise Agreement”) for the establishment and operation of an EOS Worldwide franchised Business (the “Franchised Business”). The purpose of this Franchisee Disclosure Acknowledgment Statement (this “Questionnaire”) is to for us to confirm certain factual information related to the offer and sale of the EOS Worldwide franchised business to you.

In the event that you are intending to purchase an existing Franchised Business from an existing franchisee, you may have received information from the transferring franchisee, who is not an employee or representative of the Franchisor. The questions below do not apply to any communications that you had with the transferring Franchisee.

Further, to the extent you spoke with other franchisees about their experiences with us and the EOS franchise system, those franchisees are not our employees or representatives and are not authorized to speak on our behalf. Information any such franchisee may have shared is based on their views and experiences alone, and should not be attributed to the Franchisor or its employees or representatives in any way.

Please review each of the following questions and statements carefully and provide honest and complete responses to each.

1. I signed the Franchise Agreement on \_\_\_\_\_, and acknowledge that no agreement, including any addendum, is effective until signed and dated by the Franchisor and until I pay the Initial Franchise Fee and the Boot Camp Fee.

2. Did you receive a copy of our Franchise Disclosure Document (the “Disclosure Document”) at least 14 calendar days before signing the Franchise Agreement (including the exhibits, addenda, attachments and related agreements like the franchise agreement) and at least 14 calendar days before you paid the Initial Franchise Fee and the Boot Camp Fee or any other money to us?

Yes\_\_\_ No\_\_\_

3. Did you sign a receipt (Exhibit K to the Disclosure Document) indicating the date you received it?

Yes\_\_\_ No\_\_\_

4. Is the name of any EOS Worldwide employee or representative (including for this purpose, any broker) who was involved in offering you this franchise opportunity not listed on the receipt you signed (or on any updated receipt we provided to you)?

Yes\_\_\_ No\_\_\_

If you answered “No” to questions 2 or 3 or “Yes” to question 4, please provide a full explanation of each answer in the following blank lines, including for question 4, the names of each other individual not listed on the receipt you signed (or on any updated receipt we provided to you), that you believe acted as a franchise seller in connection with the offering of the franchise to you.

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(Attach additional pages, if necessary, and refer to them below, identifying **specifically** which questions the additional explanations apply to).

5. Did you receive all answers to each of your questions and concerns about making an investment in an EOS Worldwide franchise opportunity?

Yes\_\_\_\_ No\_\_\_\_

If no, what questions do you have remaining about this EOS Worldwide franchise opportunity? (Attach additional pages, if necessary.)

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6. Have you discussed the benefits and risks of establishing and operating an EOS Franchised Business with an attorney, accountant, or other professional advisor?

Yes\_\_\_\_\_ No\_\_\_\_\_

If No, do you wish to have more time to do so?

Yes\_\_\_\_\_ No\_\_\_\_\_

***As a reminder, we strongly encourage each franchisee to speak with an attorney, accountant and/ or other trusted advisors before signing an EOS Worldwide franchise agreement.***

7. Was any oral, written or visual statement, assertion or claim made to you by anyone that contradicted the disclosures in our Disclosure Document?

Yes\_\_\_\_\_ No\_\_\_\_\_

8. Did any employee or other person speaking on Franchisor’s behalf make any statement or promise or provide you with any oral, written or visual calculation or assertion that stated, suggested, predicted or projected your sales, revenues, income or profit levels?

Yes\_\_\_\_\_ No\_\_\_\_\_

9. Did any employee or other person speaking on Franchisor’s behalf provide any statistical information regarding any EOS Worldwide franchisees that is not contained in Item 19 of our Disclosure Document or that is contrary to or different from the information in Item 19 of our Disclosure Document?



Yes \_\_\_\_\_ No \_\_\_\_\_

***As a reminder, if anyone speaking on our behalf makes any statement regarding the potential or probable revenues, sales or profits of an EOS Worldwide franchisee or provides any statistical information regarding any EOS Worldwide franchisee that is not contained in our Disclosure Document, please let us know immediately.***

10. Did any employee or other person speaking on Franchisor's behalf make any statement or promise regarding the costs involved in operating an EOS Worldwide Franchised Business that is not contained in Items 5, 6, 7 or 11 of our Disclosure Document or that is contrary to or different from the information in our Disclosure Document?

Yes \_\_\_\_\_ No \_\_\_\_\_

11. Did anyone offer or promise you any amendment, addendum, "side deal," "side letter" or similar arrangement that is different from or supplemental to the Franchise Agreement?

Yes \_\_\_\_\_ No \_\_\_\_\_

If you have answered "Yes" to any one of questions 7-11, please provide a full explanation of each answer in the following blank lines. (Attach additional pages, if necessary, and refer to them below, identifying **specifically** which questions the additional explanations apply to).

\_\_\_\_\_  
\_\_\_\_\_

12. Have you spoken to any other franchisee(s) of this system before deciding to purchase this Franchised Business? If so, who?

\_\_\_\_\_  
\_\_\_\_\_

The undersigned has executed this Questionnaire effective as of the date of the Franchise Agreement.

«Open##Washington»For Washington residents only: Washington franchisees are not required to sign this Acknowledgement. «Close##Washington»

«Open##Maryland»For Maryland residents only: Maryland franchisees are not required to sign this Acknowledgement. «Close##Maryland»

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

**EXHIBIT I  
TO THE DISCLOSURE DOCUMENT**

**Minimum Insurance Requirements**

<b>Type of Insurance</b>	<b>Minimum Limits of Not Less Than</b>	<b>Additional Insured Endorsement</b>	<b>Required Coverage</b>	<b>Additional Information</b>
Commercial General Liability:  Each Occurrence  Annual General Aggregate	  \$1,000,000 USD  \$1,000,000 USD	Yes	<i><b>Must be referenced in the “Additional Remarks” section of the Insurance Certificate</b></i>  Primary/Non-Contributory Blanket contractual liability (including broadest contractual liability coverage available for franchisee’s indemnification obligations under the franchise agreement) Ongoing and completed operations May not combine coverages with non-EOSW franchise operations	Should provide coverage on an occurrence form basis and include coverage for alleged or actual bodily injury, property damage, personal and advertising injury.  Should provide defense and indemnity coverage for occurrences, wrongful acts, claims and lawsuits covered or potentially covered that happen or have effect anywhere in the world.  <i><b>Note: CGL can often include Hired and Non-Owned automobile coverage for a small additional premium.</b></i>
Professional (Errors & Omissions) Liability  Each Occurrence  Annual General Aggregate	  \$1,000,000 USD  \$1,000,000 USD	Yes	<i><b>Must be referenced in the “Additional Remarks” section of the Insurance Certificate</b></i>  Primary/Non-Contributory Blanket contractual liability (including broadest contractual liability coverage available for franchisee’s indemnification obligations under the franchise agreement) Ongoing and completed operations May not combine coverages with non-EOSW franchise operations	Should provide coverage for loss or liability due to any <i><b>alleged or actual act, error, omission, or negligence</b></i> of franchisee and its employees, agents and representatives in connection with any services provided in connection with the franchise agreement

If you believe that you should not be required to carry an identified type of insurance or otherwise comply with our minimum insurance requirements, you must submit a written waiver request and obtain a written waiver from Franchisor. Until such time as we notify you in writing of our waiver, you are obligated to comply with all minimum insurance requirements.

**EXHIBIT J  
TO THE DISCLOSURE DOCUMENT**

**State Effective Dates**

The following states require that the Franchise Disclosure Document be registered or filed with the state, or be exempt from registration: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington, and Wisconsin.

This document is effective and may be used in the following states, where the document is filed, registered or exempt from registration, as of the Effective Date stated below:

<b>State</b>	<b>Effective Date</b>
<b>California</b>	Pending
<b>Hawaii</b>	Pending
<b>Illinois</b>	Pending
<b>Indiana</b>	Pending
<b>Maryland</b>	Pending
<b>Michigan</b>	Pending
<b>Minnesota</b>	Pending
<b>New York</b>	Pending
<b>North Dakota</b>	Pending
<b>Rhode Island</b>	Pending
<b>South Dakota</b>	Pending
<b>Virginia</b>	Pending
<b>Washington</b>	Pending
<b>Wisconsin</b>	Pending

Other states may require registration, filing, or exemption of a franchise under other laws, such as those that regulate the offer and sale of business opportunities or seller-assisted marketing plans.

**EXHIBIT K  
TO THE DISCLOSURE DOCUMENT**

**Receipts**

### **Receipt**

This Disclosure Document summarizes certain provisions of the Franchise Agreement and other information in plain language. Read this Disclosure Document and all agreements carefully.

If EOS Worldwide Franchising, LLC offers you a franchise, it must provide this Disclosure Document to you fourteen (14) calendar days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale.

New York requires that we give you this Disclosure Document at the earlier of the first personal meeting or ten (10) business days before the execution of the franchise or other agreement or the payment of any consideration that relates to the franchise relationship. Michigan requires that we give you this Disclosure Document at least ten (10) business days before the execution of any binding franchise or other agreement or the payment of any consideration, whichever occurs first.

If EOS Worldwide Franchising, LLC does not deliver this Disclosure Document on time or if it contains a false or misleading statement, or a material omission, a violation of federal law and state law may have occurred and should be reported to the Federal Trade Commission, Washington, D.C. 20580 and the state agency listed on Exhibit C.

The franchisor is EOS Worldwide Franchising, LLC located at 2254 Cole Street, Suite 130, Birmingham, MI 48009. Its telephone number is (248) 278-8220. The following individuals may act as EOS Worldwide Franchising, LLC's in connection with the offering of this franchise: Mark O'Donnell, Matt Roush, Lauren Shaver and Adam Chopp.

Issuance Date: March 25, 2025.

EOS Worldwide Franchising, LLC authorizes the agents listed on Exhibit C to receive service of process in the respective states. I received a Disclosure Document dated March 25, 2025 that included the following Exhibits:

- |  |  |
|--|--|
| A. Form of Franchise Agreement                                     | F. List of Franchisees                             |
| B. Financial Statements  | G. Franchisees Who Have Left the System            |
| C. State Administrators and<br>State Agents for Service of Process | H. Franchisee Disclosure Acknowledgement Statement |
| D. State Addenda to FDD  | I. Minimum Insurance Requirements                  |
| E. Operations Manual Table of Contents                             | J. State Effective Dates                           |
|  | K. Receipts  |

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Date Received (Do Not Leave Blank)

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Prospective Franchisee Signature

---

Prospective Franchisee Printed Name

You may return the signed receipt either by signing, dating and mailing it to EOS Worldwide Franchising, LLC at 2254 Cole Street, Suite 130, Birmingham, MI 48009, or by e-mailing a .pdf copy of the signed and dated receipt to EOS Worldwide Franchising, LLC at [franchise@EOSworldwide.com](mailto:franchise@EOSworldwide.com).

## Receipt

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Prospective Franchisee Signature

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